



<b>POLICY</b>	
Date : 17 <sup>th</sup> October 2005	HR_POL_038
Version : 1	

Subject :	<b>Human Rights Policy</b>
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<p><b>Summary</b></p> <p>This policy draws together the range of existing policies relating to human rights as applicable to EDF Energy. It considers human rights in the widest sense of the term. Here it means the rights of individuals potentially affected by EDF Energy's operations, including: the company's employees and contractors; those employed by suppliers; the company's customers and the communities in which it operates .</p> <p>At its core are the principles laid down by the UN Universal Declaration on Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.</p> <p><b>Contents</b></p> <p>1. PURPOSE .....2</p> <p>2. SCOPE .....2</p> <p>3. REFERENCES .....2</p> <p>4. POLICY.....2</p> <p>5. RESPONSIBILITIES .....6</p> <p>6. RECORDS .....6</p> <p>7. COMPLIANCE .....6</p> <p>8. DOCUMENT HISTORY .....6</p> <p>Appendix 1 – Full text of external principles.....7</p>
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# HUMAN RIGHTS POLICY

## 1. PURPOSE

The purpose of this policy is to bring together the range of existing policies that are in place across EDF Energy relating to human rights, and to create a clear framework to ensure on-going management of human rights in its widest scope. As an entirely UK-based company, human rights has traditionally not been an issue requiring scrutiny or a formal policy. This policy aims to address the increasing demands of many stakeholders and to minimise risk to the Company relating to human rights.

Additionally, it will:

- Identify what “human rights” means to EDF Energy;
- Outline the basic principles;
- Identify where individual and overall responsibilities lie.

## 2. SCOPE

This policy applies to EDF Energy plc and its Business Entities other than joint venture companies e.g. Powerlink and Metronet where local policies will apply.

## 3. REFERENCES

HR	HR_POL_004 Harassment and Bullying Policy
	HR_POL_003 Equal Opportunities Policy
Health and Safety	EDFE-HSE-CP-01 Corporate Policy on Health and Safety
Procurement	PR_POL_002 Ethical Procurement Policy
Data protection	LR_POL_02 Company Policy on Data Protection

## 4. POLICY

It is EDF Energy’s policy to respect the fundamental rights of individuals potentially affected by our operations. These individuals can include, but not necessarily exclusively, the Company’s employees and contractors; those employed by suppliers; the Company’s customers and the communities in which we operate.

EDF Energy’s Human Rights Policy is based on recognised external principles, existing internal policies and additional internal principles not formalised in other policies. Relevant existing policies include elements of EDF Energy policies relating to HR, health and safety, ethical procurement and data protection.

Where specific policies are not in place the principles of the UN Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work apply.

There are additional circumstances in which this Human Rights Policy applies, namely the Company’s wider social responsibilities regarding fuel poverty and community health and safety. These are covered by standard working practices though not by specific policy.

Combined, these elements outline EDF Energy's duty to respect the rights of individuals potentially affected by its operations: the Company's employees and contractors; those employed by suppliers; the Company's customers and the communities in which we operate.

#### **4.1 External principles**

This policy recognises the principles laid out in the UN Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. These principles included in full in Appendix 1 but are best described using the summary provided by the UN Global Compact ([www.unglobalcompact.org](http://www.unglobalcompact.org)), of which EDF Energy's parent company, EDF, is a signatory:

##### ***Human rights***

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

##### ***Labour standards***

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

#### **4.2 Existing policy covering our supply chain**

EDF Energy's Ethical Procurement Policy outlines the rights of those employed within the company's supply chain and is integral to the procurement decisions the company makes.

"EDF Energy is committed to follow the Ethical Trading Initiative which lays down basic rules for employment. Vendors to EDF Energy must comply with local law regulations and best practice and EDF Energy will request Vendors wishing to do business with them to provide information which will assist in our ability to identify ethical Vendors. Details are provided in the highlighted web site.

([http://www.ethicaltrade.org/Z/lib/base/code\\_en.shtml](http://www.ethicaltrade.org/Z/lib/base/code_en.shtml)):

The key elements of the Ethical Trading Initiative (ETI), to which we adhere, are:

- Employment is freely chosen
- Freedom of Association and the right to collective bargaining are respected
- Working Conditions are Safe and Hygienic
- Child Labour shall not be used
- Living Wages are paid
- Working hours are not excessive
- No Discrimination is practised
- Regular Employment is provided
- No Harsh or Inhumane Treatment is allowed"

**[PR\_POL\_002, page 3]**

**4.3 Existing policies covering our employees** EDF Energy has a number of relevant policies in place. As an entirely UK-based company, issues such as child labour or forced labour are only relevant in terms of the Company's supply chain. As such, policies regarding employees cover equal opportunities, harassment and bullying and health and safety.

***Equal opportunities***

"EDF Energy is fully committed to a policy of fair and equal treatment of all employees and job applicants, irrespective of their colour, disability, ethnic origin, gender, gender reassignment, marital status, nationality, race, religion or belief, sexual orientation or on the basis of part time working.

Individuals will be selected, promoted and treated on the basis of their abilities and merits and according to the requirements of the job. Everyone will be given equal opportunity to receive training and development and to progress within the organisation based on these criteria."

[HR\_POL\_003, page 2]

***Harassment and bullying***

"EDF Energy fully supports the rights of all individuals to be treated with dignity and respect at work. No employee should be subject to harassment or bullying for whatever reason. Such behaviour is unacceptable and is also unlawful. Harassment and bullying affects not only the individuals involved but also the Company as a whole, since people working in a climate of fear and resentment do not give their best. EDF Energy recognises that such actions can affect people's health, work performance, promotion and job prospects and it is the policy of EDF Energy to make every effort to provide a working environment free of harassment and intimidation. "

[HR\_POL\_004, page 2]

***Health and safety***

"EDF Energy is actively committed to the continuous improvement of Company standards of health and safety at work. Our people are the Company's key resource and their health, safety and welfare are central to our values. We believe that our employees should be well trained, competent and responsible. By maximising their wellbeing and ensuring their participation and consultation employees will be instrumental in helping us to achieve and maintain a safe and healthy working environment.

Compliance with legislative requirements is unequivocal but we view legal requirements as no more than a starting-point and recognise that health and safety shortcomings have a direct impact on an organisation's "bottom line".

Minimising risk to persons, to plant and equipment, and to the work process is central to our business objectives. We are committed to preventing injury or harm to persons through our activities and to reducing work-related illness or injury to a minimum. We know that maintaining the highest standards of health and safety will contribute directly to our business performance overall and enhance our reputation.

We are committed to achieving best practice in assessing and minimising any risk to health and safety of any person and shall encourage our Partners, Clients and

Contractors to provide the necessary support to meet this objective. Health and safety issues are taken fully into account in our corporate and business decisions year on year with adequate resources and funding made available for health and safety purposes.”

[EDFE-HSE-CP-01, page 3]

#### **4.4 Existing policies covering our customers**

EDF Energy has a number of policies in place to protect the rights of its customers. Of specific relevance is the policy relating to compliance with Data Protection Act law, which is closely linked with Article 12 of the Universal Declaration of Human Rights.

##### ***Data Protection***

“EDF Energy takes the issue of data protection, security and confidentiality very seriously and has processes in place for the security of both computerised and paper data.

EDF Energy needs to process certain information about its job applicants, employees and ex-employees, customers and former customers and business contacts for administrative purposes. In complying with the law EDF Energy will collect and use information fairly, store data safely and securely and not disclose information to any third party unlawfully.

It is EDF Energy policy that all employees will comply with the Data Protection Act 1998.”

[LR\_POL\_02]

#### **4.5 The company’s wider social responsibilities: customers**

The rights of individuals affected by EDF Energy’s activities extends to the company’s customers. EDF Energy supplies energy which provides heat and light, both of which are needed for comfortable modern living. Unfortunately a small proportion of customers find it difficult to pay their energy bills and may experience what is described as ‘fuel poverty’.

A household is defined as ‘Fuel Poor’ if it spends more than 10% of its available income to achieve an adequate heating regime. Fuel poverty is the result of the combined effects of low household income, inadequate and expensive forms of heating and poor insulation standards.

Tackling fuel poverty is one of EDF Energy’s most important social responsibilities.

EDF Energy has systems in place to tackle fuel poverty. This includes meeting legal requirements such as the maintenance of a priority services register and the provision of energy efficiency measures, both for vulnerable customers. EDF Energy also implements a range of voluntary measures including the creation, in 2003, of the EDF Energy Trust [www.edfenergytrust.org.uk](http://www.edfenergytrust.org.uk). Other voluntary initiatives include a freephone Energy Efficiency helpline and debt advice packs that are sent to the company’s most vulnerable customers.

#### **4.6 EDF Energy’s wider social responsibilities: communities**

EDF Energy's product, electricity, is potentially very harmful. The company owns and operates 48,000 kilometres of overhead lines which carry electricity to industry and homes at anything from 230 to 132,000 volts. The company also owns and operates 138,000 kilometres of underground cables.

EDF Energy is committed to ensuring the health and safety of the communities it serves. The company is legally required to provide electricity education advice in schools and every year around 60,000 children in primary and secondary schools receive advice. EDF Energy has distributed free safety education packs to all primary and secondary schools within the footprint of the three networks we operate.

## 5. RESPONSIBILITIES

The HR Director has responsibility for Human rights within the Company, with direct responsibility for employee issues. Other sub-elements of Human Rights are managed by the following individuals:

Ethical procurement -	Director of Procurement
Health and Safety -	Chief Executive
Customers -	Chief Operating Officer, Customers Branch
Network safety -	Chief Operating Officer, Networks Branch

## 6. RECORDS

None

## 7. COMPLIANCE

## 8. DOCUMENT HISTORY

Date	Version	Comments
17 <sup>th</sup> October 2005	0.1	First issue of document

## **Appendix 1 – Full Text of External Principles**

### **Universal Declaration of Human Rights**

Adopted and proclaimed by General Assembly resolution 217 A (III) of 10 December 1948.

On December 10, 1948 the General Assembly of the United Nations adopted and proclaimed the Universal Declaration of Human Rights the full text of which appears in the following pages. Following this historic act the Assembly called upon all Member countries to publicize the text of the Declaration and "to cause it to be disseminated, displayed, read and expounded principally in schools and other educational institutions, without distinction based on the political status of countries or territories."

#### ***Preamble***

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,

Whereas it is essential to promote the development of friendly relations between nations,

Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,

Whereas Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,

Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,

Now, Therefore THE GENERAL ASSEMBLY proclaims THIS UNIVERSAL DECLARATION OF HUMAN RIGHTS as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

**Article 1.**

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

**Article 2.**

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

**Article 3.**

Everyone has the right to life, liberty and security of person.

**Article 4.**

No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

**Article 5.**

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

**Article 6.**

Everyone has the right to recognition everywhere as a person before the law.

**Article 7.**

All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

**Article 8.**

Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

**Article 9.**

No one shall be subjected to arbitrary arrest, detention or exile.

**Article 10.**

Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

**Article 11.**

(1) Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.

(2) No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

**Article 12.**

No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

**Article 13.**

(1) Everyone has the right to freedom of movement and residence within the borders of each state.

(2) Everyone has the right to leave any country, including his own, and to return to his country.

**Article 14.**

(1) Everyone has the right to seek and to enjoy in other countries asylum from persecution.

(2) This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

**Article 15.**

(1) Everyone has the right to a nationality.

(2) No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

**Article 16.**

(1) Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.

(2) Marriage shall be entered into only with the free and full consent of the intending spouses.

(3) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

**Article 17.**

(1) Everyone has the right to own property alone as well as in association with others.

(2) No one shall be arbitrarily deprived of his property.

**Article 18.**

Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

**Article 19.**

Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

**Article 20.**

(1) Everyone has the right to freedom of peaceful assembly and association.

(2) No one may be compelled to belong to an association.

**Article 21.**

(1) Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.

(2) Everyone has the right of equal access to public service in his country.

(3) The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

**Article 22.**

Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

**Article 23.**

(1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.

(2) Everyone, without any discrimination, has the right to equal pay for equal work.

(3) Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

(4) Everyone has the right to form and to join trade unions for the protection of his interests.

**Article 24.**

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

**Article 25.**

(1) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

(2) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

**Article 26.**

(1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory.

Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.

(2) Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.

(3) Parents have a prior right to choose the kind of education that shall be given to their children.

**Article 27.**

(1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

(2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

**Article 28.**

Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

**Article 29.**

(1) Everyone has duties to the community in which alone the free and full development of his personality is possible.

(2) In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.

(3) These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

**Article 30.**

Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

## **ILO Declaration on Fundamental Principles and Rights at Work**

86th Session, Geneva, June 1998

Whereas the ILO was founded in the conviction that social justice is essential to universal and lasting peace;

Whereas economic growth is essential but not sufficient to ensure equity, social progress and the eradication of poverty, confirming the need for the ILO to promote strong social policies, justice and democratic institutions;

Whereas the ILO should, now more than ever, draw upon all its standard-setting, technical cooperation and research resources in all its areas of competence, in particular employment, vocational training and working conditions, to ensure that, in the context of a global strategy for economic and social development, economic and social policies are mutually reinforcing components in order to create broad-based sustainable development;

Whereas the ILO should give special attention to the problems of persons with special social needs, particularly the unemployed and migrant workers, and mobilize and encourage international, regional and national efforts aimed at resolving their problems, and promote effective policies aimed at job creation;

Whereas, in seeking to maintain the link between social progress and economic growth, the guarantee of fundamental principles and rights at work is of particular significance in that it enables the persons concerned, to claim freely and on the basis of equality of opportunity, their fair share of the wealth which they have helped to generate, and to achieve fully their human potential;

Whereas the ILO is the constitutionally mandated international organization and the competent body to set and deal with international labour standards, and enjoys universal support and acknowledgement in promoting Fundamental Rights at Work as the expression of its constitutional principles;

Whereas it is urgent, in a situation of growing economic interdependence, to reaffirm the immutable nature of the fundamental principles and rights embodied in the Constitution of the Organization and to promote their universal application;

### The International Labour Conference

#### 1. Recalls:

**(a)** that in freely joining the ILO, all Members have endorsed the principles and rights set out in its Constitution and in the Declaration of Philadelphia, and have undertaken to work towards attaining the overall objectives of the Organization to the best of their resources and fully in line with their specific circumstances;

**(b)** that these principles and rights have been expressed and developed in the form of specific rights and obligations in Conventions recognized as fundamental both inside and outside the Organization.

2. Declares that all Members, even if they have not ratified the Conventions in question, have an obligation arising from the very fact of membership in the Organization to respect, to promote and to realize, in good faith and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions, namely:

**(a)** freedom of association and the effective recognition of the right to collective bargaining;

**(b)** the elimination of all forms of forced or compulsory labour;

**(c)** the effective abolition of child labour; and

**(d)** the elimination of discrimination in respect of employment and occupation.

- 3.** Recognizes the obligation on the Organization to assist its Members, in response to their established and expressed needs, in order to attain these objectives by making full use of its constitutional, operational and budgetary resources, including, by the mobilization of external resources and support, as well as by encouraging other international organizations with which the ILO has established relations, pursuant to article 12 of its Constitution, to support these efforts:
- (a)** by offering technical cooperation and advisory services to promote the ratification and implementation of the fundamental Conventions;
  - (b)** by assisting those Members not yet in a position to ratify some or all of these Conventions in their efforts to respect, to promote and to realize the principles concerning fundamental rights which are the subject of these Conventions; and
  - (c)** by helping the Members in their efforts to create a climate for economic and social development.
- 4.** Decides that, to give full effect to this Declaration, a promotional follow-up, which is meaningful and effective, shall be implemented in accordance with the measures specified in the annex hereto, which shall be considered as an integral part of this Declaration.
- 5.** Stresses that labour standards should not be used for protectionist trade purposes, and that nothing in this Declaration and its follow-up shall be invoked or otherwise used for such purposes; in addition, the comparative advantage of any country should in no way be called into question by this Declaration and its follow-up