

Integrity

Nuon Energy Whistleblowing Function

What is whistleblowing

Whistleblowing is a procedure that is voluntarily implemented by Vattenfall and which allows employees, consultants and suppliers to report serious irregularities conducted within the company to an external ombudsman as a complement to the internal reporting lines. This whistleblowing procedure also applies to Nuon and all other Vattenfall activities in the Netherlands.

How does it work?

First choice: Internal reporting

Employees who suspect fraud, deception or other irregularities, should report it – if preferred via their manager – to:



Fraud Hotline of the Internal Audit Department, by phone number +31(0)88-5973318 (internal line: 73318) or +31(0)27022899, fraudemeldpunt@nuon.com or jantien.heimel@nuon.com

Also consultants, suppliers and others can make such reports to the Internal Audit Department.

Other reporting

In case of unacceptable behaviour, such as intimidation and discrimination, employees can contact one of the Confidential Counsellors. Names of the confidential counsellors for each Nuon location can be found at Nuonline (HR – Omgangsvormen).

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Safety net: Reporting to external ombudsman

In case you wish to report a serious irregularity and you do not wish to report it internally, you can contact the ombudsman in the Netherlands:

Mr. Hans J. Sachse
Boekel De Nerée
Gustav Mahlerplein 2
1082 MA Amsterdam
Phone: +31 (0)20-7953304
Fax: +31 (0)20-5179263
hans.sachse@boekeldeneree.com

Or his deputy:
Mr. Philip Reeser Cuperus
Boekel De Nerée
Gustav Mahlerplein 2
1082 MA Amsterdam
Phone: +31 (0)20-7953369
Fax: +31 (0)20-5179263
philip.reesercuperus@boekeldeneree.com



The ombudsman and his deputy speak Dutch and English fluently.

Confidentiality and anonymity

Your personal data and other information which you provide to the ombudsman will be handled strictly confidential until the point that you allow the ombudsman to pass on all or part of this information to the ombudsman's contact person at Nuon or Vattenfall.

Please note that it is prohibited for all employees to attempt to determine the identity of the informant in a whistleblowing matter.

Nuon and Vattenfall are committed to protect to the best of their ability anyone who makes a report and those who participate in an investigation in good faith.