

This policy underpins SSE's commitment to being a responsible employer.

We shall organise ourselves to ensure that we:

- Make the safety and security of our employees, contractors and members of the public our number one priority.
- Make SSE a great place to work where all employees are engaged, motivated and proud to be part of our team.
- Meet the needs of our customers whilst supporting our employees to achieve balance in their life outside of work.
- Be a responsible employer, reward our employees fairly and support the Living Wage.
- Strive to create an inclusive and diverse workplace and value our employees for the range of knowledge and experience they bring to us.
- Work to maintain positive relationships with our employees and their representatives.
- Encourage great leadership through our Leadership Blueprint.

People

We invest time and energy in finding, developing and retaining the people we need to meet our organisational goals.

Our employees live our values of Safety, Service, Efficiency, Sustainability, Excellence and Teamwork.

We ensure that our people have clear roles and responsibilities and appropriate support to enable them to get things done brilliantly everyday.

Our employees are recognised as individuals with other commitments outside of the workplace that we strive to support them with.

We invest in our employees and future talent because it's the right thing to do and because we are a sustainable business that owns and operates long-term assets.

We foster great leadership, teamwork and individual accountability.

We have a number of additional documents giving guidance and support to our employees on all aspects of their employment relationship with us.

Process

We support our managers to engage with our employees. We set clear objectives and give regular feedback through our Performance Management system.

Our employees are fairly rewarded and recognised for their contribution to the company's success.

We have clear standards of conduct and procedures for dealing with behaviour or relationships which do not meet those standards or our values.

The dignity of all employees is respected by management and employees and procedures are in place to reinforce this philosophy.

We have mechanisms in place to support respectful and constructive dialogue with our employees and their representatives and value their input.

Change is recognised as a key characteristic of our industry and we have processes in place to support our employees during periods of transition.

Standards

Our standards are of mutual trust and respect, of getting things done brilliantly in a safe and sustainable way. We work collaboratively for the benefit of our customers, shareholders and employees.



Alistair Phillips-Davies
Chief Executive



John Stewart
Director of Human Resources

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