

# Our ethics

British Energy culture is guided by a Code of Conduct to encourage all of our employees to act with integrity. The Code of Conduct is underpinned by the company vision and values, which are delivered through the use of policies that outline our approach, and procedures that detail the way that we operate.

Our culture recognises our responsibility to society to maintain safety and quality in all our operations. The majority of our electricity generation is nuclear, and both nuclear and industrial safety are overriding priorities in our operations. We will always place safety before commercial gain. Moreover our attention to detail in these areas is carried over to our environmental and social practices. We take seriously our responsibility to manage the radioactive waste that is generated as a result of our operations.

We aim for the highest standards of integrity, honesty and fairness in the way we work. Our Board and the leadership of the company are committed to our Code of Conduct and support its implementation throughout the organisation.

These values have been developed by our employees, but we hope and expect all those who work with us to respect them.

## Our company values revisited

Our core values were last developed through consultation with employees some ten years ago. Last year, we decided to revisit those values to ensure that they remain in tune with the company as it is today, and with our many stakeholders.

It was important to us that once again employees in the company had the opportunity to express their views on the values, so we conducted a consultation through an electronic survey via our intranet. An external agency helped ensure that the wording of the survey was open

and easy to understand, and subsequently analysed the results. We consulted everyone working in British Energy – both employees and long term contractors. Those without easy access to a computer could complete a hard copy and all responses were anonymous by default.

We had a good response rate - around 50% of our employees and more than 400 contractors participated. The large number of comments we received were extremely useful for understanding what the company values mean to employees.

As a result of this feedback, we have not only confirmed the values but have also made them easier to remember and therefore to implement. We reference these values through our daily safety message which is highlighted at the start of all company meetings. To reflect our long-standing commitment to our local communities, as expressed by many of our respondents, we have also added 'Community' as an explicit new value.

## Key policies and procedures

The policies and procedures that underpin our Code of Conduct place responsibility at the heart of the way we work - at both a corporate and an individual level. All our policies go beyond the basic requirements for human rights. We have a company policy that we do not make any financial political donations. The diagram opposite shows some of the many issues for which we have policies in place.



## British Energy vision and values

Our vision is to be first in UK power. British Energy is committed to behaving in an ethical manner. Our shareholders have invested in British Energy and placed their trust in us. They expect us to work to build a commercially successful and financially robust business.

We will work to increase the value of the business and make it a success to benefit all our stakeholders. How we do this is important. We will deliver success through conducting ourselves in accordance with our company values. These provide a shared understanding of what is important to everyone at British Energy.

- **Safety** *operating safely and protecting the environment*
- **Integrity** *acting to the highest professional and personal standards of honesty, quality and excellence*
- **Openness** *being clear, open, engaged and truthful*
- **Responsible** *behaving responsibly towards our customers, partners, shareholders and society*
- **Contribution** *providing a vital commodity for the UK*
- **Teamwork** *valuing our people as individuals, achieving more as a team*
- **Community** *contributing to the welfare of our local communities*



Copies of some of these major policies can be obtained through our website - Health and Safety policy, Safety and Security, and Environment ([www.british-energy.com](http://www.british-energy.com)).