

This policy outlines SSE's commitment to respect recognised international human and labour rights as relevant to our operations and to conducting our operations with honesty, integrity, respect and openness.

SSE supports and is fully committed to upholding UN Guiding Principles on Business and Human Rights, the principles underpinning the UN Global Compact, 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. We have zero tolerance of modern slavery in all its different forms, both in our business and across our supply chain.

We shall organise ourselves to:

- Avoid infringing on the human rights of others;
- Address adverse human rights impacts with which we are involved.

Principles

SSE shall protect the human rights of those in its business and supply chain by:

- Providing a safe and secure workplace for our employees and contractors.
- Promoting personal development, dignity and respect for all our employees and those with whom we have business relationships.
- Encouraging diversity and inclusion in our business and across our supply chain.
- Respecting the right of employees to join independent trade unions, collective agreements and freedom of association.
- An ongoing commitment to paying employees the Living Wage in both the UK and Ireland, and including a Living Wage Clause in all new relevant service and works contracts in the UK.
- Risk assessing our supply chain for potential human rights abuses, particularly in relation to the risk of enslaved labour, and work to mitigate any risks that emerge.

Standards

SSE's Doing the Right Thing: A Guide to Ethical Business Conduct for SSE Employees, found on sse.com, sets out clearly the behaviours and standards expected of all our employees in relation to human rights.

SSE has a Speak UP (Whistleblowing) Policy and encourages employees to report any instances of suspected human rights violations confidentially to its nominated contacts or via SafeCall, our independent external reporting line:
UK: 0800 915 1571 RoI: 1800 812 740
email: sse@safecall.co.uk

SSE's Modern Slavery Statement can be found in the sse.com homepage. It details the approach and actions SSE takes to minimise the risk of modern slavery being present in our business and supply chains.

The standards SSE expects from our supply partners are outlined in our Responsible Procurement Charter found on sse.com

People

Everybody in SSE is expected to respect human rights and conduct their business relationships with honesty, integrity and respect.

This policy is the responsibility of the Board. The Executive Committee has responsibility for monitoring the implementation of the policy and the company's guide to ethical business conduct and reporting any findings to the Board.

SSE's Human Rights Steering Group is responsible for advising and governing the review and reporting of modern slavery and human rights across the SSE Group.

SSE's Sustainability team is responsible for working with the business to publish an annual Modern Slavery Statement which is reviewed and approved by the Board.



Alistair Phillips-Davies
Chief Executive



Richard Gillingwater
Chairman

PO-COR-044
Issue date: March 2019
Review date: March 2020