

Group Whistleblowing Policy

Policy statement

SSE's Whistleblowing Policy is that all employees are free to report wrongdoing fraud or malpractice without impunity or fear of repercussion.

Policy purpose

This policy is intended to protect SSE and its stakeholders from the material risk posed by personal or collective wrongdoing. It underpins the principle of "if it's not right, we don't do it" that is described in the Guide to Ethical Business Conduct for SSE Employees.

SSE is committed to conducting its business with honesty and integrity and in compliance with all applicable laws and regulations and its responsibilities as a publicly-listed company.

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:

Speaking Up	<ul style="list-style-type: none"> • SSE is committed to conducting its business with honesty and integrity and in compliance with all applicable laws and regulations. • SSE seeks to ensure that all employees have the confidence to report any concerns, that people who report wrongdoing, fraud or malpractice in the workplace are fully supported and that any issues identified are appropriately dealt with. • Employees need to speak up when they have observed actions that have (or could) lead to: <ul style="list-style-type: none"> ○ Endangerment of customers, colleagues, contractors or the general public ○ A criminal offence being committed ○ Breaches of legislation or regulation ○ Damage to the environment ○ Abuse of company property ○ Concealment or covering up of wrongdoing
Communication Channels	<ul style="list-style-type: none"> • There are clear channels for employees to escalate concerns about wrongdoing through line managers, nominated internal Speak Up contacts (listed in the Speak Up Procedure) and the Board's five sub-committees. • Employees who feel this route is not possible are encouraged to report issues relating to their working environment in a safe and secure way via an external service provider (Safecall).
Anonymity	<ul style="list-style-type: none"> • SSE employees can raise their concerns on an anonymous and confidential basis without fear of any recrimination or adverse impact in doing so.