

UN Global Compact  
2021





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STEAG has been a member of the UN Global Compact since 2011. The annual progress report, in which we describe how the ten principles of respecting human rights and internationally recognized labor standards, preventing corruption and protecting the environment have been strengthened and implemented in practice in the company's day-to-day operations over the last twelve months, has become an increasingly important source of information over the past ten years.

In particular, the interest of our business partners and society as a whole in issues of sustainable corporate responsibility is evidence of their steadily increasing relevance. In 2020, STEAG therefore expanded the reporting on its own corporate responsibility to include the Sustainability Report, which was published for the first time in the early summer of last year. That report provides more detail on STEAG's national and international activities in this area.

In this document, we are combining the Communication on Progress on the UN Global Compact with the Sustainability Report for 2020 in order to provide our stakeholders and other interested parties with even more comprehensive information in the future on how STEAG defines and implements its own corporate responsibility.

This report covers the period of the year 2020 which will remain in everyone's memory for a long time to come. In the days when this report was written, the coronavirus pandemic was still changing the world and stretching people's lives everywhere to the very limit. In addition to the impact on daily business, which has also affected us at STEAG, it is becoming clear that our own health and that of our loved ones is our greatest asset.

In addition, the year 2020 represents an important milestone on the way to the new STEAG, as we have already indicated in previous years' reports. The phase-out of hard coal-fired power generation in Germany has been enshrined in law and will lead to the rapid closure of most of STEAG's power plant units in Germany. In addition, the energy markets are experiencing major changes. At STEAG, we see ourselves as a partner in the energy transition. Climate protection and CO<sub>2</sub> reduction are dominant topics in the social and political debate. We want to play an active role in shaping this change and make it a success for our business. The keys to this at STEAG are further innovations, a high level of technological diversity and increasing digitalization in future fields, such as energy from renewable sources.

STEAG will also be comprehensively restructuring in all areas of the Group from 2021 onwards, in order to focus on new customers and new market requirements. In the future, we will act even faster and more flexibly and implement projects with new partners in new business areas. Due to the foreseeable closures of our power plants alone, this will unfortunately also require cuts in staffing – in all areas and at numerous locations. One thing is clear: We will make these cuts as socially responsible and consensual as possible.

Despite all the stresses and strains, the past year has shown us that STEAG is a reliable partner for its customers and business associates. The ten principles of the UN Global Compact and their implementation in our daily work continue to support this. They represent an indispensable, tried and tested basis for success. The same applies to the achievement of the Sustainable Development Goals for 2030 as set out by the United Nations. They serve the aim of tangibly improving people's quality of life in the coming decade.

At the same time, despite the restructuring, internal cooperation at STEAG continues to be notable for its great reliability. The employees are highly motivated to contribute to the company's processes and help shape them. This also applies, among other things, to the preparation of this report, which in its present form is a team effort. I should like to take this opportunity to thank all those involved.

We wish all those interested in the subject of corporate responsibility at STEAG many good and new insights when reading this report. And more than ever: take care of yourself and your loved ones, and stay healthy!

**Joachim Rumstadt**

Chairman of the Board of Management



## Fields of business and activities

**The Essen-based energy company STEAG GmbH was founded 83 years ago in Lünen near Dortmund. Today, STEAG is a group of companies in the energy sector with national and international operations, offering its customers integrated solutions and services, especially in the areas of electricity and heat generation and supply.**

**Its core competencies include the planning, construction and operation of its own and third-party generation facilities, the storage and marketing of energy, district heating supply based on combined heat and power generation, various technical and engineering services associated with power generation, and products currently supplied to customers and partners on four continents.**

The Group is currently undergoing a process of change and strategic realignment, as explained in more detail in the following sections.

- › The future central business division will be renewable energies and market-oriented solutions for customers and project partners against the background of the energy transition across the globe. This will comprise all activities relating to distributed generation based on renewable energy sources and industrial and municipal supply systems. The portfolio of activities ranges from
  - › photovoltaics,
  - › wind and bioenergy,
  - › mine gas plants and
  - › geothermal energy utilization to
  - › district heating in Germany and abroad.
  
- › In Germany, STEAG stepped up its involvement in thermal waste recovery in 2017 with the acquisition of two waste to energy plants.
  
- › With regard to STEAG's activities, market-oriented means that the projects from the business units with energy industry expertise are implemented in close cooperation with the energy trading business, which STEAG operates in its own "Trading & Optimization" division.

- › The district heating company STEAG Fernwärme markets climate-friendly energy from combined heat and power plants and industrial waste heat.
- › In the field of conventional power generation, STEAG operates hard coal fired power plants at six locations in Germany, as well as one large combustion plant in each of Colombia, the Philippines and Turkey.
- › Traditionally, this is also combined with the production and marketing of power plant by-products for the construction industry.

As an active partner to the energy transition in Germany, STEAG and its business units stand for a holistic view of the energy industry and its ongoing transformation.



## Participation in the UN Global Compact since 2011

**Since 2011, STEAG has been a member of the German Network of the UN Global Compact, and in that role the company supports the implementation of the ten principles listed below:**

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure that they are not complicit in human rights abuses.
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should uphold the elimination of all forms of forced and compulsory labor.
5. Businesses should uphold the effective abolition of child labor.
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.
7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against corruption in all its forms, including extortion and bribery.

## Promotion of the United Nations principles, and in particular the Sustainable Development Goals

STEAG especially considers technical innovation and the resulting business areas to be the driving force for the optimization of social, ecological and societal infrastructures worldwide. This also has a favorable effect on the achievement of the Sustainable Development Goals (SDGs) set out by the United Nations.

**In this connection, the following SDGs are worthy of mention with regard to STEAG's fields of business:**

**1** NO POVERTY



**2** ZERO HUNGER



**3** GOOD HEALTH AND WELL-BEING



**7** AFFORDABLE AND CLEAN ENERGY



**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**11** SUSTAINABLE CITIES AND COMMUNITIES



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION



## Together against the coronavirus

In 2020, STEAG was also confronted in its day-to-day business with a drop in orders for non-urgent technical services, leading to short-time working in some areas, temporarily interrupted supply chains and, as a result, minor delays overall in ongoing projects. A permanent crisis team was established, and hygienic and preventive measures were implemented step by step in the individual phases of the pandemic, following the recommendations of Germany's public health institute, the Robert Koch Institute (RKI). The crisis demonstrated the flexibility, willingness to help and strong solidarity within the STEAG family.

Within only a short time it was made possible to perform part of the business activities, in particular meetings and negotiations, online in many places. There was and there is still no doubt that there is no substitute for personal contact. All the more important, however, was the willingness of many employees, and especially those who had not previously had much experience in dealing with digital media, to embrace the new, digital way of working and to learn new things quickly. This was backed up by extensive in-house and external training programs. In this context, the IT departments at all the company's locations also provided outstanding support. That applies both on the technical level in upgrading the IT systems, and in the increasing number of consultations with internal customers.

In addition, the intranet series "Coronavirus Crisis – We'll Stick Together!" strengthened cohesion in the home office environment. Since the end of March, numerous employees have used this page on the STEAG intranet to provide an insight into their changed working lives, most of which takes place at their desks at home or at the dining table. In this way, they visibly documented their commitment to doing their best for STEAG under the difficult conditions.

# A

Strategy



# 1. Strategic analysis and actions

## **A Group in transition**

Up to now, the Generation division within STEAG GmbH has been responsible for the operational management of the hard coal fired power plants. At the same time, the Trading & Optimization (T&O) division is responsible for trading with and marketing the electricity products, and the business management of the power plants. These activities are complemented by the District Heating division, which markets district heating drawn from cogeneration plants and industrial waste heat. The STEAG subsidiary Power Minerals markets the power plant by-products created during the operation of large coal-based combustion plants, primarily for the construction materials industry. This business area is transferred to a subsidiary of the Czech energy group EPH with fiscal effect as at the end of 2020.

In addition, STEAG engineers and technicians have been designing, planning and implementing plants for conventional and renewable energy generation for more than eight decades, and the results of this work are available on the international energy markets. This also applies to services with a focus on power plant maintenance and technical grid services. The Group's own successes in the field of decarbonization – STEAG permanently reduced its own annual CO<sub>2</sub> emissions by almost 80 percent between 1990 and 2020 – are becoming increasingly important, because STEAG also makes the experience and expertise it has gained there available to customers and partners.

In addition to these traditional fields of business, STEAG has made a number of strategic acquisitions in the recent past in order to be able to offer sophisticated industrial customer solutions covering all aspects of energy and energy supply even better and above all from a single source, in the future.

One of these strategic acquisitions is the long-established Aachen-based company Krantz GmbH. The specialist in ventilation technology and air purification systems also has expertise in the dismantling of nuclear power plants and recently developed a mobile room air filter that also eliminates the rampant coronavirus with an effectiveness of 99.995 percent.

In the field of renewables, the Würzburg-based subsidiary STEAG Solar Energy Solutions GmbH (SENS) has been supplementing the portfolio of the STEAG Group with the design and construction, operation, servicing and maintenance of large-area outdoor photovoltaic systems throughout Europe.

Finally, there is OPTENDA GmbH. The company name is an acronym and stands for “OPTimizing ENergy by DAta”. Correspondingly, OPTENDA provides solutions in the fields of energy management and energy data management, energy monitoring and energy efficiency. With the “Energy Monitor” software, users have a better overview of their energy consumption and can identify hidden optimization potential accordingly.

But STEAG’s corporate profile is not only changing as a result of strategic acquisitions. Rather, STEAG is in the process of orienting itself overall towards new areas of focus and growth in order to be best prepared for the requirements of tomorrow’s energy markets. STEAG is thus taking full account of the ongoing transformation of the German energy industry, which also includes a reaction to the decision to phase out coal-based power generation in Germany by around the middle of the next decade.

In the future, the company will be smaller, but by the same token more flexible and effective. STEAG benefits from decades of experience in issues of change and transformation. Building on this, STEAG is actively involved in shaping the future of energy and, thanks to its international teams of experts, is always able to find the best solutions for its customers in Germany and abroad in all matters relating to energy and decarbonization. In this area in particular, STEAG is also visibly leading the way on its own initiative: the structural reduction of the company’s own CO<sub>2</sub> emissions from 1990 to date amounts almost 85 percent.

**85 %**  
reduction in CO<sub>2</sub> emissions  
since 1990

Sustainably exercised corporate responsibility is, as a matter of principle, part of the strategy for both the business areas described above and the Group as a whole – and thus one of the foundations of STEAG’s business success. According to STEAG management’s “tone from the top”, success not only means being profitable, but also, in accordance with the principle of “play by the rules”, achieving the targets set on the way there in a legally compliant and responsible manner. Generally accepted ethical values, e.g. the principles of the Global Compact, have been the guiding principles of STEAG’s corporate activities not only since the company began its own participation in the UN initiative in 2011. STEAG also expects its business partners worldwide to live up to those values and principles.

Because STEAG, with its wide-ranging technical expertise, is making an important contribution to the success of the energy transition in Germany, environmental protection is playing an increasingly central role.

STEAG continues to focus on a wide range of project developments in the field of renewable energy sources. These include wind and solar energy, photovoltaic systems and plants for energy production from biomass, combined heat and power or thermal waste treatment.

In Germany, STEAG also supplies local authorities and regional associations in the industrial centers of the Ruhr and Saar regions with climate-friendly district heating. In the area of research and development, which at STEAG always accompanies business operations in an application-oriented manner, the focus is on the further development of battery and storage solutions and the expansion of emission-free “green” hydrogen electrolysis.

As early as 2011, against the backdrop of diversification, receptiveness to new technologies and the aim of security of supply as described above, STEAG defined the following six fields of action, under which the corporate responsibility measures have been classified for many years:

- › Technical innovation
- › Marketability
- › Environment
- › Employees
- › Integrity
- › Social responsibility

All the Group’s business activities, which at the same time take into account the principles of environmental protection within the framework of the UN Global Compact, will again be supported this year by the firming up of the following principles: respect for human rights, compliance with the core labor standards of the International Labor Organization (ILO) and the fight against corruption and economic crime.

Furthermore, STEAG contributes to achieving the 17 SDGs by 2030, including in particular goals 7 (affordable and clean energy), 8 (decent work and economic growth), 9 (industry, innovation and infrastructure) and 13 (climate action).

The sustainability approach at STEAG also includes the corporate culture and the resulting high-quality performance of the employees, who contribute to the necessary development of the Group with skills beyond their specialized know-how. This is particularly true in the area of digitalization.

In addition, many of our Group's employees volunteer their time in social and community activities, which will be reported on below.

In particular, the measures taken in connection with participation in the UN Global Compact have been part of the Group's daily business operations for years and are also incorporated in the long-term Group strategy as values with practical relevance. This also applies in the case of processes of change or strategy innovations that will make STEAG's business faster, more flexible and more diverse in the future. These changes require a resilient framework.



## 2. Materiality

As an international energy producer and service provider, STEAG has managed to follow these developments despite difficult background conditions. For example, as already mentioned above, it has succeeded in recent years in significantly reducing its own CO<sub>2</sub> emissions without government support and on its own initiative. With the structural reduction of almost 85 percent achieved by STEAG by 2020, the company is both in terms of time and total quantity far ahead of the national targets to which the Federal Republic of Germany has agreed, for example, within the framework of international voluntary commitments such as the Paris climate protection agreement.

STEAG is currently reviewing its business portfolio and the Group's fundamental vision of times to come with the aim of a strategic realignment based on the future requirements of the national and international energy markets. In this context, the aspects of sustainability and decarbonization are already playing a central role in all areas and will do so to an even greater extent in the future. Particularly in the areas of innovation and marketability, which are obvious fields of action for technological openness and security of supply, STEAG's research and development work is making socially relevant contributions that have a direct and positive impact on people's daily lives.

In addition, the focal topic and social megatrend of digitalization has been intensively pursued in-house, in order to identify and further develop the wide-ranging activities in this area within the STEAG Group.

For, in the same way as realignment of the strategy, the continuous development of digital workflows not only serves to achieve economic goals, but also strengthens the associated framework and structures.

Due to the realignment, effective results will only emerge gradually. At the same time, the realignment opens up an opportunity and a necessity to enter into a more intensive dialog with stakeholders on key sustainability issues in a timely manner (see section 9, Stakeholders, p. 23).

### 3. Objectives

In the short term, STEAG intends to use the internal process already initiated to restructure the Group and focus it more consistently on the needs of industrial customers and partners to successfully align the company with the energy industry growth areas of tomorrow and, in doing so, to make Germany's decision to phase out energy generation from coal as socially acceptable as possible. The basis for the successful realignment of the Group is STEAG's technical know-how and experience of the energy industry acquired over more than eight decades.

For example, STEAG has been making a major contribution to the success of the energy transition in Germany for many years. Furthermore, STEAG conducts research into innovative processes and procedures with an open approach to technology in order to advance the development of sustainable generation and supply systems. The main focus is on the triad of security of supply, environmental compatibility and economic efficiency.

As an established partner to local government enterprises, STEAG focuses on local and regional energy solutions that help to strengthen local infrastructures and provide people and companies with a reliable supply of energy.

This is a general objective that also runs as one of the guiding principles through all 17 SDGs.

As a company with international experience, STEAG is in a position to develop suitable energy and infrastructure solutions almost anywhere in the world and to implement corresponding projects that serve to supply people reliably and to conserve resources.

In order to secure the local supply situation and at the same time maintain the acceptance of local communities, STEAG always acts transparently. This is served not least by this report, which for the first time combines the Global Compact Communication on Progress with other forms of sustainability reporting.

At the same time, STEAG is in constant contact with political decision-makers in Germany and abroad through its respective corporate bodies. In this way, the company's actions as a whole are not only guided by the principle of sustainability, but also subject to constant control by democratically legitimized government as the authorized representative of the public at large – in all the countries in which STEAG operates.

## 4. Depth of the value chain

STEAG is a primary energy producer and thus the manufacturer of its own products throughout. Nevertheless, there are also supply and value chains throughout the various fields of business, in which STEAG is involved and therefore bears responsibility.

In recent years, “Business Partner Screening” has been introduced and continuously developed in almost all STEAG Group companies. The screening covers all common topics and risk scenarios within the individual fields of business both nationally and internationally, and thus sheds light on the links which make up all the supply chains. Furthermore, the value chains are part of the regular compliance risk analysis at STEAG.

STEAG strengthens its sustainable supply chains by means of extensive commitment and involvement of partners at various levels.

Part of the general purchasing conditions at STEAG is the obligation to comply with the principles of the STEAG Code of Conduct. These principles include the Global Compact principles. In the context of procurement and purchasing in Germany, suppliers with framework agreements also comment on STEAG’s principles in the supplier self-disclosure process before the first order, and commit themselves to subjecting their own suppliers and service providers to a comparable evaluation. In this way, numerous small and medium-sized companies have so far been made receptive to the information presented, which is sometimes still new to them.

# B

## Process management





## 5. Responsibility and governance

Corporate Governance is generally understood to mean the exercise of responsible corporate management and control. In the case of STEAG, this includes compliance with the laws relevant to the Group as a whole as well as the directives for day-to-day business defined and collected in the Organizational Manual. Furthermore, all agreements and contractual obligations are observed in the relationships with third parties. Over and above these provisions, STEAG exercises its corporate responsibility and duties of care in accordance with internationally recognized standards such as the principles of the UN Global Compact. The STEAG Code of Conduct is the central regulation which describes these goals both for internal and external relations and brings them together on the basis of business scenarios.

STEAG's approach is based, among other things, on the provisions of the German Corporate Governance Code in its latest version. A central role in this context is played by the respective company management, which is obliged to ensure compliance with the statutory provisions and internal directives and work towards their observance by the employees.

According to the Code, this is described by the term "compliance".

The STEAG Group is subject to a Compliance Management System which is implemented worldwide by an independent staff department.

In addition to the regulatory obligations to prevent risks, the department is also responsible for implementing and reporting on activities within the scope of STEAG's corporate responsibility. Since 2011, corporate responsibility has been part of the compliance department's remit. The dovetailing of the two areas strengthens their credibility and reputation. In consequence, adherence to sustainability is also part of the compliance management system, in which, for example, the responsible conduct of potential business partners is also examined as a "hard criterion". Further information on the individual measures and instruments is provided in the following sections of this report.

## 6. Rules and processes

The rules and processes in the STEAG Group are regulated internationally by a codified system of directives. These are summarized in the Organizational Manual, which contains stipulations of a fundamental nature and for matters that have to be handled uniformly within the STEAG Group, relating both to workflows and the conformity of individual measures in terms of content.

STEAG's Organizational Manual (OM) is accessible to all employees and serves to fulfill the following principles:

- › Compliance with the principle of delegation of responsibility by granting freedom of action (subsidiarity).
- › Ensuring that the control and monitoring duties of the management are fulfilled.

## 7. Control and monitoring

External control and monitoring are exercised through the committees of the Supervisory Board, following the principles of the German Corporate Governance Code.

In addition, the Organizational Manual as mentioned in section 6 also functions in its entirety as an internal control system (ICS). Any necessary supplementary regulations for processes in individual business units or companies and groups thereof are to be incorporated in the procedural manuals of the business units or companies concerned. The process-oriented descriptions in the directives always include practical control mechanisms. Updating of the Organizational Manual in its function as an internal control system is the responsibility of a working group which assesses the directives to determine whether they are, among other things, user friendly and whether they are in line with the corporate objectives and therefore also the sustainability goals.

Provision is expressly made in some individual directives for the naming of responsible officers or representatives who also perform control functions. Control functions in the STEAG Group are therefore in most cases assigned personally to a large number of employees.

Finally, the internal audit department assists the general management and the directors of Group companies in their control functions.

On behalf of the Board of Management of STEAG GmbH, it carries out commercial, technical and IT audits throughout the Group, either on an ad hoc basis or on a rotational basis in accordance with an audit plan.

## 8. Incentive system

Sustainability targets can be part of the annual target agreements for executives and non-tariff employees at STEAG. These individual target agreements are the basis of the variable remuneration payable to these groups of people. The target agreement system supports the implementation of tasks and projects required by corporate planning.

Orientation takes place on the basis of the strategic corporate objectives (see section 1, Strategic analysis and actions, p. 13, and section 3, Objectives, p. 18). The target agreements in the area of sustainability preferably focus on health and safety at work, as STEAG operates large-scale plants both in Germany and abroad. Further targets to be agreed are derived from fields of activity such as technical innovation and security of supply, which can be linked with the environmental targets.

## 9. Stakeholders

Stakeholders are persons who regard how a company behaves as important because it affects their interests. Within the company, these are both current employees and future applicants, and outside the company they are, for example, shareholders or business partners. Companies maintain regular exchanges of information and contact with stakeholder groups, in the form of so-called stakeholder dialogs.

In addition to employees and direct business associates on the customer and supplier side, STEAG's stakeholder groups are primarily the shareholders in the municipal utility consortium "KSBG kommunale Beteiligungsgesellschaft GmbH & Co. KG" in the form of six municipal utility companies.

Municipalities, regional administrations, public authorities and state institutions are also important partners for STEAG as an operator of power generation plants. These include political bodies such as city councils or district councils – and also, as recent examples of national legislation have shown, the state parliaments and the Bundestag, the national parliament of the Federal Republic of Germany.

Lending banks and financing partners represent a stakeholder group that is increasingly pushing in the direction of sustainability, and in their own corporate principles most of them have currently set themselves the goal of refraining from investments in fossil fuels.

Finally, the residents at the STEAG locations and the public and the media in general expect STEAG as a reliable energy supplier to pursue a sustainable business policy.

STEAG consistently maintains broad and informative communication with these groups. This applies both externally and internally. Exchanges of information take place regularly through various channels.

Employees are informed regularly and on a daily basis via the intranet and internal publications and – if desired – are involved interactively. Credible communication plays a particularly important role in sustainability issues in order to win over employees as multipliers. Furthermore, these employees regularly carry out numerous voluntary activities of their own for STEAG, mostly in the social field (see section 18, Community, p. 54).

Another important element of internal communication is the daily press review, in which critical media reports which concern STEAG are also offered for reading.

Externally, the target group oriented STEAG NEWS, which has been specially developed for the local government environment, is published and reports from various angles on all current topics affecting the Group. These regularly include sustainability aspects.

In individual subsidiaries, such as STEAG Power Minerals or STEAG Energy Services, printed and electronic publications are also available for business associates.



In the area of social media, STEAG maintains an online presence on a number of social networks. The various platforms address different target groups: on the job-related platforms such as LinkedIn and Xing, for example, the focus is on specialist topics and professional networking, Instagram is dominated by visual communication, Twitter is primarily used for a more direct exchange, especially with media representatives, and on YouTube STEAG presents itself with videos about the company and its employees. Overall, STEAG's corporate presence in the social networks is about exploiting possible sales opportunities and presenting the Group to the outside world. What is relevant is the defining image that STEAG is perceived by the public as a company that treats people and issues with respect and also presents itself in a transparent and appreciative manner in the online world.

Particularly in the area of respect for human rights, STEAG has maintained regular dialogs and a lively exchange of information and opinions, both with its shareholders and with the municipalities associated with them since 2011. Political bodies also take part in the dialog. In addition, STEAG maintains direct contact with critical non-governmental organizations and print and TV media. As a result of the thematic link between compliance and corporate responsibility, the responsible department, with the support of Corporate Communications, itself actively acts as a dialog partner in the context of inquiries from these bodies.

In the course of its participation in the UN Global Compact, STEAG, as a member of the German network, has taken on the role of topic sponsor for the implementation of anti-corruption measures. This includes active participation in working meetings, virtual webinars and panel discussions, as well as the editorial and educational design of information and training material on all ten principles. STEAG is currently successfully involved in a training program for Chambers of Commerce and Industry on the topics of ethics and compliance in small and medium sized enterprises.

## 10. Product and innovation management

### **Research and Development**

As in previous years, the STEAG Group's research and development activities in 2020 focused on application-related topics rather than fundamental research. Special emphasis was placed on digitalization with the development of new digital business models. This applies both to the central research and development activities of STEAG GmbH and to those of the subsidiaries in the Group.

The "Designnetz" project launched at the beginning of 2017 with a total of 46 partners as part of the "Smart Energy Showcases – Digital Agenda for the Energy Transition" (SINTEG – Schaufenster intelligente Energie – Digitale Agenda für die Energiewende") funding program of the German Federal Ministry for Economic Affairs and Energy was successfully completed at the end of 2020 in the model region of Saarland. In the SINTEG initiative, transferable prototype solutions for a secure, economical and environmentally compatible energy supply, in some cases with 100 percent electricity generation from renewable sources, were developed and demonstrated in large-scale model regions. The electrode boiler built as part of this project at the Völklingen-Fenne site and the district heating storage system of Fernwärme-Verbund Saar GmbH (FVS) were connected to an higher level "system cockpit" together with other pilot projects, using modern methods for data interchange (Internet of Things, or IoT for short).

In 2020, two new publicly funded research projects with industrial and academic partners were also launched as part of the leading edge cluster for industrial innovation. In the "Digital Service Center" project, Mitsubishi Hitachi Power Systems, STEAG and the Fraunhofer Institute for Intelligent Analysis and Information Systems (IAIS) are looking into the industrial applications of machine learning in order to make these methods usable for the intelligent monitoring of relatively small, distributed plants in the future energy landscape.

# 20 MW

electrolysis at the  
Völklingen-Fenne site

In 2019, the German Federal Ministry for Economic Affairs and Energy invited entries for the “Living Labs for the Energy Transition” ideas competition. In a holistic approach, the living labs are to test new technologies and business models under real conditions and gather experience that will later provide the basis for new legal regulations. They are also intended to support the development of a forward-looking energy and industrial policy in energy-producing regions affected by structural change. In July 2019, the German Federal Ministry for Economic Affairs and Energy selected the “Fenne HydroHub” project outline for the construction of an electrolyzer with a capacity of around 20 megawatts (MW) at the Völklingen-Fenne site in the Saarland as one of the 20 winners of the ideas competition. The project was planned in detail in 2020 in partnership with Siemens Energy, and possible funding scenarios were also evaluated in the European context. The STEAG site in Fenne is thus becoming a living laboratory for the energy transition. Hydrogen is regarded as an energy medium that can, for example, balance out fluctuations in the supply of solar and wind energy and can make an important contribution to integrated energy systems. In Völklingen-Fenne, this is to be tested in practice at an energy hub, where the electricity grid, district heating grid and a gas pipeline converge. Electricity-based hydrogen production (electrolysis) is to be carried out on an industrial scale on the basis of renewable energy sources. In this process, electricity from wind and the sun is used in an electrolysis process to split water into oxygen and hydrogen. This so-called “green” hydrogen, which is produced without emissions, can then be used as a substitute for fossil fuels, making energy production CO<sub>2</sub>-free. Together with plant manufacturer Siemens Energy, mobility service provider Saarbahn, network operator Creos Deutschland and steel producer SHS – Stahl Holding Saar, STEAG has submitted the project in Fenne together with other project ideas relating to hydrogen in a joint application as a potential Important Project of Common European Interest (IPCEI).

The subsidiary STEAG New Energies, based in Saarbrücken, is working in particular on improving the availability and efficiency of distributed plants. In addition to the project for the development and testing of a high-temperature latent heat storage system at the Wellesweiler cogeneration plant site (Saarland), supported by the German Federal Ministry for Economic Affairs and Energy under the funding code 03ESP011, STEAG New Energies is also working on other energy storage systems. Under funding code 03SFK3H0, STEAG New Energies is involved in the SynErgie joint project, one of the German government’s Copernicus projects.

# 1.300 °C

capacity of the  
KRAFTBLOCK storage system

In addition, STEAG New Energies is realizing a solution for the use of industrial waste heat together with the start-up KRAFTBLOCK. KRAFTBLOCK is a spin-off from Saarland University in Saarbrücken. The recently founded company has developed a modular, scalable storage system that makes it possible to store heat of up to 1,300 degrees Celsius. This is significantly more efficient than the salt and concrete storage media that have been predominantly used to date, as they can only store waste heat at a maximum temperature of 600 degrees Celsius. The KRAFTBLOCK system also consists of 85 percent recycled material and has an expected service life of over 30 years. This makes the new storage system a highly sustainable solution, in particular for tapping waste heat which does not occur continuously and would therefore hardly ever be economically viable with steady heat separation. Together with STEAG New Energies and its know-how in the development and implementation of complex energy solutions, KRAFTBLOCK intends to contribute to the decarbonization of industry, to the flexibilization of energy from renewables and thus to the success of the energy transition as a whole.

Digital business models will be an important part of the portfolios of future companies. STEAG therefore developed a detailed plan for the creation and marketing of a digital platform in 2020 and has started to look for suitable partners for the implementation of such a design. As an operational system for the energy industry, this platform is intended to provide software products and services for the more distributed renewable energy systems of the future, worldwide and from a single source in a cost-effective and scalable manner. It is planned to sign a Letter of Intent (LoI) with the potential partners for an in-depth cooperation at the beginning of 2021 and to start the further development of the platform on the basis of a joint Proof of Concept (PoC).

From 2019 onwards, STEAG New Energies has been actively operating a customer relationship management (CRM) system which standardizes and digitalizes sales processes. The focus is on collaboration between different areas: internal communication is facilitated, even across departmental boundaries. Furthermore, the common information and process control platform serves to support the customer more efficiently and effectively. The aim is to be able to offer customers solutions that are even more precisely tailored to their needs. Regular evaluation is carried out using versatile methods, with the involvement of representatives of all users, which accelerates the appropriate further development of the system.

In 2020, STEAG put the first inner-city fast charging station into operation in Saarbrücken, the capital of the German state of Saarland. The three charging points are supplied with one hundred percent certified green electricity from STEAG's own plants. The new charging station also supports the strategy of the regional capital's administration to significantly expand the range of charging infrastructure for electric vehicles in the city. The solution provided by the subsidiary STEAG Technischer Service covers the entire process, from planning and construction to network connection and operation of the finished system.

STEAG's projects in the development of storage and battery systems in recent years have resulted in the option now being available to offer bridging electricity from mobile containers to supply structurally weak areas or for transitional solutions. At five STEAG sites in Herne, Duisburg-Walsum, Bexbach, Völklingen-Fenne and Weiher, there are a total of six lithium-ion battery systems, each with a capacity of 15 MW. Their task is to compensate for the imbalance between generation and consumption in the power grid fully automatically within fractions of a second, thus ensuring the necessary grid stability and security of supply. With the energy transition and the resulting consequences for the load on the electricity networks, this function will become even more important in the future. At the beginning of the year, the large battery systems were used in the second most serious incident since the blackout in Europe in 2006. With their special characteristics, the systems were able to support the power grid throughout the entire outage period on January 8, 2021, and also provide the required primary control power without any restrictions in the further course of time.

In addition to these innovations, STEAG is developing new ideas and solutions for energy technology, particularly in recently added Group companies:

- › STEAG Solar Energy Solutions (SENS), part of the STEAG Group since 2019, develops and constructs solar farms as well as providing the corresponding services (see section 11, Utilization of natural resources, p. 35). Furthermore, SENS supplies complete solutions for industry and services in the field of energy efficiency.

- › OPTENDA deals with energy management and energy data management, energy monitoring and energy efficiency for companies and individual plants (see section 11, Utilization of natural resources, p. 35). As a digital service, for example, the “Energy Monitor” software can be used to determine energy consumption and the potential for optimization.
  
- › As a ventilation and air-conditioning specialist, Krantz GmbH, which has been part of the STEAG Group since 2018, develops modular mobile exhaust air systems for the regenerative post-combustion of process gases. The turnkey “SmartRTO” (Regenerative Thermal Oxidizer) plant, which can be expanded with components for heat recovery, was designed for fast and space-saving use in industrial plants (see section 11, Utilization of natural resources, p. 35).

In the form of the Power Minerals Group, STEAG has traditionally also been actively engaged in the recycling of power plant by-products and the production and supply of construction materials, blasting abrasives and industrial minerals. With fiscal effect as at midnight on December 31, 2020, this business area is transferred to a subsidiary of the Czech energy company EPH. However, even before this example of active portfolio management as part of the transformation of STEAG was completed, and even before the decision was taken to phase out hard coal firing in Germany, STEAG made efforts to develop alternative materials to the power plant by-products that will no longer be available in the long term for the customers of the former STEAG Power Minerals.

# 457 metric tons

is the weight of the new turbine at  
the Herne combined cycle plant

# 500 MW

electrolysis for green steel  
in Duisburg

Larger, forward-looking projects relating to efficient and environmentally friendly energy generation are also being developed with specialist partners. Two current examples from the Ruhr area illustrate this:

- › At the Herne site, STEAG and Siemens Energy are building a highly efficient combined-cycle gas turbine (CCGT) power plant to supply electricity and heat to the heart of the Ruhr region. Based on the principle of combined heat and power (CHP), the new power plant will produce not only electricity but also heat for STEAG Fernwärme to supply the Ruhr district heating network. The 457 metric ton gas turbine was delivered and installed before the end of 2020. Further large components followed in the new year. The plan is for the new power plant to replace the Herne 4 hard coal fired generating unit previously operated at the same site by the end of 2022.
- › Together with thyssenkrupp Steel Europe and thyssenkrupp Uhde Chlorine Engineers, STEAG has embarked on a project to build a 500 megawatt (MW) hydrogen electrolysis plant in the Walsum district of Duisburg. The hydrogen produced from green electricity and also the oxygen produced as a by-product will make thyssenkrupp's steel production in the immediate vicinity of the STEAG site in Walsum CO<sub>2</sub>-neutral in the future (see section 11, Utilization of natural resources, p. 35).

For the green hydrogen projects in Walsum and also in Fenne (see above), STEAG and its project partners recently submitted project outlines as the basis for funding applications to the German government, which under the terms of IPCEI supports innovative projects that are of overriding European interest and make an important contribution to the growth, employment and competitiveness of European industry and the economy. IPCEI is the abbreviation for "Important Project of Common European Interest".

Finally, for the success of the activities described above and others, the patent system is an indispensable part of innovative work. Processes relating to patents and their instigation have been channeled, bundled and evaluated. The aim is to hold valuable patents and generate new ones.

# 21,75 metric tons

in CO<sub>2</sub> savings each year

### **In preparation: “Lighthouse” project at STEAG:**

As a company that makes its contribution to greater sustainability through environmentally friendly energy production, STEAG will also send out a positive signal in the area of its own buildings. Drawing on the know-how and the various skills of its employees, STEAG can optimize the energy consumption of its own company buildings and also use renewable energy sources to reduce its own CO<sub>2</sub> emissions step by step, thus moving closer to the goal of climate neutrality. Among the first of these steps is the construction of a photovoltaic system on the STEAG headquarters, which can reduce the present CO<sub>2</sub> emissions down to a level of climate neutrality and enable a CO<sub>2</sub> saving of up to 21.75 metric tons per year. The implementation of PV energy in the head office building can be the start of further projects at other STEAG sites and in this respect serve as a blueprint for the future, with the prospect of more STEAG buildings being able to use self-generated, climate-friendly energy for their own needs.

In addition to the use of sustainable energy, STEAG intends to introduce energy data management software at its head office in the form of the Energy Monitor from the Group subsidiary OPTENDA GmbH, in order to reduce the environmental burden efficiently. This will provide a detailed view of the company's own energy consumption and help to identify potential for optimization. Transparency is ensured by a monitor in the entrance area, which allows all interested parties to follow the development of the building's energy consumption. In combination with the energy feeds from the new photovoltaic system, employees and the public will be involved and their awareness of the issue of sustainability increased. It is expected that the peak load can be reduced by 10 kilowatts (kW) and CO<sub>2</sub> emissions reduced accordingly. If successfully implemented, the project can be extended to other sites and help optimize the energy consumption of other Group buildings. STEAG intends to finance these and other projects with an in-house crowd investment project that will enable STEAG employees to invest in new sustainable projects. By becoming involved in sustainable corporate projects, employees are given the opportunity to identify with STEAG's business model and make a greater contribution to its corporate development.







# Environment

## 11. Utilization of natural resources

According to the STEAG Code of Conduct, environmental protection generally applies to all processes and modes of behavior in the company and therefore to all employees.

In the course of a continuous improvement process, possible effects of corporate activities on the environment are monitored and improvements are implemented where necessary. In this context, STEAG follows an Environmental Management System which is based on binding environmental protection guidelines (see section 12, Resource management, p. 36). These include principles for the economical use of natural resources.

A codified environmental management system is in place at all STEAG locations, both in Germany and internationally, covering the areas of pollution control, hazardous incidents, water protection and waste handling. The requirements are common industrial standards that are applied in the operation of comparable large-scale plants.

In general, for the precise determination of the impact and interactions between resource consumption and plant operations, STEAG has defined and appointed Group officers and specialist groups with personal responsibilities as specified by the Group directives who, among other things, provide company-wide advice and monitoring in their respective areas of expertise.

In Germany, for example, the officers in the field of water protection are responsible for monitoring the wastewater cycle and its impact on nature. In the area of solid waste, the officers at the relevant sites provide advice on the environmental impact of any waste generated there and on facilities and measures to prevent such adverse environmental impacts.

Abroad, the conservation of natural resources in the vicinity of STEAG's major plants goes hand in hand with the strengthening of local infrastructures as an aspect of corporate responsibility. For example, in the course of commissioning the power plant in Iskenderun, Turkey, STEAG implemented projects for sustainable fishing and environmentally compatible olive cultivation in the immediate vicinity of the plant (see section 18, Community, p. 54).

How responsibly and creatively STEAG deals with these issues is shown by a photovoltaic project recently initiated by the STEAG subsidiary SENS in Apulia. There, PV farms are being built at three locations in the sunny Italian region, with tracker modules being erected within olive groves. In this way,

land consumption is avoided in that the land is, as it were, used twice. But that is not all: The PV modules provide shade for the olive trees, especially in the hot summer months, thus preventing evaporation and helping to conserve water as a resource.

## 12. Resource management

6 × 15  
MW

storage capacity for  
stabilization of the grid

At STEAG, new projects are almost always linked to technical innovations.

Furthermore, ecological aspects and resource conservation play a major role, for example by means of distributed solutions in the field of district heating, renewables or the sale of CO<sub>2</sub>-neutral power plant by-products to the construction industry. In the field of energy storage, STEAG operates one of the largest battery electric storage systems in Europe with a capacity of 6 x 15 MW. In addition, environmentally friendly energy is obtained from waste to energy plants.

What this means in practice is illustrated by the following example: STEAG New Energies recently announced that it would be tapping the waste heat potential of mine water in the Saarland and making it available for the district heating supply of several communities. This project thus contributes in several respects to protecting the environment and climate and, in view of the CO<sub>2</sub> levy imposed from the beginning of 2021, also provides financial relief for the customers supplied, precisely because CO<sub>2</sub> emissions are falling, and they are also the basis for calculation of the levy to be paid.

Resource management is therefore an integral part of STEAG's entrepreneurial thinking and actions, and is also a natural part of STEAG's Group-wide environmental management and documented in the Environmental Management Manual. STEAG has an environmental protection management system at all its sites, covering the areas of protection from pollution, plant incidents, water protection including legionella (42nd Federal Pollution Control Ordinance) and the handling of solid waste.

The regular inspections carried out in accordance with the Industrial Emissions (IE) Directive of the environmental protection authorities, which include checks on the environmental protection management system, pollution control and water protection, and the waste facilities, have not given rise to any complaints. Training courses and drills in accordance with the Major Accidents Ordinance have been carried out at all sites. It goes without saying that the relevant national laws have also been and are being implemented and complied with at the sites outside Germany.

The principles enshrined in the Group's environmental protection policy and strategy are based on eight environmental protection guidelines:

› **Environmental protection as a corporate principle**

Observance of environmental protection is one of STEAG's corporate principles. Environmental protection affects all processes and modes of behavior in the company. Product quality, economic efficiency, environmental protection and the avoidance of hazardous incidents are equally important goals.

› **Conservation of resources**

The aim of our actions is the economical use of resources.

› **Awareness of responsibility on the part of the employees**

Environmental protection is the responsibility of every employee. Creating and promoting a sense of responsibility for the environment among all employees is part of the management task.

› **Continuous improvement**

By means of a continuous improvement process, possible effects on the environment are considered and attempts are made to reduce them.

› **Legality**

Laws and regulations on environmental protection must be strictly observed.

› **Environmental technology**

To protect the environment, the best available technology is used, taking economic aspects into account.

› Environmental protection management

The environmental protection management system is constantly being developed. It organizes clear responsibilities and delegates defined tasks.

› Suppliers

Contractors and suppliers are integrated in STEAG's measures for environmental protection.

The management cycle for implementing the guidelines and directives in the company takes the published environmental protection policy as the point of departure. Fundamental statements on the importance of environmental protection are laid down in the environmental protection guidelines. On the basis of these guidelines, firm individual goals are devised and agreed upon in the operational units.

The necessary measures for the implementation of those goals are then planned in terms of technology, organization and conduct. This involves identifying and assessing the possible hazards and stipulating and documenting the corresponding measures for environmental protection. The environmental protection measures required are then consistently implemented in the plants and integrated into all processes and workflows at an early stage. Continuous controlling of all the measures put in place ensures an immediate reaction in the case of deviations between the planned and actual conditions. If necessary, corrections by changing or intensifying the environmental protection measures are subsequently implemented. After corrective action has been taken, the management cycle starts again and never ends. Each new cycle inevitably results in an improvement in environmental protection.

At STEAG, new projects are linked to technical innovations, which is an approach that runs through all the business areas. Ecological aspects and conservation of resources already play a major role in the business strategy. In total, STEAG is one of the largest electricity and heat producers in Germany and operates six large-scale power plants and one refinery power plant, as well as over 200 other plants for generating energy from renewable and conventional sources and for distributed energy supply.

Over  
200  
energy plants

With reference to the comments on the overall strategy in Part 1 of this report, we would like to take this opportunity to mention the subsidiaries which play an active role in the conservation of resources within the Group and whose fields of business are indicated by their names: STEAG New Energies (distrib-

uted generation plants based on renewable energy sources, predominantly using CHP systems, and also geothermal energy and wind power), STEAG Waste to Energy (thermal waste treatment), STEAG Fernwärme (district heating), and STEAG Power Minerals (marketing of power plant by-products such as fly ash, production of environmentally friendly construction materials and blasting abrasives).

In the course of STEAG's strategic transformation and the associated reorientation towards growth areas in tomorrow's energy markets, STEAG has in the meantime sold the Power Minerals Group to a subsidiary of the Czech energy company EPH. This was a strategic decision within the framework of active portfolio management, as the corporate profile of Power Minerals no longer matched that of STEAG, particularly in view of STEAG's realignment.

STEAG also manages its resources digitally. A research and industry park is to be built on the site of Berlin's former city airport in the district of Tegel, and this is to become an integral part of Berlin's smart city strategy. The Senate administration has designated it as a "lighthouse project for environmentally sound cutting-edge technologies". For this model project of a "climate-neutral urban quarter" and reference project for "climate-compatible and water-sensitive urban development", E.On, together with Berliner Stadtwerke GmbH, was awarded the contract in an EU-wide bidding process for the establishment of an energy system to supply heating and cooling for the research and industry park. The energy system will consist of an innovative combination of environmentally friendly technologies: waste heat from production processes, combined heat and power plants, air-source heat pumps, photovoltaic systems, geothermal energy, wastewater heat and thermal storage. The System Technologies team at STEAG Energy Services has been commissioned to model the distribution network (LowEx network) including the building connection stations and the central generation plants. In order to arrive at detailed simulation results for the consumption and feed-in profiles of the connection stations and the technical specifications of the generating plants, the model was created with the simulation software EBSILON®Professional. This made it possible to simulate annual energy balances with a resolution of one hour for heating and cooling as well as the primary energy factor (PEF) and CO<sub>2</sub> emissions. The project, which was launched in March 2020, has now been inspected and approved. Due to the good cooperation and the first promising results, talks on a follow-up project are currently in progress.

STEAG OPTENDA (see section 1, Strategic analysis and actions, p. 13, and section 10, Product and innovation management, p. 26) provides tailor-made support on all issues relating to energy management, energy monitoring and energy efficiency. With the “Energy Monitor” software, customers have an overview of their energy consumption and can better identify potential for optimization.

The STEAG companies each have their own energy management systems with the relevant certification to suit their fields of business and the associated requirements. In addition, all STEAG companies have undergone an energy audit in accordance with the German Act on Energy Services and other Energy Efficiency Measures (EDL-G) of 2019. The subsidiaries STEAG Fernwärme, STEAG New Energies and STEAG Power Minerals have implemented separate energy management systems to ISO 50001.

## 13. Climate-relevant emissions

Against the background of the political discussions since the Paris Climate Agreement and decisions on the energy transition, the STEAG Group has continuously invested in energy from renewables and energy efficiency.

STEAG permanently reduced its own CO<sub>2</sub> emissions by almost 85 percent from 1990 to 2020 by decommissioning power plant capacity ahead of schedule using its own funds, and deploying technical measures to decarbonize processes. Not least because of the foreseeable end of coal-fired power generation in Germany, further significant CO<sub>2</sub> savings are expected in the short to medium term.

At the same time, the Group is contributing to the success of the energy transition in Germany with its expertise in power plant technology and, against this background, sees itself as a partner and enabler.

STEAG's approach of helping to ensure environmental protection by means of technical innovations is also effective across the board in the context of CO<sub>2</sub> reduction and decarbonization. The reorientation of the Group will lead to further action on this issue in the future and will contribute to protection of the climate.

CO<sub>2</sub> reduction is currently being achieved in numerous business activities.



As already outlined in the information on business areas and strategy, STEAG is placing a clear investment focus on the areas of renewables and distributed facilities and will in future continue with the systematic expansion of its world-wide commitment in these areas.

Onshore wind energy is growing as a sector, particularly in France; at the same time, there is a further focus on photovoltaic EPC projects. In an EPC project, the EPC contractor provides all the necessary services, including in particular the complete engineering work, performs the purchasing or manufacture of all the necessary construction materials and parts, and also carries out installation at the construction site and turnkey commissioning. In addition, STEAG develops customized combined heat and power plants for the individual final energy consumption of industrial installations. The subsidiary STEAG Energy Services also provides operation and maintenance services for hydropower plants and natural gas production facilities.

STEAG Fernwärme has been continuously expanding the district heating network in the Ruhr region for years as an important part of climate-friendly urban redevelopment; a good example being the “Osttrasse” (Eastern Line) project at the company’s home base in Essen. The aim is to permanently reduce carbon dioxide emissions and local emissions from fossil fueled heating systems.

Power generation from waste incineration also contributes to regional environmental protection and CO<sub>2</sub> reductions compared to conventional power generation.

Emission monitoring systems are implemented throughout STEAG’s generation plants and are part of the environmental protection strategy. The data relevant to STEAG are registered in the database of the Federal Environment Agency ([thru.de](http://thru.de)) and are accessible to the public.

STEAG markets power plant by-products, which are produced in particular during carbon-based power generation, within the framework of long-standing national and international partnerships. Almost 100 percent of the fly ash created, for example, is reused by the building materials industry as a cement additive and contributes significantly to CO<sub>2</sub> savings compared to the use of energy-intensive binding agents.

# D

## Society



## 14. Employees' rights

### **Clearly defined stipulations worldwide**

Above and beyond the provisions of the law, STEAG practices a working atmosphere of respect for one another, trustworthiness and credibility in accordance with the STEAG Code of Conduct, which is an integral part of the contracts of employment. The employment relationships are designed for the long term. In order to safeguard the interests of the employees at the companies and business units in Germany as required by the provisions on co-determination, a collective bargaining agreement concluded between the management concerned on the one hand and the trade union for the mining, chemical and energy industries (IG BCE) on the other hand applies in each case. In addition, numerous company agreements regulate all aspects of the employment relationship, such as the promotion of equality, compatibility of work and family life, working time accounts, flextime models or the integration of severely disabled persons. At the beginning of the employment relationship, every new employee receives a Welcome Package, including the STEAG ABC, which contains general information on topics ranging from working hours to signing authority.

At its foreign locations, STEAG consistently relies on the use of local workers, who are employed on fair conditions. The contracts of employment are subject to the ILO core labor standards. The establishment of works councils is a matter of principle, and wages are in line with the applicable local rates.

### **Strong works councils**

At STEAG, strong works councils actively contribute to and support both the services provided to employees and the overall strategic and operational alignment of the Group. Strengthening the activities of the works councils is therefore another aspect of corporate responsibility that STEAG lives up to. Around 120 employees at STEAG are involved in the various works councils at the company's sites. Some of them are released from their normal duties, but many work on the committees in addition to their regular jobs. The membership of the works council teams changes at almost all locations, especially after works council elections. For the newly elected members in particular, the General Works Council workshops are about smooth integration, but also about receiving up-to-date information on STEAG's business and economic environment so that the members can better assess decisions.

# 120

employees' representatives



1,9

accidents per million  
working hours

### **Occupational safety, health and environmental protection**

Protection against occupational accidents and environmental and health hazards is a corporate objective. It is regulated centrally in writing as a management system which is covered by the internal control system. The requirements are therefore applied throughout the Group, both in Germany and abroad, and are reviewed centrally and consistently on site at regular intervals. Experienced safety and environmental protection engineers with a practical approach also provide interdisciplinary support throughout the Group to ensure compliance with the protection strategy in all relevant functions and in services for third parties.

### **Occupational health and safety as a task for everyone**

In addition to internal consulting in accordance with STEAG organizational directives and the German Occupational Safety and Health Act, external coordination takes place, for example, with professional associations and government occupational health and safety committees. A report on group-wide accident figures is part of every general works assembly at STEAG sites. The accident rate (LTIF) fell from 2.5 accidents per million working hours in 2019 to 1.9 accidents per million working hours as of December 2020. This represents a decrease of 24 percent. The accident rate has thus reached a historic low. Some of the factors contributing to this fall in accidents at work are greater awareness on the part of the workforce, mobile working and, in some cases, the implementation of short-time working.

With many measures taken and with the above-mentioned occupational health and safety policy, the level of health and safety at work in the STEAG Group has been steadily improved. A further step towards comprehensive occupational health and safety is the first relevant standard DIN ISO 45001:2018 "Occupational health and safety management systems", which is valid worldwide. STEAG started converting the existing occupational health and safety management system certified to OHSAS 18001 in the previous year. The following companies have been successfully certified by BGETEM to DIN ISO 45001:2018: STEAG Fernwärme (Oct. 2019), STEAG Technischer Service with its divisions Plant Service North, Energy Systems Service North and Mechanical Installations (Nov. 2020). In Saarland, the Bexbach, Fenne and Weiher power plants operated by STEAG Technischer Service with its divisions Plant Service South and Energy Systems Service South, as well as STEAG New Energies, have also been successfully certified to DIN ISO 45001:2018 by BG RCI, the employers' liability insurance organization for the raw materials and chemicals industry (Dec. 2020).

As early as 2013, STEAG joined the Vision ZERO campaign on cooperative employee protection. This international campaign is an integral part of occupational health and safety in many countries. The cooperation with BG RCI launched in 2018 supports Vision ZERO and improves prevention.

### **Health and social management**

At STEAG, employees' rights go hand in hand with a company health and social management system that has existed in the Group for decades and is considered exemplary within the energy sector. In 2011, STEAG received the Corporate Health Award in the energy category as one of the healthiest German companies. STEAG is currently continuing to implement measures and offer support to strengthen personal responsibility with regard to this issue. STEAG has its own LIFE brand for health and social management as an integral part of its established personnel policy. Initially, the focus was particularly on raising awareness of the topic of health. Today, LIFE represents an all-encompassing lifestyle concept which contributes to the maintenance of performance and health as a comprehensive and integrated help system.

In 2020, a total of 154 sessions took place in the fields of exercise, nutrition, stress, addiction, and in the area of situational prevention. A total of 1,747 employees from all STEAG sites in Germany took part.

In particular due to the coronavirus pandemic and corresponding government regulations, the majority of the sessions in 2020 were offered digitally or reduced to one-to-one contact. Under the slogan "LIFE – live for you!", eleven situation-specific online seminars were offered on how to deal with the stresses resulting from the main indicators (Act on the Termination of Power Generation from Coal, strategic realignment of the company and the corona pandemic):

- › Dealing with quarantine and isolation
- › Resilience under changed circumstances
- › Motivation and fitness despite mental stress

In recent years, STEAG has carried out analyses of the mental stress of its employees, which were backed up by steering groups and workshops with managers and members of the works councils.

An online tool ensures a structured procedure from the qualitative assessment to the continuous implementation of suitable measures.

The range of behavioral prevention measures covers the areas of stress, exercise, nutrition, leadership and addiction. Several thousand employees at all STEAG locations in Germany have taken part in the program from 2018 to date.

In this context, STEAG is stepping up its initiatives in cross-agency cooperation with social insurance institutions.

Health and social management also includes offers for preventive care, for reintegration, and also for social counseling in crises and emergencies in the case of severe disability (see section 15, Equal opportunities, p. 48) and for pensions.

Measures for prevention, rehabilitation and integration are defined at STEAG within the framework of company integration management.

“In-house reintegration management” applies to people who have been unfit for work for more than six weeks continuously or repeatedly within a year. It provides support in reducing absenteeism, overcoming incapacity for work and reintegration into the company. In 2020, 424 reintegration cases were handled at STEAG by the qualified coordinators.

In the increasingly relevant area of the work-life balance, STEAG has for some time been offering flexible working hours, the opportunity of mobile working and measures to ensure the compatibility of career and family. The support ranges from child care (in cooperation with the welfare organization AWO) to the care of relatives (in cooperation with BUK-Familienservice). The counseling service was used thirty times in the Group in 2020. Since 2019, employees in Germany have been offered the opportunity to take up to six months' leave under the Group's “STEAG Time Out” agreement.

# 459

entries to the company  
suggestions scheme

In the company suggestions scheme, STEAG employees submit hundreds of suggestions each year on how to make operating processes and workflows, occupational and operational safety, and material and energy savings more efficient. After evaluation, the suggestions assessed mostly add up to considerable annual benefits for the STEAG Group. STEAG employees have repeatedly received Idea Awards in recent years from the “Zentrum Ideenmanagement” (Center for Ideas Management) at the German Institute for Ideas and Innovation Management. In 2020, the company suggestions system received 459 proposals for more efficient operational processes and workflows, occupational and operational safety and material and energy savings. The proposals evaluated in 2020 resulted in a calculated annual benefit of 1.58 million euros for the STEAG Group.

### **Commitment of business partners**

The commitment to the ILO core labor standards, the principles of the Global Compact and the objectives of occupational safety, health and environmental protection described above presupposes that STEAG also expects its business partners to comply with them. The outlawing of child and forced labor and the observance of freedom of association and human rights are central criteria in business partner reviews, and STEAG regards it as essential for them to be implemented by suppliers and service providers in particular. Together with the purchasing department and STEAG companies at the various locations, the compliance department carries out audits on the observance of these principles. This commitment extends to advice and implementation of joint measures and programs with the business associates concerned.

One example of joint implementation is being put into practice by STEAG in Colombia. Coal procurement for the Termopaipa power plant of the Colombian subsidiary CES has been structured over the last two years by establishing direct supplier relationships with more than 100 small mining firms in the region around the power plant and supplemented by due diligence procedures concerning standards of human rights and occupational health and safety. In a four-stage process, the mining firms in question are required to submit a self-declaration, and are then subjected to a screening process. After signing the supply contracts, STEAG works out a binding and individual action plan with each mining operation for further improvement in the implementation of the standards. Regular support and monitoring of the business partners are performed by an independent service provider appointed by STEAG. Furthermore, STEAG keeps to the plan of personal visits to its own plant and third-party sites in the region, and is therefore engaged in continuous dialog with the relevant protagonists for the issues concerned.

## 15. Equality of opportunity

STEAG pays fair and appropriate wages worldwide, and for a large proportion of employees these are based on wage negotiations and collective bargaining with the relevant trade unions.

The subject of work and family includes various offers that support employees in sustaining the compatibility of work and family.

These include advisory services for relatives in need of care, day care places for children under the age of three, holiday child care and information on various topics (e.g. living wills, etc.).

STEAG is committed to promoting the professional development of women and men on an equal footing and to maintaining equal opportunities for male and female employees. STEAG is a signatory to the Charter of Equality. Under the terms of this charter, the trade union IG BCE and the signatories are committed to equal pay for women and men and equal career development opportunities. In addition to work that pays a living wage, the requirements for working hours oriented towards the various stages of life are also part of the demands, as is the striving for more women in leading positions.

# 170

people with  
severe disabilities  
work at STEAG

Diversity is of great importance at STEAG. The company is also a signatory to the IG-BCE Action Plan on Inclusion, with which employers, works councils and representatives of severely handicapped persons demonstrate the importance of diversity and strengthen the integration of severely handicapped persons into working life. In the STEAG Group, there are a total of 23 nominated representatives of the severely disabled who, together with the management and works council committees, are responsible for the protection of the severely disabled persons. The aim of their activities is to prevent or overcome colleagues' incapacity to work and to adapt the workplaces of those affected so that the career prospects of those employees are preserved or created. The support to the employees concerned is provided in cooperation with the responsible interest groups or disabled persons' representatives. In 2020, there were 170 severely disabled people and 107 people of equal status employed at STEAG.

Discrimination and disadvantages based on ethnic origin, gender, religion or belief, disability, age or sexual identity or orientation are not tolerated at STEAG. This also applies to the selection of business partners.



## 16. Professional development

In addition to the usual contacts such as the respective superiors, the human resources department and the works councils, the compliance department is also available to all employees to report cases of discrimination.

Well-trained and highly motivated employees are a key factor in the success of the company. STEAG promotes the training of employees and develops their individual potential in a demand-oriented, continuous, systematic and transparent manner – even beyond the employees' original areas of responsibility.

### **Good training**

STEAG lives up to its social responsibility and offers young people an excellent preparation for their respective professional careers in the form of an apprenticeship, which generally increases opportunities on the labor market.

In view of the shortage of skilled workers, STEAG channels investment into its own training program, which expressly shows applicants a future within the STEAG Group.

The start of vocational training at STEAG is the introductory week, during which all the trainees from every location get to know STEAG and each other for a week in workshops. In this way, STEAG promotes friendly cooperation later in their careers.

In 2020, a new training center for technical trainees was constructed at the Herne site. In terms of facilities it meets the latest technical and educational requirements for sophisticated modern engineering training. In this way, STEAG is thus adapting to the coming human resources challenges in recruiting young people and preparing them for employment outside the large power plants, especially in the field of technical services. In 2020, 16 trainees started their careers at STEAG in the Rhine-Ruhr region and 18 in Saarland.

In addition to initial technical and commercial training, STEAG also promotes part-time courses of study in cooperation with local universities. In the last reporting period, the final grades for both commercial and technical/industrial training were excellent for STEAG trainees, and in some cases this was accompanied by awards from the Chamber of Industry and Commerce based in Essen and responsible for Essen, Mülheim an der Ruhr and Oberhausen (IHK Ruhr).

For some trainees, vocational training at STEAG also means looking beyond their own horizons. As part of Group internships, apprentices spend four weeks at STEAG locations outside Europe, for example in Brazil, Colombia, India or the Philippines. At site, they are integrated into everyday working life and also make valuable social contacts with local colleagues.

### **Continued professional development**

In this area, both individual measures and programs for special target groups are continuously implemented and systematically supported.

In the Group-wide General Management Program (GMP), participants from all areas of the STEAG Group are accompanied and supported by their supervisors and personal mentors in their individual development on the way to leadership and management tasks.

The focus of the program is on joint learning on the basis of the STEAG competence model, comprising modules on “Unity and diversity at STEAG”, “Markets and customers”, “Corporate management”, “Leadership and conflict management” and “Communication and interviewing”.

In January 2020, the third Group-wide GMP started with 14 participants. In addition to the usual face-to-face events, partially and fully virtual methods were tested, and will also be used for other groups in the future.

Another internal development program, the Energy Development Program (EDP), aims to promote identification with STEAG and the formation of networks within the Group, to support the development of skills based on the competence model, and to encourage and support the personal development of skilled employees in the Group. It is aimed at younger employees and newcomers to the STEAG Group. The EDP was continued this year, adapted to the changed conditions to include online events for the first time. In what is already the twelfth group, 15 employees of the company embarked on this year's EDP virtually in September 2020.

The programs, which are carried out in small groups, take place at regular intervals and are embedded in a STEAG development landscape that contains further modules both for individual development measures and for management development and traditional further and advanced training.

In addition to the development programs, the STEAG development landscape for the individual advancement of employees includes modules from all areas of competence relevant to the STEAG Group. One focus is on the subject area of project management.

Finally, in times of the coronavirus pandemic, many employees are beginning to focus more on digital working and to undergo further training accordingly.

“New Work” with its various embodiments such as decentralized working or working from home, requires new skills which the employees at STEAG are currently acquiring. All the employees have had the opportunity to take part in an e-learning initiative in which various learning formats were available on topics such as digitalization, virtual teamwork and self-management.

Other key topics, which were mainly dealt with in webinars, included employee management and resilience and dealing with stress. For the first time, the majority of the coaching offerings were fully digital.

### **Work culture**

In addition to training and further education, STEAG has developed a new form of open cooperation and work culture among STEAG employees in the shape of the “STEAGil” program. In this way, the company is taking account of the strong pressure for change in the energy sector and responding to internal areas of tension that can arise at different levels in the Group. The aim is to initiate new thought processes, strengthen employees’ personal responsibility, create flexibility, enable creativity, promote networking and bring together many points of view in order to redefine the way people work together in the Group. Examples of work results from this program so far are the guidelines on social media use by STEAG employees and the “WorkingOutLoud” (WoL) system. WoL is a method that makes it possible to learn digital teamwork in a self-organized environment, to systematically build sustainable networks, and to make the employee’s own work visible or raise its profile. To this end, STEAG employees meet regularly in small teams over a period of several weeks to advise and support each other in achieving individual goals that lie outside the job descriptions and professional target agreements.

Valuable ideas and suggestions also emerge at other STEAG sites in independently organized, interdisciplinary meetings. At STEAG New Energies, employees come together in the Future Café to exchange their thoughts on cross-cutting projects and to develop ideas. At the Saarbrücken-based company’s Future Academy, employees are also given the space to talk to in-house or external experts about digitalization topics, new formats and successful projects, and to learn from each other.

At STEAG Solar Energy Solutions (SENS) in Würzburg, an in-house sustainability group was founded at the beginning of the year as a cross-departmental, voluntary association of employees who introduce the topic of sustainability into the company’s processes in a wide variety of ways. Current activities range from in-house waste separation to promoting the paperless office, and two company-owned bee colonies that have now found a home on the company site. This is intended to counteract the bee deaths which are now widespread, and by doing so contribute to maintaining the ecological balance in the region.

## 17. Human rights

In accordance with the STEAG Code of Conduct, responsible and law-abiding action forms the objective and basis of STEAG's success.

The upholding of human rights in the context of the company's activities is also technically part of STEAG's corporate responsibility and is assigned to the compliance department.

This has a favorable effect, because the dovetailing of the two areas underlines their credibility and resilience. In order to ensure that human rights are observed, the specialist department raises awareness among Group managers in Germany and abroad, and among employees, in classroom training courses.

In addition, respect for human rights is also part of the business partner screening and the compliance risk analyses.

STEAG is currently focusing on the discussion about enshrining the National Action Plan for Business and Human Rights in law and about a future Due Diligence or Supply Chain Act.

The core elements of due diligence are:

- › Issuing a declaration of principle on respect for human rights
- › Introduction of procedures to identify actual and potential adverse impacts on human rights (risk analysis)
- › Implementing measures to avert potentially adverse impacts and reviewing the effectiveness of these measures
- › Reporting
- › Introduction of a complaints mechanism

There are currently discussions in Germany at the level of the federal government and in political parties, associations and non-governmental organizations on the introduction of a corresponding legal regulation and its form. STEAG is well prepared for such a step and already implements most of the above-mentioned core elements in general in its operational business with its suppliers and service providers.

Another important tool for the further development and strengthening of the topics covered by the department is – as already described – dialogues with stakeholders. These have been established at STEAG for years on the subject of sustainable coal supply chains (see section 9, Stakeholders, p. 23, and section 2, Materiality, p. 17).

## 18. Community

With the 2030 Agenda for Sustainable Development, the international community is expressing its conviction that economic progress in harmony with social justice and within the Earth's ecological limits can only be achieved by people and companies together as a society. For the first time, the 17 Sustainable Development Goals (SDGs) take equal account of the three dimensions of sustainability – social, environmental and economic. For businesses, this does not create an obligation, but it does confer upon them a responsibility to have an influence on the community right down to local everyday life.

STEAG is committed to social issues throughout the Group at all its locations in Germany and abroad. The projects are of a permanent nature and always have a connection to the respective STEAG location. The focus is on social, cultural and sporting causes, and abroad also on strengthening local infrastructures. Another focus is on the willingness of numerous employees to volunteer on behalf of STEAG, mostly for social causes. A significant part of these activities is realized through the voluntary efforts of the employees, who are expressly supported by STEAG through time off and the necessary budgets (see section 9, Stakeholders, p. 23).

Some current examples from recent years:

- › For the first time, STEAG provided a team of helpers in 2019 to support the Special Olympics of North Rhine-Westphalia (SONRW), which took place in Hamm, Westphalia. The Special Olympics was founded in the USA in the 1960s with the idea of providing sports activities and events for people with mental, physical and multiple disabilities. Today, the Special Olympics is the largest officially recognized sports movement for the athletes concerned. The STEAG team deployed more than 15 colleagues from the nearby Bergkamen power plant site and volunteers from the Essen site to support individual competitions.

- › Volunteers from Trading & Optimization (T&O) and the purchasing department provide support in the form of handicrafts days.
- › Employees of STEAG Power Minerals at the Dinslaken, Gladbeck and Lünen sites have also been involved with the Dinslakener Tafel food bank charity for some time. Shortly before Christmas, the helpers collected Christmas presents for the needy, in particular for children in disadvantaged families, and took part in a youth theater project at Christmas time.
- › Since 2012, trainees at the Essen office have been running the “Energy from Renewables” project day for children from elementary school. They are supported by trainees from the power generation industry. The children use specially constructed stations to learn how electricity can be generated from renewable energy sources. Employees from other business areas took up this idea for a kindergarten in Bochum, among other places.
- › For decades now, the STEAG companies abroad have been involved in social activities in the communities where they operate, above and beyond the requirements of local regulations.
- › STEAG Energy Services India (SESI), for example, which maintains a presence at several locations on the Indian subcontinent, has been supporting various nationwide social projects for almost 20 years. SESI also supports an innovation laboratory at the local university – the “STEAG Center for Smart City Technologies”.
- › In the Philippines, STEAG Power Inc. has also been involved in social programs on the national level for many years, mostly focusing on environmental protection, poverty reduction and education. One example of the numerous programs is the public education initiative “Social Empowerment through Education” (SEED), in which STEAG has been involved for more than ten years and which has so far provided an improved, supplementary education for more than 2,000 children and young people. Furthermore, the Philippines-based STEAG Power Inc. is involved in local and national disaster management through donations and voluntary work.
- › In Turkey, STEAG has been a participant in and supporter of state-funded programs in the priority areas of education, business start-ups and environmental protection for almost 15 years through ISKEN, the operating company of the power plant in Iskenderun.

# 2.000

children and young people  
in the Philippines received  
supplementary education  
from STEAG

› In addition, in certain regions and cultures, the practice of religion also plays a special role in strengthening social cohesion, and is often supported by corporate activities. In both Turkey and Indonesia, STEAG companies took part in traditional Muslim festivities, including social activities for the needy during the fasting month of Ramadan or as part of the celebrations for the Muslim feast of sacrifice Eid al-Adha.

At all the locations worldwide, STEAG companies have been involved in similar public projects for almost 20 years, making a practical and unbureaucratic contribution to improving local living conditions.

As required by its Code of Conduct, STEAG is committed to political neutrality. However, this does not preclude a company from positioning itself in society with its particular attitude and opinion when appropriate.

Under the motto, “Show your face – raise your voice”, numerous initiatives, associations and companies sent out clear signals against xenophobia and exclusion as part of the “International Weeks against Racism” in spring 2020. STEAG and its subsidiaries also took part in this campaign, with STEAG promoting the aims of the initiative by flying special flags at numerous Group sites in Germany.

STEAG is also actively involved in a discussion process in North Rhine-Westphalia on the shaping of our community and its institutions. At the invitation of the NRW state government, the Group regularly takes part in dialog events.

### **Combating the coronavirus**

The coronavirus is currently changing lives worldwide. It is to be hoped that the majority of people will remain healthy and survive this extraordinary period well. As described above, STEAG is doing its part at its sites to protect health and combat the pandemic. Examples of this include the achievements of SFW Energia in Poland and CES in Colombia, which are supporting local hospitals and care facilities through donations.

Social commitment during the pandemic was also demonstrated by the following activities:

› As part of the “Folding@Home” project, STEAG provided server capacity for external research into containing the virus in spring 2020.



# 99,995 %

filter performance with the air cleaner developed by Krantz

- › In Herne, STEAG supported social cohesion in the town by means of the laser projection “Herne packt das!” (Herne can do it!) on the chimney of the STEAG power plant there, which is visible from afar.
- › In India, the employees of SESI each donated one day’s salary to the “OM Cares Fund”. That support fund is intended to help improve the tense situation in the country, for example by supporting clinics and hospitals in rural areas. The donations will also be used to care for the poor and needy workers who are suffering from the lockdown.
- › The STEAG subsidiary Krantz, based in Aachen, Germany, has launched a room air filter that filters out 99.995 percent of all viruses and microorganisms, including the corona virus SARS-CoV-2, from the ambient air. The device, called “Krantz VIRUSPROTECT”, is designed for rooms up to 120 square meters in size, where up to 35 people congregate. This makes it ideal for schools, government offices, medical practices, open plan offices and restaurants. Four Krantz VIRUSPROTECTs are on permanent loan to support the work of the world-renowned organization “Friedensdorf International” (Peace Village International) based in Oberhausen, which has been providing medical care for children from war and crisis zones for almost six decades.

## 19. Political influence

STEAG maintains strict neutrality in party politics. Particularly before elections, STEAG refuses all contact with political parties or participation in their events. STEAG’s management and energy policy department represent its positions on both energy and environmental policy issues by following legislative processes at national and European level and identifying political developments at an early stage. This takes place in dialog with ministries, authorities, parties and parliamentarians. Furthermore, local government representatives are always particularly interested in STEAG’s positions. STEAG draws up statements on these topics and regularly communicates them both within the company and externally.

## 20. Compliance

Compliance, i.e. conduct in accordance with the law and regulations, ranges from observance of the provisions of the law and the internal company guidelines relevant to the Group, through adherence to agreements and contractual obligations, to the exercise of corporate responsibility and duties of care in accordance with internationally recognized standards.

STEAG's Compliance Management System is a central component in the design of the measures to achieve these goals. The responsibility of the central staff department responsible for the entire Group ranges from the prevention of risks in the area of economic crime to topics in the area of corporate responsibility, such as the exercise of due diligence on human rights or respect for labor standards worldwide.

The implementation of the measures is carried out in accordance with the system of directives worldwide in all areas of the company and at all locations. Representatives appointed by the respective management boards support the central staff department with regard to the specific, jointly defined risks. This decentralized, team-oriented approach also forms an important element in promoting the responsibility of all employees for their own actions.

Potential risks and the measures to be derived from them are discussed and assessed with the individual companies and specialist departments in the regular risk analyses.

One focus of raising awareness is on regular, target group-oriented face-to-face training courses, which are declared as compulsory in the directives.

The Group-wide training courses deal with compliance-relevant topics such as corruption prevention, antitrust law or the Global Compact principles, which are expressed in STEAG's Code of Conduct. At foreign locations in particular, the training atmosphere is characterized by the mutual exchange of information and intercultural learning. In 2020, video conferences were increasingly used for the training courses as a result of the pandemic.

In order to be able to limit possible risks in advance, business partner screening is carried out as early as possible within the projects. In addition to the identification of risks in the areas of compliance and corporate responsibility, the fundamental aim is to develop a practice-oriented prevention strategy jointly agreed with the respective business partners in order to successfully implement promising and sustainable projects.

The compliance measures include early detection and prevention of corruption risks and property offences under the direct responsibility of the compliance department. In addition, other staff departments, such as legal, data protection or IT security, provide support in the prevention and processing of any violations or suspected cases of corruption.

In other areas such as prevention of money laundering or foreign trade law, increasing transparency vis-à-vis the respective business partners is also playing an increasingly important role in strengthening mutual trust, and is thus in line with the principles of good corporate management as defined by German corporate governance regulations.

In the section on stakeholders, the report touched upon the active involvement of STEAG in the German UN Global Compact network and in the professional association at national German level. The department has also developed a theoretical approach to combining tools of business mediation and internal conflict management with the strengthening of corporate culture and compliance management. This resulted in a workshop that has also been offered at compliance conferences up to the present day.

Essen, May 2021

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# Overview of the use of the UN Global Compact Principles and Sustainable Development Goals

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Fields of business and activities

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Participation in the UN Global Compact

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Promotion of the Sustainable Development Goals

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## **A. Strategy**

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1. Strategic analysis and actions

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2. Materiality

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3. Objectives

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4. Depth of the value chain

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## **B. Process management**

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5. Responsibility and governance

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6. Rules and processes

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7. Control and monitoring

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8. Incentive system

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9. Stakeholders

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10. Product and innovation management

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## **C. Environment**

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11. Utilization of natural resources

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12. Resource management

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13. Climate-relevant emissions

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## **D. Society**

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14. Employees' rights

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15. Equality of opportunity

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16. Professional development

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17. Human rights

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18. Community

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19. Political influence

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20. Compliance

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**UN Global Compact****Sustainable Development Goals**

Foreword	SDGs 9, 17
Commitment CEO	SDGs 16, 17
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–	SDGs 7, 8, 9, 11, 13
Principles 7, 8, 9	SDGs 7, 8, 9, 11, 13
Principles 1, 2, 10	SDGs 7, 8, 9, 11, 13
Principle 10	SDGs 8, 9, 16
Principle 10	SDG 10
Principle 10	SDG 10
–	–
All Principles	SDGs 8, 9, 16
Principles 7, 8, 9	SDGs 7, 8, 9, 11, 13
Principles 7, 8, 9	SDGs 7, 8, 9, 11, 13
Principles 7, 8, 9	SDGs 7, 8, 9, 11, 13
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Principles 3, 4, 5, 6	SDG 5
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