

Connect

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NOVEMBER 2024
ISSUE 148

INNOVATION SPECIAL

INTELLIGENT INTEGRATION

Owen Eszeki, AI Manager in Enterprise IT, shares how we're using Artificial Intelligence.

Ambitions 2035 - EDF Group's new strategic roadmap

It's Innovation Week

Embracing diversity of thought

Big Carl's 1000th lift



EDITORS' NOTE

Welcome to our innovation special. **Artificial Intelligence (AI)** is finding its way into all areas of our business and our lives too. It's a great way to shorten repetitive tasks, giving us space to generate new ideas and be more creative.

Innovation Week is a celebration of different initiatives. We're looking forward to Owen Eszeki's AI masterclass and finding out about space-based solar power and other interesting topics.

Our Life Saving Rules and Simple Actions to recognise **Zero Harm Week** are so important. We should all feel safe enough to use our voice and it's great to know we'll be supported.

Speaking of innovation, **NnG wind farm** has generated first power which is an amazing milestone. And the company's big ambitions to lead the **electric revolution** by 2035 help us to see how our daily actions contribute to the bigger picture.

We love to hear your stories and share them with everyone around the business. Email us your news and pictures at connect@edfenergy.com

JULIA NUTLEY AND KATHY MANSON
The Connect team

MAKING SENSE OF THE NEW ENERGY BODIES

Several new energy bodies aimed at transforming the UK's energy landscape have launched recently.

- Central to Labour's strategy is the establishment of Great British Energy (GBE), a publicly owned energy company aimed at boosting the UK's energy security by investing in clean and renewable energy projects.
- Great British Nuclear (GBN) was introduced by the previous government in 2023 and is tasked with enhancing UK energy security. The government is exploring how GBN and GBE will work together.
- The National Electricity System Operator (NESO) launched on 1 October 2024 and will help connect new generation projects to the electricity grid.
- Finally, Mission Control for Clean Power 2030 is the government's initiative to transition the country to clean power by 2030.

Our relationship with these bodies will be increasingly important as we work together to help Britain achieve net zero.

FIND OUT MORE ON eNZO

1000 CHANNELS DEFUELED



Our three defueling power stations; Hunterston B, Hinkley Point B and Dungeness B, have collectively achieved a significant milestone of 1,000 nuclear fuel channels now fully defueled.

FIND OUT MORE ON eNZO

£29M TO HELP THE MOST VULNERABLE THIS WINTER



For the third year in a row, we're increasing our funding, this time to £29m for those who need it most.

Our winter support measures include a debt-matching scheme, which last year cleared £1.1m of debt and helped customers stay debt-free for longer. Our **Warm Winter Shop** also provides vulnerable customers with electric goods like kettles, air fryers and slow cookers for free.

> While the Ofgem price cap has reduced in three of the last four quarters, an October rise of 10% will have a significant impact on those who are already struggling, which is why we are doing all we can to reduce bills.



PHILIPPE COMMARET, MANAGING DIRECTOR OF CUSTOMERS

We also offer £150 to over 380,000 customers through the **Warm Home Discount** and have partnered with vulnerable customer management specialists Sonex to reach out to disengaged customers to offer tailored debt solutions.

This year we've launched a new initiative in North London where '**Energy Doctors**' support our most fuel-poor customers by helping them with energy efficiency measures and access to additional financial support.

We've also launched **EDF Ensure**, a fixed-term tracker tariff that stays £50 below the price cap by discounting the standing charge: along with a new **Sunday Saver** challenge, giving customers up to 16 hours of free electricity on Sundays when they lower their energy use at peak times during the week.

FIND OUT MORE ON eNZO

SIZEWELL B RECOGNITION BY WANO

Sizewell B has met the five Action for Excellence industry performance goals and was recognised at the World Association of Nuclear Operators' (WANO) Nuclear Excellence Awards ceremony on 30 September 2024 in Abu Dhabi.

WANO unites every country and company who generate nuclear energy to achieve the highest possible standards of nuclear safety.

> It was an honour to recognise this great achievement and it signifies the continuous commitment by all personnel to nuclear safety and reliability.

NAOKI CHIGUSA
WANO CEO

FIND OUT MORE ON eNZO



EBS SETS THE SOLUTION WHEEL IN MOTION

EDF Business Solutions (EBS) is powering Britain's businesses and public sector towards a low carbon future with Ten Net Zero Solutions. From on-site solar and electric vehicles, to Corporate Power Purchase Agreements (PPAs), the EBS team tailors its solutions to suit specific needs. To help illustrate the range of solutions on offer, the team recently shared its new 'solutions wheel' graphic – and some delicious cupcakes – at our Exeter, London, and Hove offices.

FIND OUT MORE ON EBS's NEW eNZO PAGE

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It's fantastic to see all our net zero solutions showcased, making it easier for our people to help Britain's businesses and public sector to make a positive impact towards their sustainability goals.



LIZ PARSONS
EBS MARKETING MANAGER

100 ELECTRIC VANS HIT THE ROAD

The Supply Chain, Logistics and Fleet team has achieved a milestone target ahead of schedule with 100 electric vans now in the company's fleet.

Our EV100 commitments require 70% of the fleet to be electric by the end of 2027, with a 10% target by the end of 2024. The fleet is now 26% electric, so the team has already smashed it.

Electric vans will help Britain's journey to net zero and are quieter to drive, with lower parking fees and no ULEZ charges. They come with a free PodPoint charger installation, and operatives appreciate the new safety features, reversing camera and racking layout.

Clive White, Quality Assurance Inspector, with the 100th electric van. ↓





IT'S THE WILD EAST FOR SIZEWELL C

The Sizewell C project has partnered with conservation movement, Wild East, to increase rewilding and environmental protection across East Anglia.

They'll work together to return the land to nature across the region, engaging with environmental projects and delivering conservation education in local schools.

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By partnering with Wild East, we can make our habitat creation part of a much bigger project in the region and can empower our significant local supply chain to take part too.

JULIA PYKE
SIZEWELL C'S JOINT MANAGING DIRECTOR

HOVE HOSTS LUC RÉMONT

Group CEO, Luc Rémont, visited the Hove office to take part in a Retail Expo last month to find out more about the successful move to the Kraken platform and understand the impact of the transformation on our people. He heard about the plans to bring our smart meter operatives and our energy specialists closer together, how we embrace diversity, and our electrification and flex capabilities. He met colleagues from Wholesale Market Services and our Heat Pump, Solar Panel and EV Charging partners.

→ Luc Rémont (second from right) joins Simone Rossi, Philippe Commaret, visitors from Group and colleagues from the operational Customers team.

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Our customers are the centre of the Group's ambitions for 2035. Our mission is more than electricity, we want to be their partner in their journey to net zero.

LUC RÉMONT
GROUP CEO



FIND OUT MORE ON eNZO

HAVE YOUR VOICE HEARD IN THIS YEAR'S MYEDF SURVEY

The MyEDF Survey runs from 4 November until 1 December and is your chance to tell us what we're doing well and where we need to improve.

Make sure to check the email from MyEDF. Here are some of the ways we responded to your feedback from last year:

- **Health and wellbeing** emerged as a top priority. We've introduced mental health training for leaders as just one initiative.
- We've also created a **new parenting hub**, and we continue to offer **free flu vaccinations** to all employees.
- Many respondents mentioned IT challenges. We've created a knowledge guide, made **improvements to myIT** and many employees got better devices and simpler digital tools.

FIND OUT MORE ON THE MyEDF SURVEY HUB



INTELLIGENT INTEGRATION

Owen Eszeki, an Artificial Intelligence (AI) Manager within Enterprise IT, tells us how the technology is being used across the business and shares his thoughts for the future.

TELL US ABOUT YOURSELF OUTSIDE OF WORK.

I'm a proud dad of a lively 3-year-old boy and recently celebrated 15 years married to my wonderful wife. On weekends, we go to the cinema or bug-hunting in the woods. I run a village board game night for the local community and just built our village bonfire for fireworks night.

WHAT DOES THE AI AND AUTOMATION CENTRE OF EXCELLENCE DO?

We're a centralised team in IT and our main responsibility is making AI operational and providing automation activities. In my AI team, one side focuses on product development by using data science, researching and modelling what's possible. The other side builds, maintains and makes sure our IT systems and infrastructures can manage AI integration, and advises potential purchase options.

WHAT IS HAPPENING IN THE WORLD OF AI AND HOW CAN IT BENEFIT THE BUSINESS?

It's fast-paced. There's significant work around natural language processing and generative AI, also computer vision, machine learning and multi-modal elements – combining aspects of image, vision, language and learning together.

AI can bring huge business benefits by using predictive analytics to forecast trends and behaviours and help us stay ahead of the competition.

Automation and augmentation can increase efficiencies in our work flows to allow people more time for creativity and focus. The real-time decision support that AI provides will help us make faster, more-informed choices.

HOW IS AI ALREADY BEING USED ACROSS THE BUSINESS?

Business areas are at different stages with AI and we're here to support their growth.

- **Nuclear:** we're currently supporting learning services with natural language processing and generative AI. We're also using AI to measure similarities between different entities or concepts, to identify course duplications in Nuclear Operations and Hinkley Point C.
- **Customers:** we've developed 'AI Agents' to augment our customer services and provide responses on our knowledge base in under three seconds. We've been looking at generative AI at scale with trained Large Language Models to process and understand our contact data. We're analysing our customers' consumption behaviour to help us predict how they'll behave next. It can also help with personalisation and analysing how our customers feel.
- **Data:** we're helping the business understand huge datasets and extract insights that may otherwise have been hidden. We also use AI to help cleanse and generate new data.

WHAT DOES IT ALL MEAN?

Artificial Intelligence (AI) is the development of computer systems to perform tasks normally requiring human intelligence, such as visual perception, speech recognition and decision-making.

Natural language processing is a machine learning technology that gives computers the ability to interpret, manipulate and comprehend human language.

Generative AI is a type of artificial intelligence used to create new content based on models trained on text, visual and audio data in response to human prompts.

Computer vision is a field of AI that uses machine learning to teach computers to use information from digital images, videos and other visual inputs and make recommendations or take actions when they see defects or issues.

MY AI HUB

We're building a platform called My AI Hub, which is an internally hosted space for AI applications with its own chat function and the ability to analyse documents and provide comparisons or summaries. Having an in-house tool will mean that employees have a safe alternative for AI chat platforms like ChatGPT.

The platform should be available to employees early next year.





- **Communications:** teams are using generative AI tools to help inspire their written content, analyse data, summarise large documents and generate visual content. There's an AI page on eNZO that includes a demo video, how-to guides for writing prompts and ethical guidelines.
- **R&D:** the team has been working on AI for nearly 10 years, creating bespoke solutions and training Large Language Models and Language Agents.
- **Renewables:** R&D is working with Renewables on AI projects for maintaining wind turbines, inspecting graphite in nuclear reactors and developing 'green data centres'.

HOW CAN THESE PROJECTS POSITIVELY IMPACT THE COMPANY?

These projects foster innovation and growth, helping the company boost efficiency, understand cost productivity and support hard decision-making in the business.

We're more efficient by automating repetitive tasks and foreseeing issues with predictive tools. Time can be reduced, and we can accurately analyse large amounts of data to help make key business decisions. We can use AI to help identify customer trends and preferences, explore new markets and develop new products. AI tools don't replace humans entirely, they support our decision-making and allow us more time for innovation and growth to drive new opportunities.

HOW DO WE ENSURE WE USE AI TOOLS SAFELY AND RESPONSIBLY?

We hold an AI governance meeting every two months with representatives from across the business. We've produced some ethical guidelines and some employee guidance for those who want to use the tools. We consider bias, fairness and transparency and build AI tools responsibly.

HOW CAN PEOPLE GET INVOLVED?

We're creating a community to learn and share best practice. We're providing curated training through LinkedIn Learning soon, an Accelerate leadership course and Innovation Week webinars.

WHAT DOES THE FUTURE OF AI HOLD?

Next year will bring a lot more regulation, especially with AI adoption in the energy industry.

We'll have more AI augmenting our workforce, supporting the work we do through analysis and decision-making. There'll be autonomous systems and predictive analytics will become more and more sophisticated. There'll be an increasing focus on sustainable AI to keep our carbon footprint low and an increase in AI literacy. It's exciting as AI will empower the company to become more agile, customer-centric and innovative.

> "AI will empower the company to become more agile, customer centric and innovative.



AMBITIONS TO LEAD THE ELECTRIC REVOLUTION



Ambitions 2035 is the EDF Group corporate roadmap centred around our need to lead the electric revolution. Read how our strategy here in the UK fully supports it.

EDF Group has developed four priorities for its **Ambitions 2035** to respond to the energy crisis and urgent need for decarbonisation across the world. While efforts to reduce carbon emissions are underway, they are not progressing quickly enough. We must lead the 'electric revolution' and take proactive steps to build the electricity system of the future.

HOW DOES THIS ALIGN WITH OUR STRATEGY FOR THE UK?

The work we've been doing over the last year as part of our UK strategy ensures we are effectively contributing to three of the four Ambitions 2035 as well as achieving our purpose of helping Britain achieve net zero.

1. **Help our customers save carbon.** We're already passionate about helping our customers save money and reduce their carbon emissions. We need to replace petrol and gas with electricity, and we're installing charging points for electric vehicles, as well as heat pumps and solar panels.
2. **Produce more low carbon electricity with nuclear and renewables.** We play a critical role with developing our existing nuclear fleet and nuclear new build projects with Hinkley Point C and Sizewell C. Our Renewables business is growing at pace with ambitious targets to reach 10GW of capacity in renewable energy by 2035 by developing, building and running wind, solar, and large batteries.
3. **Expand flexibility solutions to meet the needs of the electricity system.** This is about the resources that can be used to balance electricity supply and demand. We're helping our customers be flexible with their consumption with campaigns such as Sunday Saver and new EV tariffs. This is also where storage solutions like solar batteries or Wholesale Market Services (WMS) are important.

The fourth ambition, to **develop networks to overcome the challenges of the energy transition**, is more specific to France. While we have no network assets in the UK, we're looking to shape how the networks develop to support rapid electrification.

We're already making great strides towards these ambitions. You can read how we're trying to electrify Britain and help customers while protecting the planet in our latest sustainability progress report, Change is in Our Power.

LEARN MORE ABOUT OUR UK STRATEGY ON eNZO

READ OUR LATEST PROGRESS REPORT

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The urgency to address climate change is paramount, as 80% of the world's energy still comes from fossil fuels. We've already tackled the easier parts of the energy transition, such as setting up wind farms and shutting down old coal, gas and nuclear plants.

Now we face bigger challenges, like the transition of more households to energy saving technologies, grid stability and ensuring long-term energy system safety and security.

I am incredibly positive about our Group and the UK country strategy. Everything is well aligned and it's clear that we are all committed to our shared vision.



SIMONE ROSSI
CEO OF EDF UK

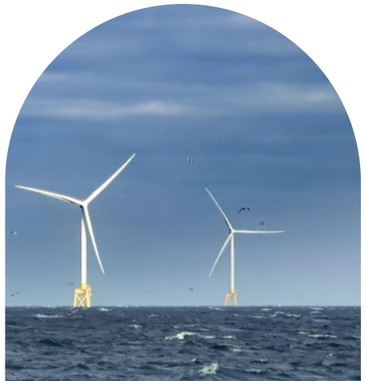


WIND FARM IN FIRTH OF FORTH FIRES UP

EDF Renewables UK celebrates a significant milestone for the Neart na Gaoithe offshore wind farm.

Neart na Gaoithe (NnG) wind farm has successfully generated its first power to the National Grid. Located 15.5km off the coast of Fife, NnG is a joint venture project between EDF Renewables UK and Irish energy company ESB. Once fully complete, the wind farm will generate up to 450 MW of clean and sustainable electricity, enough to power approximately 375,000* UK homes. It will offset over 400,000* tonnes of CO^2 emissions each year.

Currently, 35 out of the planned 54 turbines have been installed and the focus remains to have all turbines fully operational by mid-2025.



STRANOCH SPONSORSHIP FUND OPENS FOR APPLICATIONS

EDF Renewables UK has launched its **£20,000 Stranoch Wind Farm Sponsorship Fund** for local community groups in the Dumfries and Galloway area. The fund is being run until the wind farm begins to operate, when the Community Benefit Fund will begin. This will be worth over £510,000 a year, totalling at least £15.3million over the course of the project's lifetime.

FIND OUT MORE ON THE EDF RENEWABLES UK WEBSITE



↑ The team celebrates winning the Offshore Wind Energy Skills Award

TRIPLE WIN AT GLOBAL OFFSHORE WIND AWARDS

Congratulations to EDF Renewables UK for winning in three categories:

- **Offshore Wind Energy Skills Award** for its education programme Destination Renewables delivered in partnership with DP Energy Group, Pembrokeshire College and Pembrokeshire Coastal Forum.
- **Aspiring Leader Award** for Hannah Chrisp, Senior Investment Analyst.
- **Environment and Sustainability Award** for the Collaborative Reef Cube installation at Falmouth Harbour.

*Based upon the average domestic electricity consumption per home of 3,889 kWh per the energy consumption in the UK (published July 2017) and Renewable-UK offshore wind average load factor at 37.2%.

GET SET FOR INNOVATION WEEK





David Ferguson is the Head of Net Zero Innovation in the UK R&D team. He gives us a sneak preview of what's coming up for Innovation Week starting on 11 November.

David, what does your role involve?
I cover innovation across EDF in the UK. My role initiates innovative projects that span across our business and builds collaboration with innovative start-ups. I also coordinate activities to showcase what's happening and connect with colleagues in the wider EDF Group. With my environmental science background, I have a strong focus on how innovation can help Britain achieve net zero.

What is Innovation Week?
It's a week dedicated to innovation between 11 – 15 November for us to celebrate what is already happening across the business and inspire everyone.

Why is it important?
Innovation isn't just for people with innovation in their job title. It's for anyone who's problem solving, serving customers, making money or dealing with complex equipment - we're all innovating. The business is going through enormous change. We have new opportunities with flexibility markets, exciting developments in renewables and battery storage and even new nuclear power technologies. We're also affected by wider technological trends like AI, which are creating some amazing opportunities for us.

What's planned for the week?
We have a diverse series of webinars, including how to scale up heat pump installations from the hundreds to the tens of thousands in the next few years.

There's an **AI masterclass** from Owen Eszeki (see our Big Interview). Philippe Commaret, Managing Director of Customers, is discussing **innovation, leadership** and how the new **Kraken customer platform** has provided a new innovative approach in Retail. We also have some more exotic topics such as **space-based solar power**.

Keep an eye out for our **Innovation Challenge** where everyone can bring their knowledge and creativity to propose solutions. Find out more on eNZO during launch week.

What will people get out of the sessions?
Our goal is to inform, inspire and empower people to bring fresh ideas and new ways of thinking to the business. We want everyone to experience how exciting innovation can be. Most of all, we want people to understand that innovation is something we can all do in our day jobs.

SIGN UP NOW FOR THE WEBINARS



BIG CARL'S HEAVY LIFTING



Giant crane has lifted over **1,000 loads** on the Hinkley Point C site.

The world's biggest land-based crane, Big Carl, can lift loads of up to an incredible 5,000 tonnes. It's been an invaluable piece of kit for the big build in Somerset, handling a staggering range of lifts from pools and liners to rebar cages and even other cranes.

The 1000th lift involved a 292 tonne precast slab for Unit 1's emergency diesel building. It was delivered to the highest level of the building, where it'll serve as a roof slab and the soffit for the air cooler room.



FROM ONE CRANE TO ANOTHER...

Elsewhere on the Hinkley Point C project, a set of main beams for Unit 2's polar crane have arrived safely to site. The beams will form part of a special crane that will move around Unit 2's reactor building to manoeuvre heavy components into place during construction, maintenance and refuelling. Each beam is 40 metres in length, weighing around 143 tonnes, and has travelled to the site from Switzerland by sea, river and road.

The team has implemented learnings from the beam delivery for Unit 1, by wrapping them more securely for greater protection and reducing their exposure to the elements where the crane will be assembled.

LIGHTS, CAMERA, ACTION



LOOK OUT FOR **INSIDE NUCLEAR: FROM ATOMS TO MEGAWATTS** ON YOUTUBE FROM 12 NOVEMBER.



Jack Wakeley, Digital Communications Manager in Nuclear Operations, has produced a documentary-style video tour of Heysham 2.

Due out on YouTube on **12 November**, the film is fronted by Rob Bell, a science presenter who has appeared on Channel 5 and Sky.



Jack, why has the film been produced?
We know the public are generally positive towards nuclear as a form of electricity. But how many people really understand it or know what the inside of a nuclear power station looks like? We want to highlight the incredible feats of engineering that take place in our power stations and educate people on the science behind nuclear energy. The film is for anyone who is curious about science, energy or nuclear. There's something for everyone, no matter their age or knowledge level.

Who's been involved?
It's a cross-functional team effort. We wanted to do as much as possible in-house. The Communications team in Nuclear Operations has scripted, filmed and edited the documentary and we've had support from the Security, Operations, Reactor Physics, Legal and Finance teams. Everyone at Heysham 2 has been fantastic. The station lead team appointed a small team of 'site coordinators' to help us get access, scout out possible filming locations and even take part in the film itself. We hired specialists for drone shots and motion graphics and Rob Bell's experience and energy on camera really helped bring it all together.

What challenges are there when filming in a nuclear power station?
It's tricky to get access to radiation-controlled areas for filming. We're encouraged to limit how much kit we take on site and it's all monitored for radiation on the way in and out. It can slow us down as it's an incredibly thorough process, however it's essential to keep us all safe.

What are your highlights?
We often shy away from talking about spent fuel and radiation to the public. In this film we address both topics and lay out all the facts for everyone to see. I think that's the best way to communicate so people can make their own minds up.

BE PART OF THE FAMILY



FIND OUT MORE ABOUT CAREERS IN NUCLEAR ON OUR WEBSITE

Our nuclear family share their stories in a campaign to recruit new talent into EDF and the industry.

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It was great to showcase something we do outside of our working time and convey the sense of community we have. I hope it gives encouragement to anyone considering working at EDF.

HEMMA SANGHA, CHEMISTRY ENGINEER

There’s a place for you in our nuclear family. That’s the message from our new campaign to find the best and brightest talent, whether they want to be a nuclear specialist, develop the next generation of stations, or support our existing fleet.

The nuclear family recruitment campaign is a pioneering initiative, and a collaboration of our nuclear family, which includes Hinkley Point C, Nuclear Operations, Nuclear Services and EDF EPR Engineering. The concept shows our UK strategy in action, demonstrating how we’re making the most of being together to help Britain achieve net zero.

As part of the campaign, the recruitment team connected with over 60 employees who shared their experiences of working with EDF and within the industry. The result is a main film to demonstrate the scope and diversity of the nuclear family, plus three supplementary films which focus on our shared values, our supportive culture and our approach to career development, along with supporting blogs and social media posts.

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I feel appreciated, respected and valued at work every day. A career in the nuclear family is full of possibilities and optimism about the future. We all understand our role in helping Britain to achieve net zero.

JAMES FOREMAN, BUILDING MANAGER

EDF is also working closely with Destination Nuclear, a first-of-its-kind, cross-sectional national campaign.

We hope everyone enjoys the films and shows support for our nuclear colleagues by liking, sharing and engaging with the campaign content on our LinkedIn and Careers Facebook pages.

WORKING TOGETHER TO OFFER A FULLY ‘ZERO CARBON HOME’



We find out how we’re collaborating with our new heat pump and solar divisions.

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The acquisition has allowed us to access a wide range of skills, experience and expertise. For me it’s great to see a business that genuinely cares about its customers. Together we’ll continue to grow to develop and decarbonise home heating.

CLAYTON BROWNE MANAGING DIRECTOR CB HEATING

CB Heating joined the EDF family in November 2023, followed by Contact Solar in February 2024. In that time, the teams have established strong working relationships as we move towards providing a full Zero Carbon Home offering to our customers in the next two to three years.

To support this integration, CB Heating is now EDF Heat Pumps, while EDF and Contact Solar will continue with a dual branded approach.

Both companies, which will remain as separate entities, will benefit from our in-house expertise to support their transformation and growth.

EDF Heat Pumps has been working closely with Paul Howell’s Energy Company Obligation (ECO) team to develop in-house capability to deliver ECO projects directly to customers, making the process much more efficient than before. We hope to include Contact Solar in this activity soon.

EMBRACING DIVERSITY OF THOUGHT

> You can be neurodivergent and still be effective, you just might need different tools to succeed at work.

Dougie McIntosh is a Safety Case and Facility Shutdown Group Head in Nuclear Decommissioning and shares his experience of neurodiversity.



DOUGIE, TELL US ABOUT YOURSELF

I've been with EDF for 22 years. I'm married to Lee-Ann and we have a six-year-old daughter, Morag. As well as entertaining her, I also play guitar in a 90s cover band.

TELL US ABOUT YOUR EXPERIENCE WITH NEURODIVERSITY

When my daughter was a toddler, we noticed that she was behaving differently to what is considered 'normal'. She was assessed and diagnosed with the following neurodivergent conditions:

- **Autism**, which affects how you communicate, experience and interact with the world.
- **Attention Deficit and Hyperactivity Disorder (ADHD)**, a developmental impairment of the brain's executive functions which can display as inattention and/or hyperactivity.
- **Dyspraxia**, which can show as problems with movement, balance, and motor skills.

Morag has her challenges but is a typical child, interested in everything, chatty, clever and fun. During these diagnoses, I realised that I have similar behaviours, which led to me being diagnosed with ADHD in December last year.

WHAT CHALLENGES HAVE YOU FACED?

People with ADHD, and other neurodivergent conditions, generally have poorer mental health. I suffer from anxiety and depression and day-to-day my mental health can vary greatly.

The NHS has limited resources, so we decided to use private healthcare providers to assess Morag and me, and the NHS accepted the outcomes. Girls can mask behaviours, though there is more understanding and recognition of this now.

Friends and colleagues see you functioning 'normally' and you learn how to hide it, which takes its toll mentally. People often don't understand these complex conditions, which are unique to every individual.

YOU'RE PART OF THE NEURODIVERSITY NETWORK. HOW CAN THIS HELP?

It's been hugely supportive. It's hard to know where to turn, you can find articles online but it's important to speak with people who really understand what you are going through and are keen to help others.

As part of being an inclusive organisation, we have a real opportunity to drive change and educate. We can make the workplace better for everyone, whether you are neurodivergent or not.

WHAT ADVICE WOULD YOU GIVE ANYONE WHO IS NEURODIVERSE OR SUPPORTING FAMILY OR FRIENDS?

Firstly, make sure you get the right information from reputable sources. I'd also encourage people to join the Neurodiversity Network. It's not just for neurodivergent people, but for anyone wanting to understand more. We cover different topics each month and have a special 'time to talk' session.

There is a huge difference between thinking you have a condition to a medical professional telling you that you do so I'd encourage you to get an assessment for peace of mind. And remember that every one of us is different, we all have our own views, thoughts and ways we process information.

WHAT IS NEURODIVERSITY?

Neurodiversity is the concept that brain differences are natural variations. Some people's brains simply work in a different way.
For at least 20% of the adult population in the UK, these differences mean they may be diagnosed with conditions such as Autism, Dyslexia, Tourette's, and Attention Deficit Hyperactivity Disorder (ADHD). People with these conditions are known as neurodivergent.

NEURODIVERSITY Network

"As part of being an inclusive organisation, we have a real opportunity to drive change and educate. We can make the workplace better for everyone, whether you are neurodivergent or not.

WHAT ELSE CAN COLLEAGUES DO TO SUPPORT THE NEURODIVERSE COMMUNITY?

It's important to understand that being neurodivergent can have its advantages too. For example, because of my ADHD I think quickly and can see multiple solutions to problems in parallel. I can be hyper-focused and energetic, which can also help motivate others.

I'd like people to be open-minded, compassionate and prepared to learn. You can be neurodivergent and still be effective, you just might need different tools to succeed at work.

TO FIND OUT MORE ABOUT THE NEURODIVERSITY NETWORK, VISIT eNZO

LISTEN TO A PODCAST WITH THE NEURODIVERSITY NETWORK ON eNZO

SPEAK UP FOR SAFETY

Last month's **Zero Harm Week** focused on our Life Saving Rules and what we can do, no matter where we are, to ensure that we're all safe and well.



HEALTH & SAFETY HERO RETIRES

Safety, Wellbeing and Property Director **Alan Feakins** is retiring after an amazing 46 years with the company. Alan said: "Feeling able to speak up and challenge; whether that's about your own safety or wellbeing, or that of a colleague, is at the heart of us continuing to make progress with Zero Harm. Injury rates are now a small fraction of where they were 20 years ago and with our collective efforts, much less time is now lost to mental ill health. I'd like to thank each and every person for their part in this progress."

This year, Zero Harm Week was 14-18 October with the theme of 'Speak up for Safety'. Across our business we took the opportunity to revamp our Life Saving Rules and Simple Actions, adding that 'we always speak up'.

To mark the week we hosted a webinar dedicated to learning from events to prevent incidents, a mental health webinar for parents and a session on 'How to regain lost confidence' for International Menopause Day.

A chat on Viva Engage was also set up for colleagues to discuss times when they have spoken up about something unsafe or when they felt they weren't able to.

Hinkley Point C, which has Zero Harm Fortnight from 14-27 October, also held a range of health checks for anyone working on the project, including liver and aortic aneurysm checks.

They also had webinars on health and electrical safety, hands-on demonstrations and Night Club which supports colleagues who work night shifts.

In **Nuclear Operations**, Zero Harm events were hosted across the power stations, and an impactful safety talk was hosted by Safety Director Mark Treasure, who reminded us about the safety behaviours we must all adopt at work and at home.

Last year 51 construction workers died in the UK from a work-related accident – the highest number across all sectors. This is why Zero Harm Week is such an important focus – safety is our number one priority.

Our Simple Actions

LIFE SAVING RULES

FIND OUT MORE ON eNZO

Alzheimer's Society

WIN UP TO £1000 IN OUR FESTIVE RAFFLE

Get into the holiday spirit and support Alzheimer's Society by entering our Christmas raffle. There are 25 prizes up for grabs, ranging from £50 to £1000. The raffle will help raise funds for Alzheimer's Society's vital work in research, care, and support for those affected by dementia. The raffle runs from 4 to 29 November.



TO TAKE PART, VISIT THE eNZO HUB AND FIND THE DONATION PAGE FOR YOUR SITE



VIVIENNE CONQUERS THE GREAT WALL OF CHINA

Congratulations to Vivienne Hill, a Finance and Communications Planning Coordinator in Corporate Communications, who has walked the Great Wall of China and raised over £4000 for our company charity Alzheimer's Society.

Vivienne, who has Parkinsons which affects her balance, said: "It was the toughest challenge of my life. It was so much harder than I thought it would be, despite all the training I did. Scary, tearful, challenging and an enormous sense of achievement sums it up!"

Alzheimer's Society is close to Vivienne's heart and she previously shared her story about her mother who suffered from the Alzheimer's with Connect.

DONATE BY VISITING HER JUSTGIVING PAGE

SUPPORT FOR CARERS

Carers Rights Day on 21 November aims to help carers recognise their rights and access support. The Care Concierge Service is free and provides advice to help you work out what your options are in your specific situation. Whether you need information on financial assistance, arranging care or just someone to talk to, the Care Concierge Service can help.



FIND OUT MORE ON THE CARERS AND ACCESSIBILITY NETWORK PAGE ON eNZO

WINNERS IN DIVERSITY



"This is a fantastic achievement for our business. Creating an inclusive environment which enables us to build and develop diverse teams has been key to our growth.



DREW CORBETT
CAN MANAGING DIRECTOR

CYCLIFE LEADS THE WAY

Cyclife Aquila Nuclear (CAN) has become the first nuclear organisation in the world to achieve the ISO 30415 for Diversity and Inclusion (D&I).

As an internationally recognised standard, ISO 30415 focuses on HR Management and diversity and inclusion in the workplace.

CAN Managing Director, Drew Corbett, said: "At CAN we have four guiding principles: to act collectively, be accountable, take care and feel pride and I don't think there is any better evidence that we live and breathe these values than this accreditation."



cyclife aquila nuclear EDF GROUP



CIPS CELEBRATION

Nuclear Operations' Supply Chain team recently won the Outstanding Equity, Diversity and Inclusion (EDI) Practices award at the Chartered Institute of Purchasing and Supply (CIPS) Excellence in Procurement and Supply Awards. Competing with more than 80 other organisations, they were also runners up in both People Development and Risk Management. Congratulations to the team!

FIND OUT MORE ON eNZO

POWER FROM THE DESERT SUN



Atacama Desert, CHILE



WHERE IN THE WORLD?

> The opening of CEME 1 is an important milestone not only for Chile, but also for the business due to its size and the innovations implemented during its construction.



BÉATRICE BUFFON
CHAIRMAN AND CEO OF EDF RENOUVELABLES

CEME 1 is the largest solar power plant in Chile, with 480MW of installed power.

The CEME 1 solar power plant, in the Atacama Desert in northern Chile, has **882,000 high-tech solar panels** to generate electricity. The installation covers **435 hectares**, the equivalent of 370 football fields. It will produce enough energy to power **550,000 homes** while avoiding **280,000 tons of CO^2 emissions** each year.

1,200 MWh of batteries store the energy produced to provide a more reliable supply of renewable energy to the Chilean energy system.

The fixed structure of the modules, pointed to the east and west, maximise solar energy capture. Using robots to clean the panels reduces water consumption by up to 90%.

Generadora Metropolitana, which is a joint venture between EDF and Chilean company AME, built and will operate CEME 1.



FIND OUT MORE ON EDF VIVRE ONLINE

BONFIRE NIGHT QUIZ



On the 5th November we celebrate Bonfire Night, which commemorates the failure of the Gunpowder Plot. Test your knowledge about this night of fireworks and toffee apples with our quiz.

1. Complete the rhyme: Remember, remember the fifth of November, gunpowder, treason and...
A. Plot
B. Death
C. Fire

2. Who was the chief organiser of the Gunpowder Plot?
A. Guy Fawkes
B. Robert Catesby
C. Ambrose Rookwood

3. In what year did the Gunpowder Plot take place?
A. 1605
B. 1615
C. 1625

4. Where was Guy Fawkes born?
A. Canterbury
B. London
C. York

5. What religion were the Gunpowder Plot conspirators?
A. Presbyterian
B. Roman Catholic
C. Calvinist

6. Who was on the throne at the time of the Gunpowder Plot?
A. James I
B. Charles I
C. Anne

7. How many barrels of gunpowder were discovered when Guy Fawkes was arrested?
A. 16
B. 26
C. 36

8. The plot was foiled by an anonymous letter sent to Lord Monteagle. Who is widely believed to have written it?
A. Robert Keyes
B. Francis Tresham
C. Sir Everard Digby

9. In which 2005 film did characters wear Guy Fawkes masks?
A. The Island
B. V for Vendetta
C. Green Street

10. Where were fireworks invented?
A. China
B. Japan
C. Russia

Answers: 1a; 2b; 3a; 4c; 5b; 6a; 7c; 8b (brother in-law of Lord Monteagle); 9b; 10a.



OUR 2024 PHOTOGRAPHY COMPETITION

We love this photo of Eevee the cat. Jordan Murkin, Head of Digital Innovation in Research and Development, shares how pets contribute daily to our mental health and wellbeing by providing companionship and reducing our loneliness, stress and anxiety. You can see more photo entries along this year's theme, 'managing our mental health', on eNZO.

Connect welcomes news and comments from all employees. Connect is published by EDF. Please email Julia Nutley and Kathy Manson at connect@edfenergy.com
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