

Corporate Responsibility

Highlights summary 2008-9

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Introduction

Magnox North is a nuclear operations and decommissioning business, responsible for five sites based in England, Scotland and Wales.

For Magnox North, benchmarking our Corporate Responsibility (CR) performance became a reality this year with our first submission to the Business in the Community's Corporate Responsibility Index. We achieved Silver, which was a pleasing result for a first submission. The Index outcome was published in The Financial Times in June 2009 and this provided specific CR focus for the work in the 2009-10 year.

Compiling the entry to the CR Index was a significant piece of work in the year, however activity continued across the four CR action areas – Community, Environment, Marketplace and Workplace – to ensure responsible business is supported and encouraged both inside and outside the organisation.

Background

The company has a strong background in community support and involvement through its socio-economic investment, both in terms of financial and human resource. This was evidenced through the regular CR reports produced when Magnox North was a part of BNFL.

On creation of the NDA and subsequent publication of the NDA's Socio-Economic Policy in 2007, there has been significant development in the way Magnox North invests in the community.

The NDA's policy highlighted four geographical priority areas:

- West Cumbria
- Caithness and North Sutherland
- Anglesey and Meirionnydd
- Gretna-Lockerbie-Annan area of Dumfries and Galloway

In addition the policy identified four thematic priorities:

- Employment
- Education and skills
- Economic and social infrastructure
- Economic diversification

These priorities have helped Magnox North to focus its efforts in the appropriate places to ensure a maximum contribution towards the NDA socio-economic vision.

Of course, there is significantly more to Corporate Responsibility than socio-economic investment and there were significant developments in each of the other impact areas.

In Workplace the organisation undertook a benchmarking exercise through completion of the Best Companies To Work For survey, the outcome of which provided a focused approach to improvements for the coming year, while in Marketplace a new approach to suppliers was launched through the Making the Most of the Supply Chain, a strategy document.

Finally, in Environment, a more co-ordinated approach to environmental issues began, with sites benchmarking against each other for the first time. There is much work still to do, not least a clear understanding of the organisation's carbon footprint, but this work is now underway and gaining momentum.

Community



Wylfa in partnership to help Anglesey young people

The Wylfa site, located on the North Wales Isle of Anglesey, and the island's biggest employer, has teamed up with local industry to provide more choice and opportunity to young people at Holyhead High School.

Greg Evans, Wylfa Site Director (pictured right) encouraged the site to work together with RAF Valley, British Aerospace, Babcock Engineering and Stena, to create the local partnership agreement to target local young people with opportunities for work experience and industrial placements.

Magnox graduates in the community

As part of their induction programme, all graduates coming into Magnox North spend some time in the community.

This year's intake teamed up with their Magnox South colleagues to rejuvenate a playground and garden area at the William Bellamy School in Dagenham.



KPIs – at a glance

- £200,000 socio-economic investment
- £100,000 socio-economic funding from PBO
- 20 apprentices employed
- 13 graduates employed
- 30 work experience placements
- 15 Year in Industry placements

45 summer placements

£2.5million invested in Chapelcross area

In addition to the funding provided at a local level to communities there is an opportunity to request additional funding from the Nuclear Decommissioning Authority (NDA). Chapelcross site were the first to receive significant funding through this route in January, with a £2.5million bid approved to develop an Industrial Park and Business Incubation Centre.

These projects will mitigate against the reduction in the workforce employed at Chapelcross as the site goes into its Care and Maintenance phase.

Community

Autumn in the Orchard at Oldbury

Each of our sites are surrounded by large areas of land which form part of our land management plans.

Regular community events are held to involve local people in environmental developments as well as updating them on the latest activity on the site.

Here Oldbury Site Director, Joe Lamonby (on the left) enjoys local ice-cream and a cider!



Fairlie Organic Growers get digging

Our sites also work with our Parent Body Organisation, EnergySolutions to release funding and support local communities.

Hunterston A site, on the West coast of Scotland works in partnership with a group of local organic growers, providing resource, both financial and people, to turn a disused industrial site into a sustainable community garden.

EnergySolutions provided £20,000 in funding to help the growers process organic waste and build relationships with local schoolchildren.

Chapelcross charity giving Snowballs...

Several of our sites have an 'employee giving' scheme, with staff making a small donation from their income each month.

The Chapelcross Snowball Fund, raises more than £5,500 during the year, which is given in small grants to local organisations that write to request support.

41 local charities were supported during the year.



Environment



Raising the Profile of the Environment

Magnox North's top priority is "Safe Delivery" with focus placed primarily on nuclear and conventional safety.

In a drive to put the Environment on the same footing a plan, called "Raising the Profile of the Environment in Magnox North" was launched by Keith Spooner, EHSSQ Director and Ian Warner, Head of Profession, Environment (pictured left).

Focussed on environmental safety the plan aims to ensure that this area of work is given the same level of priority.

Environment Agency recognise best practice

A 6-page case study, called A Regulator's Viewpoint, was produced by the Environment Agency to highlight Oldbury's excellent response to the Agency's Nuclear Sector Plan.

The Sector Plan, which was developed in discussion with the industry, sets out environmental objectives that must be achieved to reduce the impact on the environment.

Oldbury took the lead in this area of work through its proactive approach to land management, especially through the regeneration of its 150-tree cider orchard and its benchmarking process which takes account not only the other Magnox North sites, but the rest of the industry.



Lights go out at Berkeley!

The support offices as well as sites have been taking action to reduce their impacts on the environment with improvements such as automatic lighting and comprehensive recycling installed.

At an event for staff to raise awareness a competition was held for the most innovative environmental idea and Ben Edwards (pictured left) was the winner of an energy efficient kettle for his idea to install mains water-coolers.

Marketplace

Website re-launch for suppliers

The Magnox website was identified as a key source of information for suppliers across the business and, following a period of consultation, significant changes were made. A regularly updated 'Suppliers News' page was added, containing details of upcoming tenders and other opportunities as well as downloadable contract conditions and site contact details.

It is anticipated that these changes will be shared across the Site Licence Companies in the NDA estate to establish a 'Supply Chain Network'.



Suppliers encouraged to build relationships

A series of supply chain events took place during the year to build effective working relationships with the supply chain.

With a focus on North Wales, the Raise Your Game event was held in partnership with the Welsh Assembly Government, Bangor University and the local authorities to provide information on opportunities within Magnox North as well as networking among the businesses. This event, chaired by John Idris Jones, Head of Socio-Economics in North Wales (pictured below right), contributed significantly to the development of the supply chain in the local area, with more than 120 businesses in attendance.

Meanwhile, in Manchester, 180 delegates attended a Magnox North event which encouraged them to work smarter, transferring the use of proven, safe techniques from other sectors to nuclear. Neil Baldwin, Magnox North's Managing Director, addressed the event and said: "We work in partnership with our suppliers and always welcome ideas for improvement."



Workplace

KPIs – at a glance

- 2,200 people employed
- 6 days absence per employee
- 2% staff turnover
- 90% staff regularly appraised
- 399 i4 (innovation) entries



i4 – imagine, inspire, innovate, implement

Innovation is one of the key values in Magnox North and an annual competition has captured the imagination of the workforce.

There are two categories in the competition, one for the most innovative idea and the other is for the best implemented idea. The two winning entries were both from the Oldbury site:

- On-load repairs of the turbine resulting in £6million additional generation
- Removing the condition to return one of the site lagoons to a green field site.

i4 has been in place in Magnox North for two years and entries to the competition have more than doubled, to 399, in this year.

Plans for the coming year will see a joint Magnox North and Magnox South event as well as an expansion in categories to include an Impact Award – to recognise an individual who has made a significant and ongoing contribution to innovation at site.



Workplace

On-site gyms open for business

At the Magnox North Welsh sites, Trawsfynydd in Snowdonia and Wylfa on Anglesey, support has been secured from the Sports Council for Wales to develop on-site gyms.

Wylfa was the first to open its doors (pictured right) and more than 100 people completed their gym induction within the first month.

Free access has helped contribute to the sites' work-life balance programmes.



SVQ in Nuclear Decommissioning

Six members of the team at Chapelcross site have undertaken a pilot scheme, taking a Scottish Vocational Qualification (SVQ) Level 2 in Nuclear Decommissioning.

The scheme, run in partnership with Dumfries & Galloway College, covers all the main aspects of decommissioning a nuclear site safely.

Qualifications such as this are a key part of the site's commitment to re-train the workforce for the future.

ROSPA Gold for Magnox North

Across Magnox North, sites hold high level awards for safety. However this year, for the first time, Magnox North submitted an entry to the prestigious ROSPA awards as one organisation and was awarded Gold, an extremely pleasing result.

Keith Spooner, Magnox North's EHSSQ Director, said: "Over the past year we have maintained an exemplary safety record in terms of lost time accidents. This is especially pleasing when compounded by the hazardous work we do operating and decommissioning nuclear power stations.



Looking Forward

The last year has been one of development as the organisation has benchmarked its progress in Corporate Responsibility terms.

Receiving the feedback from this benchmarking process and making recommendations for improvement in the coming year will be a significant next step.

In addition a Corporate Responsibility Strategy will be drafted and presented to the company Executive. This will set the strategic direction for the next three years plotting the course for CR within the organisation.

It is likely that there will be a number of areas of focus, raising awareness and building engagement with the Corporate Responsibility agenda. We will look at initiatives around employee volunteering and the environment as our first steps.

A significant piece of work will also be undertaken around the socio-economic processes currently in place. This will streamline the process and ensure that each site is following a similar path when allocating funding to organisations.

Broadly this will ensure a level of community input to the decision making process through members of the Site Stakeholder Group, helping to tap into local knowledge.

We will also continue to benchmark our progress in a number of areas with our second submissions to both the Business in the Community's CR Index and the Best Companies To Work For survey. We will be looking to build continuous improvement into the way we do Corporate Responsibility in Magnox North and benchmarking provides an opportunity to do just that.

