

Modern Slavery Act 2015

RWE Renewables UK Limited Slavery and Human Trafficking Statement 2019

This statement is made by RWE Renewables UK Limited (the “Company”) as the ultimate UK holding Company of the RWE Renewables Group (“RWE Renewables”), pursuant to section 54(6) of the UK’s Modern Slavery Act 2015 (the “Act”). The statement constitutes the Company’s slavery and human trafficking statement for the financial year ending 31st December 2019.

This statement also applies to the following subsidiary companies:

- RWE Renewables UK Developments Limited
- RWE UK Robin Rigg East Limited
- RWE UK Humber Wind Limited
- RWE UK London Array Limited
- RWE Robin Rigg West Ltd
- RWE Renewables UK Wind Limited

Organisation’s Structure, Business and Supply Chains

Structure

The Company is part of RWE Renewables, a unit of RWE AG,.

RWE AG Group, a European energy company, has four business segments – Generation, Power, Supply & Trading and Renewables.

Electricity is the most important driving factor for innovation and modernisation in our time. The more digitalization and electrification progress, the larger the demand for a secure electricity supply that is always available. At the same time, climate change urges society to significantly reduce emissions. The RWE Group is focused on meeting increasing power demand on the one hand and protect our climate on the other. The organisation will play an important role in achieving this goal whilst also focusing on the technologies of the future: renewables and storage. Supported by a globally active trading company and with a flexible fleet of conventional power plants in the German, Benelux, and British core markets that helps maintain a reliable power supply while responsibly implementing the phasing out of nuclear energy and coal.

The organisation’s shared guiding principle is clear: “Our energy for a sustainable life.” Approximately 20,000 employees in our organisation are working to this end and they have set themselves an ambitious goal: to achieve carbon neutrality by 2040.

In October 2019, RWE AG acquired RWE Renewables UK Limited (former E.ON Climate & Renewables UK Limited), which now forms part of RWE’s newest business segment, RWE Renewables which is responsible for RWE’s renewables business. RWE Renewables, within the RWE Group, comprises of around 3,500 highly-qualified employees engaging business in more than 15 countries around the globe, and a portfolio of plants with a total capacity of more than 9 GW (pro rata based on equity share), including offshore and onshore wind power as well as photovoltaics. RWE Renewables also have a clear focus on growth: the project pipeline is well filled. By 2022, we are committed to investing at least €5 billion net globally in the continued expansion of renewable energy.

Business

The Company owns and operates just under 1.8 gigawatt (GW)^{*1} of renewable electricity generation plant (pro rata, based on equity share), from onshore wind and offshore wind. We also have a development pipeline of renewable generation assets and employ around 261 staff and 53 contractors in the UK, across 19 operational sites, 2 regional offices and our headquarters is based in Coventry.

The Company's approach to tackling modern slavery and human trafficking

Throughout 2019, during our time as part of the E.ON Group and since transferring to RWE, the Company has been committed to act ethically and responsibly in all its business relationships, and a zero tolerance to slavery and human trafficking in any part of its business or supply chain.

The Company adopted a wide range of internal policies, standards and processes to assist in tackling slavery and human trafficking. These include:

1. E.ON Code of Conduct and E.ON's Human Rights Policy Statement; obliging our employees to contribute to a non-discriminatory and safe work environment and to respect human rights
2. People Guidelines which provides guidance to employees to ensure they procure goods and services in line with our environmental, social and governance standards, which are based on the ten principles of the United Nations Global Compact.
3. E.ON Supplier Code of Conduct, with standards regarding human rights, working conditions, environmental impact and ethical business standards;
4. General Purchasing Conditions for suppliers to secure compliance with the E.ON Supplier Code of Conduct;
5. Defined and monitored onboarding and qualification processes of new suppliers before E.ON engages in business with them;
6. Frequent evaluations of our top suppliers and strategic orders, upon fulfilment of contracts;
7. Whistleblowing hotline to enable employees to report possible violations of the law or of company guidelines or policies.

For further Information about E.ON's code of conduct and responsible business practices please refer to

- The E.ON code of conduct <https://www.eon.com/en/about-us/corporate-governance/code-of-conduct.html>
- The E.ON Sustainability Report <https://www.eon.com/en/about-us/sustainability/sustainability-report.html>

¹Full or partially owned. Pro-rata figure based on equity share is just over 1GW.

Following the transfer and plans for 2020

Following our transfer to the RWE Group we are working to ensure that our Company's human resources and procurement policies, processes and practices continue to apply the same high standards. Our new policies are aligned with and adopt the core values of the RWE Code of Conduct. This Code of Conduct applies across the entire RWE Group, and adopts the core values of the United Nations Global Compact, including recognising, supporting, and putting into practice the United Nations Global Compact's 10 principles pertaining to human rights, labour standards, environmental protection and anti-corruption in all our areas of influence.

For further Information about RWE's code of conduct and responsible business practices please refer to

- The RWE code of conduct <https://www.group.rwe/en/investor-relations/corporate-governance/code-of-conduct>
- The RWE Sustainability Report <https://www.group.rwe/en/responsibility-and-sustainability>

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement for the financial year ending 31st December 2019.

This statement was approved by the Directors of RWE Renewables UK Limited, as the ultimate UK holding company of RWE Renewables, on 22nd June 2020

Adrian Chatterton
Director & Head of Offshore Construction

29 June 2020