

# SSE Human Rights Policy



SSE's key responsibility is to provide the energy people need in a reliable and sustainable way. Sustainability is one of our six core values; it states that "our actions and decisions are ethical, responsible and balanced, helping to achieve environmental, social and economic wellbeing for current and future generations."

Therefore, SSE supports and is committed to upholding the UN Guiding Principles on Business and Human Rights, 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.

## Our Approach

SSE respects recognised international human rights as relevant to our operations and are committed to conducting our operations with honesty, integrity, respect and openness.

We recognise business has a role to play in protecting and respecting the human rights of others and that we should address adverse human rights impacts whenever or wherever these arise. That means we will:

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

We have zero tolerance of modern slavery in all of its different forms, both in our business and in our supply chain. SSE's Modern Slavery statement [www.sse/beingresponsible.com](http://www.sse/beingresponsible.com) details the approach and actions we take to minimise the risk of modern slavery being present in our supply chains.

## Responsible Employer

As an employer, SSE has developed a sustainable employment ethos: investing in the long term value of employees and seeking to grow talent. Underpinning this approach is a set of principles SSE is guided by:

1. Safe, healthy and secure workplace for our employees and contractors is our first priority – we do things safely or not at all. (See Safety, Health and Environment Policy PO-SHE-001 for more details).
2. Promoting personal development, dignity and respect for all our employees and those with whom we have business relationships.
3. Promoting diversity and inclusion in our business and across our supply chain.
4. Respecting the right of employees to join independent trade unions, collective agreements and freedom of association.
5. Paying a rate of pay that means SSE employees should be able to live a life free from poverty, with an ongoing commitment to the Living Wage in both the UK and Ireland.

## Responsible Buyer

We recognise that SSE's sphere of influence goes beyond our direct employees. SSE seeks to support human rights through our supply chain by encouraging behaviours that are in line with our own standards and policies.

To achieve this we:

1. Outline the standards we expect from our supply partners in our Responsible Procurement Charter (PO-PRS-003);
2. Risk assess 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;
3. Make an annual statement on any actions taken to tackle modern slavery in any part of our business, with a particular focus on our supply chain;
4. Set out expected standards for safety and the Living Wage in our tender and contract processes.

## Responsibilities

The Policy is the responsibility of the Board. The Group Governance, Controls and Disclosure Committee has responsibility for monitoring the implementation of the Policy and the Guide for ethical business conduct and reporting any findings to the Board. Furthermore, SSE will publish an annual Modern Slavery Statement which will be reviewed and approved by the Board.

**Alistair Phillips-Davies**  
Chief Executive

**Richard Gillingwater**  
Chairman