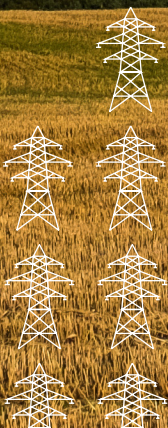
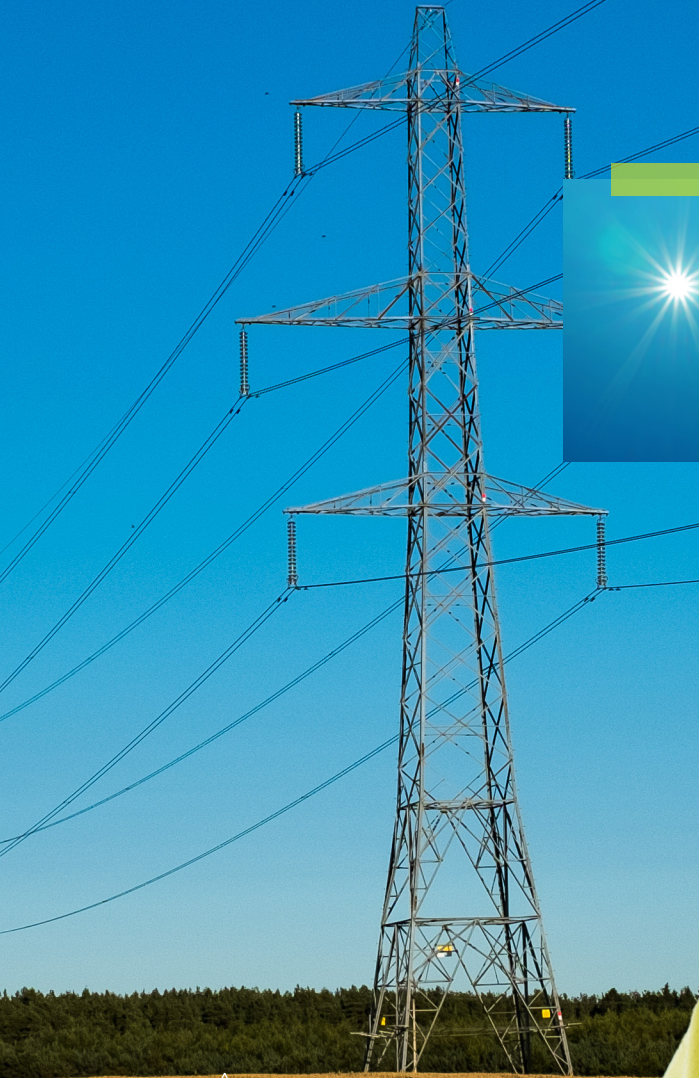
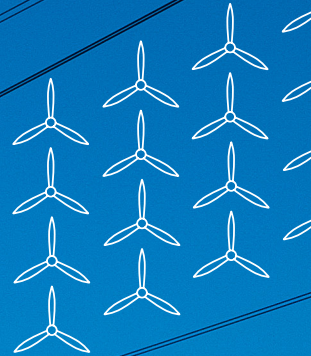




Scottish & Southern
Electricity Networks

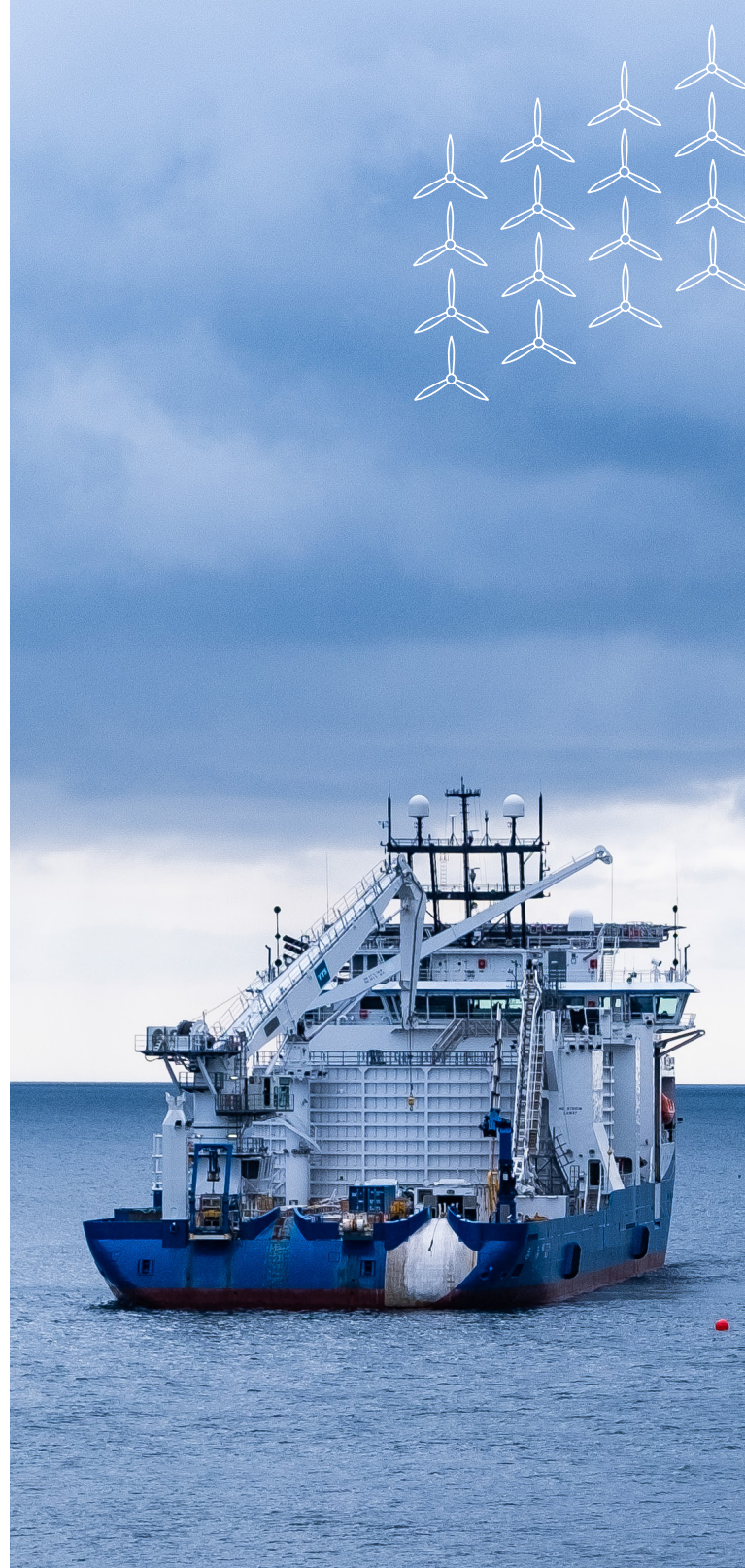
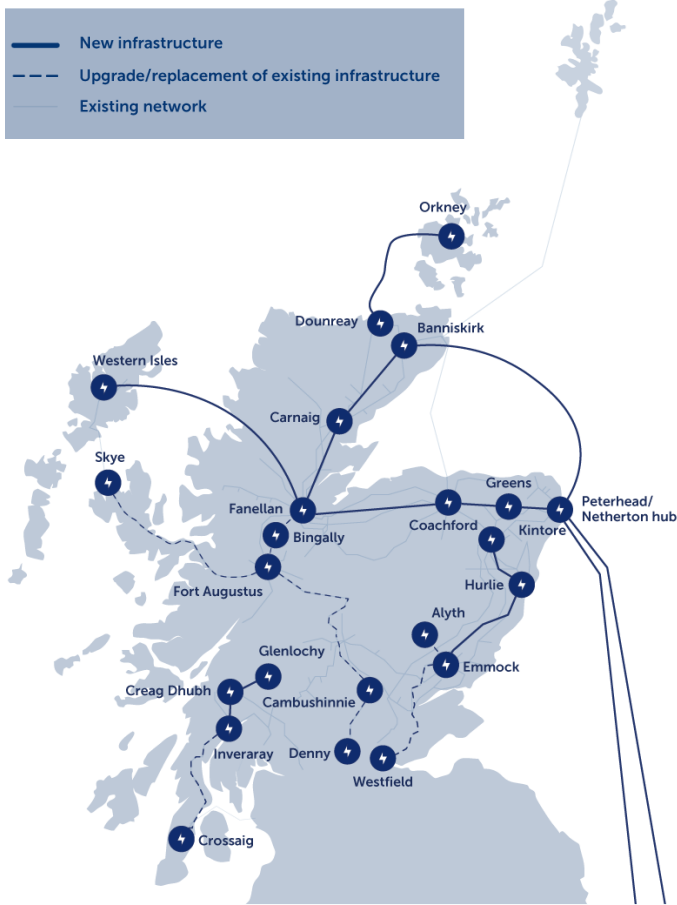
TRANSMISSION

Delivering legacy benefits through pathway to 2030 projects



Investing for net zero

We are investing over £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 and supporting over 37,000 jobs in the UK with over 17,000 of those in Scotland. 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.





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 1,000 new homes to help alleviate regional housing challenges 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. In the last 12 months (2024/2025) we directly created **400 new jobs** with a range of roles and entry routes available, with a similar intake expected in 2025/26.

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

Industrial Cadets Sponsorship

The Industrial Cadets pathway enables students to develop critical skills to get them work ready whether they choose a career in STEM or not, explore a range of STEM subjects and career pathways while receiving support from our knowledgeable industry mentors and employers. Hundreds of schools across the north of Scotland were invited to sign-up to a new initiative, which will allow pupils the opportunity to get involved with sessions carried out with schools to help inform them about the challenges of the electricity network, and what needs to be done to help create a network for net zero which will help secure power for generations.

Industrial Cadets is a widely recognised accredited awards scheme, patroned by the King, increasing diversity and inspiring young people through industry-based experiences to become part of the workforce of the future with five levels from Challenger through to Platinum.

Spotlight

Our Suppliers

The contractors for our projects will also deliver lasting benefits to communities and we will work with them to ensure a coordinated, positive social and economic 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 maximising the opportunities for using the services of local businesses.

Working with our supply chain

We are working with our supply chain to ensure a coordinated approach to delivering the Pathway to 2030 projects and positive impacts for communities. Our supply chain and contractors assigned up 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 includes 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

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.

Workers' accommodation will be required to deliver our Pathway to 2030 projects, and we are aiming to create a legacy in the communities that will host our workforce by delivering housing that will support local need when the projects are completed.

We have developed a Housing Strategy which has pledged to support the delivery of more than 1,000 new homes across the north of Scotland and play a significant role in alleviating the region's housing challenges.

Developed over the last year in collaboration with contractors, local authorities, registered social landlords and other housing organisations, the strategy details several delivery models that will be used to achieve its ambitions.

This could also be used as a template by other infrastructure developers, driving housing development in the communities where their projects are based.



Photo 1950 Laying the foundation stone, No1 Hydro House Cairndow





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.

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.

