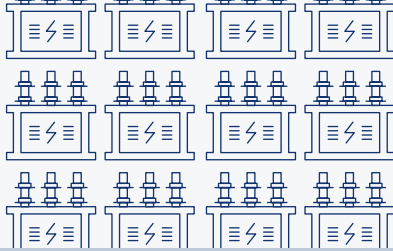




# Delivering legacy benefits through pathway to 2030 projects





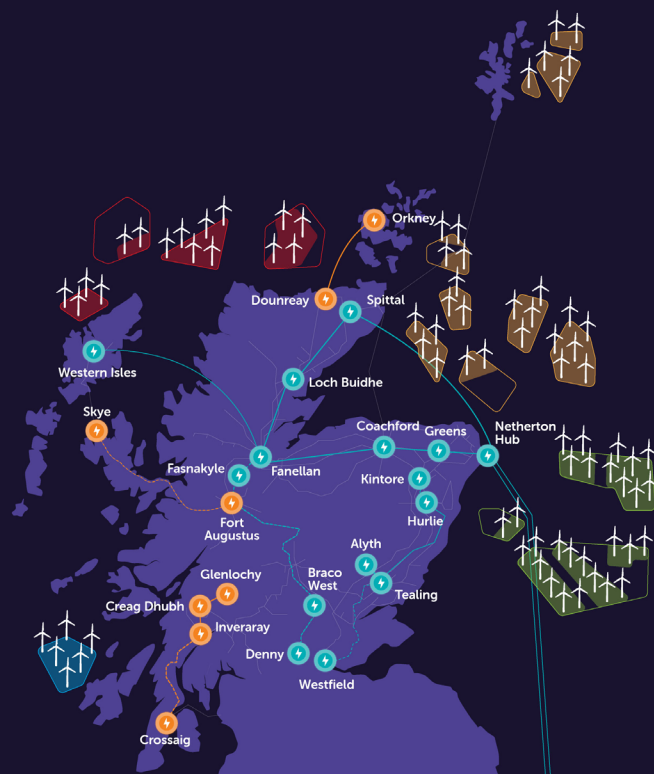
# Investing for net zero

We are investing £20bn into the transmission network by 2030 to unlock cleaner, more secure energy for homes and businesses for generations to come. Our investment will support an expected 50% increase in electricity demand by 2035 and contribute to the decarbonisation of the electricity network, helping meet UK net zero targets. Our network in the north of Scotland will play a leading role in the clean energy transition, connecting and transporting renewable electricity from different forms of generation. We understand that this work can have an impact on our host communities so we are committed to minimising our impacts and maximising all the long term benefits that our developments can bring to your area.

## PATHWAY TO 2030

- In-flight Investments
- Pathway to 2030 Investments
- New Infrastructure (Routes shown here are for illustrative purposes)
- Upgrade/Replacement of Existing Infrastructure
- Existing Network

*All new reinforcements remain subject to detailed consultation and environmental assessments to help inform route and technology options*



# Delivering benefits for the people of Scotland

One of the biggest investment programmes in the north of Scotland for over a century will ensure a reliable supply of electricity to our communities, lead to thousands of jobs across the region, a programme of skills development ensuring a workforce fit for the future and place multi-million-pound contracts with the local supply chain benefitting local communities. It will also result in the development of at least 200 new homes to be handed to local organisations on completion of the programme and we are doing all of this whilst ensuring the highest standards of environmental commitment including a bio-diversity net gain on our projects.

## Supplying reliable electricity to our communities

Our first priority is to provide a safe and reliable supply of electricity to communities in Scotland and wider UK. We do this by taking the electricity from generators and transporting it at high voltages over long distances through our transmission network for onwards distribution to your homes and businesses in villages, towns and cities. Electricity demand is expected to increase by 50% by 2035 and we are committed to ensuring our network can support this increase through one of the biggest investment programmes in the north of Scotland in over a century and enabling communities and businesses access to the vast renewable energy resources being harnessed by wind, hydro and marine generation.

## Job creation

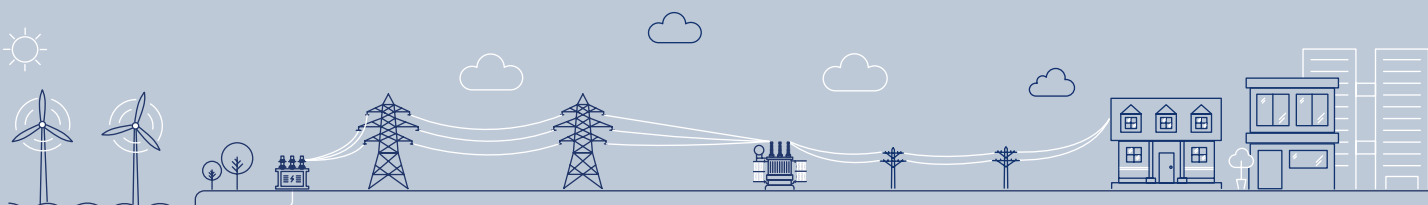
With an unprecedented pipeline of work that extends out beyond 2030 we are committed to creating good, green jobs that provide job security and potential for career progression as time goes on. Over the next 12 months (2024/2025) we will create **400 new jobs** with a range of roles and entry routes available.

As the energy transition to home grown, renewable energy is underway we are supporting the workforce to move from high-carbon to low-carbon jobs with **128 employees joining us in the last two years from high-carbon roles**.

We will also spread the wealth by placing multi-million-pound projects with the local supply chain who we are working with to ensure there is a **local contract spend requirement of at least 25%** further supporting local business and local jobs.

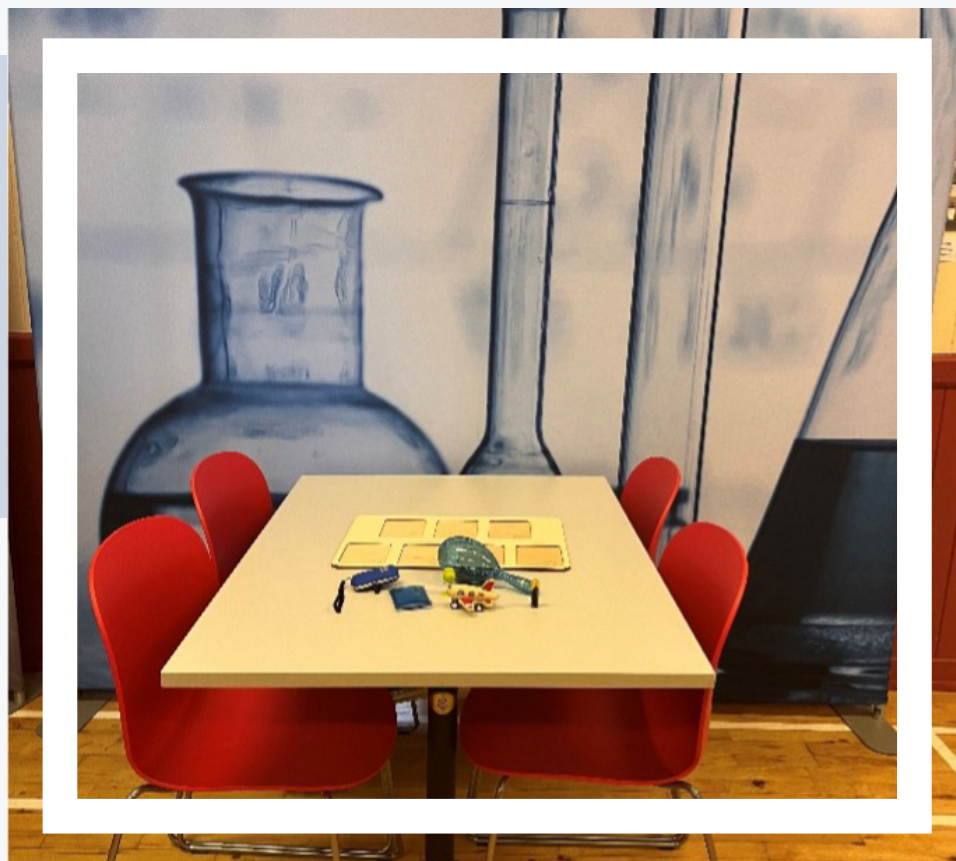
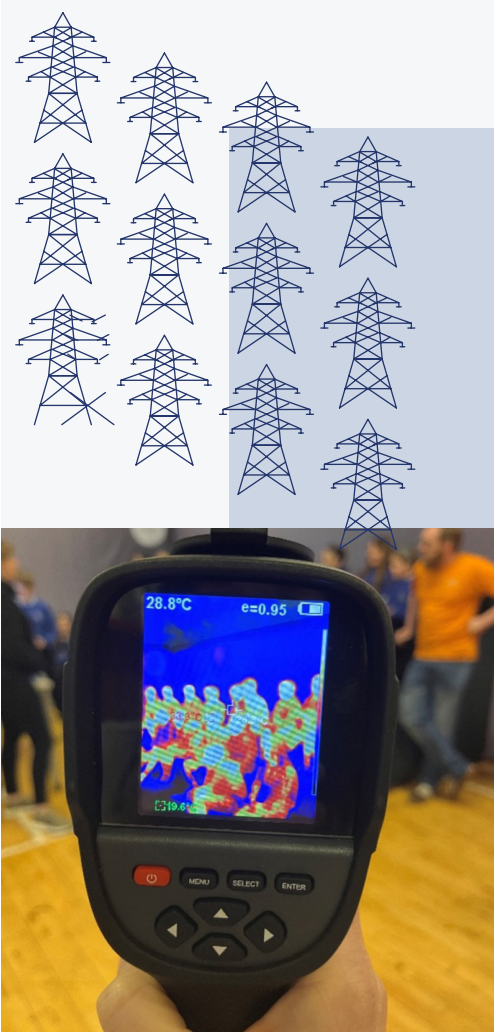
## Developing the future work force

We are committed to supporting the next generation and we are working with partners to bring STEM learning to life and inspire pupils to consider a career in the energy sector.





# Spotlight



## Powering up science skills for pupils in Scotland

We joined forces with the Science Skills Academy (SSA), run by HIE, to power up science, technology, engineering and maths (STEM) skills for hundreds of school pupils across rural Scotland with a four-month Pop-Up "Newton Room" programme running from January - April.

The out-of-classroom, hands-on sessions for school pupils, from 10-14 years old, aimed to ignite interest in STEM subjects and inspire the next generation of scientists and engineers.

The pop-up sessions started in Portree before moving to Plockton, and then onto Nairn. Supporting in-person pop-up classes, additional online sessions were run in collaboration with the Glasgow Science Centre, reaching more rural areas beyond the Highlands.

# Spotlight

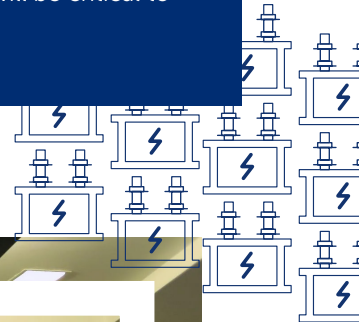
## Our Suppliers

The contractors for our projects will also deliver benefits to communities and we will work with them to ensure a coordinated, positive impact is achieved. Examples of benefits our contractors can deliver include employing local people, delivering educational programmes and working with schools, creating apprenticeships, creating housing, sponsoring locally important events, and using the services of local businesses.

### Working with our supply chain

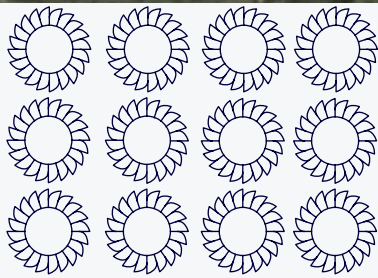
We have begun working with our supply chain to ensure a coordinated approach to delivering the Pathway to 2030 projects and positive impacts for communities. Last November our supply chain and contractors gathered in Glasgow to commit to a delivery charter which commits all those working on the 2030 programme to a series of key working principles, including a focus on leaving a legacy and positive impact in the communities where infrastructure will be hosted.

The 11 businesses named on the charter included Balfour Beatty, Burns & McDonnell, Hitachi Energy, IQA Elecnor, Linxon, OMSI, Morrison Energy Services, Murphy, NKT, Siemens Bam and Wood. They will be critical to delivering for net zero and leaving a positive lasting legacy in communities.



# Housing legacy

Photo 1950 Laying the foundation stone, No1 Hydro House Cairndow



Almost a century ago the arrival of hydro power revolutionised the way of life in the north of Scotland, delivering electricity to many rural homes for the first time while also providing housing across the region for our workers.

Many of these homes still stand today, a reminder of the legacy of hydro power that holds resonance as we embark on another major project to deliver clean energy to households.

We committed to the development of at least 200 properties across the north of Scotland, which upon completion of the projects, will be handed to local organisations to provide accommodation for local people, delivering a lasting legacy for future generations.

This is expected to include new and renovated homes, as well as fully serviced sites for temporary accommodation camps for workers, delivered to the standard required to support future housing and wider economic development activities.

To help inform our accommodation strategy we have been engaging with Local Authorities and wider stakeholders to help identify local property needs in location of projects, including to help address the rural housing crisis.



# Positive environmental legacy

Scotland's transmission network has a strategic role to play in supporting the delivery of a net zero transition by connecting the renewable energy needed to enable our climate change targets and strengthen home grown energy security. But we are conscious that this should not be the only driver.

We recognise that as we consult, develop and maintain the network our work interacts with sensitive and precious habitats and with this a responsibility to design, build and operate our assets that protect and enhance the natural environment in a way that benefits the environment alongside local communities.

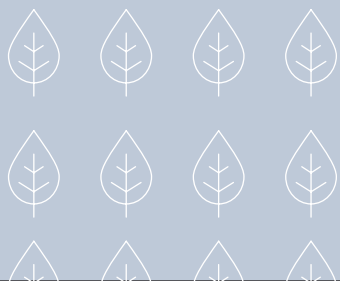
## Bio-diversity net gain

As the first developer in Scotland to consult upon and implement an approach to deliver Biodiversity Net Gain (BNG) on all new sites, we're committed to delivering a "greener grid", focusing on habitat restoration and creating biodiversity growth as we invest in our network. Our commitment to deliver BNG ensures that we don't just restore our natural habitats but actively improve them for the benefit of local communities, wildlife, flora and fauna.



## Delivering a 60% gain at Rothienorman substation

As part of our commitment to biodiversity net gain, we've created habitats which will deliver a significant improvement in biodiversity as we upgrade our Rothienorman substation, a critical part of wider East Coast reinforcement works. This has been done primarily through the planting of native species which will further reduce the visual impact of the substation as well as enhancing the local environment. Boxes have also been added to the site to provide enhancements for bats, birds and insects, with hibernacula features created close to the ponds for amphibians.



## Our woodland commitments

SSEN Transmission supports and is committed to a “no net loss” approach in woodland cover on new projects, delivered through our commitment to compensatory tree planting. In circumstances where it is not possible to avoid impacts due to location or operational requirements, our policy ensures that trees are only removed as a last resort. Our compensatory planting approach ensures that any loss is replaced with a higher quality species where possible (native broadleaves) to enhance local ecosystems and create a net gain on biodiversity measurement.



## Our partnership with Argyll and the Isles Coast and Countryside Trust (ACT)

Our partnership with ACT and Argyll and Bute Council is delivering some of our compensatory tree planting commitments through our Argyll network reinforcements, whilst supporting ACT’s charitable community objectives. This proposal seeks to protect, enhance and extend Scotland’s Historic Rainforest in Argyll. This partnership is also enabling a number of local benefits including employment of a woodland officer, outdoor learning opportunities, use of local supply chain, health and wellbeing improvements for local people and climate change workshops. The project was nominated for three prestigious awards in the past few years due to its sector leading approach.





# SSEN Transmission community benefit fund

**Following an extensive stakeholder consultation exercise in 2023, we will launch our first community benefit fund in 2024 which will have the ability to fund a range of community projects across the north of Scotland.**

**Our Community benefit fund plans involve two elements:**

## Regional fund

The regional fund will consider applications from projects anywhere in the north of Scotland region which is covered by SSEN Transmission. We anticipate that regional projects will be of higher value and have a greater transformational impact. We are currently recruiting an independent panel to take decisions on applications for this regional to align with the priority areas of people, place and fuel poverty.

## Local

The local funds will be solely for communities who are situated close to new infrastructure. We're working on a strategy for delivery of this fund, and more information on how we plan to administer this will be published once determined.

Local communities will be able to apply for both elements of the fund.

Our consultation last Summer showed over 70% of respondents were supportive of the initiative. The six-week long consultation invited stakeholders from across the north of Scotland to share their views on our initial plans for the fund. The consultation received around 140 responses from local authorities, community members and other interested parties.

Applications for SSEN Transmission's initial £10m community benefit fund will open by September 1st 2024. This first round of funding will see up to £2m awarded to regional projects towards the end of the year. We will confirm more details on the launch of the local element of the initial fund in due course.

## Further funding for communities delivering for net-zero

Following the UK Government community benefit announcement in November 2023, SSEN Transmission expects over £100m of wider community benefit funding to be available from our Pathway to 2030 programme to local communities across the north of Scotland. This significant pot of funding will enable lasting legacies to be delivered across the region, helping communities prosper.

As a stakeholder led business, we will take learning from our consultation, and guidance from UK Government, expected at the end of June, and Ofgem as we work up the details of the fund. Our ambitious investment plans and indications from Government mean we expect the value of the community benefit fund to be over £100m. We will work with communities and partners to maximise the impact that this can have.

