

SSE plc

## Modern Slavery Statement 2019

The definition of modern slavery is broad and includes forced labour, servitude, slavery, human trafficking, debt bondage, forced or servile marriage, descent-based slavery and child labour. SSE supports and is fully committed to upholding the UN Guiding Principles on Business and Human Rights, the aims of the UN Sustainable Development Goals, the principles underpinning the UN Global Compact, of which it is a signatory, the International Bill of Human Rights and the fundamental rights set out by the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. SSE applies zero tolerance of modern slavery in all its forms and has a responsibility to understand the risks within its own business and supply chain and ensuring ongoing management of those risks.

This is SSE's fourth Modern Slavery Statement ('the Statement') responding to the requirements of the Modern Slavery Act 2015 ('the Act'). This statement is made pursuant to section 54(6) of the Act and constitutes SSE's slavery and human trafficking statement for the financial year ending on 31 March 2019. The full list of SSE subsidiaries covered by the SSE plc Statement is provided on pages 8 and 9.

SSE aims to be increasingly transparent about its approach to modern slavery and this statement outlines its approach to tackling slavery and human trafficking so far. This statement sets out the steps taken by SSE between 1 April 2018 and 31 March 2019 to identify and prevent modern slavery and human trafficking existing within its business and supply chains. All of SSE's previous Modern Slavery Statements can be found on [sse.com/sustainability/reporting-and-policy/policies](https://www.sse.com/sustainability/reporting-and-policy/policies).

This statement was approved by the SSE plc Board of Directors on 21 May 2019.

A handwritten signature in black ink, appearing to read 'Gregor Alexander'.

Signed by  
Gregor Alexander  
Finance Director, SSE plc

# SSE's business structure

SSE is a FTSE100 company that currently has operations only in the UK and Ireland. It develops, operates and owns a diverse range of energy businesses and is involved in the generation, transmission, distribution and supply of electricity, the production, storage, distribution and supply of gas and other energy services.

## Principal business activities

**Networks** – SSE delivers energy to homes and businesses in Great Britain through its Scottish and Southern Electricity Networks (SSEN) businesses. It owns and operates electricity distribution networks in the north of Scotland and central southern England, and the electricity transmission network in the north of Scotland. SSEN operates five economically regulated energy networks, comprising over 130,000km of overhead lines and underground cables and 106,000 substations. SSE also has an ownership interest in gas distribution in Scotland and southern England.

**Wholesale** – SSE is a leading generator of electricity from renewable sources in the UK and Ireland under the banner of SSE Renewables. Its interests in renewable energy are complemented by ownership and operation of flexible thermal power stations across these countries. It owns and operates gas storage facilities in the UK, operates and energy portfolio management division and invests in gas production in the North Sea and west of Shetland. On 31 March 2019, SSE had 10,532MW of total generation capacity and total output over 2018/19 was 30,835GWh.

**Retail** – SSE supplies electricity and gas and other services to households and businesses in Great Britain and the island of Ireland. It supplies electricity and gas to millions of household and business accounts, and provides other related products and services, including telephone broadband and boiler care, to household customers. SSE Enterprise provides energy and related services to industrial, commercial and public sector customers across the UK.

The breakdown of subsidiaries covered by this Statement, categorised by their country of incorporation, SSE's holding in the company, business area (Networks, Wholesale, Retail or Enterprise) and principal activity, can be found on Pages 8 and 9. Further detail of SSE's structure and the businesses it operates can be found at [sse.com/whatwedo](https://www.sse.com/whatwedo).

## Workforce and supply chain

SSE's direct workforce is based only in the UK and Ireland. At 31 March 2019, SSE had 20,370 direct employees who work across offices, depots, operational sites and construction sites, 96% of which were based in the UK and 4% based in Ireland. In addition, SSE had a contingent labour force of 4,533, with 96% of these individuals working in the UK and 4% in Ireland. These are people who are not directly employed by the company but carry out work using SSE's IT systems and/or on SSE premises as consultants, temporary agency workers and contractors.

SSE publishes extensive information about its workforce and approach to responsible employment within its Annual Report and Sustainability Report which can both be found on [sse.com](https://www.sse.com). Given the nature of SSE's business and operations, in general SSE's workforce is highly skilled with employment terms and conditions to match. At 31 March 2019, SSE's employees had an average length of service of 9.8 years and an average employee's earnings were £45,230. Over 95% of employees were also on permanent contracts.

In 2018/19, SSE spent around £3.2bn through its supply chain with around 8,000 tier 1 suppliers. The nature of SSE's business means that it is involved in several capital projects as well as operations at different stages during a given year – from pre-planning and design, to development, planning, construction and operation. This means that SSE's supply chain and the types and volumes of goods and services it purchases will vary annually, from on-site civils works to the purchase of offshore wind turbines.

Due to the nature of SSE's operations, the number of workers within its supply chain can vary substantially throughout the year. Although it is not possible to directly monitor worker numbers throughout its supply chain, SSE has worked with PwC since 2011/12 to better understand the supply chain of its activities. In 2018/19, SSE's activities supported a total of 105,250 jobs across the UK and Ireland. These reports can be found on [sse.com/sustainability/reporting-and-policy](https://www.sse.com/sustainability/reporting-and-policy).

# Understanding the risk of modern slavery

## Group Principal Risks

SSE understands that no sector or industry is exempt from the potential of modern slavery. Human rights are considered within SSE's 10 Group Principal Risks, which are reviewed on an annual basis by the SSE plc Board, under the risks 'Large Capital Projects Quality' and 'Politics, Regulation and Compliance'.

## Annual risk assessment of tier 1 expenditure

While the proportion of SSE's tier 1 expenditure with companies in countries with a very high risk of modern slavery remains relatively low, SSE recognises that increasing reported instances of modern slavery within the UK and Ireland mean a risk of modern slavery exists in SSE activities at home.

SSE again reviewed its risk exposure through analysis of 2018/19 tier 1 expenditure<sup>1</sup>. SSE's methodology for assessing modern slavery risk was created in 2016/17 using up to date sources at that point<sup>2</sup>. SSE understands that the growing focus on modern slavery means that the availability and accuracy of information around modern slavery risk is continuing to advance. SSE will therefore review and update its risk assessment methodology in 2019/20 and on a three-year basis going forward.

This review of risk exposure led SSE to understand that less than 1% of its supply chain expenditure is in a combination of high-risk categories and high-risk industries. Higher value examples include tree-cutting, trench digging work and the purchase of wood poles, which represent around three-quarters of the overall 1%.

Mapping of SSE's tier 1 procurement expenditure by country-of-origin was also completed, with over £3.0bn of the total £3.2bn mapped by the location of the paid address as provided or held by SSE, by further location-data reconciliation, or the company's location as recorded on the Companies House database. Over 5,000 companies were mapped out of a total of around 8,000 tier 1 suppliers. SSE found that the vast majority, over 90%, of this expenditure was with UK companies. While payment to a UK address at a tier 1 level is accurate, SSE understands this finding does not reflect the full supply chain of some of the goods it purchases, for example higher value electricity components which are often manufactured overseas. SSE therefore undertook a risk assessment of its strategic suppliers in 2018/19 (see below) to begin to go beyond tier 1 risk analysis, and SSE will continue to try and better understand its risk in 2019/20.

### Action taken in 2018/19:

- Consideration of modern slavery and human rights abuses within the review of Group Principal Risks.
- Desktop risk assessment of all Tier 1 expenditure.
- Detailed risk assessment issued to strategic suppliers, responsible for around 35% of Tier 1 expenditure.

### Further action for 2019/20:

- Review and update desktop risk assessment methodology.
- Work collaboratively with strategic suppliers to mitigate modern slavery risk through the onward supply chain tiers.

## Case study: Risk assessment of strategic suppliers

In developing its approach to understanding the potential of modern slavery in its supply chain, in January 2019 SSE issued a risk assessment questionnaire to its largest strategic suppliers, of which the majority responded by the end of March 2019. Expenditure with these suppliers comprised around 35% of total procurement spend for 2018/19. The questionnaire focused on understanding these suppliers' approach to managing their direct and supply chain risk relating to modern slavery. For example, through reviewing if appropriate policies and processes are in place and if they undertake audits, modern slavery focused training and risk assessments.

As expected, the scale of the suppliers surveyed and the nature of the goods and services SSE procures from them, the assessments confirmed SSE's expenditure with these companies is generally low risk. A small number of potential medium risk areas were identified, and SSE will now work with these suppliers to understand whether action needs to be taken. One supplier responded that it is undertaking a full review of their Modern Slavery Policy as a direct result of SSE's questionnaire and subsequent recommendations.

These suppliers were targeted based on existing strong relationships with them, and SSE is focused on ensuring a collaborative approach around modern slavery. Over 2019/20, SSE shall review the effectiveness of this questionnaire and work with these suppliers to raise awareness of modern slavery and share good practice. Modern slavery will be added to the agenda on a quarterly basis at the meetings between SSE and these strategic suppliers, with a full annual update on progress.

<sup>1</sup>This includes expenditure on SSE's joint venture projects where SSE is responsible for the procurement of goods and services, unless the joint venture publishes their own modern slavery statement.

<sup>2</sup>Chartered Institute of Purchase and Supply (CIPS) and Walk Free Foundation

# Modern slavery governance and policy framework

## Governance

Over 2018/19, SSE strengthened the governance of its efforts around modern slavery. Membership of SSE's Human Rights Steering Group was extended so that it includes representatives from Sustainability, Procurement, Quality, HR and Safety. The Steering Group meets quarterly, unless additional meetings are required, and is chaired by SSE's Chief Sustainability Officer. The Steering Group is also now accountable to the Group Executive Committee, which it provides an update to twice a year, having previously been accountable to a sub-committee of the SSE Executive Committee. Annually the SSE plc Board reviews and considers SSE's approach to modern slavery and its annual Modern Slavery Statement.

## Policies and standards

SSE has a comprehensive framework of policies that provide the values base from which SSE's approach to ethical business and employment practices, and specifically human rights, is governed. The documents below can be found on SSE's website:

- SSE's [Doing the right thing: A guide to ethical business conduct for SSE employees](#) sets out the behaviours and principles of behaviour at SSE.
- SSE's [Human Rights Policy](#) describes the company's approach to being responsible to its employees and people employed in its supply chain.
- SSE's [Speak Up \(Whistleblowing\) Policy](#) supports employees to speak up and report any wrongdoing.
- SSE's [Safety and Health Policy](#) outlines SSE's commitment to the prevention of injury and ill health associated with its activities.
- SSE's [Employment Standards Policy](#) underpins SSE's commitment to being a responsible employer.
- SSE's [Anti-Bribery and Corruption Policy](#) summarises the company's commitment to financial integrity and ethical behaviour.
- SSE's [Procurement Policy](#) communicates SSE's approach to procurement, including sustainable and ethical supply chains and modern slavery risk.
- SSE's [Responsible Procurement Charter](#) describes the approach it takes to managing modern slavery in its supply chain and sets out its expectations of its supply chain partners.

In addition to the publicly available policies, SSE has a set of supporting internal procedure and guidance documents which provide additional information and guidance around SSE's approach to human rights and modern slavery. In 2018/19 SSE published a new document for employees which provides a guide to SSE's approach to modern slavery and signposts to relevant internal and external documents and resources. This will be reviewed and updated on an annual basis and is available to all employees through SSE's internal Document Library.

### Action taken in 2018/19:

- Human Rights Steering Group membership extended and made accountable to the Group Executive Committee.
- SSE Group policies reviewed, and more relevant policies made publicly available.
- New guidance document of SSE's approach to modern slavery published for employees.
- Reviewed compliance of subsidiary companies and took action where necessary.

### Further action for 2019/20:

- Quarterly meeting of the Human Rights Steering Group.
- Review relevant policies and standards and update if required.
- Continued oversight and governance of joint venture approach to modern slavery.

## Case study: Governance of joint venture compliance

In 2018/19, SSE undertook a review of compliance in meeting the requirements of the Act across all its operations and subsidiaries. All of SSE's relevant wholly-owned subsidiaries were found to be compliant, however certain cases were identified where SSE's joint ventures were not covered by the SSE plc statement. As a result, SSE's Chief Financial Officer wrote to the Boards of all SSE's joint ventures covered by the Act to highlight the requirements of the Act and seek reassurance of compliance. By 31 March 2019, SSE had received confirmation that all joint ventures were either already compliant with the Act or that appropriate action had been taken as a result of this letter to ensure compliance. SSE will continue to review subsidiary compliance on an annual basis.

# Due diligence

## Employment practices

SSE undertakes a robust approach in its human resources processes:

- SSE ensures that the right to work is evidenced for all workers in line with Government requirements. SSE also sets the expectation that contractors and staffing agencies are subject to the same standards, assigning business managers with responsibility to ensure they are satisfied the required verification and vetting of workers has taken place.
- SSE has been a committed Living Wage employer in the UK since 2013 and paid the Irish Living Wage since 2016. Checks are carried out by payroll every month to ensure that SSE remains legally compliant with HMRC minimum pay legislation as well as its own voluntary commitment to paying the real Living Wage.
- Monthly checks review information around the amount of overtime being worked by SSE employees across different areas of the business. Each business implements a process to monitor and manage the working hours of employees to control fatigue risks from excessive working.

## Supplier registration

All potential new suppliers must register on SSE's Supplier Registration System (SRS) which includes sign-on to SSE's Responsible Procurement Charter. The Charter sets out SSE's zero-tolerance approach to modern slavery within direct operations and supply chains. Approximately 6,000 potential SSE suppliers have now signed on to the principles and expectations of SSE's Responsible Procurement Charter. Suppliers are instructed that they should report any potential violation of the Charter directly to [rpc@sse.com](mailto:rpc@sse.com).

For those suppliers who progress onto the Utilities Vendor Database (UVDB), a portal for suppliers in the utilities industry, questions relating to their approach to modern slavery risk within their own organisation and supply chain must be completed with documentation uploaded as appropriate. UVDB is operated by Achilles Information Limited, who also conduct independent audits of certain suppliers registered on the system against the information they have provided in the questionnaire.

### Action taken in 2018/19:

- Maintained Living Wage accreditation and monthly checks of employee pay and working hours undertaken.
- Right to work checks undertaken for new employees.
- Supplier registration processes in place which explicitly includes modern slavery.
- Inclusion of Modern Slavery Clause and Living Wage Clause in all new contracts from 2016 and 2014 respectively.
- Modern slavery checklist developed for on-site Large Capital Project Quality audits – two audits completed.

### Further action for 2019/20:

- Modern slavery checklist to be included as standard in on-site Large Capital Project Quality audits.
- Modern Slavery Clause updated to explicitly include the prohibition of any financial burdens on workers.
- Implement 'Speak Up' whistleblowing campaign, including examples of modern slavery practices.

## Case study: Including modern slavery checks in on-site audits

SSE has a large and changing supply chain which is dependent on the projects ongoing at any point. As part of SSE's Large Capital Projects (LCP) Quality assurance programme, scheduled and regular on-site audits are conducted on the designated Principal Contractor to ensure both they and their supporting supply chain are meeting the standards expected by SSE.

In 2018/19, SSE introduced a modern slavery checklist as part of these audits to ensure compliance on-site with SSE's modern slavery requirements. By the end of 2018/19, two on-site audits including this modern slavery checklist had taken place at major SSE construction sites: the £850m Keadby 2 Combined Cycle Gas Turbine (CCGT) power plant, and the £325m Ferrybridge Multifuel 2 power plant (SSE share 50%). Both of these audits found no evidence of modern slavery risk on site. Going forward, this checklist will be included as standard within LCP Quality audits.

## Contractual clauses

SSE currently includes two relevant clauses within its procurement contracts to help mitigate the risk of modern slavery and hold suppliers accountable for ensuring they are taking appropriate action:

- SSE's Modern Slavery Clause has been included in all new goods, services and works contracts issued since 2016. This clause explicitly states that the contractor must ensure that no slavery or human trafficking takes place or has taken place within their own business and in any part of its supply chains. In line with its own standards, in 2019/20 SSE will update its Modern Slavery Clause to explicitly rule out the imposition of any financial burdens, such as withholding wages or imposing recruitment fees, on workers.
- SSE's Living Wage Clause has been included in all new services and works contracts issued since 2014. It requires that the real Living Wage is paid to employees throughout every tier of SSE's supply chain when they are providing services regularly on SSE sites or to SSE's customers on its behalf in the UK.

The completion of a checklist by SSE's Procurement department ensures that suppliers are properly registered and that contracts feature the relevant clauses. Where evidence emerges of a supplier's non-compliance with its contractual obligations, SSE will invoke its rights under the contract to investigate and remedy non-compliance.

## Reinforcing a 'Speak Up' culture

SSE employees can 'Speak Up' regarding incidents or suspected incidents of wrongdoing through both internal and external mechanisms. When incidents are reported, they are referred to SSE's Group Security and Investigations team for investigation. In 2018/19, 112 Speak Up contacts were made, however none of these related to potential modern slavery abuses. SSE implements a policy of 'Listen, Act, Protect' for Speaking Up, with an after-care programme for those that make contact.

SSE ran an extensive internal communication campaign to encourage employees to 'Speak Up' in 2017/18, with a further campaign planned for early 2019/20. This new campaign will focus more directly on modern slavery, using examples of the different ways modern slavery can express itself within posters and communications to raise awareness and ensure employees know how to speak up and take action if they suspect human rights abuses. If concerns about modern slavery are identified, they will be addressed individually and proportionate to the extent of the concerns. Potential mitigations include action plans and site audit programmes.

### Case study: Investigating and taking action when things go wrong

In October 2018, national media outlets reported that workers on one of SSE's joint venture projects, Beatrice Offshore Wind Limited ('BOWL', SSE share 40%), included migrants without proper immigration documents who were paid less than the UK minimum wage.

Any potential breach of UK immigration and minimum wage laws by suppliers is taken extremely seriously by SSE and, in this case, its project partners. The incident at BOWL involved the employment arrangements of a sub-contractor of one of the project's direct suppliers. Beyond immediate contractors, SSE is not always able to see the contracts (including employment arrangements) put in place due to commercial sensitivities.

As soon as the incident came to light in 2017, SSE and its project partners investigated the matter to ensure the contractor in question was meeting its contractual and legal obligations. Consequently, the contractor took steps to regularise the pay of those offshore workers that were affected. No cases of modern slavery were found.

While this individual case at BOWL was investigated with appropriate action taken, it highlighted a wider issue around a lack of visibility of worker conditions down SSE's supply chain and a limited approach to governance of SSE's joint ventures' approach to modern slavery risk mitigation. SSE has been taking action in both of these areas. To improve its understanding of supply chain risk of modern slavery, SSE has been working with its strategic suppliers to understand their approach to modern slavery (see page 3) and implementing a modern slavery checklist for on-site audits (see page 5). To ensure awareness and compliance with the Modern Slavery Act by SSE's joint ventures, SSE has also implemented a new process for monitoring compliance (see page 4).

# Training and awareness-raising

## Bespoke internal and external training

In March 2019, SSE commissioned the modern slavery charity Unseen to provide a half-day training session to raise awareness of modern slavery risks. Employees from SSE's Sustainability, Quality, Safety, Procurement, Risk, Transmission, Wholesale, Enterprise, HR, Group Security, Audit and Communications departments attended the training session, which focused on the scale of the issue in the UK and globally, how modern slavery can present itself and what the risk to an organisation like SSE is as well as how it can be mitigated.

SSE committed in its Modern Slavery Statement 2018 to face-to-face internal training for all procurement professionals on a bi-annual basis, with 98% of relevant employees completing the training by the end of March 2018. From 2019/20 onwards, as an alternative to this training for the procurement department, a resource centre is being developed for this area of the business to improve their understanding of modern slavery risk on a continual basis.

## Wider awareness-raising

'Doing the right thing: A guide to ethical business conduct for SSE employees' is designed to help everyone in SSE do the right thing across a wide range of important business issues, including human rights. All SSE employees have been sent this booklet and all new employees are sent a copy when joining SSE.

SSE also has mandatory Ethics and Compliance Training eLearning courses in place for all SSE employees, covering issues with bribery and corruption, business separation and competition law. Over 2019/20, SSE will update these modules to include examples of modern slavery where relevant, in an effort to raise awareness of this important issues across its workforce.

### Action taken in 2018/19:

- Training session delivered by modern slavery charity Unseen for employees across a wide range of business areas.

### Further action for 2019/20:

- Creation of resource centre for procurement professionals which provides information and guidance on human rights and modern slavery.
- Update Ethics and Compliance Training eLearning modules to include examples of modern slavery to raise awareness across business.

# Measuring effectiveness

Within each section of this Modern Slavery Statement, SSE has outlined how it assesses the effectiveness of its actions in terms of both quantitative and qualitative measures.

As with all its disclosure, SSE actively encourages feedback on the content of this Modern Slavery Statement from its stakeholders. Please get in touch by emailing [sustainability@sse.com](mailto:sustainability@sse.com).

# Businesses covered by the SSE plc Modern Slavery Statement 2019

Company name	Country of incorporation	SSE holding at 31 March 2019	Business area	Principal activity
Beatrice Offshore Windfarm Limited	Scotland	40%	Wholesale	Power Generation
Clyde Windfarm (Scotland) Limited	Scotland	50.1%	Wholesale	Power Generation
Coire Glas Hydro Pumped Storage Limited	Scotland	100%	Wholesale	Power Generation
Dunmaglass Wind Farm Limited	Scotland	50.1%	Wholesale	Power Generation
Fibre Power (Slough) Limited	England and Wales	100%	Wholesale	Power Generation
Forbury Assets Limited	England and Wales	100%	Enterprise	Construction of utility projects
Fusion Heating Limited	Northern Ireland	100%	Enterprise	Energy Related Services
Griffin Wind Farm Limited	Scotland	100%	Wholesale	Power Generation
Greater Gabbard Offshore Winds Limited	England and Wales	50%	Wholesale	Power Generation
Keadby Generation Limited	England and Wales	100%	Wholesale	Power Generation
Keadby Wind Farm Limited	England and Wales	100%	Wholesale	Power Generation
Medway Power Limited	England and Wales	100%	Wholesale	Power Generation
Multifuel Energy Limited	Scotland	50%	Wholesale	Power Generation
Seagreen Wind Energy Limited	England and Wales	100%	Wholesale	Renewable Development
Scottish Hydro Electric Power Distribution plc	Scotland	100%	Networks	Power Distribution
Scottish Hydro Electric Transmission plc	Scotland	100%	Networks	Power Transmission
Slieve Divena Wind Farm No 2 Limited	Northern Ireland	100%	Wholesale	Power Generation
Slough Domestic Electricity Limited	England and Wales	100%	Wholesale	Power Generation
Slough Electricity Contracts Limited	England and Wales	100%	Retail	Electricity Contracting
Slough Heat & Power Limited	England and Wales	100%	Wholesale	Power Generation
Slough Utility Services Limited	England and Wales	100%	Retail	Utility Services
Southern Electric Gas Limited	England and Wales	100%	Retail	Energy Supply
Southern Electric Power Distribution plc	England and Wales	100%	Networks	Power Distribution
SSE Airtricity Energy Services (NI) Limited	Northern Ireland	100%	Retail	Energy Supply
SSE Airtricity Energy Supply (NI) Limited	Northern Ireland	100%	Retail	Energy Supply
SSE Airtricity Gas Supply (NI) Limited	Northern Ireland	100%	Retail	Energy Supply
SSE Contracting Limited	England and Wales	100%	Retail	Contracting
SSE E&P UK Limited	Scotland	100%	Wholesale	Gas Production



# Businesses covered by the SSE plc Modern Slavery Statement 2019

Company name	Country of incorporation	SSE holding at 31 March 2019	Business area	Principal activity
SSE Electricity Limited	England and Wales	100%	Retail	Energy Supply
SSE Energy Solutions Limited	Scotland	100%	Retail	Energy Related Services
SSE Energy Supply Limited	England and Wales	100%	Retail	Energy Supply
SSE Enterprise Limited	England and Wales	100%	Retail	Corporate Services
SSE EPM Limited	England and Wales	100%	Wholesale	Energy Trading
SSE Generation Limited	England and Wales	100%	Wholesale	Power Generation
SSE Heat Networks Limited	Scotland	100%	Enterprise	Utility Services
SSE Home Services Limited	Scotland	100%	Retail	Energy Related Services
SSE Hornsea Limited	England and Wales	100%	Wholesale	Gas Storage
SSE Metering Limited	Scotland	100%	Retail	Energy Supply
SSE Micro Renewables Limited	Scotland	100%	Retail	Energy Related Services
SSE Production Services Limited	England and Wales	100%	Enterprise	Maintenance Services
SSE Renewables Developments (UK) Limited	Northern Ireland	100%	Wholesale	Renewable Development
SSE Renewables UK Limited	Northern Ireland	100%	Wholesale	Power Generation
SSE Retail Limited	Scotland	100%	Retail	Energy Related Services
SSE Retail Telecoms Limited	England and Wales	100%	Retail	Telecommunications
SSE Services plc	England and Wales	100%	Retail	Corporate Services
SSE Slough Multifuel Limited	England and Wales	100%	Wholesale	Power Generation
SSE Telecommunications Limited	Scotland	50%	Enterprise	Telecommunications
SSE Toddleburn Limited	Scotland	100%	Wholesale	Power Generation
SSE Trading Limited	England and Wales	100%	Wholesale	Energy Trading
SSE Utility Solutions Limited	England and Wales	100%	Retail	Utility Services
SSE Viking Limited	England and Wales	100%	Wholesale	Renewable Development
SSE Water Limited	England and Wales	100%	Enterprise	Water Network
SSEPG (Operations) Limited	England and Wales	100%	Wholesale	Power Generation
Stronelaig Wind Farm Limited	Scotland	50.1%	Wholesale	Power Generation
The Energy Solutions Group Bidco Limited	England and Wales	100%	Enterprise	Utility Services