

Connect

Stay connected

PROTECTING NATURE WHILE POWERING THE FUTURE

Polly Tarrant, an Environment Manager for EDF power solutions, is leading the way in sustainable offshore wind

JANUARY 2026
ISSUE 161

An Electric Britain in action – 2025 achievements and 2026 priorities

Hinkley Point B is fuel-free and ready to transition

Take one step at a time and breathe – caring for someone with dementia

Small changes for a lasting impact – health goals for 2026



EDITORS' NOTE

Welcome back from the Connect team. We hope you found time to rest and connect with loved ones over the festive period.

This month's Big Interview is with **Polly Tarrant**, Environment Manager for EDF power solutions, who shares how monitoring marine mammals and seabirds around the Neart na Gaoithe offshore wind farm helps drive sustainable energy.

2025 gave us plenty to celebrate, and this issue rounds up some of the **year's biggest achievements**, plus a look ahead at what each business area is planning for the months to come.

It's the start of a new chapter for **Hinkley Point B**, which is now fuel-free and under new leadership. We explore what's next for the site after nearly 50 years of nuclear operations.

Our charity partner, Alzheimer's Society, is close to many of our hearts. **Ian Mayhew** opens up about his dad's dementia, sharing how he coped with the emotional impact and offers advice to others going through similar challenges.

Elsewhere, we're kicking off the year with some **practical tips** for small changes that can make a big difference to your health and wellbeing. Plus, there's an update on the exciting progress at **Hinkley Point C** and a puzzle that's all about... puzzles, in honour of **International Puzzle Day**.

Happy New Year and here's to a successful 2026!

JULIA NUTLEY AND KATHY MANSON
The Connect team



READ MORE ON eNZO

FREE POWER LIGHTS UP CHRISTMAS

Last month we spread some festive cheer by giving our customers eight hours of free electricity on Christmas Day. All they had to do was sign-up to December's Sunday Saver challenge by midnight on 24 December.

To promote this fantastic offer, the Brand and PR teams transformed a regular family home into a dazzling Christmas lights spectacle, all powered by EDF. This eye-catching display helped spark conversation, build excitement and get everyone into the holiday spirit.

We also teamed up with influencers Shell and the Littles, Jade Sweeney and Little House in London to further amplify the campaign and get people talking on social media.

NETWORKS RECOGNISED FOR OUTSTANDING CONTRIBUTIONS

Congratulations to our health and wellbeing networks who collectively won the Outstanding Contribution to Diversity and Inclusion 2025 award at the prestigious Society for Occupational Medicine (SOM) Occupational Health Awards last month.

Our Carers and Accessibility, Cancer Support, Neurodiversity, Mental Health and Menopause networks were all recognised for the amazing work they do to support colleagues every day alongside Occupational Health's clinical support.



FIND OUT MORE ON eNZO



FLAMANVILLE 3 REACHES FULL POWER

On 14 December, Flamanville 3 in France achieved a major milestone, with the reactor reaching full power for the first time. This follows approval from the Nuclear Safety Authority to go beyond 80% capacity power earlier that week.

Running at full power means the team can now complete final tests and gradually adjust power levels over the coming weeks. The reactor first achieved criticality in September 2024, and the start-up programme has been progressing since then.

Flamanville 3 is EDF's 57th reactor in France and the fourth EPR (European Pressurised Reactor) in the world, and uses the same design as Hinkley Point C and Sizewell C.



NUCLEAR OPERATIONS SUCCESSFULLY COMPLETES WANO REVIEW

Nuclear Operations has successfully completed the WANO Corporate Peer Review, a rigorous assessment of how our corporate functions drive operational excellence. Held every six years, it offers a valuable opportunity to benchmark our performance and learn from best practices across the industry.

The review comes at an important time for the industry, with renewed ambitions for extending Advanced Gas-cooled Reactor (AGR) lifetimes, ongoing improvements at Sizewell B, and the completion of defueling at Hunterston B and Hinkley Point B – all following an operationally challenging year.

Over a 10-day visit in December, the WANO team conducted around 80 interviews and made more than 2,000 observations, including site visits to Torness, Sizewell B and Hinkley Point B. The review benchmarks our performance against industry standards, highlighting both areas for improvement and existing strengths.

The final report will be available in February, but you can read the draft feedback on eNZO.

PROTECTING NATURE WHILE POWERING THE FUTURE

Polly Tarrant, an Environment Manager for EDF power solutions, tells us how monitoring seabirds and marine mammals at Neart na Gaoithe (NNG) offshore wind farm is leading the way in sustainable energy.



Tell us about yourself
I live in a coastal village in Fife with my husband and our two daughters, aged 8 and 11. We love being outdoors and enjoy hill walking, canoeing, sailing and rock climbing. I also enjoy gardening when I'm at home.

What does your role as an Environment Manager involve?
I manage the environmental monitoring programme for NNG, which is a key consent requirement for the project. This involves working with contractors, researchers and stakeholders such as conservation agencies and government advisors, as well as collaborating with other developers in the region.

Our focus is on marine mammals and seabirds. It's a long-running programme and monitoring began before construction, continued throughout, and now runs during operations. It's a complex, collaborative effort involving logistics, health and safety, IT, engineering and many more teams.

What inspired you to work in environment management, and why EDF power solutions?
I wanted a role where I could make a real difference. I feel very lucky – I believe I have one of the best jobs to do just that! It's tangible, interactive and delivers meaningful outputs that help NNG comply with consent, while improving industry knowledge on how offshore wind interacts with wildlife. The company empowers me to champion our mission for sustainable energy – protecting the planet for future generations.

Polly holds a northern gannet on Bass Rock as RSPB scientists attach a GPS logger to its tail feathers.







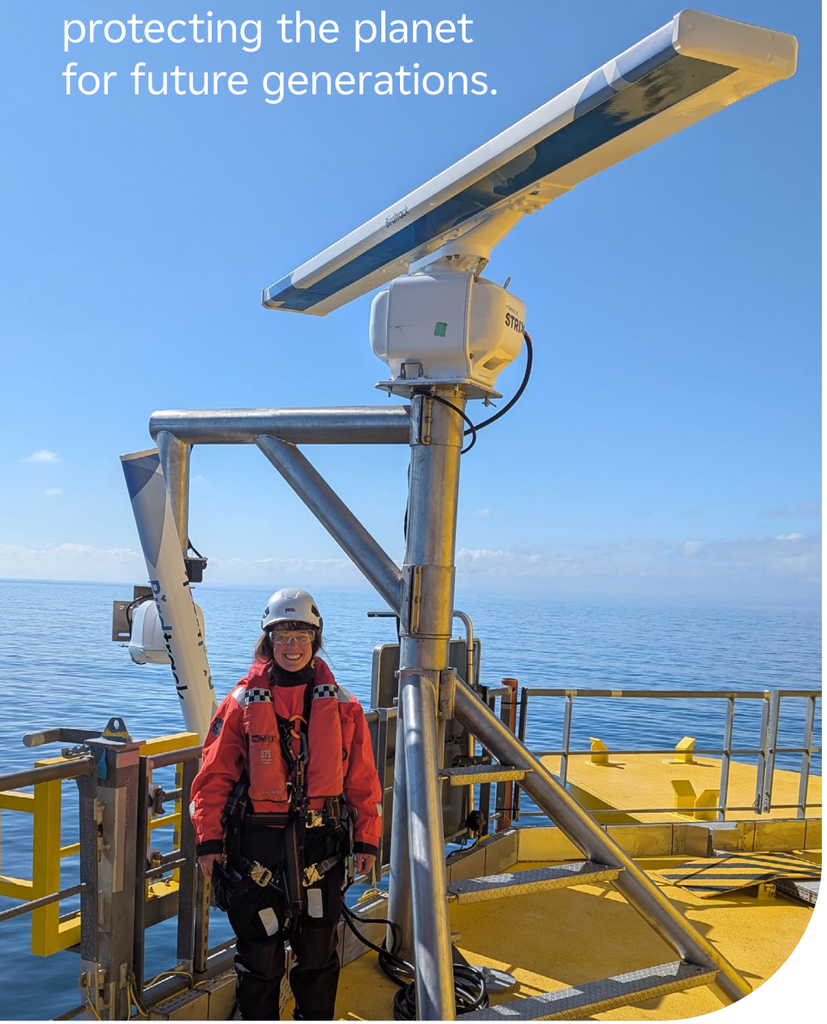


AWARD-WINNING POLLY

Polly was recently crowned Unsung Hero at the Global Offshore Wind Awards. The prestigious award celebrates people who consistently deliver high-quality work behind the scenes, contributing to team success and cohesion.

FIND OUT MORE ON eNZO

> The company empowers me to champion our mission for sustainable energy – protecting the planet for future generations.



What projects have you been working on recently?
One exciting project is a seabird interaction study using cameras and radar on turbines to understand bird behaviour and collision risks. We're focusing on kittiwakes and gannets, with equipment installed during 2025 and data collection due to start in March this year through to 2027.

What are you looking forward to in 2026?
I'm excited to see the first operational data from NNG, which is a big transition from construction monitoring data and a huge milestone.

What role can employees play in supporting sustainability?
As individuals, we all have a responsibility to make empowered decisions every day. From the transport we use, to making efforts to reduce waste and reuse materials. On a bigger scale, we can share what the company is doing with friends, family and colleagues. Sustainability is a collective effort.

What are the biggest environmental challenges for renewable energy?
At policy level, we need mechanisms that enable development at the pace required to meet ambitious targets. Environmental consents, resource constraints and complex decisions can slow down progress. We need expertise and collaboration to keep moving forward sustainably.

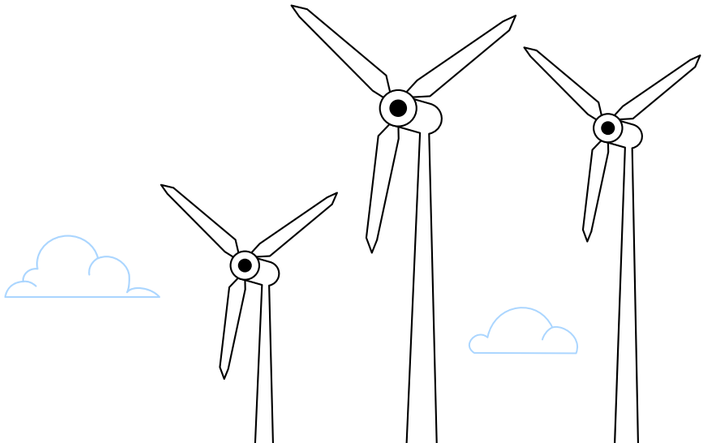


GIVING WIND TURBINE BLADES A SECOND LIFE

Michelle Campbell-Robson is also an Environment Manager for EDF power solutions UK and shows us how an innovative recycling project is tackling the challenge of sending decommissioned wind turbine blades to landfill.

Historically, wind turbine blades have proved difficult to re-purpose and re-use due to their composite materials, unlike other parts of a wind turbine.

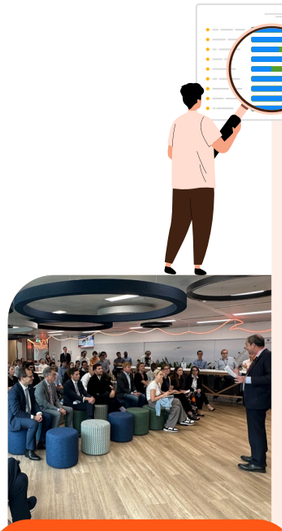
Through Project BladeBoard, EDF power solutions UK, Reblade and Scottish Enterprise are collaborating to develop recycled planks from shredded blades mixed with other materials. These planks, containing around 40% recycled material, can be used for agricultural fencing, screening, benches and decking with further tests underway to explore industrial applications.



AN ELECTRIC BRITAIN IN ACTION:
2025 ACHIEVEMENTS AND 2026 PRIORITIES

We take a look at all the fantastic achievements across our business units in 2025 and set our sights on the priorities that will shape the year ahead.

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



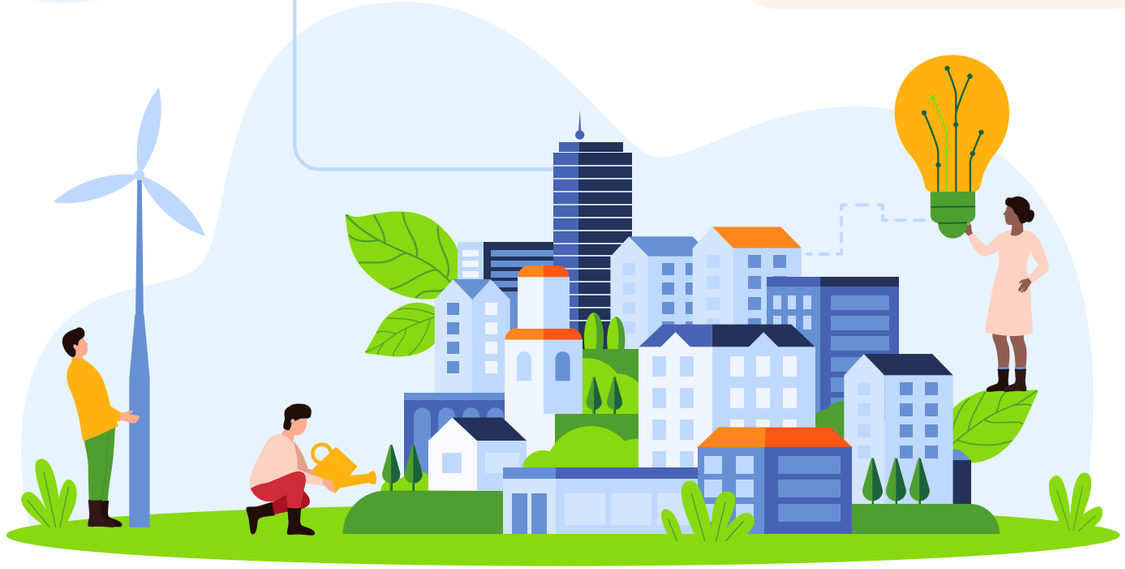
CORPORATE

In 2025 we announced our refreshed company purpose and strategy, An Electric Britain. Jointly, Finance, Properties, IT and Communications created a modern collaborative space at Nova North.

People and Digital introduced the Smart Recruiters platform and CV anonymisation. Our Success is Personal campaign showcased our culture, purpose and opportunities that make EDF a career destination.

Our IT teams continued to enable effective digital working across the organisation, enhancing the IT and digital experience, driving continuous improvement, and maintaining strong cyber security.

This year the Corporate teams will focus on embedding our new purpose into every aspect of our operations, fostering innovation and supporting all business units.





CUSTOMERS

Our Customers team delivered exceptional service in 2025, earning a five-star rating on Trustpilot while securing a spot in the Sunday Times Top 10 Best Places to Work, as well as taking full ownership of Pod. The EBS team also maintained its leading position in both meter points and volume and signed a huge 2,500MW of flex deals.

Looking ahead to 2026, the focus will be on driving growth in Retail while continuing to prioritise customer experience and reducing customer debt.

The integration of EBS and WMS under Business Wholesale Services will harness our collective strengths for even greater impact.



DALKIA

Dalkia achieved strong progress on health and safety in 2025 and delivered outstanding results in its strategic sectors. Important milestones included the successful start of the facilities contract across EDF's nuclear fleet and securing two major NHS contracts each worth around £70m. In the energy sector, we've grown our activity with National Grid and advanced hydrogen projects, with further opportunities on the horizon.

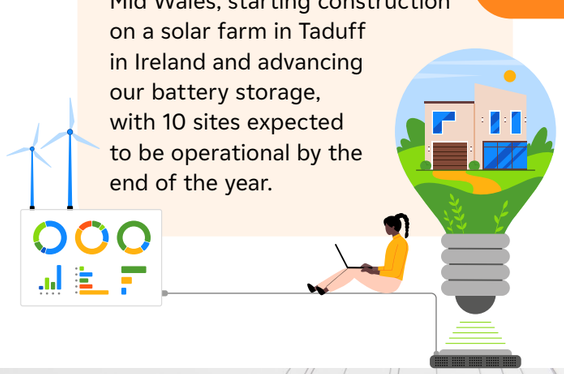
Dalkia enters 2026 with ambitious goals to further grow delivery and maintenance activities in the nuclear sector. Decarbonisation will accelerate with the start of the British Museum project and a new 'Energy as a Service' solution will be commercialised following success with the NHS.



EDF POWER SOLUTIONS

EDF power solutions achieved some major milestones in 2025, including the installation of the final wind turbine at Neart na Gaoithe, a successful rebrand and the delivery of Stansted Solar Farm.

In 2026, plans include three new onshore wind projects in Mid Wales, starting construction on a solar farm in Taduff in Ireland and advancing our battery storage, with 10 sites expected to be operational by the end of the year.





HINKLEY POINT C

Hinkley Point C celebrated a major milestone on Unit 2 last year with the dome roof successfully lifted into position. Meanwhile over on Unit 1, 95% of the buildings are complete – giving even more areas to mechanical, electrical and heating (MEH) to progress fit out.

The focus in 2026 is on accelerating our MEH work – installing equipment, supports, cables and pipes. Civils teams will concentrate on Unit 2, where the reactor pressure vessel will also be installed.







NUCLEAR OPERATIONS

While 2025 was a challenging operational year with output down 12% on the previous year, there were many successes across the fleet. Hunterston B reached fuel-free status ahead of schedule and on budget, while Hinkley Point B dispatched its final fuel flask and will soon be verified fuel free. Torness surpassed 300 terawatt-hours of generation and we announced further one-year extensions to Heysham 1 and Hartlepool's generating lifetime, out to March 2028.

This year, the priority will be to improve performance and achieve an output of 36TWh. The aim is to secure Government agreement for long-term operations at Sizewell B through 2055 and complete the transfer of Hunterston and Hinkley to NRS.



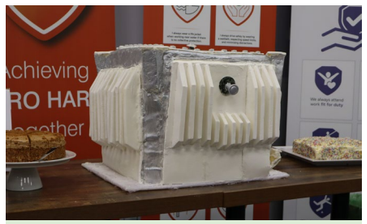
The last nuclear fuel flasks leave the site.

FUEL-FREE AND TRANSITION-READY

Hinkley Point B has reached another major milestone, with the site of the UK's first Advanced Gas-cooled Reactor finally ending operations and all nuclear fuel removed.

Defueling Hinkley Point B has taken just over three years, and in late November the site dispatched the last stringer of nuclear fuel to Sellafield for long-term storage. Formal approval from the Office for Nuclear Regulation is expected soon, confirming that the site has achieved Fuel Free Verification status.

This marks the end of nearly 50 years of nuclear operations since Hinkley Point B started generating power in February 1976. Over its lifetime, Hinkley Point B has produced enough electricity to power the equivalent of every home from Cornwall to Gloucester for 33 years.



To commemorate the last fuel flask leaving the site, the canteen team made a large sponge cake of a fuel flask.



Outgoing Station Director, Nicola Fauvel, with members of the station's FROST (Fuel Route Operations Support Team) and our Dalkia flask transporter drivers.



Station workers receive their slice of the special cake, decorated as a fuel flask.

The next chapter is decommissioning. By late 2026, the site licence and workforce will transfer to Nuclear Restoration Services (NRS), to oversee the full decommissioning process.

Defueling and decommissioning are critical stages in a power station's lifecycle.

Des Uminski, recently appointed as Station Director, said: "It's a pivotal point in our site's history. I want to thank our employees and contract partners for their hard work and dedication to defuel within the tight timeframe. There is still a huge amount more for the team at Hinkley Point B to do. Our focus is changing, but our determination to deliver remains the same."



WELCOME TO DES UMINSKI

Des Uminski starts the year as the new Station Director at Hinkley Point B. Des joined the station in 1995 from Hinkley Point A and has a wealth of experience, most recently as Technical and Safety Manager. His priorities will be to develop site arrangements for the transfer, working closely with NRS and building positive relationships for a smooth and successful transition.

FIND OUT MORE ON eNZO



The transporter containing the last flask leaves Hinkley Point B. →

TAKE ONE STEP AT A TIME AND BREATHE



Ian Mayhew, a Senior Construction Delivery Manager at Hinkley Point C, shares his experience of living with his dad's dementia.

TELL US ABOUT YOURSELF

I moved to the Hinkley Point C project nine years ago after working in engineering roles across Canada, the Congo and the UK. My wife and I have three children aged seven, six and four. Our youngest has a rare genetic condition.

I'm passionate about cycling and skiing and enjoy trail running across the UK, especially in the Welsh mountains. When I was younger, I cycled 10,000km solo around Europe. This year I'll be taking part in a half Ironman just before I turn 40.

CAN YOU SHARE YOUR EXPERIENCE CARING FOR SOMEONE WITH DEMENTIA?

My dad, James, was diagnosed with Alzheimer's and vascular dementia after suffering a stroke in Italy in March 2022. He was an active man – an avid skier who also played squash and badminton. After his stroke, he spent two weeks in intensive care in Turin before being transferred to Chichester Hospital. His initial recovery started to plateau, and he was diagnosed in early 2023.

Dad declined rapidly and in 2024 so he and Mum moved to Devon to be near my sister. Mum, who had been his primary carer, eventually had to move him into a care home in May this year. By then he no longer recognised us and had angry outbursts. In August and September, he lost the ability to walk and speak. It felt like the person you knew was locked deep inside. After another stroke in September, he passed away on 6 October under palliative care.



WHAT WERE THE BIGGEST CHALLENGES?

The distance was tough. I live three hours away and needed to balance the needs of my family – including regular hospital appointments for my daughter – while supporting Mum and Dad.

> "It's okay to feel angry or frustrated, but you need to release those emotions rather than suppress them.

Navigating the care system was another challenge. There's help out there but it's not a one-stop shop. Managing Power of Attorney, arranging respite care and deciding when to move Dad into a care home were all difficult decisions. We've had lots of delicate conversations and we're a close family with each other's best interests at heart.

Dad was physically strong, which made things harder. If he didn't want to do something, you couldn't persuade him. He wandered off once and ended up three miles away at a church. We used a sunflower lanyard to communicate to people that he needed extra support and a GPS watch for his safety.



Ian completed a cycle ride from London to Bruges in September to raise money for Alzheimer's Society.

YOU CAN DONATE ON HIS JUSTGIVING PAGE

> It felt like the person you knew was locked deep inside.

HOW DO YOU MANAGE THE EMOTIONAL IMPACT?

I've built up emotional resilience from having a daughter with complex needs. My daughter was diagnosed aged one, which coincided with Dad's first stroke. My wife and I made a conscious choice to stay positive. It's okay to feel angry or frustrated but you need to release those emotions rather than suppress them.

Getting outside and enjoying the things you've always done helps. Cycling daily helps me clear my head. Staying connected with family and talking openly is also really important.

HOW HAS THE COMPANY SUPPORTED YOU?

My team and manager have been incredibly supportive – whether it was leaving work urgently when Dad had an accident or later when he was in hospital. In construction, we work long hours, and some people live away from home, so there's a strong sense of camaraderie. That support made a huge difference.

The Thrive app for mental wellbeing has been useful. I haven't had counselling yet but have encouraged my mum to talk through her feelings with someone.

WHAT ADVICE WOULD YOU GIVE TO OTHERS?

Take one step at a time and breathe. Make the most of the time you have. When Dad could still talk, we went for walks and I listened to his stories. It's also good to have a plan for the future as it gives you a sense of control when everything else feels out of control.

There's great support through Alzheimer's Society – whether you need advice or just someone to talk to, don't be afraid to reach out.



THE POWER OF WATER

A new dam in Gabon, Central Africa, will complement an existing hydroelectric system on the Mbei River to help make the local energy supply more reliable.



Gabon, Central Africa

Deep in Gabon's equatorial forest, the 40m high Kinguélé Aval dam is taking shape. When complete, it will add 35MW to the grid and help tackle power cuts in the area which currently occur nearly every day. Though 35MW may seem modest, it represents 11% of Gabon's installed power.

EDF Hydro is playing a crucial role by providing technical assistance and sharing best practice in safety, security and maintenance of hydraulic structures. They're helping to ensure the plant will run safely and reliably in challenging conditions.



Benoît Peccol, Head of the Montahut Power Plant Group, EDF Hydro South-West, said: "It's a very large dam in the middle of the jungle, requiring considerable logistical and human resources. We work hand in hand with the local teams. Everything is done directly, in a spirit of trust and mutual respect."

With Kinguélé Aval, Gabon strengthens its electricity production as it pursues its ambition to reach 1,200MW of installed capacity by 2030. The site is due to be operational by May 2026.

READ MORE ON VIVRE ONLINE

SMALL CHANGES FOR A LASTING IMPACT



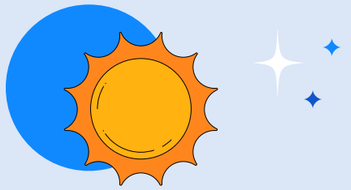
January often inspires our own health goals but lasting motivation comes from small, consistent steps rather than big resolutions.

A proactive approach to personal health and wellbeing all year round can help prevent diseases and improve physical and mental health.



The company's Chief Medical Officer, Dr Sarah Jackson, said: "Those who prioritise their wellbeing are better equipped to manage stress in their lives. It's vital we spot the signs early, understand and regulate our emotions and take time to recharge."

HOW WILL YOU PROACTIVELY MANAGE YOUR WELLBEING THIS YEAR? HERE ARE SOME IDEAS:



TAKE REGULAR BREAKS

Step outside for natural light and short walks. Follow NHS guidance and consider taking a vitamin D supplement between October and March.



MOVE YOUR BODY

Physical activity supports your mental health and energy levels. The Mind website has some ideas for being active in a way that feels right for you.

PRIORITISE SLEEP

A consistent sleep routine is key for brain function, immunity and overall wellbeing.





STAY CONNECTED

Reconnect through individual check-ins and team catch-ups. Remember that everyone's experience of the seasonal break is different. Our Employee Networks offer opportunities for connection and support.



FOCUS ON NUTRITION AND HYDRATION

A balanced diet and proper hydration boost energy, mood and recovery. The Eatwell Guide provides tips on what you need for a healthy and balanced diet.



MANAGE FINANCIAL PRESSURES

Money strain in the early months of the year often has a negative impact on mental health. Visit our Financial Wellbeing eNZO page for links to some useful resources.

PREVENT BURNOUT

Plan ahead and prioritise to prevent overwhelming to-do lists. Set realistic expectations to help prevent stress. Use our Energy Zones visual to recognise how you're feeling and ask for support early if you need it.



EXPLORE EXPERT HEALTH RESOURCES ANY TIME

You can access a range of AXA Health articles and videos on their website with the code **A823178**

- Food for your mind
- 10-Minute Mobility and Flexibility
- Meditation: Feel energised and inspired
- Tackling the infinite workday: staying focused in a world of distractions
- Creating a supportive team culture in difficult times - a guide for managers

VISIT THE WELLBEING PAGES ON ENZO FOR REGULAR UPDATES AND HEALTH AND WELLBEING TIPS

WINNING FACTORS

Hinkley Point C's four 'Winning Factors' are helping accelerate mechanical, electrical and heating installation rates.

In October, Project Director **Laurent Reber** set out a plan for Hinkley Point C teams to double the installation rate of mechanical, electrical and heating (MEH) systems by Christmas. This target was achieved, with teams hitting the 0.2% weekly target in November and December.

To maintain this momentum in 2026, **four Winning Factors** have been launched.

1. ONE SITE, ONE PLAN

The new Command Centre in the East Office is bringing MEH and civils teams together for daily and weekly planning meetings, ensuring rapid problem-solving and better communication.

2. CIVILS CLEARING THE WAY

The Civils team is clearing spaces and opening new access routes for MEH teams into the first reactor building, with a new North-South road set to speed up material deliveries.

3. RIGHT PLACE, RIGHT TIME

Increased output from off-site warehouses and a new asset-tagging system have allowed MEH material deliveries to quadruple, new digital tools are streamlining task tracking and quality control.

4. BOOST SUPPORT INSTALLATION

Finally, two on-site factories are now working to produce more than 1,000 supports per week – ensuring a steady flow of these vital pieces of MEH equipment into priority areas.

READ MORE IN THE POINT





The Civils MEH Integrated Team (CMIT) has been set up to serve as the link between Civils and MEH teams. Xiaoting Chen, who has also worked at Flamanville in France and Taishan in China, is the CMIT lead, and said:

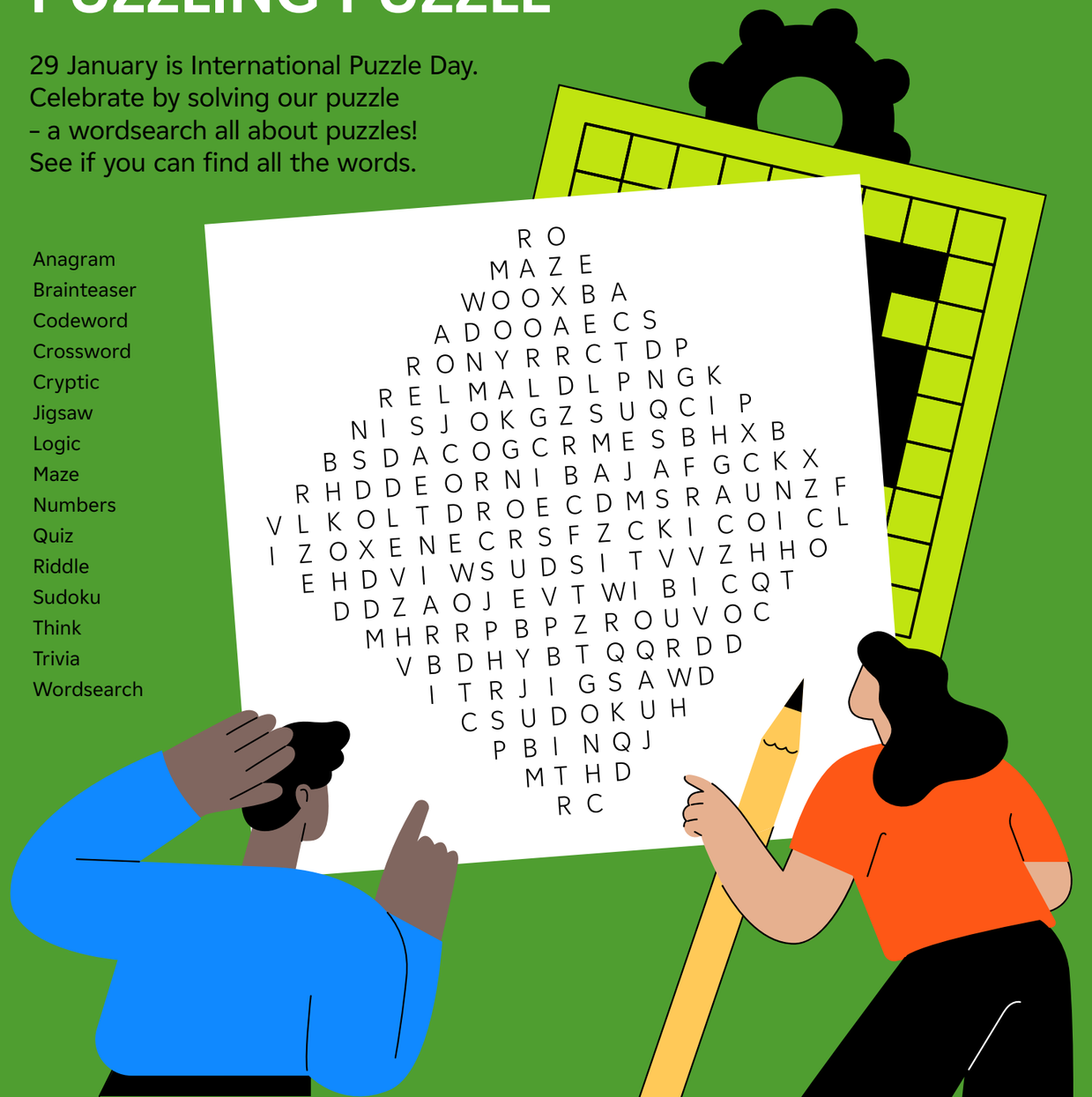
"We have a great team of project managers from both programmes, and our role is to help drive short-term delivery, but also to make sure there's a longer-term plan to unlock future work."

QUIZ:

PUZZLING PUZZLE

29 January is International Puzzle Day. Celebrate by solving our puzzle – a wordsearch all about puzzles! See if you can find all the words.

Anagram
Brainteaser
Codeword
Crossword
Cryptic
Jigsaw
Logic
Maze
Numbers
Quiz
Riddle
Sudoku
Think
Trivia
Wordsearch





CONNECT'S PHOTO COMPETITION

Martin Mayoh, a Business Improvement Coach in Finance, IT Services and Commercial, tells us about his special moment that mattered, the theme for this year's photo competition.

Martin's photo is taken above Ullswater in the Lake District. He reflects: "It captures a moment that we sometimes take for granted because we're so busy with life. When you take a step back, you appreciate just how beautiful our surroundings can be."

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