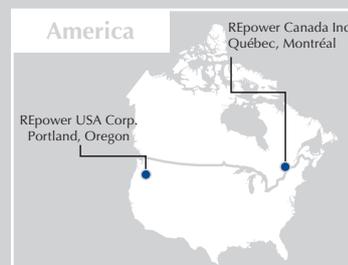
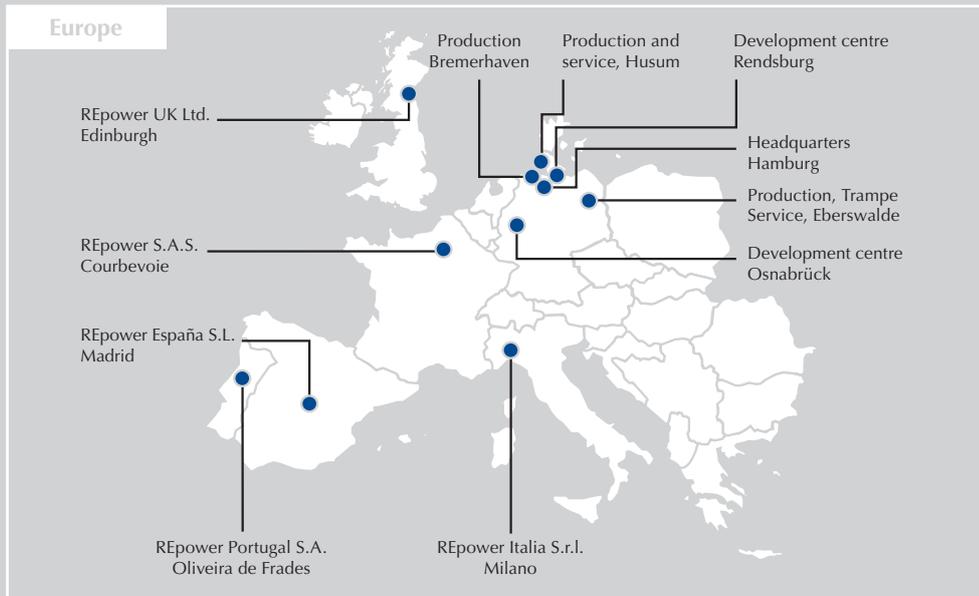


Sustainability report 2008/09

*Responsibility*

## Sites 2009

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## Preface

Dear readers,

The development of the energy sector is heavily influenced by the expectations of many different interest groups, such as equity providers and lenders, existing or potential employees and political decision-makers. It is therefore a matter of concern to us not only to work on successively fulfilling these different expectations, but also to report in more detail on successes that have already been achieved and existing commitments.

Particularly in these times of economic turbulence, we want to gain trust and show that we think about the impact of our actions on society and the environment and are committed to better cooperation. Our vision is a reduction in the price for electricity from wind to the same price level as electricity from fossil fuel power plants by 2012. By 2020, wind power is to be the cheap option in the energy mix. This vision motivates us to develop our turbines continuously, to ensure lasting improvement in the quality and economic efficiency of our products. Not least, this also benefits the environment: with the worldwide installation of our turbines, we are already making an important contribution to achieving EU and nation-wide climate protection targets.

In our first Sustainability Report, we present our values and the corporate culture we have built on them, give an insight into the organization of processes along the value-added chain and provide information on the social commitments of the REpower Systems Group at its individual sites. With this report, we want to demonstrate that even as a rapidly growing company we fulfill our responsibilities towards employees, society and the region.

We hope it makes a good read.



Per Hornung Pedersen,  
CEO REpower Systems AG

## Company portrait

The REpower Systems Group was formed in 2001 from merging the companies Jacobs Energie GmbH, Denker & Wulf AG, BWU – Brandenburgische Wind- und Umwelttechnologien GmbH as well as BWU- Anlagenfertigung und –service GmbH and pro + pro Energiesysteme GmbH & Co. KG.

Just a year after this merger, the company went public after being restructured as REpower Systems AG.

REpower has been on a profitable growth track since it was founded. Sales and the number of employees have steadily grown and we have made a purposeful effort to push ahead with our international expansion. In the space of just a few years, the company has developed from a local provider of wind turbines and services to a globally-networked Group with partnerships around the world. Today, REpower has a global market share of 3.6 %. With a market share of 5.9 % in Germany, the company is the third largest producer of wind turbines in its domestic market.

The core business of the company includes system development, construction, licensing as well as the sale and installation of multi-megawatt wind turbines with a rated output of 1.5 to 6.15 megawatts. The 1.5 MW technology is no longer produced by REpower itself, but is only distributed under license. REpower provides a comprehensive range of services in the services sector in the areas of wind farm planning, surveillance and maintenance. Thanks to its business model of low vertical integration and the reduced level of long-term commitment of capital which this entails, this means that REpower retains a high level of flexibility to be able to react to changes on the market rapidly.

The headquarters of the company have been based in the City Nord office district of Hamburg since the start of 2008. As well as the Executive Board, the departments located here include the central departments of Purchasing, Sales, Finance and Accounting, Controlling, Treasury, HR, Marketing, Corporate Communication and Investor Relations as well as the Offshore business unit.

The company's technological hub is located in Rendsburg and Büdelsdorf (Schleswig-Holstein): this development site has been in place since REpower Systems AG was first founded. Numerous engineers work here with the aim of advancing the wind turbine technology offered by REpower and continuing to improve its extensive service and maintenance packages. At the start of 2010, the employees in Rendsburg will be able to move into the new development centre in Osterrönfeld. The groundbreaking ceremony for the new technology centre was held in the spring of 2009.

REpower still constructs its turbines in Germany, according to German quality standards. Series production on the first multi-megawatt turbines (MD70 and MD77) with a rated output of 1.5 megawatts began right back in the year 2000 in the traditional wind capital of Husum (Schleswig Holstein) and at the production site in Trampe (Brandenburg). Today, the total capacity of the REpower production sites in Husum and Trampe stands at approximately 1,300 MW a year.

In the past fiscal year, REpower expanded its capacities in order to cater for the strong growth of renewable energies. A further factory for the series production of REpower 5M and 6M offshore wind turbines has been built in Bremerhaven's Lunehafen, in close proximity to the PowerBlades rotor blade factory which REpower completed with its joint venture partner SGL Rotec last year. This is expected to more than double current production capacity.

Exports are a strong driver behind the wind energy business: over 80.0 % of REpower turbines are installed abroad. Thanks to this, REpower is able to maintain its presence not just in Germany. The company has a strong position on the European market in particular, with sales branches in the UK, France, Belgium, Spain, Italy and Portugal. REpower is also well established in North America (USA and Canada), Australia and in Asia (China).

## Vision and strategic focus

REpower's vision is to reduce the price for wind energy to the price level of fossil fuel power plants across the globe by 2012. Wind energy is expected to be the cheaper element in the energy mix as soon as 2020.

On the basis of its vision, REpower's aim is to become the leader in its technological field with regard to the quality, innovation and profitability of its wind turbines in order to secure its future competitive edge and to continue to grow on a sustainable basis. Further long-term aims are selective expansion into new markets in order to safeguard its international market share and achieving a leading market position in the offshore wind energy business.

The still emerging wind energy sector has been presented with the challenge of keeping pace with the rapid growth market of renewable energies. Internal structures need to grow efficiently with this and continue to develop in the future. REpower addresses this challenge with a process-oriented organisational structure in accordance with DIN EN ISO 9001, which was introduced back in 2003 and has been continually developed since then.

Furthermore, the REpower Executive Board ensures that strategic obligations are broken down into individual operating targets and measures for the various business units and departments in regular workshops with the company management.

REpower requires that all company processes be configured in accordance with the three dimensions of long-term sustainability: effective business results, sensitivity to social issues and ecological responsibility. For this reason, the REpower guiding principles focus on the 10 principles of the Global Compact of the UN.

## Values and competences at REpower

REpower's core values and competences form the basis for achieving long-term aims. They are based on a corporate culture characterised by mutual respect, a sense of responsibility, independence, team spirit, creativity and the power of innovation. In its 10 guidelines on corporate culture, REpower demonstrates an open, objective and constructive management and discussion style, allowing decisions to be implemented in transparent processes on a consistent, rapid and faithful basis. By acknowledging achievements, the company promotes the identification and enthusiasm of its employees for their work and the company.

REpower's competences constitute the foundation of the REpower organisation. They describe the basic ideals and abilities which a REpower employee is expected to have depending on his area of operation in order to fit perfectly into the overall structure of the company and to make the best possible contribution to achieving strategic aims.

The REpower competences apply across the Group and are subdivided and demonstrated in the four following areas:

<b>Growth</b> - e.g. Focus on customers and service	<b>Management</b> - e.g. Vision and motivation
<b>Interaction</b> - e.g. Team spirit and interculturalism	<b>Foudations</b> - e.g. Thinking analytically and willingness to change

Regular discussions take place in the REpower dialogue, in which the management establishes with their employees which competences are particularly important for their position in the company and the experience both parties have had of these to date. Quantifiable targets can also be established in the dialogue, which are then reviewed in the next employee appraisal to check whether they have been achieved. REpower dialogue is an ongoing process which is carried out once a year by all employees.

Strategic aims are put in place at management level by means of implementing the "management by objectives" management strategy. In the case of executives at REpower Systems AG, a bonus payment is tied to achieving company, unit and individual targets.

The guiding principles of REpower Systems AG are geared to the principles of the Global Compact of the UN and allow interested shareholders to read up on the maxims of REpower Systems AG. The guiding principles specify the everyday activities of REpower management and employees by defining the modes of interaction with internal and external shareholders. These guiding principles thus build on the REpower competences and guide the way towards realising the REpower vision. The REpower guiding principles can be found on the REpower homepage at [www.repower.de](http://www.repower.de).





# Responsibility along the value chain

The value-added chain is the artery of successful companies. The company can only generate profitable and sustainable growth when the flow of goods and information functions hand in hand. At REpower, transparency, communication and cooperation are therefore key components of a responsible supply chain management that also involves suppliers and customers.



*Responsibility*

## We assume responsibility along the value-added chain

REpower works tirelessly at improving the flow of materials and information between all those involved in the value-added chain. The core business of the company includes system development, production as well as the operation and maintenance of wind turbines. In the past fiscal year, REpower has partially integrated component manufacture and logistics into its value-added chain. The REpower joint venture PowerBlades began building rotor blades at the end of the past fiscal year. In the area of logistics, REpower acquired the business assets of the heavy-load carrier business Schaumann including all its employees. REpower also expanded its Executive Board to include a further member in mid-2008: Lars Rytter Kristensen has been responsible for the areas of Purchasing, Logistics, Materials Management and Production as Chief Supply Chain Officer (CSCO) since April 2008.

Value-added at REpower:



### System development

The technological hub of REpower Systems is located in Rendsburg in Schleswig-Holstein. Almost 400 employees specialising in wind energy work at this site in the area of development and other technical operating areas. They are working towards developing and optimising REpower wind turbines. Their aim is to upgrade existing product ranges and machine components continually, such as gears and rotor blades which are unique to REpower. The focus here is on the development of products in the fast-growing segment of multi-megawatt turbines.

### Procurement

For REpower, as a result of the low level of vertical integration, the performance of the end product depends on the quality of the components used. For this reason, the company prides itself on only working with suppliers with a faultless reputation. For REpower, successful supplier management is a decisive value driver through which cost advantages can be achieved, which have a direct effect on company income and profitability. REpower has thus gone to great lengths in this fiscal year to deal with the issue of procurement management and has introduced measures aimed at improving this.

In line with its aim of making collaboration with suppliers more efficient, the company introduced a new procedure for supplier evaluation in the summer of 2008. Using a comprehensive list of criteria, REpower employees from various departments who come into direct contact with suppliers in their day-to-day operations assess the supplier company with regard to various factors, including supplier performance and quality. In 2008, a total of 17 suppliers of main components were assessed in this way based on key figures and taking into account soft indicators, and were then arranged into a traffic light rating system from red (considerable room for improvement) to green (supplier of choice). This rating is used as a point of reference for future activities with key suppliers, is relayed to the departments responsible for strategic and operating purchasing, development, quality assurance and service and is to be carried out once a year in the future.

## Production and quality assurance

The first class quality of the design, components and production down to the finest detail is the declared objective of REpower Systems AG. For this purpose, REpower relies on the strategic development of its relationships with suppliers by working with the leading suppliers of technology in the form of exclusive supplier contracts.

The tasks of the Quality Assurance department (SCQ), which is located at all REpower sites and which has its headquarters in Büdelsdorf (Schleswig-Holstein), include making sure that the components purchased are in perfect condition. These tasks also include materials testing in the incoming goods department as well as an extensive outgoing goods inspection, as well as monitoring development in questions of quality and monitoring REpower construction sites.

Supplier qualification ensures the suitability of component suppliers in a multiple-step process. Using an appropriate audit procedure, numerous areas such as the quality management system and compliance with health and safety regulations are inspected in addition to technical process data. Ensuring that parts can be traced back to the supplier which processed them as well as the procedure for handling defects and abnormalities are also the focus of the qualification process. The aim is to ensure that the flow of information is documented consistently along the supplier chain right down to sub-suppliers.

If necessary, components ordered are approved by REpower Quality Assurance before they are even delivered, when they are still at the factory gates of the supplier.

The supplied components are put through a two-stage inspection process:

- A 100 % final inspection is carried out based on the quality specifications of REpower when still at the supplier's factory
- Delivered components are subject to random sample inspections in the incoming goods department at REpower Systems AG.

In REpower's outgoing goods department, Quality Assurance employees test nacelles and hubs assembled in house. By means of various quality documents, steps are taken as early on as the manufacturing process to ensure that all stages of production take place according to the applicable instructions and that any defects which arise are disclosed and are submitted to be reengineered. Following this, a quality pass is then granted to every turbine confirming that the production process has taken place according to regulations.

Moreover, various teams from the SCQ department carry out inspections of REpower construction sites, where they check, for example, that working instructions as well as health and safety and logistics instructions are being observed. Depending on customer requirements, inspections of turbine installations can also be carried out by independent external assessors.

Monthly audit reports and quality status reports inform the REpower Executive Board and management of the quality-relevant key figures.

### **Active supplier management**

The mutual exchange of experiences and expectations with the supplier forms the basis for a good partnership and constitutes a valuable tool for both parties in order to cater to requirements. For this reason, REpower specifically promotes exchange and invites its suppliers to supplier events, such as the REpower Suppliers' Day. The aim of this event is to provide suppliers with background information on the themes of vision and strategy as well as better collaboration with REpower. Issues such as quality assurance, research and development and the optimisation of product costs are also discussed in direct dialogue. International representatives from over 40 well-known supplier firms gathered at last year's supplier event at Hotel Hafen Hamburg in May 2008. Since the feedback from this was so positive, the Suppliers' Day is set to take place every year in the future.

### **Sales and customer relationship management**

A further link of vital importance in the value-added chain is the sales organisation, which at REpower is focused on both an operating and strategic level.

For this reason, Project Management, Commercial and Contract Management, Treasury, Finance, Controlling and Service are also involved in sales processes. All interdepartmental process stages are described in the interactive "REpower Prozesshaus". Furthermore, the exchange of knowledge between departments is also supported by the customer relationship management software (CRM software) "CRIS" (Central REpower Information System) which is tailor-made to the individual needs of REpower. Defined processes in the Prozesshaus and the CRM system guarantee an interdepartmental flow of information with customer and project transparency and thus contribute to more efficient project organisation.

However, for REpower, customer relationship management (CRM) is not just a matter of IT. It is a philosophy firmly established across the company. Its focus is to understand the needs of the customer, to evaluate them and to deal with them accordingly, and to do this across the company as a whole. Active CRM includes the direct exchange of expectations and cultivating customer relationships. The customer is the central focus of all REpower activities. For this reason, the company has again implemented measures aimed at active customer management in this fiscal year. As well as numerous international trade fairs where REpower is represented at a stand every year, the company also organises its own customer events. In October 2008, REpower presented the new factory in Bremerhaven to its customers, where series production on the 3.XM and 6M turbine as well as the 5M is set to be carried out in the future. Furthermore, the guests also had the opportunity to take a tour of the assembly halls at the PowerBlades rotor blade factory. Almost two thirds of the 150 international guests who were invited attended the event and discussed the new REpower turbines as well as current developments on the wind energy market with the Executive Board and development and sales employees. Following the tours, there was time to hold individual discussions in a very pleasant atmosphere.

### **After-sales service**

REpower Systems AG has a closely-knit international service network which comes together at the service centre at the Husum REpower site.

In order to ensure that wind turbines are readily available in the long term, REpower turbines are remotely monitored on a daily basis, 365 days a year, 24 hours a day. This is made possible by integrating installed turbines into the Permanent Monitoring System (PMS). Any faults are reported automatically, meaning that the operator is informed immediately and breakdown maintenance can be initiated without delay either online or by deploying a service team. Turbines are also actively checked every six hours. Moreover, key operating data such as performance, electricity production, availability, status lists and temperature can also be gathered in a data base using PMS. This data allows a comprehensive fault analysis to be carried out.

Thanks to consistent materials logistics, necessary replacement parts and components are ready for use on site and at short notice. By using original replacement parts, this guarantees the smooth operation of the turbines. This makes a significant contribution to ensuring a high level of service quality and the reliability of REpower turbines.

# Responsibility for the region

With strong corporate and social networking, successful companies engage in good corporate citizenship on site, thereby increasing the quality of life in the area. Through targeted sponsorship campaigns in sport and science, REpower Systems AG promotes primarily young future talent at its international branches.



*Responsibility*

## We assume responsibility for the region

As part of good corporate citizenship, REpower intends to contribute to turning its locations into regions ready to face the challenges of the future, where people can find a better standard of living and working. For this reason, as part of its social commitment, REpower carries out targeted sponsorship activities in Germany, and also at its international locations.

By promoting regional sports groups, this reinforces REpower's commitment to the future research and development site in Osterrönfeld, for example. REpower sponsors the football team of the Osterrönfeld Turn- und Sportverein (TSV). Sponsorship is given to the B youth team as well as the men's team which currently plays in the Verbandsliga Nord-Ost (North East sixth division).

The foreign branches have also become involved: since January 2008, REpower Italia has sponsored the successful Italian basketball team Enel Brindisi, which has recently moved up to the 2nd league. In contrast, REpower UK is an advocate of science and supports events such as the Science Festival in Edinburgh, which aims to make the issues surrounding renewable energies accessible to children and young people, and awards the Scottish Renewables Green Energy Award to outstanding student science projects.

### Scholarship programme

REpower is also committed to its main location in Hamburg in the area of technology and science. The company sponsors the talent of the future following a degree course in electrical engineering. For the first time in July 2008, the REpower CEO Per Hornung Pedersen honoured the ten best students studying for a bachelors degree in electrical engineering at the Technical University of Hamburg-Harburg (TUHH) and paid their fees retrospectively. In the coming years, REpower will also allocate EUR 5,000 per semester and year for promoting young talent.

### "InVentus" research project

With the aim of getting students interested in wind energy, REpower is supporting the research project "InVentus" run by the Endowed Chair of Wind Energy at the University of Stuttgart, where students are carrying out an in-depth study into the development and construction of a wind powered car. By building this "Ventomobil", this has given them the opportunity to gain first-hand engineering experience in close exchange with REpower engineers in a complex project. This car, which can be driven purely on wind power, is the size of a regular passenger car and has an approximately two metre wide rotor similar to a wind turbine which serves as the drive motor. In August 2008, at the international "Aeolus Race" which took place during the "Tall Ships Race" in Den Helder in the Netherlands, the wind-driven car left the five other European teams in the dust. In the past fiscal year, the Ventomobil received the "Land of Ideas" innovation prize.

### **Intercultural exchange programme**

In the past fiscal year, REpower Systems AG trainees at the Trampe production site (near Berlin) took part for the first time in a three-week intercultural exchange programme with the OSZ Palmnicken vocational school on the island of La Réunion. During their three-week stay abroad, the trainees in the area of mechatronics were put through various types of hands-on training and also gained an insight into the French, in some cases Muslim, culture of the people living on the island. This exchange takes place every two years and is sponsored by the German-French Secretariat in the Saarland. All participants in the exchange programme receive a Europass as a record of their placement abroad.

### **Freiwilliges Ökologisches Jahr (voluntary ecological year – FÖJ)**

REpower Systems AG also supports initiatives for the promotion of young talent in the area of environment: since 2003, the company has offered one position for carrying out an FÖJ (voluntary ecological year) in the Corporate Communication department. The FÖJ is supported by the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and is accepted as an alternative to military service for conscientious objectors. An FÖJ allows enthusiastic and motivated young people to gain practical experience, acquire new ideas on ecology and thus take up an active role in environmental protection.

Thanks to its commitment in the area of renewable energies, REpower is making an active contribution to environmental conservation and thus meets the criteria as an assignment location for an FÖJ. During their twelve-month placement at REpower, the participants work actively with the team at the headquarters in Hamburg and gain a comprehensive insight into the company and the renewable energies sector.

# Responsibility for the workplace

Employees of successful companies generate significant added value through their commitment. REpower is aware of this valuable resource and introduces measures to promote the training, motivation and equal treatment of employees. Health and safety are also of key importance within the company.



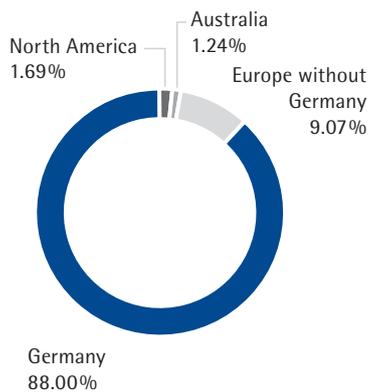


*Responsibility*

## We assume responsibility for the workplace

REpower Systems AG's most valuable and important resource is its highly qualified and motivated employees. At the end of fiscal year 2008/09, a total of 1,775 employees worked for the REpower Systems Group, of whom 1,288 were employed at the German parent company REpower Systems AG. As at the balance sheet date, 213 people worked for the foreign fully-consolidated branches of the Group. As at 31 March 2009, the German REpower joint venture PowerBlades employed 236 people in total, and the newly-founded Windenergie Logistik GmbH (WEL) had a workforce of 38 employees.

Geographic distribution of the workforce as at the balance sheet date



As at the balance sheet date, 31 employees of REpower Systems AG were employed part time, of whom 22 were women. The average age of the male employees is 37.88 years old; female REpower employees are 36.83 years old on average. The average length of service of male employees is 4.26 years. Female employees at REpower Systems AG remain with the company for 3.23 years on average. As at the end of the fiscal year, five employees of the parent company were working at the foreign branches of the company as expatriates.

### Employer branding

REpower intends to position itself as an employer of choice on the market for renewable energies by means of a targeted personnel strategy. The core elements of its personnel strategy include:

- Recruiting and retaining qualified employees (employer branding)
- Measures aimed at personnel development on all management levels
- A professional training organisation in the area of technology
- Establishing a global personnel organisation

Systematic employer branding raises awareness of REpower Systems AG as an attractive employer. For this reason, REpower regularly takes part in marketing activities such as job fairs and collaborates with prestigious German universities.

In terms of organisational and personnel development, REpower relies increasingly on management training, particularly in the area of employee leadership. Instruments for employee leadership and situational leadership principles are put forward in various training sessions and workshops.

As well as management training, further technological training is a key growth driver for REpower's strategic focus on becoming a leader in its field of technology. Thus, not only REpower employees, but also customers are given professional training in how to use REpower products safely.

REpower intends to make the areas of personnel planning and development as well as personnel controlling more transparent in the future. In order to promote cross-border exchange of knowledge and experiences within the REpower Group, the team in the HR department works on continually improving international cooperation of the parent company and subsidiaries abroad.

### Internal communication

Communication between the international locations of REpower Systems AG is supported by the in-house Intranet, which has also been available in English since 2006. The TCP/IP based platform allows all employees around the world to access company news, applications and other information, with no need for specific hardware, operating systems or software products. REpower also releases the employee newsletter "REport" in German and English four times a year, which includes reports on current developments at individual locations, market news and international projects. In the past fiscal year, the company began sending out a monthly e-mail newsletter. This newsletter written in German and English bears the striking name "REadme", is short and concise and provides information on issues including new employees, current projects and recreational activities at various REpower locations.

### Training

Training creates opportunities and prospects. For this reason, REpower Systems AG lives up to its social responsibility and provides regular training at the sites in Hamburg, Husum, Trampe and Rendsburg – both technical and commercial. At REpower, it is possible to obtain professional qualifications as a technical designer, commercial officer in industry or IT, an office clerk, a mechatronics technician or a warehouse specialist. In fiscal year 2008/09, the company offered and filled a total of 47 training places. At the balance sheet date, trainees accounted for 4.0 % of staff.

### Further training and personnel development

As a company, REpower applies itself to the targeted development and further training of its employees. For this purpose, employee competences and abilities of strategic importance to REpower have been redefined. This competence model allows management and employees to work out an individual development plan together during the annual employee appraisal, the REpower dialogue.

The range of further training offered by REpower is aimed at specifically enhancing these competences. The extensive training range thus offers further training in the areas of working techniques, leadership, soft skills and languages. Furthermore, there is a comprehensive range of technical and product training, training in the context of SCC\*\* certification on the theme of health and safety as well as further training in IT. Training sessions are filled with participants from abroad whenever possible and wherever it is beneficial to do so.

In order to strengthen the REpower management culture and to build up a strong international network, supported by the common values of the organisation, REpower Systems AG launched the Junior Management Development Program (JUMP) during the last fiscal year. 36 participants from 7 countries took part in this challenging development programme. The aim is to give young REpower trainees the skills to take charge at REpower in the future – e.g. by managing projects, developing processes, driving innovation or leading teams. All participants in this 18-month programme had been put forward by their managers. The training consists of educational programmes in the areas of project management, intercultural training and leadership. Parallel to this, the participants work in nine interdisciplinary projects and put their newly gained skills into practice when dealing with strategic issues. Experienced REpower managers are on hand to help as mentors throughout this process.

### **Incentive schemes**

With the aim of retaining competent and motivated employees in the company, REpower has implemented long-term incentive schemes which are tied to achieving success targets. For example, the company offers those employed on a managerial level, executives from subsidiaries and employees who make a significant contribution to the success of the company the chance to hold an interest in the company's success by means of an employee share option programme. Following a legally prescribed holding period of two years after the issue of the options, every entitled employee can exercise 50.0 % of his options, a further 25.0 % after three years and the remaining 25.0 % can be exercised after four years. The options must be exercised fully no later than five years after they were issued.

In previous years, REpower employees had the opportunity to take an interest in certain REpower wind turbines as limited partners by means of a capital contribution. For example, an employee turbine is located at the production site in Husum; three further turbines in which REpower employees hold an interest are located at Neuland and Georgswerder near Hamburg respectively.

### **Health and safety**

As one of the first manufacturers of wind turbines, REpower Systems AG has an internationally recognised Safety Certificate Contractors (SCC\*\*) certification in addition to DIN EN ISO 9001:2008 certification and thus ensures a high standard of health and safety within the company.

As part of this SCC\*\* certification, independent auditors from the Bureau Veritas Group officially attest on a regular basis that REpower meets the high SCC requirements with regard to industrial safety, health and safety, accident prevention and humane working conditions. All REpower employees are given a briefing on this every year by the company health and safety officer. By fulfilling the criteria required to receive SCC\*\* certification, REpower meets its responsibility for the safety of its employees and its products.