

# DONG Energy Sustainability commitment

We want sustainable energy to empower people, businesses and societies, helping them to unleash their potential without having to worry about harming the planet or reducing the opportunities for future generations.

As a company, we commit to operating in a way that creates progress towards the UN Sustainable Development Goals. Through our commitment, we want to help preserving the environmental, social and economic assets that are fundamental for society and important to our long-term value creation. To guide the way we work with sustainability, we adhere to the UN Global Compact principles on environment, labour and human rights, anti-corruption as well as sustainable economic development.

## Environment

In our work to minimise our environmental impact, we prioritise three areas: climate change, biodiversity and resource management. We commit to taking action to combat climate change, promoting access to sustainable energy and advancing energy efficiency. We strive to reduce the cost of green energy because cheaper green energy technologies will increase the share of renewables in the global energy mix. In our own operations and in our supply chain, we commit to protecting the ecosystems, sourcing from sustainably managed forests and avoiding, minimising or restoring biodiversity loss. As for the natural resources that we rely on in our business, we commit to pursuing recycling and reuse to create more sustainable consumption and production.

## Labour and human rights

With a significant number of employees and a global supply chain, we can make a positive difference in many people's lives by enforcing labour and human rights. We commit to safeguarding and strengthening labour and human rights, to promoting safe working conditions, mental health and well-being and to giving our employees good learning opportunities in their work. We commit to treating all people with respect, to working against discrimination in all its forms and to be an inclusive organization, which respects individual characteristics such as gender, age, sexual orientation, nationality, religious and political beliefs.

## Rule of law and anti-corruption

The rule of law and absence of corruption are a precondition for sound business and well-functioning societies. We commit to complying with all applicable laws and regulations and to working against corruption and bribery in all their forms. We have zero tolerance of bribery, fraud and other types of inappropriate business behaviour. We pledge to uphold sound business practices in our organisation and to promote such practices amongst our business partners.

## Economic development

All societies need energy to develop. We commit to promoting affordable, reliable and modern energy systems, which will support the sustainable development of societies. We maintain and modernise our energy assets and we provide innovative and competitive energy solutions to our customers. We recognise the role that tax plays for society to develop sustainably. We commit to complying with the intent and the letter of tax law and not using contrived or abnormal tax structures.

## Dialogue

Sustainability is an area in constant development. We commit to reporting on our sustainability policies, targets and progress - and to engaging with our stakeholders to better understand how we can continuously improve our sustainability performance and contribute to a more sustainable world.

