

## **Modern Slavery Act 2015**

### **RWE Generation UK plc Modern Slavery and Human Trafficking Statement**

THIS DOCUMENT REPRESENTS THE SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR:

**RWE GENERATION UK PLC**

#### **Introduction**

We are committed to ensuring that neither we nor any part of our supply chain has involvement in any activities relating to slavery, forced labour, servitude or human trafficking. We recognise that for an organisation such as ours it is incumbent for us to take steps to combat this global issue.

#### **OUR BUSINESS AND ORGANISATION STRUCTURE**

RWE Generation UK is part of the European Generation Company, RWE Generation SE, which is a pan-European energy company having one of the largest power portfolios in the world, with over 40GW of generating capacity. It is wholly owned by RWE AG. The company has a workforce of around 14,000 people in 70 locations. RWE Generation UK has around 1000 employees and has its headquarters in Swindon.

RWE Generation SE is the RWE Group's centre of expertise for electricity production in Europe. Our power plants represent a significant contribution of RWE's broad energy mix. Our experts are active in power plants and opencast mines, refining and maintenance operations, power plant construction sites and research laboratories, administration and education centres.

In the UK, RWE Generation UK operates a portfolio of hard coal, biomass, and combined-cycle gas turbine power stations as well as efficient cogeneration power plants, with a total capacity of more than 8500MW.

#### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that no practices of human trafficking or modern slavery exists in any part of our business or supply chain. Our parent company, RWE AG is a signatory member of the United Nations Global Compact and we support the ten principles of the United Nations Global Compact, including the protection of internationally proclaimed human rights and the elimination of all forms of forced and compulsory labour.

We are committed to acting ethically and with integrity in all our business relationships including enforcing systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

We operate a number of internal policies to ensure we are conducting business in an ethical and transparent manner. RWE Generation UK processes and practices for recruitment of new employees, agency workers or fixed term contractors comply with the RWE Code of Conduct. The RWE Code of Conduct (which applies throughout RWE) adopts the core values of the United Nations Global Compact which includes the elimination of all forms of forced and compulsory labour and the effective abolition of child labour.

Our HR Speak Up, Grievance, Bullying & Harassment, and Recruitment & Selection policies adopt the core values of the RWE Code of Conduct. The policies reflect our commitment to ensuring there is no modern slavery or human trafficking in our supply chains or any part of our business.

#### **OUR SUPPLY CHAINS**

Our supply chains include goods and services from both national and international suppliers.

The fuel used in our power stations is procured by RWE Supply and Trading which purchases a large proportion of its combustion fuels in global wholesale markets. RWE Supply and Trading is subject to the requirements of The Modern Slavery Act 2015.

#### **How are we ensuring that there is no modern slavery or human trafficking in our supply chain?**

Our Procurement Terms and Conditions require our suppliers to comply with the RWE Code of Conduct and our Corporate Responsibility Procurement Policy. Our Procurement Terms and Conditions have also been updated to reflect our approach towards tackling modern slavery and human trafficking.

We require all suppliers to comply with the RWE Generation UK Procurement Corporate Responsibility Policy and RWE Code of Conduct. Our Procurement Policy has been updated to reflect the requirements of The Modern Slavery Act 2015.

We have a dedicated compliance team, which consists of representatives from the following departments:

- Legal
- Compliance

We have in place systems through our Procurement Terms and Conditions and Procurement Policy which:

- Identify and assess potential risk in our supply chain
- Mitigate risk of slavery and human trafficking occurring in our supply chain
- Protect whistle blowers

## TRAINING

All of our employees are required to complete regular compliance training which takes into account recent regulatory developments. The training ensures that employees are aware that they are able to raise concerns about how colleagues are being treated, or about practices within our business or supply chains, without fear of reprisals. We intend to update the training to include specific reference to modern slavery in 2018.

## OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

Our parent company, RWE AG is a founding member of the Bettercoal Initiative which is a 'global, not-for-profit initiative that has been established by a group of major European utilities to promote the continuous improvement of corporate responsibility in the coal supply chain, with a specific focus on the mines themselves'.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes RWE Generation's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2016.

This statement is made by RWE Generation UK plc.

Signature Director:   
M. S. SULEMAN

Date: 29<sup>th</sup> June 2017