

# SSE Safety and Health Policy



## Including the Major Accident Prevention Policy

SSE is committed to the prevention of injury and ill health associated with its activities. We passionately believe that all accidents are preventable, so we do everything safely and responsibly, or not at all. We are committed to the continual improvement of our safety and health performance and will comply with legal and other obligations as a minimum. We will closely monitor our safety and health performance and publicly report on it annually. Our approach to safety and health contributes to our business performance and supports the quality of service we provide to our customers.

We have a Safety, Health and Environment Management System in place and are committed to its continual improvement. SSE's Environment and Climate Change policy is described separately in PO-COR-054.

### People

We support our workforce by ensuring that:

- Direction, training, supervision and, where appropriate, specialist support is provided to employees and contractors to enable them to discharge their duty to work responsibly and with due consideration for Safety and Health
- Contractors, working on behalf of SSE, are competent to do so and have systems to comply with all relevant legislation, standards and procedures
- Occupational Health and Wellbeing support is provided to enable employees to remain healthy at work, with a focus on both physical and mental health
- Clear roles and responsibilities are in place for the management of major accident hazards
- Human factors are considered in the management of our operations and organisational changes are only made after risks have been assessed and mitigated
- Safety and Health criteria are used to determine employee performance

### Plant and Equipment

We maintain the integrity of our facilities and assets, ensuring that:

- Risks to our employees, contractors, third-parties, and the environment are effectively controlled
- Workplace precautions and control measures are put in place to ensure safe operations, maintenance and construction
- Integrity risks are assessed and mitigated throughout the complete lifecycle of the asset
- Accurate plant and process information is maintained
- Risks are assessed prior to the introduction of any new, or changes to existing, plant, equipment or processes

### SHE Culture

We adopt a positive approach to Safety and Health to ensure that the whole workforce are:

- Empowered to stop the job – 'if it's not safe we don't do it'
- Supported by the Safety Family behavioural statements:

We take care of ourselves and each other  
We take pride in our workplace  
We plan, scan and adapt  
We see it, sort it, report it

### Policy

We organise ourselves to ensure that:

- We promote effective communications, joint consultation and co-operation on Safety and Health matters to give employees, their representatives and contractors the opportunity to positively influence the way we work
- All employees and contractors understand their responsibilities in delivering safe and healthy outcomes for our people, customers and visitors
- This policy is available to interested parties

### Performance

We continually improve performance by ensuring that:

- The SHE Committee monitors Safety and Health performance indicators and incidents with high potential, and ensures effective action is taken to manage Safety and Health risks
- All adverse events are investigated and the lessons learned are communicated to interested parties
- Audits are conducted to highlight areas of good practice and concern
- Reviews of Safety and Health performance, and management systems, are conducted by managers for their area of accountability

### Processes

We manage our risks by ensuring that:

- All process Safety and Health hazards are systematically identified - the level of risk is assessed both under normal and abnormal conditions so that risk is eliminated or adequately controlled
- Safe systems of work are followed so that people are equipped to manage Safety and Health risks and obligations
- Controls for the safe operation of processes are applied
- Emergency plans are developed, exercised and maintained, with specific training provided
- All employees have a personal responsibility to be fit for work - appropriate health surveillance will be provided for employees exposed to occupational health risks
- Health and wellbeing activities are offered throughout the year to help employees manage their own personal health.

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