

Group Human Rights Policy

Policy statement

SSE respects recognised international standards on human and labour rights that are relevant to its business activities. It seeks to conduct its operations with honesty, integrity, respect and openness.

Policy purpose

SSE has zero tolerance of human rights abuses and modern slavery in all its forms. It has a responsibility to understand the risks within its own business and supply chain and ensure ongoing management and mitigation of those risks. This policy documents SSE's approach to mitigating modern slavery and human rights risk.

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 McEwen
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"> 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.
Modern Slavery	<ul style="list-style-type: none"> SSE has zero tolerance of human rights abuses and modern slavery in all its forms in both its business and supply chain. 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 sse.com.
Risk Assessment	<ul style="list-style-type: none"> 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.
A Safe and Secure Workplace	<ul style="list-style-type: none"> Safety is SSE's first 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. SSE ensures the right to work for all employees is evidenced in line with government requirements.
A Respectful Work Environment	<ul style="list-style-type: none"> 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.
Paying a Fair Wage	<ul style="list-style-type: none"> Paying those that work for it a fair wage is a cornerstone of SSE's approach to mitigating the risk of human rights abuses. SSE has been an accredited Living Wage

	<p>employer in the UK since 2013 and has paid the Irish Living Wage since 2016. All supply chain workers that work regularly on SSE sites in the UK must also receive at least the real Living Wage rate.</p>
Working in Partnership with Trade Unions	<ul style="list-style-type: none"> SSE respects the right of employees to join independent trade unions, collective agreements and freedom of association.
Obligations on the supply chain	<ul style="list-style-type: none"> SSE has several channels in place to support the mitigation of the risk of human rights abuses within its supply chain, including supplier registration and pre-qualification questions, contractual clauses and strategic relationship management with key suppliers.



ROLES AND RESPONSIBILITIES

This policy applies to all SSE employees, contingent workers and 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 to respect human rights and conduct their business relationships with honesty, integrity and respect.

SSE's Human Rights Steering Group is responsible for providing an update on activities relating to modern slavery risk mitigation to SSE's Group Executive Committee. A summary of these activities is disclosed in SSE's annual Modern Slavery Statement which is reviewed and approved by the Board.

The **Director of Human Resources** has responsibility for overseeing the application of this policy to those who work for SSE and through management of appropriate Company Consultative Processes



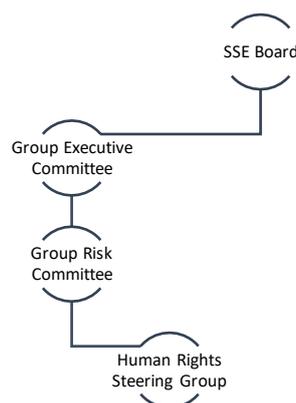
GOVERNANCE

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 **Group Executive Committee** 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.

SSE's **Human Rights Steering Group reporting to the Group Risk Committee** is chaired by the Chief Sustainability Officer and is responsible for advising and governing the review and reporting of modern slavery and human rights across the SSE Group.



TRAINING

SSE is developing its approach to training of relevant employees to raise awareness and ensure understanding of human rights risk and modern slavery and the potential risks in SSE's direct operations and supply chain.



SPEAKING UP

Any suspected breaches of this policy will be investigated and if proven, will result in action being taken under the SSE Disciplinary Procedure. SSE takes any potential breach of human rights very seriously. Any concerns or instances will be investigated and addressed on a case-by-case basis. Potential mitigations may include action plans, site audit programmes and termination of contract.

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:

- [Sustainable Procurement Code](#)
- [SSE's Modern Slavery Statement 2020](#)
- [Doing the Right Thing](#)

Complementary Policies include [PO-GRP-015 Group Safety and Health Policy](#), [PO-GRP-006 Group Employment Policy](#), [PO-GRP-013 Group Procurement Policy](#), [PO-GRP-018 Group Whistleblowing Policy](#); [PO-GRP-002 Group Corruption and Financial Crime Prevention Policy](#)



DEFINITIONS

International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work: a statement that requires member countries, including the UK and Ireland, to respect, promote and realise the principles set out in eight fundamental Conventions that cover collective bargaining, forced labour, child labour and discrimination.

Modern Slavery: The definition is broad and includes forced labour, servitude, slavery, human trafficking, debt bondage, forced or servile marriage, descent-based slavery and child labour.

UN Guiding Principles on Business and Human Rights: a set of guidelines for States and companies to prevent, address and remedy human rights abuses committed in business operations.

UN Global Compact: the world’s largest corporate sustainability initiative encouraging businesses to implement ten universal principles on environment, human rights, labour and anti-corruption.