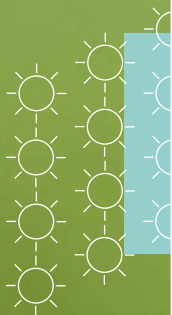
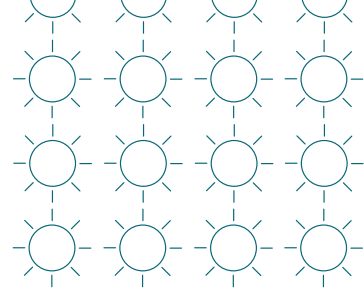


Sustainability Strategy

Pathway to 2030





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.

The Pathway to 2030 and 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.

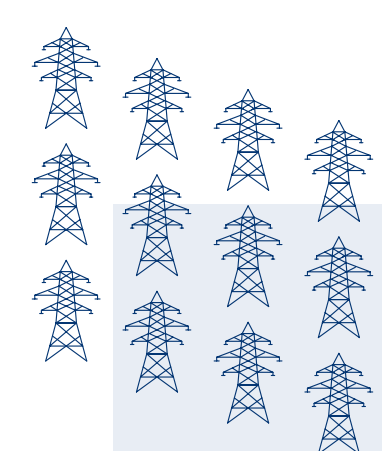
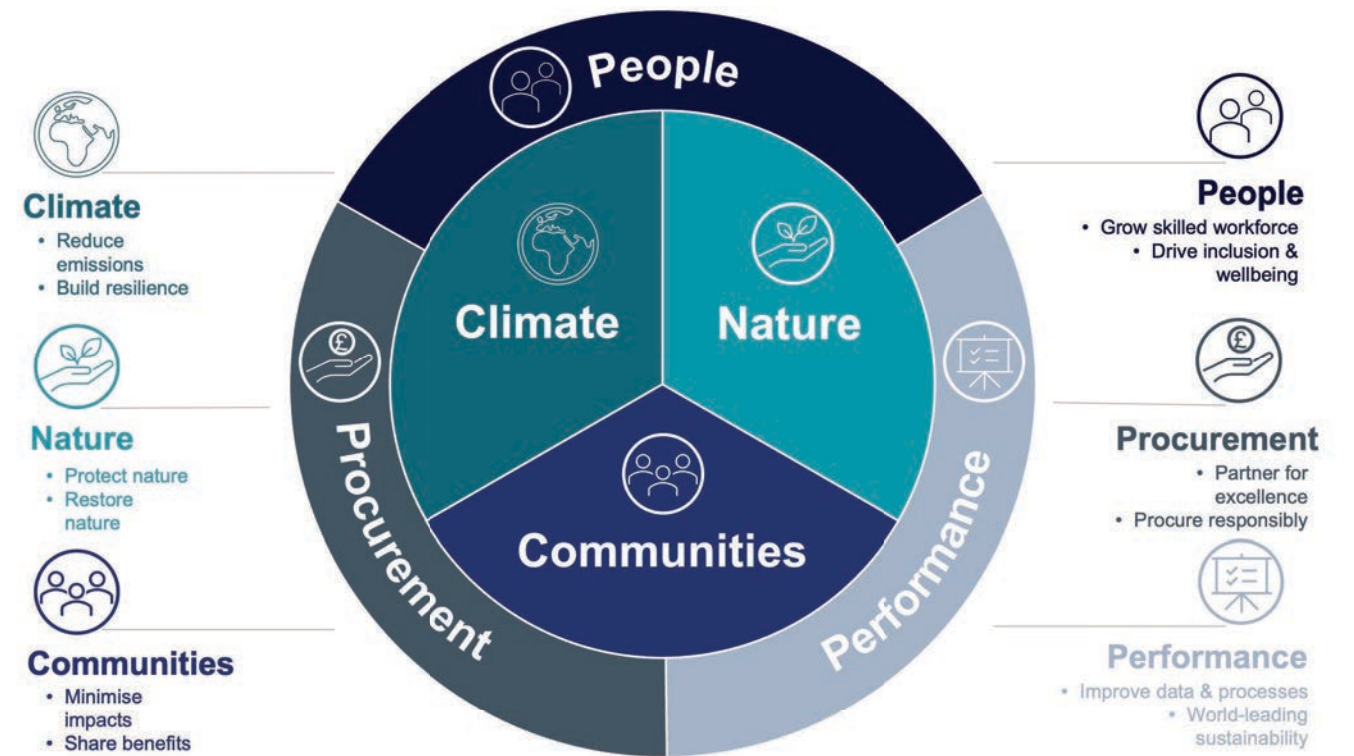
Our new **Sustainability Strategy** sets out our priorities for a transition that is fair and sustainable. Developed through an inclusive and evidence-based process, this Strategy informs our decision making and action up to and including 2030.



The new Strategy aims to:

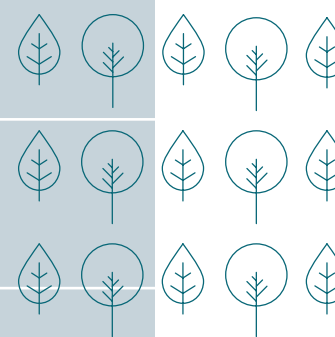
- **Build** on strong foundations, evolving our ambition on climate change, nature, and communities;
- **Power** sustainability leadership through a refreshed focus on procurement, people, and performance; and
- **Connect** to global sustainability ambition, best practice standards, and the latest science.

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.



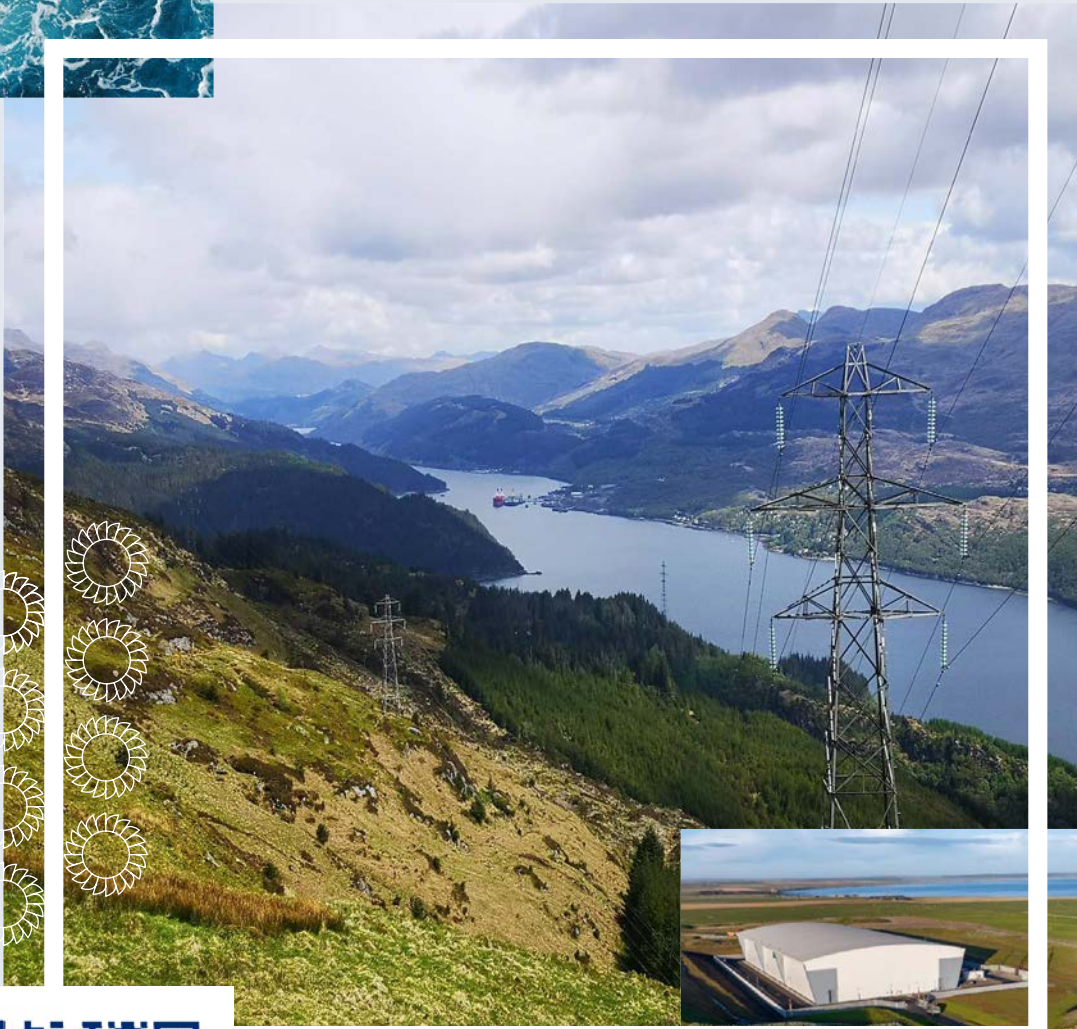
Our commitments

Focus Area	Goal	Hero Commitment
Climate	Actively reduce our emissions whilst building a resilient network for a climate-changed world.	By 2030 cut GHG emissions in line with our pioneering science based target to limit warming to 1.5°.
Nature	Take a nature positive approach, to protect and restore nature.	Grow our biodiversity net gain (BNG) ambition, establishing ourselves as pioneers in marine BNG by 2030.
Communities	Ensure benefits are shared with communities and any adverse impacts are minimised.	Leave a positive community legacy by delivering hundreds of new and upgraded homes by 2030 and the launch of our Community Benefit Fund in 2024.
Procurement	Forge partnerships for excellence in procurement, ensuring responsible sourcing.	Deliver social and economic benefits on 100% of projects and strive to maximise suppliers located in the North of Scotland.
People	Grow our skilled workforce and continue to drive inclusion and wellbeing.	Implement a Just Transition Workforce Plan by 2026 to grow our skilled workforce in a just and sustainable way.
Performance	Understand our impacts from a global to local scale by enhancing data and processes.	By 2030, measure our impacts against planetary boundaries, in line with world-leading science.



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