Group Environment Policy

Policy statement

SSE commits to protecting the environment, preventing pollution and operating in a sustainable way.

Policy purpose

The purpose of the policy is to identify and mitigate material impacts, manage environmental risks and engage positively with key stakeholders to improve the environmental impact of SSE's business activities.

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:

Environment Management and Governance	• In order to protect the environment and operate in sustainable way, we design, construct, operate and decommission our assets, and conduct our operational activities in compliance with all relevant legal and regulatory obligations. We seek to go above and beyond this and meet additional relevant voluntary standards that the company subscribes to wherever possible bring about positive environmental outcomes.

Responsible Consumption and Production	• We commit to decreasing the impact of our resource consumption by:
	
	   o Minimising resource use and waste production.
	
	   o Minimising waste to landfill and increasing recycling.
	
	   o Working with our supply chain to improve performance and innovation.
	
	   o Engaging with the circular economy, by using reprocessed materials and ensuring our resources can readily be reused or recycled so far as is practical.
	
	   o Selecting materials that have sustainable lifecycle impacts.

Natural Environment	• We commit to manage, protect and enhance the Natural Environment by:
	
	   o Working towards Biodiversity Net Gain for new major projects after 2025. We recognise that some habitat types will prove problematic to replace.
	
	   o Assessing and mitigating impacts of major projects on Biodiversity.
	
	   o Monitoring the impacts on Biodiversity of operational assets located in sensitive environments, and to take measures to reduce those impacts where practical.
	
	   o Collaborating with relevant organisations that protect and enhance biodiversity

Materiality	• SSE and its business units identify their most material environmental impacts to ensure the company sets relevant and ambitious environmental goals and targets. To identify

	these material impacts, SSE, and its business units, engage constructively and continuously with key stakeholders.
Process	• To meet these environmental standards SSE shall: ○ Develop an Annual Environmental Strategy. ○ Identify material impacts, set challenging targets to continuously improve performance and measure and report progress publicly. ○ Manage environmental risks by applying and continually improving the Safety, Health and Environment (SHE) Management System and drive towards best practice standards, supported by assurance and audit processes. ○ Engage positively with key stakeholders on environmental issues and take responsibility within the wider community for improving the environmental impact of our business. ○ Collaborate, invest in and develop new technologies to be more environmentally sustainable. ○ Work with supply partners to improve their environmental performance. ○ Integrate environmental improvements into our everyday decision making.

ROLES AND RESPONSIBILITIES

This policy applies to all SSE employees and contingent workers. It is relevant to people contracted to provide services to the Company through third parties.

Managers are responsible for making sure that their teams and colleagues understand and comply with the policy and supporting procedures as well as complete any relevant training.

All employees must comply with the policy and supporting procedures and complete all relevant training.

The **Safety, Health and Environment Team** is responsible for providing environmental support to SSE businesses.

The **Chief Sustainability Officer** is responsible for reporting SSE's environmental impacts to stakeholders.

GOVERNANCE

The **SSE plc Board** and **Group Executive Committee** are responsible for the oversight for this Policy including the approval of any changes to the Policy. This Policy is reviewed annually as part of an evaluation process.

The **Safety, Health and Environment Committee** (SHEC) supports the **Policy Owner** and makes sure that the policy is adhered to through awareness, training and monitoring of policy implementation. Incidents and breaches are reviewed and where appropriate opportunities for improvement are actioned.

Governance for the implementation of the Policy and for the continual improvement in performance is provided by the SHE Committee at Group-level, the **Safety, Sustainability, Health and Environment Advisory Committee (SSHEAC)** at Board level, and at local level by **Local SHE Communities** (LSC).

SSE Board

SSHEAC

Group Executive Committee

SHE Committee

SHE Sub - Committees
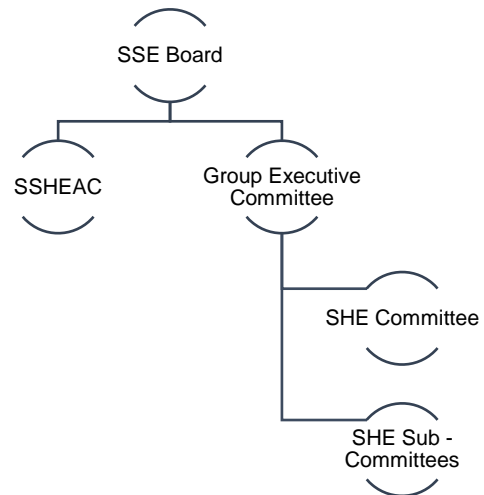
A further consultation forum exists at Group Level; the **Health, Safety and Environment Committee** (HeSEC) provides a forum for senior SSE managers to meet with Trade Union/Employee representatives.

TRAINING

We provide general and role specific training to our employees to ensure they have the appropriate skills and knowledge and enable them to deliver our environment commitments.

SPEAKING UP

If you see or hear something that falls short of our expected high standards of ethical conduct and compliance you should be able to discuss it with your manager or a Speak Up Ambassador, but when that is not possible you are encouraged to raise issues with SafeCall through the following channels:

- Phone: 0800 915 1571 (UK) 1800 812 740 (Ireland)
- Email: sse@safecall.co.uk
- www.safecall.co.uk/report
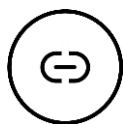
SUPPORTING DOCUMENTS

Additional documents available to provide further guidance and support include:

The SSE SHE Management System, further information is also available on SafetyNet

Complementary Policies include:

- PO-COR-054 Summary version of the Group Environment Policy
- PO-GRP-015 Group Safety and Health Policy
- PO-GRP-001 Group Climate Change Policy
- PO-GRP- 016 Group Sustainability Policy

SSE is certified to ISO14001 for specified business activities

Please see PO-COR-054 for the summary version of the Group Environment Policy.

Comments and feedback on this policy and its application are welcome.

Please contact: environment@sse.com