

Human Rights Declaration of innogy

This Human Rights Declaration is a key element of innogy's sustainability efforts. Human rights are inalienable and indivisible rights to which every human being is entitled by birth. Being a company with global operations innogy is aware of its special responsibility for safeguarding and enforcing these rights. Apart from our own business locations and processes, this responsibility also comprises the entire value chain.

Respect for and enforcement of human rights constitute an integral part of our commitment to sustainability: With its activities innogy aims to inspire people and make the world more sustainable. innogy can only live up to this claim if successful performance and respect for human rights go hand in hand. In 2011, the United Nations published the *"Guiding Principles on Business and Human Rights for Implementing the United Nations „Protect, Respect and Remedy“ Framework"* specifically referring to the responsibility of companies regarding human rights. With this declaration we are taking account of this responsibility and create transparency for the increased requirements and expectations of our stakeholders.

Our commitment to safeguarding human rights covers all our sites and business units worldwide. Being a globally operating company we consider this to be our social and ethical duty and an important precondition for the sustainable development of our company.

Fundamentals of innogy's commitment to human rights

- As part of our business activities, we respect human rights and applicable law.
- innogy's Code of Conduct lays down objectives and principles for our business activities. This declaration specifies the Code of Conduct in concrete terms as binding and applicable for all employees in the Group.
- We are committed to the UN Global Compact and its ten principles.
- innogy respects and endorses the contents of the Universal Declaration of Human Rights and the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work.
- innogy is continuously working to improve the focus on human rights in all areas. We are also involved in safeguarding respect of human rights beyond our own company. We share information on progress and activities on a regular basis.

Human rights of our employees

- innogy respects the rights of our employees.
- The equal treatment of all employees is an important principle of our corporate policy. In our company, we do not accept any discrimination, marginalisation or disparagement based on gender, family status, ethnic origin, nationality, age, religion, sexual orientation and identity, physical or mental disability.
- We pay our employees fairly in accordance with national regulations.
- We safeguard the freedom of association and recognise the right to collective bargaining.
- We strive for occupational and plant safety as well as the highest level of health and safety at work.
- Any form of forced and compulsory labour is strictly prohibited.
- We comply with all applicable laws and agreements on working hours and paid leave.
- We strictly condemn child labour by pursuing a clear and uncompromising policy to this effect in all our business activities on a global basis.

Human rights on the part of our contractors and suppliers

- We expect our contractors and suppliers to respect human rights. We therefore expect them to accept the standards of conduct laid down in innogy's Code of Conduct as a basis for the cooperation and in particular to commit themselves to endorsing and implementing the standards on human rights, labour relations and the environment as well as on fighting corruption as specified in the Global Compact Initiative of the United Nations.
- We apply a strict zero-tolerance policy to breaches especially when it comes to forced and child labour.
- We expect our contractors and suppliers to cooperate with us to improve respect of human rights whenever this seems to be necessary. We strive to ensure that the products supplied to us were produced responsibly. We reserve the right to agree assessments and audits with suppliers to verify whether our requirements have been met.

Complaints mechanisms

- We maintain complaints mechanisms for employees as well as external contractors and suppliers in all countries where innogy operates. This may be handled by the superiors, our compliance organisation or an external contact person.
- We have put in place processes to investigate suspicious cases. Confidentiality is ensured at all times.

Responsibilities

- The Executive Board of innogy SE is responsible to ensure that all business activities of the company are in accordance with the human rights.
- The Corporate Responsibility department is responsible to take the development of this declaration forward. It shall consult on this development with the relevant stakeholders in the company.
- Moreover, Corporate Responsibility is responsible for the reporting on human rights and for the contact with relevant business partners outside the company. Corporate Responsibility shall keep the Executive Board informed about the development and any activities on a regular basis.

Adopted by the Executive Board of innogy SE on 11 December 2018