

# Group Safety and Health Policy

## *(including the Major Accident Prevention Policy)*

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### Policy statement

SSE's policy is that if it's not safe, we don't do it.

### Policy purpose

The purpose of this policy is to prevent injury and ill health associated with SSE's activities. We passionately believe that all accidents are preventable, so we everything safely and responsibly, or not at all. Our Policy is available to all interested parties and SSE will comply with applicable UK and Irish legislation and other requirements as a minimum.

This policy is owned by the Director of Human Resources and is one of a suite of group-level policies that promote a healthy business culture, guide decisions and actions as expected by the company's stakeholders, and make SSE a responsible company that people want to invest in, buy from, work for and partner with.



**John Stewart**  
Director of Human Resources



**Alistair Phillips-Davies**  
Chief Executive Officer



## POLICY PRINCIPLES

The following principles highlight how we expect the policy statement to be achieved, and should be used to guide behaviours, decision making and action:

<p>People</p>	<ul style="list-style-type: none"> <li>• SSE's workforce is supported to ensure:           <ul style="list-style-type: none"> <li>○ Direction, training and supervision is provided to employees and contractors to enable them to discharge their duty to work safely and responsibly, and to prevent work-related injury and ill-health.</li> <li>○ Contractors are competent and have systems in place to comply with safety legislation, standards and procedures.</li> <li>○ Occupational Health and Wellbeing measures are in place and actively promoted, with a focus on both physical and mental health.</li> <li>○ Roles and responsibilities are in place to manage major accident hazards.</li> <li>○ Human factors are considered in the management of our operations and organisational changes are only made after risks to safety and health have been assessed and mitigated.</li> <li>○ Promotion of effective communications, joint consultation and co-operation on safety and health matters to allow employees, their representatives and contractors the opportunity to positively influence the way we work.</li> <li>○ All employees and contractors understand their responsibilities in delivering safe and healthy outcomes for our people, customers and visitors.</li> </ul> </li> </ul>
<p>Plant and equipment</p>	<ul style="list-style-type: none"> <li>• We maintain the integrity of our facilities and assets, ensuring that:           <ul style="list-style-type: none"> <li>○ Risks are assessed and effectively controlled before new, or changes to existing plant, process or equipment are made.</li> <li>○ Workplace controls are put in place to ensure safe and healthy working conditions for operations, maintenance and construction.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Integrity risks are assessed and mitigated throughout the complete lifecycle of the asset.</li> <li>○ Accurate plant and process information is maintained.</li> </ul>
Performance	<ul style="list-style-type: none"> <li>● Continual improvement of the Safety and Health Management system is ensured by:           <ul style="list-style-type: none"> <li>○ Providing a framework for setting Safety and Health objectives, targets and to monitor performance indicators and high-potential incidents.</li> <li>○ Investigation of incidents and communication of findings.</li> <li>○ Regular audits to highlight good practice and concerns.</li> <li>○ Local reviews of business-specific management system and performance.</li> <li>○ Identification of opportunities for improvement.</li> <li>○ Reporting on our safety and health performance annually.</li> </ul> </li> </ul>
Processes	<ul style="list-style-type: none"> <li>● Risks are managed by:           <ul style="list-style-type: none"> <li>○ Systematic identification and assessment of safety and health hazards under normal, abnormal and emergency conditions so that risk is eliminated or adequately controlled.</li> <li>○ Controls for the safe operation of processes are applied and safe systems of work are followed.</li> <li>○ Giving all employees personal responsibility for being fit for work– appropriate health surveillance will be provided for employees exposed to occupational health risks.</li> <li>○ Developing, exercising and maintaining emergency plans.</li> </ul> </li> </ul>