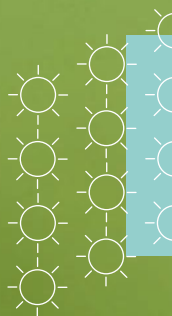
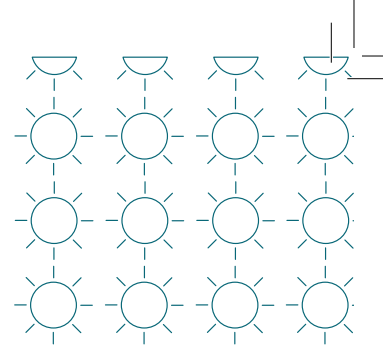


Sustainability Strategy





About the Sustainability Strategy

At SSEN Transmission, our priority is to deliver a network for net zero, unlocking the north of Scotland's potential as a renewable energy powerhouse.

Clean power depends upon a safe, reliable and resilient electricity transmission system that connects homes and businesses with renewable generators. The north of Scotland, with its vast renewable energy resource, plays a critical role in the energy transition. Our ambition is for our network to have the capability to meet 20% of Great Britain's demand for clean power by 2030. This means investing to grow the network, while working with our stakeholders to ensure the transition is fair and sustainable.



We recognise that the unprecedented pace and scale of network expansion will have impacts on communities, on the natural environment, and on the climate. The approach we take to delivering a network for net zero will determine whether those impacts are positive or negative.

We are committed to leaving a positive legacy, for people, the environment, the economy, and our wider world.

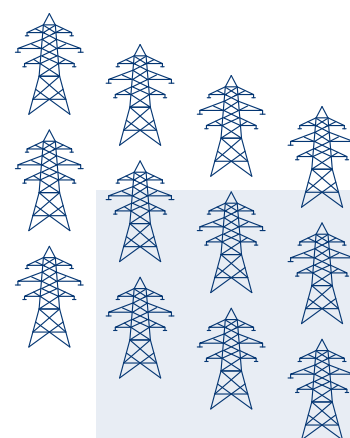
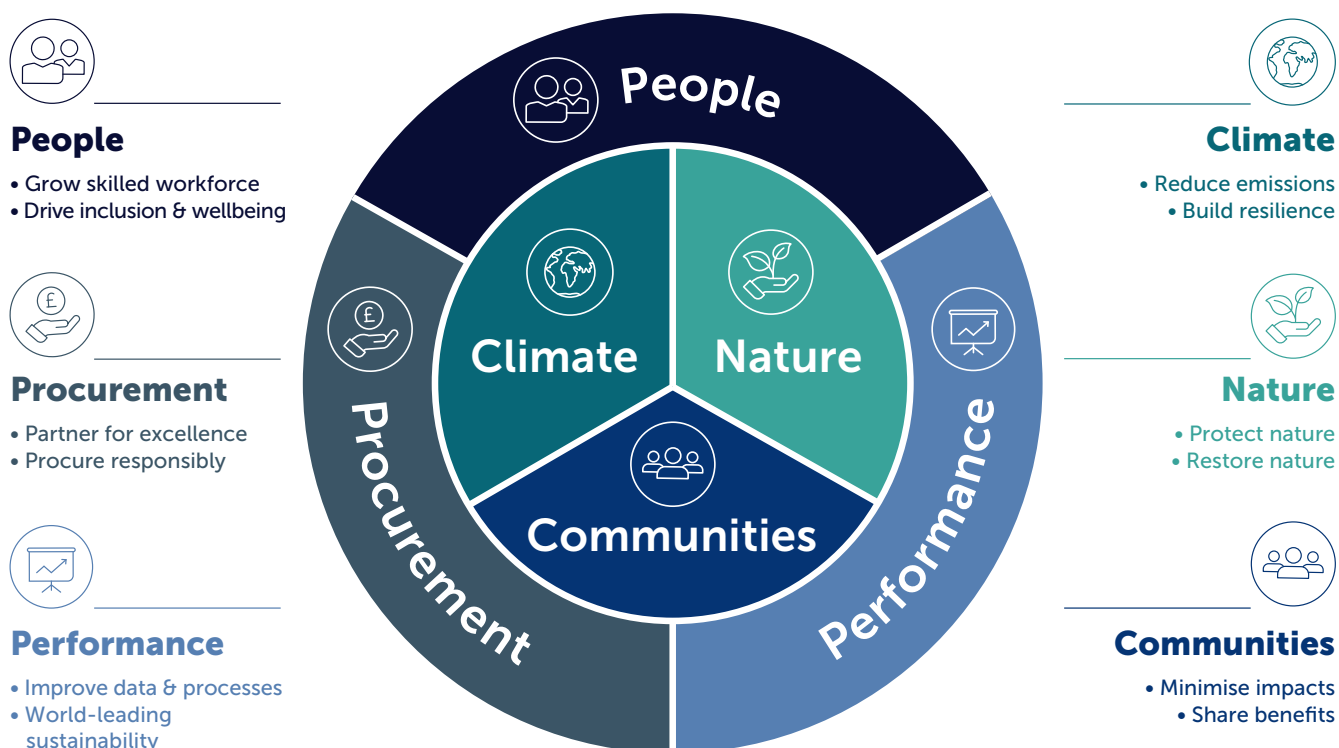
Our new **Sustainability Strategy** sets out our priorities for a transition that is fair and sustainable. Developed through an inclusive and evidence-based process, this Strategy informs our decision making and action up to and including 2030.



The new Strategy aims to:

- **Build** on strong foundations, evolving our ambition on climate change, nature, and communities;
- **Power** sustainability leadership through a refreshed focus on procurement, people, and performance; and
- **Connect** to global sustainability ambition, best practice standards, and the latest science.

This Strategy focuses on our most material areas of impact (climate, nature, and communities) and on how we deliver against them through procurement, our people, and our systems, processes and performance management. In doing so, it demonstrates world-leading ambition whilst recognising the urgency of delivery.

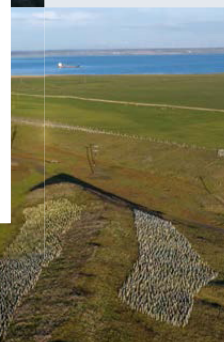
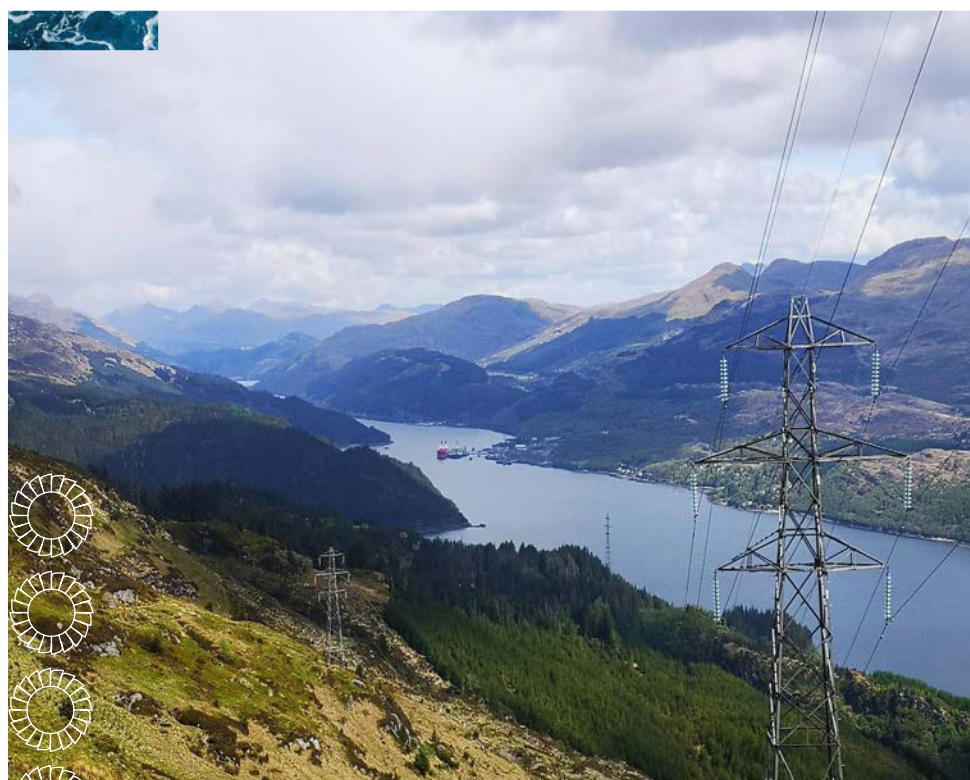


Our commitments

Focus Area	Goal	Hero Commitment
Climate	Actively reduce our emissions whilst building a resilient network for a climate-changed world.	<ul style="list-style-type: none">• Reduce scope 1 & 2 GHG emissions by 46% by 2029/30 in line with a 1.5° warming limit.• Reduce scope 3 GHG emissions in line with best practice standards.
Nature	Take a nature positive approach, to protect and restore nature.	<ul style="list-style-type: none">• Deliver 10% biodiversity net gain and leave a positive lasting legacy for nature.• Be industry leaders in marine habitat monitoring and restoration by 2030.
Communities	Ensure benefits are shared with communities and any adverse impacts are minimised.	<ul style="list-style-type: none">• Deliver our community benefit fund from 2024 and support communities to access funding for local priorities.• Leave a positive community legacy by delivering hundreds of homes by 2030.
Procurement	Forge partnerships for excellence in procurement, ensuring responsible sourcing.	<ul style="list-style-type: none">• By 2027, deliver local, social and economic benefits on every project, and strive to maximise suppliers located in the north of Scotland.
People	Grow our skilled workforce and continue to drive inclusion and well-being.	<ul style="list-style-type: none">• Develop and implement a Just Transition Workforce plan by 2026.
Performance	Understand our impacts from a global to local scale by enhancing data and processes.	<ul style="list-style-type: none">• By 2030, assess our impacts on planetary boundaries.

How we created this Strategy

The Sustainability Strategy was developed in line with global best practice. To create the Strategy, we carried out a “double materiality assessment” to determine what topics or issues are most material or significant for us, and where we can and do have the biggest impacts, both positive and negative. The development of the Sustainability Strategy also included commissioning external research on best practice from the University of Strathclyde, extensive engagement with over 150 stakeholders and stakeholder groups, and a collaborative process with colleagues at all levels across SSEN Transmission.



Contact us

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www.ssen-transmission.co.uk