

Declaration of Human Rights

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Declaration of Human Rights

EnBW Group

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The EnBW Management Board's commitment

As a sustainable and innovative infrastructure partner, long-term business success and socially and environmentally responsible activities go hand in hand at EnBW. Exercising our human rights due diligence is one of EnBW's core values and is firmly enshrined in our corporate strategy. It plays a major role in every corporate decision. Our responsibility in relation to human rights forms the basis of every

decision taken by the company. We have been a member of the United Nations Global Compact since 2010 and are committed to respecting human rights and internationally recognized labor standards in accordance with the UN Guiding Principles on Business and Human Rights.

EnBW's Declaration of Human Rights is based on the following frameworks:

- [The Universal Declaration of Human Rights](#)
- [The International Covenant on Civil and Political Rights](#)
- [The International Covenant on Economic, Social and Cultural Rights](#)
- [The core labor standards of the International Labor Organization \(ILO\)](#)
- [The Guiding Principles on Business and Human Rights](#)
- [OECD Guidelines on Multinational Enterprises](#)



Andreas Schell
Chairman of the Board of Management of EnBW
Chief Executive Officer



Dirk Güsewell
Member of the Board of Management of EnBW
Chief Operating Officer
System Critical Infrastructure



Thomas Kusterer
Member of the Board of Management of EnBW
Chief Financial Officer



Colette Rückert-Hennen
Member of the Board of Management of EnBW
Chief Sales and Human Resources Officer / Director of Personnel



Dr. Georg Stamatelopoulos
Member of the Board of Management of EnBW
Chief Operating Officer / Sustainable Generation
Infrastructure and Trading

The scope of the Declaration of Human Rights

This Declaration of Human Rights is binding for EnBW Energie Baden-Württemberg AG and all companies that are controlled by EnBW Energie Baden-Württemberg AG. These are generally the companies in which EnBW Energie Baden-Württemberg AG holds the majority of shares or voting rights directly or indirectly. Majority shareholdings and stakes in joint ventures over which EnBW Energie Baden-Württemberg AG has no controlling influence are requested to apply the Declaration of Human Rights accordingly. This declaration applies to all employees of EnBW AG and all employees of the Group companies belonging to EnBW AG.

Furthermore, we expect our business partners – and especially suppliers and subcontractors – to ensure that any business activities conducted on behalf of EnBW are done so in accordance with this declaration. We pass on the values and principles set out here to our business partners through our Supplier Code of Conduct.

- [Supplier Code of Conduct](#)

EnBW's focus on human rights

As an energy supplier and infrastructure provider, both our own business activities and those of our business partners and suppliers have an impact on the lives of people in different countries. EnBW respects and is mindful of the human and labor

rights of its employees as well as anyone directly or indirectly affected by its business activities and is committed to ensuring that its business partners also respect human rights and do not violate them.

In terms of our business activities and value chains, we have identified the following human rights as our main focus areas:

No child labor

EnBW does not tolerate any form of child labor. The physical and mental development of children and young people must not be impaired in any way by employment.

Accordingly, in line with the ILO's core labor standards, we require that the legally prescribed minimum age be observed by our employees and those of our business partners and that safeguards are put in place to ensure that employees are no longer subject to compulsory education.

No forced labor

EnBW does not tolerate forced labor. All work must be performed on a voluntary basis.

In line with the ILO's core labor standards, EnBW clearly opposes forced labor, modern slavery or any work carried out under the threat of punishment or coercion. The same also goes for debt bondage and involuntary prison labor. EnBW strictly adheres to this principle in its own business activities and requires the same from its business partners.

Freedom of association and the right to collective bargaining

At EnBW, trusting cooperation between all employees and a constructive culture of codetermination are of considerable importance.

Recognizing the right of our employees to freedom of association and assembly, as well as the right to collective bargaining, is therefore unequivocally one of our fundamental values. All employees have the right to form, join, remain within or abstain from a trade union without any fear of discrimination or sanctions. Employees are free to disclose their union membership. We also require our business partners to comply with the principles of freedom of association and the right to collective bargaining in line with the ILO's core labor standards.

Prohibition of discrimination

EnBW does not tolerate any form of discrimination or harassment in the workplace. In line with the ILO's core labor standards, this means that we strictly oppose any unlawful unequal treatment based on race, skin color, gender, religious affiliation, political opinion, sexual identity, national descent or social background. In the same way, we oppose any kind of behavior that violates an individual's dignity, privacy and personal rights. In accordance with our Supplier Code of Conduct and the rules of conduct for procuring raw materials, we also expect our business partners to consistently adhere to this principle.

Working hours

Compliance with the legally specified number of working hours is a matter of course at EnBW. In addition, our employees can work flexible hours and adapt them to suit their personal needs, whether in the form of various part-time models or extensive options for working from home, if the type of work allows this. Overtime is compensated in line with the statutory provisions. We expect our business partners not to exceed the working hours stipulated in the Working Hours Act (Arbeitszeitgesetz), including any overtime, which is reflected in our Supplier Code of Conduct and the rules of conduct for responsible raw material procurement.

The rights of local sections of the population

EnBW respects the rights of the local population situated close to EnBW sites and project areas that may be affected by EnBW activities. In order to keep any negative impact on the local population to a minimum, we conduct social and environmental impact analyses in advance of planned projects wherever necessary and involve the local population in the planning process by consulting with them beforehand. EnBW tries to avoid having to resettle sections of the population as a matter of principle. We also expect our business partners to take a responsible and mindful approach to dealing with local population groups that may be affected by their business activities.

Exercising human rights due diligence

Upholding our commitment to international human rights standards, particularly with regard to the aforementioned focus areas, is a key aspect of our internal governance structures. We regard due diligence at EnBW as a constantly evolving process based on intensive dialog with internal and external stakeholders. In exercising our human rights due diligence, we act in line with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines.

One key component of our due diligence process is a comprehensive risk assessment of our own business field as well as the business fields of our direct business partners, especially suppliers and subcontractors. In conducting it, we assess the probability and expected severity of any negative impact on human rights within our value chains and take appropriate preventive or remedial measures. We monitor the effectiveness and progress of these measures at regular intervals and when the need

arises so that we can adapt our measures if necessary.

This process is accompanied by intensive dialog with various internal and external stakeholders. The focused conversation about potential and identified risks within our value chains enables us to continuously learn, identify gaps in how we exercise our human rights due diligence and jointly devise strategies that ensure respect for human rights in all our business activities.

Complaints mechanism

We ask our employees to immediately inform their managers and the compliance department or use the complaints mechanism if they have reason to believe that the principles set out in this policy are being violated or are likely to be violated based on reliable information available to them.

Furthermore, we expect business partners – and in particular suppliers and subcontractors – whose business activities are directly linked to EnBW's business activities, products or services, to respect the human rights principles set out herein and not violate them.

We expect our business partners to inform us immediately if they become aware of human rights violations in their own business field or in the business field of their direct suppliers or if there is reasonable suspicion in this regard.

Third parties who can credibly demonstrate on the basis of specific evidence that their human rights have been violated by EnBW's business activities or who have reason to fear a violation, or who can credibly demonstrate on the basis of specific evidence that the human rights of others are being violated or who have reason to fear such a violation, can report their complaints here:

Complaints channels

To report violations or any suspected violations, our employees and the employees of business partners, suppliers and subcontractors can use EnBW's central point of contact. The measures put in place by EnBW define clear responsibilities and processes for dealing with information, guarantee confidentiality and offer the greatest possible protection for all parties involved.

Internal contact for information:

Dr. Andreas Schweinberger
 Head of Compliance
 Phone +49 721 632 4920
 E-mail: verdachtsfallmeldungen@enbw.com
 Durlacher Allee 93
 76131 Karlsruhe

Ombudsman as an external contact for information:

EnBW's ombudsman is subject to the lawyer's duty of confidentiality. They can guarantee whistleblowers complete confidentiality and anonymity with respect to EnBW.

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- Rules of procedure relating to the EnBW Group's complaints mechanism

Reporting

As part of its Integrated Annual Report, EnBW reports annually on measures for exercising its corporate due diligence, particularly relating to raw material procurement and purchasing. All Integrated Annual Reports are available to view at any

time on our website. In the future, reporting on the exercising of our corporate due diligence will be carried out within the framework of the requirements of the Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz or LkSG).

Contact persons

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- You can find further information on our [website](#)



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