

**ROLES AND RESPONSIBILITIES**

**Chief Executive Officer**

Ultimate responsibility for the company's sustainability strategy and long-term success

**Chief Sustainability Officer**

Develops and implements the company's sustainability strategy and plan

**Operating and Functional Executives and Management**

Accountable for applicable sustainability goals and developing departmental plans to achieve them

**Employees**

Implement departmental sustainability plans and identify local sustainability opportunities

**PLANS AND INITIATIVES**

**Duke Energy Sustainability Plan**

- Developed based on internal and external inputs
- Comprised of goals and measures
- Accountable executive for each goal
- Annual update via the Sustainability Report

**Departmental Planning**

- Includes initiatives to support corporate sustainability goals
- Also includes goals and initiatives addressing each department's biggest sustainability challenges and opportunities
- May be integrated into business and strategic plans rather than a stand-alone plan

**Employee Plans**

- Personal sustainability practices to improve sustainability on and off the job
- Local sustainability goals may be integrated into annual performance management plans

**BUILDING SUSTAINABILITY KNOWLEDGE**

- Online tools and resources
- Communications
- Workshops
- Best-practice sharing
- Recognition

**THE DUKE ENERGY SUSTAINABILITY FILTER ©**

*We've begun employee training and education on sustainability to encourage innovation and resource efficiency. We created this "filter" to help employees translate the concept of sustainability into their everyday work and decisions.*

**CONNECTION**

Understanding the big picture and the interrelationships between issues

- Have we considered the financial, environmental and social impacts of this action/decision?
- Have we taken potential changes in the external environment, such as new regulations, into account?
- Have we considered this action/decision in light of our key stakeholders' expectations and priorities? Have we looked for the connections between issues?
- Have we examined it from a life cycle/value chain perspective?

**EFFICIENCY**

Using resources as efficiently as possible to save money and respect our planet's limits

- Does this action/decision help us reduce our use of resources – materials, energy, water, etc.? What about our suppliers? Customers?
- Does it help us improve our performance on the 3Rs of solid waste (reduce, reuse, recycle)? What about suppliers? Customers?
- Does this action/decision provide us an opportunity to profit from what we might otherwise throw away?

**BALANCE**

Developing solutions that effectively address competing interests

- Does this action/decision balance our stakeholders' competing priorities?
- Does this action/decision balance "people, planet and profits?" Can we develop a win-win-win solution?
- Does it balance short-term and long-term needs?
- Have we evaluated purchases and performance of suppliers against these same questions?

**GRANDCHILDREN**

Anticipating how future generations will view the actions we take (or don't take) today

- Have we looked at this action/decision through the eyes of future generations?
- Will it stand the test of time?
- Will this action/decision contribute to long-term shareholder value?
- Will it benefit, or at least not harm, society and the environment?