



Contents

Introduction



Economic growth



People



Communities



Nature & climate

Appendix



View from Sizewell Beach showing Sizewell A, Sizewell B, and the construction site of Sizewell C.

INTRODUCTION

Foreword from our CEO, Nigel Cann

Sustainability is one of the most important measures of Sizewell C's success. It's at the heart of the commitments we've made to the country, to local communities, to our people, and to nature.

That's why this, our second Sustainability Report, is a vital temperature check for our project. We've pledged to deliver infrastructure differently. We will construct a power station that, once operational, will not only tackle climate change and strengthen energy security, but also leave a sustainable legacy for jobs, skills and economic growth, alongside long-term benefits for local communities and the environment.

Each year, this report will measure our progress on those commitments.

The good news is that we're very much delivering on our promises. The last financial year was a monumental twelve months for our company and for our project. We secured our final funding, we welcomed new shareholders, and we entered the main construction phase with new leadership.

As we strengthened our project on and off site, we also made good on our promises to invest in UK businesses, supporting sustainable growth across the UK. We've committed to spend 70% of our construction value in the UK – and our spend so far has exceeded that.

Only two years after triggering our Development Consent Order, we've now spent £4.89 billion with over 1,000 suppliers in the UK. These contracts are vital to continue to build and strengthen a sustainable UK nuclear workforce, creating the skills and experience not only to build our project, but to deliver the essential infrastructure of Britain's future.

We've also committed to invest a transformational £4.4 billion to the East of England over the course of construction, and the positive impacts of our work are now rippling right across the region. Already, we've spent £1.35 billion in the area, which means new jobs, new apprenticeships, and sustainable local prosperity on a significant scale.

For me, it's essential that the Sizewell C effect is not about a short-term boom in the East of England. To achieve that, we're investing in the skills infrastructure for the long-term: last year, we submitted a planning application for a new education campus, which includes a permanent post-16 college in our host town of Leiston.

We're creating jobs and opportunities for local people too. By March, over a third of our 2000+ on-site workforce came from the local area; two thirds of our 120 apprentices were from Suffolk; and we had delivered hundreds of new local job opportunities.

We're providing support to numerous local partnerships, charities, and organisations in the region. Through our Sizewell C Community Fund alone, we've already awarded over £3.9 million in funding to local community groups.

Walk around our site here and you'll see evidence of that commitment: we've created three nature reserves, which are already three times the size of what Sizewell C's permanent footprint will be. Those reserves have continued to establish and mature, and we were thrilled when Tony Juniper, Chair of Natural England, visited the site, praising our work as an "example of how development can go hand in hand with nature recovery".

I've been especially proud to see how we're delivering for nature and the environment around our project. We've promised to leave the local environment in a better state than when we started, with a target of boosting biodiversity here by at least 19%.

And it's not just our immediate environment we're investing in either. Last summer, we launched a new grant-giving charity, East Suffolk Trust, which will help enhance biodiversity and restore landscapes across East Suffolk and the wider county. We've pledged at least £78m over the next 70 years – with a mission to make East Suffolk the most ecologically diverse and resilient area in England.

Replicating our sister project in Somerset, Hinkley Point C, gives us a great deal of data and insight. It allows us to find ways to be more innovative and push sustainability gains even further. For example, by expanding the use of modular, factory-based construction with off-site suppliers, we expect to improve efficiency, reduce on-site activity, and help to minimise vehicle movements and impacts on local communities.

We completed our Direct Air Capture (DAC) demonstrator pilot trials this year, confirming the feasibility of capturing CO₂ from ambient air. We're also phasing out diesel by 2030, and we made moves to switch to lower-emission vehicles in the last year, trialling hydrogen buses and ordering our first electric buses.

As the new CEO for this project, I'm deeply proud of the positive impacts we're having across the UK. As our work ramps up over the coming years, we'll continue to ensure that sustainability remains the golden thread that unites everything we do – leaving communities, businesses, and our country with a better future.

Nigel Cann
Chief Executive Officer, Sizewell C



INTRODUCTION

Sustainability at Sizewell C

Sizewell C will provide reliable, low-carbon electricity for six million homes for at least 60 years and will strengthen the UK's energy security.

Our vision is to lead the way in nuclear, and delivering the project sustainably is central to that ambition.

Underpinned by transparent reporting, sustainability is integral to our approach to delivering lasting benefits for Suffolk and the UK. It is a golden thread that runs through our company strategy, shaping how we build the power station, work alongside local communities, and manage our impact on the environment around us (you can find more information about our strategy on pages 11-18 in our [2025/26 Annual Report & Accounts](#))

This report is intended for all stakeholders with an interest in our project and its delivery. It covers the period from the 1st April 2025 to 31st March 2026, outlining the progress we've made, where we're performing well, the key challenges that remain, and the actions we're taking to address them.

We recognise both the opportunities a project of this scale can create and our responsibility to manage material risks and demonstrate our progress transparently.

Our mission is to establish a leading company to build and operate a nuclear power station. In doing so, we will contribute to the UN's Affordable and Clean Energy goal (SDG 7).

During construction, sustainability is centred on four key themes: Economic Growth, People, Community, and Nature and Climate.

Each theme is mapped to the UN Sustainable Development Goals (SDGs).

This mapping ensures our sustainability approach aligns with globally recognised priorities and clearly demonstrates our contribution to broader sustainable development outcomes.

Our overarching SDG

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



Other SDGs Sizewell C will impact



Economic growth



We're supporting economic growth by: creating jobs, apprenticeships, and business opportunities in the UK; delivering low-carbon infrastructure; strengthening supply chain capability; and committing to spend 70% of Sizewell C's construction value in the UK.

Supports:



People



We're supporting our workforce through strong health, safety, and wellbeing leadership, alongside fair and inclusive employment practices. We're investing in skills and training and promoting diversity, equity, and inclusion. This will help us to build capability, support progression, and reflect the communities around us.

Supports:



Communities



We're investing in social partnerships, community funding, and inclusive engagement to ensure the benefits of the project are shared across local communities. We also recognise that construction of this scale can cause disruption, including traffic congestion. That's why we're continuing to build trusted relationships with local communities and responding proactively to their concerns.

Supports:



Places pressure on:

Nature & climate



We're restoring habitats at scale, delivering a 19% biodiversity net gain, and compensating for the land required from the Sizewell Marshes Site of Special Scientific Interest (SSSI). We're also working to minimise the environmental impacts of construction by using materials more efficiently, improving waste management, and adopting circular economy approaches.

Supports:



Places pressure on:

INTRODUCTION

Embedding sustainability

We've strengthened the foundations that will enable us to manage sustainability effectively as our project grows.

Governance

We continue to strengthen the governance arrangements across the organisation and our supply chain to support the integration of sustainability across the company during the construction period.

Sustainability and Environment, Social, Governance (ESG) topics are governed through Board-level oversight. Advice and oversight of certain ESG topics are also provided by Board-level committees, including the Audit and Risk Committee (ARC) and the Safety, Health and Environment Committee (SHEC). Sustainability performance is reported to the Board on a quarterly basis.

We've enhanced our sustainability-related governance further. The Executive Health, Safety, Environment and Wellbeing Advisory Committee oversees performance across these topics material to the construction sector. We have also established a Sustainability Steering Committee, replacing the ESG Committee, to report sustainability performance into the Executive Committee. Together, these governance structures strengthen our oversight of sustainability performance and improve collaboration across functions, leading to deeper integration of sustainability across the organisation.

Sustainable Finance

As part of the capital raise process which concluded in November 2025, we underwent independent evaluations to demonstrate our environmental and social credentials and our alignment to international standards, including the Equator Principles and IFC Performance Standards.

As a vital part of the UK's low-carbon future, our project represents a significant sustainable finance opportunity, which is demonstrated by our financing arrangements. We have a Green Financing Framework which, in 2024, received a "Medium Green" rating from S&P Global through their independent Second Party Opinion. Under S&P Global's methodology, this represents the second-highest possible rating. The framework, which follows the International Capital Markets Association (ICMA) Green Bond Principles (GBP) and the Loan Market Association Green Loan Principles (GLP), has supported the structuring of our £5 billion green loan (an export credit debt facility covered by Bpifrance). This green loan leads the way for future sustainable finance investments in the UK's nuclear sector, which has a crucial role in supporting the transition to net zero while delivering home-grown, secure power to the UK.

We benchmark our performance through the GRESB Infrastructure Development Asset Assessment, establishing a baseline to drive improvement year-on-year. This year, we achieved a score of 83/100 and a 3-star rating in the GRESB Infrastructure Development Asset Assessment, representing a 10-point improvement from 2024. The star rating decreased due to comparatively stronger performance by peers.

Reporting standards

We undertook a double materiality assessment (DMA) (see [page 7](#) for further detail), which identified our material sustainability topics and underpins our reporting approach. The results of the DMA guide the selection of disclosures. The DMA was informed by the European Sustainability Reporting Standards (ESRS), which guided the identification and assessment of material topics. We have used international standards, including the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI), to support the collation of qualitative and quantitative data.

As our reporting capability develops, we will continue to review our alignment with these standards and mature our assurance approach.

Social Value Framework

This year, we worked with an external consultant to develop a social value framework. Drawing on HM Treasury's Green Book, the framework provides a clear and measurable way to assess the positive benefits our project will deliver throughout construction. It will also allow us to track and report social value consistently over time, so we can understand our impact and support more informed decision-making and engagement with the communities in which we operate.

Wild Aldhurst nature reserve.



INTRODUCTION

Benefits of nuclear

Nuclear energy plays a vital role in delivering a secure, affordable and low-carbon energy system.

Sizewell C will be a 3.2 GW power station expected to generate around 25 TWh of electricity per year – enough to power approximately six million homes and meet around 7% of current UK electricity demand for at least 60 years.

The benefits of nuclear energy, and how these are delivered through Sizewell C, are set out here:



Image: Computer Generated Image of the finished Sizewell C Power Station.



Supporting energy security

Sizewell C is expected to produce around 25 TWh of electricity annually, supporting UK energy security by reducing reliance on gas-fired generation. This is expected to displace around 50 TWh of gas demand, equivalent to approximately 7% of total UK demand and around a quarter of the gas currently used for electricity generation¹.



Reliable, weather independent generation

Nuclear power provides reliable, weather-independent electricity and supports system resilience and stability. Nuclear plants typically achieve high levels of output relative to their maximum capacity, with load factors consistently above 80%, reflecting their ability to generate power at any time of day². Sizewell C is expected to have a load factor of 90%³.



Consumer savings and positive social value

Sizewell C when switched on is estimated to deliver £2 billion in annual energy system cost savings to consumers once operational, as well as £3.9 billion to £18 billion of net benefits³.



Safety

Nuclear is one of the safest ways to generate electricity, with much lower health impacts than fossil fuels due to very low accident rates and no direct air pollution during operation⁶.



Economic value and regional growth

Sizewell C is expected to deliver significant economic benefits through construction and while operational, including substantial regional spend in Suffolk and the East of England, strong contributions to UK gross value added (GVA), and long-term tax revenues over its lifetime, supporting jobs, supply chains and economic growth across both the local and national economy. For more information on the economic benefits throughout construction see [page 9](#).



Replicating design

We're replicating Hinkley Point C (HPC) in Somerset. By using its above-ground design and the same key elements of the supply chain, we will benefit from lower costs, reduced risk, and greater schedule confidence during the project's development.



Small land footprint

Nuclear creates more power per unit of land than other low-carbon energy sources⁷. At Sizewell C, this land-use efficiency is complemented by commitments to restore most of the construction site to nature once the project is built, alongside wider habitat creation and biodiversity measures.



Low lifecycle carbon emissions

Nuclear power produces low levels of greenhouse gas emissions per kWh over its lifetime. Our third party lifecycle assessment estimates Sizewell C's lifecycle emissions at around 5.5 gCO₂e/kWh⁴, which sits at the lower end of the typical industry range for nuclear generation (around 5.1-6.4 gCO₂e/kWh⁵).

¹ DESNZ Energy Trends: UK Gas Energy Trends: UK gas - GOV.UK; Ipieca (2022) on CCGT efficiency [Combined-cycle gas turbines \(2022\)](#) | Ipieca. Gas displacement and percentages are indicative estimates based on standard generation efficiency assumptions.

² World Nuclear Association, [World Nuclear Performance Report \(2024\)](#). The report states that nuclear reactors have consistently achieved capacity factors above 80% over the past 20 years.

³ DESNZ, [DESZNZ, Sizewell C Final Investment Decision Value for Money Assessment \(2025\)](#). UK Government modelling indicates that, once operational, Sizewell C could reduce the cost of a low-carbon electricity system by around £2 billion per year on average in 2024 prices, underpinning an estimated £3.9 billion to £18 billion of net present social value relative to the next-best low-carbon alternative.

⁴ Sizewell C, [Life Cycle Carbon and Environmental Impact Analysis of Electricity from Sizewell C Nuclear Power Plant Development \(2021\)](#).

⁵ UNECE, [Life Cycle Assessment of Electricity Generation Options \(2022\)](#). The study finds that nuclear electricity has lifecycle greenhouse gas emissions typically in the range of 5.1-6.4 gCO₂e/kWh, accounting for emissions across the full lifecycle, including construction, fuel production, operation and decommissioning.

⁶ Ritchie, H. (2022) Our World in Data, [What are the safest and cleanest sources of energy? \(2020\)](#). Nuclear power has one of the lowest death rates from accidents and air pollution, at 0.03 deaths per terawatt-hour of electricity production.

⁷ Ritchie, H. (2022) Our World in Data, [How does the land use of different electricity sources compare? \(2022\)](#). Nuclear has one of the lowest land-use intensities among electricity sources, with land use estimated at around 0.3 m² per MWh of electricity production.

INTRODUCTION

Double materiality assessment

We carried out our first double materiality assessment to better understand how we can manage our positive and negative impacts, reduce financial risks, and capture opportunities.

A double materiality assessment looks at the business impacts on people and the environment, as well as how sustainability matters could affect financial performance. It helps us refine our approach to sustainability, ensure alignment between our sustainability commitments and wider company strategy, and gives stakeholders useful information on what is material to Sizewell C and how we manage it.

The double materiality assessment focused on the construction phase across our direct activities and wider value chain, including upstream sourcing of materials and downstream construction waste management. We identified and shortlisted impacts, risks, and opportunities in line with leading practice, using guidance from the European Sustainability Reporting Standards (ESRS).

To determine materiality, the shortlisted impacts, risks, and opportunities were then scored based on a methodology developed in line with ESRS guidance and our own Enterprise Risk Management framework. Throughout the identification and scoring stages, we leveraged a combination of internal evidence, industry standards, peer reports, and stakeholder insight.

We validated outcomes from the double materiality assessment with our Sustainability team, relevant subject matter experts across the business, and our Executive team.

We identified a total of **10 material topics**, which include **27 material impacts** and **10 material risks and opportunities**.

These findings allow us to link material matters to the right controls, performance measures, and ownership, supporting more consistent decision-making and focused reporting.

We'll perform a refresh of the double materiality assessment annually to confirm that the conclusions reached in the prior year remain valid.

We'll also conduct a more comprehensive review approximately every three years, or sooner if significant changes arise such as moving into the operational phase.

The outputs of the double materiality assessment directly inform our sustainability disclosures and performance management approach. For each material topic, we will develop performance indicators to track progress and support decision-making. Our current Sustainability Performance Indicators and disclosure data points are set out in the appendix on [page 58](#), and will continue to be enhanced over time. The double materiality assessment will also guide the evolution of our disclosures in future reporting periods, ensuring ongoing focus on our most material impacts, risks, and opportunities.

Our material topics:

01

Climate change

Discover more on pages 52-55 and 39-48 in the [Annual Report & Accounts](#)

02

Pollution

Discover more on page 56

03

Water

Discover more on page 51

04

Biodiversity & ecosystems

Discover more on pages 42-46

05

Circular economy

Discover more on pages 47-50

06

Own workforce

Discover more on pages 23-30

07

Workers in the value chain

Discover more on pages 12, 16-21, 24-27, 30

08

Affected communities

Discover more on pages 10-20 and 32-40

09

Business conduct

Discover more on page 56 and [Annual Report and Accounts](#)

10

Health & safety

Discover more on pages 24-27

INTRODUCTION

Highlights this year

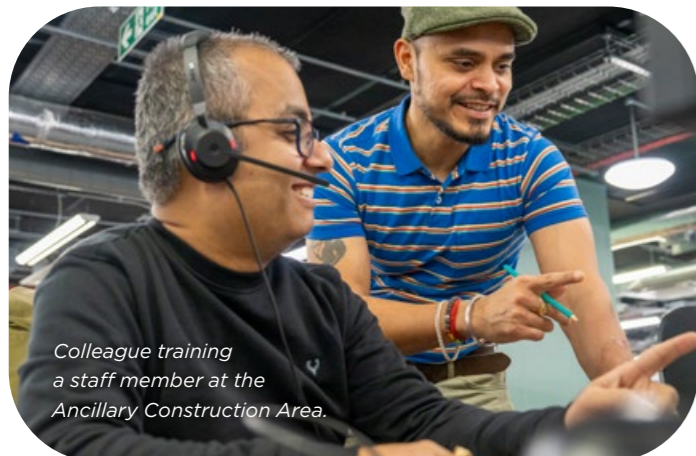
Economic growth



50 apprenticeships were created this year bringing our total to 120

Reached £4.89 billion spend in the UK with over 1,000 suppliers

2,000+ workforce on site with 34% from the local area



Colleague training a staff member at the Ancillary Construction Area.



Civil engineering apprentices on the Main Construction Area (MCA).

People



Launched an immersive actor-led site induction strengthening safety culture and preparing teams for complex construction environments

Expanded our network of mental health first aiders to 167

Established a Women in Construction group now with 180+ members

Communities



Surpassed £3.9 million in funding to local projects through the Community Fund

Expanded Sizewell Creative delivering 27 events across eight locations

Launched the Site Social Benefits Forum aligning partners to maximise social impact



Volunteering with Combat2Coffee at Ipswich Hospital.



Blossom at Wild Aldhurst.

Nature & climate



Reused 15,000+ tonnes of recycled concrete from Sizewell A

Launched the £10 million Nature and Environment Improvement Fund (NEIF)

Achieved PAS 2080:2023 verification, the leading standard for infrastructure carbon management



Flowers at Wild Aldhurst.

Economic growth

We're creating jobs, developing skills for long-term employment, and supporting local and national businesses throughout construction. Once operational, Sizewell C could deliver around £2 billion per year in UK electricity system savings⁸.



Colleagues working on the Ancillary Construction Area.



⁸ UK Government modelling indicates that, once operational, Sizewell C could reduce the cost of a low-carbon electricity system by around £2 billion per year on average in 2024 prices. Source: DESNZ, Sizewell C Final Investment Decision Value for Money Assessment.

ECONOMIC GROWTH

Supporting UK and local businesses

Over the past year, we've continued to support Britain's economy by creating high-quality jobs, developing skills, and increasing opportunities for businesses across the UK.

As construction progresses, we're putting in place the structures and partnerships that will support sustained economic growth and ensure the long term success of our project.

“The **Sizewell C economic impact assessment** is an important milestone, setting out clearly the scale of benefits this project will bring to Suffolk and the wider region. Sizewell C offers a major opportunity to **boost our local economy** and create thousands of much-needed jobs.”

Jess Asato,
MP for Lowestoft

In December, Oxford Economics published an independent analysis that highlighted how the construction of Sizewell C will deliver significant benefits through sustained employment, regional growth, and long term national value.

Key findings from the report include:

8,800 jobs each year
sustained on average during construction through direct employment and the wider supply chain across all UK regions.

1,700–2,200 fewer unemployed people in Suffolk
projected at peak construction, supporting the reduction in the county's unemployment rate.

£34.6 billion in lifetime tax revenue
Expected contribution from the power station over its operational life.

22% GVA⁹ uplift for Suffolk by 2050
Outperforming growth across the national economy and every UK region in the analysis.

Click [here](#) to read the full report.

⁹ Gross Value Added (GVA) is a core measure of economic output that represents the value generated by the production of goods and services, minus the cost of the inputs used in that production process. It reflects the net economic contribution made by an organisation, sector, or region. GVA is widely used by the Office for National Statistics (ONS) as a standard measure of economic activity, forming the majority of Gross Domestic Product (GDP).



An apprentice working at the Ancillary Construction Area Office.

“The publication of the Sizewell C economic impact assessment confirms what I've always known, **Sizewell C is a game changer for Ipswich, Suffolk and the East of England, an engine for growth and opportunity.** **The project will bring huge benefits to our region, creating thousands of jobs and generating billions of pounds worth of investment.**”

Jack Abbott,
MP for Ipswich

ECONOMIC GROWTH

Supporting UK and local businesses



Our target is to deliver 70% of our construction spend to the UK¹⁰. That's a big investment in UK growth, and we made excellent progress this year to deliver on that target.

We've spent £4.89 billion with more than 1,000 UK suppliers so far, which means over 70% of the construction value has so far been invested in the UK.

We expect these numbers to increase even further following the launch of our new Supplier Development Programme. The programme is designed to support the upskilling of our supply chain and is delivered through a new partnership with the Supply Chain Sustainability School, an industry-wide initiative that helps suppliers upskill their workforce, improve sustainability performance, and share best practice across the built environment. We'll support this with our end-to-end procurement system, which simplifies how we engage with our suppliers.

Through the school, potential suppliers will be able to benchmark themselves against our requirements. This will help us and potential suppliers understand organisational readiness to work within our supply chain and shape targeted development activities.

We are engaging with small medium enterprises (SMEs), recognising the specialist capability and local insight they bring to our supply chain, alongside social enterprises that support delivery of wider social value. We're creating opportunities for both to play a role in our project and making it easier for them to work with us. For SMEs, we are introducing greater flexibility in our procurement and contracting strategies so they are appropriate for the scope of works, while simplifying our systems to minimise rework for every procurement event.

This year, we became a signatory of the Social Enterprise Dynamic Purchasing System (SEDPS). SEDPS is a framework established by National Highways that provides a simple route for social enterprises to engage with us across a wide range of opportunities, without the need to enter a complex procurement process.

So far, we've directly spent £355m with 350 UK based SMEs and £105m with 40 UK based social enterprises.

Tarmacking begins at the Northern Park and Ride.

¹⁰ Spend is defined by invoices paid to date within a defined geographic region. In the UK, this is England, Scotland, Wales, and Northern Ireland. For the East of England, this relates to the counties closest to the Sizewell C project, Suffolk, Norfolk, Cambridgeshire and Essex, Bedfordshire, and Hertfordshire.

ECONOMIC GROWTH

Supporting UK and local businesses

We've made excellent progress towards our East of England spend targets.

	Target	Spend so far
Suffolk spend	£2 bn	£1 bn
Total East of England spend	£4.4 bn	£1.35 bn

We want local businesses to benefit from opportunities on the project. We know that the highly-regulated nature of our sector can create real or perceived barriers to entry, particularly for small and medium sized enterprises. Through our strategic partnership with the Suffolk Chamber of Commerce, we support local and regional businesses to understand these requirements better and enable them to engage with the nuclear supply chain. In February, we held an exhibition with the Chamber in Ipswich, which brought together Tier 1 contractors and regional businesses. The event gave SMEs across the East of England direct access to organisations shaping the next phase of construction and clearer visibility of upcoming opportunities.

¹¹ We define our local area as Suffolk, measured using the postcode recorded on an individual's active site badge at the point of onboarding.

This year, we appointed Essex-based Wilson James as our lead logistics partner, a contract that will create more than 350 local jobs and strengthen logistics capability across the region.

Earlier this year, we passed a milestone with over **2,000 people** now at work on site. We are committed to ensuring that **36%** of our on-site workforce comes from the local area¹¹, and that local people benefit from the opportunities we create. In March 2026, **34%** of our on-site workforce came from the local area, demonstrating progress as we continue moving towards our target.

We've also pledged to deliver 500 jobs for people in Ipswich and 500 jobs for people in Lowestoft, supported by jobs fairs, training partnerships, and community outreach to help residents move into high-quality roles on site. So far, we've delivered **374 jobs** for people in Ipswich and **201 jobs** for people in Lowestoft.

In Lowestoft, we also invested in the Nucleus employability hub at East Coast College, helping local residents gain the skills and support they need to benefit from the construction of our project.

A civil engineer apprentice on the Main Construction Area.





Supporting UK and local businesses

We strengthened our presence in the North by opening a new office in Manchester. The office will help us to access one of the UK's strongest concentrations of nuclear skills and attract talent that might not otherwise have joined the project.

We're working with nuclear focused supply chain bodies in the North, including the British Energy Coast Business Cluster (BECBC) and NOF (a UK energy sector business development organisation) to identify suppliers that may be able to contribute to the project.

We've invested in business in the North and this year we signed a multi-year enriched uranium services contract with Urenco, supporting highly-skilled jobs at their enrichment site in Cheshire.

And we've built strong academic partnerships in the North too. We're supporting three PhD projects at the University of Liverpool: two in the Physics Department focused on radiation protection and decommissioning, and one in the Environmental Science Department focused on marine biodiversity.

“The importance of Sizewell C in the UK's energy future cannot be underestimated, and Urenco is proud to have been selected as a supplier of choice. This will support the millions in economic contributions we make to the UK every year through the enrichment site we have in Cheshire, as well as helping to grow skills in the nuclear industry, create jobs and strengthen supply chains.”

Boris Schucht, CEO of Urenco

Following a supply chain launch event in Cardiff in March 2025, we've undertaken targeted engagement with Welsh suppliers through partners including the Welsh Government, Business Wales, the Wales Nuclear Forum, and the Nuclear Industry Association. We'll continue to work with these partners to identify suppliers with the capability to support current and future phases of the project.

ECONOMIC GROWTH

Supporting UK and local businesses



Toppesfield tarmacking the Northern Park and Ride.

Toppesfield

Toppesfield is an Ipswich-based surfacing contractor specialising in asphalt. They support key infrastructure works at Sizewell C, including our park and ride facilities and major access roads.

At peak delivery, Toppesfield has deployed up to five surfacing crews on the project, each comprising eight skilled operatives, and with many more working in logistics and administrative teams. The majority of these people are drawn from the local Suffolk area.

Sustainability has been a key focus of Toppesfield's delivery at Sizewell C. Working closely with Breheny Civil Engineering and other partners, the team explored innovative approaches to reduce waste. A major contribution has been the deployment of a mobile batching plant capable of reprocessing existing road planings directly on site. This enables waste products to be transformed into new pavement construction materials rather than being transported off site for landfill – cutting down on HGV movements and associated emissions.

Building tangible social value has also been central to delivery, with Toppesfield supporting two apprentices and offering career development pathways for existing employees spanning operatives to management.

“Working on Sizewell C has been a one-in-a-million project, building lasting relationships and creating a proud legacy for both the business and the local community. As a Suffolk business, we're immensely proud to contribute to something that will leave a legacy and deliver skilled jobs for our team.”

Bill Pryor, Toppesfield Managing Director



Ovivo assembling an example drum screen unit for a seawater filtration system. Image provided by Ovivo UK Ltd.

Ovivo

Based in Colchester, the company will design, manufacture, and install the advanced seawater filtration systems that support the safe abstraction of cooling water for our condensers before it is returned to the sea. This technology forms a vital part of our lasting operational infrastructure.

With extensive nuclear experience, including work at Sizewell B and Hinkley Point C, Ovivo brings specialist regional expertise to the project, strengthening the local supply chain. The contract is also creating new specialist roles across design, engineering, manufacturing, and installation, enabling continued investment in people, innovation, and future projects.

Ovivo's contribution demonstrates how local suppliers can deliver complex, safety-critical systems while contributing to local employment and long-term economic resilience.

“The scheme marks a transformative chapter for Ovivo UK, driving company and regional growth. Sizewell C will be instrumental in strengthening our supply chain and community ties. A key aspect to this scheme is that it also enables us to invest in young talent – developing future subject matter ‘experts’.”

Mike Heelas, Vice President of Ovivo's Energy Division

ECONOMIC GROWTH

Supporting UK and local businesses

SRC carrying out works at Halesworth Nature Reserve. Image provided by SRC Group Ltd.



SRC Group

SRC Group is supporting our environmental mitigation programme delivering specialist habitat creation works. The Colchester-based earthworks contractor has re-profiled land to create new wetland features at Halesworth, one of our environmental mitigation sites.

These features improve water retention and enable biodiversity improvements. Works at Pakenham Fen are ongoing and will enhance fen conditions through high-quality hydrological improvements.

SRC Group use hydro-treated vegetable oil (HVO) instead of diesel to reduce carbon emissions and use site-won materials wherever possible to minimise waste. The project supports eight full time roles and draws on SRC Group's 340-strong workforce and regional supply chain, helping retain investment within Suffolk, Essex, and Norfolk.

“It’s been a pleasure working with the Sizewell C team, who have been supportive throughout and helped us clearly understand the project’s processes. We’ve also had excellent support from the Suffolk Chamber of Commerce, whose passion for local labour and suppliers has been invaluable.”

Andy Page,
Commercial Manager at SRC Group

Collins Skip Hire

As a tier 2 supplier with 80 employees, they’re strengthening their role on the project through investment in recycling infrastructure and improved waste management practices. They’re currently making progress towards a soil-washing plant to recycle soils down into usable materials. They have also increased the number of pickers working to improve recovery and recycling rates.

Holding several industry accreditations such as FORS, PAS 100 and Green Compass, the company is shown to have commitment to safe, quality, and environmentally responsible operations. These investments will extend beyond our project, building lasting capability in sustainability, skills, and higher value specialist work.

Based across Suffolk and Essex, including Leiston, Collins Skip Hire demonstrates the strength of our local supply chain and the vital role regional businesses play in delivering nationally significant infrastructure.

“Sizewell C is a challenge, but an essential challenge to embrace. It will be the making of many companies now and well into the future.”

Marie Stannard, Business Development Lead at Collins Skip Hire

Collins skips in use on site at Sizewell C.



ECONOMIC GROWTH

Skills and outreach

To ensure we have the construction talent we need from across the UK, we're investing extensively in skills programmes and outreach initiatives. We're opening up clear pathways into work and creating a skills legacy that will extend far beyond construction.

Opening pathways into work

We've reached more people than ever this year, sharing job and training opportunities through our outreach activity.

Building on last year's successful events, our jobs fairs and careers events attracted thousands of people across the region. Events in Leiston, Ipswich, and Lowestoft gave local people direct access to live vacancies, and showcased the range of jobs, apprenticeships, and training on offer.

Our Job Service helped even more people move towards work too. With support from experts in our supply chain, engagement increased compared with last year, with **5,450 active users** accessing tailored advice, CV support, and step-by-step routes into employment.

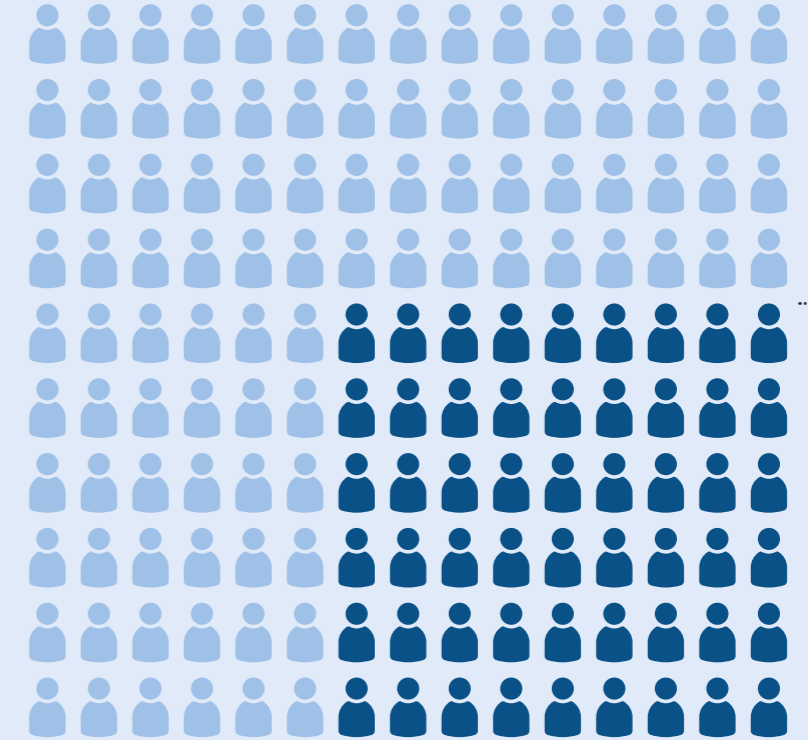
Together, these initiatives are helping ensure that local people are well placed to benefit from the many amazing opportunities we're creating.

We will create **1,500 apprenticeships** during our construction period, with **540 of those coming from Suffolk**. We made great progress towards these targets this year, creating an additional **50 apprenticeships**, including our 100th apprentice (see case study on [page 21](#)). Overall, we've created **120 apprenticeships** so far, of which **80 are from Suffolk** and **30 are female**. They're already making valuable contributions across the project while gaining the skills they need for long term careers.

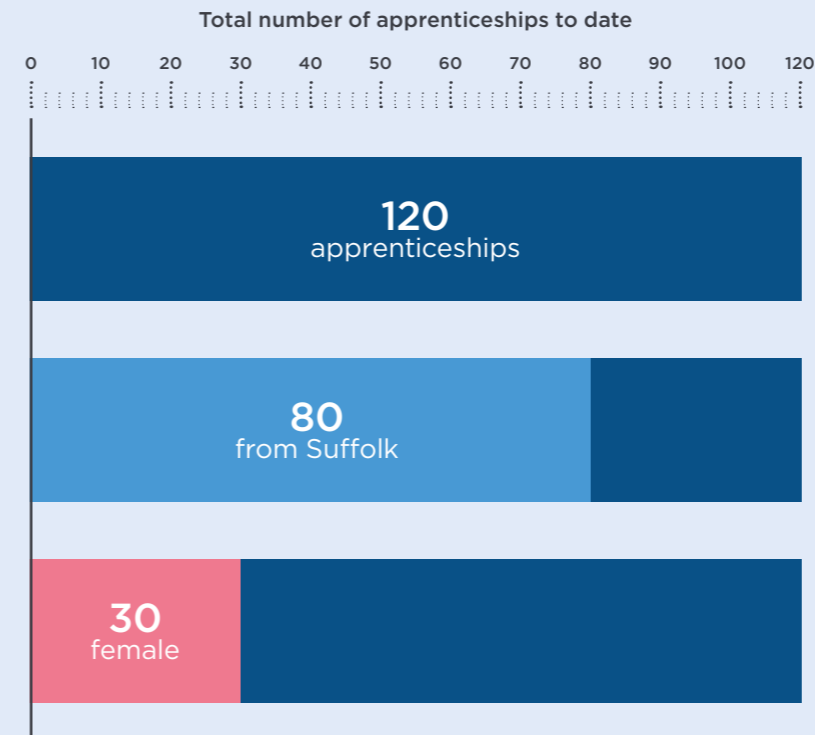
We've strengthened our early careers offering too, welcoming **26 industrial placements** and **11 summer placements**, giving students a real experience on a nationally-significant project. Our graduate programme is now in its second year, with **18 more graduates gaining exposure** across different areas of the business.

We also continue to offer work experience opportunities, helping students gain early insight into careers in construction and infrastructure.

We will create **1,500 apprenticeships** during our construction.



540 apprentices will come from Suffolk.



So far, we've created **120 apprenticeships**, of which **80 from Suffolk** and **30 female**.

ECONOMIC GROWTH

Skills and outreach

Inspiring the next generation

We're building a strong and inclusive pipeline of future talent, engaging young people from primary school through to early careers.

We tailor our engagement to each age group and potential role, and we do everything we can to make sure that opportunities are visible and accessible to all ages and all backgrounds.

This year, we reached thousands of young people from Suffolk and across the UK through a mix of education, outreach, and early-careers activity.

We engaged **25,940 students** through **272 events**.

We've continued to support targeted programmes like Beyond Boundaries with the Ipswich and Suffolk Council for Racial Equality (ISCRE), helping young people from underrepresented backgrounds access meaningful opportunities and build confidence in their future pathways.

We strengthened our partnerships with regional colleges including signing a new memorandum of understanding with Suffolk New College.

We took an important step forward by signing the Power of Youth Charter, an initiative led by the UK-wide 'I Will' movement. This commitment helps us put youth voice at the heart of what we do, from supporting local action to amplifying young people's views across the project and in the community.

Our Power Up programme had another successful year.

Ages 7 - 15

▶ We've engaged with more than **40 schools**.

▶ The programme introduces **STEM skills through hands-on activities** and gives teachers resources to help spark early interest in future careers.

▶ In collaboration with **Skill Supply**, the programme won the **C2I 2025 STEM** engagement category in March 2026 at **The Engineer Collaborate to Innovate Awards**

Young Sizewell C continues to grow.

Ages 16 - 21

▶ Over **3,100 individuals** signed up for the Young Sizewell C Programme

▶ The programme offers **careers advice, training, and real-world experience** across engineering, construction, and business roles.

▶ This includes at least **50 local work-experience placements** and clearer routes into apprenticeships on the project.



A civil engineer apprentice on the Main Construction Area.

ECONOMIC GROWTH

Skills and outreach

Image: Sizewell C Youth Council visit to 10 Downing Street.

Sizewell C Youth Council

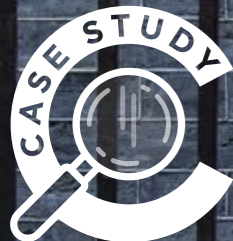
Members of the Sizewell C Youth Council from Alde Valley Academy were given a unique opportunity to visit 10 Downing Street, following a commitment made by the Prime Minister during a funding announcement for the project.

The Youth Council, established in 2024, provides local students with a platform to engage directly with Sizewell C's leadership, offering insight into the project while shaping its approach through a youth perspective.

For the students, the visit was both inspiring and aspirational. Ryan, a year 11 pupil said:

“It gives us a vision for the future and shows us what we can achieve.”

Experiences like this are helping to broaden horizons, build confidence and connect young people with future careers, supporting Sizewell C's wider commitment to skills, education and opportunity in the local community.



ECONOMIC GROWTH

Skills and outreach

Inspiring the next generation

We're supporting meaningful funding for local education providers.

East Coast College in Lowestoft secured £2.1 million and Suffolk New College in Ipswich secured £850,000 of grant funding from our £7.8 million Asset Skills Enhancement and Capability Fund. The funding will be instrumental in strengthening local training provision at the colleges. The fund is designed to help equip local people with the skills needed for Sizewell C and the wider pipeline of nationally-significant infrastructure projects across the East of England.

One of this year's biggest milestones was confirming our plan for a new education campus, which includes a permanent post 16 College on the Coast in Leiston.

This long term education centre will open up even more opportunities for young people across the region (see case study on [page 20](#)).

Hard-to-reach groups

Suffolk and the East of England have some of the most socio-economically deprived areas in the UK.

Residents often face a number of barriers to employment. We want to help change this. We want to leave a legacy of accessible pathways, supported by proven partners, which deliver sustained employment outcomes in this region: outcomes that will outlive the construction phase of our project.

We give targeted employment support to hard-to-reach groups to ensure that they can access the opportunities we create. These groups include those that are unemployed, receive state support, are Not in Education, Employment or Training (NEET), Disabled or with Special Education Needs, returners (e.g. parents and carers), or people with spent convictions.

We're designing employment programmes to build the skills, confidence, and motivation needed to join our project. To do this, we're working closely with key National and Local Government stakeholders such as Suffolk County Council, the Department for Work and Pensions and His Majesty's Prison Service, as well as local third-party organisations.

Our Sizewell C Employment Outreach Fund and Sizewell C Bursary Scheme are playing a key part too. Through these initiatives, we're helping people across Suffolk and the surrounding region overcome barriers to training and employment, enabling clear pathways onto our project or other local jobs requiring similar skills. It's a great example of working in collaboration to deliver the skills needed, not only for Sizewell C, but for the whole region.

An example LEGO robot.
Image provided by Jackson Civil Engineering Group Ltd.

SUPPLIER SPOTLIGHT:

Jackson Civil Engineering

One of our key contractors, Ipswich-based Jackson Civil Engineering, are connecting with younger audiences by taking engineering into the classroom.

They've launched an innovative LEGO education programme to introduce primary and secondary students to civil engineering concepts through fun hands-on learning.

In October 2025, they delivered their first session at a local primary school, Alde Valley Academy, led by a team of qualified LEGO masters. Students built and coded a LEGO Robot to navigate a custom Jackson site map. By making STEM accessible at an early age, the programme helps spark curiosity and promote future careers in construction and infrastructure.

ECONOMIC GROWTH

 Skills and outreach



Sizewell C Education Campus

We announced our plans to build a new education campus in our host town of Leiston.

Our College on the Coast, Apprenticeship & Trainee Hub, and Centre of Excellence represent a major investment in the region's skills pipeline.

They will expand local skills and boost productivity, raising the bar across nuclear construction while creating a long-term skills legacy for the region.

College on the Coast

In partnership with Suffolk New College (SNC), we're developing a new further education college in Leiston. The College on the Coast will be a permanent learning facility for young people and adults to develop skills and retrain in our host town.

Expanding SNC's existing On the Coast provision, the campus will deliver vocational, technical, and academic pathways aligning to our workforce needs and the wider energy, infrastructure, and engineering sectors.

People in Leiston and the surrounding area face real barriers to further education.

These barriers also pose a risk for our project and there is currently no dedicated facility capable of delivering the scale or range of skills development we need. The nearest main college campuses are Suffolk New College in Ipswich, around 45 minutes away by car, and East Coast College in Lowestoft, around 50 minutes away. While Suffolk New College currently provides limited provision in Leiston through Alde Valley Academy, the College on the Coast will bring specialist expertise directly into the town.

It will enable residents to train locally and access clear pathways into skilled careers, transforming the availability of further education in the area.

Sustainable Construction

- 01 Sustainability is embedded into the design of the college, with **reclaimed and salvaged steel** being used within the building's frame.
- 02 The design incorporates **sustainable drainage solutions** to conserve and reuse water.
- 03 The college is being assessed under BREEAM and we're targeting an **Excellent rating**.
- 04 We're incorporating **low-carbon energy measures** to minimise the environmental impact of the college during operation, with a strong focus on **renewable energy sources**.

Take a look at [page 56](#) for more information on Sustainable Construction and BREEAM.



Apprenticeship & Trainee Hub

The hub will support our commitment to deliver 1,500 apprenticeships, including 540 for local people from Suffolk.

It will provide pastoral support, study spaces, careers guidance and mentoring, alongside facilities for engagement with employers and tutors. The hub will also offer space for outreach activity, employer engagement and wider community use.

Centre of Excellence

The Centre of Excellence is a purpose-built training infrastructure for our project-facing workforce.

It will focus on 'Right First Time' training across civil, mechanical, and electrical engineering, as well as welding. This will help people refine their skills before deployment on our project, reducing the risk of errors and saving time.

ECONOMIC GROWTH

Meet our apprentices




Thomas Lee

Thomas Lee, a Level 6 Civil Engineering apprentice from Otley, joined us through Suffolk New College in December.

Thomas was formally recognised as the project's **100th apprentice** during a visit from Lord Vallance, Minister for Science, Innovation, Research and Nuclear. Lord Vallance said: "Sizewell C is also creating good jobs for local people and their 100th apprentice will - alongside thousands of other young people in Suffolk - help build a project that will provide our country with homegrown, clean power for over 60 years."

Thomas shares: "Sizewell C is right on my doorstep, so it was an amazing opportunity to work on a mega project and an ideal place to start my civil engineering career. Working here has been an incredible experience so far with a great balance of site and desk-based work. People are so welcoming, and everyone is very helpful and approachable."




Skye Dorward

Skye Dorward is a Level 6 Nuclear Engineering Degree Apprentice.

She is now celebrating one year on the project after beginning her journey through East Coast College.

Skye's route into Sizewell C began with a Constructionarium project in 2024, run in partnership with Sizewell C, where a hands-on team build gave her a first taste of life on a construction site. Soon after, she applied for and secured a Nuclear Engineering Degree Apprenticeship at Sizewell C.

While Skye is currently studying at the National College for Nuclear in Somerset, she will move into one of our offices in May 2026, taking the next step in her career. Skye remains delighted with her decision to pursue an apprenticeship. "I couldn't be more thrilled with how things are going, it's been an amazing journey and I would encourage anyone to apply for opportunities on the project!"




Nathan Baker

Nathan Baker is a Level 3 Health, Safety & Environment apprentice, who joined the project after leaving a local school.

After exploring different career paths and navigating uncertainty during the Covid pandemic, Nathan found his interest in health and safety and hasn't looked back. "My training experience has been really great. My trainer is supportive, and I feel confident in how I'm progressing. There's strong crossover between my coursework and the practical systems I use on site, which really helps my learning feel relevant."

As a Suffolk local, Nathan recently returned to his secondary school during National Apprenticeship Week to share his story with students. Speaking to the pupils, he talked openly about his journey and the opportunities apprenticeships can offer. His manager also shared his 40-year career journey with the students, from apprentice electrician to health and safety professional. Together, they showed how apprenticeships can lead to long, varied careers close to home.

People

We're building a workplace that reflects the community around us, upholds our values, and supports the safety and wellbeing of our workforce.



PEOPLE

Investing in our teams

This year marked a significant milestone with the successful achievement of financial close, bringing private finance into UK nuclear for the first time and establishing a new mix of shareholders and stakeholders. As a result, our organisational structure and relationships have continued to evolve.

Our employee population has grown to 994, following the successful transition of over 600 EDF secondees into permanent Sizewell C roles. A further 30 EDF secondees continue supporting the project.

As construction activity ramped up in Suffolk, the total number of people working across the project also increased, with a daily average of 2,457 workers on site recorded in March 2026.

You can find out more about the characteristics of our employee workforce on page 28.

Training

We're delivering training that strengthens skills and supports the ongoing development of our people across the project.

This year, each Sizewell C employee completed on average 36 hours of training, an increase on the 24 hours delivered in the previous year. The increase reflects the broader range of learning opportunities we've made available to our people, with a mix of web-based modules, in-person courses, and new immersive learning opportunities all now on offer.

We added several new courses to enhance technical capability and embed the right behaviours too, including Nuclear Safety Culture training, Health, Safety, and Wellbeing modules, and training on our new financing arrangements.

We had strong engagement in our flagship development programmes, Power of Leadership, Enhance, and Ignite. Over 170 people attended these programmes, which support our colleagues at different stages of their journey at Sizewell C, building leadership confidence and capability, and developing practical skills.

We use training role profiles to manage our nuclear safety and environmental management requirements. This year, we updated and reassessed these training role profiles to better reflect current standards and expectations. We're now extending this approach to other areas of the business, including project management and health and safety.

As part of training role profile requirements, our Board received specific environmental training in 2025, helping to ensure our leadership are well-versed in environmental management practices.

Regular performance and career development reviews remain central to how we support people progression, with all employees receiving these during the year. In addition, 15% of eligible employees completed our Personal Development Pathway (PDP) scheme, which enables in-role pay progression - and 85% of participants secured a positive outcome.

A scene being acted out for the immersive induction.

Immersive Site Induction

Our newly-launched site induction programme ensures we provide strong, accessible support to new starters, regardless of learning style.

Delivered in partnership with Dramanon, our improved site induction is an actor-led, interactive training experience designed to help people understand the behaviours, standards, and safety culture required on a nuclear-licensed site.

Using four live, scenario-based scenes, the programme brings the Sizewell C Worker Code of Conduct, Nuclear Site Licence Conditions, safety and investigation principles, and PPE requirements to life.

The programme is designed to enhance safety performance in a large, complex construction environment. It helps build early risk awareness, improves coordination between teams, and supports clear, consistent information for everyone involved in site activities. The programme also empowers our teams, strengthens shared values, and helps build a confident, well-prepared workforce. We will continue to monitor and update the content to ensure it reflects the evolving needs of the project.



PEOPLE

Health & safety through wellbeing

We take a holistic, whole-person approach to health, safety and wellbeing: the physical and mental health of our people are equally important for safe, effective work.

As construction activity ramped up on site this year, our Zero Harm principle and strong safety culture remained central to how we successfully deliver the project. While construction projects carry inherent risks to people, we believe that all physical and mental harm is preventable. We hold ourselves to the highest standards and are pleased to have achieved ISO45001 certification this year.

Work-related incidents are investigated and learnings incorporated in line with our company procedures, ensuring lessons can be embedded at every opportunity.

8.5 million hours worked 

In that time there were:
6 lost time injuries, and 4 RIDDOR reportable injuries




The incidents related mainly to construction risks such as **uneven ground and manual handling**.

This resulted in a RIDDOR rate of:
0.05

outperforming our threshold of:
0.10

This year, we took further steps to reduce incident risk and strengthen our health, safety and wellbeing approach:

- ▶ **UPDATED** our Health, Safety and Wellbeing Strategy, setting clearer expectations for everyone working on the project and helping align our approach as construction activity increases.
- ▶ **LAUNCHED** our new Zero Harm Leadership Programme, beginning with a two-day workshop for leaders focused on behaviours, expectations, and how to build a more open and proactive culture across the project.
- ▶ **COMPLETED** 417 Leadership Engagement Tours for our site-based leaders and **over 3,000 additional Health and Safety Assurance Activities**. These initiatives reinforce our expectations, support our teams, and help maintain a consistent approach to healthy and safe working.
- ▶ **DELIVERED** mandatory training for everyone working on site and rolled out updated office inductions across our off-site locations, with over 6,000 inductions completed.
- ▶ **INCREASED** engagement with the Health and Safety Observation Reporting app, with **over 3,400 reports submitted across the year**, all of which we responded to and actioned appropriately.
- ▶ **BROUGHT** teams together again for Stand Up for Safety Month in September 2025, encouraging pause, reflection, and open conversations about staying safe and wellbeing (see case study on page 26).
- ▶ **IMPROVED** how people, vehicles, and plant work safely alongside each other, with clearer planning and controls in place (see PVPI case study on page 25).

We encourage all our people to speak up about issues and concerns, especially unsafe behaviours. Our culture is reinforced by our Code of Conduct and site induction guidance. We have a zero-tolerance approach to retaliation, and our workforce can use our anonymous helpline operated by Safecall.



A Galldris employee checking equipment at the Ancillary Construction Area.

PEOPLE

Health & safety through wellbeing



PVPI Training on the Temporary Construction Area.

PVPI (People Vehicle Plant Interface) Culture

Interactions between people, vehicles, and plant are one of the highest risk areas on large construction projects.

To minimise the risk of PVPI injuries on our sites, we've made real advances by refreshing our People Vehicle Plane Interface (PVPI) Standard and risk control hierarchy. The new hierarchy sets a clear structure for planning work safely, and is supported by controls that reinforce each level, from digital and physical "thumbs up" isolation systems to clearly signed exclusion zones.

Applying the PVPI hierarchy consistently reduces risk and strengthens our safety culture.

Our supply chain partners helped us step up our PVPI safety culture too. For example, during our Stand Up for Safety Month, Blackwell Earthworks Ltd delivered comprehensive PVPI training to our on-site workforce. This was also supported with practical demonstrations, new signage and barriers, and the introduction of human recognition technology on all relevant plant.

The effectiveness of the revised PVPI Standard and its implementation has been recognised by the Office for Nuclear Regulation (ONR).



PEOPLE

Health & safety through wellbeing



Colleagues and senior management participating in our Stand Up for Safety Month



Stand Up for Safety Month



We had another brilliant Stand Up for Safety Month this year.

In September 2025, we brought the entire workforce together for a packed programme focused on wellbeing, preparedness, and safer working practices.

Throughout September, teams took part in workshops, events, and activities designed to build physical and mental resilience and strengthen everyday safety habits. Everyone both on and off site engaged in the different daily activities, reinforcing our inclusive, one-team culture.

Our Be-Well Bus was a highlight. The bus visited multiple Sizewell C locations, giving colleagues easy access to health services. During the month, 73 people received health checks, which led to 26 GP referrals for high blood pressure, and 400 people received a flu jab.

Over 100 people also came together for our Stand Up for Safety quiz night in Leiston, raising £1,356 for our official charity partner, St Elizabeth's Hospice.

Teams also joined warm-up-for-work sessions, took part in mental health first aid training, and enjoyed a range of wellbeing activities from a site-wide step challenge to smoothie-bike competitions.

The month concluded with a Stand up for Safety Team event, supported by over 50 suppliers and attended by more than 800 colleagues, showcasing safety innovation across the supply chain.

By uniting the workforce around health, safety, and wellbeing, this month strengthened a culture of care, where looking after ourselves and each other remains at the heart of how we work.

PEOPLE

Wellbeing

As our population grows, so does our responsibility to build a working environment where people feel listened to, understood, and supported wherever they work and whatever challenges they may face.

Over the past year, we've expanded the reach of our Mental Health and Wellbeing Network with a range of activities that bring people together, including a book club, painting classes, and multiple Suffolk Mind webinars. You can find more information on our seven Sizewell C networks on [page 28](#).

Alongside the Network, we also have a growing community of mental health first aiders, known as "buddies" at Sizewell C.

Our community of mental health buddies has grown from just under 100 to 167, with training supported by the Lighthouse Charity.

This ensures that competent, approachable day-to-day support is available across all our locations.

To help keep wellbeing front of mind, we've also launched a monthly newsletter sharing practical tools, upcoming events, and information about the support available across the project. We also launched our "Lead the Way on Wellbeing" programme, delivering e-learning and webinars on stress, psychological safety, and emotional intelligence.

The Lighthouse Charity continues to play an important role in providing our teams with confidential, round-the-clock support as part of our Employee Assistance Programme. This service helps people across site and off-site locations with emotional, physical, and financial wellbeing.

Following the positive impact of our first chaplain, who joined in 2024, we've expanded the service this year by growing the on-site team and welcoming two new London-based chaplains to support our off-site teams. Together, they form an inclusive, confidential pastoral service for anyone who wants it, regardless of faith, worldview, or role. Their presence gives people another way to seek quiet, personal support in moments when they need it.



Meet John. One of our mental health buddies.

John is a 360-machine operator for Holmes Plant & Construction and has been part of the Sizewell C project for over two and a half years. He's worked with the Unexploded Ordnance team and now works alongside the Oxford Cotswold archaeology team.

Beyond his technical role, John is also a dedicated mental health buddy on the project.

After overcoming his own challenges with alcohol through Alcoholics Anonymous, he developed a deep understanding of the importance of mental health.

Today, John uses that experience to support others. "I now have the confidence to discuss my story with others who are sharing the same experience," he says, "and as a mental health buddy, hopefully I can help." His commitment to empathy, gratitude, and mindfulness makes him a valued source of strength and support within the team.

PEOPLE

Championing diversity, equity & inclusion

A project of this scale relies on many different perspectives and experiences, so creating an inclusive environment is an essential part of how we work together.

We want to harness the unique strengths of all our people, ensuring equal opportunities for growth, development, and success.

In March 2026, we also launched “Building an Inclusive and Respectful Workplace”, a course addressing unwanted behaviours.

We’ve built a community around seven employee networks to help shape and strengthen inclusion. Open to everyone working on the project, these networks provide peer support and raise awareness across a wide range of topics.

As of March 2026, 3% of our employees have disclosed that they have a disability. We’re committed to inclusive recruitment and to creating a more accessible workplace for all our disabled colleagues. In January 2026, we achieved Level 1 Disability Confident accreditation and are now working towards Level 2 during 2026, with the ambition of reaching Level 3 from 2027 onwards. We have also joined the Business Disability Forum (BDF), which provides expert guidance to support our approach to the recruitment, retention, and progression of people with disabilities.

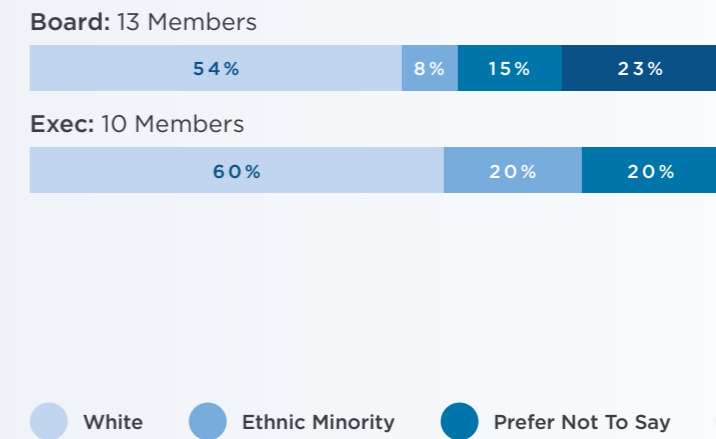
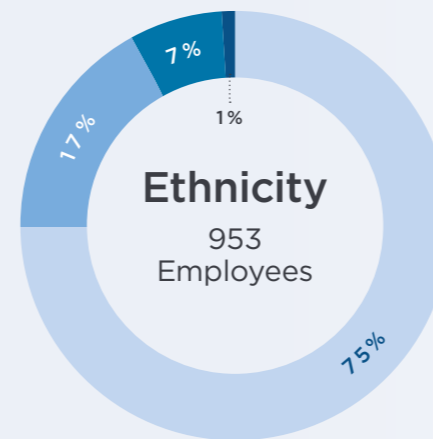
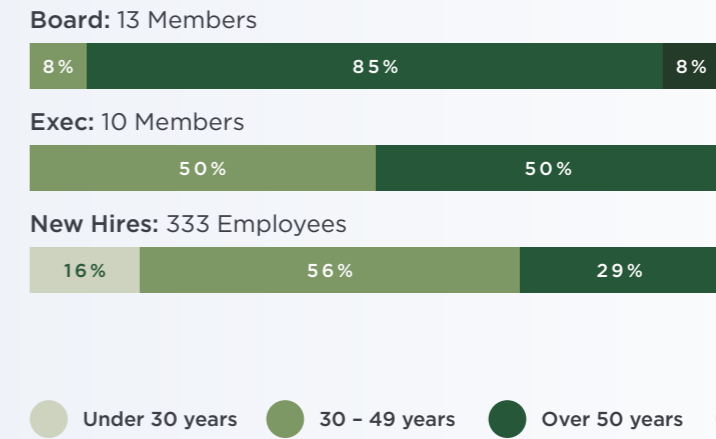
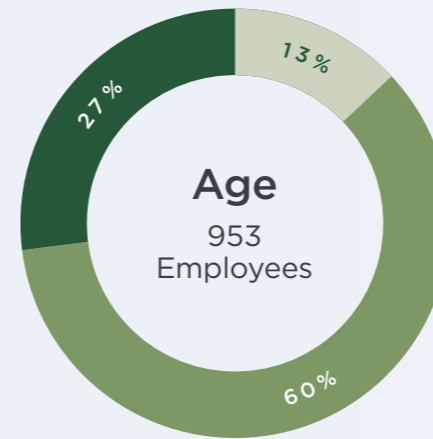
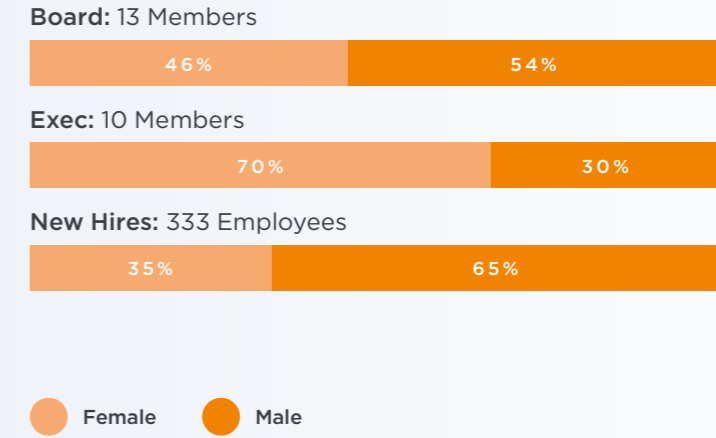
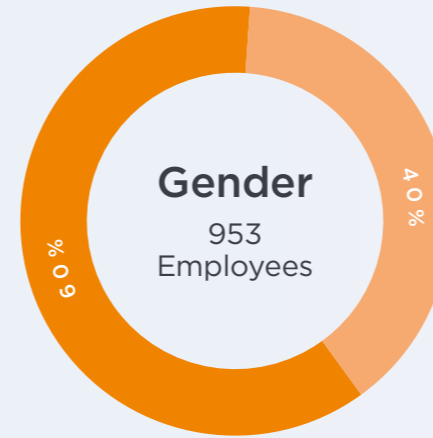
We renewed our partnership with Inclusion and Diversity in Nuclear, helping us bring industry-wide best practice into the project. Through this collaboration, we gain access to insights, tools, conferences, and training materials that support our ambition to build a workforce and supply chain that reflects the diverse communities we serve.

Our seven Sizewell C networks

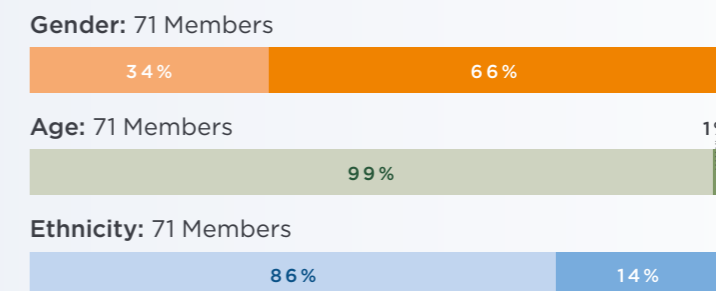


¹² Employee diversity metrics are presented including EDF secondees. Early Careers (graduates, apprentices and industrial placements) are reported separately. This reflects their cohort-based intake and exit cycles, which can introduce short-term variability in overall employee metrics. Reporting on this basis is consistent with internal workforce performance tracking. Early Careers diversity is also disclosed separately to provide additional transparency on this important talent pipeline. Figures are rounded to the nearest whole percentage; therefore, components may not total 100%.

Sizewell C employee demographics as of 31st March 2026¹²:



Early Careers
71 Members



PEOPLE

Women in the workforce

Gender balance has been a challenge for the nuclear and construction sectors. We want to do things differently. We want to lead the way, tackle barriers head on, and deliver a workforce that truly represents the society around us.

We track our progress against the UK Government's 2018 Nuclear Sector Deal targets, which includes 40% female representation in the workforce by 2030, 50% female apprenticeship starts, and 40% female representation at board level.

We already have a positive story to tell. Overall, women represent 40% of our total employees¹³. While this is slightly down from 42% last year, we're proud to have maintained 40%, especially as our workforce has grown significantly in construction and site-based roles - areas that are traditionally male-dominated.

Within our Early Careers cohorts, female representation currently stands at 34%, slightly below our overall employee representation, highlighting an important area of focus as we continue to develop our future talent pipeline.



We recognise that further progress is needed, particularly in the construction sector. That's why we've set up a Women in Construction Community Group in July 2025, which now has over 180 members, all helping to drive change across the project.

The group creates a supportive space for women at Sizewell C to connect and share experiences. Over the past year, activity has ranged from a well-attended guest speaker event with Beautiful Minds, which attracted more than 125 women, to a personal safety workshop, and a series of online sessions covering topics as wide ranging as cervical cancer awareness and CV writing.

The community will continue to build momentum through monthly engagement and outreach activities. This includes our first dedicated Women in Construction jobs fair in April 2026, helping us reach and inspire the next generation of women.

Our Gender Balance Network continues to champion women's success through events, workshops, and inclusive spaces that empower women to thrive. This year, we hosted Q&As with female leaders, partnered with The Future Female Society on confidence-building sessions, and supported Refuge through fundraising and awareness activities. In October 2025, we became a member of the Menopause Friendly Employer scheme and set up a Menopause Support Group. We also took part in national events, including the Women in Nuclear Global Conference.

We think we can make a significant difference, opening meaningful career pathways for women across nuclear and construction, and we hope this sets a new standard for others to follow.

¹³ This relates to Sizewell C employees and excludes early careers cohorts (e.g. apprentices and graduates).



SUPPLIER SPOTLIGHT:

Oxford Cotswold Archaeology

We're proud to work with Oxford Cotswold Archaeology (OCA), who are carrying out archaeological works across the Sizewell C site and demonstrate a strong commitment to gender balance.

Women make up 52% of their workforce, with leadership that reflects inclusive working in practice.

This includes Rhiannon, OCA's Project Delivery Lead for the archaeological fieldwork on the Sizewell C project. Having started her career as a field archaeologist, she's progressed through the organisation. She is now responsible for overseeing the day-to-day delivery of the archaeological programme. Her progression reflects the kind of inclusive leadership and progression we aim to support across the project.

For more of the great work that OCA do on site, have a look at [page 39](#).

PEOPLE

Upholding human rights

The construction sector carries significant human rights risks, particularly in relation to modern slavery.

Reliance on migrant labour, extensive subcontracting, and temporary work arrangements can increase vulnerability across both labour and material supply chains.

We recognise these risks and are strengthening our approach to protect our workforce and supply chain throughout the life of the project. We also voluntarily publish a [Modern Slavery Statement](#).

Last year, we updated our Corporate Code of Conduct and launched mandatory training with a dedicated focus on modern slavery, which has now been completed by 87% of employees and embedded contractors.

This year, with specialist third party support, we carried out a Human Rights Risk Assessment to identify the most salient risks during construction. The assessment

found that we perform well across many areas, supported by a mature community engagement programme and established arrangements to uphold worker rights on site. It also identified good areas of practice in our strong occupational health and safety systems, as well as effective approaches to land acquisition, land use, and skills development.

As expected for a project of this scale and complexity, the assessment also identified areas for further strengthening, including policies, supplier and contractor management, and the identification and prevention of worker related risks.

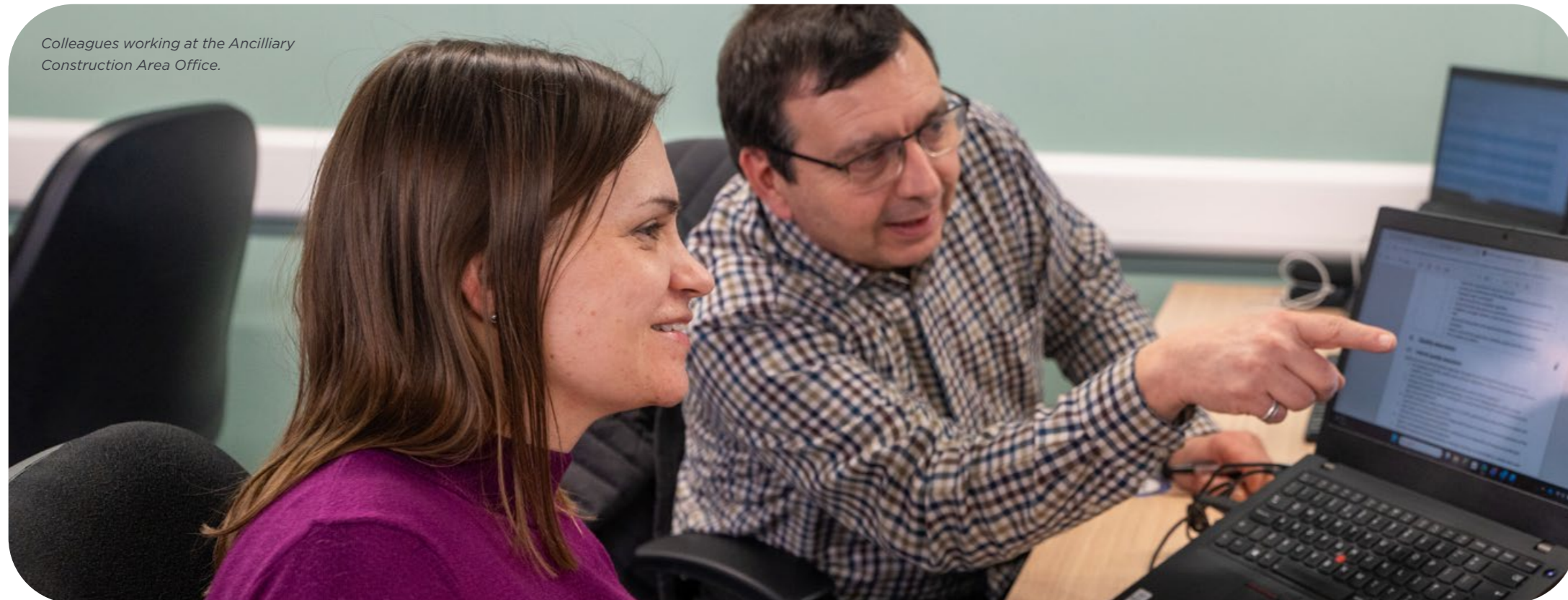
This year, we launched a modern slavery intranet site designed to increase understanding and visibility of the issue among our people. This is in addition to the Modern Slavery Response and Support guidance we introduced last year.

We already attend the Hinkley Point C Modern Slavery Forum to support shared learning across both projects. Next year, we'll launch our own Sizewell C Modern Slavery Forum and introduce Speak Up Champions to support workers in raising concerns, including those related to modern slavery.

Alongside this, we're working with the Supply Chain Sustainability School to strengthen human rights and modern slavery considerations within our supplier assessments. This will also support ethical labour practices through targeted training and practical tools aligned to UK legislation and recognised due diligence standards.

We will provide a workplace where people can stay safe, healthy and able to thrive, supported by suitable welfare facilities, good working conditions, and secure accommodation. Our accommodation campus will give people access to the facilities they need while working away from home.

Our Industrial Relations Agreements, developed with recognised trade unions and Tier One contractors, provide a clear framework for good working conditions, constructive dialogue, and high standards of workforce welfare. Over the past year we focused on bringing supply chain partners under these arrangements and worked closely with unions to support employees through organisational changes. This collaboration will continue so that both employees and the construction workforce have a strong and meaningful voice in shaping the way we work.



Colleagues working at the Ancillary Construction Area Office.



1Exiger: a supply chain risk and visibility platform.

In 2026, we launched 1Exiger, a supply chain risk and visibility platform that helps us understand who is in our supply chain beyond our direct contractors.

1Exiger gives us multi-tier visibility, mapping suppliers, materials and components at deeper levels so we can identify risks that are often hidden in complex supply chains.

The platform includes human rights and modern slavery risk indicators, providing insights that strengthen our ability to review, monitor, and manage these risks. It also improves overall supply chain transparency by linking risk signals to specific suppliers or products, helping us act earlier and with greater confidence.

We'll embed 1Exiger into our procurement and supplier management processes so that its multi-tier visibility and human rights risk indicators become a routine part of how we assess, monitor, and manage our supply chain.

Communities

We maintain strong engagement with local communities to understand and respond to concerns, minimise disruption wherever possible, while making sure we deliver lasting positive change.



Combat2Coffee hosting an event in the newly upgraded coffee shop at the Ancillary Construction Area.

COMMUNITIES

Local community engagement



Our project will deliver lasting benefits to local communities in Suffolk.

Delivering economic growth is one part of our story. Our long-term success depends on building and maintaining a strong social licence to operate and earning the trust of local communities by listening, responding, and acting responsibly.

Through our Regional External Affairs and Development team, we're putting this community-focused approach at the heart of our project. This experienced, dedicated team works in partnership with communities across Suffolk and the wider region, helping us to reduce impacts where we can, and supporting local people to benefit from the once-in-a-generation opportunities our project offers. Their work spans community relations, social partnerships, and engagement activity designed to ensure our engagement is meaningful, accessible, and focused on long-term outcomes.

During construction, we'll be focused on ensuring that communities not only experience the benefits of our project, but see their voices reflected in how we deliver it.

This year, we commissioned an independent community-baselining study to better understand how residents are feeling about the project ahead of the main construction phase. Carried out by the University of Suffolk, the study gave us valuable insight into people's early experiences and included feedback for how we can share information better with communities.

In response, we introduced a number of improvements to how we communicate.

This included launching a weekly roadworks bulletin to keep residents informed, as well as a subscription service for the Sizewell C Works Tracker so people can easily understand the timing and location of significant works.

We also expanded our focus groups and will continue to widen participation across all age groups, including targeted engagement with young people, who were under represented in the study.

We'll repeat this independent study annually to monitor progress against key issues raised.

Image: The Community Forum at Leiston Sports and Social club.

COMMUNITIES

Local community engagement

We recognise that projects of this scale bring both opportunity and disruption. That's why we prioritise early, transparent and ongoing engagement with local communities – ensuring people feel informed, heard, and able to influence how we deliver the project.

We have regular dialogue through our community forums, parish engagement, and targeted outreach to ensure a broad range of voices are represented, including those who may not traditionally engage.

Community engagement this year at a glance:

14 forums across East Suffolk, attended by over 600 people

~60 meetings facilitated with residents

~30 different update letters sent

12 Parish mailers sent

389 Noise Mitigation Scheme packs delivered

39 Local council meetings attended and 3 Friends of Sizewell C events

Over 3,600 enquiries responded to, covering employment, construction plans, supply chain opportunities, accommodation supply

4 newsletters distributed across 22,000 local households

We also:

- ▶ **OPENED** a new visitor centre in January 2026, welcoming more than 3,000 visitors.
- ▶ **ATTENDED** the Suffolk Show and First Light Festival.
- ▶ **SUPPORTED** Suffolk-wide “Hop To It” trail delivered by our charity partner St. Elizabeth’s Hospice (see case study on [page 37](#)).
- ▶ **PERFORMED** at the Leiston Festival of Remembrance in November 2025, alongside the Band of the Royal British Legion, at the town’s historic Leiston Film Theatre.
- ▶ **SUPPORTED** the Born & Read campaign, with the National Centre for Writing, Suffolk Libraries, and Newsquest, as part of the Year of Reading 2026. The campaign celebrates Suffolk’s literary heritage while supporting literacy, confidence, and employability, particularly amongst young people.
- ▶ **JOINED** with Sizewell Creative to support the Leiston Christmas lights switch-on.

All of our engagement comes alongside the work we’re doing to distribute our Sizewell C Community Fund, which is part of our Deed of Obligation. Of the £23 million available for projects in East Suffolk, we have awarded over £3.9 million since we launched the fund in 2024.

This year alone, the fund has supported a wide range of community priorities from food waste and social connection hubs to youth programmes, arts initiatives, and grants that help heritage, sports, and community venues thrive.

Through our Sizewell C Neighbourhood Fund, which is dedicated to supporting communities closest to the project, we continue to back projects that deliver direct benefits to people living within 10 miles of our development sites. This includes support for community events, accessibility improvements, and upgrades to community spaces and equipment. These projects help us focus our efforts where they have the greatest impact and stay aligned with the priorities of the communities closest to us.



ActivLives group in Leiston having fun exercising.

Community Fund: ActivLives

ActivLives supports older residents, people with long-term health conditions or disabilities, and those experiencing or at risk of social isolation.

Through our Sizewell C Community Fund, we awarded £141,079 to the organisation over three years to deliver activities and wellbeing programmes designed to boost mental health and wellbeing.

The funding helps the charity in growing its Falls Prevention and BreatheFit sessions in Leiston and Saxmundham. It also allows them the opportunity to develop new inclusive activities that help people stay healthy, involved, and supported in their community. As ActivLives CEO Julie Stokes explains, this investment will:

“keep people active, connected, and reduce loneliness and social isolation, strengthening wellbeing for those most at risk.”

COMMUNITIES

Local community engagement

A bagpiper performing at the VE Day 80th anniversary celebrations on Sizewell Beach.



Pupils with the Pembroke College Cambridge girls' choir at Southwark Cathedral.

Sizewell Creative



Sizewell Creative is our creative and cultural programme, using arts, music, and learning to connect people with the project and widen access to creative opportunities.

Working with local organisations, it aims to inspire curiosity, support wellbeing, and open up new possibilities for people of all ages.

This year, we reached 27 events across eight locations, worked with 18 partners, and supported 25 schools and colleges through music, dance, and creative learning. Activities ranged from livestreamed dance classes for rural Suffolk primary schools to art exhibitions and choir performances. These activities help foster connection across the workforce and our local communities. They also create new cultural opportunities at a time when arts funding is restricted.



Creating opportunities in the arts for Tower Hamlets students

One of Sizewell Creative's highlights of the year was a large-scale choral performance of Benjamin Britten's War Requiem at Southwark Cathedral, delivered as part of a Remembrance event.

30 pupils from George Green's School and St Paul's Way Trust School in East London joined the Pembroke College Cambridge girls' choir, a professional adult choir, and two orchestras to a sold out audience of more than 550 people.

We created the event to engage young people living near our London head office, with an aim to help build confidence and raise creative aspirations in the area. Noah, a Year 7 student from St Paul's Way Trust School, said: "It's been great singing with a live orchestra as I've never done that before. Hearing the applause was the best part as my mum and my aunt were in the audience."

His teacher and Head of Music, Zoe Miara, added:

"It's so important that this really rich cultural heritage is understood and accessed by young people from all backgrounds."

By working with schools and local music services, the event gave students access to a once-in-a-lifetime experience that built confidence, deepened musical understanding, and opened up new possibilities.

The Future Is Now Programme

In Suffolk, Sizewell Creative worked with Suffolk New College, DanceEast, and the New Wolvey Theatre to deliver 'The Future Is Now' programme for a second year.

The programme gives young people a practical insight into the creative industries and the transferable skills they need to progress. In February 2026, 31 performing arts students from Suffolk New College took part in workshops exploring greenscreen technology, clowning, and fight performance. Sessions combined hands-on practice with open discussions about careers, pathways, and transferrable skills in the sector.

Rosalind Parker, Sizewell Creative's Creative Director, said: "One of our missions is to support the next generation coming through into the arts. We want to equip young people with skills and get them to take part in different initiatives and make them feel inspired about their futures."

Akorede Odelabu, 17, from Ipswich, said: "We learnt new skills in different areas of performance. I want to be an actor - but this has made me think more about directing as well. I want to create my own showreel using greenscreen. It has absolutely been useful."



A young participant at a Sizewell Creative activity day.

By bringing education and cultural partners together, 'The Future Is Now' is opening creative career pathways, building confidence, and strengthening the local networks that support progression into further learning, work placements, and employment.

COMMUNITIES

Responsibly managing our local impact

We've been working hard to minimise local traffic disruption, which is one of the main concerns raised by local communities.

As construction progresses, we're working to communicate advanced notice of the impacts people may experience.

The most disruptive activity this year relates to the improvements we're making to local infrastructure. This work is focused on improving how people and materials move around the area safely, ahead of later phases of construction.

This year, we continued building the off site infrastructure needed for the project, including the Two Village Bypass, the Link Road, new roundabouts, and our park and ride facilities.

These works have caused disruption for local communities, but they are essential to reducing long-term traffic impacts, improving road safety in the area and delivering wider transport benefits that will remain after construction.

Where roadworks are unavoidable, we're taking steps to reduce disruption as far as possible. Working with ScottishPower Renewables, we coordinated four major road schemes in East Suffolk so works happen together rather than in isolation. This approach helps avoid repeated closures and reduces environmental impact.

In March 2026, we opened the Yoxford and Friday Street roundabouts to the public. These long-awaited schemes improve safety and traffic flow at key junctions. The upgraded infrastructure will help manage construction-related traffic more effectively and reduce pressure on local roads as activity increases.



Balfour Beatty renewing track on the Sizewell branch line.

SUPPLIER SPOTLIGHT:

Balfour Beatty: delivering the Sizewell Branch Line

We reached a big milestone in February as we welcomed the first engineering train onto the Sizewell C site.

The train, travelling along the newly upgraded Sizewell branch line delivered by Balfour Beatty, transported aggregate for the next phase of bridge infrastructure and marked the start of our commitment to deliver 60% of construction materials by rail or sea. As deliveries increase in the years ahead, each freight train is expected to remove around 50 HGV journeys from Suffolk's roads, cutting emissions and easing disruption for local communities.

In delivering the Sizewell Branch Line, Balfour Beatty utilised sustainable construction methods that were sensitive to local communities:

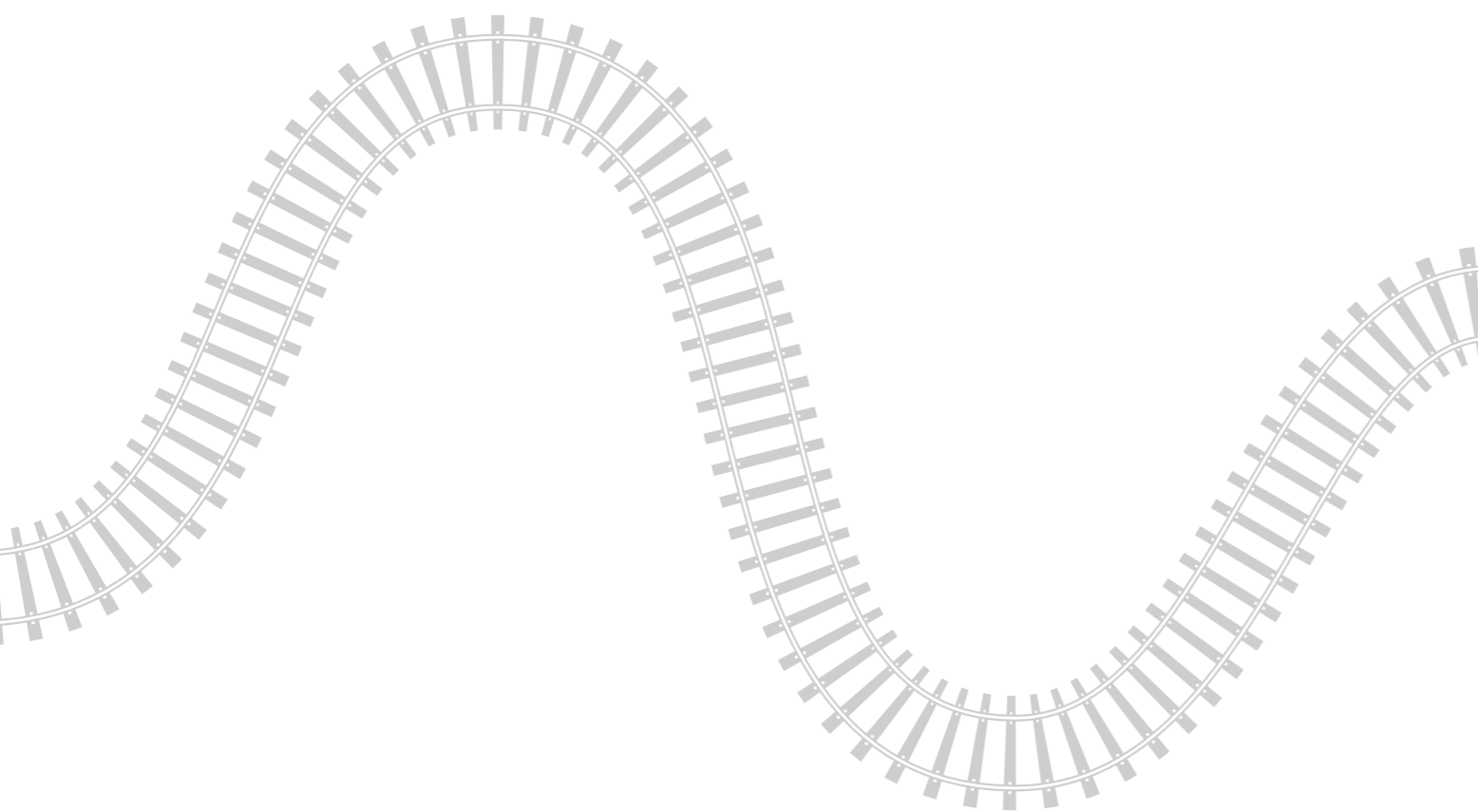
► **Targeted dust suppression:** to prevent dust nuisance near homes, they used mobile jet cannons and on-site water storage to limit unnecessary water use and provide targeted dust suppression on-site to protect local air quality.

► **Ground stabilisation:** supported by Soil Science Ltd, the team used a reversible soil stabilisation system, which avoided importing over 11,000 tonnes of aggregate, accelerated delivery by 22 days, and avoided over 600 vehicle movements on local roads.

► **Replacing diesel powered equipment:** the team replaced five diesel hand tools with battery alternatives and deployed 18 solar powered tower lights and an eco solar toilet facility. This reduced noise pollution, diesel use, and associated carbon emissions.

► **Ecological land management:** they carried out essential vegetation clearance under supervision from ecological specialists. Rather than disposing of this as waste, they repurposed 135 tonnes of material for biomass energy and leftover material was used for habitat creation and biodiversity enhancements.

For more information on Sustainable Construction, see [page 56](#).



COMMUNITIES

Responsibly managing our local impact

Responsibly managing our impacts also means making sure local communities benefit from the project's wider footprint.

That's why we invested in digital connectivity this year, recognising that reliable internet access is now core community infrastructure.

Working with East Suffolk Council, we extended free public Wi-Fi along Leiston High Street, helping residents and businesses stay connected while encouraging visitors to spend more time in the town centre. Through our partnership with Openreach, we also supported the rollout of Full Fibre broadband to more than 5,000 homes across Leiston, Aldeburgh, Saxmundham, and Halesworth.

We've got more community benefits planned too. As part of our Deed of Obligation commitments, we'll support East Suffolk Council to deliver new Leiston sports facilities, including a 3G football pitch and a multi-use games area. Due to open in July, the facilities will support school use and provide a shared space for the local community and our workforce.

We're working with local partners, councils, and communities to embed sustainable practices into the East Suffolk region. This includes our flagship initiative to support Leiston's ambition to become one of the UK's first net zero towns.

This year, a Net Zero Pathway for Leiston was published, outlining the key priorities and actions needed to achieve a carbon neutral future for the town.

As part of Net Zero Leiston, we helped launch the Pedal to Zero cycle scheme, encouraging lower carbon travel choices and helping reduce transport-related emissions in the town.

We also invested more in localised community services, delivered by our partner Citizens Advice East Suffolk. With our funding, Citizens Advice launched a new Energy Advice Hub in Lowestoft in May, an extension of the first Energy Advice Hub launched with our funding in Leiston in February last year.

Both hubs provide residents with financial support and easier access to free, expert advice on how to manage energy usage at home. Since its launch, 66 residents in Lowestoft have accessed support, totalling an estimated £3,162 in energy-related financial gains.

Over in Leiston, 38 residents accessed support this year totalling £4,349 in energy-related financial savings. Support provided covered a range of issues such as energy efficiency, financial hardships, and energy grants. We've supported a third scheme with Citizens Advice Ipswich, which follows a different format enabling energy advisors to visit communities most in need through a pop-up service.

Elsewhere, we've invested in a similar programme, Income Maximisation, launched in November 2025, to provide a scheduled drop-in service across eight different locations in Ipswich. These initiatives offer residents practical advice, including simple energy-saving measures to help reduce household costs.

We're proud of our investment in programmes like the Energy Advice Hub and Income Maximisation and expect to see the benefits of these initiatives flow through local communities across East Suffolk.

Pedal to Zero bicycles installed in Leiston.

Pedal to Zero

In September 2025, we helped launch Pedal to Zero: a three-year community cycle-hire scheme providing 18 bikes, including nine e-bikes, across five sites in Leiston.

The aim of the initiative is to give residents and visitors affordable, low-carbon ways to travel. To date, we've already seen 172 rentals and welcomed 42 memberships. Revenue from the scheme will be reinvested to expand access to the scheme, supporting the town's wider net zero ambitions.

Lesley Hill, Mayor of Leiston-cum-Sizewell Town Council, said:

"The availability of e-bikes at various sites around the town will offer residents a more sustainable option. It is hoped they will feel more inclined to cycle, rather than use a car or a bus for short journeys. This will help to encourage active travel and reduce dangerous emissions, supporting the ultimate goal of transitioning Leiston to a low carbon economy."



COMMUNITIES

Volunteering and charity work across our communities

Volunteering plays an important role in supporting wellbeing by helping our people to build connections and strengthen team cohesion.

By taking part in a wide range of activities, from local events and community projects to charity and environmental initiatives, our people are also able to give back to the communities around us. All our employees, including embedded contractors, receive 15 hours a year to volunteer.

This year, we're proud to see an increase in volunteering, with **176 people** representing our project and dedicating **862 hours** with **21 organisations**. This figure includes both our employees and embedded contractors.

To make it easier for people to get involved, we've launched a new volunteering platform. It gives our people a simple way to search and apply for opportunities, while helping charities and organisations access volunteering support. The platform also helps us better capture the social value we're creating in the local community. Our social partner, Community Action Suffolk, is managing the platform and working with charities and organisations to understand where support is most needed.

More colleagues are using their day-job expertise to support local organisations with tasks that can be difficult for small charities to resource.

This has already included support with Microsoft Office training, and we look to explore opportunities in areas such as communications, IT, accounting, and project management. We'll keep encouraging this, as it allows people to volunteer in ways that match their interests and strengths.

Our contractors also play a part. Since launching in October 2025, our new Site Social Benefits Forum has successfully connected local projects with our supply chain. The group helps coordinate social value activity so that time equipment, and specialist skills are used where they can have the greatest impact. One of the first projects supported through the forum took place in Leiston, where plant contractor Tru7 worked with Leiston Town Council to clear and reinstate Millennium Wood, a derelict green space. By removing asbestos, damaged structures and debris, the site has been made ready for restoration and return to community use, with plans for biodiversity improvements to follow.

The Sizewell C Hare Sculpture for the Hop to it! campaign.



St Elizabeth Hospice: Charity Partnership

Since the start of our charity partnership with St Elizabeth Hospice, we've combined creativity, community engagement, and colleague-led fundraising to support the hospice's vital work.

As this charity partnership enters its second year, we're pleased to announce that we've raised a further £34,277, bringing the total raised to date to £70,173. Key charity events hosted this year include: a charity quiz, a sponsored London walk, an Easter bake sale, Christmas jumper day, a hearts and minds cycle ride, and charity football matches.

In summer 2025, we sponsored a commissioned hare sculpture for Hop to it! Suffolk 2025 Auction, the hospice's largest public art trail. Designed by Spring, a local creative agency, our Sizewell C hare joined more than 130 displayed across Suffolk, helping to create a free, accessible, family-friendly arts experience for local communities to enjoy.

Extending the sculpture's legacy, we purchased it at auction and have now installed it at our Wild Aldhurst nature reserve. In May 2026, the hare will be officially named during a school engagement event.

It's been fantastic to see our people continue to show a strong enthusiasm for fundraising for the hospice. Since April 2025, they've taken part in a diverse programme of activities.

Together, these efforts are helping deliver practical, compassionate care, and could contribute towards a week of specialist inpatient support (£4,500), 10 one-hour outpatient appointments (£740), 10 group bereavement sessions (£1,350), or five Zest young adult weekend breaks (£8,000) that give families vital respite. This fundraising helps our people too, boosting wellbeing, pride, and connection to a meaningful local cause.

COMMUNITIES

Social partners

We continue to build strong relationships with our fantastic social partners.

Their networks play an important role in connecting us with people who can benefit most from opportunities linked to the project, particularly those who might not otherwise engage with our recruitment channels and face barriers to employment.

This year, we were proud to launch the Beyond Boundaries programme in conjunction with Ipswich and Suffolk Council for Racial Equality. Alongside this, we continued our long-term partnership with Inspire to increase the aspiration and confidence of young people who are NEET or at risk of becoming NEET. Polly also completed her third work placement with us through Project 21 (see case study on the right).

Together, these partnerships help young people fulfil their potential and contribute to society. Next year, we will increase our work with local partners to continue breaking down barriers and boosting social mobility for local people, helping them to make the most of opportunities on our project.



Project 21 UK: Polly

We have a brilliant ongoing partnership with Project21, who support people with Down's Syndrome to access meaningful work experience opportunities.

Last year, Andreas joined our Community Relations and Events and Visits teams for two highly successful twelve-week placements. This year, we were delighted to welcome Polly to the Sizewell C team. Through her placement, Polly has gained hands-on work experience, built strong connections, and explored her passion for photography here. She brought energy, positivity, and a can-do attitude to our site's main office in Suffolk. Polly's message is simple: "Go for it!"

COMMUNITIES

Preserving our local cultural heritage

Sizewell C is located in a region of rich cultural heritage, and our archaeology programme represents one of the largest archaeological projects to ever take place in the East of England.

Working alongside Oxford Cotswold Archaeology (OCA), we're uncovering hidden stories from the past and proudly sharing these with local communities for the benefit of future generations.

This year, an average of 130 archaeologists have been on site each week, supporting excavations across numerous locations. Archaeological mitigation fieldwork is now complete at several sites, including the ancillary construction area, Yoxford roundabout, our northern and southern park and ride sites, the rail extension route, and the accommodation campus, with these areas now moving into the post-excavation phase. Works will continue across our other locations, including the Sizewell Link Road, Two Village Bypass, and part of the Temporary Construction Area throughout 2026 and early 2027.

We have uncovered some remarkable finds this year, including the discovery of an Anglo-Saxon burial ground in the summer (see case study on [page 40](#)).

This work has taken the story of Sizewell C's archaeology far beyond our local area, engaging audiences across the region, the UK, and internationally.

Through OCA's outreach, thousands of people have engaged with our discoveries and the stories behind them - and we want to keep sharing our finds with the local community. Highlights of this year include:

3 open days
in locations such as Wickham Market, Stratford St Andrew and Yoxford (see case study top right)

8 school events
reaching 332 pupils and teachers

13 talks
484 attendees

3 online webinars
1,714 attendees

3 Sizewell C Community Forums attended

3 Career Fairs
305 attendees

22,765
website views

A stand in the Sizewell C tent at the Suffolk Show

44 social media releases
across the likes of Facebook and Instagram, which together generated over **1.8 million views**



Yoxford Archaeological Open Day

Our free open day at Yoxford Village Hall drew 1,602 visitors across a February weekend.

People were queuing outside to see the finds from our site excavations. Supported by the OCA engagement team and field specialists, the event gave the public a chance to see finds from our site, explore the stories behind them, and meet the archaeologists involved.

We put on a wide range of family activities, engaging visitors of all ages. Activities included Anglo-Saxon bead making, mini excavation pits with artefact recording, animal bone identification, artefact handling trays with microscopes, and replica items for visitors to try on.



Children enjoying the Sizewell C activities at the Suffolk Show.

COMMUNITIES

Preserving our local cultural heritage

Anglo-Saxon Burial Discovery

Following the incredible discovery of a horde of 11th century silver coins in 2024, our excavations revealed an even more significant find in August: a high-status 7th century grave containing two individuals buried with a fully harnessed horse, weapons such as swords and a spear, and personal items.

The burial points to elite Anglo-Saxon status, echoing the princely burial traditions known from Sutton Hoo, Snape, and Prittlewell.

Although the sandy Suffolk soils caused the bones to decay, they preserved striking sand silhouettes that captured the outlines of the bodies and grave goods with clarity, offering a rare glimpse into early medieval expressions of identity and belief.

Archaeologists identified at least eleven burial mounds, or barrows, along with cremation and inhumation burials, arranged across a prominent landscape near our site. The deliberate layout reflects a community with established social structures and carefully organised funerary practices.

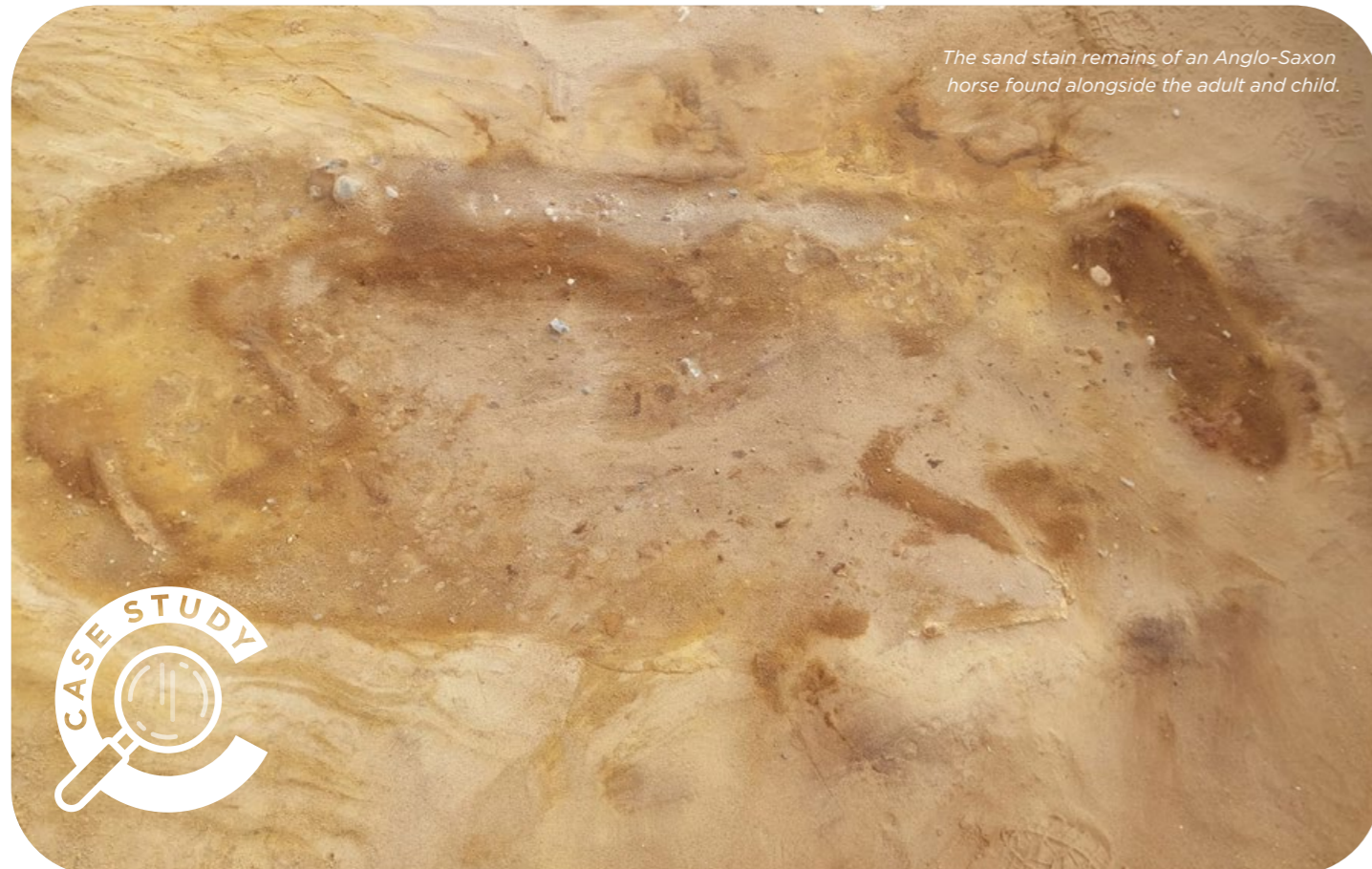
Together, these discoveries are of national importance, deepening our understanding of power, belief, and hierarchy in early medieval England while shedding new light on the lives and heritage of Suffolk's early communities.

We're especially proud that this find was featured on BBC's Digging for Britain in January this year.

Images provided by Oxford Cotswold Archaeology Ltd.



Anglo-Saxon burial of an adult and child. The remains survive as sand stains.



The sand stain remains of an Anglo-Saxon horse found alongside the adult and child.



The OCA team excavate an Anglo-Saxon coptic bowl.

Nature & climate

We're enhancing nature and constructing in a way that reduces our environmental footprint.



A footpath at Wild Aldhurst nature reserve.



NATURE & CLIMATE

Enhancing nature

When our project is operational, it will support nature globally by addressing one of nature's key threats: climate change. Right now, we're making progress protecting and enhancing nature locally in Suffolk.

Nature Positive Construction

By integrating nature within our project from the start, we've been able to retain and protect key habitats and create three new nature reserves on former arable land next to our construction site.

We established these new nature reserves well before we started construction, and they now cover an area three times larger than the power station will itself. At the end of construction, we'll turn our Temporary Construction Area (TCA) into a nature reserve too, and it will connect with our existing reserves, linking to other protected sites in the wider area that are currently isolated in an arable landscape. This will lead to a more ecologically diverse and resilient landscape in the local area.

By expanding the areas under conservation management, we're helping to create an unbroken expanse of rich Suffolk sandlings habitats, including heathland, grassland, wetland, and other priority habitats, from Southwold in the north to Aldeburgh in the south. It's landscape-scale restoration, enabled by a major infrastructure project. We are showing how development and nature can work hand in hand.

In achieving this, we'll deliver at least 19% biodiversity net gain in the Sizewell area, we'll improve ecological resilience, and we'll conserve and enhance landscape character within the Suffolk and Essex Coast and Heaths National landscape (see case study on [page 43](#) for an update on our progress against this target).

Crucially, our nature reserves are for people as well as nature. We've provided enhanced public access to some of the reserves and we have further enhancements planned. We're building a legacy for nature and people here, the benefits of which are already being felt through the advancement of our habitat creation work.

In August, we hosted a visit by Tony Juniper, CBE Chair of Natural England, and his executive team to see at first hand our approach. He described Sizewell C as a "nature positive" project, stating that the project demonstrates that large-scale infrastructure can co-exist with environmental protection. During the visit, Tony praised the early collaboration between Sizewell C, Natural England, and other environmental stakeholders to maximise nature habitats:

"This joint approach to finding strategic solutions for nature has enabled this complex, major infrastructure project to proceed on schedule. When we take this kind of action up front, we can secure big wins for Britain's energy security, whilst restoring nature."

Tony Juniper, CBE Chair of Natural England

Natural England posted a [blog](#) to celebrate their site visit and the launch of East Suffolk Trust (more details on the Trust below).

*Marsh harriers
at Wild Aldhurst.*



NATURE & CLIMATE

Enhancing nature



Wild Abbey nature reserve.

Progress against our Biodiversity Net Gain target

We've committed to deliver huge net gains for biodiversity, well beyond statutory requirements.

We're already making great progress. We undertook a detailed validation assessment in July, which showed that our 19% net gain commitment is conservative and that if habitat connectivity is included in the assessment (which is one of the key objectives of our nature strategy) the uplift in biodiversity net gain could be twice that amount.

These latest findings are a testament to the investment we've made, and continue to make, in nature in the Sizewell area for over a decade.

Connecting our nature reserves with the future re-establishment of the Temporary Construction Area will be a big part in achieving this – delivering strong ecological connectivity around the power station. This will also be an important legacy for local people who will have access to an enhanced landscape at Sizewell for generations to come.



Developing our nature reserves

Creating and managing new nature reserves close to our construction activities is fundamental to enhancing local biodiversity.

Through our three nature reserves – Wild Abbey, Wild Studio, and Wild Aldhurst – we have successfully transformed former arable land to a rich mosaic of high-nature habitats.

These priority habitats include wetland and grassy heathland/scrub, which we are developing through tailored management. Some of the activities we've undertaken over the year include the introduction of ditch slubbings harvested from a local Site of Special Scientific Interest (SSSI) at the recently-created Wild Abbey wetlands. This has the dual benefits of helping maintain the SSSI in "favourable status" as well as boosting biodiversity in the new wetland. At Wild Aldhurst, where the wetlands are mature, we've continued rotational cutting of the reedbeds to enhance their age distribution and provide the optimum mix of reedbed and open water habitat. This management is needed to ensure that the wetlands support as much biodiversity as possible.

Heathland creation also continues within the reserves through the application of "heather brashings". This is brash harvested from local reserves that contains seed of heather and other heathland species. It's a win-win that benefits the donor site through enhanced land management as well as our new reserves through the introduction of seed. This year we applied 25 tonnes of brashings from the donor reserves, enough to treat 8 hectares at Wild Aldhurst and Wild Studio. The brashings are spread using a muck spreader. We do this every winter, treating different parts of our new reserves to expand the areas of heathland. The supply of brashings was initially constrained, but by being consistent year-on-year we've developed the supply chain allowing us to create heathland over bigger and bigger areas. We're on track to finish heathland creation within our reserves in 2028.



We've also installed fencing and signage at Wild Studio in preparation for opening up parts of the site for public access in autumn 2026 in a manner that also protects sensitive habitats and species such as adder.

Elsewhere, we've now completed phase one earthworks at Wild Benhall and Wild Halesworth, two of our three planned off site fen meadow compensation sites. This prepares the sites for "green hay" application in summer 2026, using seed rich hay harvested from donor fen meadows within the Sizewell Marshes SSSI to establish appropriate local habitats.

Our plans for a Pakenham nature reserve are progressing, and expect to start works here later in 2026.

We're closely monitoring key ecological features within retained habitats at Sizewell – as well as within our nature reserves – to ensure that our habitat creation, mitigation, and compensation measures remain effective. We do this monitoring in accordance with the Terrestrial Ecology Monitoring and Mitigation Plan (TEMMP), secured as part of the Development Consent Order (DCO) application process. Our habitat creation and survey results are scrutinized by the Ecology Working Group¹⁴ (EWG), which has met four times over the reporting period. The meeting minutes are published [here](#).

¹⁴ The EWG is a Governance Group set up under Sizewell C's Deed of Obligation. It is a scrutinizing committee chaired by East Suffolk Council whose members also include Natural England, the Environment Agency, Suffolk County Council and Sizewell C. Suffolk Wildlife Trust and the RSPB also attend these meetings in observer roles.

NATURE & CLIMATE

Enhancing nature

Ecological survey findings

We carry out a large number of ecological surveys across our sites.

These surveys monitor species populations and habitat creation at our new nature reserves, and they cover everything from terrestrial and aquatic plants, bat populations, and breeding and wintering waterbirds to terrestrial mammals (water vole, otter, and badger) and invertebrates.

There have been a number of encouraging findings, including:

01

Continued use of retained habitats around the construction site by the various **bat species**.

The **rare barbastelles**, which breed in woodlands near to the Temporary Construction Area (TCA), have been shown to still breed successfully in the key roosting sites that were retained next to the construction site, as well as using our new nature reserves, especially the reedbeds within Wild Aldhurst (see case study on [page 45](#)). This shows the effectiveness of our approach to retain key roosting and foraging habitats around the construction site, our embedded mitigation to minimise construction disturbance, and the success of advance habitat creation.

02

Populations of **wintering waterbirds** recorded on the Minsmere South Levels (part of RSPB Minsmere) and Sizewell Marshes SSSI in 2025 were the highest recorded for 10 years.

Breeding waterbirds recorded in the same areas were also above the median average over the same 10-year period. These survey results demonstrate that even during the initial, most impactful stage of construction, our activities had no discernible disturbance impact on the nearby bird populations. We completed a 5-metre high northern acoustic barrier around the TCA last year, which will continue to protect RSPB Minsmere from disturbance throughout construction.

03



Significant **Marsh Harrier** foraging activity recorded within the Wild Abbey reserve, substantially higher than the 2014-2016 baseline when the area had just been taken out of arable use. This demonstrates the effectiveness of our Marsh Harrier Implementation Plan, discharged under the Development Consent Order which provides the compensatory habitat for foraging marsh harriers breeding within RSPB Minsmere. Not only has foraging activity increased substantially within Wild Abbey, but marsh harriers now regularly breed in Sizewell Marshes SSSI and Wild Aldhurst.

04



Reptile receptor sites within our nature reserves continue to be rated as 'exceptional' in terms of habitat quality. This demonstrates the ongoing suitability of our site management activities within the Wild Abbey and Wild Studio reserves. We used both those reserves to re-home **adders, grass snakes, common lizards, and slow worms** that were carefully translocated from our construction sites prior to the start of construction works.

05

Recorded increases in rare invertebrate species, such as the **grayling butterfly** and Norfolk **hawker dragonfly**, at our three nature reserves.

These are priority species for Suffolk, and their successful establishment underlines the high quality of the habitats (grassy heathland and wetland) that we have established at our reserves - invertebrates being amongst the best indicators of habitat quality and diversity.

06



2025 was a very successful breeding season for **natterjack toads** within the breeding pond to the north of the construction site. We recorded large numbers of toadlets around the pond margins in the summer. Alongside all the habitat enhancement works undertaken in this area last year, we're confident that the very small population here can increase in size making the population more stable and resilient.

07



Large populations of **water vole** are present in retained areas of the Leiston and Sizewell Drains. The new wetlands within the Wild Aldhurst reserve also continue to support abundant water voles, a small proportion of which we translocated, under licence, from the works at our Main Construction Area (MCA).

NATURE & CLIMATE

Enhancing nature

Radiotracking of bats

Radiotracking is an advanced bat survey method where bats are tagged with lightweight radio-transmitters to track where they roost, breed and feed.

This provides a real-time sample of how the bats use the landscape across our estate around the construction site. We undertook these surveys in 2025 to provide a comparison to the previous radiotracking surveys in 2022 and 2023 and to augment the other more commonly-used techniques we use to monitor bat populations such as “static surveys”.

However, radiotracking provides perhaps the best insight into how bats are living alongside the construction of Sizewell C.

The survey in June and August indicates that the population of rare barbastelle bats:

- ▶ remains stable at around 50 adults (or may even be increasing) despite the clearance of Goose Hill woodland;
- ▶ continue to breed in their key roosting sites that have purposefully been retained and protected, notably Ash Wood next to the TCA in the north and Grimsey’s (a wet woodland) in Sizewell Marshes; and
- ▶ continue to forage over much the same area as before.

The radiotracking surveys also demonstrate how the barbastelles are using the new nature reserves for foraging, especially the now well-established wetland and reedbed habitats we created at Wild Aldhurst.

This gives us early evidence that the measures we have put in place are working as intended and that the reserves are providing meaningful ecological benefits for bats.

Image: Radiotagged barbastelle bat.
Image provided by Ian Davidson-Watts



NATURE & CLIMATE

Enhancing nature

Nature partnerships, funding, and charities

We've strengthened our relationships with key partners to build on our positive impact across the East Suffolk region. Some key highlights from the past year include:

East Suffolk Trust

Jointly founded in June by Sizewell C, East Suffolk Council, and Suffolk County Council, the East Suffolk Trust is a new grant-giving charity established to deliver long-term environmental benefits. At least £78 million of unconditional funding has been secured from Sizewell C over the lifetime of the new nuclear power station.

The charity is run by an independent Board of Trustees operating under charity law. Its mission is to make East Suffolk the most ecologically diverse and resilient area in England. You can find out more [here](#).



Natural Environment Improvement Fund (NEIF)

As part of our Deed of Obligation, we launched a £10 million mitigation fund in October to support environmental enhancement projects along the east coast. Grants are awarded by a panel comprising representatives from East Suffolk Council, Suffolk County Council, Sizewell C, Suffolk & Essex Coast & Heaths National Landscape, and Natural England.

NEIF will support the long-term, sustainable management of woodlands, hedges, and other vegetation, enhancing ecology and biodiversity while improving habitat connectivity and resilience.

See the NEIF application portal [here](#).



WildEast & WildKingdom

Our work with local environment charity WildEast continued in a year where they expanded to become 'WildKingdom'. Our collaboration with WildEast led to increased awareness in our supply chain about the ability and opportunity they have to contribute more to local nature recovery. Our partnership has also extended into education, with the launch of a new schools programme, designed to help children understand nature. You can find more information [here](#).



Image: A heron at Wild Aldhurst.



NATURE & CLIMATE

Embedding circular economy principles

We apply circular economy principles across the project to retain the value of materials for as long as possible and reduce waste.

Our focus is on designing out waste, designing in reuse, and recycling opportunities and managing resources responsibly throughout construction. This approach helps us to use materials more efficiently as our project grows.

We've refined our approach to circular economy and waste management, finalising our Circular Economy Standard and Conventional Waste Management Standard. We made progress in how we manage waste on site, appointing Biffa as our waste management contractor. Biffa will support the design, construction, and operation of our Waste Consolidation Centre.

Responsible sourcing

Responsible sourcing underpins our circular economy approach.

It enables us to procure materials in ways that minimise environmental impacts across production, manufacture, supply and use, while reducing waste later in the project lifecycle.

Our strategies for key materials take a whole-life view of the project. These strategies are important to help guide our short and long-term purchasing decisions and they set the direction for each category of procurement, including major materials such as concrete and steel. We integrate sustainability considerations from the outset, ensuring that we satisfy circular economy and responsible sourcing requirements across all our procurement activity.

We're also working with the Supply Chain Sustainability School as part of our wider supplier development programme. The school helps suppliers assess their capability in areas such as sustainability, health and safety, quality, compliance, and modern methods of construction. It will support our Tier 2, 3 and 4 suppliers to align with our sustainability commitments and those of our Alliance partners.

Sizewell C and Nuclear Restoration Services colleagues on the Main Construction Area in front of the concrete aggregate from the demolition of Sizewell A's turbine hall.



Toppesfield tarmacking the Northern Park and Ride.

SUPPLIER SPOTLIGHT:

Suffolk Safety Solutions

Our personal protective equipment (PPE) supplier, Suffolk Safety Solutions Ltd, is based in Bacton, within our host county of Suffolk.

Over the next three years, they'll supply our growing workforce with essential safety wear, including hard hats, high visibility clothing, and protective eyewear.

Suffolk Safety Solutions bring nearly a decade of experience supplying PPE to Hinkley Point C – and this experience has helped us to apply lessons learned to reduce our waste.

Working with our new local supplier, we're integrating circular economy principles into a PPE waste management plan in order to prevent PPE from entering site waste streams wherever possible. This includes:

- ▶ The introduction of a secure PPE vending system to better control usage and avoid unnecessary waste, alongside processes to recover used PPE for reuse and recycling where appropriate.
- ▶ PPE items and logos can be removed or de-branded, allowing products to be safely refurbished, reused, or recycled depending on condition.
- ▶ PPE supplied to Sizewell C will be delivered without single use plastic packaging. Suffolk Safety Solutions will remove and securely recycle all single use plastic packaging off site.

Embedding circular economy principles

Waste management sits downstream in the circular-economy cycle, however maintaining high performance in our waste practices remains a core priority.

Performance review

We're targeting **98% diversion** of our non-hazardous construction waste from landfill by the end of construction.

This year, we diverted **99,774 tonnes of non-hazardous construction waste** from landfill.

So far, **97%** of our non-hazardous construction waste has been diverted from landfill.

Strong waste performance has been supported by high segregation rates, targeted waste compliance toolbox talks, and effective on-site management by the Civils Works Alliance. Updated data records now show overall diversion at 97%, slightly below target; however, we remain confident of achieving 98% by the end of construction.

There have been limited demolition activities on site, but so far **100%** of our non-hazardous demolition waste has been diverted from landfill and we remain confident in meeting our **95% target**.

Reusing excavated materials

We set an ambitious target to reuse **100% of suitable excavation material** across the project.

On the Main Development Site, where the majority of earthworks activity takes place, we remain on track to achieve this, with material either placed into its permanent or temporary earthworks position or stockpiled for later reuse. This significantly reduces the need for off-site disposal, minimising associated vehicle movements and environmental impacts.

Main Development Site performance:

This year, **2,153,579 m³ of suitable excavated material** was reused or stockpiled for later reuse.

So far, **100%** of suitable excavated material has been reused or stockpiled for later reuse.

Across our off-site infrastructure works, where earthworks designs continue to evolve, we expect to reuse approximately 97% of suitable excavated material, maintaining a high level of performance across the project.



The circular economy in action



Reusing concrete from Sizewell A and Sizewell B

In a great example of circular economy, we identified opportunities to recycle concrete from the Sizewell A and Sizewell B into aggregates.

In doing so, we prevented thousands of tonnes of material from being disposed of off site – preventing significant haulage, disposal fees, and associated carbon emissions. Both sets of concrete waste were crushed, tested, and certified to the Waste and Resources Action Programme (WRAP) Quality Protocol¹⁵, allowing it to be used as high-quality aggregate.

Sizewell A

We reused more than 15,000 tonnes of recycled concrete aggregate from the demolition of Sizewell A's turbine hall on our site. We transported the material only a few hundred metres along the internal road network to our Main Construction Area, where we used it as sub-base for our construction platforms. This avoided an estimated 750 vehicle movements on Suffolk roads and resulted in a carbon saving of approximately 28 tonnes of CO₂e. Our collaboration with Nuclear Restoration Services, the Environment Agency, and local authorities was circular-economy in action – delivering environmental, economic, and community benefits.

Sizewell B

We reused more than 38,000 tonnes of recycled concrete aggregates produced from Sizewell B concrete waste. We crushed the concrete on site and used it for backfill, compounds, and laydown areas. This approach avoided 130 tonnes of CO₂e, reducing the need for newly-mined aggregates, lowered procurement costs, and avoided an estimated 1,900 vehicle movements on Suffolk roads



¹⁵ The WRAP Quality Protocol confirms that the recycled material meets defined standards, allowing it to be used as a high quality aggregate rather than being classified as waste.

The circular economy in action

Recycled plastic railway sleepers

As part of the Sizewell C branch line works, Balfour Beatty has been installing composite railway sleepers and bearers made from recycled plastic waste.

These sleepers are a sustainable alternative to traditional hardwood or concrete sleepers. Made of recycled plastics, they offer a circular solution for railway construction and are also fully recyclable at the end of their design life. Both products are made in Middlesbrough in the UK, supporting our ongoing commitment to the UK-based supply chains.

The Sizewell C branch line is being used as a trial site to demonstrate the effectiveness and performance of the recycled bearers as part of the ongoing product approval process by Network Rail.



Managing our water supply



We'll need significant volumes of water during construction and operation.

While we initially relied solely on tankered water from Anglian Water's Alton reservoir, near Ipswich, we have diversified our supplies through on-site abstraction.

Historically, when much of the land around the construction site was farmed, crops were irrigated by two surface water abstractions in the local area. Since this land is now being restored to nature (see [page 42](#) for how we are enhancing nature) these abstractions are no longer needed to irrigate crops, so the licenses have been transferred to us, mainly for dust suppression.

In addition, we have established a temporary groundwater abstraction borehole within the Temporary Construction Area (TCA), which is consented through a licence trade arrangement with local farmers. The borehole became operational in March 2026 and can provide up to 600m³ of industrial water per day; it now provides us with most of our construction demand, such as for manufacturing bentonite¹⁶ and concrete, without any net increase in abstraction in the area, thus protecting water-sensitive habitats. We have also put safeguards in place to protect the surrounding aquifer and nearby Site of Special Scientific Interest, including intensive monitoring of

groundwater levels and saline intrusion. The farmers are temporarily moving production to areas to the north of the catchment served by winter storage reservoirs, where surplus water is available to irrigate crops. At the same time, they are resting land in this catchment and putting these fields into environmental stewardship to maintain land in good agricultural and environmental condition.

To make the supply of tankered water more sustainable we have been constructing a new strategic tanker filling facility at our Orwell Logistics Park. The facility is significantly closer to the construction site than the reservoir and will minimise impacts on local communities by reducing tanker journey distances and routing traffic directly onto the A14 and A12. We have continued to work closely with both Anglian Water and Northumbrian Water (which trades locally as Essex and Suffolk Water) on a new mains construction supply that will meet all of Sizewell C's potable water needs. We are continuing to explore options for a desalination plant, which will meet future construction demand associated with activities such as tunnelling.

We're driving better water use behaviours, improving ordering accuracy, and promoting the use of non-potable water wherever practical ensuring that the correct quality of water is used based on the activity. This reduces reliance on tankered deliveries, lowering both cost and environmental impact.

The water we discharge from site comprises of both foul water and trade effluent¹⁷. The foul water will be sent to one of our sewage treatment plants and will undergo tertiary treatment, including disinfection, enabling us to produce an additional non-potable water supply. This will help reduce the volume of treated water requiring discharge and support our wider ambition to use water more efficiently, minimise waste, and increase the availability of sustainable non-potable sources across the site.

Total quantity of water withdrawn and abstracted this year:

Activity	Reported Quantity
Potable water withdrawn (water tankered)	54,678 m ³
Non-potable water abstracted (borehole and surface water abstraction on-site)	59,648 m ³

Recycling water on-site

We aim to maximise on-site water sources to reduce the need for tankering and lower our consumption of potable water.

We're exploring opportunities to increase water recycling across the site. We've identified several areas with potential, including using rainwater collected in Water Management Zone basins for dust suppression, treating foul water, introducing closed loop wheel-washing systems, and adding recycling measures in the bentonite and concrete plants. We'll set targets and will develop further performance indicators for appropriate areas of the construction project.

¹⁶ Bentonite is naturally occurring clay that forms a thick, stable slurry when mixed with water, used in construction to support excavations, seal voids and stabilise ground conditions.
¹⁷ Foul water refers to wastewater generated from toilets and washing facilities. Trade effluent is wastewater produced from industrial or construction activities, which may contain process residues and must be managed and treated separately in line with regulatory requirements.

NATURE & CLIMATE

Climate adaptation and low-carbon construction

Building climate resilience

We're continuously refining our approach to climate change adaptation.

That means identifying and implementing solutions to build climate resilience across the design, construction, and operation of our nuclear power station.

For further details on our approach to climate risk management and adaptation, you can read our latest TCFD-aligned report (pages 33-42 in the [Annual Report & Accounts](#)).

Low-carbon construction

Once operational, our power station will deliver low-carbon, reliable and affordable energy for six million homes. We're also taking big steps to reduce carbon emission during construction.

The construction of a nuclear power station is inherently carbon intensive, driven largely by embodied emissions in materials, logistics, and construction operations. To tackle this, our approach is to implement carbon management best practice and reduce carbon emissions where we have the greatest level of control and influence.

Our aim is to limit construction carbon emissions to below 2.1MtCO₂e, this is equivalent to 0.9MtCO₂e lower than previous Sizewell C lifecycle assessment estimates¹⁸. We intend to achieve this by transforming how we power construction, reducing the carbon intensity of materials, and embedding carbon thinking into design and delivery.

We have formalised our carbon reduction target supported by a series of targeted interventions aligned to our highest impact emissions sources.

Key initiatives to limit construction carbon emissions include:

- 01 eliminating diesel use on site by 2030, replacing diesel with HVO and other low-carbon alternatives
- 02 procuring 100% low-carbon electricity
- 03 deploying low-carbon rebar

We will continue to research and invest in innovation, to identify additional opportunities and support continuous enhancement of our delivery strategy. This will establish a strong foundation for leadership in low carbon construction, supporting the wider transition of the UK infrastructure sector.

¹⁸ Sizewell C estimated construction emissions, basis from Sizewell C LCA 2021. <https://www.sizewellc.com/wp-content/uploads/2024/12/Sizewell-C-Lifecycle-Carbon-Assessment.pdf>



Construction of a Marine Bulk Import Facility is underway at Sizewell Beach.

NATURE & CLIMATE

Climate adaptation and low-carbon construction

Carbon performance review

During the year, we made significant progress in translating carbon ambition into delivery.

We achieved a key milestone in April 2025 achieving verification to PAS 2080:2023, the leading standard for carbon management in infrastructure. This achievement confirmed that we have a robust carbon management system in place. Since then, we've continued to mature our approach to carbon management. We maintained PAS 2080:2023 verification following independent audit in March 2026.

In August, our Board agreed to phase out diesel use across our construction by 2030. We supported this with the establishment of a dedicated Diesel-Free Steering Group (see case study on [page 54](#) for further details).

We've already begun to secure alternative responsibly-sourced biofuels and we're working with our supply chain partners to build the readiness needed to make diesel free a reality on site. We're also exploring energy efficiency and electrification alternatives.

We've advanced our approach to low-carbon materials, working with suppliers to reduce embodied emissions in key construction inputs such as steel and concrete. This includes early engagement with the supply chain, clear specification of carbon requirements, and alignment of procurement strategies to support lower-carbon solutions at scale. By signalling long-term demand and embedding carbon requirements early, we're helping to accelerate the transition to low-carbon construction across the wider industry.

Underpinning all of this, we're investing in the project-wide carbon management capability needed to deliver on these ambitions by developing awareness, cultivating a carbon culture, and strengthening the data infrastructure that enables us to manage and report on carbon with confidence.

As our project progresses, we expect our absolute annual carbon emissions (tCO2e) to rise as construction intensifies, with year-on-year changes largely reflecting changes in construction activity rather than emissions management. This is demonstrated in our Scope 2 and Scope 3 carbon emissions. Overall scope 3 emissions increased year-on-year in line with the continued ramp-up in construction activity across the project. A year-on-year reduction in Scope 1 emissions was achieved through the increased use of hydrotreated vegetable oil (HVO) as a lower-carbon alternative to diesel as generator fuel, despite an increase in annual total generator fuel consumption. This demonstrates our delivery strategy to reduce carbon is already delivering meaningful results.

We compile our GHG emissions and energy consumption following an operational control approach in line with the GHG Protocol Corporate Accounting and Reporting Standard.

Under this approach, Sizewell C accounts for 100% of emissions from operations over which it has the authority to introduce and implement operating policies. We have established a defined organisational boundary to determine our GHG inventory:

► **Scope 1:**
Direct GHG emissions from fuels (e.g. diesel, petrol, and gas) consumed to power our operated facilities and assets, and fugitive emissions from refrigerants.

► **Scope 2:**
Indirect GHG emissions from the generation of purchased or acquired electricity to power our operated facilities and assets. For example, Sizewell C occupied offices.

► **Scope 3:**
All other indirect GHG emissions (other than Scope 2) that occur in our value chain. This includes fuel combusted by plant and equipment on the construction site where operational control rests with a third party.

Greenhouse gas emissions data

Variable	Unit	2024-25	2025-26	Calculation Methodology
Energy	kWh	Not reported	9,775,806	Total energy consumption (kWh) aggregated from natural gas invoices, electricity invoices, and diesel, petrol, HVO and hydrogen invoices. Fuel volume-to-kWh conversions applied to diesel, petrol, HVO and hydrogen on a net kWh basis.
Scope 1	tCO2e	917	465	Activity data for natural gas consumption, HVO generator fuel, diesel generator / vehicle / bus fleet fuel and petrol vehicle fuel applied to 2025 UK Government GHG Reporting Conversion Factors. No refrigerant leakage was recorded this year.
Scope 2: Location-based	tCO2e	148	270	Total electricity consumption (kWh) applied to the 2025 UK Government GHG Reporting Conversion Factors.
Scope 2: Market-based	tCO2e	97	151	Total electricity consumption (kWh) applied to supplier-specific emission factors where available. Where the electricity supplier is unknown (e.g. landlord/managing agent billing arrangements), the AIB residual mix factor is applied as the next tier in the GHG Protocol Scope 2 Guidance hierarchy.
Scope 3	tCO2e	203,728	270,322	See below
Category 1: Purchased goods & services	tCO2e	21,934	29,909	Spend-based method. Purchased goods and services financial data applied to Environmentally Extended Input-Output (EEIO) derived emission factors.
Category 2: Capital goods	tCO2e	181,266	239,329	Spend-based method, consistent with Category 1 methodology.
Category 3: Fuel- and energy-related activities not included in Scope 1 or Scope 2	tCO2e	Not reported	578	Upstream (well-to-tank) emissions calculated by applying 2025 UK Government GHG Reporting WTT factors to Scope 1 fuel volumes (natural gas, HVO, diesel). WTT emission factor for hydrogen provided by Ryze Power. Transmission and distribution losses calculated by applying the 2025 UK Government GHG Reporting T&D factor to total electricity consumption. Activity data flows directly from the Scope 1 and Scope 2 datasets.
Category 6: Business travel	tCO2e	528	506	Activity-based method as primary approach. Distance, mode, hotel nights and GHG data provided by travel management provider for air and rail transport and hotel accommodation. Spend-based method applied where distance data is unavailable using 2025 UK Government GHG Reporting Conversion Factors. Spend taken from expenses system covering air, rail, public transport, taxi and personal car business mileage. Emissions split between activity-based travel management system data (95%) and spend-based expenses system data (5%).

NATURE & CLIMATE

Climate adaptation and low-carbon construction

Image: The Main Construction Area.



Eliminating diesel

One of the most significant steps we're taking to reduce our construction emissions.

Diesel is one of the largest and most controllable sources of emissions on site and addressing it requires a fundamental shift in how we manage construction energy.

We've set a commitment to phase out diesel use on site by 2030. We'll need to use multiple alternative technologies to replace diesel across our different construction activities. So we're taking a systems-based approach, structured around three principles:

- ▶ Efficiency
- ▶ Electrification
- ▶ Fuel Switching

We established the Diesel-Free Steering Group (DFSG) in January as a cross-functional governance forum to help us deliver our diesel free ambition. The DFSG is responsible for developing and overseeing the delivery of the diesel-free route map, and supporting alignment across procurement and construction activities, performance monitoring, and the management of delivery risks.

Eliminating diesel on the site of a large-scale infrastructure project will bring many complex challenges to delivery. To navigate these challenges, we're already working with our partners to trial new, innovative technologies. We've worked closely with Balfour Beatty and Syntech Biofuel to trial a UK-produced biofuel made entirely from UK-derived waste cooking oil.

The trial took place at the Balfour Beatty Flannery Operators Skills Hub, where two 25-tonne Caterpillar excavators were put through realistic operating cycles to compare the performance of the biofuel with conventional diesel, with a particular focus on air quality – an essential consideration for a project located near a SSSI.

The results were very positive. Across both excavators, air pollutant emissions were comparable between biofuel and diesel. If this fuel is to be used, there could be meaningful lifecycle carbon savings due to the waste-derived feedstock and UK based production. Beyond emissions, the trial highlighted wider benefits including support for UK-based fuel innovation, reduced reliance on imported fossil fuels, and the potential to strengthen local supply chains.

The findings provide a strong evidence base for future fuel decisions and support our ambition to phase out diesel use across construction.



NATURE & CLIMATE

Climate adaptation and low-carbon construction

Zero-emission buses

We launched a trial of hydrogen buses in early 2025 and the fleet has been successfully transporting our teams over the past year.

Our four hydrogen buses travelled 51,962 miles and used 5,937 kg of hydrogen this year, reducing emissions by an estimated 85.3 tonnes CO₂e compared with diesel transport.

In addition to our hydrogen bus fleet currently in operation, we have established contracts to receive 20 electric buses.

We want to transition to a zero-emissions bus fleet, and have developed a refuelling and recharging strategy to outline the foundational infrastructure required.

Direct Air Capture update

Last year, we completed the construction and initial commissioning of our Direct Air Capture (DAC) demonstrator project in Lowestoft.

This year, our demonstrator progressed to the testing phase. We successfully completed a first trial, which demonstrated that heat could be used to control airflow through the system, and a second trial, which demonstrated the capture of CO₂ from ambient air at pilot scale. These were positive results and the trials confirm the feasibility of the core operating concept. Following the conclusion of the trial, the demonstrator pilot plant tower will be decommissioned and dismantled. A full project report setting out the trial findings will be published on the government's website.



Sizewell C colleagues on the bus from the Northern Park & Ride.

NATURE & CLIMATE

 **Sustainable construction**

We're delivering Sizewell C with a clear focus on sustainable construction. This will ensure we meet all our environmental compliance requirements while identifying opportunities to reduce our environmental footprint wherever possible.

We've worked closely with our environmental regulators to secure around 60 environmental permits and marine licences last year and we've submitted 65 further applications needed to support construction and operational activities.

As construction activity ramps up, we'll continue to monitor compliance with our environmental obligations and encourage our workforce with a transparent reporting culture.

We recognise that non-compliance and incidents with potential environment impact can happen. We have processes in place to manage that, and undertake swift incident investigation reviews according to the severity of the incident. We aim to apply lessons learned across our teams and supply chain to strengthen controls and processes and to reduce the potential of environmental impacts.

We are happy to report that there were no major environmental incidents during the year, and that lower-level incidents decreased compared with the previous year. A total of 64 environmental incidents were recorded, with none meeting the internal thresholds for classification as "significant" or "very significant". The incidents were minor in nature, primarily involving small spills or leaks to hardstanding and accidental encroachment into ecological buffer zones, with no resulting environmental harm.

BREEAM

We're using the BREEAM Infrastructure assessment tool to drive and assess sustainability across our project.

This evidence-based, independently-verified assessment helps us show how environmental sustainability considerations are built into both the design and construction of the power station.

We're applying BREEAM across all relevant elements of the project, including road schemes such as the Sizewell Link Road and the Two Villages Bypass, our new Green Rail Route, and our campus accommodation. We're targeting a 'Very Good' rating and remain on track to achieve this.

By incorporating key sustainability elements into our design, such as cycle-ways and active travel routes in our new road schemes and sustainable drainage in our railhead, we're proud to have achieved 'Excellent' ratings for three of our design assessments submitted this year.

Excellent is the second highest rating within the BREEAM Infrastructure scheme and indicates strong performance across the assessed criteria. We're now working with our construction partners to collate the evidence needed to complete the construction stage assessment.

Ian Slesser, Deputy Director of Operations and Product at BRE, commented on his experience working with Sizewell C:

“Sizewell C represents one of the most ambitious applications of BREEAM Infrastructure we have seen in the UK. Applying a whole project assessment to a nuclear development of this scale and complexity required a bespoke approach, developed collaboratively between BRE and the Sizewell C team. The Excellent rating achieved up to the early design stage reflects genuine commitment to embedding sustainability thinking early, when it can have the greatest influence on project outcomes. As the assessment progresses through final design and construction, it will provide an independently verified record of sustainability performance across the full lifecycle of this nationally significant project.”

Next year, as our road and rail projects progress towards completion, we'll complete the construction-stage assessments for our park and ride facilities and the surrounding road network. We'll continue to work in close collaboration with the contractors delivering the campus, the major road schemes, and the Green Rail Route to collate the required evidence and to support delivery against our sustainability objectives.



Looking Ahead



As construction progresses, next year will be a defining year for us as we integrate sustainability more deeply and position ourselves to capture the sustainability opportunities ahead.

Collectively, we will transition from ambition to delivery.

Throughout this report we've highlighted that sustainability is central to our work. Our purpose is reflected in our mission to build and operate a nuclear power station that will deliver low carbon, secure energy to six million homes. The way we achieve this matters to us. Just as our vision is to lead the way on nuclear, we also have an ambition to lead the way on sustainability - to be recognised for delivering sustainable value through the construction of new nuclear and infrastructure.

Data is fundamental to confidently demonstrating our sustainability performance. As our data and digital capabilities mature, we plan to develop technological solutions that make reporting and analysis easier for both our supply chain and ourselves.

By using smart tools to reduce the reporting burden, and by using data intelligently and ethically, we can make better-informed decisions, improve outcomes, and strengthen transparency in our reporting.

To support implementation of our carbon reduction strategy as construction activity increases, we have set out a practical, delivery-focussed action plan to reduce embodied carbon from concrete while strengthening programme resilience, improving material security, and creating a positive UK industrial legacy. Next year, our approach will move us beyond high-level ambition to the adoption of specific, actionable interventions. Over the past year, we have also developed a forward-thinking Social Value Evaluation Framework. The next step is to embed this across the business, enabling us to move from ambition to evidence in a positive, proportionate, and phased way that delivers meaningful social outcomes.

As we move into next year, we are better equipped, better aligned, and determined to embed sustainability into every part of the programme — ensuring we create lasting value for the UK economy, people, nature and climate, and the UK's energy future.



APPENDIX I

Sustainability performance indicators

This table presents our current sustainability performance indicators. We will review and update these to ensure alignment with the outcomes of our double materiality assessment.

Metric	Target	Performance	Page
Sizewell C construction value spent in the UK	70% at the end of construction	Over 70% of construction spend has been in the UK to date, supporting domestic supply chains.	11
Spend in the East of England and Suffolk	£4.4 billion in the East of England of which £2 billion in Suffolk, at the end of construction	So far £1.35 billion has been invested in the East of England, including £1.0 billion in Suffolk, with spend on track to meet targets.	12
Number of apprenticeships created as a direct result of Sizewell C	1500 Apprenticeships (of which 540 are from Suffolk) by the end of construction	120 apprenticeships have been created so far, of which 80 are from Suffolk	16
On-site workforce from the local area	36%	Over the month of March 2026, an average of 34% of our on-site workforce were local.	12
Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) rate	To maintain a rate at or below a threshold of 0.10	With 4 RIDDOR reportable injuries related to construction risks such as uneven ground and manual handling, our RIDDOR rate was 0.05 per 100,000 hours worked, outperforming our target.	24
Women employed in the Sizewell C client workforce	40%	As of 31st March 2026, 40% of our employees were women, this is strong performance given our employee workforce has grown significantly over the past year, particularly in construction and site-based roles, which are traditionally male-dominated.	29
Biodiversity Net Gain	Long term target of 19% Biodiversity Net Gain	A detailed validation assessment in July confirmed that our 19% net gain commitment is conservative, with biodiversity uplift potentially up to twice as high when habitat connectivity is included.	43
Non-hazardous construction waste diversion from landfill	98% at the end of construction	We are currently achieving 97% diversion from landfill and remain confident of reaching our target by the end of construction.	48
Non-hazardous demolition waste diversion from landfill	95% at the end of construction	There have been minimal demolition activities so far, but we are on track to meet our target with 100% diversion from landfill so far.	48
Reuse of suitable excavated material on the Main Development Site	100% at the end of construction	100% of materials on the Main Development Site have been reused or stockpiled for later reuse and we're confident in meeting our target.	48
Reduction in construction carbon emissions	We have set a commitment to limit carbon emissions to below 2.1MtCO ₂ e, this is equivalent to 0.9MtCO ₂ e lower than previous Sizewell C lifecycle assessment estimates	Performance to be disclosed in future reports	52
BREEAM Infrastructure Award	Very Good	This year we achieved 'Excellent' ratings for three of our design assessments submitted and remain on track to achieve Very Good	56

Wild Abbey nature reserve.



APPENDIX II

Sustainability data book

The following data book presents year-on-year data for each sustainability metric reported for the period 1st April to 31st March. As this is the first year of reporting for many of these metrics, comparative data for prior years may not be available and has therefore been left blank.

Data presented in this section has also been aligned, where relevant, to our Double Materiality Assessment topics, enabling a clear link between reported metrics and our identified priority sustainability areas.

We recognise that our approach to sustainability reporting and data management will continue to evolve. We are committed to further strengthening alignment with relevant standards and frameworks over time, as well as enhancing our assurance approach to improve the robustness, accuracy, and transparency of the data disclosed.

Economic Growth



Supporting UK and local businesses

Metric	2024-25	2025-26	DMA Topic
Spend in the UK (£)	-	2.36bn	Affected communities
Spend in the UK to date (£)	-	4.89bn	Affected communities
Spend in East of England (£)	-	603m	Affected communities
Spend in East of England to date (£)	-	1.35bn	Affected communities
Spend in Suffolk (£)	-	455m	Affected communities
Spend in Suffolk to date (£)	-	1.0bn	Affected communities
Number of UK Based Small-Medium Enterprises we have spent money with to date	-	350	Affected communities
Direct spend with UK Based Small-Medium Enterprises (£)	-	132m	Affected communities
Direct spend with UK Based Small-Medium Enterprises to date (£)	-	355m	Affected communities
Number of UK Based Social Enterprises we have spent money with to date	-	40	Affected communities
Direct spend with UK Based Social Enterprises (£)	-	48m	Affected communities
Direct spend with UK Based Social Enterprises to date (£)	-	105m	Affected communities
Number of jobs filled by individuals from Ipswich to date	-	374	Affected communities
Number of jobs filled by individuals from Lowestoft to date	-	201	Affected communities

Skills and outreach

Metric	2024-25	2025-26	DMA Topic
% of on-site workforce from the local area	-	34	Affected Communities
Number of active users on the Sizewell C Job Service	Over 3,000	5,450	Affected communities
Number of individuals that have signed up to the Young Sizewell C programme	1,700	3,178	Affected communities
Number of student engagement events hosted	400	272	Affected communities
Number of students engaged through events	16,000	25,940	Affected communities
Number of local schools that received Power Up sessions	19	44	Affected communities
Number of apprenticeships created	52	50	Affected communities
Cumulative number of apprenticeships created to date	70	120	Affected communities
Number of female apprentices to date	-	30	Affected communities
Number of apprentices from Suffolk to date	-	80	Affected communities
Number of industrial placements who joined the project	-	26	Affected communities
Number of summer placements who joined the project	-	11	Affected communities
Number of graduates who joined the project	-	18	Affected communities

APPENDIX II

Sustainability data book

People



Investing in our teams

Metric	2024-25	2025-26	DMA Topic
Average daily number of people on site (March)	1,227	2,457	Workers in the value chain
Number of Sizewell C employees (year-end position)	8	994	Own workforce
Number of new Sizewell C employees	275	361*	Own workforce
Employee turnover (%)	-	7	Own workforce
Average number of training hours completed per employee	24	36	Own workforce
% of employees who received a regular performance and career development review	100	100	Own workforce
% of eligible employees who pursued the Personal Development Pathways (PDP) process	26	15	Own workforce

* This figure excludes the EDF secondees who have transitioned into permanent Sizewell C roles

Health and safety

Metric	2024-25	2025-26	DMA Topic
Total recordable incident rate (TRIR) (year-end position)	-	1.77	Health and safety
RIDDOR rate	0.05	0.05	Health and safety
Fatality rate	0	0	Health and safety
Number of reported lost time injury	7	6	Health and safety
Number of RIDDOR reportable injuries	1	4	Health and safety
Number of Leadership Engagement Tours conducted	212	417	Health and safety
Number of additional Health and Safety Assurance Activities completed	841	3,213	Health and safety
Number of reports submitted in the H&S Observation app	1,241	3,467	Health and safety
Number of Mental Health First Aiders (year-end position)	Almost 100	167	Health and safety

APPENDIX II

Sustainability data book

People



Diversity, equity and inclusion*

Metric	2024-25	2025-26	DMA Topic
Employee Overview			
Number of employees	643	953	Own workforce
Number of new hires	275	333	Own workforce
Number of Board members	12	13	Own workforce
Number of Executives	11	10	Own workforce
Employee Age Distribution (%)			
Under 30 years old	18	13	Own workforce
30-49	58	60	Own workforce
50+	24	27	Own workforce
New Hires Age Distribution (%)			
Under 30 years old	32	16	Own workforce
30-49	49	56	Own workforce
50+	15	29	Own workforce
Board Members Age Distribution (%)			
Under 30 years old	0	0	Own workforce
30-49	0	8	Own workforce
50+	100	85	Own workforce
Unknown	0	8	Own workforce
Executive Members Age Distribution (%)			
Under 30 years old	0	0	Own workforce
30-49	45	50	Own workforce
50+	55	50	Own workforce

* Data as of 31st March 2026. Employee diversity metrics are presented including EDF secondees. Early Careers (graduates, apprentices and industrial placements) are reported separately. This reflects their cohort-based intake and exit cycles, which can introduce short-term variability in overall employee metrics. Reporting on this basis is consistent with internal workforce performance tracking. Early Careers diversity is also disclosed separately to provide additional transparency on this important talent pipeline.

Diversity, equity and inclusion Continued

Metric	2024-25	2025-26	DMA Topic
Employee Gender Distribution (%)			
Employees who are female	42	40	Own workforce
New hires who are female	40	35	Own workforce
Board members who are female	33	46	Own workforce
Executive members who are female	64	70	Own workforce
Employee Ethnicity Distribution (%)			
From an ethnic minority background	17	17	Own workforce
Prefer not to say	9	7	Own workforce
Unknown	1	1	Own workforce
White	73	75	Own workforce
Board Members Ethnicity Distribution (%)			
From an ethnic minority background	8	8	Own workforce
Prefer not to say	34	15	Own workforce
Unknown	8	23	Own workforce
White	50	54	Own workforce
Executive Members Ethnicity Distribution (%)			
From an ethnic minority background	18	20	Own workforce
Prefer not to say	18	20	Own workforce
Unknown	0	0	Own workforce
White	64	60	Own workforce
Employee Disability representation (%)			
Employees with a disability	-	3	Own workforce
Early Careers Age Distribution (%)			
Under 30 years old	-	99	Own workforce
30-49	-	1	Own workforce
50+	-	0	Own workforce
Early Careers Gender Distribution (%)			
Female	-	34	Own workforce
Early Careers Ethnicity Distribution (%)			
From an ethnic minority background	-	14	Own workforce
Prefer not to say	-	0	Own workforce
Unknown	-	0	Own workforce
White	-	86	Own workforce
Early Careers Disability Representation (%)			
Early Careers with a disability	-	3	Own workforce

APPENDIX II

Sustainability data book

Communities



Local community engagement

Metric	2024-25	2025-26	DMA Topic
Value awarded from the Sizewell C Community Fund (£)	2.13m*	1.86m	Affected communities
Value awarded from the Sizewell C Community Fund (to date)	-	3.99m	Affected communities
Number of community forums hosted	14	14	Affected communities
Number of people who attended community forums	Over 500	Over 600	Affected communities
Number of meetings facilitated with residents	-50	-60	Affected communities
Number of update letters sent to the community	-50	-30	Affected communities
Number of noise scheme mitigation packs delivered	400	389	Affected communities
Number of parish mailers sent	12	12	Affected communities
Number of local council meetings attended	56	39	Affected communities
Number of Friends of Sizewell C events attended	4	3	Affected communities
Number of enquiries responded to	1,291	3,672	Affected communities
Number of newsletters distributed	4	4	Affected communities

Volunteering

Metric	2024-25	2025-26	DMA Topic
Number of employees who dedicated hours to volunteering with local organisations	99	176	Affected communities
Number of volunteering hours contributed by our workforce with local organisations	545	862	Affected communities
Number of local organisations supported through volunteering	8	21	Affected communities
Amount of fundraising for our selected charity (£)	35,896	34,277	Affected communities
Amount of fundraising for our selected charity to date (£)	35,896	70,173	Affected communities

* Internal assurance of 2024-25 data records has resulted in an update from last year's reported value.

APPENDIX II

Sustainability data book

Nature & climate



Waste and excavation material re-use

Metric	2024-25	2025-26	DMA Topic
Construction waste (tonnes)	12,747	108,140	Circular economy
Non-hazardous construction waste (tonnes)	12,675	103,108	Circular economy
Non-hazardous construction waste diversion from landfill (tonnes)	11,495	99,774	Circular economy
% of non-hazardous construction waste diversion from landfill (project to date)	-	97	Circular economy
Demolition waste (tonnes)	22	1,187	Circular economy
Non-hazardous demolition waste (tonnes)	20	184	Circular economy
Non-hazardous demolition waste diversion from landfill	20**	184	Circular economy
% of non-hazardous demolition waste diversion from landfill (project to date)	100	100	Circular economy
Suitable Main Development Site excavation material reused on the project or stockpiled for later reuse (m ³)	-	2,153,579	Circular economy
Suitable Main Development Site excavation material reused on the project or stockpiled for later reuse to date (m ³)	-	8,680,427	Circular economy
% of suitable excavated material reused on the Main Development Site	100	100	Circular economy

**Internal assurance of 2024-25 data records confirm all non-hazardous demolition waste has been diverted from landfill.

Water

Metric	2024-25	2025-26	DMA Topic
Water withdrawn (m ³)	19,151	54,678	Water
Total	6,603	59,648	Water
Northern surface water abstraction	-	28,264	Water
Southern surface water abstraction	-	29,534	Water
MCA Borehole	-	422	Water
TCA Borehole	-	1,428	Water

Water abstracted (m³)

Greenhouse gas emissions

Metric	2024-25	2025-26	DMA Topic
Total Scope 1, 2 and 3 GHG Emissions (tCO₂e)			Climate change
Location-based:	204,793	271,058	
Market-Based:	204,742	270,938	
Energy consumption (kWh)	-	Total: 9,775,806 Gas: 173,250 Electricity: 1,528,067 Other (generators): 7,082,138 Transport (Sizewell C owned bus fleet & site vehicles): 992,350 (net)	Climate change
Scope 1 GHG Emissions (tCO₂e)	917	465	Climate change
Scope 2 GHG Emission - Location-Based (tCO₂e)	148	270	Climate change
Scope 2 GHG Emissions - Market-Based (tCO₂e)	97	151	Climate change
Scope 3 GHG Emissions (tCO₂e)	203,728	270,322	Climate change
Scope 3 Category 1: Purchased Goods and Services (tCO₂e)	21,934	29,909	Climate change
Scope 3 Category 2: Capital Goods (tCO₂e)	181,266	239,329	Climate change
Scope 3 Category 3: Fuel- and Energy-Related Activities (tCO₂e)	-	578	Climate change
Scope 3 Category 6: Business Travel (tCO₂e)	528	506	Climate change
Miles travelled by hydrogen buses	9700	51,962	Climate change
Kg hydrogen used in hydrogen buses	1,100	5,937	Climate change
Tonnes of carbon saved by using hydrogen buses compared to traditional diesel	15.35	85.3	Climate change

Environmental incidents

Metric	2024-25	2025-26	DMA Topic
Number of incidents of non-compliance with environmental permits, standards, and regulations	-	64*	Business conduct

* A total of 64 environmental incidents were recorded during the year, with no significant or very significant incidents. All were minor in nature and resulted in no harm.