

# Group Human Rights Policy

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## Policy statement

SSE respects recognised international human and labour rights that are relevant to its operations and conducts its operations with honesty, integrity, respect and openness.

## Policy purpose

SSE is committed to upholding the human rights of those working for and on behalf of SSE, and to addressing any adverse human rights impacts with which it may be involved. This policy outlines SSE's approach to avoid infringing on the human rights of others and to address any adverse human rights impacts it might be involved in. It also documents SSE's zero-tolerance stance on modern slavery.

This policy is owned by the Chief Sustainability Officer 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.



**Rachel McEwan**  
Chief Sustainability Officer



**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:

|                               |   |
|-------------------------------|---|
| International Standards       | <ul style="list-style-type: none"> <li>SSE supports and is fully committed to upholding UN Guiding Principles on Business and Human Rights, the principles underpinning the UN Global Compact, 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.</li> </ul>  |
| Modern Slavery                | <ul style="list-style-type: none"> <li>SSE has zero tolerance of modern slavery in all its forms in both its business and supply chain. A Modern Slavery Clause has been included in all new contracts since 2016 requiring its suppliers to address the risk of human rights abuse in relation to SSE's activities. SSE complies with the Modern Slavery Act 2015 and publishes an annual Modern Slavery Statement outlining the actions it has taken to address modern slavery, available on <a href="http://sse.com">sse.com</a>.</li> </ul> |
| Risk Assessment               | <ul style="list-style-type: none"> <li>SSE assesses its direct and supply chain operations for the risk of modern slavery and human rights abuses and works to mitigate any risks that may emerge. This includes working with strategic suppliers to ensure this risk is considered and appropriate action is being taken. More detail around these assessments can be found in SSE's Modern Slavery Statement.</li> </ul>  |
| A Safe and Secure Workplace   | <ul style="list-style-type: none"> <li>Safety is SSE's number one priority and it is committed to providing a safe and secure workplace for all employees and contractors. More detail of how SSE does this can be found in SSE's Safety and Health Policy. A specialist Group Security Team is in place to manage the security of all SSE places of work.</li> </ul>   |
| A Respectful Work Environment | <ul style="list-style-type: none"> <li>SSE is committed to promoting personal development, dignity and respect for all our employees and those with whom we have business relationships, and we actively encourage inclusion and diversity in our business and across our supply chain. SSE has regard for the right of our employees to have respect for their private lives and will always seek to achieve a fair balance between that right and our legitimate business interests.</li> </ul>   |
| Paying a Fair Wage            | <ul style="list-style-type: none"> <li>All employees have the right to fair remuneration. SSE pays employees the real Living Wage, calculated based on the cost of living, in both the UK and Ireland, and includes a Living Wage Clause in all new relevant service and works contracts in the UK.</li> </ul>  |

Working in Partnership  
with Trade Unions

- SSE respects the right of employees to join independent trade unions, collective agreements and freedom of association.