

The Management Board of
RWE Supply & Trading Japan Inc.

ZERO TOLERANCE STATEMENT



The Board is committed to carrying out all business ethically, fairly and honestly.

The Board takes a “zero tolerance” approach to any form of bribery or corrupt activity.

All employees and executives must remain aware that any breach of the anti-bribery and corruption policies put in place by RWE Supply & Trading Japan Inc. may lead to formal disciplinary sanctions up to, and including, termination of employment. Furthermore, it is possible that any bribery or corrupt activity may also lead to criminal liabilities for both individuals and the company.

The Board expects agents and sub-contractors to adhere to the same high standards. We will not retain any person or company known to have paid or solicited bribes. Furthermore, we require our agents and consultants to acquaint themselves with RWE’s Code of Conduct and, as appropriate, we impose contractually binding undertakings including the requirement that any funds paid by RWE Supply & Trading Japan Inc. must be returned if there is a suspicion of bribery or corruption occurring while the contract is in place.

By explicitly rejecting all forms of corruption, the Board believes that tangible business benefits will be achieved (both in terms of our reputation and gaining the confidence of our business partners).

The Board shall ensure that employees are provided appropriate training, especially for employees operating in areas most sensitive to this risk, and the company shall continue to maintain rigorous operating procedures and Group Directives aimed at preventing bribery and corrupt practices.

The Compliance Department should be the first point of contact for anyone seeking further guidance or wishing to discuss or report a suspicion, which will be treated in the strictest confidence.

Handwritten signature of Chandrahas Laxman Deshpande in black ink.

Chandrahas Laxman Deshpande

Handwritten signature of Simon Holl in black ink.

Simon Holl

Handwritten signature of Shinichi Kato in black ink.

Shinichi Kato

Handwritten signature of Frank Klepzig in black ink.

Frank Klepzig

