

# SSE Speak Up (Whistleblowing) Policy



This policy is designed to give employees the confidence to report wrongdoing, fraud or malpractice.

SSE is committed to conducting its business with honesty and integrity and in compliance with all applicable laws and regulations. Doing the Right Thing: guide to ethical business conduct sets out clearly the behaviours and standards expected of all of our employees.

## Principles

- All employees have a responsibility to speak up if they believe SSE or its employees are involved in wrongdoing.
- Communication channels – both internal and external – are maintained to facilitate the raising of concerns.
- Employees may raise their concerns on an anonymous basis if necessary.
- SSE commits to dealing responsibly and professionally with any concerns raised.

## Applicability

Employees need to speak up when they have observed actions that have (or could) lead to:

- The endangerment of customers, colleagues, contractors or the general public.
- A criminal offence being committed.
- A breach of legislation or regulation.
- Damage to the environment.
- Abuse of company property.
- Concealment or covering up of wrongdoing.

## Procedural

SSE's Speak Up Procedure (PR-COR-005) applies to all SSE employees and details the process to be followed in the event that an employee wishes to speak up.

Grievances and disputes do NOT fall under the scope of this policy and should instead be addressed via HR.

**Alistair Phillips-Davies**  
Chief Executive

**John Stewart**  
Director of Human Resources

**PO-COR-034**

**Issue date:** March 2019

**Review date:** March 2020