



Southern Electric Power Distribution plc

Scottish Hydro Electric Power Distribution plc

Compliance Annual Report (AIDNO) 2024/25

1. Introduction

This report is for the year to 31 March 2025, as required by Standard Licence Condition 42A.17 of the electricity distribution licences of:

Southern Electric Power Distribution plc (SEPD), and

Scottish Hydro Electric Power Distribution plc (SHEPD)

The report summarises the licensees' compliance with the Specific Obligations and provides an update on the implementation of the practices, procedures, and systems adopted in accordance with the AIDNO Statement of Compliance which is published on the Scottish and Southern Electricity Networks (SSEN) website. In addition, the report details the activities of the Compliance Officer throughout the year including reference to any investigative work undertaken.

As such this report should be read in conjunction with the current AIDNO Statement of Compliance and the Business Separation Compliance Officer's Report 2024/25 (provided by Henderson Loggie LLP), both of which are published on the SSEN website.

2. Compliance with the Obligations

2.1 Review Work

SEPD and SHEPD have demonstrated compliance with licence condition 42A, through the business separation review work undertaken by the Business Separation Compliance Officer, Group Compliance and Distribution Business Assurance during 2024/25. The Group Compliance function is independent of the operations of SEPD and SHEPD and the Board of each of SEPD and SHEPD, and it reports directly into the General Counsel directorate (as part of Corporate Services) of SSE plc. Distribution Business Assurance is a specialist team carrying out regular assurance checks on behalf of the Distribution business management.

From the review work undertaken, no significant issues were identified, and overall indications are that staff are aware of the need to ensure practices, procedures and systems prevent any AIDNO from having access to Confidential Information except and to the extent that such information:

- a) is made available on an equal basis to all Electricity Distributors;
- b) is referable to a customer who at the time to which the information relates was a customer of the Affiliate IDNO; or



c) is of a type that has been confirmed by the Authority in writing as corporate information.

In addition, there have been no reports of instances of cross subsidy breaches between SEPD or SHEPD and other Affiliates or Related Undertakings, as evidenced through the annual EU Cross Subsidy report prepared by SEPD and SHEPD which is reviewed by external auditors, Ernst & Young LLP, using agreed audit procedures and sent to The Office of the Gas and Electricity Markets Authority (Ofgem).

The Business Separation Compliance Officer role, as stipulated in Condition 42A.13, was performed during reporting year 2024/25 by the external audit firm Henderson Loggie LLP. Between April 2024 and March 2025, the Business Separation Compliance Officer has had full and open access to SEPD and SHPD staff and documentation to complete this work. Throughout the financial year, regular meetings have been held with key stakeholders from the business, Distribution Business Assurance, Distribution Regulation and Group Ethics to assist the Business Separation Compliance Officer in monitoring ongoing business separation compliance. As part of the role, the Business Separation Compliance Officer has assessed the robustness of SEPD and SHEPD's managerial and operational independence, systems, branding, staff transfers, training arrangements, protection of Confidential Information and complaints for the purposes of facilitating compliance. A summary assessment has been captured in the Business Separation Compliance Officer's annual report and presented to the Board of each of SEPD and SHEPD. No issues were identified within this report, with the Business Separation Compliance Officer satisfied that SEPD and SHEPD continue to comply with their stated business separation policy by implementing and enforcing procedures and controls commensurate with that policy.

The report also acknowledges the independent review work of Group Compliance which highlighted one finding with actions that have already been partially completed, with the remaining elements due for completion by the end of June 2025. This related to a single site failure with respect to visitor passes which could give access to a general Distribution workspace. Review work also highlighted five observations relating to records of staff transfers and exemptions, updates needed to business separation procedures, documentation of systems on the Master Register of Information Owners and the internal Business Separation Officer email box. It should be noted that the re-appointment of the External Business Separation Compliance Officer is considered by the Board every year normally during Quarter One of the financial year. The role was tendered for during 2024 and Henderson Loggie were successful in that process and appointed again to the role.

2.2 Managerial and Operational Independence of SEPD and SHEPD

To maintain the full managerial and operational independence of the Licensees, the two businesses are managerially and operationally run under the governance of the Boards of SEPD and SHEPD and independently from other SSE plc interests.



The Boards of SEPD and SHEPD have a common set of directors for both companies. The purpose of the Boards is to set the strategic aims, supervise the management and monitor performance of the Licensees. Currently, both Boards comprise three executive directors and five non-executive directors. Executive directors are wholly engaged in the day-to-day management and operation of the Licensees and not involved in the activities of any other affiliates or related undertakings. Two of the non-executive directors are Sufficiently Independent Directors as required by the terms of the Distribution Licence. The non-executive Chair is also an executive director of SSE plc Board. Corporate governance procedures, which have been advised on by the Business Separation Compliance Officer for the purpose of maintaining managerial and operational independence, are in place between the Boards of SEPD and SHEPD and the SSE plc Board. The terms of reference for the Boards of SEPD and SHEPD and capital authorisation corporate policy are regularly reviewed to maintain the independence of the Boards and reinforce the corporate governance procedures. The performance of the Licensees is reported to the SSE plc Board.

During 2024/25, the day-to-day management of the distribution businesses was co-ordinated through the Distribution Executive Committee (DEC) which reports to the Boards of SEPD and SHEPD. The DEC is responsible for ensuring every part of the distribution businesses operates in a safe, responsible and efficient manner, including compliance with relevant legislation and regulations. Staff are directly employed by either SEPD or SHEPD, or under contractual agreements that include confidentiality provisions.

2.3 Systems and Confidential Information

No significant system changes were implemented during the financial year. Controls are in place to ensure access to information and systems is restricted. The Distribution Business Assurance team have continued to conduct business separation routine checks to ensure access controls to confidential information are being adequately applied in new systems and system changes. Nine IT systems access control reviews were undertaken in Distribution last year by the Distribution Business Assurance team. No issues were identified during these reviews with respect to the AIDNO, and this programme of regular assurance checks provides confidence in the business's ability to identify any potential access control weaknesses.

Procedures for managing access controls to Distribution premises and office areas continue to be maintained to ensure clarity of processes and consistency in approach.

Regular assurance checking of controls applied across the businesses have been performed by the Distribution Business Assurance team. Eight site access control reviews were completed during 2024/25. The combination of these measures has ensured continued focus on business separation arrangements throughout the year, especially on access to confidential information across Distribution.

2.4 Branding



SEPD and SHEPD currently uses the common brand of “Scottish and Southern Electricity Networks” (SSEN), which is also used by Scottish Hydro Electric Transmission plc, in its day-to-day operations to maintain a separate identity from other parts of SSE plc. Equipment, facilities/property, fleet, staff uniforms, identity cards and stationery are clearly marked with this branding. SSE Enterprise and the AIDNO operate under completely separate brands with no overlap. Over the last 12 months no issues have been reported that are relevant to AIDNO branding.

2.5 Staff Transfers

A formal process for identifying and reporting key staff transfers from SEPD or SHEPD to the other SSE plc group businesses exists. Any transfers of concern (i.e. those that may impact business separation) are risk assessed and where appropriate notified to the internal Business Separation Compliance Officer (internal BSCO) who may then discuss with the external Business Separation Compliance Officer (Henderson Loggie LLP) and the Board of each of SEPD and SHEPD as necessary. During 2024/25, there were no transfers of concern relating to the AIDNO.

3. Breach Reporting and Complaints

In accordance with internal practices and procedures, any business separation breaches and complaints of this nature are required to be directed to the internal BSCO, who works in conjunction with the Business Separation Compliance Officer in the provision of advice to Networks Businesses on business separation. No material reports relating to breaches or complaints for SEPD and SHEPD associated with the AIDNO were received by the internal BSCO during 2024/25.

4. Staff Training

Networks Business Separation training continues to be provided via an e-learning module which sits on the SSE Group training platform and is rolled out to all SEPD and SHEPD staff, including new starts and any relevant contractors. In addition, due to the importance of business separation across the SSE Group, most Corporate staff and senior management from other SSE businesses are required to undertake the training. This approach ensures a high level of staff awareness and understanding of business separation requirements. E-Learning content, which includes the AIDNO, is reviewed on an ongoing basis. The completion of this training is mandatory for key personnel and its uptake is monitored and reported to management. To ensure ongoing compliance, relevant staff are required to undertake regular training, normally each financial year. The Distribution Business Assurance team monitor and report on the status of staff training on Business Separation to senior management, including the DEC and the senior leadership team.

The above training is supported by formal procedural documents which provide detailed guidance to Distribution staff on the required processes for managing access to IT systems and premises related to SEPD and/or SHEPD, handling staff transfers, raising business separation queries and reporting potential breaches to the internal BSCO. These procedures have been reviewed, updated and extended in places to facilitate staff understanding and ensure appropriate action is taken in the event of any business separation issue. A dedicated, internal Business



Separation mailbox continues to operate to facilitate the management of queries and reporting of potential issues by staff. Overall, the above measures ensure there is a continued focus on maintaining business separation awareness and required arrangements throughout the year.

The businesses continue to utilise an internal application (known as i-Comply) which captures key regulatory and legislative obligations applicable to Distribution business operations in a single system and ensures that legislative and regulatory change is managed. This system is designed to assist managers and staff in their understanding of key rules, including business separation requirements, via rule content summaries, the identification of affected business areas and allocation of business owners to each rule.

5. Contact

Queries relating to this report should be addressed to:

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Scottish and Southern Electricity Networks is a trading name of: Scottish and Southern Energy Power Distribution Limited Registered in Scotland No. SC213459; Scottish Hydro Electric Transmission plc Registered in Scotland No. SC213461; Scottish Hydro Electric Power Distribution plc Registered in Scotland No. SC213460; (all having their Registered Offices at Inveralmond House 200 Dunkeld Road Perth PH1 3AQ); and Southern Electric Power Distribution plc Registered in England & Wales No. 04094290 having their Registered Office at No.1 Forbury Place, 43 Forbury Road, Reading, RG1 3JH, which are members of the SSE Group.
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