



**ANNUAL SUSTAINABILITY
REPORT 2024/25**



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Computer Generated Image of the finished Sizewell C Power Station.

We want to lead the way for nuclear to deliver clean energy while positively impacting people, communities, and the environment

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Foreword from Julia Pyke and Nigel Cann

Amid global challenges and a deepening climate emergency, the need for secure, sustainable, clean energy in the UK is more urgent than ever. Supplying low-carbon electricity to six million homes for at least 60 years, Sizewell C is central to Britain’s response – a vital project for a more secure, prosperous, and sustainable future.

Sizewell C offers an opportunity to do infrastructure differently on the Suffolk coast. Our UK-based project is uniquely positioned to tackle climate change and strengthen energy security, while generating lasting benefits such as jobs, skills, and economic growth. It also safeguards nature and the environment for the long term—all while delivering for the people behind it: the many construction heroes driving this nationally significant project.

This first Sizewell C Sustainability Report affirms our commitment to these long-term benefits. Each year, we will highlight the measurable impacts Sizewell C is making.

Just over a year into construction, we have set targets to measure the legacy Sizewell C will leave behind after construction. We are committed to ensuring that 70% of Sizewell C’s construction value stays with UK suppliers – with our spend in the UK expected to further increase throughout operation. Over 400 UK companies are already benefitting from the award of £2.8bn in contracts.

Since triggering our Development Consent Order (DCO), we have awarded over £100m in contracts to local suppliers, including major deals with Suffolk businesses such as Jackson Civil Engineering and Breheny Civil Engineering – part of a commitment to £4.4bn of regional investment into the East of England during construction.

We’ll support at least 70,000 jobs in the UK, deliver 1,500 apprenticeships, and create thousands of well-paid local opportunities. Over the last year, we have made sure those opportunities are accessible. We launched the Sizewell C Skills Charter, opened an Employability Hub in Lowestoft with East Coast College, ran job fairs with the Department of Work and Pensions, and worked closely with local educators to build skills for Sizewell C and future projects, all contributing towards the creation of a British nuclear workforce of the future.

We have been building strong support and processes to offer our workforce the very best conditions as we build this project together. We were delighted to sign agreements with major trade unions, securing high standards for terms, conditions and welfare.

One of our long-term aims is to maximise Sizewell C’s benefits for East Suffolk. So far, we have invested £1.4m in 20 local community projects through our Community Fund, with £23m committed over the next decade.

As well as our support for local jobs and community projects, we are also investing significantly into nature to mitigate the impacts of construction on protected species and designated sites. Following our creation of Wild Aldhurst nature reserve, we completed a second reserve at Benhall last year, with two more planned in the next two years. We’ll safeguard this precious area of the Suffolk coastline and boost biodiversity by 19%.

Over the last year, we have advanced clean technologies, including our Direct Air Capture prototype in Lowestoft and a hydrogen bus trial.

These developments demonstrate how we are delivering our sustainability commitments in Suffolk and across the UK. Plus, there is more to come as we continue to identify opportunities to deliver nuclear power as sustainably as possible. Sizewell C will set an example to the UK and to the nuclear sector. This report – and those to follow – will track our progress.

Julia Pyke
Joint Managing Director

Nigel Cann
Joint Managing Director

Joint Managing Directors,
Nigel Cann and Julia Pyke.



Our long-term aim is to maximise Sizewell C’s benefits for East Suffolk – giving more than we take

Our approach to sustainability

At Sizewell C, we want to lead the way in nuclear energy and pioneer new standards to deliver clean, safe, and reliable energy while bringing long-lasting benefits to and transforming opportunities for people, communities and the environment.

To support our ambition, this year we have updated Sizewell C’s strategic aims which underpin our vision and set the company’s direction. You can find further information on our strategic aims in Sizewell C’s **Annual Report and Accounts 2024/25**, pages 8 & 9. All our current and future activities, including our progress towards delivering on our sustainability objectives, will align with our strategic aims.

We want our progress towards delivering our sustainability objectives to be clear and meaningful, which is why we have built this report around the topics that matter most to Sizewell C and the people we serve:

- JOBS, SKILLS & ECONOMIC GROWTH
- PEOPLE
- COMMUNITIES
- NATURE & THE ENVIRONMENT
- CLIMATE

As we put systems and processes in place to support our sustainability reporting, we are following internationally recognised leading practices to guide us. These include standards set by the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI). While we are still in the early development stages, these standards are helping to shape how we share our progress.

As Sizewell C grows, so will the way we report on our impact. We’ll always strive for transparency, accountability, and positive change.

ALIGNING WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)

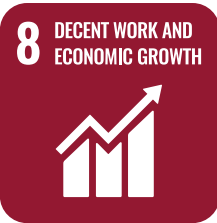
Sizewell C is being built with a clear purpose: to address the need for Affordable and Clean Energy (SDG 7), one of the key United Nations Sustainable Development Goals (UN SDGs). Once operational, Sizewell C will provide low-carbon power for 6 million UK homes for at least 60 years, helping to strengthen the UK’s energy security.



By providing low-carbon power for 6 million homes for at least 60 years, Sizewell C will strengthen the UK’s energy security.

Our impact goes beyond energy.

By also bringing wider benefits to the UK and Suffolk region, the project aims to contribute to other UN SDGs, specifically:



By continuing the work of Hinkley Point C in rebuilding the UK’s nuclear capability, Sizewell C will be a large contributor to UK economic growth over the next decade, supporting at least 70,000 jobs and 1,500 apprenticeships and targeting 70% construction spend in the UK.



By supporting innovative low carbon technologies of the future such as Hydrogen power and Direct Air Capture (DAC), Sizewell C will not only provide an invaluable piece of sustainable infrastructure in itself but can support the wider potential of clean energy technology for the UK.



By developing and retaining a diverse, skilled and respected workforce that fosters and promotes wellbeing, Sizewell C will take strides to improve the representation of all minorities in both the construction and nuclear sectors.



By going above and beyond our legal obligations to compensate for any disruption or harm to nature during the development, Sizewell C will create large, high-quality habitats and ultimately deliver a 19% net gain in biodiversity.

A sustainable finance opportunity

As part of the capital raise process, Sizewell C has undergone independent evaluations to demonstrate its environmental and social credentials.

These evaluations also help us identify areas for improvement and will give investors confidence in the way we plan to deliver our commitments.

GREEN FINANCING FRAMEWORK

As a vital part of the UK’s low-carbon future, Sizewell C represents a significant sustainable finance opportunity.

- In 2024, we received an independent Second Party Opinion Provider on our Green Financing Framework.
- This framework outlines our sustainability approach and guides how we plan to issue Green Financing Instruments.

The framework highlights:

- The critical role of nuclear power in decarbonising the UK’s energy system; and
- Strong governance, policies, and sustainability management already in place at Sizewell C and throughout our supply chain.

GRESB INFRASTRUCTURE ASSESSMENT

To benchmark our ESG performance, we took part in the GRESB Infrastructure Development Asset Assessment, a leading global standard for infrastructure sustainability.

- We submitted evidence as part of the first Infrastructure Development Asset Assessment (IDAA) in June 2024 and obtained a GRESB score of 73/100, receiving 4 out of 5 stars.

This score provides a valuable baseline and recognises the solid ESG foundations we have laid. Our ambition is to improve our GRESB assessment performance year on year, using the assessment to track and improve our approach over time.

IFC PERFORMANCE STANDARDS & EQUATOR PRINCIPLES

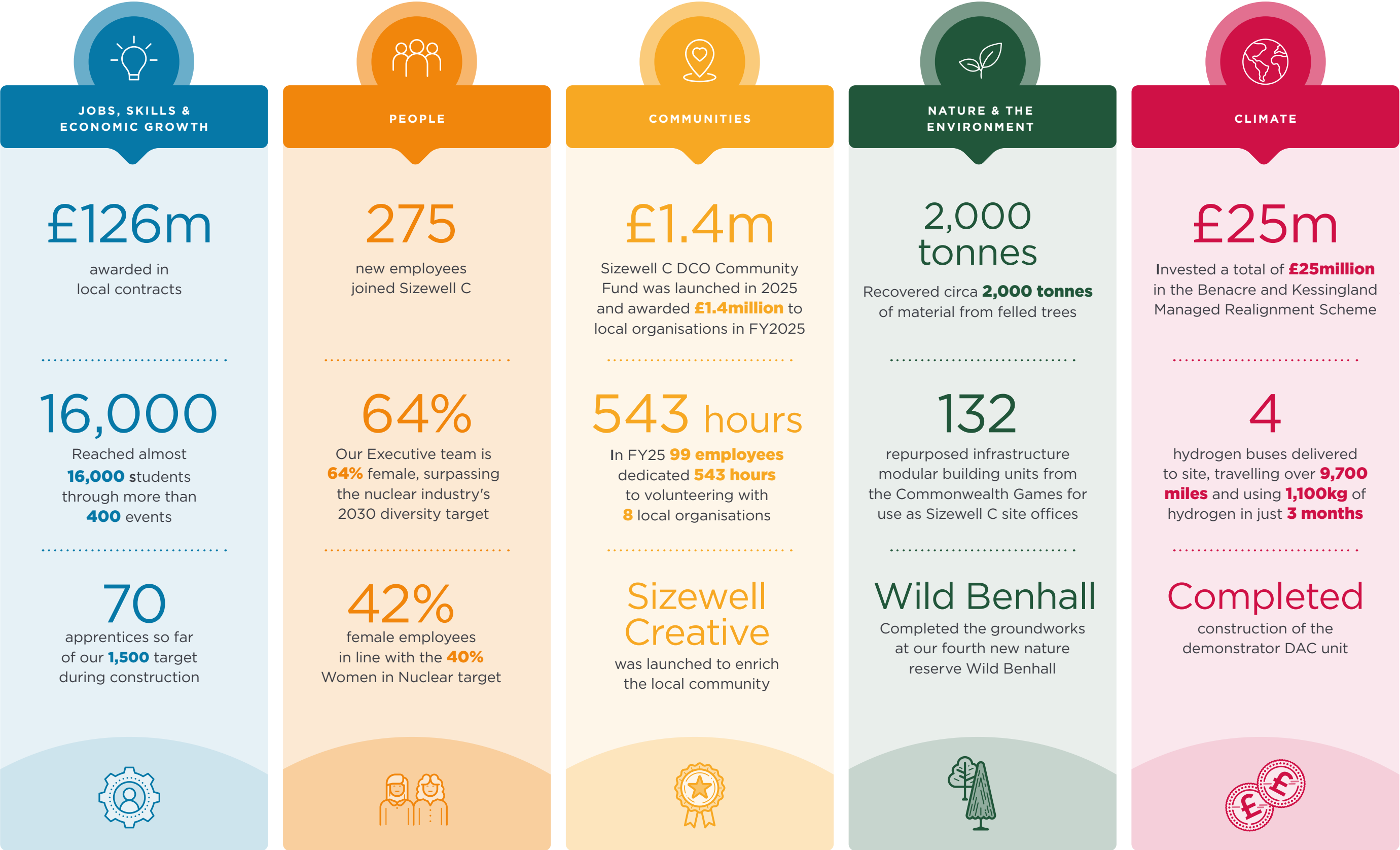
As part of ongoing due diligence and commitment to high international standards, Sizewell C has also been assessed against:

- The International Finance Corporation (IFC) Performance Standards; and
- The Equator Principles, widely adopted in responsible infrastructure financing.

We worked closely with independent due diligence providers to demonstrate how we will align with these globally recognised frameworks. We also used the exercise as an opportunity to take lessons learned and develop our understanding of the issues most important to our stakeholders.



Key highlights from FY25



1. JOBS, SKILLS & ECONOMIC GROWTH

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We will create thousands of good jobs, develop skills and boost local and national businesses



Civil Engineering Apprentices carrying out surveys.



1. JOBS, SKILLS & ECONOMIC GROWTH

Supporting UK and local businesses

Sizewell C is a once-in-a-generation opportunity to power the UK’s future while creating thousands of jobs, driving skills, protecting natural habitats and boosting local businesses.

The project will generate at least **70,000** jobs nationwide, both directly and across its supply chain, with thousands of well-paid roles established in the local community. We are also investing in the next generation. By working with our supply chain to create over **1,500** apprenticeships and partnering with top universities, we are helping to develop the skills and technology Britain needs to provide energy security and enable net zero. Alongside Hinkley Point C, we are revitalising the UK’s nuclear supply chain and strengthening industries and businesses across multiple sectors.

Sizewell C is a UK-based development built by UK-based businesses, driving investment in areas where it is needed most. Please see page 8 for case studies from some of our suppliers.

We are committed to keeping **70%** of our construction spend in the UK, creating opportunities for local, regional, and national companies while boosting economic growth.

The impact is already being felt. Since January 2023, over 400 UK suppliers have secured a share of **£2.8 billion** in contracts, with over **£126 million** awarded locally in FY25. And there is more to come — regional businesses like Ipswich-based Jackson Civil Engineering have already landed major contracts, including a **£19 million** project to improve local roads. Not only are we supporting suppliers locally, like Breheny Civil Engineering and Allglass (Anglia) Ltd, we are also working with national suppliers like VolkerFitzpatrick to ensure further subcontracts are being awarded locally.

Fueling our people in the right way is important to us. That’s why we are developing a strategy to use locally sourced produce for the food we provide to our on-site colleagues. Through this, we will create significant opportunities for regional food producers and suppliers over the construction period.



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1. JOBS, SKILLS & ECONOMIC GROWTH



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Supporting UK and local businesses

Volker Fitzpatrick (Volkers)



Volker Fitzpatrick (Volkers) is one of our early works contractors on site supporting site establishment.

We are proud to work with partners like Volkers who understand the importance of delivering social value. So far, the company has recruited most of its workforce locally, including from Leiston, and helped local businesses such as Fuller Fencing to be ready for and to secure work on an infrastructure megaproject.

Volkers prioritise UK businesses when subcontracting work and dedicated both time and resources to support local schools in delivering the skills Sizewell C needs.

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“Volker Fitzpatrick are proud to be supporting this UK-based project and helping to drive opportunities locally in Suffolk.”

Breheny Civil Engineering



Breheny Civil Engineering (Breheny), established in 1963, is a Suffolk-based, family-owned firm that joined the Sizewell C supply chain portal in 2018.

Working closely with Sizewell C and its partners, including the Suffolk Chamber of Commerce, the company are taking strides to ensure they are best placed to take advantage of the opportunities available with Sizewell C.

Breheny is committed to upskilling local communities and supporting local economic growth through their partnership with us. With significant Sizewell C contracts subsequently secured, including a key package for roundabouts, Breheny is expanding its workforce from across Suffolk and investing in employee development to support the delivery of our project.

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“Breheny is excited to be working on the Sizewell C development and supporting them in their commitment to boost opportunities for local people.”

Allglass (Anglia) Ltd



Allglass (Anglia) Ltd

We are determined that any work required to support our DCO commitments benefits local suppliers, too. For example, new glazing for local residents as part of the Noise Mitigation Scheme (NMS) is being delivered to hundreds of homes through four local suppliers.

One of whom, Allglass (Anglia) Ltd, are sourcing fleet vehicles and materials from local suppliers and expanding its workforce from within Suffolk with the aim of hiring local apprentices, further supporting the community and boosting the local economy.

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“Allglass (Anglia) Ltd are proud to be playing a part in the construction of Sizewell C in more than one way; through the NMS scheme, the active construction of new Sizewell C buildings and the servicing and safety works to many associated Sizewell C buildings. This is great for creating more opportunities for local businesses and people to be involved in this remarkable development and be a part of the Sizewell C legacy.”

1. JOBS, SKILLS & ECONOMIC GROWTH

Inspiring careers for the next generation

BUILDING CAREERS, CREATING OPPORTUNITIES

Sizewell C is one of the UK’s most significant infrastructure projects.

Its scale and longevity opens doors to rewarding careers in construction, engineering, nuclear and beyond. Employment enquiries are the most common enquiry category for our local team in Leiston, and we’re committed to connecting people to a wide range of attractive jobs. Building on the success of Hinkley Point C’s Jobs Service, we launched the standalone Sizewell C Jobs Service in 2024 and now support over **3,000** active users in finding local opportunities. During National Apprenticeship Week in February 2025, we held jobs fairs in Leiston, and in March, we teamed up with the Department of Work and Pensions to host a jobs fair at the University of Suffolk where more than **200** people came to find out about the roles on offer.

In October 2024, we partnered with East Coast College to launch Nucleus, an employability hub in Lowestoft. Nucleus provides jobseekers with support ranging from CV advice to interview coaching, helping them to secure employment across the region. We also collaborate with incredible local charities to inspire and inform people about the opportunities available during Sizewell C’s construction and long-term operation. We are aiming to raise aspirations in coastal and rural towns to benefit young people. Our Young Sizewell C programme helps individuals aged 16 to 21 living in Suffolk or Norfolk to connect with in-demand careers and apprenticeships. So far, over **1,700** individuals have signed up to the programme.



Sizewell C at the Ipswich Careers Fair.

INSPIRING THE NEXT GENERATION OF TALENT

Sizewell C is creating exciting new pathways into the nuclear and construction industries, with apprenticeships, internships, and student engagement at the heart of our work.

In January, we hosted an open day at the Sizewell Visitor Centre to highlight our growing apprenticeship opportunities. A month later, hundreds of local residents attended an apprenticeship event in Leiston, exploring the diverse range of apprenticeship opportunities available in the region.

In FY25, **52** apprentices joined the project bringing the total to **70**.

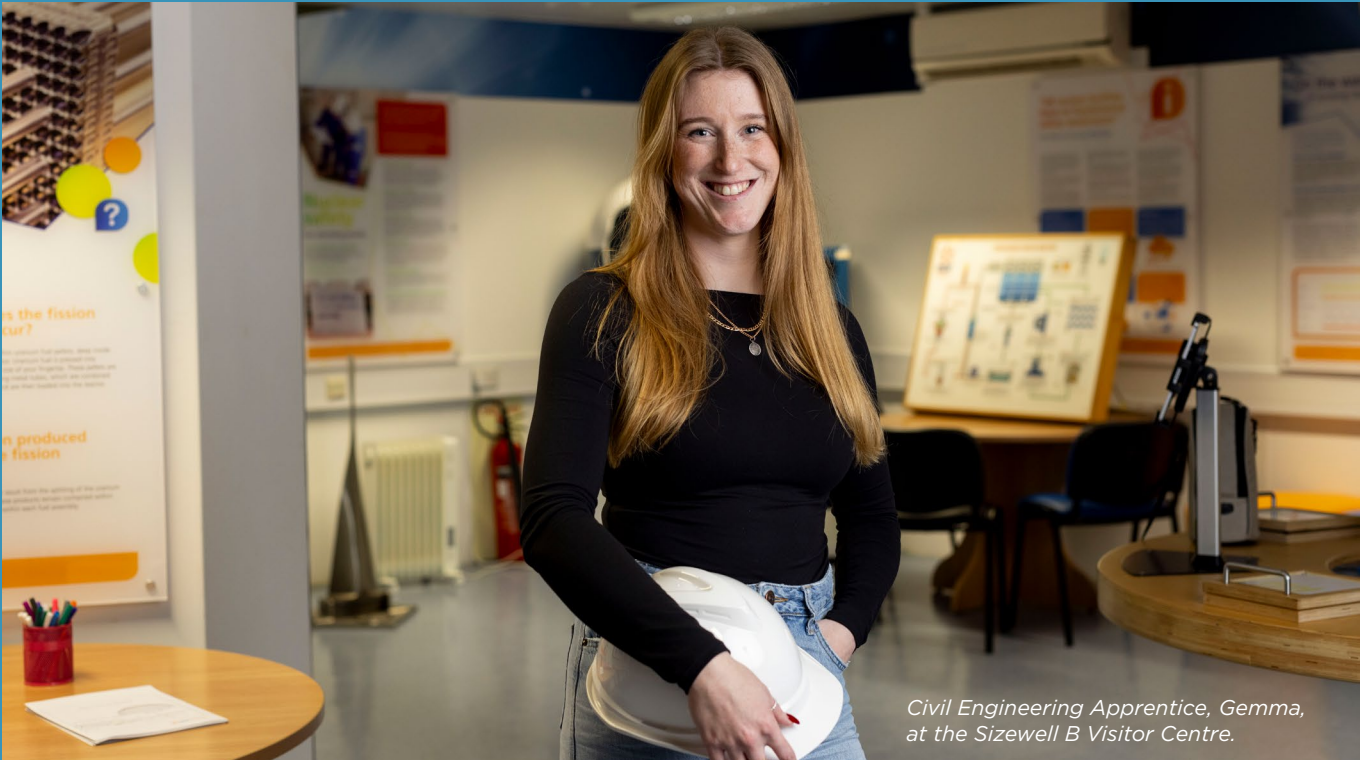
The project has launched seven industrial placements so far, offering hands-on experience in areas such as creative content, project management and quality engineering. The Sizewell C Summer Internship Scheme has been further developed for 2025 and will give paid summer placements to young people hoping to join the nuclear industry. We are also building on our successful graduate programme which launched last year, with our second cohort due to start in September 2025.

Our outreach efforts are making a real impact. In the last academic year, almost **16,000** students took part in more than **400** events, learning about opportunities in nuclear and construction at Sizewell C.



Meet Gemma

CIVIL ENGINEERING DEGREE APPRENTICE



Civil Engineering Apprentice, Gemma, at the Sizewell B Visitor Centre.

Gemma is a Civil Engineering Degree Apprentice currently working with the Ancillary Works team. She comes from a family with a strong tradition of working in the nuclear industry, and is eager to carry on that tradition.

Gemma was inspired by the successful long-standing careers her father and uncle have had at our neighbour power plant, Sizewell B. She recognised it was a valuable opportunity to develop her planning and technical skills through learning from experienced engineers.

"After my dad did an apprenticeship within the nuclear industry and subsequently moved to work for Sizewell B ever since, I knew working on the Sizewell C construction was such a good opportunity and would really push me."

Gemma will rotate around all the departments within Civil Engineering, allowing her to gain an understanding as to where she may want to end up at the end of the scheme. She has already had three months in the Project Management team and is now enjoying getting a whole new perspective in the Engineering and Technical team. She is able to gain first-hand experience whilst also earning qualifications.

"I really value the enthusiasm and support of everyone, not just from the Early Careers team, but for example my Career Manager, who looks after me for the whole of the apprenticeship, it's just nice to see how enthusiastic they are about young people who want to progress."

"My goal is to see a project from start to finish, see it blossom and bloom and have an input."



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Skills for the future

We will help transform skills in the region and create good, well paid careers for thousands of young people.

In January 2025, Sizewell C launched a new **Skills Charter**, aimed at ensuring the project delivers a highly skilled and inclusive workforce along the Suffolk coast. This was in collaboration with the Construction Industry Training Board, the Engineering Construction Industry Training Board, Suffolk County Council and East Suffolk Council.

To support this commitment, we have signed a Memorandum of Understanding (MoU) with Suffolk colleges and the University of Suffolk. Our powerful partnership is dedicated to equipping people with the right skills to support Sizewell C. Many of these skills are highly transferrable, offering long-term career stability across a range of industries in the East of England.

In November 2024, we signed an MoU with the University of Liverpool and the Liverpool City Region Combined Authority (LCRA) with the aim of boosting sustainability, skills and economic growth across the North region. The MoU has provided a launch pad to expand interactions between the two organisations and deepen relevant research, innovation and education ties, including Sizewell C's support for PhD studentships. As part of the partnership, the University will support a pipeline of talent and training in nuclear safety for Sizewell C.

In addition, our Power Up education programme uses workshops focused on coding and engineering to help local Year 7 and 8 school children understand the opportunities and benefits of STEM professions. In FY25, we delivered Power Up sessions across 19 local schools and in March, the programme won the Educational Trailblazer Award at the East Anglia Clean & Green Awards for its innovation, accessibility ad sustainability.

We have been further promoting the nuclear industry and its importance for the environment via our partnership with Earth Cubs, an online educational platform aimed at school children. Watch our latest videos including 'Super Power Station!' on their website [here](#).



Constructionarium challenge to build a mini replica of The Gherkin.



Sizewell C and Constructionarium bringing learning to life

In July and November 2024, students from Suffolk New College, City College Norwich, and the College of West Anglia stepped out of the classroom and into the real world of construction.

Working with the North Norfolk-based not-for-profit organisation Constructionarium, we challenged these future engineers and builders to construct a miniature version of London's iconic Gherkin building.



Over the course of the task, students managed every aspect of the build. From planning to co-ordination to assembly—mirroring the real-life pressures of a large-scale infrastructure development. Their hard work resulted in a 12-metre, three-storey replica built at a 1:15 scale. The structure featured seven levels of prefabricated steel on a concrete base, topped with a dome lifted into place by a mobile crane.

This hands-on experience gave students invaluable industry skills, boosting their confidence and preparing them for careers in construction, engineering, and beyond. On the back of this programme, one student participant with no construction experience prior to Constructionarium, has received and accepted a job offer of a Sizewell C Nuclear Engineering Degree Apprenticeship.

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At Sizewell C, we are working to build and maintain a workplace which reflects the community around us and upholds our core values



Investing in our teams

At Sizewell C, we are committed to building a workplace which reflects the community around us and upholds our core values. We are actively investing in our people to ensure they have the skills and knowledge needed to excel, while working in an environment that follows our Zero Harm principle. We are dedicated to being a responsible business that upholds human rights. We also strive to embed a culture where everyone feels valued, respected and empowered to embrace diversity.

In tandem with activity increasing across all our sites in FY25, our workforce is continuing to grow rapidly with an average of **1,227** people on site daily in March 2025.

Full-time equivalents increased by **51%**, rising from **773** to **1,172**. During the reporting period, **275** new employees joined Sizewell C.

Further details on age group, gender, and region of our employees is shown on page 17.

TRAINING

We are empowering our teams to continuously learn and we develop the skills of our people through training, ensuring they grow professionally while meeting industry standards and company requirements. In FY25, the average employee completed 24 hours of training, equipping them with the expertise they need to drive the project forward.

At Sizewell C, every role has a defined training baseline, ensuring our team has the skills and knowledge needed to excel. Employees must either meet these requirements or have a training plan in place to achieve them.

For all site-based personnel, our comprehensive site induction covers everything necessary to work safely and effectively on site, including:

- Our current activities and scope
- Compliance with our nuclear site licence and planning and environmental consents
- Health, safety & wellbeing
- Security protocols
- Environmental & social responsibilities including Sizewell C's values; and
- Diversity, equity and inclusion (DEI)

As part of this induction, all workers confirm their commitment to complying with the **Worker Code of Conduct**, reinforcing our commitment to safety, respect and responsibility.

We prioritise ongoing training and development at every level – including for our leadership team.

The Board received specific ESG training in 2024 and will receive specialised environmental training as part of their baseline Role and Training Profile in FY26, ensuring they are well-versed in environmental management and sustainability practices.

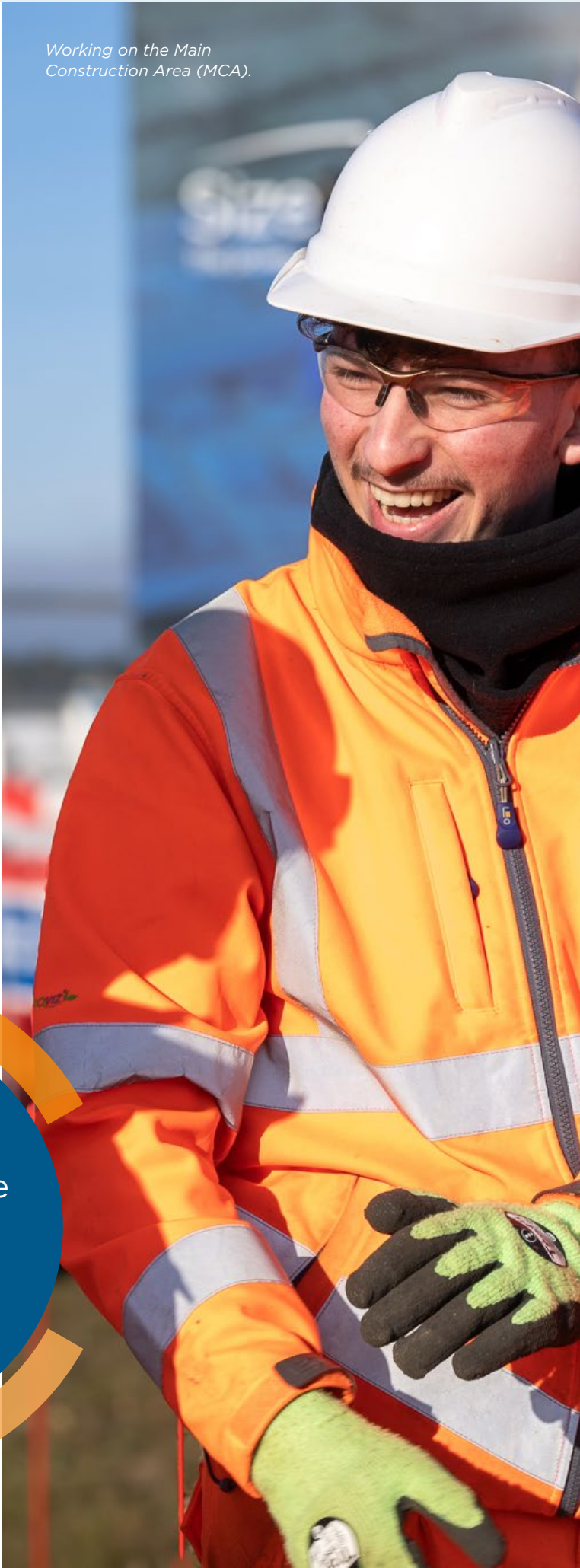
This year, we launched two personal development programmes – Ignite and Enhance. Both are targeted at professionals who want to develop their careers, personal strengths, and motivations. Additionally, Feel Sizewell C, an induction to the project available to all new joiners, was launched in April 2024. This face-to-face session offers an in-depth and personal welcome to the company by experienced managers.

We continue to run our Power of Leadership programme which focusses on our commitment to provide high quality leadership development.

Regular performance reviews are key to the development of our people. In FY25, all employees received a regular performance and career development review.

Also, our Personal Development Pathways (PDP) process was pursued by 26% of eligible employees. This self-nomination process allows individuals to request a review of both their role title and pay grade based on their performance, ensuring achievements and contributions are consistently recognised.

Our organisation induction, available to all new joiners, was launched in April 2024



Working on the Main Construction Area (MCA).

Health & safety through wellbeing

At Sizewell C, we live by our Zero Harm principle and believe that all physical and mental harm is preventable.

ZERO HARM

As work increases on site, we are expanding our Occupational Health team and further embedding a strong health, safety and wellbeing culture across the entire organisation. Wellbeing is at the core of our strategy as we recognise it enables our employees to thrive, work safely and deliver the highest quality results.

In FY25, the project reported seven lost time incidents, with one resulting in a RIDDOR reportable injury. The most frequent root cause of the lost time incidents was the working environment. Following each incident, we investigated thoroughly, shared learning briefs and implemented corrective actions to prevent recurrence.

Keeping our site and people safe in FY25:

- Workforce engagement:** We launched a quarterly Health, Environment, Safety and Wellbeing Advisory Committee (HESWAC), jointly chaired by Sizewell C and Trade Union Safety Representatives, to address workforce matters and share key updates with workers.
- Site induction & training:** All site workforce complete mandatory safety training including a CITB Health, Safety & Environment test, security clearance, drug and alcohol testing, and our on-site induction before they are allowed unescorted access to the site.
- Office inductions:** New inductions have been rolled out for all office locations which include important information and associated rules on health, safety and wellbeing in each work location.
- H&S Leadership:** Our Safety, Health & Environment Executive Leadership Team meet monthly to drive Sizewell C's safety culture, innovation, and best practices. In addition, in FY25, the Site Delivery team completed 212 Leadership Engagement Tours and 841 additional H&S Assurance Activities.

- Empowering safety practices:** Throughout FY25 we introduced new Sizewell C Life Saving Rules and Health & Safety Basics and published the Site Delivery Health & Safety Standards. Our 'STAR Model' (Stop, Think, Act, Review) and the Zero Harm '6 Simple Actions' were also refreshed and re-launched across the project.
- Encouraging Reporting:** Sizewell C is creating an open and caring reporting culture. Our Health and Safety Observation Reporting app, saw engagement increase by nearly 400% in the year as our workforce increased. We also introduced a new triage practice in February 2025, helping to better manage, resolve and provide feedback for every report raised.

SAFE REPORTING OF CONCERNS

Sizewell C has a Reporting of Serious Concerns Procedure and provides access to a free, confidential and anonymous helpline (operated by Safecall), which employees and contractors can use to raise any serious concerns.

These avenues to reporting, alongside conventional escalation through line management, are all embedded in our inductions, processes and culture.

Our speak-up channels are reinforced in our Code of Conduct, Compliance Hub and site induction, along with confirmation of our zero-tolerance approach to retaliation.

Our Just Culture is part of our Organisational Learning Strategy and ensures that, through unionised support and techniques of investigation, workers are protected from reprisals.

Sizewell C's Investigate Incidents Procedure exists to ensure work-related incidents are investigated, corrective actions determined, and learnings incorporated into the wider Occupational Health & Safety Management System. This ensures that Sizewell C is continually building on its experience and developing best practices.



Team exercise session on the Main Construction Area.



Stand up for safety month

In September 2024, Sizewell C's Stand Up for Safety Month brought together over 1,000 attendees for workshops and events that were focused on health, safety, and wellbeing.

Trade partners shared best practices and innovations, while key initiatives supported both physical and mental health.

'Fit Backs' Physiotherapy worked with construction teams to improve manual handling techniques, and a smoothie bike promoted exercise and healthy nutrition.

As part of a trial of Health Kiosks, we carried out 78 health checks, leading to 17 GP referrals for high blood pressure and/or BMI concerns.

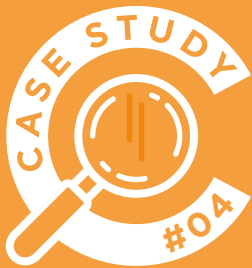
Health & safety through wellbeing

MENTAL HEALTH

As early site works continue at pace, a growing network of almost 100 Mental Health First Aiders has been established to be a listening and supportive ear to all our workers whether on site, in our offices or working remotely.

We also have a Mental Health and Wellbeing Network made up of volunteers who promote a variety of initiatives including online webinars hosted by Suffolk Mind, fortnightly choir sessions, and virtual desk yoga. All employees are also able to access Sizewell C's Employee Assistance Programmes.

In October 2024, we recruited a chaplain from the Diocese of Ipswich and Edmundsbury to begin the work of spiritual and pastoral care for all our people whatever their beliefs.



Lighthouse Employee Assistance Programme



Sizewell C partnered with Lighthouse Club Construction Charity in early 2024, and in April 2024, they began providing our onsite Employee Assistance Programme. Lighthouse provides emotional, physical and financial wellbeing support to the construction community. Everyone who works on the project and their families can access the following services:

- A 24/7 confidential helpline
- A text service with text-back counselling
- A self-support wellbeing app
- Masterclasses in wellbeing issues such as managing stress

The charity also provides free Mental Health First Aid and Suicide Awareness training to Sizewell C employees, helping us to increase the number of Mental Health First Aiders on site.

In addition to the service provided by Lighthouse, all employees have access to the AXA Employee Assistance Programme.

Colleagues on the Ancillary Construction Area (ACA).



2. PEOPLE



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Driving safely with Virtual Risk Manager

In December 2024, we introduced the Arval Virtual Risk Manager platform for employees and embedded contractors to enhance road safety by conducting robust driver risk assessments of employees and embedded contractors who drive on company business.

So far, **416** users have joined the new system and completed the training and risk assessment process to achieve authorised driver status. The platform goes beyond standard checks as it assesses both job-specific risks and driver behaviour indicators including attitude, knowledge of the highway code and use of vehicle safety systems.

With this detailed insight, Sizewell C can better understand real-world driving risks.

The data will shape future safety campaigns, guide targeted training, and help protect those at higher risk. We are ensuring safer journeys for everyone.

Our workforce listen to a briefing by Lighthouse Charity.



ROAD SAFETY
When employees need to drive for work, safety is our top priority.

That’s why we are using cutting edge technology and smart systems to reduce risks on the road.

2. PEOPLE

Championing diversity, equity & inclusion

At Sizewell C, we are committed to building a workplace which reflects the community around us and where everyone feels valued, respected and empowered to embrace diversity.

We are proud that our Annual Diversity Index score as part of the My-Sizewell C survey remained high at 88% for the 2024 survey. This index is based on our employees' day to day perceptions and experiences of diversity, equity and inclusion at Sizewell C.

Since 2023, Sizewell C has been a proud partner of Inclusion and Diversity in Nuclear, a non-profit company which champions workplace diversity, equity and inclusion. Our Diversity & Inclusion Charter is brought to life through seven employee networks, each designed to spark conversations, drive support, challenge norms and share knowledge. The seven networks are shown below and play a key role in shaping a workforce where everyone belongs.



Our seven Sizewell C networks...



Forces Support Network

SUPPORTING OUR ARMED FORCES COMMUNITY

As a signatory of the Armed Forces Covenant, Sizewell C is committed to supporting veterans, reservists, and their families. Our Forces Support Network drives this commitment through initiatives and events that aim to make a positive impact on the lives of veterans and their families. We want to make Sizewell C an employer of choice for ex-service personnel. We are proud to have achieved our Bronze Award and will apply for Silver later in 2025. We value the distinctive skills of the Armed Forces community, which are vital to this nationally significant development.

The network also champions fundraising. In May 2024, Sizewell C's Site Security team and our G4S security team represented the Forces Support Network in the Walking with the Wounded Cumbrian Challenge. The team completed a 13-mile route, raising **£3,200** for veteran support services. The Sizewell C Poppy Appeal raised over **£1,000** for the Royal British Legion, reflecting our company-wide support and respect for the Armed Forces community.

We have contracted a forces-support business, Combat2Coffee, to provide on-site café services to our workforce. This company helps veterans and ex-uniformed services personnel get the support they need whilst making them feel heard and understood. Through this, they make a real impact on the lives of those who have served and investing the profits in high impact outreach programmes, education, training and development.



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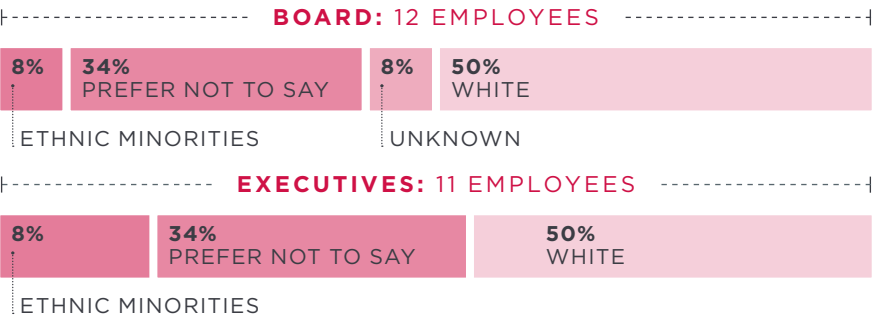
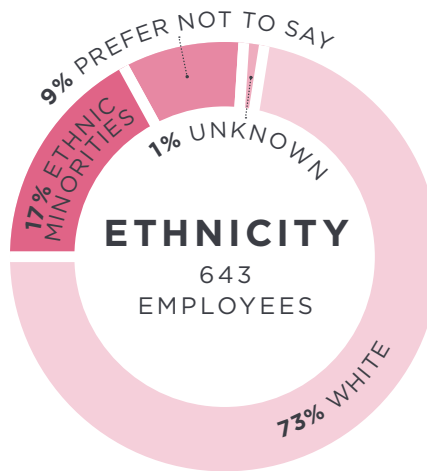
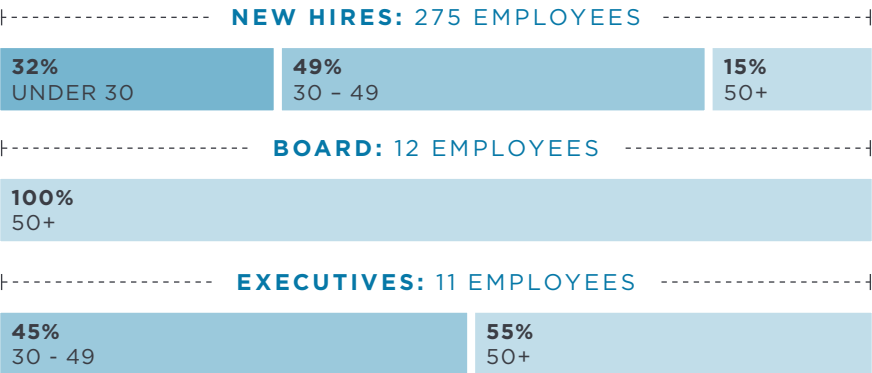
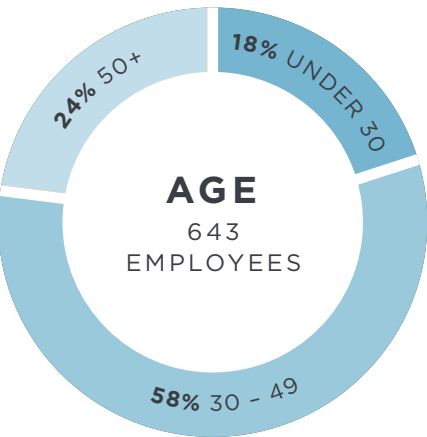
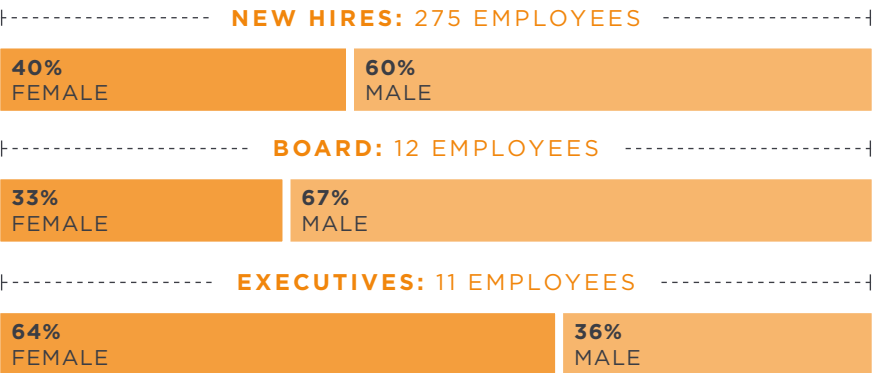
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Championing diversity, equity & inclusion

In FY25, our Sizewell C employee composition is shown by gender, age and ethnicity below:



WOMEN IN THE WORKFORCE

At Sizewell C, we want our workforce to represent society as a whole. That's why we are determined to make the nuclear industry more inclusive and diverse. We are actively working towards the UK Government's Nuclear Sector Deal targets from 2018, aiming for 40% women in the sector by 2030, 50% female apprenticeship starts, and 40% female board membership.

We are currently on track to meet these targets. Here are some statistics we are proud of:

We'll continue our work towards gender balance at all levels of the organisation.

- We continued to exceed the **40% Women in Nuclear** target with **42%** female employees;
- In August 2024, **32%** of our latest Sizewell C apprenticeship cohort were female;
- At leadership level, our Executive Team is **64% female**, surpassing the nuclear industry's 2030 diversity target and including our gender-balanced co-Managing Director structure;
- Our Board currently stands at **33% female** representation; and
- In 2024, our work has been recognised in three award shortlists – one at the **Women in Green Business Awards** and two at the **Women in Nuclear Awards**.



2. PEOPLE

Championing diversity, equity & inclusion

HARD-TO-REACH GROUPS

We appreciate our long-standing relationships with local charities that help people facing barriers to employment, including those who have been out of work for a long time.

Through the Sizewell C Employment Outreach Fund and Sizewell C Bursary Scheme, we are creating opportunities for underrepresented groups in and around Suffolk to gain skills, support and access to meaningful jobs. In addition to these funds, we have also joined forces with:

- Inspire
- Access Community Trust
- Ipswich & Suffolk Council for Racial Equality
- Outreach Youth
- Community Action Suffolk
- Project 21
- Department for Work and Pensions (DWP)

Together, we are committed to making Sizewell C a truly inclusive and diverse project that welcomes everyone.



PROJECT 21
Andreas' story

At Sizewell C, we believe everyone deserves the chance to build a fulfilling career.

That's why we have partnered with Project 21 to provide meaningful work opportunities for people with Down Syndrome. In 2024, this partnership supported two work placements in real workplace settings. To ensure long-term success, we are funding a full-time co-ordinator at Project 21 for the next two years to oversee and support these placements.

The first participant, Andreas Johnson, recently completed two twelve-week placements providing administrative and events support for our Community Relations and Events & Visits team in Leiston. Going forward, participants will have the chance to work in various roles across Sizewell C, including the Visitor Centre and the Information Office.

As a collective, we are working together to help people in underrepresented groups build a confident and bright future.



ACCESS COMMUNITY TRUST
Sam's Cafe

Sizewell C and Access Community Trust, a Lowestoft-based charity that supports people facing challenges such as homelessness, mental health issues, and social isolation, have enjoyed a long-term strategic partnership.

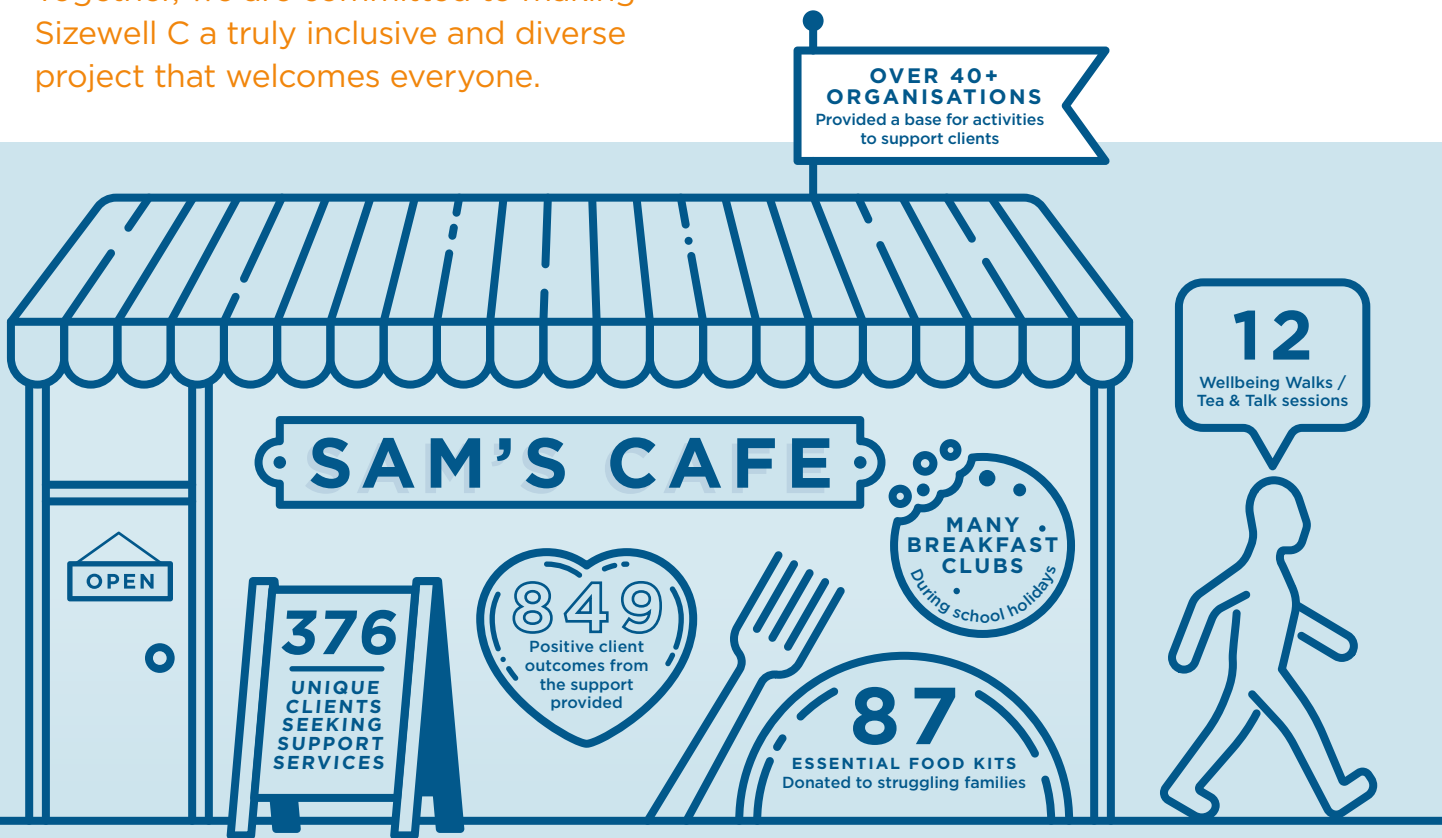
Their work reaches individuals of all ages as well as families and wider communities who need a helping hand. In 2024 the partnership has taken a step further.

When Sam's Café on Beaven Street was forced to close due to a lack of funding, the local area lost more than just a coffee shop; it lost a safe, welcoming space that provided vital support to the community. To help bring it back, Sizewell C contributed £100,000 in funding to reopen the café for at least two years.

The café reopened its doors in September 2024 and has already made a real difference—supporting over 300 people with challenges ranging from financial hardship and unemployment to mental health struggles. It now offers a warm, informal space where people can connect with essential services in a safe and friendly environment.

To build on this support, we also launched a monthly Jobs Service drop-in session at the café, offering advice, information, and guidance on employment—including opportunities linked to Sizewell C. As the development progresses, we expect many of our future team members to come from Lowestoft, and we are proud to be investing in the community from the very start.

SEE SOME OF SAM'S CAFES GREAT ACCOMPLISHMENTS.



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Upholding human rights

At Sizewell C, we are dedicated to being a responsible business that values and upholds human rights, standing firmly against modern slavery and trafficking in all forms.

To support this commitment, we introduced our own Sizewell C Code of Conduct in 2025 along with mandatory training. Additionally, we voluntarily publish an annual **Modern Slavery Statement**, which everyone can read [here](#). We have also made available internally a Modern Slavery Response and Support Guidance document, which explains what to do if someone suspects that modern slavery is taking place in our own operations or supply chain. Our approach to upholding human rights is also supported by a dedicated modern slavery intranet site containing relevant resources and guidance; this is also available to our supply chain partners via our Site Delivery Hub.

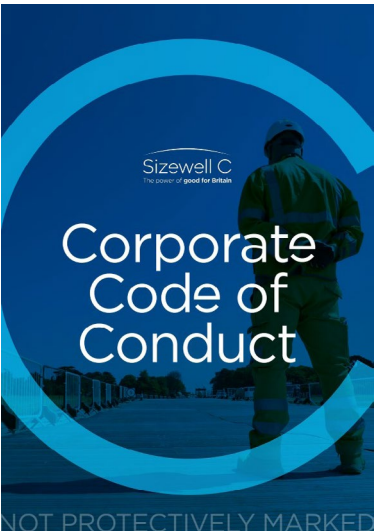
We strive to uphold internationally recognised human rights standards as outlined in the United Nations’ Universal Declaration of Human Rights, the OECD’s Guiding Principles on Business and Human Rights and the UK Modern Slavery Act 2015.

For our embedded workforce, we maintain engagement with our employees and trade union representatives through regular dialogue, supporting open communication and collaboration on new initiatives. In addition, we also maintain a strong connection to the construction workforce through our three Industrial Relations Agreements and their associated governance structures. These allow Sizewell C to work openly and collaboratively with our signatory trade unions and contractor partners to ensure best in class benefits and welfare, and a supportive environment that has wellbeing at its centre.

We also take proactive steps to ensure any necessary changes are assessed for their overall impact on employees and the wider business.

We connect frequently to drive trust and accountability, which can also help identify where areas of development are required. We continually aim to ensure that developments to policies, strategies, performance and technology continue to reflect our evolving workplace and company values.

We introduced our own Sizewell C Code of Conduct in 2025



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From the beginning,
we have been
listening, collaborating
and ensuring
residents' voices
shape the project



Sizewell C 2024 Community Forum at Trinity Park.



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3. COMMUNITIES

Investing in the Community

Sizewell C’s Information Office opened on the High Street in Leiston over ten years ago to provide a base to meet with communities and talk through the plans for the new power station.

From the beginning, we have been listening, collaborating and ensuring residents’ voices shape the project.

This project will bring lasting benefits to the region, creating opportunities for local people and businesses. After a decade of discussions and hundreds of meetings with over 10,000 residents, businesses, and stakeholders, planning permission was granted in July 2022. But our work doesn’t stop there. Our commitment is to work closely with communities, local authorities, and partners to ensure Sizewell C delivers on its full potential. We want this project to bring positive change for generations to come.

Delivering good community relations is important to Sizewell C, supporting communities through the construction phase and maximising the many benefits such as high value jobs and training and contracts for local businesses.

Sizewell C provides important social, economic and investment opportunities for local communities.

We want to maximise those benefits and deliver this nationally significant development in a way that is respectful of local communities. We are making changes in the local area as we build the infrastructure needed to deliver Sizewell C, such as park and ride facilities for our workforce or improvements to local roads and rail lines.

We want to make it as easy as possible for the community to stay in touch whilst this work continues, whether that’s through a forum in one of the village halls in East Suffolk or by visiting our community relations team based on the High Street in Leiston. We encourage residents to get in touch via a freephone community line, email, or walk-in enquiries at the office.

We have had a busy year of engaging with local communities.

Here are some of the things we have been doing:

- Hosted **14 forums** across five locations in East Suffolk attended by over **500** people;
- Facilitated **50** meetings with residents, sent **50** different update letters, delivered **400** Noise Mitigation Scheme packs, sent **12** Parish mailers, attended **56** local council meetings and attended **four** Friends of Sizewell C events;
- Responded to **1,291** enquiries, the main topics of enquiry being: jobs and employment opportunities; accommodation provider opportunities; general overview of plans; and the Noise Mitigation Scheme;
- Distributed **four** newsletters across thousands of local households; and
- Continually updated [Sizewell C Works Tracker](#) website to improve functionality for local residents wanting to understand timelines and location of significant Sizewell C works.



The Warden’s Trust, one of the recipients of the Sizewell C Community Fund.

Sizewell C and Suffolk Community Foundation launched the Sizewell C Community Fund in 2025. This £23 million fund supports charities, not-for-profit organisations, and community projects in the East Suffolk Council area.

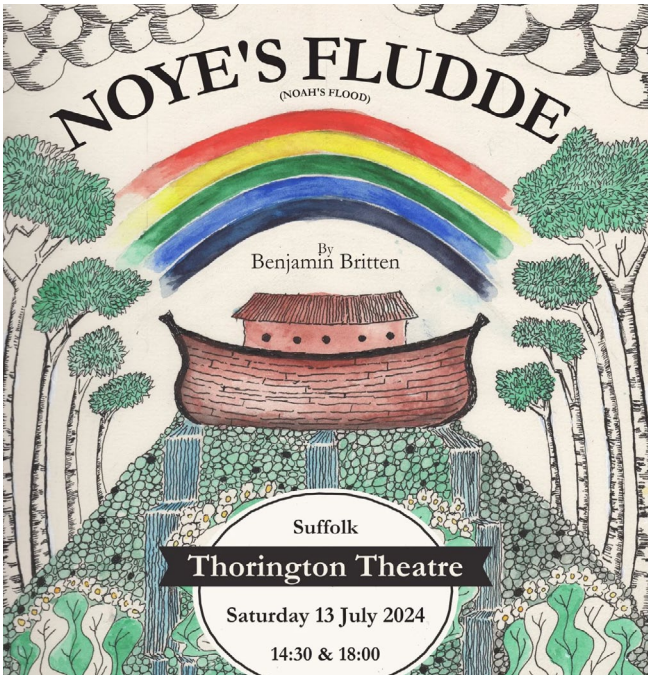
In FY25, **£1.4 million** from the fund was awarded to local organisations, including:

- **Home Start in Suffolk**, which successfully applied for £201,881 over two years to fund various initiatives to support families living with issues such as mental health, isolation and relationship difficulties.
- **The Wardens Trust**, based in Leiston which was awarded £122,507 over three years to support more local people who are disadvantaged, disabled or socially isolated by arranging lunch clubs and music events.

Following in the footsteps of Sizewell B, we have our own Neighbourhood fund, which provides £10,000 annually for local projects which deliver a direct benefit to people living within 10 miles of the proposed development sites.

Projects awarded funding in 2024 included projects supporting sports facilities, local arts and theatre and spaces for children.

Poster advertising the Noye’s Fludde production in July.



Artist in residence Les Bicknell.



Sizewell Creative

CONNECTING COMMUNITY THROUGH ART

In 2024, Sizewell Creative was launched with a simple idea: bringing people together through art. Creativity encourages connection, breaks down barriers, and strengthens community spirit. By collaborating with schools, artists, the Sizewell C workforce, and local businesses, we are making the arts more accessible to everyone. The initiative managed to support 15 local schools and arts organisations in Suffolk in FY25.

Our journey began with a bold first project— Benjamin Britten’s children’s opera, Noye’s Fludde. Over nine months, eight schools and one of Social Partners (Project 21) worked alongside Sizewell C employees, which resulted in a stunning open-air performance in July 2024.

It perfectly blended local talent and our community’s passion for music.

Drawing on this success, FY25 saw even more creative events. We hosted camera club and choir sessions for employees, contractors, and residents, supported Leiston’s first film and book festivals, and launched a three-year artist residency programme with First Light Festival Community Interest Company. Suffolk-based artist Les Bicknell was the first to become artist-in-residence in November 2024.



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3. COMMUNITIES

Volunteering in the community

Community engagement is at the heart of Sizewell C, and we believe in the power of collaborating with charities and non-profits to create lasting, positive change.

By encouraging our workforce to volunteer, we not only support these vital community organisations but also help our employees develop new skills, build connections, contribute to the local economy and nurture a sense of wellbeing.

Our Doing the Power of Good for Suffolk programme makes it easy for employees to get involved. We offer two corporate volunteering days each year while also supporting those who share their own time. In FY25, 99 employees dedicated 543 hours to volunteering with eight local organisations, including our social partner, Inspire.

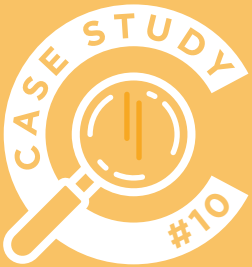
From hands-on community projects to skill-sharing initiatives, our team is making a tangible difference, one volunteer hour at a time.

The project also continues to build longstanding relationships with its social partners:

Through these relationships, we hope to reduce barriers to employment and encourage members of the local community to engage in the diverse range of opportunities Sizewell C offers.



Teams walked up to 20 miles to raise funds for our partner charity.



Best foot forward with St. Elizabeth Hospice

In June 2024, Sizewell C employees came together to choose our first official charity partner – St Elizabeth Hospice. This Suffolk-based charity provides compassionate care for people with life-limiting illnesses, ensuring they and their loved ones make the most of their time together.

Determined to make a meaningful impact, our team didn't just donate, they put their energy into action. The highlight of our fundraising efforts was the Sizewell C Charity Walk in September 2024, where 80 employees took on a challenging 5, 10 or 20-mile trek across the stunning East Suffolk countryside and coastline.

Step by step, our team raised vital funds, and alongside other charity initiatives throughout the year, the total raised by 31 March 2025 stood at over £35,000. This figure is a testament to what can be achieved when a community unites for a cause that truly matters.

READ MORE ABOUT THIS IN OUR EMPLOYMENT & SKILLS SECTION.



Preserving local cultural heritage

East Suffolk’s rich cultural and industrial heritage is deeply woven into the landscape, with Leiston’s history rooted in innovation and engineering.

Understanding and protecting this history is a priority for Sizewell C. We have spent over a decade consulting with experts from Historic England, Suffolk County Council Archaeological Service and East Suffolk Council Conservation Team to ensure a robust package of mitigation measures have been agreed and secured in the Development Consent Order and Deed of Obligation.

Before any construction earthworks begin, over 160 archaeologists from Oxford Cotswold Archaeology (OCA) are carefully excavating the site, uncovering hidden stories from Suffolk’s past. Together, we are committed to making these discoveries accessible to the public, bringing history to life while ensuring it is preserved for the next generation.

In FY25, OCA conducted a wide range of outreach activities to share the findings with local and national audiences, including: an archaeology open day; talks in local schools, to a local history society and at SZC’s community forums; careers events in collaboration with local colleges; attendance at the Suffolk Show and Sizewell Stations Family Day.

Finds are also shared through social media, websites and excitingly on the BBC’s ‘Digging for Britain’.

In addition to archaeology on site, through the Deed of Obligation, Sizewell C has provided funding for a once-in-a-generation investment into the Second Leiston Abbey Site as well as contributions for heritage enhancement to RSPB Minsmere for the First Leiston Abbey Site, National Trust Dunwich Heath and Coastguard Cottages. Suffolk County Council have also received funding to monitor the execution and reporting of archaeological mitigation measures at the Sizewell C Sites.

Meanwhile, work is also underway to conserve and enhance the historic significance of the Grade II Upper Abbey Farm on the main development site.



Unearthing the past

In 2024, archaeologists at the Sizewell C site made a remarkable discovery—a hoard of 321 pristine silver coins buried for nearly a thousand years. Dating back to the 11th century, these coins tell a story of power, trade, and life during the reigns of Harold I, Harthacnut, and Edward the Confessor.

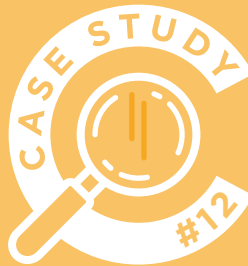
This extraordinary find captured national attention, earning a feature on the BBC’s ‘Digging for Britain’, bringing Suffolk’s rich history into homes across the country.



The Pasty of coins which was discovered on our site



A replica long boat is being built across the river from Sutton Hoo at the Long Shed in Woodbridge.



Sutton Hoo

For 1,300 years, the legendary Sutton Hoo burial ship imprint lay beneath the sands of Suffolk, a mysterious and haunting reminder of the past.

Discovered in 1939, Sutton Hoo is one of the most significant archaeological sites in the UK, revealing a rich history of Anglo-Saxon royalty and craftsmanship. Its discovery reshaped our understanding of early medieval Britain and remains a symbol of Suffolk’s deep historical roots.

Today, a team of archaeologists, historians, shipbuilders, and volunteers are working to reconstruct this ‘ghost ship,’ reviving a piece of Suffolk’s heritage that had long been lost to time.

In January 2025, Sizewell C proudly joined the Sutton Hoo Ship’s Company Corporate Sponsorship Scheme, contributing £20,000 to support this important project.

By helping to fund the ship’s reconstruction, we are ensuring that the legacy of Sutton Hoo continues to inspire and connect people of the future with Suffolk’s remarkable history.

4. NATURE & THE ENVIRONMENT

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Sizewell C places upmost importance on preserving the East Suffolk region and reducing our environmental impact

The rare Grayling butterfly spotted at our nature reserve Wild Aldhurst.



Enhancing local biodiversity

East Suffolk is home to rich and diverse ecosystems that support a wide range of wildlife.

Sizewell C’s Main Development Site sits largely within the Suffolk and Essex Coast and Heaths National Landscape, with a small section overlapping the Sizewell Marshes Site of Special Scientific Interest (SSSI).

It is our priority to protect and enhance this beautiful stretch of coastline throughout every phase of the Sizewell C lifecycle. As part of our long-term approach, we are also creating new, connected habitats across the landscape—designed to support local wildlife and deliver a **19%** net gain in biodiversity.

BIODIVERSITY AND PROTECTION PLANNING

We have made significant efforts to minimise impacts on protected species and designated sites through the design and implementation of the Sizewell C development. Since the early stages of planning, we have carried out surveys and mapping of local biodiversity to create effective protective measures.

We have minimised adverse impacts on biodiversity by siting the development on areas of lowest biodiversity interest (including intensive arable farmland and commercial non-native conifer plantation)

as far as practicable. Where land-take is unavoidably required from the Sizewell Marshes SSSI, we have developed strategies to deliver compensatory habitat at ratios agreed with Natural England, our regulator.

In summer 2024, as a result of additional detailed design work we have reduced the permanent land-take from Sizewell Marshes SSSI from 5.74 ha (as consented under the DCO) to 5.29 ha, representing a further reduction in land-take of 0.45 ha.

As part of our DCO obligations, we are required to establish Environmental Governance Groups, which oversee the delivery of biodiversity mitigation and compensation measures to ensure they are effective and remain so throughout the project lifecycle. In 2024, these groups were established, including the Ecology Working Group, Environmental Review Group and Marine Technical Forum, among others. Where deficiencies are identified, these groups have the authority to require us to perform corrective actions.

We are committed to working with key stakeholders such as the Environment Agency, Natural England, the local authorities, the RSPB and Suffolk Wildlife Trust to ensure we effectively protect the sensitive ecology of the region.

OFFSETTING OUR IMPACT

We recognise the project will have both direct and indirect impacts on certain species and habitats.

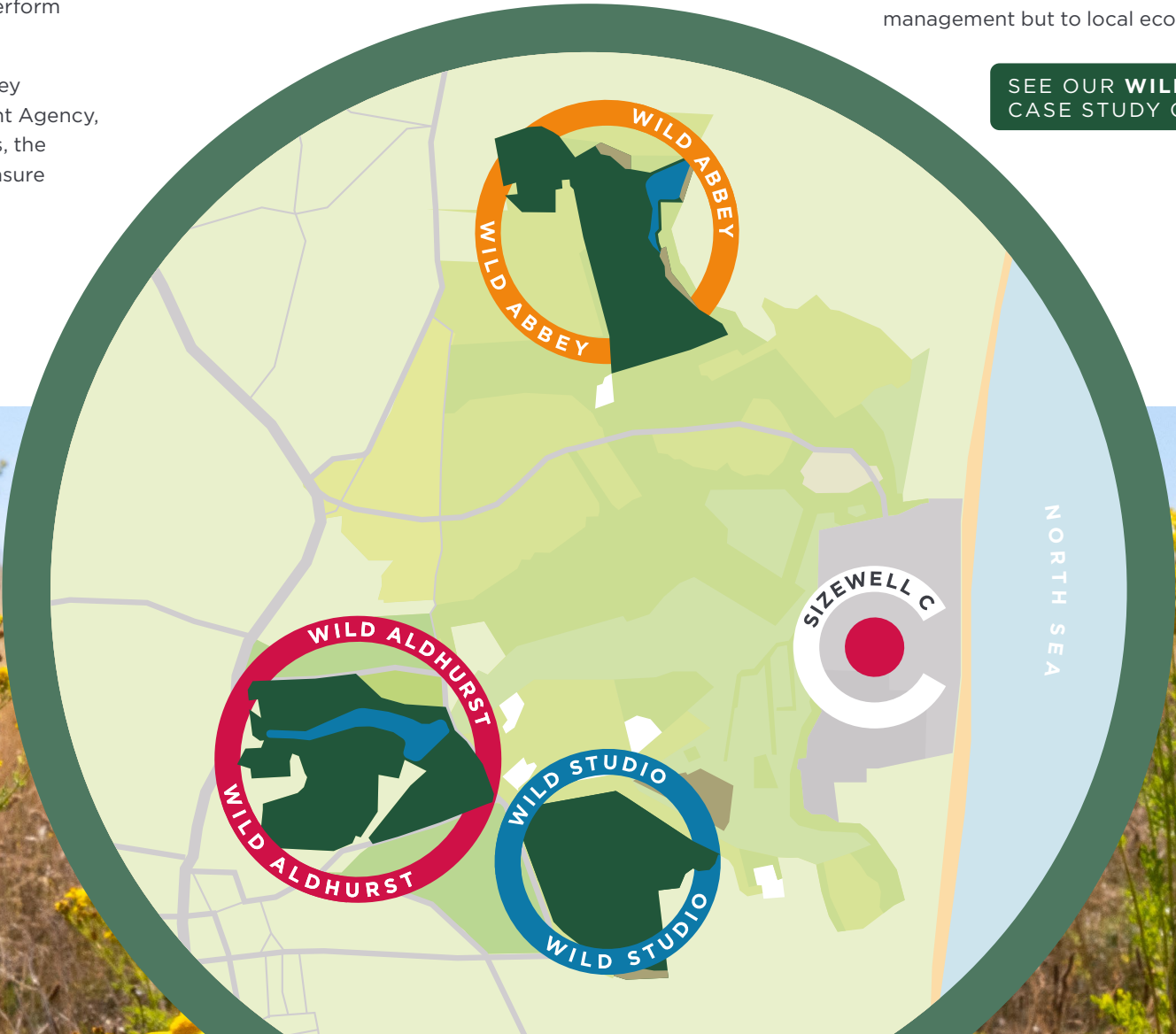
For example, while we have made significant efforts to reduce our impacts, there will still be a requirement for 5.29 ha of permanent land-take from the Sizewell Marshes SSSI, as noted on the left. This impact will be more than compensated for by the habitats we have already created and plan to create. Clearing the site and ongoing construction may also indirectly impact some wildlife such as protected species including a number of bat species, water voles, otters, natterjack toads and Jersey cudweed. Any clearance of protected species has been strictly controlled under licenses granted by Natural England. These licences set out requirements in relation to monitoring, mitigation and compensation to ensure that the “Favourable Conservation Status” of all species is maintained.

We have been investing in nature and local biodiversity for well over a decade. More than **170ha** of former low-grade arable farmland have been put under conservation management, much of it voluntary, going “above and beyond” what is required in the planning process.

These new nature reserves comprise Wild Aldhurst, located to the west of the construction site; Wild Studio located to the south of the construction site; and Wild Abbey which is located to the north of the construction Site.

There are direct links between these new nature reserves and existing protected areas in the site vicinity meaning they will make a major contribution not just to the amount of land now under conservation management but to local ecosystem resilience.

SEE OUR **WILD ALDHURST** CASE STUDY ON THE NEXT PAGE



A shot of flourishing plants at Wild Aldhurst - on the journey from onion field to heathland.

4. NATURE & THE ENVIRONMENT

Enhancing local biodiversity



Wild Aldhurst to SSSI

In the summer of 2024 we completed the latest round of ecological surveys that revealed just 10 years after being created, areas of Wild Aldhurst have gone from arable land to SSSI quality habitat.

All wetland habitat and approximately 50% of terrestrial habitat is now approaching SSSI quality, supporting a diverse invertebrate community, which include the legally protected Norfolk hawker dragonfly and a large number of other priority and rare species. Five invertebrate community types are already of SSSI quality. Discussions have begun with Natural England to secure the site’s official designation as a SSSI. There is still work to do to facilitate the development of the Wild Aldhurst site, but continued targeted management of the site is expected to further support justification for its designation as an extension to the Sizewell Marshes SSSI.



Benhall Fen Meadow.

In Autumn 2024, we completed the groundworks at our fourth new nature reserve, and our first off-site one, Wild Benhall. This 7ha site is located approximately 12km from Sizewell C. Shallow soil scrapes have been created, and the excavated peat-rich soils were used to fertilise local farmland or taken back to Sizewell C for reuse in landscaping. Land drains that had been installed after WWII, when the former water meadows were reclaimed for agriculture, were also blocked off or removed to help prevent the soils from drying out during the summer. Wild Benhall is a landscape restoration project. We are turning the clock back, so that the rare fen meadow and wet woodland habitat that once thrived here can return.

It will take some time for the new habitats to develop. However, it is expected that key indicator species, such as the southern marsh and common spotted orchids will become established within the reserve within 5-10 years.

We have plans for another two nature reserve areas at Halesworth and Pakenham, set for 2025 and 2026. Updates on our progress towards delivering these reserves will be shared in subsequent Annual Sustainability Reports.

BIODIVERSITY NET GAIN

Sizewell C is committed to going above and beyond our habitat compensation requirements, targeting a significant 19% net gain in biodiversity¹, almost double the required 10% that is now required for developments in the UK. At the time Sizewell C’s DCO was granted, there was no statutory requirement for BNG at all.

With work starting back in 2008, we are already progressing well towards our target. Biodiversity units increase as new habitats are created, and the existing habitats we have already established, such as Wild Aldhurst, mature and develop. Our forecasts suggest that the project is on track to be “net zero” in terms of biodiversity at the end of construction².

The 19% biodiversity net gain figure is expected to be reached within the first few decades after construction when the habitats further develop.

¹ The biodiversity net gain has been assessed using the Natural England Biodiversity Metric (2.0). It does not include compensation habitat for the six ha of SSSI needed for construction. The assessment was carried out by consultants on behalf of Sizewell C and was independently peer-reviewed.



Partnering up with Wild East

In September 2024, we proudly announced our partnership with Wild East, a transformative initiative aimed at returning land to nature. Wild East’s ambitious goal is to engage one million people in supporting nature recovery by 2030. They encourage organisations and individuals to pledge 20% of their outdoor space to nature, helping to create a greener, healthier, and more resilient environment.

Sizewell C will work alongside Wild East to involve its supply chain in environmental projects and promote conservation education in local schools, ensuring that the next generation is equipped to protect and nurture the natural world.



Joint Managing Director Julia Pyke talking to Lord Hugh Somerleyton from Wild East.

² “Net zero” refers to the offsetting of all lost biodiversity units through the creation of new and higher quality habitats.

4. NATURE & THE ENVIRONMENT



Embedding circular economy principles

At Sizewell C, we are committed to reducing waste by embedding circular economy principles and applying modern construction techniques.

This means designing, and procuring materials, products and services with the full lifecycle in mind – using responsibly sourced materials, increasing the use of reused and recycled content, maximising recovery of resources and prioritising the reuse of items whenever it is safe and practical. Our goal is to keep resources in use for as long as possible, maximising their value, avoiding waste and reducing our impact on the environment.

In March 2025, we established the Circular Economy Working Group, bringing together teams from across Sizewell C and our supply chain. The group works collaboratively to identify opportunities and embed circular economy principles and ideas into action across the development.

We are already putting circular principles into practice. For example, we have repurposed infrastructure modular building units from the Commonwealth Games for use at Sizewell C as site offices.

We have also identified an opportunity to reuse the arisings from the demolition of the Sizewell A turbine hall onsite at Sizewell C. The material is currently being crushed, tested and certified at Sizewell A in preparation for intended reuse at Sizewell C early next year. Further details will be shared in our FY26 reporting.

See our case studies on page 29 for further information on how we are implementing circular principles.

A SMART APPROACH TO WASTE MANAGEMENT

Our waste management is guided by our Integrated Waste Management Standard, which ensures all waste is handled in strict compliance with regulatory requirements. This standard is part of our Integrated Management System and outlines policies for responsible waste handling and disposal.

We follow a waste hierarchy aligned with circular economy principles, which places prevention first, followed by reuse, recycling, recovery and, only then, disposal, which is used as a last resort. Sizewell C records quantities of different waste types and where they are sent to in accordance with Sizewell C’s Site Waste Management Plan (SWMP). Waste data and records are uploaded by our contractors to the Sizewell C Sustainability Tool each month and on completion of work. This approach provides a digital, centralised repository for conventional waste information, data and records.

PREVENT, REUSE, RECYCLE AND RECOVER

Waste prevention targets have been set as part of the DCO, with only a very small proportion of our waste expected to go to landfill. We also apply sustainable earthworks techniques, which have enabled us to set an equally ambitious target to reuse 100% suitable excavated material (by volume) on the Sizewell C project.

We also have waste prevention targets in place for non-hazardous waste:

- **Construction waste**
Diversion from landfill (by weight) = **98%**
- **Demolition waste**
diversion from landfill (by weight) = **95%**

In FY25, we placed over 100% of excavated subsoil material in its permanent reuse position. The additional volume of subsoil reused on the project in FY25 was cut and stockpiled during the prior reporting period FY24 (see Table 2.0). Topsoil material excavated during FY25 is temporarily stockpiled and will be permanently relocated elsewhere on site as construction works progress.

Non-hazardous construction waste diverted from landfill was below target (90.7%), primarily due to disposal of excavated waste soil from a former landfill site on Sizewell C’s Temporary Construction Area.

Increasing engagement with our Sustainability Reporting Tool and procurement of a Waste Management Contractor in FY26 will help increase our diversion rate moving forwards. There has been limited demolition activity to date, however we will continue to monitor and report on our performance against our target as the Sizewell C development progresses and demolition activity ramps up.

Our recorded construction and demolition waste, as well as recorded suitable excavated material performance for this year are detailed in Table 1.0 and Table 2.0 below.

TABLE 1.0
Sizewell C’s recorded waste generated from construction and demolition activities during FY25.

Waste Type	Reported Waste FY25	Reported Non-Hazardous Waste FY25	Diversion of Non-Hazardous Waste from Landfill FY25
CONSTRUCTION (TONNES)	12,747	12,675	11,495 (90.7%)
DEMOLITION (TONNES)	22	20	19 (92.3%)

TABLE 2.0
Sizewell C’s recorded suitable excavated material reused during FY25.

Material Type	Reported Material FY25	Reused on the Project FY25
SUBSOIL (m³)	1,523,257	1,538,980 (101.0%)
TOPSOIL (m³)	779,048	NONE TO DATE (0%)



Earthworks on the Temporary Construction Area.

4. NATURE & THE ENVIRONMENT

Embedding circular economy principles

RESPONSIBLE SOURCING OF RAW MATERIALS

Raw and refined materials are needed to build Sizewell C. These materials include concrete (including cement and aggregate), backfill, steel and bitumen, among others.

Our contractors must maximise responsible sourcing by using recognised responsible sourcing and certification schemes such as the Forest Stewardship Council (‘FSC’) or Programme for the Endorsement of Forest Stewardship Certification (‘PEFC’) for timber products. This helps us ensure transparency, reduce environmental impact, and support ethical supply chains throughout the construction period.

A Sustainable Procurement Plan (SPP) has been developed which specifies key responsibly sourced and accredited material categories such as:

- **Steel recycled content:** procurement of at least 95% recycled content reinforcing steel where practicable;
- **Timber:** procurement of 100% timber products (permanent and temporary) are mandated to be FSC or PEFC Certified, and preference for reference to timber and timber products grown in the UK;
- **Concrete:** procurement of BES 6001 Very Good or equivalent and maximised use of low-carbon cement replacements is encouraged; and
- **Materials:** procurement of materials is accompanied with EPDs or specification sheets for operational energy where available.



100% timber products (permanent and temporary) are mandated to be FSC or PEFC Certified, and preference for reference to timber and timber products grown in the UK



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Our Project Office at the Ancillary Construction Area in Leiston.



Breathing life into the Commonwealth Games infrastructure

What started life as offices during the 2022 Commonwealth Games in Birmingham has found a new purpose on the Suffolk coast.

Sizewell C continued to repurpose 132 modular units from the Games to create the Ancillary Construction Areas (ACA) Project Office, now a vital hub for the project's day-to-day operations.

Since May 2024, this space has been fully operational, with over 300 desks, facilities for welfare and occupational health, and space for workforce inductions. It is a central point that supports hundreds of people working to deliver Sizewell C.

By choosing to reuse and recycle, we significantly reduced the demand for raw materials - a practical win for both the environment and our budget.



The reuse of felled trees

As part of early construction works at Sizewell C, the removal of trees was required on the Main Construction Area and part of the Temporary Construction Area. This presented an opportunity to recover valuable natural materials.

Rather than letting felled trees go to waste, we processed them into soft roundwood logs, woodchips, and stump shreds, supplying three different buyers with useful by-products for a range of applications. Some of the material was even reused on-site to help stabilise haul roads.

In 2024, we recovered circa 2,000 tonnes of material from felled trees, reducing waste and increasing the full life value of these natural resources.

Managing our water supply

Sizewell C believes that every drop of water counts.

We recognise that construction is taking place in a region of water stress and that the development will need large volumes of water — both during construction and when the plant is up and running. Acknowledging this, we have established a clear approach to ensure we do not affect the local community’s supply.

Our approach is guided by a dedicated Water Supply Strategy, which ensures we use water responsibly and efficiently during all development lifecycle phases.

During construction, most of our water demand will come from activities such as tunnelling, cut off wall construction and dust suppression. Clean, drinkable (potable) water is primarily used for domestic facilities and welfare demands.

Non-potable water for dust suppression is being sourced from two local river abstractions located to the north and south of the construction site within the Sizewell Estate. Up to 1 megalitres per day is available between the two abstraction licences, which have been granted by the Environment Agency. Water is pumped to the construction site via short-supply pipelines and is stored in a lined reservoir to provide resilience. The northern abstraction point came online in September 2024 and the southern point in March 2025.

We have also applied for a new licence to install a temporary groundwater borehole on the Sizewell C site. If approved, the borehole will provide up to 0.6 megalitres per day of water, which will be “traded” with two local landowners to ensure there is no net increase in water taken from the aquifer. Importantly,

this arrangement also means there will be no impact on local agricultural operations. Subject to regulatory approval, the new borehole is expected to be in place by autumn 2025.

Sizewell C has also applied for a new mains construction supply from Essex and Suffolk Water, the local water company (which is operated by Northumbrian Water Limited). This supply, planned at 0.5 megalitres per day, will be delivered through a collaborative effort between Northumbrian Water Limited and Anglian Water Services Limited. It has been carefully designed to ensure that existing domestic water supplies will not be affected.

In the meantime, additional water needs are met by tanker deliveries from Anglian Water’s Alton Reservoir Water Treatment Works. This will continue until a new water storage and distribution facility is available at Orwell Logistics Park. This new facility is under construction and on track to be available later in 2025.

Work is progressing at pace to design and construct Sizewell C’s temporary desalination plant (see case study on the right), and orders are placed for long lead components. Once available, this plant will be capable of supplying Sizewell C’s construction water needs until the permanent water supply is available.

Long-term permanent water supply will be established by Essex and Suffolk Water as set out in their Water Resource Management Plan 2024, which has been approved by Defra and Ofwat. It is due to be available in 2032.

Our recorded water abstraction, withdrawal and discharge for this year are detailed in Table 3.0 below.

DESIGNING FOR WATER EFFICIENCY

At Sizewell C, we are working hard to cut down on water use wherever possible, starting with smart design choices.

Our site buildings include water-saving fixtures to reduce demand, and we are also finding ways to reuse water, such as using clean water from other processes in concrete batching, helping to reduce the need for fresh supply.

All water-related activities, from abstraction to discharge, are carefully managed under the terms of our environmental permits. We track, monitor and apply for all necessary permits during construction to make sure our use of water is safe, legal and sustainable.



Tapping into the sea for a smarter water supply

Our water demand will grow as Sizewell C moves into its main construction phase. But in a region where water is already under pressure, we are taking innovative steps to avoid adding to the strain.

We are developing a temporary, bespoke desalination plant designed to produce around 4,000m³ of water per day by drawing and treating seawater from the North Sea. This technology is already delivering water to millions worldwide, and now, it is coming to Suffolk.

By building our own desalination facility, we are meeting the needs of the project by supporting construction processes without impacting local water supplies, while developing skills and experience in a system that could have wider benefits across the UK, especially as the country looks to future-proof its water supply.

Sizewell C will serve as a valuable case study for UK businesses on how to deliver innovative water technologies, helping to minimise impacts in water-stressed regions across the UK.

TABLE 3.0
Total quantity of water withdrawn, abstracted and discharged during FY25.

Activity	Reported Quantity FY25
WATER WITHDRAWN ¹ (m ³)	19,151
WATER ABSTRACTED ² (m ³)	6,603
WATER DISCHARGED ³ (m ³)	5,091

1 From Anglian Reservoir and tankered to site.
2 On-site boreholes.
3 Foul water from site.



Sustainable infrastructure

We want to demonstrate real sustainability performance throughout the construction phase.

To support this, we are using BREEAM Infrastructure, an evidence based, independently verified, sustainability assessment tool designed specifically for civil engineering and infrastructure projects. It helps identify opportunities for improvement and ensures high standards are met across the lifecycle of a project.

We are proud to be one of the largest UK projects to undertake the most comprehensive form of this assessment, which will help us drive further sustainability improvements across the non-replicated elements of our project. The assessment covers three key stages:

- 1. STRATEGY
- 2. DESIGN
- 3. CONSTRUCTION

The assessment also spans eight core topic areas, ensuring a broad view of sustainability performance.

TRANSPORT

LANDSCAPE

RESOURCES

POLLUTION

RESILIENCE

MANAGEMENT

LAND USE & ECOLOGY

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We are taking a ‘whole project’ approach to implementing BREEAM Infrastructure (i.e. across all three stages) with the ambition to achieve a “Very Good” rating — a benchmark that reflects our drive for continuous improvement and accountability throughout every stage of construction.

OUR PROGRESS THIS YEAR
Across these eight topic areas we are working with our supply chain partners to improve the sustainability performance of our project while ensuring we are able to monitor our impact and progress towards the certification.

In the first quarter of 2025, we achieved an “Excellent” rating for the development’s Design Once assessment (a significant contribution to Sizewell C’s overall BREEAM Infrastructure design phase assessment). This is an important interim milestone that assessed how Sizewell C has considered BREEAM infrastructure requirements throughout pre-construction using a bespoke approach developed alongside BRE Global. Due to the scale, timescales, and complexity of our development, assessing the design at this interim stage, in addition to the final design stage assessment, ensures that BREEAM requirements are integrated into project delivery at an early stage and that sustainability performance improvements can be realised.

The whole project award will run until the middle of the next decade. However, the recent ratification of the Design Once assessment will support us to deliver our overarching BREEAM infrastructure commitment.



Sheet piles being installed in preparation for the installation of the SSSI bridge.

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We'll support the use of new low-carbon technologies to cut carbon emissions and build our resilience to climate change

Wild Aldhurst.



5. CLIMATE

Powering net zero technologies

Sizewell C will provide low-carbon, reliable energy to 6 million homes in the UK, playing a major role in helping the country achieve energy security and reach its net zero goals. However, our impact actually starts long before we generate the first unit of power.

During construction and beyond, we'll support the use of new low-carbon technologies, cutting carbon emissions and building our resilience to climate change, all while minimising our environmental footprint. See the case studies on the right to understand what we're already doing to support a low-carbon future.

In addition to being able to generate abundant low-carbon electricity, Sizewell C is exploring the extraction of low-carbon heat to enable the plant to support the principle of electricity system flexibility while continuing to operate efficiently at full capacity.

Optimal use of the assets through heat extraction could allow Sizewell C to provide maximum value to the electricity system and society, as well as power heat-driven low carbon technologies such as hydrogen production and direct air capture more efficiently.

“By using spare heat to enable some of the other low-carbon technologies needed alongside nuclear, Sizewell C will become a flexible energy hub and provide even greater value for energy users.”

Julia Pyke, Joint Managing Director

Sizewell C is also developing a local Direct Air Capture (DAC) pilot plant to demonstrate the benefits that heat from a nuclear power plant and flexible operations can bring to society.



An aerial view over our host town Leiston.



A small town with big ambitions

In the heart of East Suffolk, Leiston is on a journey to become one of the UK’s first net zero towns. Working closely with East Suffolk Council, Suffolk County Council, and the local community, Sizewell C is helping to shape a cleaner, more sustainable future for our host town.

Over the past year, we have focussed on cutting transport emissions, one of the biggest local contributors to carbon emissions. We have explored options such as electric vehicle charging infrastructure, bike and e-bike sharing, and e-car schemes, helping to make low-carbon travel more accessible.

“In Leiston, transport is one of the biggest causes of the emissions that create climate change, second only to emissions related to the built environment. If we can reduce carbon emissions from transport here, that will put us in a very strong place to get to net zero. So, it is right to put a lot of effort into sustainable transport from the outset”.

Jack Raven, Senior Regional Sustainability Project Manager

In February 2025, we opened the Energy Advice Hub in Leiston. The hub offers free, expert support to help residents manage their energy use and tackle financial challenges. Backed by a c.£28,000 grant to Citizens Advice East Suffolk, the hub is helping people cut energy usage at home, understand their bills, and make more informed choices about energy providers. The scheme is aimed at those who are vulnerable to fuel poverty and has already helped several Leiston residents.



Sizewell C’s Direct Air Capture (DAC) pilot

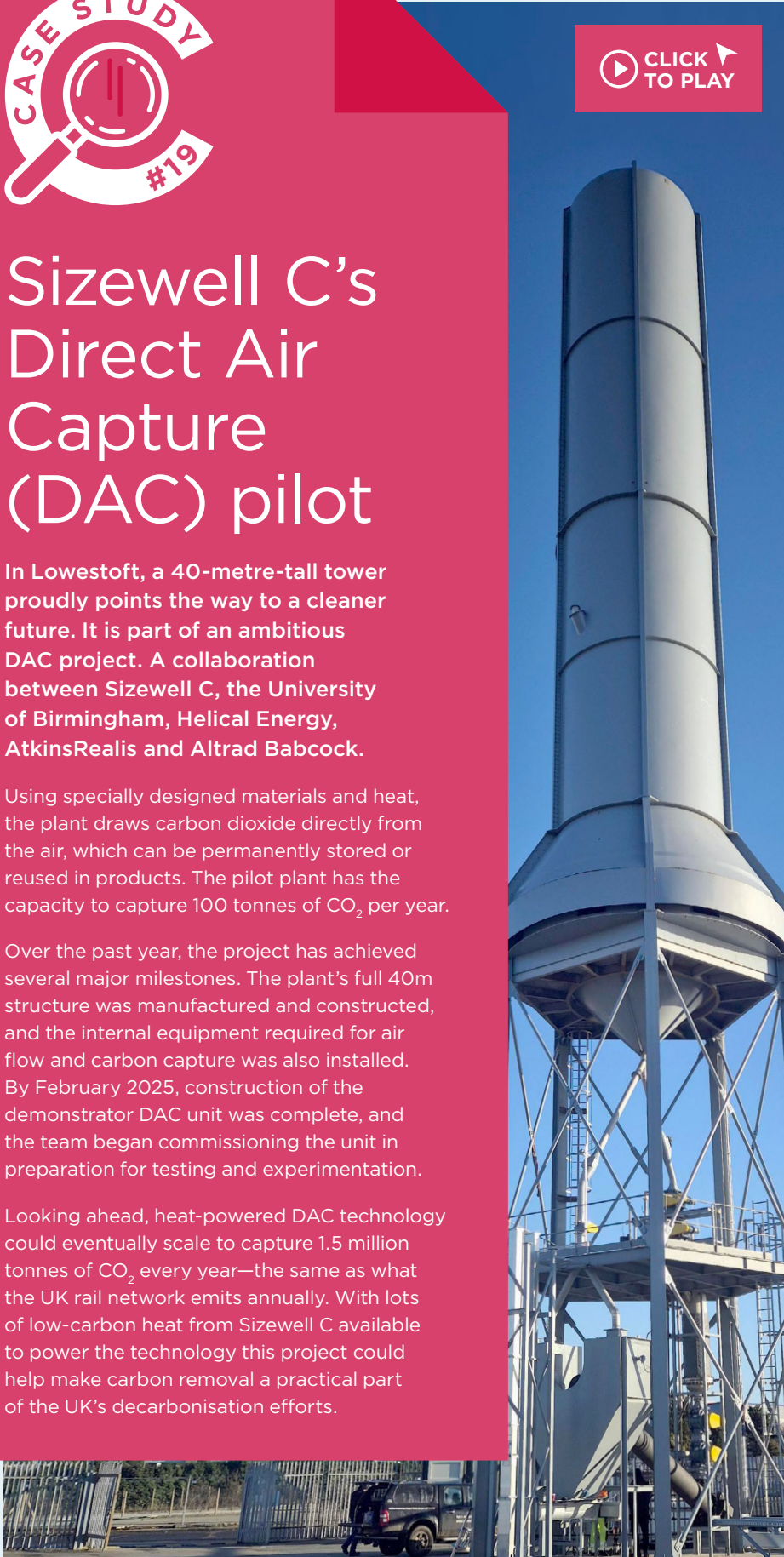
In Lowestoft, a 40-metre-tall tower proudly points the way to a cleaner future. It is part of an ambitious DAC project. A collaboration between Sizewell C, the University of Birmingham, Helical Energy, AtkinsRealis and Altrad Babcock.

Using specially designed materials and heat, the plant draws carbon dioxide directly from the air, which can be permanently stored or reused in products. The pilot plant has the capacity to capture 100 tonnes of CO₂ per year.

Over the past year, the project has achieved several major milestones. The plant’s full 40m structure was manufactured and constructed, and the internal equipment required for air flow and carbon capture was also installed. By February 2025, construction of the demonstrator DAC unit was complete, and the team began commissioning the unit in preparation for testing and experimentation.

Looking ahead, heat-powered DAC technology could eventually scale to capture 1.5 million tonnes of CO₂ every year—the same as what the UK rail network emits annually. With lots of low-carbon heat from Sizewell C available to power the technology this project could help make carbon removal a practical part of the UK’s decarbonisation efforts.

Sizewell C’s demonstrator DAC unit.



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Greenhouse gas emissions

We are on a mission to deliver low-carbon, affordable energy. We also understand we have a responsibility to minimise our climate and environmental impacts, starting from day one.

In FY25, our focus was on building strong foundations for long-term carbon management. This included setting up governance structures, developing processes to identify and evaluate key opportunities and forming promising partnerships with our industry peers, nuclear bodies and suppliers to drive progress together.

Construction is expected to account for around 35% of Sizewell C’s total carbon emissions, largely due to the embodied carbon of materials and fuel onsite. That’s why we are working closely with our supply chain, to make the biggest impact where it matters the most.

We have undertaken assessments to understand our projected emissions and carbon hotspots. These insights are guiding our efforts and shaping future targets as we continue to reduce emissions throughout the lifecycle of the project.

TABLE 4.0
Sizewell C’s GHG emissions data¹

Variable	Unit	FY25
SCOPE 1: GHG EMISSIONS	tCO ₂ e	917
SCOPE 2: GHG EMISSIONS - LOCATION-BASED	tCO ₂ e	148
SCOPE 2: GHG EMISSIONS - MARKET-BASED ²	tCO ₂ e	97
SCOPE 3: GHG EMISSIONS ³	tCO ₂ e	203,728
CATEGORY 1: PURCHASED GOODS AND SERVICES	tCO ₂ e	21,934
CATEGORY 2: CAPITAL GOODS	tCO ₂ e	181,266
CATEGORY 6: BUSINESS TRAVEL ⁴	tCO ₂ e	528

We are always looking for new ways to reduce our carbon footprint. Our case studies show what we have been doing.

¹ Tonnes of CO₂ equivalent (“tCO₂e”) values provided are for financial year 2024-25. The data in the table above has been calculated by EDF UK based on activity spend data (e.g., supplier contracts). EDF UK have followed the 2019 UK Government Environmental Reporting Guidance and have used emission conversion factors relevant to the reporting period from the Department for Environment, Food and Rural Affairs (“DEFRA”) and the Department for Energy Security and Net Zero (“DESNZ”) (formally the Department for Business, Energy & Industrial Strategy).

² Scope 2 (market-based) data has been calculated based on EDF’s publicly declared fuel mix, <https://www.edfenergy.com/fuel-mix>.

³ Scope 3 categories 1 and 2 have been assessed and reported due to expected materiality of these categories taking into account activities associated with Sizewell C’s construction project. Scope 3 category 6 has been assessed and reported due to comparatively good data availability.

⁴ Includes air, maritime, rail, public transport, taxi and hire car travel, as well as personal car (business travel) mileage and hotel accommodation.

In 2024, we developed our Carbon Management Strategy (“CMS”). This strategy is our roadmap to help us track, reduce, govern, and report carbon emissions as we build Sizewell C. The strategy follows the PAS 2080:2023 standard - recognised across the industry as best practice for managing carbon in infrastructure. Sizewell C achieved PAS 2080 verification in April 2025, following independent assessment by LRQA.

We’re working closely with our supply chain partners to gather accurate emissions data to make sure we’re on track to reduce emissions wherever possible.

A third-party supports our GHG reporting process and follows official UK Government environmental reporting guidance and the GHG Protocol. We report Scope 1 and 2 GHG emissions and selected Scope 3 GHG emissions. Our GHG emissions are anticipated to increase in future years in line with growing construction activities and spend. You can find more information in [Table 4.0](#) below.

Joint Managing Director Julia Pyke talking to an apprentice helping to build our fleet of buses.



Greenhouse gas emissions

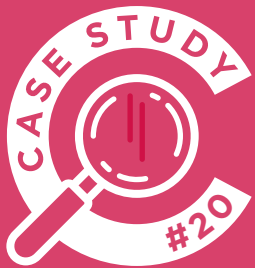
REDUCING DIESEL ON-SITE

In FY25, we have taken steps to reduce our diesel consumption on-site.

Some examples of initiatives we’ve taken to reduce our use of diesel this year include:

- As part of our hydrogen pilot, four hydrogen buses are already in use on site (see right for case study), and we have been looking at how hydrogen-powered generators and lighting could be used along the Sizewell C off-site infrastructure;
- We are developing a trial of Fatty Acid Methyl Ether (FAME) biofuel produced in the UK and sourced from UK waste cooking oil as an alternative to traditional diesel and Hydrotreated Vegetable Oil (HVO) fuel. If successful, the use of FAME biofuel will help us to reduce emissions now while positioning us to adopt low-carbon plant technologies as they become available; and
- We installed a second-life EV battery on-site with Zenobe in collaboration with Expanded Piling and Select Plant Hire. The battery was installed in conjunction with a downsized generator to reduce fuel usage on site. Zenobe estimates this will lead to 65% fuel savings and a total GHG emissions savings of 86,426kgCO₂e by the end of the development (when comparing against the use of a typical 200kVA diesel generator).

These early trials and activities are helping us to understand what works best so we can scale up low-carbon solutions and power construction with lower emissions, all while moving the project forward.



Hydrogen buses drive change

In January 2025, a symbol of change rolled onto the Sizewell C site, our first hydrogen-powered bus, delivered by Wrightbus in Northern Ireland.

Since then, the pilot scheme has grown to include three double-deckers and one single-decker, all replacing diesel buses on routes around the construction site and to and from local urban centres.

In three months, these hydrogen buses travelled 9,700 miles and used 1,100 kg of hydrogen, helping to cut emissions compared to traditional diesel by 15.35 tonnes CO₂e.

This is just the beginning. The pilot is laying the groundwork for a potential fleet of up to 150 hydrogen or electric buses. A larger hydrogen fleet at Sizewell C could help to promote and scale-up a hydrogen economy in the East of England while supporting cleaner transport solutions across the country.

Looking ahead, there is also potential to use these low-carbon buses for community transport outside of peak site hours, bringing quiet, low-carbon travel to the local area.



Adapting to the changing climate

Despite global efforts to tackle climate change, its effects are already being felt. At Sizewell C, we are closely monitoring climate-related risks so that we can adapt and build resilience now and prepare for the future.

CLIMATE RISK ASSESSMENTS EMBEDDED IN DEVELOPMENT DESIGN

Assessing and planning for climate risk is a core part of Sizewell C’s development. We’ve built robust processes to meet the high standards required for constructing and operating a nuclear power station, with a focus on:

- **Acute risks:** such as extreme weather events.
- **Chronic risks:** such as sea level rise.

As part of both Sizewell C’s DCO application (granted in July 2022) and Nuclear Site Licence (NSL) application (granted in April 2024), we completed detailed climate change resilience assessments for the preconstruction, construction, operational and decommissioning phases of the project. The design of Sizewell C will take into account climate change impacts until the point at which nuclear fuel is finally removed from the site. These climate change assessments have used the UK Climate Change Projections (UKCP18) – RCP8.5 (the most conservative scenario), which are considered Relevant Good Practice (RGP) for the UK and fully meet the expectations of the Office for Nuclear Regulation (ONR – the nuclear regulator for Great Britain).

The design of Sizewell C has been adapted to ensure it meets the challenge of all reasonably foreseeable climate-related hazards (e.g. the provision of a permanent sea defence with allowances for climate change). The nuclear safety case will be reviewed regularly—at least every 10 years. These reviews will include monitoring the evolution of climate change data.

WORKING TOGETHER TO BUILD CLIMATE RESILIENCE

Tackling the challenges of climate change demands collaboration. We are working closely with Hinkley Point C, EDF UK and others across the nuclear industry to share insights, reduce uncertainty, and strengthen our ability to adapt.

These partnerships also help us to build resilience within Sizewell C and across our wider supply chain.

This year, we published our report aligned with the Taskforce on Climate-related Financial Disclosures (TCFD). Prepared in accordance with HM Treasury’s TCFD-aligned disclosure application guidance, the report outlines how we identify, assess and manage risks and opportunities related to climate change. It includes details on our climate scenario analysis, which explores the potential financial impacts of different plausible climate futures on our business, strategy and long-term planning.

You can read the full TCFD-aligned report in Sizewell C’s Annual Report & Accounts 2024/25.

As well as our site, we are also investing in the long-term resilience of our East Suffolk community.

One example is our commitment to a coastal protection project, which will safeguard properties and land from future climate risks (see case study).

Our fundraising walk for St Elizabeth’s Hospice along the Suffolk coast.



Investing in the protection of the Suffolk Coast

In September 2024, Sizewell C committed £25 million in support of a vital drainage and flood protection scheme near the A12 in Suffolk.

The Benacre and Kessingland Managed Realignment Scheme will shield dozens of homes, properties and around 600 hectares of farmland south of Lowestoft from risks associated with flooding and coastal erosion. It will also help to reduce the number of flood-related road closures on the A12, improving resilience and connectivity in the region.

The £63 million partnership project will be jointly funded by the Environment Agency, the Regional Flood and Coastal Committees, Suffolk County Council and Sizewell C.

Enabling works started in Spring 2025, and work is expected to be completed by 2030.



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