



**SCOTTISHPOWER**

## Corporate Structure

ScottishPower is an integrated energy company with generation, energy supply, transmission and distribution businesses in the UK. It is part of Iberdrola S.A. which is a leading world energy company with a presence in over 40 countries.

ScottishPower is organised into three operating divisions:



**SP ENERGY NETWORKS**

### **SP Energy Networks**

Responsible for owning and running electricity transmission and distribution networks in Southern and Central Scotland, and the distribution network serving Merseyside and North Wales. We serve around 3.4m customers in total in our two operating areas.



**SCOTTISHPOWER**  
Energy Wholesale

### **Energy Wholesale**

Responsible for wholesale energy trading and fossil fuelled generation (renewable generation is the responsibility of ScottishPower Renewable Energy Limited, the UK subsidiary of Iberdrola Renovables).



**SCOTTISHPOWER**  
The Energy People

### **Energy Retail**

Responsible for the supply of electricity and gas to over 5m homes and businesses in the UK.

Our approach to Corporate Responsibility is embedded through all levels of our organisation – from our Chief Executive to the day to day operations.

The Chief Executive Officer (CEO) of ScottishPower has overall accountability for our Corporate Responsibility strategy and performance. He is assisted in this task by members of the Executive Team, who also act as Impact Leaders and are charged with driving performance and ensuring that corporate responsibility and strategic objectives are aligned – at operational level and in our future plans.

Adopting a 'leadership approach' ensures responsibility for management sits within the appropriate business areas and Corporate Responsibility is part of our daily business operations. Senior leadership of our 12 Impacts also ensures that our future aspirations align with what we do today.

Corporate Responsibility is about developing the strength of our business, while respecting the needs of our stakeholders. It involves managing the potentially negative impacts of our business on society, while leveraging our activities to create benefits for communities, customers, employees and the environment. We remain committed to being a socially responsible company with best practice in corporate governance, business topics and respect for the environment. This commitment creates a sense of belonging and trust amongst stakeholders.



**The Capenhurst Energy Innovation Centre**



**The Trust**

The management of the Capenhurst Energy Innovation Centre will be overseen by a not-for-profit trust.

**Membership**

The Trustees will select Members to become part of the Centre whom they submit detailed proposals to.



**POWER WISE**



working with the communities we serve

## Education in the community

We work with local communities in our geographical areas to support and help young people make the move into the workplace. During 2008 our staff supported various community-based education programmes.

### Skill-seekers

Our skill-seeker programme helps young people make the transition into the world of work.

We provide opportunities for young people to gain experience in a wide range of roles including **business administration, engineering and electrical installation.**

Engineering placements at Yale College, Wrexham are also offered.



Skill-seekers is an on-going programme and we're delighted that the success rate of those leaving our programme into employment or further education remains extremely high.

### Young Apprenticeship Programme

This programme runs for two years and provides young people with an opportunity to gain a City & Guilds award which is the equivalent to two GCSEs. The programme also provides a distinct opportunity to build a future career in engineering.

For example, working in partnership with Fazakerley Engineering Specialist College and Frodsham High School, we have implemented a programme offering placements to 15 year- old students.

### Prince's Trust Team Programme

During 2008 we delivered a number of programmes designed to assist young people and long-term unemployed gain employability skills. This 12-week programme has elements of community project work as well as work placement and community challenges. One recent example of a community project is Wallasey 11. This team renovated a garden at a community care home in Bebington. Support and materials for the project were supplied by SP Energy Networks.

### Supporting Innovation

SP Energy Networks confirmed backing with the North West Development Agency (NWD) and other UK electricity companies for a new Energy Innovation Centre (EIC) at Capenhurst. The EIC is a world class incubation unit for bringing new energy ideas and businesses to market. Britain's brightest sparks are invited to pitch their ideas for developing new energy technologies and products to a Dragon's Den style committee. The best win investment and support to take their ideas all the way to market. It is anticipated that in the first two or three years at least 18 members will set up new businesses at the Energy Innovation Centre, creating 60 or more jobs.

## Providing real life working experience

A critical part of all of our education programmes is the involvement of our staff. Whilst there are tangible benefits for the young people taking part in the programmes, our own employees also benefit in many ways.

### Engineering Scholarships

This is a programme for under graduates who join the organisation during their summer break from University. Students are mentored by staff and are paid for vocational work. It provides experience in the engineering field helping to train future engineers whilst giving them practical experience in an engineering organisation. Target universities are: Strathclyde in Scotland and UMIST (Manchester).

### Celebration of Engineering

Budding engineers of school age are encouraged to take part in the Scottish Council for Development and Industry Celebration of Engineering. School children from across Scotland take part to showcase their work, compete for prizes in innovation and take on challenges set by leading engineering companies. The challenges for 2008 were co-ordinated and supported by SP Energy Networks Graduates.

Young Engineers from Peebles High School are pictured tackling the Energy Networks task; they went on to win the Challenge event.



### Graduates and Apprentices

Community projects for Graduates and Apprentices also provide hands on experience. An example of this being the project management of the replacement of unsafe lighting at the ground of an amateur football club, Symington Tinto AFC, in South Lanarkshire. The end goal was to achieve a safe lighting scheme that would operate in an energy efficient manner, within the running costs of the club, and all within a 6-week period. We supplied material and labour with a contractor supplying the lighting. The required work was carried out under the supervision of our training staff.

In addition to the lighting work our graduates arranged a Powerwise Safety Education visit to the primary school adjacent to the ground to ensure local children understood the potential dangers of playing near electricity and construction sites.



## Health & Safety in the Community

In 2008 our innovative PowerWise education programme scooped the Community Initiative of the Year award at The Utility Industry Achievement Awards 2008.



The PowerWise Classroom Education Programme is aimed at teaching primary school children aged 4 to 11 years of the potential dangers of electricity in the home and outdoors environment.

Teams of child-friendly health and safety experts take the safety lesson into school with the help of Sparky - a puppet crow in a hard hat.

We invest in a team of school teachers take Sparky along on visits to schools to explain the dangers of electricity and how to avoid risks both within and outside the home.

*"It was cool; full of facts; easy to understand; entertaining; learnt lots of facts about electricity; I now know how to keep myself safe; told me what not to do." Pupil at Upton Westlea Primary, Chester*

*"Programme presented brilliantly - visual aids were effective and presentation was both funny and informative. Resource pack provided was also of excellent quality and we are looking forward to using it within the classroom" Carmyle Primary, Glasgow*

Our safety education programme, extends to an interactive website called PowerWise. This site, available in both Welsh and English, can be found at [www.powerwise.org.uk](http://www.powerwise.org.uk). It is packed with lesson plans, interactive games and electricity information that both teachers and parents can use. It is aimed at two age ranges 5-11 years and 12-16 years.

A teachers resource pack is also available and provides a full range of safety information and posters. The resource pack is also available in both Welsh and English.

## Safety Education Centres

Our employees also host safety presentations at dedicated Safety Education Centres, Dangerpoint in North Wales and The Risk Factory in Edinburgh. These centres attract large groups of children on organised school visits and members of the public are invited to visit the centres for a nominal entrance fee.

### SP Energy Networks website

Our website [www.sppowersystems.co.uk/Safety](http://www.sppowersystems.co.uk/Safety) provides a whole host of information explaining the dangers of electricity. We also have available a number of publications videos and CD's giving general public safety advice as well as targeted advice for the Emergency Services, Contractors and those working in Agriculture.

## Crucial Crews

Educating children about safety risks doesn't stop there. Our employees volunteer along with the Emergency Services to convey vital electrical safety messages to thousands of school children each year through the Classroom Education Programme Crucial Crew.

## Looking after the environment - A partnership approach

We attach great importance on the effect our works may have on the environment and aim to contain and reduce the impact of our activities.

From the very early development of our works we engage in environmental consultations with a wide variety of stakeholders to ensure our actions do not cause significant adverse effects to national and regional listings of rare and sensitive species.

This is achieved through development of appropriate conservation management plans to minimise adverse effects and provide appropriate enhancement or mitigation measures.

Our approach includes:

- **Sites of Special Scientific Interest**  
Work scheduled for a new overhead line from Windyhill to Dalmaalley the work due to start in April was delayed to avoid the breeding season of golden eagles nesting in the area.
- **Tree Management**  
Working with Forest Enterprise to agree a programme of work which benefits customers by clearing trees from overhead lines to reduce interruptions and replacing plants with those more suited to that particular environment.

## Reducing our environmental impact whilst delivering for our customers - for example ...

- **The undergrounding of a cable via a tunnel in the centre of Edinburgh.** Consultation and co-operation with the public was vital. Therefore, a Visitor Centre was set up to enable the local community and other parties to speak with the project team. A "name the tunnel" competition was also organised with the local primary school. The overall result was secure supplies, minimised disruption and reduced environmental impact.
- A 1.5km route for a cable pipeline was drilled beneath the Dovey Estuary using impressive directional drilling techniques to avoid disturbance to a site of Special Scientific Interest for wading birds and wildfowl.





### "Charlotte's Volt Hole"

Charlotte, winner of our name the tunnel competition being awarded with her prize

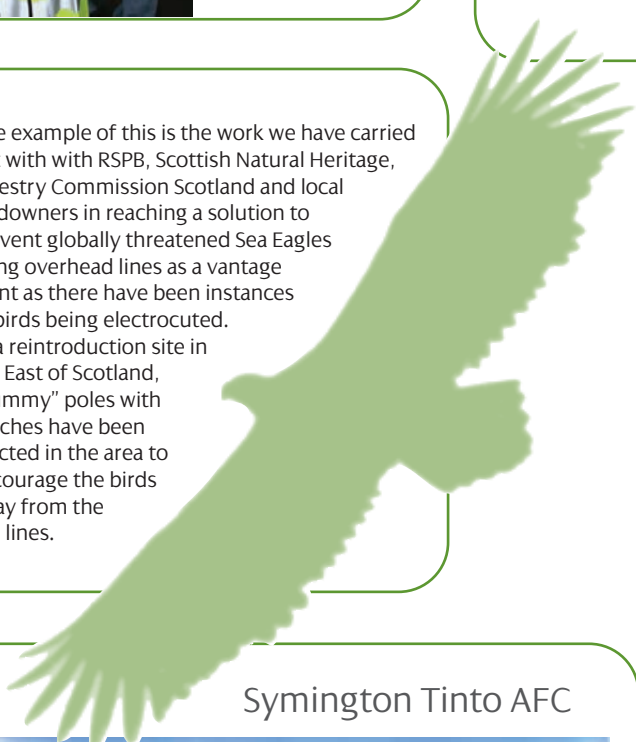
### ScottishPower & St Helens Council



#### Keep Britain Tidy ENCAMS award for innovation 2008

Approx 100 substations cleared and coated in St Helens in partnership with Restorative Justice

One example of this is the work we have carried out with RSPB, Scottish Natural Heritage, Forestry Commission Scotland and local landowners in reaching a solution to prevent globally threatened Sea Eagles using overhead lines as a vantage point as there have been instances of birds being electrocuted. At a reintroduction site in the East of Scotland, "dummy" poles with perches have been erected in the area to encourage the birds away from the live lines.



### Symington Tinto AFC



*"The new lights make a huge difference, our Seniors and juniors can now train together and the juniors will be able to play competitive games thanks to the high standard of the lights. The Club can't thank SP Energy Networks enough for their support on this project and the graduate engineers and apprentices who ran it."*  
 Douglas McMillan, Club President, Symington Tinto AFC



In December, PowerWise, our children's safety education programme won the Utility Week Industry Achievement Award for Community Initiative of the Year



In October PowerWise was also awarded the Best Health and Safety Achievement in a Utility by the Safety & Health Practitioners/Institution of Occupational Safety and Health



*"Very relevant; excellent delivery; fast paced - children fully engaged. Good balance between safety and shock. Good visual aids. Linked well to science curriculum and the home environment."* Head of Science at Sunnymeade School, Birkdale