

# Social Value

## 2024



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# Foreword

At NUVIA, we believe that our responsibility extends far beyond the boundaries of the work we do. It lies in the positive and lasting impact we create within the communities we are privileged to be part of. Social value is not just an addition to our work, it is central to our purpose and how we define success.

In 2024, we continued to champion initiatives that strengthen communities, empower people, and drive progress in meaningful ways. We understand that the environments in which we work are home to families, businesses, and futures. It's our duty to ensure that the legacy we leave is one of support, opportunity, and sustainability.

This year, we've invested our time, resources, and energy into causes that matter. From supporting local education programs to nurturing small businesses, promoting environmental stewardship, and engaging in hands-on volunteering, our efforts reflect our commitment to building stronger, more resilient communities.

For us, contributing to social value is about more than meeting expectations, it's about forging genuine connections with people, understanding their needs, and delivering real, measurable benefits. We take pride in fostering partnerships that drive long-term growth, empowering individuals and organizations to thrive in ways that ripple far beyond the here and now.

This document showcases the many ways we have contributed to social value in 2024. It is a testament to what we can achieve when we work together with purpose and care. Every story shared within these pages reflects the heart of our company and the incredible people and communities we've been fortunate to support.

Thank you to everyone who has played a role in this journey. Together, we're creating a brighter, more inclusive future for all.

*Tom Jones*

CEO

## Our Vision

Somewhere people love to work, with people  
who customers love to work with.

Develop solutions that deliver the UK's Security,  
Prosperity and Sustainability missions.

# 1

## OUR COMMITMENT

### Our Commitment to Social Value at NUVIA

At NUVIA, social value is a fundamental part of how we operate - it's woven into the fabric of our business. It's about making a positive and lasting difference in our communities and beyond. Our commitment extends to supporting people, protecting the environment, strengthening communities, and ensuring ethical business practices across our operations.



**SUSTAINABLE DEVELOPMENT GOALS**  
17 GOALS TO TRANSFORM OUR WORLD





## Empowering our People

At NUVIA, it's our people that make us great. Through continuous learning, promoting diversity and inclusion, and prioritising well-being, we enable our teams to excel. When our people thrive, so does our ability to create positive change beyond business as usual.



## Building Stronger Communities

We are actively involved in initiatives that make a genuine difference, whether through volunteering or supporting local projects. By working closely with community partners, we strive to leave a positive legacy wherever we operate.



## Protecting Our Planet

We take conscious steps to minimise our environmental impact by embracing responsible procurement, reducing waste, and continuously improving our practices. Our journey to net-zero is a collective effort, where everyone plays a role in protecting our planet.



## Building a responsible Supply Chain

We work closely with our supply chain partners to ensure that ethical and sustainable practices are embedded in everything we do. By prioritising local suppliers, we extend our commitment to social value across the wider business.

# 1

## OUR COMMITMENT

# Measuring & Reporting



To track and report our social value, NUVIA UK partners with the Social Value Portal, the UK's most robust social value measurement standard.

The Social Value Portal created the TOMs Framework - a nationally recognised standard that brings structure, consistency and transparency to how social value is delivered and evidenced. TOMs stands for:

- Themes – The core areas of impact: Jobs, Growth, Social, Environment, Innovation
- Outcomes – The positive community changes we strive to achieve
- Measures – The tangible actions we take to deliver these outcomes

This framework supports the integration of social value into key business functions, including procurement, project management, strategy, and reporting.

## HOW WE USE THE TOMs FRAMEWORK

The National TOMs Framework is made up of:

**5** Themes   **15** Outcomes   **40** Measures

NUVIA has identified 36 Core Measures that align with our strategic priorities and best reflect the impact we want to have in our communities and supply chains.

We track a wide range of contributions - from local employment and apprenticeships to environmental sustainability and charity donations. Each action is assigned a financial proxy value, developed by the Social Value Portal, allowing us to quantify the broader value of our initiatives.

## SOCIAL VALUE AWARD 2024

In 2024, we introduced our first ever NUVIA Social Value Award - a recognition of the exceptional efforts made by individuals or teams in driving meaningful community impact.

We're proud to announce that Keith Adlard was the winner. Keith's commitment to his local community in Cumbria has been nothing short of inspiring. Among his contributions:

- Supporting Cash for Kids, providing disadvantaged children with essentials and opportunities in the Cumbria area.
- Fundraising for Andy's Man Club, a charity focused on men's mental health.
- Fundraising for Tap-out Knock-out Gym, a dad-and-lad ran MMA gym, providing equipment to help keep young children off the streets, giving them structure in their lives.
- Supported Mayfield School, a special school for children with autism in Whitehaven.
- Working towards sponsorship for Team Evie, a children's health charity, through grant applications to the VINCI Foundation for 2025.

"I am very passionate about helping the local community and I just try to help where I can, especially for those going through a tough time. Whether it's volunteering with the charity, supporting fundraising or backing local projects, it all makes a difference, we have been supporting Cash for Kids, raising money for Mission Christmas and school meals during summer holidays and are currently supporting Team Evie, helping to buy medical equipment for sick children. I'm grateful to work for a company like NUVIA that supports myself and my team and encourages that kind of work, giving something back to the local community. The support I have received has given me more passion and enthusiasm to help more and more every year"

**Keith Adlard,  
2024 Social Value Award  
Winner**



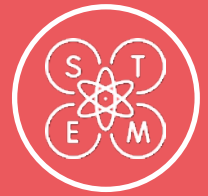
Paula Quinn presenting Keith with the Social Value Award at NUVIA's Wider Leadership Summit.

# 2 | PEOPLE

## Developing Talent

At NUVIA, developing talent is key to addressing the significant recruitment challenges facing the nuclear sector. With an estimated 40,000 new recruits needed by 2030 to meet the demands of the UK's growing clean energy ambitions, we are committed to equipping our people with the skills and expertise needed to succeed. Our programmes aren't just for those starting their careers - many of our employees undertake apprenticeships as part of their ongoing development, to enhance their current skills. Through continuous learning, mentoring, and real-world experience we're building a resilient, future-ready workforce.

**21**  
**STEM**  
ambassadors



**807**  
**hours**  
STEM activity



**27**  
**work**  
**experience**  
placements



**14**  
**apprentices**



**46**  
**trainees**



**4**  
**graduates**





## Our Approach to Early Careers

At NUVIA, we are proud to offer a diverse range of apprenticeship and graduate opportunities across multiple levels and disciplines. From technical roles to project management, to L&D, we encourage our early-careers employees to excel in their roles while contributing to the long-term success of both NUVIA and the wider nuclear industry.

Building on this, it's important for us to ensure that emerging talent plays a vital role in shaping the future of NUVIA, one way in which we do this is through our Early Careers Group (ECG). The ECG is more than just a support system - it's a platform for collaboration, and fresh thinking. With over 20 members and counting, this dynamic group connects apprentices, graduates, and early-career professionals, providing opportunities to learn from one another, share experiences, and develop key skills.

## Meet some of the Early Careers Team

Since starting my Graduate Process Engineering role in early September, I've quickly settled in, thanks to the exceptional support provided by NUVIA. From day one, I've felt welcomed and supported, not just by my immediate team, but by colleagues across various departments.

As part of my graduate programme, I was assigned with a mentor who has been instrumental in guiding me.



Their ongoing support has been invaluable in helping me stay on track, ensuring I'm making progress in my daily tasks while also receiving opportunities to advance professionally as I work towards achieving chartered status.

Over the past few months, NUVIA has invested significantly in my development, offering extensive technical training to support my growth. Additionally, NUVIA has enabled me to become a STEM Ambassador, giving me the chance to attend career fairs and participate in the work experience programme, which provides valuable learning opportunities for young students interested in pursuing careers in the nuclear sector.

*Dan Peover*

**Graduate Process Engineer**

# 2 | PEOPLE

I began my journey with NUVIA in June 2022 as a Degree Apprentice on the Chartered Business Management program. This program has been designed to provide an immersive introduction to the nuclear industry, offering both structured academic learning and hands-on exposure to its unique challenges.

Throughout my apprenticeship, I've had the opportunity to explore a diverse range of departments, each contributing a different perspective on how the nuclear industry operates. For instance, my time with the tender's team has given me insight into the strategic process of bidding for projects and the complex considerations that go into each proposal, from financial projections to regulatory requirements. In contrast, my experience with the SHE (Safety, Health, and Environment) department allowed me to gain an understanding of the rigorous safety standards and protocols essential to the nuclear industry.

These diverse experiences have been invaluable in allowing me to connect theory with practice, applying the academic knowledge from my degree directly to real-world scenarios. Through this hands-on learning, I've come to appreciate not only the technical and operational aspects of the nuclear industry but also the broader organisational strategies that drive it forward.

## *Emma Slingsby*

### **Commercial Degree Apprentice**

I started my career as a Graduate Civil and Structural Engineer with NUIVA in 2024. The fantastic team made sure I settled into the work smoothly. The structure of the two-year Graduate Programme provides an ideal mix of external training and opportunities for self-directed learning. NUVIA's culture nurtures individual skill development and creates an environment where all perspectives are valued which I really appreciate.

NUVIA's strong support for Initial Professional Development (IPD) as I work towards achieving Chartership has been invaluable. I even had the opportunity to prepare for and successfully pass the Certificate in Structural Behaviour exam from IStructE during working hours.

Finally, participating in events, such as conferences held by professional institutions, like the YGN, is something I truly value.

## *Harsh Desai*

### **Graduate CSA Engineer**



# Addressing the nuclear skills shortage, one initiative at a time

## Health Physics Bootcamp

In March 2024, NUVIA launched our first Health Physics Bootcamp, an exciting initiative designed to open doors into the nuclear industry for individuals seeking a fresh start in their careers. This programme was specifically developed to help address the skills shortage in the nuclear sector, particularly in the field of health physics.

Targeted at individuals who were either unemployed or looking to switch careers, the bootcamp provided a unique opportunity to enter a highly specialised industry. Over a 7-week programme, 10 applicants were recruited and intensively trained by our expert Health Physics team. The curriculum combined hands-on learning with rigorous assessments, equipping participants with the foundational skills needed to kick-start their careers in radiation protection.

NUVIA took full responsibility for recruiting and training all participants and has since further supported their career development by enrolling them in a Level 2 NVQ qualification. We're proud to share that nine participants successfully completed the bootcamp and have since been deployed to site roles, continuing their professional journey within the nuclear sector.

This initiative reflects NUVIA's commitment to creating meaningful employment opportunities for those outside the traditional nuclear talent pool, while also contributing to the long-term sustainability of the industry by developing new talent pipelines in critical skill areas.

Short- to medium-term impact:

- Increased employability and income for participants
- Reduced unemployment and benefit dependency
- Enhanced diversity in the nuclear workforce
- Improved skills pipeline for the nuclear sector

Long-term, systemic impact:

- Addressing the health physics skills shortage in the nuclear industry
- Creating sustainable career pathways for underrepresented groups
- Strengthening the resilience and inclusivity of the nuclear workforce



## Supporting Career Transitions - Nuclear Careers Evening

In January 2024, NUVIA hosted a Nuclear Careers Evening, attracting over 300 attendees eager to explore new opportunities within the nuclear sector. Designed for individuals looking to make a career switch, the event focused on showcasing the breadth of roles and career pathways available in our industry.

By opening doors to those outside the traditional early-careers pipeline, this event addressed two critical challenges: the UK's growing nuclear workforce gap - and the need to create inclusive, accessible career pathways for people at all stages of working life.

Attendees heard from industry experts, explored upskilling routes, and met with over 20 nuclear companies to better understand the sector. Crucially, the event delivered measurable impact: NUVIA hired individuals as a direct result, including Joe Taylorson, who joined as a Project Engineer after attending.



"The careers evening gave me the opportunity to learn more about nuclear and the many opportunities available, and I'm really glad I have made the transition to NUVIA."

*Joe Taylorson*

**Project Engineer**

Joe's journey reflects the true value of initiatives like this — not just in filling roles, but in creating meaningful, long-term career opportunities.

## Work Ready Programme

In 2024, NUVIA supported the Work Ready Programme, a 16-week initiative helping unemployed adults achieve industry-recognised qualifications, including a Level 2 Diploma in Performing Engineering Operations, alongside core safety training and workplace placements. Delivered by GEN2 and backed by the ECITB and Department of Work and Pensions, the programme is designed to address industry skills shortages while offering life-changing opportunities to those out of work.

One success story is Steve Hampton, a former Royal Navy engineer who had been unemployed for six months. After completing the programme, Steve joined NUVIA as a Trainee Maintenance Operative on the Sellafield contract.



Image 1: Steve Hampton, Trainee Maintenance Operative at Sellafield.



Image 2: Steve with his Line Manager Mike Nuttall, Operations Manager.

By championing inclusive employment routes like this, NUVIA is helping to build a diverse, skilled workforce while generating meaningful social and economic value in the communities where we operate.

*"I didn't know it was going to be such a great opportunity. I've gained so much training and experience, and I've progressed so far in such a short space of time."*

*Steve Hampton*  
**NUVIA**

## Equality, Diversity and Inclusion

At NUVIA, Equity, Diversity & Inclusion (ED&I) is not just a commitment, it's a core part of who we are and how we grow. In 2024, we've continued to make significant strides in building a workplace where every individual is valued, supported, and empowered to thrive.

### Recognised for Our Progress

We were formally accredited by the Inclusive Employers Standard, an external benchmark recognising our ongoing efforts to create a truly inclusive environment. Not only are we extremely proud to have been awarded this, but the feedback from this process has given us clear, constructive insights to further strengthen our approach.

### Meaningful Impact and Measurable Change

- We've reduced our gender pay gap for yet another consecutive year at both the mean and median levels, showing real progress in promoting fairness.
- We're proud to be a Real Living Wage employer, ensuring our people are fairly compensated.
- As a Disability Confident employer, we actively support people with disabilities to thrive at work.

### Driving Culture from the Top

Our ED&I Working Group has evolved significantly, with strong backing from our Board. We've expanded our network of Inclusion Champions, and introduced Menopause Champions, working in harmony with our Mental Health First Aiders to offer holistic, person-centred support.

### Specialist ED&I Focus Areas

Our internal ED&I Working Group is structured around five key sub-groups:

- **Rainbow (LGBTQ+)**
- **Race & Religious Beliefs**
- **Gender**
- **Ability**
- **Generational Inclusion**

Each group has an executive sponsor to champion initiatives and accelerate progress.

### Nurturing the Nuclear Workforce of Tomorrow

We are committed to the UK Nuclear Skills Charter, reinforcing our pledge to build a diverse, inclusive and inspired workforce.

At NUVIA, we strive to create a space where everyone feels they belong, where differences are celebrated, and where people are encouraged to bring their full, authentic selves to work. ED&I is at the heart of how we attract, retain and nurture talent, ensuring everyone has equal opportunity to join us, grow with us, and be recognised for their unique contribution.



## Net Zero Statement

Our commitment to net zero reflects our acknowledgment of the urgent need to address climate change and our responsibility to minimise our carbon footprint. We proudly align our mission with both the principles outlined in the Energy Act 2023 and the ambitious targets set forth by global net-zero initiatives. Our commitment is clear: Whatever it takes to build a safer, cleaner, and more sustainable world.

To achieve net zero emissions, we are implementing a comprehensive strategy that encompasses every aspect of our operations, from energy consumption to supply chain management. This strategy includes:

### Reducing Emissions

Following establishment of robust baseline data in 2022/23 for carbon and other GHG emissions, 2023-2024 was the year where we formally monitored against the baseline data after developing our Net Zero Action Plan. We have achieved more than 50% reduction in emissions against our 2018 baseline targets. Nuvia relocated both its northern and southern offices to smaller premises with higher environmental performance credentials, reducing our carbon impact. The smaller and more efficient premises required less heating, reducing energy consumption. At the earliest opportunity, green energy suppliers were sought for both offices.

Quarterly monitoring of our scope 1 and 2 has shown a reduction in carbon emissions and it has also demonstrated that people are making good use of Nuvia's hybrid working arrangements, with many members of staff working from home up to three days a week, reducing Scope 3 carbon emissions associated with commuting.

Nuvia's 'Supply Chain' effectively comprises of any company which is registered on JOSCAR (subcontractors), and Harmony (suppliers). This system is used to access and rate all suppliers within our supply chain their Environmental Sustainability performance before a contract is awarded.

In addition, we have our internal Supplier performance management tool and procedure under which two or three specific companies are selected each year to be reviewed. These are selected based on the importance of the specific works they are carrying out for us, and/or value.

### Offsetting Emissions

In cases where we cannot eliminate emissions entirely, we are committed to offsetting our remaining carbon footprint through responsible carbon offset projects. These projects may include reforestation efforts, renewable energy initiatives, and other carbon sequestration activities.

### Innovation and Collaboration

We recognise that achieving net zero requires innovation and collaboration. We are committed to partnering with industry peers, research institutions, and government agencies to develop and implement innovative solutions to reduce emissions and mitigate climate change.

### Transparency and Accountability

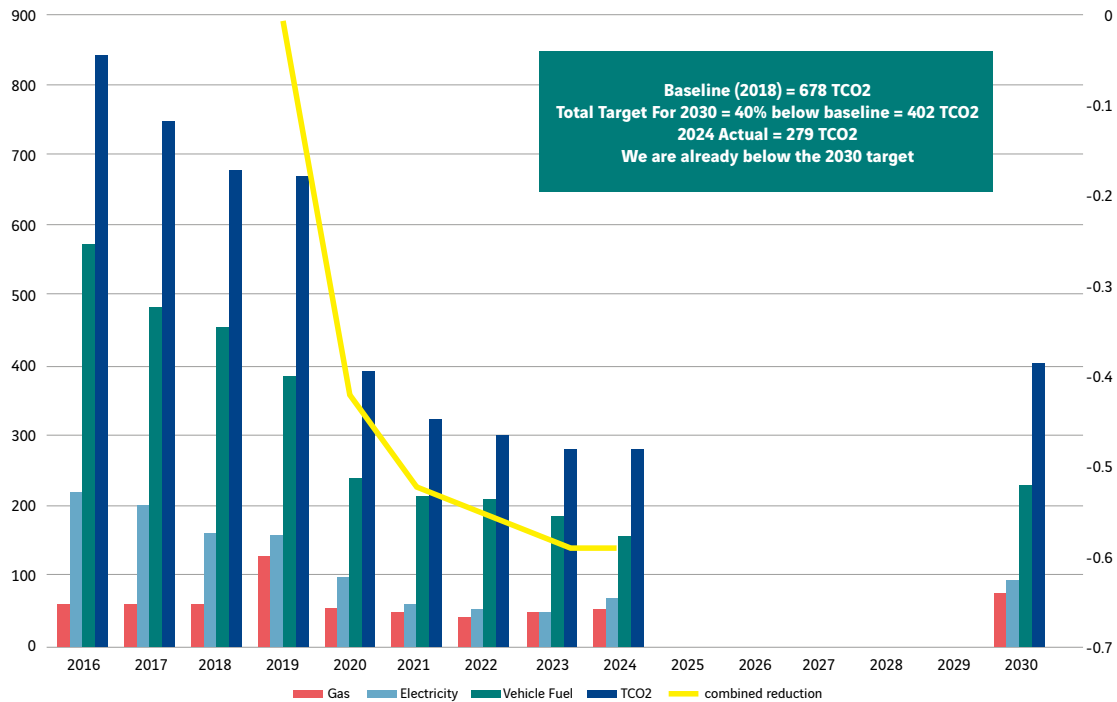
We are committed to transparently reporting our progress towards achieving net zero emissions. We will regularly track and disclose our emissions data, set ambitious targets for emissions reduction, and hold ourselves accountable for achieving our goals.

Our journey towards net zero emissions is not only a commitment to the environment but also to our customers, employees, and communities. By taking bold action to reduce our carbon footprint, we aim to create a more sustainable future for generations to come.

Together, we can build a world where businesses thrive in harmony with the planet, and where every action we take contributes to a healthier and more resilient environment.

NUVIA, and our parent company VINCI are committed to cutting greenhouse gas emissions.

### NUVIA Energy Consumption 2016 to 2030



## Net Zero Champions

### Tom Waring

#### Civil Engineer

Tom, Civil Engineer with 10 years of experience in commercial site development, joined NUVIA in January 2024 and recognised that our engineers didn't have all the resource available to embed sustainability into our design solutions. "As Nuclear construction develops with the wider construction industry our engineers at NUVIA can positively impacting sustainability and provide sustainable design solutions. I hope to help drive this development, and the skill sets of our engineers to enable sustainability being at the forefront of the solutions we provide."



### David Spencer

#### ADS Service Manager

David has worked within the nuclear industry for over thirty years, previously working at the Harwell site and working at Dounreay for 25 years. David is the Approved Dosimetry Service Head for several services. Throughout his working life he has chosen to commute to work by bicycle, recognising, early on, the environmental impact of travel. David has helped develop the CO2 reduction policy within Health Physics, focusing on practical but effective ways to reduce our emissions while improving our ability to provide business solutions to our customers. At a personal level David has actively looked to travel for business by train rather than flying, often accompanied by his folding bicycle.



## Case Study: Circular Economy

In August 2024, NUVIA took responsibility for the ordering and delivery of supplies used in Sellafield's environmental monitoring programme. This programme involves collecting samples of air, water, soil, and biological materials to ensure public safety and compliance with environmental regulations.

To reduce waste and cost, NUVIA proposed reusing 5-litre and 10-litre sampling bottles - a move that was quickly approved by the laboratories involved, provided the bottles remained clean and structurally sound.

### Key Achievements

|                          |                                                                  |
|--------------------------|------------------------------------------------------------------|
| <b>Category</b>          | Impact                                                           |
| <b>Cost Savings</b>      | 94.5% average reduction in bottle costs;<br>£18K+ saved per year |
| <b>Plastic Reduction</b> | 115+ kg of plastic waste diverted from landfill annually.        |

**That's the equivalent  
of saving over 5,700  
plastic bottles from  
landfill every year, or  
enough plastic to fill  
a wheelie bin every  
month!**



|                       |                                                     |
|-----------------------|-----------------------------------------------------|
| <b>Carbon Savings</b> | Fewer manufacturing and transport emissions         |
| <b>Energy Use</b>     | Reduced energy in production and disposal           |
| <b>Sustainability</b> | Supports circular economy and regulatory compliance |

This initiative reflects NUVIA's strong commitment to sustainability by turning a simple operational change into a high-impact environmental solution.



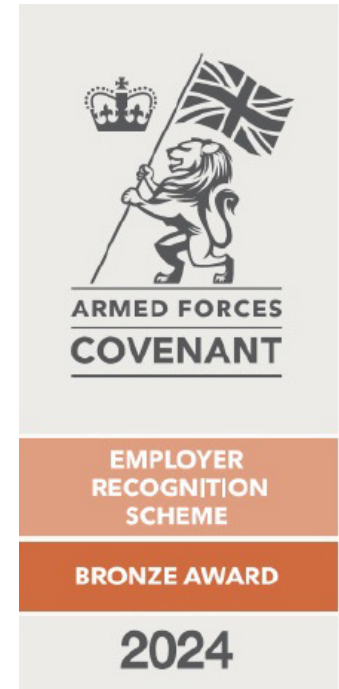
Philip Kyeremanteng,  
Environment & Sustainability  
Manager and Aimee Ryan,  
Environmental Operative

## Community Engagement

### Army Covenant

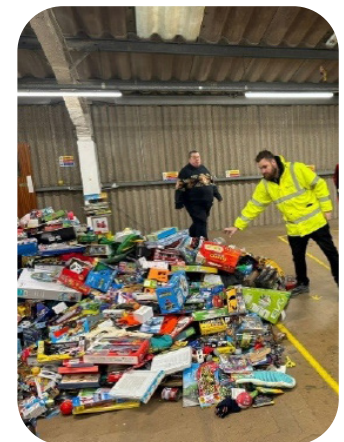
In 2024, NUVIA was proud to achieve the Bronze Award from the Defence Employer Recognition Scheme (ERS), reinforcing our commitment to supporting the Armed Forces community. This recognition highlights the steps we've taken to create an inclusive and welcoming workplace for veterans, reservists, cadet instructors, and military families. By signing the Armed Forces Covenant, we have pledged to ensure that those who serve or have served, along with their loved ones, are treated with fairness, respect, and understanding, both in our organisation and the wider community.

Earning the Bronze Award is an important milestone in our journey, but it's just the beginning. We are committed to building on this achievement by increasing awareness within our workforce and ensuring our policies reflect the needs of those with military connections. Our goal is to continue strengthening our support, with aspirations to achieve Silver and Gold recognition in the future. At NUVIA, we believe that valuing the skills, experience, and dedication of the Armed Forces community is not only the right thing to do but also enriches NUVIA as a whole.



### Cash for Kids

NUVIA has been proud to support Cash for Kids in Cumbria, helping to make a real difference in the lives of local children facing hardship. Our team has come together throughout the year to raise vital funds, donate toys for Mission Christmas, and contribute through direct donations. We believe that every child deserves the opportunity to thrive, and by supporting Cash for Kids, we've helped bring joy and relief to families in need across the region.



From fundraising events to Christmas gift donations, our employees have shown incredible generosity and enthusiasm. The Mission Christmas campaign was a particular highlight, with our team collecting and donating toys to ensure children who might otherwise go without had a magical Christmas morning.

## £10,550 Community sponsorship

£1,500

Sport teams



£4,600

Community  
engagement



£4,450

Local charities



## Healthier and Safer Communities

At NUVIA, we actively promote healthier and safer communities by supporting the well-being of our employees and maintaining the highest safety standards. Our initiatives include mental health workshops, safety recognition through the Patron's Award, and access to our Employee Assistance Programme (EAP). By building a culture where safety and well-being are prioritised, we not only protect our people but also strengthen the communities where we operate.

### Menopause Champions

NUVIA is committed to supporting employees experiencing menopause by providing valuable resources, guidance, and a supportive workplace culture. We have dedicated Menopause Champions; Menopause Champions are trained individuals within NUVIA who can be a point of contact for support. We

also hosted sessions throughout the business covering key topics such as menopause symptoms, the benefits of exercise and nutrition, and the resources available to employees and line managers. NUVIA's ongoing support includes a dedicated Menopause Toolkit, and upcoming workshops for line managers in 2025, ensuring a more informed and inclusive workplace.



## Employee Assistance Programme

Our round the clock program, offered by Medicash, assists employees in coping with anxiety, stress, depression, health concerns, financial planning, and various other life challenges. It grants direct access to certified counsellors for confidential online or in-person sessions, ensuring our colleagues receive comprehensive support..

## ROSPA

Safety and Health is key to the success of NUVIA UK. It is at the heart of everything we do, and it is an honour to be recognised for this.

The Patron's Awards is given to those organisations which have won 25 consecutive gold awards. And in 2024 we built on that further with 27 consecutive gold awards.

Organisations who receive a gold award are recognised as being world leaders in safety and health practice. So, to receive an award recognising 27 years of this is truly outstanding.



## UNOR System

Our UNOR (Unusual Occurrence Reporting) system is a vital tool in strengthening safety, well-being, and security across our offices, sites and communities. This system allows employees to record positive actions, incidents, near misses, and unusual events related to safety, health, well-being, the environment, physical and information security.



By encouraging the reporting of observations and experiences, UNORs helps us identify potential risks, implement improvements, and continuously enhance our safety practices - ensuring a safer working environment for all.

**286**  
**UNOR**  
**raised in**  
**2024**

# Internal Communications Campaign

Our internal communications campaigns bring to life our commitment to creating a healthier, more inclusive, and engaged workplace. Through initiatives such as Men's Health Week, Nuvia Safety Days, International Women's Day, and Pride Month, we actively highlight the importance of well-being, diversity, and belonging.

These campaigns are designed to support employees by providing resources for physical and mental health, organising wellness-focused challenges, and promoting a healthy work-life balance. We also nurture a culture of inclusivity through diversity and inclusion programs and opportunities for employees to share their voices.

By showcasing real stories, celebrating achievements, and encouraging collaboration, our campaigns create a strong sense of community. Every employee is encouraged to feel empowered, valued, and supported, reinforcing our dedication to a workplace where everyone can thrive.



## Adrian's Story

This week is Men's Health Week, and the theme this year is all around encouraging men to share their stories, talking about everything men's health. The theme has been inspired by King Charles who, earlier this year, shared that he had a problem with an enlarged prostate.

Today, I am going to share my personal story about my mental health journey and how that has impacted me.

You may be shocked to find out that this happy, energetic, outgoing, and positive person has struggled with stress, anxiety and depression for many years. In fact, I have had several panic attacks, had many hours of counselling and other talking therapies, regularly take medication and had to take time off from work to focus on my wellbeing, because of feelings of shame, guilt, fear, inadequacy and abject failure.

Many of those feelings, I now know, are due to an undiagnosed neurodivergence – and through the course of talking with counsellors about the physical manifestations of stress, anxiety and negative thoughts, I was recommended to explore the potential of either high-functioning autism or attention deficit hyperactivity disorder (ADHD) being a significant contributor to the things that I was experiencing physically and mentally.

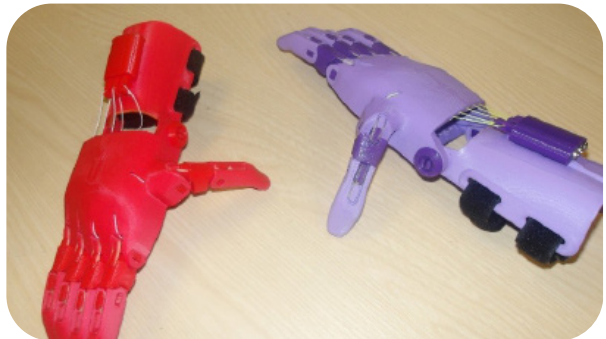


## NUVIA Safety Days – enhancing awareness on hand safety

At NUVIA, safety is at the heart of everything we do. This year, our annual Safety Days took on a special focus: the safety of hands and fingers.

Alongside online sessions to raise awareness of the risks to hands and fingers, NUVIA Group's Safety Days were a resounding success across our sites, with NUVIA UK taking the lead in hosting impactful workshops. Spearheaded by Head of SHE Lindsay Sedwards, the Safety Day workshops allowed employees to engage in conversations about common hazards and the appropriate types of gloves to mitigate risks, along with spotlighting 'e-NABLE' - a charity dedicated to building prosthetic hands for individuals born with deformities or those who have lost hands or fingers due to accidents.

During the workshops, the teams were put into groups and had to work together following the instructions to build a prosthetic hand for e-NABLE, giving the world a helping hand.



## International Women's Day 2024 – Inspire Inclusion

The theme for this year's International Women's Day is 'Inspire Inclusion'. To inspire inclusion means to celebrate diversity and empowerment on International Women's Day 2024 and beyond.

International Women's Day (IWD) is a global celebration of the social, economic, cultural, and political achievements of women. Each year, this day serves as a powerful reminder of the progress made towards gender equality and highlights the work that still needs to be done.

What does 'Inspire Inclusion' mean to you? Here's what it means to just a few of our NUVIA employees...



"Inspire Inclusion means to me; Inspiring the next generation to have a more equal world. We talk EDI, let's work together and do more than talk, let's take action to ensure all are included. If we all take one action today, we will create a better tomorrow! What will your action be?"  
Gini Freeman, NUVIA EDI Lead

"To inspire inclusion on International Women's Day and throughout 2024, I will celebrate the diversity and achievements of our female and other minority colleagues, managers, and leaders across the organisation."  
Tom Jones, CEO



L-R: Tom Jones (CEO, Nuvia Limited), Bruno Lancia CEO, Nuvia Group, (President, Soletanche Freyssinet) and Mark Deary (CFO, Soletanche Freyssinet).



## VINCI Foundation & NUVIA UK

### Fighting **social inclusion** together

#### Promoting social cohesion and fighting exclusion

Since 2016, the VINCI UK Foundation, alongside our dedicated sponsors from VINCI subsidiaries, has supported 289 charities with over £1.6 million in grants. These contributions help charities continue their vital work in promoting social cohesion, combating exclusion, and enhancing the lives of vulnerable communities.

What sets these partnerships apart is the direct involvement of our employees, who contribute their time, expertise, and dedication over a 12-month period to support these causes..

We are delighted that three fantastic projects secured funding for 2024:

**Excel in life** CIC

**£7,000**

Excel in Life CIC

Excel in Life offer a day service to people with additional needs. Learners gain practical skills in hair and beauty, alongside enhancing their confidence, communication skills and independence. The funding provided will cover new laptops for graphic design and computer workshops, a new oven for cooking workshops and updating the salon décor and furniture which would allow Excel to run their workshops effectively for more service users and allow our learners with sensory needs to have a stimulating and relaxing environment.

Sponsor: **Graeme Thomason**, Recruitment Manager





£9,992

#### St John's Centre

St John's Centre is a small, independent community centre in Old Trafford. They aim to help local people reach their potential through education, recreation, and practical support, nurturing good relations in our diverse community. Funding provided will cover the construction works needed to free up the extra room as follows. This includes creating 2 new offices and a storage area. A room divider partition ('Screenflex') which will enable them to create a temporary corridor, making more efficient use of the space. Increasing space will increase their capacity to run their most in-demand courses such as Digital Skills or ESOL (English for Speakers of Other Languages).

Sponsor: **Alex Austin**,  
Mechanical Designer



£5,000

#### Believe Achieve CIC

Through their various projects, such as financial advice, employment training, mental health support, and youth-led activities, Believe Achieve aim to address key issues such as unemployment, social exclusion, and anti-social behaviour. The funding provided for laptops will support such workshops to enhance participants personal development, computer skills and CV/interview techniques, Meg will also be utilising her background in recruitment to host CV workshops at the centre.

Sponsor: **Meg Cherry Lee**,  
Resource Controller



## Key 2024 figures:

38  
projects  
supported



£230,153  
funding



£21,992  
funding  
for NUVIA  
sponsorships



## Supply Chain and Procurement

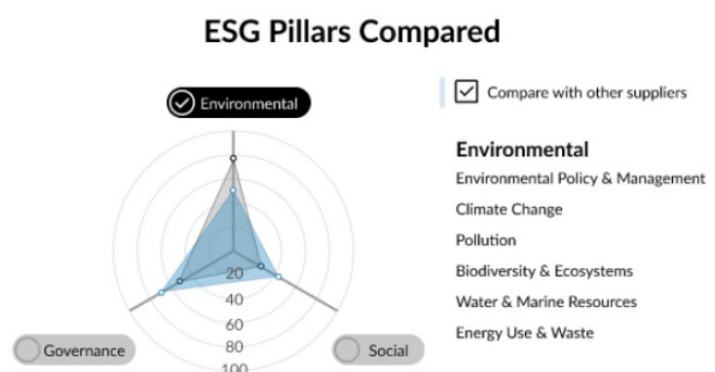
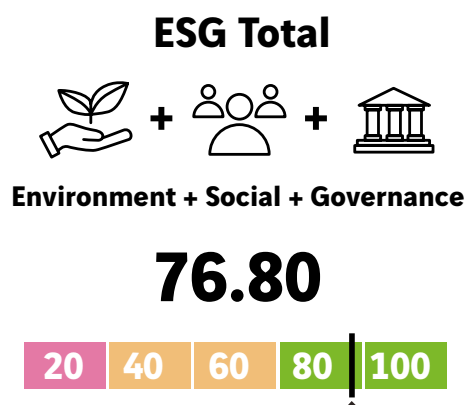
We recognise the critical role of our supply chain and procurement practices in driving positive social value and sustainable outcomes. We are committed to fostering strong partnerships with our suppliers and stakeholders to uphold ethical standards, promote fair labour prices, and minimise environmental impacts throughout our supply chain. Through responsible sourcing, transparent procurement processes, and collaboration with suppliers who share our commitment to social responsibility, we aim to create a supply chain ecosystem that benefits not only our business but also the communities and environments in which we operate. By prioritising social value in our supply chain partnering efforts, we strive to create lasting positive change and contribute to a more equitable and sustainable world.

## JOSCAR: ESG Analysis



NUVIA partners with Hellios, a specialist third-party contractor as part of our supplier assurance due diligence. Their platform known as the Joint Supply Chain Accreditation Register (JOSCAR) is a supplier information management system that acts as single central repository for pre-qualification and compliance information. JOSCAR enables suppliers to provide evidence of their own dedication to Social Value through the completion of the JOSCAR questionnaire. In 2024, the Environmental Social and Governance (ESG) Analysis feature within JOSCAR was launched.

ESG Analysis is based on existing information provided in the JOSCAR questionnaire and uses data-driven methodology to give NUVIA a simple set of ESG scores. The aim is to make accurate ESG reporting standard practice and help NUVIA measure and improve supplier credentials with clear, tangible actions. The benefits this provides to NUVIA and suppliers is as follows: -



Displays ESG data key themes that are **SIMPLE** to understand and easy to report

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Assists NUVIA and suppliers to work in **COLLABORATION** towards ESG objectives

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Helps find ways to be more **SUSTAINABLE** and can drive **INNOVATION** in meeting ESG

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Demonstrates active steps taken to **MEASURE** sustainability and ethical **PERFORMANCE**

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Gives clear tips for **IMPROVEMENT** working towards **POSITIVE CHANGE** together

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Helps meet the current and emerging requirements of **REGULATION / LEGISLATION**

