

# **RWE RENEWABLES UK WIND SERVICES LIMITED**

## **STRATEGIC REPORT (EXTRACT)**

***FOR THE YEAR ENDED 31 DECEMBER 2023***

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**Statement by the directors of the company regarding their duty under s172(1) Companies Act 2006 to promote the success of the company**

### **S172(1) a “The likely consequences of any decision in the long term”**

The UK strategy is aligned with the wider RWE Group strategy and is intended to maintain and strengthen the position as a leading renewable energy company, while keeping safety and social responsibility fundamental to the core business approach.

During the year, the directors approved the 2024-25 business plan as part of the annual planning process with input from the company's shareholder. The business plan was designed to have a long-term beneficial impact on the company whilst seeking to optimise and improve the existing asset. The directors continue to operate the business within tight budgetary controls and in line with regulatory targets.

The planning process takes into account the impact of the company's operations on the community and environment.

### **S172(1) b “The interests of the company’s employees”**

The company does not directly employ any staff but is recharged for staff costs by an associated company, RWE Renewables Management UK Limited. The directors recognise that employees are fundamental and core to the business and delivery of strategic ambitions. The success of the business depends on attracting, retaining and motivating employees. From ensuring that the company remains a responsible employer, to pay and benefits and to the health, safety and workplace environment, the directors factor the implications of decisions on employees and the wider workforce, where relevant and feasible.

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### **S172(1) c “The need to foster the company’s business relationships with suppliers, customers and others”**

Delivering the strategy requires good relationships with suppliers, customers, government departments and local communities. The directors assess the priorities related to the relevant stakeholders with whom the company does business, and, where applicable, a member of the board ensures close collaboration with the stakeholders on these particular topics.

### **S172(1) d “The impact of the company’s operations on the community and the environment”**

The directors ensure that Environmental, Health and Safety, and social responsibility policy and plans adopted are in place to help protect both people and the environment.

Health, Safety and Environment is a primary concern for the directors who set policies for the benefit of all employees and stakeholders working on behalf of the company. The company operates a comprehensive HSE management system, and actively monitors its performance in order to identify and implement improvements.

The directors actively engage with the local community where the company's proposed business activities are likely to impact on them.

### **S172(1) e “The desirability of the company maintaining a reputation for high standards of business conduct”**

The directors have adopted clear plans, policies and frameworks, such as the RWE Code of Conduct, specific ethics and compliance directives, and the Modern Slavery Statement, to ensure that high standards are maintained internally and across external business relationships.

The Renewables division of the RWE group has a designated Compliance Officer to ensure that both the way in which decisions are taken and how the company acts promote high standards of business conduct. This is also augmented by compliance (business ethics) training that is mandatory for all employees to undertake annually.

The directors recognise their role in ensuring the desired culture is embedded in the values, attitudes and behaviours the company demonstrates, including external activities and stakeholder relationships.

### **S172(1) f “The need to act fairly as between members of the Company”**

The company is held directly by a single member, and has one ultimate parent company, RWE AG. After weighing up all relevant factors, the directors consider which course of action best enables delivery of the company's strategy through the long-term, taking into consideration the impact on the RWE group. In doing so, the directors act fairly as between the immediate company's member and the ultimate parent.

On behalf of the board



T Lodwick

**Director**

20 September 2024