



<b>Corporate Responsibility Policy</b>	
Date : 30 March 2005	CG_POL_003
Version : 1	

Subject :	<b>Corporate Responsibility</b>
-----------	---------------------------------

<b>Summary</b>	
Corporate Responsibility lies at the heart of our company values and ambitions and requires a consistent approach to delivery. The purpose of this paper is to describe the governance structure for CR within the Company and the formal requirements for embedding CR into management processes.	
<b>Contents</b>	
1. PURPOSE .....	2
2. SCOPE .....	2
3. REFERENCES .....	2
4. POLICY .....	2
5. RESPONSIBILITIES .....	3
6. RECORDS .....	3
7. COMPLIANCE .....	4
8. DOCUMENT HISTORY .....	4
Appendix 1 – Title .....	<b>Error! Bookmark not defined.</b>

<b>Owner :</b> Helen Shaw  Human Resources Director	<b>Authorised :</b>  _____ Vincent de Rivaz Chief Executive
<b>Distribution :</b>  Corporate Responsibility Strategy Group  EC Steering Committee on CR  Company wide	<b>This document is confidential to those on the Distribution list and as indicated below :</b>  Board Executive Company Forum <input checked="" type="checkbox"/> Senior Managers Internal
<b>or This document is not confidential</b>	

Printed document is valid on 17/01/06, check Intranet for latest version

# **EDF ENERGY CORPORATE RESPONSIBILITY POLICY**

## **1. PURPOSE**

To lay out the Company's objectives for Corporate Responsibility and governance/accountabilities for achieving these.

## **2. SCOPE**

The requirements of this policy apply to all parts of EDF Energy.

## **3. REFERENCES**

EDF Energy Corporate Responsibility Strategy

## **4. STATEMENT OF EDF ENERGY CR POLICY**

Corporate Responsibility (CR) is inseparable from our brand values, our business processes and the pride employees have in working for EDF Energy. CR should permeate day to day behaviours, external relationships and strategic business management.

The primary CR goal of EDF Energy, as defined in our CR Strategy, is to attract and retain employees and customers by fulfilling our ambitions and responsibilities towards all our stakeholders over the long term.

CR means that the Company will consider and manage our impacts on key stakeholders and the environment as an integral part of our business relationships, of the development and delivery of our products and services, and of our risk identification and management.

This will be achieved by (including but not limited to):

- CR will be integrated into all major training and development programmes within EDF Energy, including induction, IMDP, SMDP, on-line learning toolkit and graduate assessment.
- CR will be integrated as a formal consideration in the identification of risk across the Company.
- CR criteria will be integrated as a formal component of key investment and project decisions via as a minimum the following:
  - PAG (and branch investment fora)
  - Pension Fund investment guidance
  - Ethical Procurement Policy
  - Coal Procurement Procedures
- CR principles will be integrated into internal audit procedures and recommendations.

- CR will be integrated into the performance management of the Company and will represent a component of employee reward and remuneration.
- CR will underpin our brand development and our corporate communications with key stakeholder groups including employees and customers.
- The Company will set targets for CR and will report publicly and transparently on our performance in meeting our responsibilities.
- The Company will use a variety of channels to gain feedback on our achievement of our CR objectives from relevant stakeholder audiences.

## 5. RESPONSIBILITIES

The HR Director has overall responsibility for the Corporate Responsibility Policy, with accountability to the Chief Executive. The HR Director chairs the quarterly EC Steering Committee on CR, attended by all EC members plus the Director of Communications. She also chairs the Corporate Responsibility Strategy Group which has responsibility for delivering CR within the Branches as well as developing company thinking on CR. She is supported by the Sustainable Development Manager who has day to day responsibility for managing CR within the Company.

Overall ownership	Chief Executive
Responsibility for CR strategy	HR Director, Chair of ECSC and CRSG
Responsibilities for sub-components of CR:	Members of ECSC
Workplace	HR Director
Marketplace	COOs
Environment	COO, Energy Branch
Human rights	HR Director
Community	Director of Communications
Responsibilities for CR implementation	Members of CRSG
CR Index responsibilities	Managed by Performance Director and Sustainable Development Manager

## 6. RECORDS

Specific CR deliverables are contained within the annual Company and Branch action plans, both of which feed into AIP at Company and Branch levels respectively.

## 7. COMPLIANCE

Externally, the BITC CR Index represents a key mechanism for benchmarking our CR performance and for identifying areas for improvement. The Index is compiled in Q4 each year and publicly announced the following April.

Internally, CR forms an integral element of the performance management of the Company.

The internal audit team is responsible for ensuring that the management controls and processes for delivering the CR programme across the Company are adequate and implemented.

## 8. DOCUMENT HISTORY

30 March 2005	Version 1	Initial document
---------------	-----------	------------------