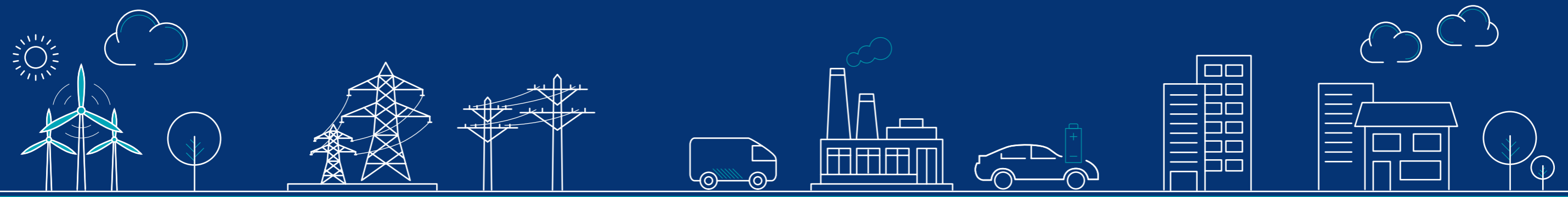


# DATA AND PERFORMANCE

SSE is committed to transparent and open reporting of current and historic non-financial data.

This document provides detailed disclosure of SSE's key sustainability performance indicators. For transparency, two years' worth of environmental, social and economic data has been provided against each indicator where possible. In January 2020, SSE sold its Energy Services business to OVO Energy Ltd and therefore SSE Energy Services data has been removed from 2019/20 data. In a very few instances it has not been possible to split SSE Energy Services data out of 2019/20 data and where this is the case it has been clearly marked.



## DATA AND PERFORMANCE

### SUSTAINABILITY- LINKED EXECUTIVE REMUNERATION

The Annual Incentive Plan (AIP) for SSE's Executive Directors is evaluated against several sustainability measures, including progress made each year against the company's 2030 Goals. The below table summarises the performance outcome for 2020/21 for the 'Stakeholders' and 'Contribution to the UN Sustainable Development Goals' measures, which are some of the non-financial performance measures included in the AIP. Further detail, including the weightings for each of the detailed measures outlined below, can be found within the Remuneration Committee Report on page 152 of SSE's Annual Report 2021.

High-level measure	Detailed measure	Factors to be assessed	Summary performance	Outcome
Contribution to the UN Sustainable Development Goals (20% of total AIP)	<b>Climate action:</b> Take urgent action to combat climate change and its impacts	Reduce the carbon intensity of electricity generated by 60% by 2030, compared to 2018 levels, to around 120gCO <sub>2</sub> e/kWh.	Carbon intensity of electricity generated decreased by 11% compared to the previous year and was the lowest since SSE's records began. No coal output following closure of last coal-powered station in March 2020. Keadby 3 progressing through planning as part of Zero Carbon Humber. Progress in development of Peterhead CCUS.	80% Exceeded expectation
	<b>Affordable and clean energy:</b> Affordable, reliable and sustainable energy for all Industry, innovation and	Develop and build by 2030 more renewable energy to contribute renewable output of 30TWh a year.	SSE's renewable generation output decreased over the year due to poor weather conditions across wind and hydro. However, excellent progress was made over the year to develop and construct the assets which will enable SSE to meet its 2030 Goal.	85% Far exceeded expectation
	<b>Industry, innovation and infrastructure:</b> Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	Build electricity network flexibility and infrastructure that helps accommodate 10 million electric vehicles in GB by 2030.	Project LEO and a partnership between Government and network owners in Scotland represent two of the most significant projects in the UK that will help accelerate transport electrification. RIIO-ED2 business plan is nearing completion, which will inform the investment needed in ED2 and beyond to meet the net zero decarbonisation goal. Launched a new low emission company car scheme to deliver a focus on the benefits of low emission cars.	85% Far exceeded expectation
	<b>Decent work and economic growth:</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Be the leading company in the UK and Ireland championing Fair Tax and a real Living Wage.	SSE achieved ongoing accreditation of both the Fair Tax Mark and the Living Wage, supporting both campaigns to attract more companies to become accredited. Furthermore, SSE published its Talking Tax reports offering transparent disclosure of its tax approach. SSE has become one of the first companies to gain Living Hours accreditation.	90% Far exceeded expectation
Stakeholders (15% of total AIP)	<b>Customers</b>	<b>Business Energy</b> – A range of measures including customer complaints and satisfaction. Gateway for threshold performance at median performance of Citizens Advice league table.	Rank 3 against 17 business energy providers by Citizens Advice.	93% Far exceeded expectation
		<b>Electricity Networks</b> – A range of measures including customer interruptions and customer minutes lost.	Improved performance on previous year across a range of metrics as other DNOs have improved too. There is tight clustering in the league tables where a single percentage point can be the difference between below median and first. The out-turn reflects particularly strong performance in the North and in the Connections business.	40% Met expectation
	<b>Employees</b>	<b>Safety</b> – Total Recordable Injury Rate (TRIR) and Accident Frequency Rate (AFR) for direct employees. TRIR target of <0.15.	TRIR at 0.15 reduced compared with last year and AFR has been maintained at the same low level as 2019/20. Significantly more 'safe days' than previous year.	95% Far exceeded expectation
		<b>Engagement</b> – A range of measures including employee engagement survey score, employee uptake of share plans and retention rate. Board and leadership engagement with employees.	Significantly increased employee engagement score relative to previous year and against external benchmarks. A programme of employee engagement activity has been delivered.	95% Far exceeded expectation
		<b>Inclusion and diversity</b> – progress made closing SSE's median UK gender pay gap and progress made against SSE's Inclusion Strategy including progress on Return on Inclusion.	Improved Return on Inclusion with 'champion' status reached. Decreased gender pay gap. Employee Difference groups established.	85% Far exceeded expectation
	<b>Suppliers</b>	<b>Safety</b> – Total Recordable Injury Rate (TRIR) and Accident Frequency Rate (AFR) for contractors.	12-month rolling combined TRIR and AFR remained similar to the previous year. The number of contractors injured (30) in 2021/22 was significantly fewer than the 35 injured in 2019/20. In a challenging year the contractor safety performance exceeded expectations.	92% Far exceeded expectation

## DATA AND PERFORMANCE

### ENVIRONMENTAL DATA

Metric	Unit	2020/21	2019/20	SDG target	GRI Standard
<b>Carbon Performance</b>					
Scope 1 emissions <sup>1</sup>	MtCO <sub>2</sub> e	7.10 <sup>(A)</sup>	8.26 <sup>(B)</sup>	13.2	305-1
Generation	MtCO <sub>2</sub> e	7.06	8.21	13.2	305-1
Other scope 1	MtCO <sub>2</sub> e	0.04	0.05	13.2	305-1
Scope 2 emissions <sup>2</sup>	MtCO <sub>2</sub> e	0.54 <sup>(A)</sup>	0.64*	13.2	305-2
Distribution electricity network losses	MtCO <sub>2</sub> e	0.47	0.55	13.2	305-2
Other scope 2	MtCO <sub>2</sub> e	0.06	0.10	13.2	305-2
Scope 3 emissions <sup>3</sup>	MtCO <sub>2</sub> e	3.39 <sup>(A)</sup>	3.59*	13.2	305-3
Raw fuels purchased	MtCO <sub>2</sub> e	0.92	0.80	13.2	305-3
Gas sold	MtCO <sub>2</sub> e	2.35	2.69	13.2	305-3
Transmission electricity network losses	MtCO <sub>2</sub> e	0.11	0.10	13.2	305-3
Fuel used in third party vessels	MtCO <sub>2</sub> e	0.00			305-3
Other Scope 3	MtCO <sub>2</sub> e	0.00	0.02	13.2	305-3
Total carbon emissions <sup>4</sup>	MtCO <sub>2</sub> e	11.03 <sup>(A)</sup>	12.49*	13.2	305-3
Carbon intensity of electricity generation	gCO <sub>2</sub> e per kWh	255 <sup>(A)</sup>	288 <sup>(B)</sup>	13.2	305-4
Proportion of SSE's top 50% of suppliers by spend with science based targets <sup>5</sup>	%	29	4	13.2	
<b>Environmental Management</b>					
Number of major incidents	Number	0	0	14.1, 15.1	307-1
Number of serious incidents	Number	11	12	14.1, 15.1	307-1
Number of minor incidents	Number	33	41	14.1, 15.1	307-1
Environmental prosecutions and civil penalties	Number	1	0	14.1, 15.1	307-1
Permit/Licence breach	Number	4	10	14.1, 15.1	
<b>Emissions to air</b>					
SO <sub>2</sub> - thermal generation <sup>6</sup>	Tonnes	1,372	2,464	9.4, 12.4	305-7
NO <sub>X</sub> - thermal generation <sup>7</sup>	Tonnes	4,103	6,080	9.4, 12.4	305-7
SF <sub>6</sub> - thermal generation, transmission and distribution activities	kg	295	318	9.4, 12.4	305-7
<b>Energy consumption</b>					
Purchased heat from non-renewable sources	GWh	3.74	3.59	12.2	302-1
Purchased electricity from renewable sources	GWh	90.36	97.60	12.2	302-1
Purchased electricity from non-renewable sources	GWh	140.43	233	12.2	302-1
<b>Water consumption</b>					
Total water abstracted	Million m <sup>3</sup>	26,030 <sup>(A)</sup>	27,757 <sup>(B)</sup>	12.2	303-3
Total water consumed	Million m <sup>3</sup>	3.6 <sup>(A)</sup>	6.9 <sup>(B)</sup>	12.2	303-5
Total water returned	Million m <sup>3</sup>	26,027 <sup>(A)</sup>	27,751 <sup>(B)</sup>	12.2	303-4
Total water abstracted and returned - hydro	Million m <sup>3</sup>	25,200	27,036	12.2	303-3
Total water consumed - buildings	Million m <sup>3</sup>	0.024 <sup>(A)</sup>	0.046 <sup>(B)</sup>	12.2	303-5
Total water abstracted - thermal	Million m <sup>3</sup>	830	721.6	12.2	303-3
Total water consumed - thermal	Million m <sup>3</sup>	3.51	6.3	12.2	303-5
Total water returned - thermal	Million m <sup>3</sup>	826.5	715.3	12.2	303-3
<b>Waste</b>					
Total waste produced <sup>8</sup>	Tonnes	2,321.2	-	12.5	
Proportion of total waste <sup>8</sup> :					
Sent to landfill	%	9	-	12.5	
Processed as energy from waste	%	55	-	12.5	
Recycled	%	31	-	12.5	
Composted/sent to anaerobic digestion	%	4	-	12.5	
Treated	%	1	-	12.5	
Hazardous waste <sup>8</sup>	Tonnes	54.9	-	12.5	
<b>Business travel</b>					
Fuel used in operational plant and vehicles	Litres	7,587,002 <sup>(A)</sup>	10,435,527 <sup>(B)</sup>	12.2	302-1
Flights - distance travelled	km	361,325 <sup>(A)</sup>	11,988,081 <sup>(B)</sup>	12.2	
Train - distance travelled	km	239,364 <sup>(A)</sup>	6,663,009 <sup>(B)</sup>	12.2	
Company cars - distance travelled	km	10,707,386 <sup>(A)</sup>	33,995,795 <sup>(B)</sup>	12.2	
<b>Climate adaption and resilience</b>					
Overhead line replacement and refurbishment <sup>9</sup>	£m	30.7	24.6	13.1	
Tree cutting conducted by SSEN Distribution <sup>9</sup>	£m	26.6	29.6	13.1	
Flood protection conducted by SSEN Distribution <sup>9</sup>	£m	3.3	6.4	13.1	

(A) This data was subject to external independent assurance by PwC in 2021. For the limited assurance opinion see [sse.com/sustainability](https://www.sse.com/sustainability).

(B) This data was subject to external independent assurance by PwC in 2020. For the limited assurance opinion see [sse.com/sustainability](https://www.sse.com/sustainability).

\* In 2020/21, additional data points and minor amendments to methodologies has resulted in some 2019/20 figures being restated. For PwC's limited assurance opinion see [sse.com/sustainability](https://www.sse.com/sustainability).

1 Scope 1 emissions are direct emission from sources owned or controlled by and organisation. For full detail on emission sources included in scope 1, see SSE's GHG

and Water reporting criteria at [sse.com/sustainability](https://www.sse.com/sustainability).

2 Scope 2 emissions are indirect emissions from the generation of purchased electricity, heating and cooling consumed by an organisation. For full detail on emission sources included in scope 2, see SSE's GHG and Water reporting criteria at [sse.com/sustainability](https://www.sse.com/sustainability).

3 Scope 3 emissions are other indirect emissions that are generated outside of an organisation in support of its activities. For full detail on emission sources included in scope 3, see SSE's GHG and Water reporting criteria at [sse.com/sustainability](https://www.sse.com/sustainability).

4 GHG emissions from SGN's activities are excluded (SGN reports these separately).

GHG emissions from other Joint Ventures are also excluded. For full detail on emission sources included in reporting, see SSE's GHG and Water reporting criteria at [sse.com/sustainability](https://www.sse.com/sustainability).

5 SSE's supplier target, which is part of its science based carbon targets, is calculated from a 2019/20 baseline.

6 Data for Ireland covers the periods between 1 January and 31 December and GB covers the periods between 1 April and 31 March.

7 Due to changes in methodologies in data collection in SSE's electricity transmission and distribution businesses, 2019/20 data has been restated. Detail of how data is

collected can be found in SSE's GHG and Water reporting criteria, available at [sse.com/sustainability](https://www.sse.com/sustainability).

8 Excludes waste data from contractors for large capital projects, minor works contracts and some specialised waste streams. SSE undertook work to create a waste data baseline for 2020/21, therefore 2019/20 data is not available.

9 2020/21 data may be subject to minor adjustment before final inclusion in the regulatory reporting pack published to Ofgem in August 2021. Some 2019/20 data has been slightly revised after finalisation of data for the August 2020 Ofgem regulatory reporting pack.

## DATA AND PERFORMANCE

### ECONOMIC DATA

Metric	Unit	2020/21	2019/20	SDG target	GRI Standard
<b>Taxation</b>					
Adjusted current tax charge	£m	107.8	114.2 <sup>^</sup>	8.1	201-1
Adjusted underlying current tax rate	%	10.1	11.2 <sup>^</sup>	8.1	
Payment of UK corporation tax <sup>1</sup>	£m	63.9	78.4 <sup>^</sup>	8.1	201-1
Total taxes paid in UK <sup>1</sup>	£m	379	421.6 <sup>^</sup>	8.1	201-1
Payment of Irish corporation tax <sup>1</sup>	€m	0.07	0.01	8.1	201-1
Total taxes paid in Ireland <sup>1</sup>	€m	20.4	18.1	8.1	201-1
<b>Investment and supply chains</b>					
Total investment and capital expenditure (adjusted), before refunds	£m	912.0	1,358	9.1	201-1
SSE Renewables investment and capital expenditure (adjusted) <sup>2</sup>	£m	294.3	342.7	9.1	203-1
Thermal generation and gas storage investment and capital expenditure (adjusted)	£m	108.4	177.2	9.1	203-1
SSEN Distribution investment and capital expenditure (adjusted)	£m	350.8	364.9		
SSEN Transmission investment and capital expenditure (adjusted)	£m	435.2	329.0	9.1	203-1
Total procurement spend	£bn	c 2.4	c 2.2	8.3	102-9
Average time taken to pay suppliers	Days	24	29		
Invoices paid within 30 days/ 31-60 days/ 60 days	%	87/10/6	74/21/4		
Invoices not paid within agreed payment period	%	37	45		
<b>Innovation and research</b>					
Spend on research and innovation <sup>3</sup>	£m	12.0	-		
Employees working in research and development roles (full-time equivalent) <sup>3</sup>	Headcount	42.5	-		
<b>Economic contribution</b>					
Total economic contribution - UK GDP <sup>4</sup>	£bn	5.21	5.72	8.1	201-1
Total economic contribution - Scotland GDP <sup>4</sup>	£m	1,485	1,339	8.1	201-1
Total economic contribution - Ireland GDP <sup>4</sup>	€m	439	650	8.1	201-1
Total jobs supported - UK <sup>5</sup>	Number	41,400	56,810	8.1	203-2
Total jobs supported - Ireland <sup>5</sup>	Number	2,160	3,740	8.1	203-2
Total jobs supported - Scotland <sup>5</sup>	Number	8,400	7,390	8.1	203-2
<b>Networks operations</b>					
Networks customers on Priority Services Register (PSR)	Number	770,844	746,821	7.1	203 -1
Customer minutes lost - SHEPD/SEPD	Average per customer	57/44	56/46	7.1	203 -1
Customer interruptions - SHEPD/SEPD	Per 100 customers	64/48	63/47	7.1	
Regulated Asset Value - Transmission, Distribution and SSE's share in SGN	£m	9,372	9,106	9.1	
Cumulative total of renewable generation capacity connected to SSE's electricity transmission network	GW	6.7	6.3	9.1	
SSEN Distribution's supply points with communicable and smart capability <sup>6</sup>	Number (% of reported customer numbers)	902,703 (23%)	333,546 (9%)		
<b>Customer solutions</b>					
Business Energy Electricity Sold	GWh	13,070	16,914	7.3	
Business Energy Gas Sold	mtherms	245	272	7.3	
Meter Point Administration Numbers (MPANs) supplied with SSE Green 100% renewable energy <sup>7</sup>	Number	62,742	49,080	7.3	
Business Energy smart meter operating volumes (gas and electricity)	Number	160,970	157,409	7.3	
Energy customers' accounts (Business Energy sites)	Million	0.48	0.52	7.3	
All Ireland energy market customers	Million	0.68	0.72	7.3	
Energy saved as a result of energy efficiency measures targeted to fuel poor households in Ireland	GWh	5.0	5.8	7.3	
<b>Diversity of electricity generation portfolio</b>					
Total renewable generation output <sup>8</sup>	GWh	9,649	10,753	7.2	
Total renewable generation output including GB constrained off wind <sup>8</sup>	GWh	10,242	11,442	7.2	
Total non-renewable generation output	GWh	18,045	17,761	7.1	
Total generation output (all plant)	GWh	27,694	28,514	7.1	
Renewable generation - proportion of total output	%	34.8	37.7	7.2	
Total renewable generation capacity	MW	3,897	3,992	7.2	
Total non-renewable generation capacity	MW	5,303	9,356	7.1	
Total electricity generation capacity	MW	9,200	9,338	7.1	
Renewable generation - proportion of total capacity	%	42.4	42.7	7.2	
Total renewable generation capacity in construction and operation <sup>9</sup>	GW	5.8	4.0	7.2	

<sup>^</sup> Data includes SSE Energy Services which was sold to OVO Ltd in January 2020.

<sup>1</sup> Figures represent tax actually paid during the financial year, not tax charges which are reported in SSE's Annual Report 2021 (see section 10. Taxation on pages 212 to 215).

<sup>2</sup> Before project finance development expenditure refunds.

<sup>3</sup> Over 2020/21, SSE undertook a strategic review of its work on investment in research and innovation. 2019/20 data was not collated but instead a baseline of 2020/21 data has been created against which to benchmark future years' investment.

<sup>4</sup> Total direct, indirect and induced Gross Value Added, from PwC analysis.

<sup>5</sup> Measured as headcount, from analysis undertaken by PwC.

<sup>6</sup> Calculated using the number of smart meters connected to SSEN's distribution network which are communicable by SSEN as a proportion of SSEN Distribution's reported customer numbers.

<sup>7</sup> Individual companies may have more than one MPAN so figures are not representative of customer numbers.

<sup>8</sup> Totals include pumped storage and biomass output and are based on 100% of wholly owned sites and SSE's share of joint ventures.

<sup>9</sup> Includes pumped storage and biomass.

## DATA AND PERFORMANCE

### SOCIAL DATA

Metric	Unit	2020/21	2019/20	SDG target	GRI Standard
<b>Safety</b>					
Accident Frequency Rate - employees and contractors combined	Per 100,000 hours	0.09	0.09	8.8	403-9
Accident Frequency Rate - employees/contractors	Per 100,000 hours	0.04/0.21	0.04/0.20	8.8	403-9
Total Recordable Injury Rate - employees and contractors combined	Per 100,000 hours	0.15	0.16	8.8	403-9
Total Recordable Injury Rate - employees/contractors	Per 100,000 hours	0.07/0.35	0.09/0.33	8.8	403-9
Safe days <sup>1</sup>	Number	271	247	8.8	403-9
Fatal incidents - employees/contractors	Number	0/0	0/0	8.8	403-10
Accountable RTC Class 1 and RTC Class 2 (Potential for serious harm to people and the environment)	Rate per million miles	1.65	1.45	8.8	403-9
<b>Workforce composition</b>					
Total SSE employees (headcount) <sup>2</sup>	Number	12,489	12,133	8.5	102-7
Total headcount - UK/Ireland	Number	11,630/859	11,309/824	8.5	102-7
External recruitment (headcount)	Number	1,529	1,428	8.5	
Contingent Labour Force Size <sup>3</sup>	Number (% of total headcount)	1,950 (15.6)	2,335 (19.2)	8.5	102-8
Average age of employees <sup>4</sup>	Years	42.3	42.1	8.5	405-1
Mean/median length of service	Years	10.7/7.7	11.1/8.4	8.5	
Median employee earnings <sup>5</sup>	£	42,295	40,908	8.5	
Employees that say they can "work differently" <sup>6</sup>	%	72	61	8.5	
<b>Gender balance</b>					
Proportion of employees that are female	%	26.4	25.1	5.5	405-1
Median gender pay gap (UK/Ire)	%	18.3/27.1	18.4/-	5.1, 8.5	405-2
Board of Directors <sup>7</sup>	Male/female headcount (% female)	7/4 (36)	7/3 (30)	5.5	405-1
Group Executive Committee <sup>8</sup>	Male/female headcount (% female)	6/2 (25)	7/2 (22)	5.5	405-1
Group Executive Committee and Direct Reports to the Executive Committee (excluding administrative roles)	Male/female headcount (% female)	39/13 (25)	48/12 (20)	5.5	405-1
Group Executive Committee, its sub-committees and Business Unit Executive Committees <sup>9</sup>	Male/female headcount (% female)	67/26 (28)	62/23 (27)	5.5	405-1
Roles at £70,000 (indexed to 01/04/17) or above	Male/female headcount (% female)	518/100 (16)	524/108 (17)	5.5	
Male/female employees earning over £40,000	%	44/30	43/29	5.5	
Employees that have voluntarily provided I&D data on Harmony	%	18.5	16.5	8.5	403-9
<b>Workforce stability and wellbeing</b>					
Total number of hours worked <sup>10</sup>	Number	23,577,621.6	22,906,549	8.5	401-1
Employees on permanent/temporary/non-guaranteed or short hour contracts	%	94/5.5/0.5	95.4/4.1/0.5	8.5	102-8
Employee retention and turnover rate <sup>11</sup>	% retention/% turnover	92.1/7.9	88.0/12.0	8.5	401-1
Regrettable or voluntary turnover rate <sup>12</sup>	% (% of total turnover)	3.6 (45.7)	6.5 (54.5)	8.5	403-2
Proportion leavers - female	%	20.7	22.8		
Lost days per year due to sickness	Number	66,962	110,604	8.5	401-1
Average number of lost days per head	Number	5.9	9.4		
Employees covered by the Joint Agreement	%	46.9	47.8	8.8	102-38
Employees covered by collective bargaining agreements	%	53.9	56.0	8.8	
Employees participating in one of SSE's pension schemes	%	95.9	90.2		
Ratio of CEO earnings to average employee earnings <sup>13</sup>	Number:1	71.1	59.1	8.5	102-41
Employee productivity - direct contribution to GDP per capita (UK) <sup>14</sup>	£	211,025	236,410	8.2	
Employee productivity compared to national averages - UK <sup>14</sup>	Number:1	3.2:1	3.8:1	8.2	
Employee productivity compared to national averages - Scotland <sup>14</sup>	Number:1	3.8:1	4.5:1	8.2	
Employee productivity compared to national averages - Ireland <sup>14</sup>	Number:1	1.5:1	1.7:1	8.2	
Total external recruitment	Number	1,529	1,428		
Proportion external recruitment - female	%	32.0	28.3		
Total internal recruitment	Number	698	1,046		
Proportion internal recruitment - female	%	32	36.9		
Proportion of total recruitment that is internal	%	31.3	42.3		

Metric	Unit	2020/21	2019/20	SDG target	GRI Standard
<b>Employee skills and capabilities</b>					
Learning and development expenditure <sup>15</sup>	£m	6.8	7.5	8.2, 8.5	404-2
Investment in pipeline programmes <sup>16</sup>	£m	9	11.1	8.2	404-2
Proportion of employee wage expenses devoted to training	%	0.5	1.2		
Proportion of employees having received training over the year <sup>17</sup>	%	39.7	65.4		
Average training hours per full-time equivalent employee	Number	9.0	24.9	8.2	404-2
Number of training days	Number	14,586	35,163		
Number of training hours	Number	94,807	210,979		
<b>Employee engagement</b>					
Employee engagement survey participation <sup>18</sup>	%	82	76	8.5	
Employee engagement survey result	% engagement index	82	76	8.5	
Employees participating in the share incentive (UK/Ire)	%	73/66	77/38	8.5	
Employees participating in the sharesave plan (UK/Ire)	%	46/21	24/16	8.5	
<b>Business ethics</b>					
Speak up (whistleblowing) contacts made	Number	66	88	8.8	
Formal grievances raised	Number	57	66	8.8	102-17
Formal disciplinary procedures instigated	Number	81	87	8.8	
Human rights grievances filed through formal mechanisms	Number	0	0	8.7	102-17
Material or regulatory reportable incidents caused by cyber security breach of SSE systems	Number	0	0		
<b>Community</b>					
Employee days donated to charity <sup>19</sup>	Number	0	1817	8.3	
Employees involved in community volunteering	%	0	9.0	8.3	
Value of employee days donated to charity <sup>19</sup>	£'000	0	248	8.3	
Community investments funds	£m	10.4	7.95	8.3	
Investment in communities <sup>20</sup>	£m	10.6	8.2	8.3	

<sup>^</sup> Data includes SSE Energy Services which was sold to OVO Ltd in January 2020.

<sup>1</sup> SSE defines a 'safe day' as a day when no injury, environmental breach, serious road traffic accident or high-potential incident occurs.

<sup>2</sup> Headcount as at 31 March in each financial year. Figure includes all SSE UK and ROI employees, excludes contingent/agency staff.

<sup>3</sup> A contingent worker describes external personnel where the business determines that it cannot fulfil the requirement internally. A contingent worker can be a Consultant, Contractor or Temporary Agency Worker.

<sup>4</sup> Based on average of all ages at 31 March in each financial year.

<sup>5</sup> See page 158 of SSE's Annual Report 2021 for further details.

<sup>6</sup> "Working differently" includes agile work arrangements such as compressed hours, job sharing and flexible start and end times. Results are from SSE's annual employee engagement survey.

<sup>7</sup> See page 121 of the Annual Report 2021.

<sup>8</sup> In the context of gender reporting, the Group Executive Committee (GEC) includes all members of the GEC and the Company Secretary.

<sup>9</sup> Figures for all committees includes the relevant Committee Secretary.

<sup>10</sup> Based on standard contractual hours over a 52-week period (excludes Overtime and Standby).

<sup>11</sup> Includes voluntary and involuntary turnover, excludes end of fixed term contracts and internal transfers.

<sup>12</sup> Based on turnover reason of "Regretted" as at 31 March of each financial year.

<sup>13</sup> See page 158 of SSE's Annual Report 2021 for further details.

<sup>14</sup> From PwC analysis.

<sup>15</sup> Total internal and external learning and development expenditure excluding pipeline programme investment.

<sup>16</sup> Total cost of apprentice, graduate and Technical Skills Trainee programmes, including salary costs.

<sup>17</sup> Classroom based training, excludes all e-learning courses.

<sup>18</sup> Results from SSE's annual employee engagement survey.

<sup>19</sup> Due to coronavirus SSE's official 'Be the Difference' employee volunteering programme was temporarily suspended in 2020/21. Where possible, SSE is accommodating requests for employees to volunteer under the UK Government Emergency Volunteering Leave Scheme, offering one week (five days or pro rata 5 equivalent) of full-pay for employees who are volunteering. This activity has not been captured through the Be the Difference employee volunteering database.

<sup>20</sup> Total across UK and Ireland, including: charitable donations through matched funding, Community Investment Funds, Resilient Communities Fund and financial value of employee volunteering.