

# Slavery and Human Trafficking Statement

June 2018

## E.ON's statement

This statement is made by E.ON SE as the ultimate holding company of the E.ON Group ("E.ON"), pursuant to section 54(6) of the UK's Modern Slavery Act 2015 (the "Act") for the financial year ending on 31 December 2017.

## E.ON's structure, business and supply chain

E.ON is an international energy supplier which is focused on renewables, energy networks and customer solutions.

Global trends like sustainability and climate protection, digitalization and technological innovation are altering the energy landscape. E.ON's core businesses reflect this: the transformation of yesterday's power lines into tomorrow's smart energy networks, the increasing demand for innovative customer solutions and the global growth of renewables.

Value-enhancing procurement of goods and services is an important requirement of the success of E.ON's business. In all E.ON's procurement processes E.ON requires human rights and environmental standards to be maintained throughout the entire supply chain. To this end, E.ON has introduced various policies and management processes.

## E.ON's approach

E.ON has a commitment to act ethically and responsibly in all its business relationships and has zero tolerance of slavery and human trafficking in any part of its business or supply chain. E.ON supports and is committed to upholding the UN Guiding Principles on Business and Human Rights and the core labour standards set out by the International Labour Organisation. E.ON has a wide range of internal policies, standards and processes in place to assist in tackling slavery and human trafficking, including:

1. E.ON Code of Conduct and E.ON's Human Rights Policy Statement;
2. E.ON Supplier Code of Conduct, with standards regarding human rights, working conditions, environmental impact and ethical business standards;

3. General Purchasing Conditions for suppliers to secure compliance with the E.ON Supplier Code of Conduct;
4. Defined and monitored qualification process of new suppliers before E.ON engages in business with them;
5. Evaluations of our top suppliers and high-volume orders, upon fulfilment of contracts;
6. Whistle blowing hotline to enable employees to report possible violations of the law or of company guidelines or policies.

For further information about E.ON's responsible business practices please refer to [E.ON's Sustainability Report](#).

## E.ON's achievements in 2017

E.ON recognises the benefits of continually improving supply chain performance and upholding standards through successful collaboration to further this aim:

1. E.ON has worked intensively to further optimise its supply chain and has simplified the supplier qualification process. In addition E.ON has increased the focus on sustainability in its selection of strategic suppliers and in partnering with them during the period under review.
2. E.ON created a new online training course in early 2017 aimed at enhancing E.ON supply chain employees' knowledge of sustainability topics, including social welfare. By the end of 2017, approximately 40 percent of supply chain employees in Germany, Sweden, the US and the UK had participated in the training.
3. E.ON has begun a comprehensive assessment of the performance of its most important suppliers based on annual spend and on other strategic criteria. The Supplier Performance Reviews are based on an array of performance indicators including social welfare and ecological factors. This allows E.ON to identify areas where a supplier is not meeting expectations and compare their performance with other suppliers.

The E.ON logo is displayed in a stylized, lowercase red font at the bottom right of the page.

# Slavery and Human Trafficking Statement

June 2018

## Plans for 2018

In 2018 E.ON will be extending the Supplier Performance Reviews to gain a greater overview of supplier's performance across all areas and will be asking more E.ON employees to participate in the sustainability online training course.

In addition, after a successful trial in 2016 involving 200 non-fuel suppliers, E.ON will be utilising an external provider of CSR rankings and ratings to assess suppliers' sustainability credentials, including social welfare topics, with the aim of compiling profiles of strengths vs. weaknesses and drawing up action plans where a potential need for improvement is identified.

## E.ON's continued commitment

E.ON will continue to review its policies and processes in relation to the prevention of slavery and human trafficking in its business and supply chain, strengthening these where necessary to ensure continued alignment with the Act.

E.ON will also continue to train all employees on, and ensure compliance with, our Code of Conduct and will identify additional training needs where necessary.

This statement has been approved by the E.ON SE Board of Directors on behalf of E.ON.

A new statement will be published each year on the website.



**Dr. Johannes Teyssen**  
Chief Executive Officer, E.ON  
June 2018