**Responsible Renewable Energy: 10 Questions on Human Rights**

**Name of company**: ***Siemens Aktiengesellschaft (Siemens, Company), Wind Power and Renewables Division***

***The following answers relate to Siemens Wind Power and Renewables Division (Siemens Wind Power) only.***

***With respect to large hydro power projects, as mentioned in your letter addressed to Siemens, it needs to be clarified that such business is not part of the portfolio of businesses of Siemens. Siemens has merely a minority share in the company Voith Hydropower GmbH & Co. KG, Heidenheim, Germany (Voith Hydro), which is a subsidiary of Voith GmbH.* Voith GmbH is an independent company. They do not report to us, nor are they required to. We do own a minority equity position in Voith Hydro, one Division of Voith GmbH, but we have no other involvement with them. We do not collaborate on projects, share technology, engage in joint research, and we certainly cannot monitor their activities.**

***For further information on Voith GmbH please see the following link:***

[***http://voith.com/de/index.html***](http://voith.com/de/index.html)

**Projects registered under UN Clean Development Mechanism (if any):** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Human rights policy commitment**[*Examples & guidance*](http://business-humanrights.org/en/un-guiding-principles/implementation-tools-examples/implementation-by-companies/type-of-step-taken/human-rights-policy-statements)

1. Does your company have a publicly available commitment to respect human rights? If so, please provide a link.

***Siemens is very serious about our commitment to, and support of, laws, conventions and recommendations of international organizations regarding human rights, compliance, and ethical business practices. In addition to the laws and regulations of individual countries, there are a number of Conventions and Recommendations from international organizations which are noteworthy. Although these documents are primarily addressed to Member States and not directly to companies, they nevertheless function as important guidelines for the conduct of multinational companies such as ours, and for our employees.***

***Siemens is a member of the United Nations Global Compact and regards its ten principles, as well as the rules laid down in the framework agreement of the International Metalworkers´ Federation (IMF), as binding for the entire Company. Siemens is also committed to embracing, supporting and enacting, within its further sphere of influence, the set of core values in the areas of human rights, labor standards, the environment, and anti-corruption included therein as an integral part of its business strategy and operations.***

***In line with its Global Compact commitment Siemens therefore expects its employees, suppliers and business partners around the globe to recognize and apply particularly the standards of the:***

* ***Universal Declaration of Human Rights (1948) and European Convention for the Protection of Human Rights and Fundamental Freedoms (1950)***
* ***ILO (International Labor Organization) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (1977) and ILO Declaration on Fundamental Principles and Rights at work (1998) (specially with following issues: elimination of child labor, abolition of forced labor, prohibition of discrimination, freedom of association and right to collective bargaining)***
* ***OECD Guidelines for Multinational Enterprises (2000)***
* ***Agenda 21 on Sustainable Development (final document of the basic UN-conference on environment and development, Rio de Janeiro (1992)***
* ***UN Convention Against Corruption (2005)***

***For further information please use the following link:***

[***http://www.siemens.com/about/sustainability/en/sustainability-at-siemens/international-guidelines.php***](http://www.siemens.com/about/sustainability/en/sustainability-at-siemens/international-guidelines.php)

**Human rights due diligence**[*Examples & guidance*](http://business-humanrights.org/en/un-guiding-principles/implementation-tools-examples/implementation-by-companies/type-of-step-taken/due-diligence-general)

1. Does your company identify its salient human rights issues and does it have a due diligence process to manage them? If so, please list the issues and describe the due diligence process (key steps include: impact assessment, integrating & acting on findings, tracking responses & communicating how impacts are addressed).

***It is important to understand that Siemens Wind Power usually only offers the delivery, installation and commissioning of wind turbine generators. Siemens Wind Power normally does not by itself develop or own wind power projects.***

***Further, in its traditional markets (e.g. Scandinavia, United Kingdom, Germany, United States) the existing regulatory framework already ensures to a very high degree compliance with human rights. In these markets, a human rights due diligence is not being deemed necessary.***

**Community engagement & consultation**[*Examples & guidance*](http://business-humanrights.org/en/guidance-community-engagement-0)

1. What criteria does your company use to identify communities that may be affected by renewable energy projects it is involved in?
2. How does your company consult with affected communities (on impact assessments, resettlement, benefit sharing plans, etc.)? Please describe what form consultations take and when they are carried out in a project’s cycle.
3. Does your company ensure its consultations include the perspectives and respect the rights of all affected community members (including those who may be marginalised for reasons of race, ethnic origin, gender, social status, age, religion, wealth or income or other considerations)? How is this ensured?

***Siemens Wind Power does identify potential such issues via the Regional Organizations of Siemens AG, i.e. subsidiary companies that exist in most countries in which Siemens does business.***

***In this context, it is important to understand that Siemens Wind Power usually only offers the delivery, installation and commissioning of wind turbine generators. Siemens Wind Power normally does not by itself develop or own wind power projects, nor is it responsible for the balance of plants of a certain wind park projects.***

**Free, prior and informed consent**[*Examples & guidance*](http://business-humanrights.org/en/business-action-0/issue-guidance/indigenous-peoples)

1. Under what circumstances does your company commit to seeking an affected community’s free, prior & informed consent to a project? Please provide examples of projects where free, prior & informed consent was sought (if applicable).
2. What is your company’s process for obtaining and evaluating free, prior & informed consent?
3. Has your company faced any challenges in its process to seek free, prior & informed consent for renewable energy projects? If so, please describe what steps your company has taken to overcome these challenges.

***In this context, it is important to understand that Siemens Wind Power usually only offers the delivery, installation and commission of wind turbine generators. Siemens Wind Power normally does not by itself develop or own wind power projects, nor is it responsible for the balance of plants of a certain wind park projects.***

**Security**[*Examples & guidance*](http://business-humanrights.org/en/security-issues-conflict-zones-0)

1. What steps does your company take to ensure that its own personnel, private security companies it contracts with, and/or government forces providing security to its projects, respect the rights of workers and community members, including those who may oppose its projects?

***The fundamental principles and rules governing the way we act within our company and in relation to or partners are laid down in the Business Conduct Guidelines, which also have a section on “Working with Suppliers”. In addition to that, all suppliers of Siemens have to commit to the respect of human rights via the “Code of Conduct for Siemens Suppliers”, a mandatory element in all contracts for suppliers to Siemens.***

**The Siemens Business Conduct Guidelines can be found under the following link:**

[**http://www.siemens.com/about/sustainability/en/sustainability-at-siemens/internal-guidelines.php**](http://www.siemens.com/about/sustainability/en/sustainability-at-siemens/internal-guidelines.php)

**The Code of Conduct for Siemens Suppliers can be found under the following link:**

[**http://www.siemens.com/about/sustainability/pool/nachhaltige\_entwicklung/code\_of\_conduct\_for\_siemens\_suppliers\_05-2007\_e.pdf**](http://www.siemens.com/about/sustainability/pool/nachhaltige_entwicklung/code_of_conduct_for_siemens_suppliers_05-2007_e.pdf)

**In this context, it is important to understand that Siemens normally only offers the delivery, installation and commissioning of wind turbine generators. Siemens Wind Power normally does not have a contractual relationship to companies that are responsible for security on site.**

**Remedy**[*Examples & guidance*](http://business-humanrights.org/en/un-guiding-principles/implementation-tools-examples/access-to-remedies-grievance-mechanisms/non-judicial-grievance-mechanisms/company-based)

1. Does your company have a grievance mechanism in place at each project site for affected communities and workers to raise concerns about local impacts, including human rights abuses? If so, were affected communities involved in the design of the grievance mechanism, including its set-up and the types of remedies it provides?

***In this context, it is important to understand that Siemens Wind Power usually only offers the delivery, installation and commissioning of wind turbine generators. Siemens Wind Power normally does not by itself develop or own wind power projects, nor is it responsible for the balance of plants of a certain wind park projects.***

***Grievances can locally be addressed towards the respective Siemens Regional Company.***

***In addition, Siemens also maintains external reporting channels for compliance reportings such as “Tell us” and an Ombudsman who can be contacted on a confidential and anonymous basis.***

***For further information please see the following link:*** [***http://www.siemens.com/about/sustainability/en/core-topics/compliance/system/detect.htm***](http://www.siemens.com/about/sustainability/en/core-topics/compliance/system/detect.htm)

**Other information**Please provide any further information regarding your company’s policies and practices on human rights that you think is relevant.