







Connect

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ISSUE 151

SUCCESS IS PERSONAL

Julia Days introduces our employer brand and how it can attract future talent.

National Apprenticeship Week

Celebrating economic impact of our nuclear stations

R&D's power of partnerships

Recognising World Cancer Day



EDITORS' NOTE

Julia Days tells us all about our new employer brand campaign, **Success is Personal**. It features many of our vibrant and diverse people and will help attract the best talent to work with us.

It's **National Apprenticeship Week** later this month so we spoke to two of our apprentices who are passionate about contributing to the UK's net zero goals. They represent the bright future of our company.

New research shows the positive impact our Nuclear Operations business is having on the country. Since 1976, our **nuclear fleet** has contributed more than £123 billion to the UK economy and saved 1.1 billion tonnes of carbon. To build on this, we must continue to work together and innovate. The **R&D team** tells us all about how collaboration makes us stronger.

World Cancer Day is 4 February. Stephen Finniss shares his journey since being diagnosed with multiple myeloma and the incredible support he has received from his colleagues.

JULIA NUTLEY AND KATHY MANSON
The Connect team



SOLAR FOR STANSTED

EDF Renewables UK and Ireland is to construct and operate Stansted Airport's new solar farm.

The 14.3MW project is designed to meet the airport's current and increasing electricity demands and will support its commitment to net zero by 2038. It'll enhance biodiversity by planting trees, hedgerows and a wild flower meadow.

FIND OUT MORE ON THE EDF RENEWABLES WEBSITE

> The project will contribute towards the decarbonisation of the airport, reducing its energy costs in an uncertain energy environment and will lead the way in showing how important transport hubs can progress towards net zero targets.



DEANNA GREENHALGH
DIRECTOR OF DEVELOPMENT
AT SAS ENERGY

EDF HEAT PUMPS IS A TRUSTED TRADER

Which? Trusted Trader has endorsed EDF Heat Pumps, the new name for CB Heating, as an approved installer of air source heat pumps.

Phil Amy, Which? Commercial Director, said: "Which? Trusted Traders recognise reputable local traders that have passed a rigorous assessment process. Customers use the service to find skilled professionals and can book with confidence, knowing they have received our stamp of approval."

In addition to this endorsement and as part of our commitment to help Britain achieve net zero, we've introduced our new Heat Pump Promise. This guarantees that all heat pump installations will keep homes warm or customers will receive a full refund.

VISIT eNZO IF YOU'RE INTERESTED IN A HEAT PUMP FOR YOUR HOME



HYPERVOLT PARTNERSHIP REVOLUTIONISES GRID BALANCE

A groundbreaking partnership between Wholesale Market Services (WMS) and EV charge point manufacturer Hypervolt will deliver a market-leading solution to balance the grid.

WMS' PowerShift technology will dynamically adjust the energy usage of Hypervolt EV chargers to help stabilise the grid during periods of peak demand or excess renewable energy supply. This will help customers save cash and carbon while maximising the use of renewable energy sources.

FIND OUT MORE ON eNZO



THE RESULTS ARE IN

Your responses to the 2024 MyEDF Survey have revealed record highs in engagement and diversity, with scores of 81% and 87%. More than 8,000 of you took part, and there's plenty to feel positive about, including:

- **90% would recommend EDF** as a good place to work, up 2% from the previous year.
- **75% of you are optimistic about your future** within the company, a 3% increase.
- **95% believe health and safety is taken seriously**, which remains the same as the previous year.

IT remains a challenge, with lower scores on digital tools and simplifying processes.

FIND OUT MORE ON eNZO



SUCCESS IS PERSONAL



Julia Days, Head of Resourcing, explains what our employer brand is and how it can attract future talent.

TELL US ABOUT YOURSELF

I live in Bath with my partner and two boys aged nine and seven. I'm an avid traveller; we recently got back from a family adventure in Thailand and often go exploring in our campervan. I'm also a Pilates addict and my resolution for 2025 is to learn fancy handstands, which are a lot harder than you'd think!

WHAT IS YOUR ROLE IN THE COMPANY?

I'm the Head of Resourcing for EDF here in the UK. I'm responsible for a large team of specialists who manage the recruitment and onboarding of early careers and experienced professionals into our business units. I also look after our temporary workforce, employer brand and attraction, sponsorships, visas and resourcing systems and projects.

WHAT IS OUR EMPLOYER BRAND?

Employer brand is the external version of how it looks and feels to work at EDF. Our employer brand aims to be aspirational but authentic and ultimately entice great diverse talent to join us.

Last year, we interviewed and surveyed hundreds of our employees to understand what is of value to them such as work-life balance, career mobility, salary and culture.

We found that one of the key drivers is that progress is personal to each individual; our people feel they can advance and progress in a way that is unique to their motivations and wants. They can move around the organisation experiencing life in different business units and families, they can climb upwards towards leadership. They can experience a good work/life balance and they can delve into deeper specialisms – the company is unique in its ability to support this. We've translated this for the external marketplace and brought it to life through our employer brand campaign, **Success is Personal**.



> "Our people feel they can advance and progress in a way that is unique to their motivations and wants.

→

WHY IS IT IMPORTANT?

Articulating why people want to work for EDF enables us to supercharge our talent attraction strategy – reaching and engaging with larger, more diverse pools of people in the external job market. On top of attracting people to the organisation we are making the application process easier through new technology to enhance the overall experience.

HOW WILL WE SEE OUR EMPLOYER BRAND ROLLED OUT?

From late February, there'll be lots of recruitment advertising and social media posts promoting careers at EDF. They'll feature human-centric imagery (see below and right) and videos of our own people, talking about what's important to them, to honestly represent the employee experience.

Alongside this, we're also excited to launch a new recruitment system called **Smart Recruiters.** The platform will make it easier to apply for vacancies and help us build a talent pool of prospective candidates. Phase two will see this evolve for internal job vacancies and artificial intelligence will streamline the process further.

HOW DOES OUR EMPLOYER BRAND WORK WITH OUR LATEST BRAND CAMPAIGN, CHANGE IS IN OUR POWER?

We took our initial concepts and combined them with the look and feel of the **Change is in our Power** campaign to promote familiarity, so our employer brand can leverage the investment the brand campaign has made in the marketplace.



> "We hope to access new markets and sectors to address the Science, Technology, Engineering and Maths (STEM) skills shortage and compete for high-quality, diverse talent in the marketplace.



HOW WILL WE KNOW IT'S BEEN SUCCESSFUL?

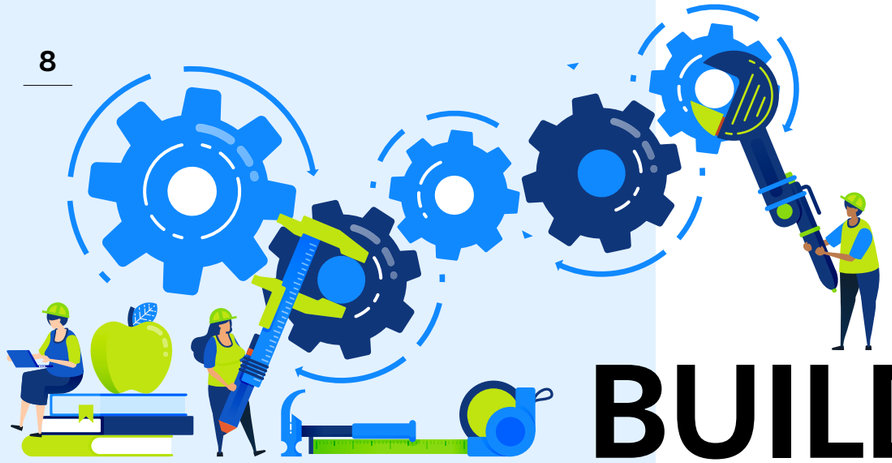
We hope to see more quality candidates applying to EDF, a swifter recruitment process, a growing talent pool of prospective applicants and fewer withdrawals and offer rejections. We hope to access new markets and sectors to address the Science, Technology, Engineering and Maths (STEM) skills shortage and compete for high quality diverse talent in the marketplace in the face of economic uncertainty.

WHAT ARE YOU MOST PROUD OF?

I'm proud that the business recognises the importance of investing in how we are seen by potential employees. The people in the campaign are authentic, vibrant and committed and have gone out of their way to be interviewed and filmed. It's the biggest thing we've ever done from an employer brand and recruitment attraction perspective.



If you spot our campaign on social media, share with your friends and family!



BUILDING BRIGHT FUTURES

National Apprenticeship Week is from 10 to 16 February. We speak to **Jessica Willett** and **Rowan James** about how their apprenticeships have set them up for an exciting future.



FORMER APPRENTICE JESSICA WILLETT IS NOW A DAY OPERATIONS (FUEL ROUTE) ENGINEER AT SIZEWELL B

I was looking for an engineering career in the energy industry with an active role in contributing to the UK's net zero goals, so an EDF apprenticeship in the nuclear sector was ideal.

My placements have given me a fantastic overview of a nuclear power station. I've worked in maintenance within the technical advice group, in engineering with the electrical team and spent time in the control room in operations.

BUILDING CONFIDENCE

I've learned so much about nuclear energy and safety, as well as my own capabilities. My confidence has really grown.

The recent refuelling outage was a real highlight as I was part of the refuelling team and hadn't worked on something so fast-paced before.

There are so many opportunities, particularly with Sizewell C being nearby. I'm excited to see how technology develops and find out what's next for the industry and my career.





ROWAN JAMES IS A CHEMISTRY DEGREE APPRENTICE BASED AT HINKLEY POINT C.

I grew up just outside Bridgwater, so Hinkley Point C has always been on my radar. The opportunity to be part of this huge project while getting a degree was too good to pass up. I was really excited by the uniqueness of the job and the chance to contribute towards our net zero future.

HANDS-ON EXPERIENCE

We're doing a long-term sampling project across the site to test the corrosivity of our atmosphere. It'll help us understand the protective measures that we'll need at Hinkley Point C.

WORKING TOGETHER

A few months ago, I went to Torness to see how an operational station works. I also spent six months at Hinkley Point B and worked with the chemistry team in Nuclear Services.

I've learned how to work in a team, get a project done and interact with stakeholders. That's what's so special about the apprenticeship; it's a much more practical way of learning that sets you up for the real world.



HinkleyPointC
Helping Britain Achieve Net Zero
EDF CGN
1,500
APPRENTICES

The Hinkley Point C project has now trained 1500 apprentices, smashing it's initial target of 1000.

NUCLEAR FLEET MAKES A HUGE IMPACT

Independent research from **Economic Insight** has highlighted the positive impact our nuclear fleet has had on UK jobs between 1976 and 2024.

The report found that the fleet supported 31,000 jobs each year when all eight stations were generating. Five thousand of those jobs have been directly with EDF, with the majority coming through supply chain and other induced impacts, like hospitality businesses supported by local wages. That means an average of **5.3 additional jobs for every EDF job** in the UK economy.

The report also found:

- Our electricity generation has **avoided 1.1 billion tonnes of carbon** so far – the equivalent to 16 years of UK car emissions.
- **Over 90% of supply chain expenditure** is delivered in the UK during operations.
- Our power stations have so far contributed **more than £123 billion** to the UK economy.

CHECK OUT THE REPORT ON OUR WEBSITE



"The investment made in these stations over nearly 50 years has paid dividends, and will continue to do so, not just for all of us working and living close to the stations but also the millions who benefit from the zero-carbon electricity they produce.



MARK HARTLEY
MD OF NUCLEAR OPERATIONS

Our electricity generation has avoided
1.1 billion
tonnes of carbon.

MPs DISCUSS VALUE OF NUCLEAR



Nuclear Week in Parliament, held from 27 to 29 January, featured a series of events with MPs to discuss the important role of nuclear power in the UK's energy future.

As a headline sponsor, we took part in a series of high-profile activities across the week. One of the highlights was a panel event on the economic contribution of the UK's nuclear fleet. Mark Hartley, Managing Director of Nuclear Operations, and members of his team discussed the findings of the economic research report – see previous article. Jonathan Brash, who recently became the MP for Hartlepool where one of our stations is based, hosted the event and delivered an inspiring address to the group.

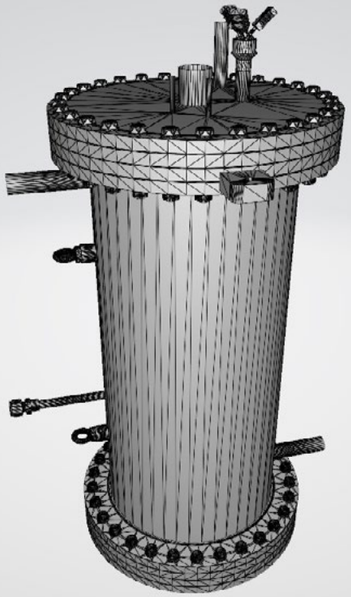
Other events included the Nuclear Industry Association's Apprenticeship Fair, attended by apprentices from Nuclear Operations, Nuclear Services and Hinkley Point C, to highlight the positive impact that the industry has had on education, jobs and skills.

A roundtable discussion on the role of nuclear in delivering the UK's growth and clean energy goals was attended by Lord Hunt, Minister for Energy Security and Net Zero, who gave a ministerial address. Our CEO Simone Rossi spoke at the session chaired by Kaa Holmes, Communications Director.



THE POWER OF PARTNERSHIPS





↑ HyDUS depleted uranium bed.





Humza Ali Nadeem, a Project Manager, and **Filippo Dionisi**, a Research Engineer, both in R&D, explain why collaboration is essential and the positive impact it's had on their HyDUS project.

HOW DOES R&D COLLABORATE WITH EXTERNAL PARTNERS?

R&D works with a diverse range of external stakeholders, including academia, public sector bodies and private companies. Our projects often receive funding from government entities such as the Department for Energy Security and Net Zero (DESNZ), the Department for Transport (DfT) and Innovate UK, covering a wide range of topics from hydrogen production to energy flexibility.

Our HyDUS project is a great example. Supported by £7.7 million in funding from DESNZ, the initiative aims to develop the world's first hydrogen storage demonstrator using depleted uranium (DU), an abundant but underused resource. This concept originated at the University of Bristol (UoB), leading R&D to form a consortium with UoB, the United Kingdom Atomic Energy Authority (UKAEA) and Urenco. By combining the unique expertise of each partner, we can drive innovation.

WHAT STRENGTHS AND BENEFITS DO THESE PARTNERSHIPS BRING?

The HyDUS demonstrator, first conceptualised by UoB, is a clear example of the transformative potential of these partnerships. All members of the consortium have very different areas of expertise and working cultures, which brings challenges but also fresh perspectives.

WHY IS COLLABORATING WITH LIKE-MINDED PARTNERS CRITICAL TO ACHIEVING OUR LONG-TERM GOALS?

Net zero is a huge challenge that will need expertise, technical innovations and ideas from all sorts of different organisations, from large industrials to start-ups, government bodies and academics. Even with all the brilliant people within the company, we always need help from outside.

HOW HAS R&D COLLABORATED INTERNALLY?

Within the HyDUS project we've worked closely with Hynamics, our hydrogen-focused division, both on internal technical discussions and externally showcasing the work at different conferences. In the wider hydrogen space, EDF Renewables, Nuclear Operations, Dalkia and Customers all have a part to play, as well as the support functions like Strategy and Policy – there's a role for all the families across the company.

WHAT'S ON THE HORIZON FOR 2025?

2025 will be a pivotal year for the HyDUS project. Our Phase 2 physical demonstrator, currently under development, is set for launch and testing with results to be validated before the project concludes later in the year. This milestone will mark two years of dedicated effort and the success of our collaboration with UoB, UKAEA and Urenco.

↖ Wider HyDUS Team at UoB Demonstrator Site.

↓ HyDUS Team at Hydrogen For Life Conference.



TRIAL OF STRENGTH



↑ Stephen with his wife Trudy and son William.

4 February is **World Cancer Day**. **Stephen Finniss**, a Control and Instrument Technician at Dungeness B, tells us about his journey with multiple myeloma.

WHAT IS MULTIPLE MYELOMA?

Multiple myeloma is a type of bone marrow cancer that affects the body's ability to fight off infections. Bone marrow is the spongy tissue at the centre of some bones which produces blood cells. Treatment can help to control the condition but in most cases it can't be cured. One sign of myeloma is paraproteins, which are an abnormal antibody produced by plasma cells in the bone marrow.



In 2017 I was diagnosed with multiple myeloma. My Consultant Haematologist, Dr Lindsay, happened to specialise in this type of cancer and enrolled me on a trial for a new type of chemotherapy drug. In 2019, I went on a combination of drugs and in January 2020 I had a stem cell transplant. The side effects are always tough but after this I was completely wiped out.

After a period of much-needed recovery, I was declared fit for work in June 2020. I started working from home and was given the all-clear to return to the Dungeness site in July 2022.

GROUNDBREAKING DRUG TRIAL

In October that year, my paraprotein count increased again. I took part in a drug trial that tackled the cancer in a different way, using the body's immune system to target and get rid of the myeloma cells.

The results have been brilliant. As of December 2023, I've been classed as in complete remission. I now only go to London once a month for treatment. It's a good feeling to know that by taking part in this type of trial, I'll be helping many other people in the future.

I've received so much support. My wife and son are always by my side. My team at Dungeness has been amazing; they've been so flexible and I've even had colleagues offer their bone marrow if needed. I've also joined the Cancer Support Network. It's a great place to talk to other people going through their own cancer journey. We can learn from and help each other.

GETTING THROUGH

My advice for anyone going through cancer treatment is that it will be hard but it'll be slightly easier if you take the advice of the doctors and nurses. I learnt that I had to give myself a break. My life will never go back to the way it was in 2017 and that's fine. It's all about the new normal.

The way our bodies can recover is remarkable, so look after yourself and know your limits.

Before I was diagnosed, I had no symptoms. It was a routine health check that found I had high cholesterol that indicated something wasn't quite right. I could've easily said, "don't worry about it," but thank goodness I didn't. If in doubt I urge others to get checked out.



DALKIA WIN AT THE EDIE NET ZERO AWARDS

Dalkia has been awarded gold for their **Heat Decarbonisation Project of the Year**. The edie Net Zero Awards recognised their partnership with Northumbria Healthcare Facilities to be a leading green heat project with innovative, sustainable heat technologies.

As part of the project, Dalkia delivered a suite of low-carbon solutions including 3.2MW air and water source heat pumps and 1MW roof-mounted solar PV systems. The installations are projected to save customers £500k annually and reduce CO_2 emissions by 4,225 tonnes each year.



DAFNI RECOGNISED AS EDF R&D EXPERT

Dafni Sifnioti, Senior Manager of Natural Hazards and Environment in R&D (pictured left), has been recognised as an EDF R&D Expert in Coastal Oceanography and Climatology and will help to shape the future direction of the company.

In this role, Dafni will contribute to the development of methods and tools that add value to the Group. Achieving the status of R&D Expert is no small feat and takes years of dedication. Dafni's portfolio, which highlights her impact across six key criteria, was approved by Patrick Dupeyrat, EDF UK R&D Director and Etienne Briere (pictured right), Group's Chief Scientific Officer. She also showcased her contributions in her technical field to a panel of experts, stakeholders, academics and representatives from EDF UK and Group.

Dafni will now develop a three-year mission outlining her contributions and value she can bring to the business. She will have the chance to mentor early-career scientists, helping to cultivate the next generation of technical experts.

To celebrate, Dafni is planning a night out with her husband with dinner and a musical – a perfect way to balance professional success with personal joy!



Alzheimer's Society Trek26

WALK FOR ALZHEIMER'S SOCIETY IN 2025

Join an organised walk for our charity partner Alzheimer's Society to raise awareness and funds for those affected by dementia.

What's coming up?

- **Trek26** is happening in 12 locations, including the Cotswolds, Peak District and North York Moors. Choose from a 26 or 13-mile challenge.
- **Kiltwalks** are in Aberdeen, Glasgow, Dundee and Edinburgh with distances ranging from 13 to 21 miles. Kilts optional!
- **Memory Walks** are shorter, family-friendly walks that are held in various cities and are free to take part in.

Visit the Alzheimer's Society website and sign up for:

TREK26 – USE CODE: EDF

THE MEMORY WALK



CELEBRATING LGBT+ HISTORY MONTH

We're celebrating 15 years of our LGBTQ+ people. Highlights include taking part in London and Northern Pride for the first time in 2010 and a gender identity update for myHR in 2021 so we can self-identify. Keep an eye on eNZO in February to see the timeline.

"We've lovingly crafted a first-of-its-kind archive of all things LGBTQ+ at EDF in honour of LGBT+ History Month 2025. Thank you to all our colleagues who make the fun, education, and togetherness possible.

MELODY ARNOLD
LGBTQ+ SUPPORTERS NETWORK

WIND POWER IN THE SAUDI SANDS

Saudi Arabia's **Dumat Al Jandal** is the largest and most powerful wind farm in the Middle East.



Al Jouf, Saudia Arabia



WHERE IN THE WORLD?

Dumat Al Jandal has a capacity of 400MW and generates enough energy to meet the electricity needs of 70,000 households in Saudi Arabia.

Located 900km north of Riyadh, in the Al Jouf region, the first wind turbines were built in August 2020. The wind farm is made up of 99 turbines, each boasting a 4.2MW capacity and together will offset around one million tonnes of CO_2 emissions.

Dumat Al Jandal is Saudi Arabia's first venture into wind energy. It is a joint project between EDF Renewables, Masdar and Nesma Company.

FIND OUT MORE ON VIVRE ONLINE



WINTER MUSIC AND MOVIES QUIZ

This month's quiz is all about songs and films containing words related to the chilly winter months.

1. Written by Simon and Garfunkel, this song was a hit for the Bangles in the 80s.
A. Snow on the Ground
B. The Coldest Night
C. A Hazy Shade of Winter

2. A Marvel superhero who is the main star of The Winter Soldier.
A. Thor
B. Iron Man
C. Captain America

3. This Shakespeare play features Leontes, King of Sicily, and his wife Hermione.
A. Twelfth Night
B. The Winter's Tale
C. The Tempest

4. The name of the composer of the Four Seasons, in which the fourth concerto is Winter.
A. Vivaldi
B. Beethoven
C. Saint-Saëns

5. This animated film from 2002 features the voices of Ray Romano and Denis Leary.
A. Jack Frost
B. Ice Age
C. The Polar Express

6. This British folk band had a hit with Winter Winds.
A. Pentangle
B. Fairport Convention
C. Mumford and Sons

7. Renee Zellweger won a Best Supporting Actress Oscar for this 2003 film.
A. In Cold Blood
B. Cold Mountain
C. The Lion in Winter

8. A word to connect the three rappers Cube, T and Vanilla.
A. Snow
B. Cool
C. Ice

9. Richard Nixon was interviewed by this David in a showdown that was made into a film.
A. Coldman
B. Frost
C. Winter

10. 'Let It Go' was a smash hit song from this Disney musical.
A. Frozen
B. Snow White and the Seven Dwarves
C. Once Upon a Snowman

Answers: 1 c; 2 c; 3 b; 4 a; 5 b; 6 c; 7 b; 8 c; 9 b; 10 a.



2025 PHOTO COMPETITION

Naomi Crumplin, a SEO Lead in Retail, recommends looking up in the forest and taking a moment to breathe as a great way to manage your mental health, which is our theme for this year's photo competition.

See more of our photo competition entries on eNZO.

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