

## Focusing on People with a Family-Friendly Staff Policy

*E.ON Ruhrgas* has been devoting particular attention to the issue of family and work for some years.

In view of the changes in the competitive situation in national and European markets, *E.ON Ruhrgas AG* is placing its hopes on an employee-oriented corporate structure. It shares the *E.ON Group's* guiding principles and focuses on putting the corporate values and behaviours into practice. Under the motto "People in Focus", the personnel department has pooled various activities to achieve a continuous and lasting improvement in the co-operative corporate culture. The project activities which are offered support the personal health of the employee and promote employee-oriented leadership and communication behaviour as well as the participation of the employees in the company's success.

In order to reconcile work and family life, *E.ON Ruhrgas* offers its employees a variety of supporting activities. These include flexible working practice, the provision of childcare places and looking after children in emergencies.

The "Family & Work" audit of the non-profit Hertie Foundation, which *E.ON Ruhrgas* successfully underwent and for which it was awarded the basic certificate in the summer of 2004, is a management tool to optimise a family-friendly human resources policy.

The aim is to achieve a viable balance between company interests and employee needs. The audit records the status of the activities on offer to improve the balance of work and family life and, with the aid of a criteria checklist, systematically determines the potential for individual company development in nine relevant fields of action: working hours, work contents and workflows, work location, information and communications policy, leadership competence, personnel development, pay components and benefits in kind, services for families and company-specific issues.

Using objective-oriented suggestions from the auditor which are identified during the auditing process, the company obtains ideas on the development of company-specific personnel policy strategies and on the implementation of concrete aims and activities. In this way a process is initiated to integrate and practice family awareness in the long term.

*E.ON Ruhrgas* has long since been aware that the variety of measures relating to work-life balance serves to attain the company objectives. They not only increase the flexibility of the entire company but also its cost-effectiveness as well.

*E.ON's* commitment to a family-friendly corporate policy has not only met with attention and recognition within the company but also within the public eye and expert circles. Of the companies with over 1,000 employees who received an award, *E.ON Ruhrgas AG* is one of the top 30 employers in the European Union.

In Germany, *E.ON* was rewarded for its commitment in the German competition "Success Factor Family 2005" of the Federal Ministry for Family, the Elderly, Women and Youth being placed among the top 10 companies in the category "major concerns".