

Connect

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JUNE 2025
ISSUE 155

REACHING FOR GROWTH

How our outreach programme is helping find the next generation of nuclear talent

The positive impact of Hinkley Point C

Finding opportunities to grow your career

Nuclear safety with WANO

A day in the life of an energy specialist



EDITORS' NOTE

In this month's **Big Interview** we hear from the Outreach team about their plans to inspire and educate our future workforce. It's essential we find the right people so we can meet our net zero targets and boost the country's energy security.

Hinkley Point C's socio-economic report shows how they're driving growth across Britain by creating jobs, contributing billions to the economy and building skills for the future. We also find out about the **World Association of Nuclear Operators** who are dedicated to improving the safety and reliability of nuclear power plants worldwide.

We hear from **Energy Specialist David Walker** who recently had some wonderful feedback from a customer in a very difficult situation. David was an amazing support, and his kindness is a lovely example of how we can be a real help to our customers.

Helen Goodland from Hinkley Point C shares what Success is Personal means to her. And this month's **word search** is all about Electrify Britain – how many words can you find?

We love sharing your stories, so send us your news and pictures from across the business to connect@edfenergy.com

JULIA NUTLEY AND KATHY MANSON
The Connect team



CHEERS TO SOLAR SUCCESS

A new 2.1MW solar panel system in Moray is powering Scotland's Macallan Estate, meeting up to half its daytime electricity needs and around 25% of the 200-year-old whisky distillery's total demand.

"We've always had an inherent respect for the natural world that surrounds us," said Rachel Walters, Operations Director at the Macallan Estate. "The introduction of solar panels will complement our biomass set up and accelerate our net zero targets."

EDF Renewables UK and Ireland is also working on a new solar and battery project in West Sussex. Currently in the design phase, the team is working with the local community to keep them informed every step of the way and has engaged an ecologist to help improve the local environment.

> We're excited to launch our newest solar and storage project, which marks a significant step forward in our commitment to reach 10GW by 2035.



KATE BEVAN
PROJECT MANAGER

THE SUNDAY TIMES
Top 10
Best Places to Work 2025
VERY BIG ORGANISATION

CUSTOMERS IS TOP OF THE TIMES

The Customers business has been officially recognised as one of The Sunday Times Best Places to Work 2025 and has placed in the top ten of 'very big organisations'. More than 500 companies made the list that celebrates workplaces that go above and beyond in creating an environment where their people feel empowered, supported and valued. Success is personal for everyone at the company and this achievement highlights our ongoing commitment to improving employee experience.

Philippe Commaret, Managing Director of Customers, said: "This is a fantastic achievement. Our people are at the heart of everything we do, and we firmly believe creating a supportive and inclusive environment for our employees is the best way to deliver an excellent service for our customers."

READ MORE ON eNZO



IN THE FAST LANE: 20,000+ EV CUSTOMERS AND COUNTING

The Customers team has overtaken a major milestone and now have over 20,000 customers plugged into our EV tariffs, which is a turbocharged 150% increase in the last year.

The team has put its foot on the pedal with competitive pricing, standout tariffs and smarter, more targeted digital marketing. Find out how the team is driving easier, affordable electrification for everyone on eNZO.

UK INNOVATION
AWARDS
EDF

SHARE YOUR LATEST INNOVATIONS

It's the launch of the annual Innovation Awards – a celebration of the amazing ideas and breakthroughs happening across the company. This is your chance to shine and share your innovation story.

There are four award categories to enter:

- Helping our customers save money and carbon
- Producing more low-carbon electricity with nuclear and renewables
- Expanding flexibility to meet the needs of the electricity system
- Contributing to operational efficiency

Winners of each category will receive a £500 prize and will be entered into the prestigious EDF Pulse Awards with entries across the whole EDF Group. Enter before 31 July.

VISIT OUR WEBSITE TO FIND OUT MORE



REACHING FOR GROWTH

The UK is facing a significant skills shortage in the workforce needed to deliver the next generation of zero carbon electricity.



Our existing fleet of nuclear power stations, new build projects like Hinkley Point C and Sizewell C, plus our renewables technologies all demand skilled engineers, technicians and specialists. We need to attract, train and retain talent to address this shortage so we can meet our net zero targets and boost the country's energy security.

Sarah Marshall and **Emilia Barton** are Outreach Programme Leads in the Nuclear Skills Alliance (NSA) which supports the whole nuclear family with the skills and capability needed for today and into the future. The NSA will soon be launching a new outreach strategy with the aim of creating diverse talent pools, targeting universities, colleges, schools, communities and industry partners.

Tell us about yourself

Emilia: I've been with the company for three years, previously in recruitment. I love to travel and enjoy music festivals, both in the UK and abroad. I have recently taken up crochet.

Sarah: I've worked in communications at Heysham 1 and 2 and at the visitor centre before that. Cooking is my favourite thing to do; you'll always find me in the kitchen. A roast is my favourite but I like to experiment and enjoy outdoor cooking too.

What kind of things do you do?

Our roles are relatively new. We're currently focused on shaping the strategy through understanding existing outreach activities and making the biggest impact to gain the skills we need for the future while driving our diversity ambitions.



> There is already so much great outreach activity going on and our volunteers and ambassadors are emotionally invested in championing EDF as a great place to work.



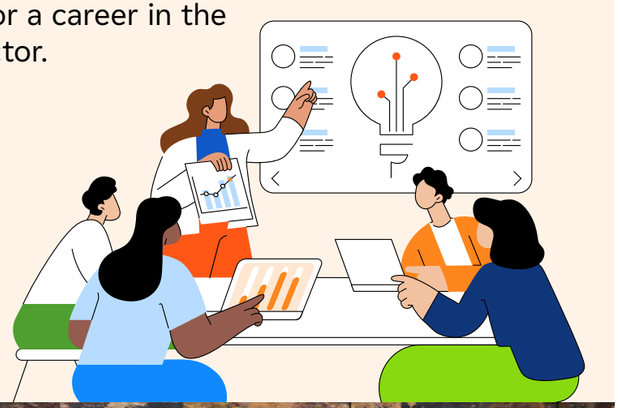
LOUISE SINCLAIR, FUTURE CAPABILITY AND PIPELINES MANAGER

We're supporting our current outreach programme which includes talking to schools, delivering Science, Technology, Engineering and Maths (STEM) workshops, engaging in activities with the community and assisting our visitor centres. We also sponsor career events such as the Cheltenham and Lancashire Science Festivals.

We're building a pool of volunteers and a bank of resources to support existing activities and spread the word about what a career at EDF could look like. By working together, we can have a greater impact, reach more people and ensure our message is consistent and effective.

Our role is also about shaping the future of energy, inspiring the next generation, strengthening EDF's role as a leader in net zero and being an employer people want to work for.

Our mission is to **inspire, educate and engage individuals** about EDF's commitment to net zero and the essential skills required for a career in the energy sector.





Why is it important to educate people about low-carbon energy and careers in the industry?
There is a national skills shortage, especially in STEM subjects. It's important to identify who we're going to need, where and when, and with what experience and skills. It's about having the right people in the right place at the right time.

We help people understand what net zero is and what it means for them and inspire the next generation to pursue a career in the energy sector. We want to encourage more women in STEM and spread the word amongst diverse communities.

We're looking at partnerships with other industries but ultimately we want EDF to be the employer of choice. We offer so much more than just engineering roles. As well as our early careers pipelines, there are opportunities for everyone and we want to give people the confidence to achieve their career goals.

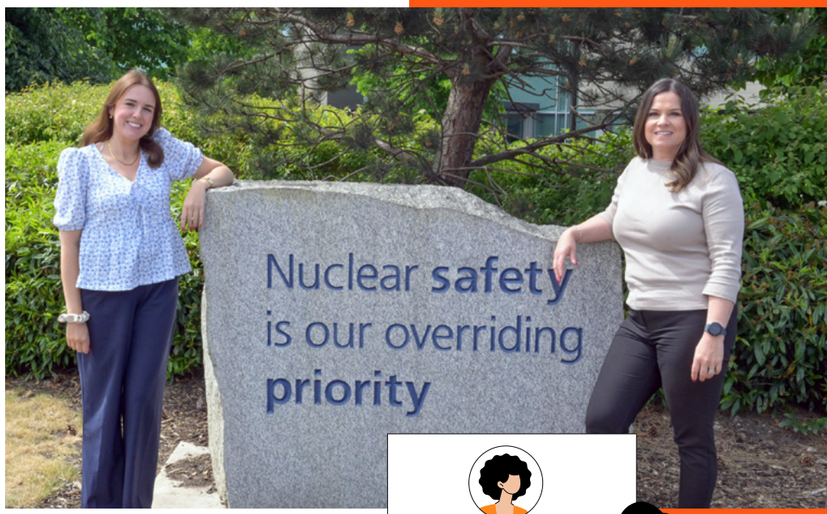
How do you work with other areas of the business?
Our employer brand, Success is Personal, is at the heart of everything we do. We know that success means different things to different people. We collaborate with recruitment, marketing and sustainability teams to make it easy for people to get involved.

> "Having the right people with the right skills to build and to operate is one of the biggest challenges facing the civil nuclear sector."



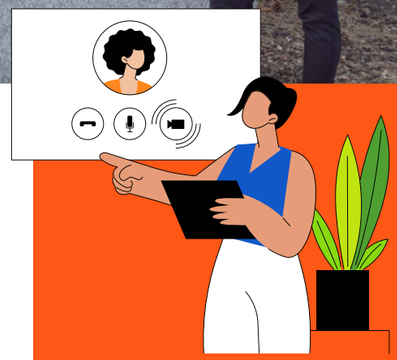
MATTHEW LAY, HEAD OF THE NUCLEAR SKILLS ALLIANCE

How does it make a difference?
We're just getting started and there's so much we're excited about. We're at the beginning of a broader, long-term strategy to support volunteers from right across our business to get involved in our outreach programme. Recently, working with local partners in Blackpool, 40 children from disadvantaged backgrounds engaged with our workforce to learn about careers at EDF, sparking their curiosity and ambition. We have a responsibility to support and educate people and provide them with information about training, skills and employment. Having a meaningful conversation can make a big difference.



What's next?
In addition to talking to young people and those starting their careers, we want to retain our best people, so we're looking at experienced hires and career switchers. Our activity supports our equality, diversity and inclusion (ED&I) strategy pushing for more women and other diverse groups in the industry. Our people need to be reflective of the UK society as a whole.

FIND OUT MORE ON eNZO



GET IN TOUCH

If you're involved in speaking to different communities about life at EDF, the team want to understand your successes and challenges to make our outreach programme stronger, more coordinated and more impactful.

Visit the Outreach Hub on eNZO for activities, upcoming events, volunteer opportunities and success stories.

INVESTING IN OUR FUTURE

Hinkley Point C continues to drive growth and make a positive impact across Britain.

The new Hinkley Point C Socio-Economic Report highlights how the project is driving growth across Britain, supporting 26,000 jobs and contributing £13.3 billion to the economy.

We've invested in education, skills and employment to develop the highly skilled nuclear workforce of the future and have so far trained more than 1,500 apprentices.

The project has added value to the local economy, with over £5 billion already spent with suppliers across the South West region.

Stuart Crooks, Managing Director of Hinkley Point C, said: "Our latest report shows that we have far surpassed the commitments made on socio-economic impact when the project was proposed.

"Our investment to re-establish nuclear skills in Britain has paved the way for Sizewell C as well as the development of small modular reactors. It will give Britain the expertise to deliver the infrastructure it needs for growth and future prosperity."





RING LIFT TAKES HALF THE TIME

In May, EDF, Sarens and Framatome lifted the 54-tonne support ring to the bottom of the Reactor Cavity in Unit 2, taking about half the time needed to complete the same manoeuvre on Unit 1.

The ring will hold the Reactor Pressure Vessel in position for the operational life of Hinkley Point C.

Dan Pritchard, Framatome Lifting and Temporary Works Manager, said: "The whole operation went like clockwork. That just shows you the commitment and collaboration shown by everyone involved over the two days."

1

26,000

workers helping build the power station





2

Over **14,000**

people trained in Centres of Excellence

3

35%

of workforce from Britain's most deprived areas

4

1,500

apprentices trained

5

British supply chain of over **4,000**

businesses



6

£5.3bn

spent with South West suppliers

7

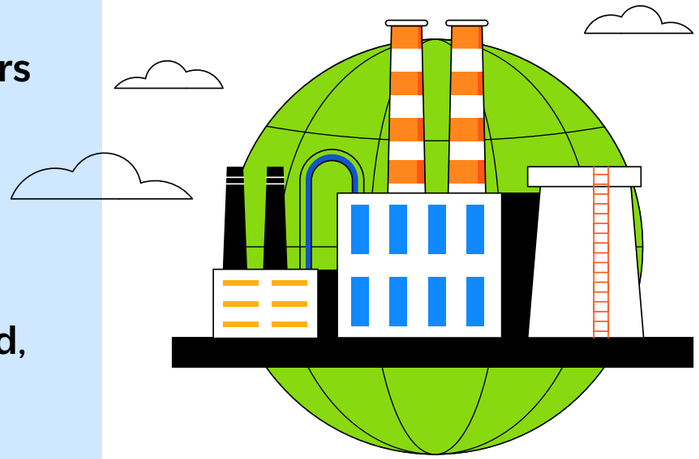
£17m

of grants for local community projects

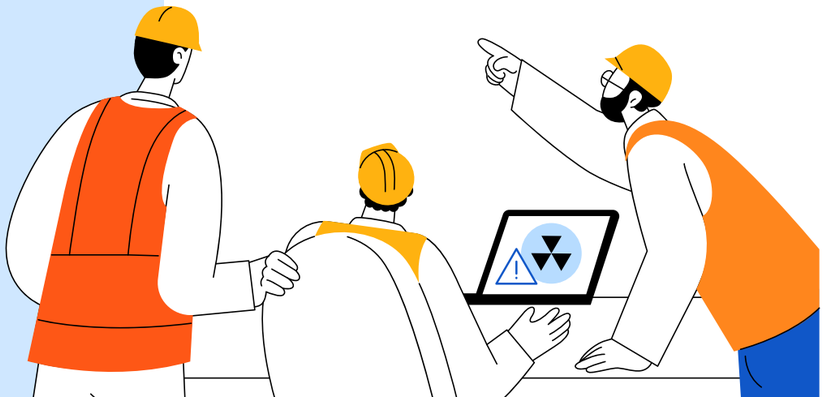
ENSURING NUCLEAR SAFETY: THE ROLE OF WANO



The **World Association of Nuclear Operators** (WANO) is an international organisation dedicated to enhancing the safety and reliability of nuclear power plants worldwide. **Scott Raybould**, WANO Interface Manager, tells us more.



Established in 1989 following the Chernobyl disaster, WANO unites nuclear operators all over the world to foster a culture of continuous improvement and operational excellence. With regional centres in London, Atlanta, Moscow, Paris and Tokyo, WANO ensures that nuclear safety remains a top priority across the globe.



> The future success of the company rests on the shoulders of its younger members.
>
> **ABISH VIEGAS, SECURITY SERVICE DELIVERY MANAGER**

WANO'S 'ACTION FOR EXCELLENCE' PROGRAMME

To support members to continuously improve, the WANO Action for Excellence programme aims to shape the future of nuclear safety and focuses on three areas:

- Improving global industry performance
- Transforming WANO itself
- Influencing the evolution of global nuclear power.

BENEFITS OF WANO MEMBERSHIP

Members can access a network of nuclear professionals and benefit from secondment opportunities to bring back valuable insights. WANO provides data-driven tools and a database of operating experience, helping members improve plant performance and maintain high safety standards.

EDF is a member and our people regularly support WANO by attending international support missions, peer reviewing other nuclear facilities worldwide, hosting benchmarking visits from other nuclear utilities and being active in global working groups and communities of practice.

Our nuclear facilities receive regular assessments. This December we're due a Corporate Peer Review where WANO will assess our performance in achieving the highest standards of excellence in corporate stewardship for our nuclear operations fleet.

FOSTERING NEW TALENT

Action for Excellence highlights the importance of encouraging the next generation of nuclear professionals to bring innovative ideas, modern perspectives and a strong commitment to safety and sustainability. WANO invests in education, training and career development for young professionals. Abish Viegas is a Security Service Delivery Manager in Nuclear Services and a Young Generation representative for WANO and says: "The 2024 WANO Biennial General Meeting highlighted that the future success of the company rests on the shoulders of its younger members. It's an exciting time to be part of this industry, and I'm proud to contribute to its future."

VISIT WANO.INFO TO FIND OUT MORE



↗ The Heysham 1 team with WANO representatives.



DAVID WALKER, ENERGY SPECIALIST

When he's not working, David enjoys music, gigs and festivals. He likes spending time with friends and his niece, who is also his trusty Pokémon Go sidekick.

What is the most rewarding part of your role?
I like helping customers. We're seeing more and more people struggling with the cost of living and paying their bills. For some customers, I'm the only person they've spoken to that day. No call is the same. It's incredibly rewarding to know I've put someone in difficult circumstances in touch with the right people to help them and made a real difference.

What do you find most challenging?
Sometimes customers won't accept your help. They just want to blame you for their bill and don't see you as a person. There are some who can't pay, others who won't pay and those who want to pay but can't afford to. There are even some people who don't think they have to pay! It can be hard to hear people worrying about paying their bills, but there are lots of things we can do to help.

Can you tell us about your recent experience with someone struggling with their mental health and how you were able to help.
For one customer, everything had gone wrong: his wife had left, taking his children, the dogs and everything from the house, including his phone, so he had no way to contact us. He was at rock bottom.

> "I would like to say thank you David, you saved my life. You let me see that there are nice caring people out there.

TRUSTPILOT REVIEW

Sometimes, just listening to someone when they're having a bad day makes all the difference. I looked at the bigger picture – it wasn't just his energy bills that needed paying. I reassured him that we could help and referred him to Income Max. We are the voice of the company and many of us have faced tough times ourselves so we try to help and understand.

What advice would you give colleagues who may find themselves in a similar situation with a customer?
The best thing you can do is listen. You can pick up a lot in the little things people say. Follow the Care+ form, which helps assess a customer's affordability and vulnerability and signposts ways to help. When in doubt, refer them to an organisation that can offer more support. Each team has an Affordability and Vulnerability (A&V) Professional who can help advise. I'm now the A&V Pro in my team.

Set a reminder to contact the customer in the future to check in. That personal touch can mean everything. And don't forget to talk to your team, we're here to support each other.

A DAY IN THE LIFE

8.30AM
Arrive at the Doxford office, set up laptop and make a cuppa.

9AM
Start with managing all complaints assigned to me through WhatsApp, text, email and phone (known as inks).

9.30
Call handling, speaking to around five customers.

11.30-12.30
Manage any new customer enquiries that have come in by text, WhatsApp or email.

12.30-13:00
Lunch, usually in the canteen.

13.00
More call handling, speaking to another three or four customers about reducing costs, helping them to top up and checking their bills.

14.00
Depending on requirements I could be on the phones or catching up on more inks.

16.00
On Fridays we round up the week with what we call a Family Dinner, where we catch-up together across Retail.

17.00
Finish for the day.



OPPORTUNITIES TO GROW AND DEVELOP

Helen Goodland shares career advice from her wide-ranging 35 years at EDF.

I live in North Somerset with my husband who also works for EDF in Operations. He reaches 20 years' service this year and I celebrate 35 service years in August. We love travel and live music and I'm an avid reader of thrillers.

My current role is Head of Site Operations and Performance Improvement at Hinkley Point C. My team looks after our workforce and we make sure everyone has the necessary resources to access and manage the site safely.

A DIFFERENT TIME

I started at Hinkley Point A/B in 1990 in the cashier's office. In those days we dealt with a lot of coins and notes and some people were even paid in cash.

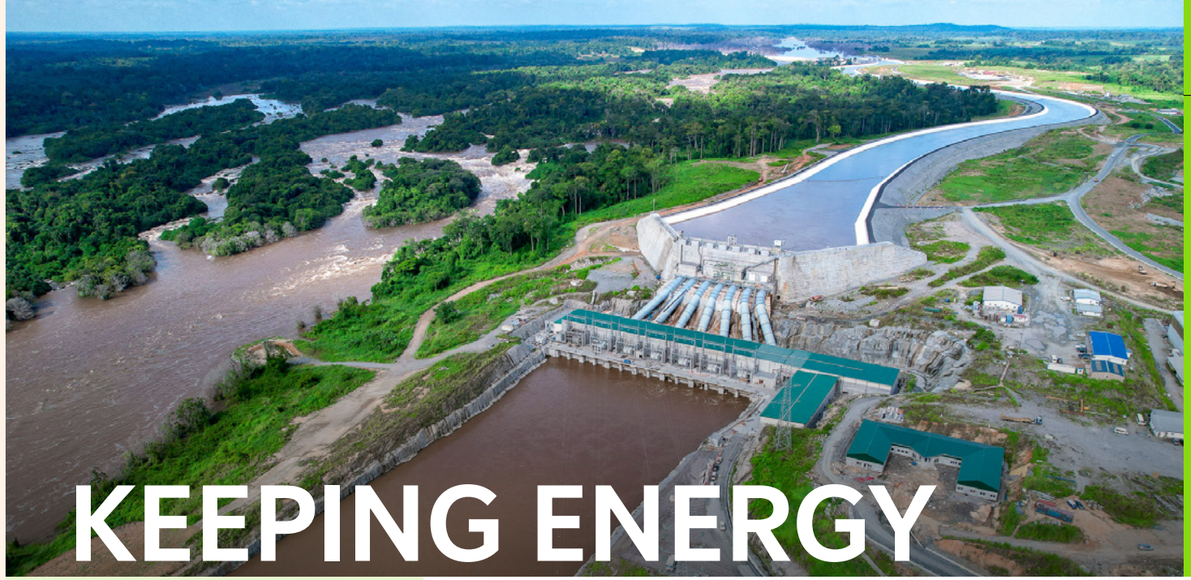
SUCCESS IS *PERSONAL*

I've been so lucky to work in many different parts of the business from Nuclear Operations, Finance, Power and Energy Trading, Internal Audit, Supply Chain, Performance Improvement and Nuclear New Build. I've worked in different corporate offices, two nuclear plants, one coal plant and now a construction site building a new nuclear power station.

STAY CONNECTED

My advice for people looking to take a new step in their career is to create your own network. Everyone's human, whether they're a senior manager or just starting out. Be confident and chat to them. It helps you keep your finger on the pulse of the business, not just in your area but all over the company so you can learn what's available and make connections. I've made so many friends over the years and some of them have helped me find new opportunities and have been very supportive.

Don't be afraid to take a risk and step out of your comfort zone. Challenge yourself, take chances, do your best and don't ever be afraid to ask for help.



KEEPING ENERGY FLOWING

Cameroon's Nachitgal hydroelectric power plant is up and running and will provide nearly 30% of the country's energy needs.



Cameroon, Central Africa

Nachtigal's hydroelectric power plant is a major new source of carbon-free electricity in Cameroon. With its capacity of 420MW, it'll provide more affordable energy to millions of people in the country.

Fully operational since March this year, it has created more than a thousand jobs and will continue to stimulate economic growth in the country. It will also contribute to Cameroon's development, including by saving on fuel purchases and imports and providing long-term training for employees.

Hydroelectric power harnesses the energy of moving water. A dam stores the water and then releases to spin turbines, which drive generators to produce electricity.

Bénédicte Regnier, EDF Director for Africa, said: "The commissioning of Cameroon's largest hydroelectric facility demonstrates the EDF Group's commitment to the energy transition. We can be collectively proud of the work we have done with our partners, the authorities and local stakeholders, which has enabled us to meet all the challenges of this formidable project."

FIND OUT MORE ON VIVRE ONLINE

CELEBRATING PRIDE MONTH



FIND OUT MORE DETAILS ON ALL THE EVENTS ON eNZO

Pride Month is a time to celebrate acceptance, equality and the vibrant diversity of our LGBTQ+ community. Join us throughout June for a series of inspiring events:

1. **5 June - Pride in Service:** In a special collaboration between the LGBTQ+ Supporters Network and the Forces Supporters Network, Kiel Fairley chats to us about life in a Forces family.
2. **15 June - Sunderland Pride Picnic:** We're partnering with Out Northeast to host the Pride Picnic in Sunderland.
3. **20 June - Jake and Hannah Graf:** Jake and Hannah Graf tell us their stories of growing up transgender, from coming out in the military to being outed on the front page of The Sun, acting opposite Keira Knightley and speaking in the White House.

TORNESS MARKS MILESTONE WITH SPECIAL EVENT

Earlier this year Torness power station celebrated the remarkable achievement of generating 300TWh of electricity since operations began in 1988. To mark this occasion the station hosted a celebratory event, bringing together current staff and retired colleagues.

The festivities featured pizza vans, ice cream, donuts and a hog roast, providing a perfect setting for everyone to reconnect and reminisce.

Station Director Paul Forrest praised the dedication of the team, reflecting on the station's 45-year history of community involvement, job creation and its significant contribution to the economy.



LEODHAIS FINISHES 3,300-MILE RUN IN MEMORY OF HIS BROTHER



Leodhais Macpherson, an Environmental Consents Coordinator in Nuclear Decommissioning, has successfully completed his incredible challenge to run 128 marathons in 128 consecutive days. Covering the distance between Newcastle and New York, he ran a marathon every single day for more than four months, all while working full-time.

The challenge was dedicated to the memory of his brother, Conor, who died by suicide and Leodhais has raised over £68,000 so far for two meaningful causes: the suicide prevention charity If U Care Share and the RNLI.

When we spoke to Leodhais earlier in his challenge, he said "the hardest part of the challenge isn't the running; it's the talking."

Congratulations to Leodhais on a remarkable accomplishment!

YOU CAN DONATE AT JUSTGIVING



FIND OUT MORE ON eNZO

HONOURING OUR ARMED FORCES

June is Armed Forces Month, a time to recognise and celebrate the dedication of our service personnel. There are lots of events taking place throughout the month, including:

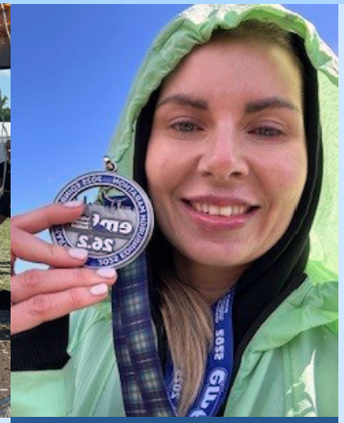
13 June - Panel discussion
The Forces Supporters Network and Working Parents Network host a panel on the importance of family and tips for working away from home.

20 June - Windrush Day
The RACE Network and Forces Supporters Network celebrate the contribution of migrants to post-war Britain with a watch party of Royston John's TedX talk 'Why did the Windrush?'.

23-29 June - Forces menu
Caterers at Doxford, Hinkley Point C, Cannington Court and Javelin House have put together a special Forces menu. We're also inviting our Reservist colleagues to proudly wear their uniform to work.

CHARITY CHALLENGE CELEBRATION







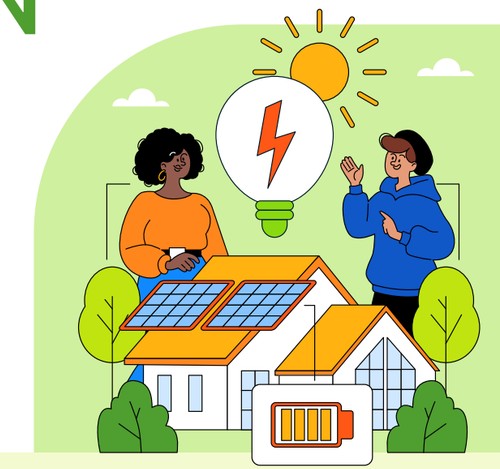
Teams across the company have been taking on amazing challenges to raise money for Alzheimer's Society.

24 Young Professionals Network members have raised more than £6000 tackling the London West Tough Mudder. Muhammad Hamza Malik, an Industrial Placement in Engineering, said: "The 15K isn't just a challenge. It's a test of your limits and character. It's a reminder that you're stronger than you think, because when you cross that finish line, you don't just leave mud behind. You leave doubt, fear, and every excuse that ever held you back."

We had a team of runners taking part in the Edinburgh Marathon and Half Marathon. Leanne Crilly, Senior Accounts Payable Team Member, ran the marathon and said: "I managed to run it in 3 hours and 53 minutes which was faster than I trained for so I'm pleased with that considering there was sun, rain, wind and hail. The fundraising page has reached £950 which is more than my target!"

Taking a huge leap for a good cause, EBS Account Manager Sophie Huggon's skydive raised more than £2,000. She said: "My skydive was exhilarating – freefalling from 12,000ft at over 100mph, before floating to the ground. I'm incredibly grateful for the support I've received. Alzheimer's Society is a charity which is very close to my heart."

ELECTRIFY BRITAIN WORD SEARCH



To celebrate all the hard work the Electrify Britain team is doing, we've put together an electrification-themed word search. See if you can find all the words.

BATTERIES

CLEAN ENERGY

ELECTRIC VEHICLES

ELECTRIFY BRITAIN

ENERGY HUB

EV CHARGER

FLEXIBILITY

HEAT PUMPS

INSULATION

NET ZERO

NUCLEAR

SECURITY

SOLAR

WIND FARMS

ZERO CARBON HOME

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CONNECT'S PHOTO COMPETITION

Sammantha Law, a Supply Chain Technician in the Finance, IT and Commercial team, shares this photo of her dog Tiggy and her daughter. Tiggy is a rescue dog who is there throughout the good and bad times. Pets can be a great support for your mental health, which is the theme for this year's photo competition.

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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