

The Management Board of
RWE Supply & Trading Asia-Pacific Pte. Ltd.

ZERO TOLERANCE STATEMENT



The Board and the Company takes a “zero tolerance” approach to any form of bribery, corruption and dishonest activity.

The Board is committed to ensuring that all business are carried out ethically, fairly and honestly. The Company will reap the benefits of a clean reputation and the confidence of its business partners by clearly rejecting all forms of bribery and corruption.

All employees and executives are expected to strictly adhere to the Organisational Handbook and Compliance Manual of the Company. The Board and employees must remain aware that any breach of the anti-bribery and/or anti-corruption policies and practices of the Company may lead to formal disciplinary sanctions, up to and including termination of employment, and civil or criminal actions.

All employees are appropriately trained and made sensitive to the relevant risks of bribery and corruption within the Company and their area of work. The Company continues to maintain and develop its policies and practices to ensure that it remains well poised to avert the ever-changing face of bribery, corruption and dishonesty.

The Board further expects all agents, sub-contractors and affiliates of the Company to adhere to the same standards of honesty and integrity. All agents and consultants (including any representatives of the Company) are required to comply with the RWE Code of Conduct and, where appropriate, are contractually obligated to repay any funds paid out by the Company if there is any occurrence of bribery or corruption.

The Company shall not engage in any form of bribery and/or offer any improper inducements to any one for any purpose, and shall avoid any perception of the same.

Gifts and entertainment must be in accordance with the policies. It should always be proportionate and reasonable, and must have a legitimate business purpose without creating any conflict of interests or the perception thereof.

The Compliance Officer and Compliance Department should be the first point of contact for anyone seeking guidance, wishing to discuss or wanting to report a suspicion. All information and discussions will be treated in the strictest confidence and in accordance with the laws in effect.

A handwritten signature in black ink, appearing to read "Chandras" followed by a stylized flourish.

Chandrahas Laxman Deshpande

A handwritten signature in black ink, appearing to read "Simon" followed by a stylized flourish.

Simon Holl