

Social Value 2025





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Foreword

Social value is how NUVIA shows up for people, places and businesses every day. It is not separate from our work; it is woven into it. When our teams help people into rewarding, skilled roles, when we support local projects and partners, and when we act to protect the environment, we are living our values and creating benefits that last.

We organise this effort around four pillars that keep us focused and accountable: People, Community, Environment and Supply Chain Partnering. Throughout the year you will see these pillars in action and the difference they make. We measure our impact using the National TOMs framework, so our results are specific, evidenced and comparable. We also learn from what works so we can keep improving.

People are at the heart of our approach. We open doors to good work, invest in training and mentoring, and build an inclusive culture where everyone can belong and thrive. Community is where that impact is felt. We listen, volunteer our time and

back local initiatives that make places safer, healthier and more resilient. Environment sits at the core of what we do, from practical choices that cut emissions and waste to designing solutions with lower environmental impact and supporting cleaner, more secure energy. Supply chain partnering extends our values, as we work with responsible suppliers, help Small and Medium Enterprises (SMEs) and Voluntary, Community and Social Enterprise (VCSE)s to participate, and raise standards on ethics, safety and sustainability.

The national picture is moving in the same direction as we are. Government has set missions for renewal and clearer expectations for social value in public procurement. In plain terms, buyers want social value that is specific, relevant and delivered

through contracts. That helps all of us pull in the same direction. It brings focus to practical commitments, strengthens collaboration with our customers and suppliers, and gives communities a stronger voice in shaping and seeing the benefits where we work.

None of this happens alone. It takes our people, our customers, our suppliers, SMEs and VCSEs, and local partners working together, with the missions firmly in mind. This annual document shares the progress we have made and the stories behind it. Thank you to everyone who has given time, care and ideas to make a difference in the communities where we operate.

Tom Jones
Chief Executive Officer



£4,600,000
worth of
social value
delivered in
2025

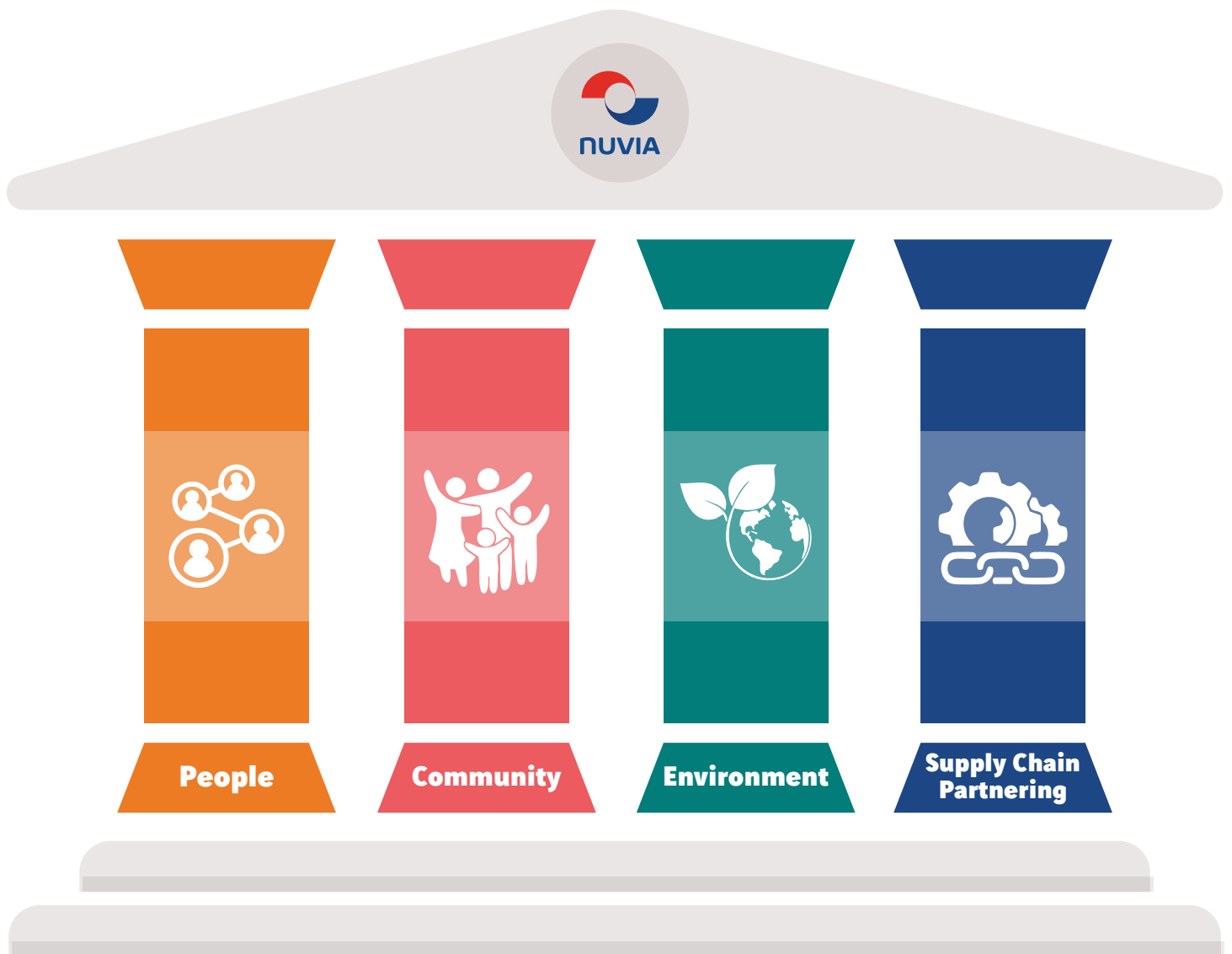
Our Vision

A place people love to work, with people our customers love to work with

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

Our Pillars

Our approach is built around four pillars that guide the way we support our people, protect the environment, strengthen communities and partner responsibly with our supply chain. These pillars help us focus on what matters most to society and to our clients. They shape how we plan our work, make decisions and measure our progress. By putting these principles into practice every day, we aim to create long lasting value, improve the places where we operate and deliver outcomes that are responsible, sustainable and high quality.



We're committed to creating a safe, supportive workplace where everyone can learn, progress and thrive through wellbeing, continuous development and equal opportunity. By investing in our people and championing inclusion and fair work, we help our teams excel - because when our people grow, NUVIA grows.



We strengthen communities by listening first, then working with local partners to build skills, create good jobs and support the projects that matter most. By volunteering our expertise, backing local suppliers and focusing on inclusion and long term benefit, we help create lasting positive impact wherever we operate.



We work to minimise our environmental footprint by cutting emissions, improving energy efficiency, using more renewables and managing materials, waste and biodiversity responsibly. By building climate resilience into our projects and making sustainable choices part of everyday work, we help create a cleaner environment and leave places better than we found them.



We build a responsible supply chain by working closely with our partners to embed ethics, safety and sustainability in everything we buy and deliver, setting clear standards, sharing data and supporting capability building while prioritising local businesses where practical. By expecting fair working conditions, collaborating to cut carbon and waste, monitoring performance and acting quickly on issues, we extend our commitment to social value and environmental stewardship across our wider business.



Our Purpose

Social value is part of our everyday work at NUVIA, driving practical action that leaves lasting benefits for people and places.

NUVIA's Social Value Story

We create lasting local prosperity by hiring and developing people close to our sites, offering apprenticeships and reskilling pathways, and making inclusive recruitment the norm. Our teams support schools, colleges and community groups through mentoring, careers activities and practical projects, so young people and job-seekers can see clear routes into high quality work. We back this with volunteering time and targeted funding for grassroots organisations that strengthen education, health and community cohesion.



We deliver responsibly every day. A strong safety culture and focus on wellbeing guide how we plan and operate. We reduce emissions through efficient logistics, electric plant and vehicles, and low carbon materials. We enhance nature on and around our sites with habitat creation and green corridors. Our supply chain is expected to meet high standards on ethics, modern slavery, prompt payment and transparency, and we actively grow spend with local and small businesses.

We measure what matters and report it clearly each year. Our scorecard covers good jobs created, apprenticeships completed, carbon reductions, biodiversity enhancements, volunteering hours and social investment. Targets are set to reflect our priorities and commitments. Performance is supported by evidence, reviewed to ensure accuracy and explained through case studies that show real outcomes for people and places.



How we contribute to a Fairer, Greener Future

The UN Sustainable Development Goals are a global call to end poverty, protect the planet and ensure that everyone can enjoy peace and prosperity by 2030. They remind us that progress in one area affects another, and that real, lasting change depends on balancing social, economic and environmental needs. Our four pillars align with this shared vision, helping us focus our efforts where they matter most and making sure the way we work supports a fairer, safer and more sustainable future.

3 GOOD HEALTH AND WELL-BEING



We supported Goal 3 by prioritising physical, mental and emotional wellbeing across our workforce and the communities we work in. This included normalising conversations about mental health through awareness campaigns, providing dedicated wellbeing spaces and trained Mental Health First Aiders, strengthening line manager capability on sensitive health topics such as menopause, and maintaining consistently high standards of health and safety, recognised through our third consecutive RoSPA Patron's Award.

4 QUALITY EDUCATION



We supported Goal 4 by investing in high quality education, skills and lifelong learning for people at all stages of their careers. Through apprenticeships and graduate programmes, funded professional qualifications, over leadership 2,400 training hours, STEM outreach, work experience placements and partnerships with schools and colleges, we helped people build the knowledge, skills and confidence needed for sustained employment and progression.

5 GENDER EQUALITY



We supported Goal 5 by promoting equal opportunity, inclusive leadership and practical support for women at all stages of their careers. This included menopause awareness training for line managers, inclusive recruitment and development pathways, flexible working practices, visible role models through early careers and STEM activity, and decisive action on pay equity, reducing our gender pay gap to 6.05 percent, a 58 percent reduction compared with 2022 to 2023.

7 AFFORDABLE AND CLEAN ENERGY



We supported Goal 7 by delivering work that underpins the UK's transition to safe, reliable and low carbon energy while reducing the environmental impact of our own operations. Through our role in the nuclear sector, investment in cleaner and more efficient facilities, use of green electricity, reductions in emissions, and design approaches that prioritise lower carbon solutions, we helped contribute to secure energy supply and more sustainable communities.

8 DECENT WORK AND ECONOMIC GROWTH



We supported Goal 8 by creating good quality jobs, investing in skills and strengthening local economies where we operate. We created new roles across the business, increasing our workforce by around 7.3 percent over the year, alongside continued investment in apprenticeships, graduate opportunities and learning and development.

10 REDUCED INEQUALITIES



We supported Goal 10 by promoting fairness, inclusion and access to opportunity across our workforce and the communities we work in. This included inclusive recruitment and progression pathways, action to reduce the gender pay gap, support for disabled colleagues through Disability Confident Level 2, targeted early careers and outreach activity, and partnerships with charities and community organisations that support people facing disadvantage.

11 SUSTAINABLE CITIES AND COMMUNITIES



We supported Goal 11 by working closely with local communities to strengthen social infrastructure, improve access to opportunity and create lasting local benefit where we operate. Through volunteering, community funding, partnerships with schools and charities, support for inclusive employment and skills pathways, and investment in local organisations through the VINCI UK Foundation, we helped make communities more resilient, inclusive and connected.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We supported Goal 12 by embedding responsible consumption and production into how we design, procure and deliver our work. This included reducing waste through prevention, reuse and recycling, adopting circular economy approaches such as material salvage and reuse, strengthening supplier standards on sustainability and ethics, and designing projects to reduce whole life carbon, emissions and resource use.

13 CLIMATE ACTION



We supported Goal 13 by taking practical action to reduce our carbon footprint and design lower carbon solutions across our projects and operations. This included achieving significant emissions reductions compared with our 2018 baseline, switching to green electricity, reducing travel through hybrid working and digital assurance, introducing Sustainability in Design, and adopting circular economy and shared transport initiatives that deliver measurable carbon savings.

Reporting and Governance

Our Social Value Working Group provides the formal governance for social value across the business. It brings together colleagues from bids, procurement, HR and talent, sustainability, operations and communications, and acts as the central hub for expertise, evidence and best practice. The group maintains the Social Value Strategy, oversees delivery, and reports quarterly to senior leadership with an annual review of risks, opportunities and progress. A central dashboard holds our metrics, commitments and case studies, with meeting schedules, agendas and minutes managed by a small secretariat.

We track and report using the Themes, Outcomes and Measures model, known as TOMs, so that our results are consistent, comparable and auditable. Quarterly dashboards show performance against agreed targets, and our annual impact report summarises outcomes across jobs and skills, supply chain inclusion, community investment, environment and innovation. To protect data quality, we maintain an evidence library, follow clear rules on relevance, attribution and avoiding double counting, and publish corrective actions where results fall short.



How we use the TOMs Framework

The National (Themes, Outcomes & Measures)
TOMs Framework is made up of:



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

We track a wide range of contributors - 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.

We align our reporting to current public procurement expectations, including PPN 002, in a practical way, keeping outcomes relevant and proportionate to each contract and location. This helps buyers and partners see how our commitments contribute to wider missions while staying transparent and easy to verify. The Working Group escalates any material risks through established governance channels, and commissions independent review where appropriate to strengthen assurance.



Our People

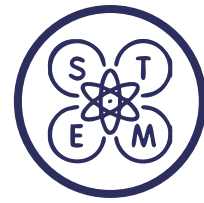
Our People pillar sets out how we build a safe, collaborative and high performing workplace where everyone belongs, contributes and thrives. We want every colleague to feel challenged, encouraged and valued, because this is how we deliver for our customers and communities and achieve our strategic goals.

Our culture is lived through five values: humility, team spirit, entrepreneurship, excellence and transparency. These values guide how we hire and develop talent, how we lead, how we recognise great work and how we support wellbeing. They shape clear learning pathways, skilled and caring line managers, open feedback, fair and inclusive practices, and a relentless focus on safety and quality.

By helping our people grow, we strengthen local skills and careers and increase the social value we create. The following pages set out the goals, actions and measures that bring this pillar to life.



40
STEM
Ambassadors



2437
Training instances
in 2025



750
Hours
STEM activity



97
Work experience
students
STEM activity



500+
NUVIA Academy
courses available



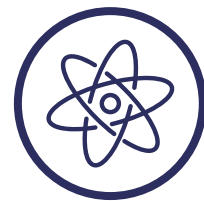
53
Professional Study
Qualifications funded



24
Apprentices
& Graduates



18
New Health Physics
trainees



Better Leaders, Better Workplaces, Better Communities

Our Licence to Lead development programme line managers was created to build confidence, strengthen everyday leadership and help managers bring our values to life in each interaction. The programme focuses on practical skills that make a real difference to how people feel at work, from clear communication to supporting wellbeing and helping individuals grow. By strengthening the way managers lead their teams, we are creating a workplace where people feel safe, included and able to do their best.

LICENSE TO LEAD

Managers will have completed **over 2,400 hours** of training

Social Value Impact

Licence to Lead strengthens our social value delivery in practical ways. Training managers to lead on culture, safety and communication improves day to day wellbeing and reduces harm. Better recruitment, induction and development create good jobs and clear pathways into skilled work. Strong management of apprenticeships and progression supports local prosperity by building skills, growing careers and increasing earning potential. We will show this impact in our people and social value scorecards and use the results to keep improving.

You Said, We Did - Better Together

Our engagement survey is our primary listening tool for social value. It gives a representative view of what helps people feel safe, included and able to do their best work, so we can target actions that create real benefits for our people and the communities we work. Insights highlight where to invest in wellbeing, inclusion, learning and volunteering, and where to strengthen our safety climate, since involving employees in decisions is shown to improve health and safety, efficiency and overall productivity. High participation gives us a credible baseline to set goals and track progress, and stronger engagement is associated with better performance and retention, which underpin long term social and economic value. We close the loop by publishing the actions we will take, reporting progress and re running the survey, so people can see their feedback turning into visible change

 **4%**
**Giving
something
back**



Turning feedback into action: Health Physics Community Giving Initiative

Feedback from our engagement survey highlighted that employees wanted more say in how we support good causes and local communities. In response, the Health Physics business line introduced a simple but meaningful initiative that puts choice directly in the hands of employees.

Each month, colleagues are invited to nominate a charity or good cause that matters to them personally. One nomination is selected and receives a £100 donation from the business. This approach ensures our social value activity reflects the lived experiences, values and communities of our people, rather than a one size fits all approach.

The initiative has supported a broad range of causes that reflect both local community need and issues that matter personally to our employees. Donations have contributed to a sensory nature garden for pupils with special educational needs at St Gregory and St Patrick Infant School in Whitehaven, supported Astley Pensioners and Community Hub to provide hot lunches and social activities for local pensioners, and helped Calum's Cabin offer respite holiday accommodation to families affected by childhood cancer. Funding has also supported Erskine Veterans Charity, which provides care, housing and community facilities for veterans in Scotland, alongside grassroots community activity through Saxmundham Football Team, helping cover registration, match fees and training kit for a NUVIA employee. Further donations have enabled Girl Guides in Leiston to access trips, experience days and uniforms, and supported Angelman Syndrome, raising awareness and assistance for people affected by this rare genetic condition.



**Tom Feller -
Health Physics Technician at Sizewell A,
Player for Saxmundham Football Team**

Shaping Skills for Long-term Careers

Early careers is about strong starts and clear pathways.

We offer apprenticeships and graduate roles across engineering, project management and business functions, with real responsibility from day one, structured learning and support from mentors and technical experts. Rotations and site exposure help people build confidence quickly and understand the full lifecycle of our work.

In 2025 we achieved Gold membership of The 5% Club, recognising our investment in “earn and learn” routes that develop skills through apprenticeships, graduate schemes and student placements. We also secured IET accreditation for our apprentice and graduate programmes, giving colleagues a quality assured route toward professional registration that is widely recognised across industry, academia and government.

Our Early Careers Group connects apprentices, graduates and early career professionals so they can learn from one another, shape activities and share ideas that improve the experience for those who follow. We complement this with STEM outreach and social value opportunities, so people can grow their skills while contributing to the sector.



Meet some of our Early Careers Team

“

I chose the nuclear industry as it combines real, long-term impact with technical challenge and problem solving. As a graduate mechanical engineer at NUVIA, I have had the opportunity to work on some incredible projects, which can provide a lasting impression on the nuclear industry. NUVIA have helped to support me throughout my journey here creating a fantastic working environment and support structure, including mentors, training and help with chartership, to help me progress further and achieve my goals here at the company.

Since joining the industry, I have developed both my technical and professional skill set. I have grown in confidence, time management and understanding of engineering processes and standards.

NUVIA also encourages its employees to become a STEM Ambassador, and I am also a YGN Sub Committee member allowing me to promote STEM careers and share my experience as a graduate. Through both my engineering work and my involvement in STEM outreach, I aim to contribute positively to the nuclear community by supporting sustainable development, knowledge sharing, and future talent growth.”



Alex Fone
Graduate Mechanical Engineer

“

I chose to join NUVIA due to its clear commitment to people, strong culture, and long-standing reputation for technical excellence. The nuclear industry has always excited me as it offers the unique opportunity to work on complex, technical projects while directly contributing to societal good. Every day brings the chance to collaborate with highly skilled professionals in an industry that offers a career where the work has real depth and purpose. For me, joining this industry wasn't just a professional choice, it was a decision to be part of something bigger and creates lasting value for people and the planet.



Katie Mortimer
Project Management
Degree-Apprentice

Since joining NUVIA I have felt consistently supported. From the first day in the office, I was appointed various points of contact including a mentor who has worked to provide me with help across all areas of starting my career. NUVIA invests heavily in employee development, offering a wide range of training programmes and early-career pathways. They evidently focus on helping employees build long-term careers with real progression opportunities.

I have been given a range of opportunities to help contribute to social value within NUVIA; this includes doing various activities visiting primary schools and helping at careers fairs. This has helped me to gain new skills that I can transfer into my professional career and personal life.”

Armed Forces Covenant

We are proud to be a signatory to the Armed Forces Covenant and to support colleagues who serve as military reservists in a practical and meaningful way. We provide up to five additional paid days of leave each year for reservist duties, separate from normal annual leave, recognising both the commitment required and the value reservists bring to our organisation. By enabling colleagues to balance civilian and military responsibilities, we support national resilience while strengthening our own capability through the leadership, teamwork and decision making skills developed through service.

In 2025 we were awarded the Bronze Award under the Defence Employer Recognition Scheme, and we are building on this foundation with a clear plan to achieve Silver in 2026, reinforcing our commitment to the Armed Forces community and to being a responsible employer year on year.



**ARMED FORCES
COVENANT**

Inclusion at NUVIA in 2025: Actions, Voices and Impact

Inclusion turns social value into everyday practice. It helps colleagues with different backgrounds and experiences to thrive, and that strengthens how we deliver. This year we moved to Disability Confident Level 2, expanded our Inclusion Champions and brought more lived experience into decisions. Our Generational subgroup now advises the Board, keeping leadership close to what matters at different life stages. Together, these steps open routes into good work, improve how we support disabled colleagues and carers, and help people stay and grow with us.

This approach builds stronger, safer teams on our projects. Colleague written updates mixed awareness and practical guidance, from the International Womens Day and Girls in Science and Zero Discrimination Day to celebrating Ramadan at work, Autism Acceptance Month and the International Day Against Homophobia, Transphobia and Biphobia. We ran a Pride Month series, highlighted Flexible Working Day, explored hidden disabilities, marked World Afro Day and Intersex Awareness Day, and shone a light on carers' rights and Islamophobia Awareness. Our forums created space for action focused conversations, including a Generational forum on secondments, an International Women's Day forum and a Pride celebration led by our Rainbow community. During National Inclusion Week we added three focused sessions on culture, neurodiversity and belonging to help teams turn insight into day to day changes.



**Autism Awareness Walk
Birchwood Park**



**Autism Awareness Walk
Milton Park**



Environment

Supply Chain Partnering



Community

Our Community pillar sets out how we work with local people and partners to strengthen the places where we operate. We focus on listening first and responding to what matters most, so our time, skills and investment create practical benefits for communities and support long term resilience.

We work in partnership with schools, colleges, charities, councils and community organisations to improve skills, open routes into good work and back local projects. Our teams volunteer their time and expertise, we prioritise local suppliers wherever practical, and we work collaboratively to deliver support that is inclusive, relevant and rooted in place.

By focusing on genuine collaboration, clear outcomes and lasting benefit, we aim to leave a positive legacy beyond our projects

Walton Lea Partnership, Warrington

What we did

A team of NUVIA volunteers supported the Walton Lea Partnership, a charity that provides work experience and skills development for adults with learning difficulties. We cleared and re set a polytunnel, turning it into an inviting showroom so refurbished bikes from the charity's recycling scheme can be displayed and sold to the public.

Why it matters

A welcoming retail space helps Walton Lea increase sales of recycled bikes. The income goes straight back into programmes that build confidence, skills and connection in the community.

Supporting Our Communities

“Wow is an understatement. I have come in this morning and I am amazed at what I saw in that polytunnel. Loads of space and it is tidy. You and your team are amazing.”

Dave McLure
Volunteer Coordinator,
Walton Lea Partnership.

Children's Adventure Farm Trust, Trafford

What we did

A team of NUVIA volunteers supported the Children's Adventure Farm Trust to prepare for its Christmas programme. We transformed spaces by moving and decorating trees, organising a hall full of gifts, preparing festive food, and laying woodchip to refresh a children's play area.

Why it matters

CAFT welcomes thousands of visitors over the festive season. By taking on heavy lifting and time critical tasks, our team freed staff and regular volunteers to focus on delivering memorable experiences for children affected by illness, disability, special educational needs and social disadvantage.



£18,820 Community Sponsorship

20 charities supported

3 Local Sports Teams



**COCKERMOUTH
GALAXY FOOTBALL
TEAM**



**SAXMUNDHAM
FOOTBALL TEAM**



**DIDCOT TOWN
GREENS**

OXSRAD

Our team took part in a practical volunteering activity to support OXSRAD, an inclusive sports centre that helps people of all abilities stay active.

Colleagues worked together to build eight sports wheelchairs, which have been donated through OXSRAD to a local netball team. This donation is helping to make the sport more accessible for disabled players and to encourage wider participation in inclusive community activity. The day strengthened teamwork while contributing something meaningful to a local organisation, showing how we turn our social value commitments into real impact.



Positive Footprints

Our partnership with Positive Footprints has played an important role in inspiring the next generation. Together we have helped primary school children explore the world of work, understand the wide range of careers available to them and develop the confidence and skills they will need to shape their future. The programme focuses on building aspiration from an early age, helping children recognise their strengths, develop resilience and see how their unique qualities can be used in the workplace.

Through our support, four primary schools across Scotland and Cumbria were able to deliver Positive Footprints' award-winning programmes. These learning experiences encourage pupils to think about who they are, what matters to them and how they can make a positive contribution to their communities and the world of work. The activities take children beyond the classroom and help them imagine what is possible.

Together we created meaningful impact. A total of 297 children and young people took part in careers-led learning that opened their eyes to future opportunities. We also helped to create 60 hours of future-focused learning, giving pupils time and space to explore their ambitions, ask questions and build confidence in their ability to succeed.

Positive
Footprints
Network



Owl Blue

Cumbria Community Foundation

Since 2004, we have been part of Cumbria Community Foundation, using the Nuvia Fund to back small community and voluntary groups that make a real difference in the places closest to our people and projects. Each year we support organisations that strengthen resilience, inclusion and long term wellbeing across West Cumbria.

In 2025, one of the groups we supported was Owl Blue. Our contribution helped cover core running costs so the charity could focus on what matters most, providing specialist support to neurodiverse children, young people, adults and their families.

Based in Maryport, Owl Blue has sixteen years of experience helping people with autism, ADHD and other hidden disabilities. Its team offers accessible and holistic support that reduces isolation, builds confidence and improves understanding of neurodiversity across the wider community. By backing their work, we helped ensure more individuals can access the guidance, advocacy and care they need to thrive.



Charities & Organisations Supported



**Erskine
Veterans Village**
Bishopton, Renfrewshire,
Scotland



Calum's Cabin
Isle of Bute, Craigmore, Scotland



Mayfield School for Autism
Cumbria, Whitehaven



THE
FREEDOM
PROJECT
CUMBRIA

The Freedom Project
West Cumbria, Workington



Warrington Youth Zone
Warrington



AngelmanUK
Nuneaton, Warwickshire



OXSRAD
Oxford, Court Place Farm



**Children's Hospice
South West**
Barnstaple, Fernington



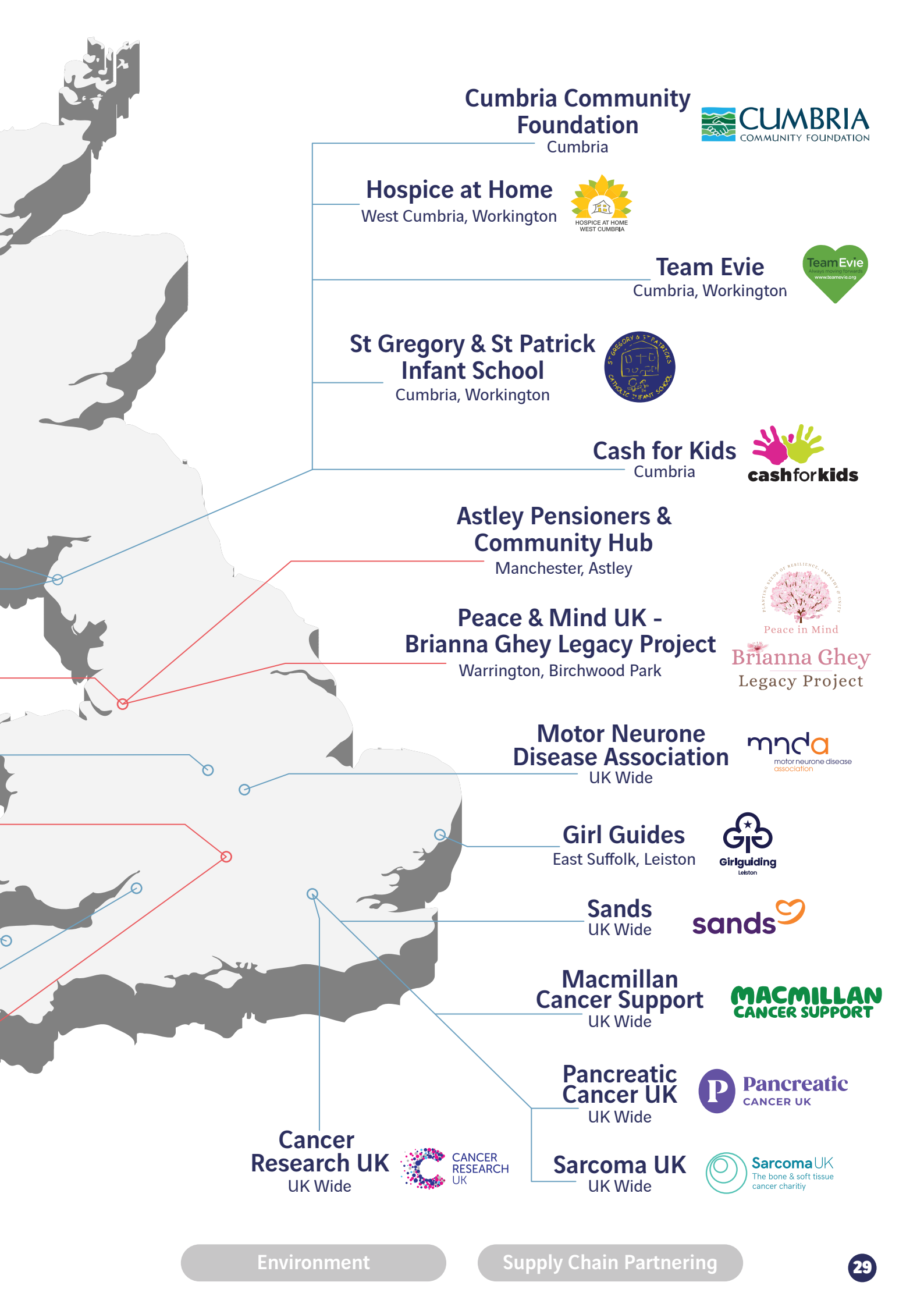
Springboard Opportunity Group
Gloucestershire, Berkeley



Didcot Powerhouse Fund
Oxford, Didcot



Abingdon Food Bank
Oxford, Abingdon



VINCI FOUNDATION & NUVIA UK

Since its launch in 2016, the VINCI UK Foundation has been a powerful force for good, providing nearly £2 million in grants and hands-on support from dedicated employees to 330 charities and community projects.

These initiatives aim to reduce social exclusion and foster stronger, more connected communities.

For 2025/26, NUVIA is delighted to have partnered with four charities, receiving a combined total of £25,876 in grant funding. What sets these partnerships apart is the direct involvement of NUVIA employees, who have generously contributed their time, expertise, and dedication to support these causes.

VINCI UK
FOUNDATION

Meet the Charities

Team Evie

Sponsored by Keith Adlard



£9,107



Based in West Cumbria, Team Evie was founded in memory of Evie Johnston to support sick children and their families. The charity provides essential resources for hospital stays, transport, and bereavement support, aiming to make challenging times more bearable for families. The grant will help expand their reach and impact across the region by providing more life-saving medical equipment.

Friends of Fitzwaryn

Sponsored by Jonathan Parr



£6,475.72

Friends of Fitzwaryn supports Fitzwaryn School in Wantage, Oxfordshire – a specialist school for children and young adults with moderate to profound learning difficulties. The grant will be used to refurbish the school’s sensory room, a vital space that enhances learning and wellbeing through light, sound, and tactile experiences.

Eilean Eisdeal

Sponsored by Antonia Newlands



eilean
eisdeal

£6,380

Eilean Eisdeal is a community development group on Easdale Island, Scotland. The charity focuses on regeneration and sustainability through projects like harbour restoration, arts events, and community facilities.

The grant will bring Easdale’s heritage to life through a Minecraft-powered museum experience, blending digital innovation with local history. The project improves accessibility, reduces environmental impact, and connects people of all ages to the island’s story. With help from robotics and science experts, we’re creating interactive exhibits, running creative workshops, and inspiring the next generation through play.

Room at the Inn

Sponsored by Glenda O'Sullivan



Room at the Inn

£3,913.54

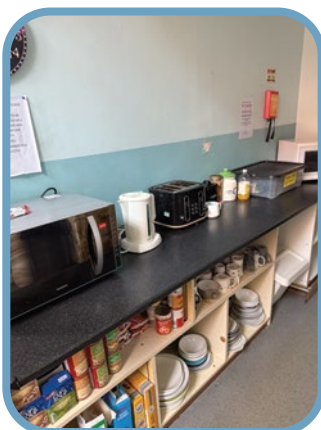


Room at the Inn has been a vital part of the Warrington community for over 100 years, offering essential support to homeless and vulnerable adults. The grant will fund kitchen refurbishments, improving the centre's ability to serve hot meals and offer a safe, welcoming environment for those in need.

Their sponsor, Glenda, has regularly engaged with the charity, donating funds and food on many occasions:

“ I think it's very important that everyone has a roof over their head and a base to build a foundation for a future. I am aware this is only one part of what Room at the Inn provides, their values align very closely to my own which is why I wish to support them however I can. They are vital to the Warrington Community and those in need. ”

Before



After!

Thank you to Keith, Jonathan, Glenda, and Antonia for championing these causes and making a real difference.

At the core of the VINCI Group's ethos is a commitment to improving everyday life for everyone, especially the most vulnerable. Through initiatives like the VINCI UK Foundation, we open doors to training, employment, housing, healthcare, and more, building stronger communities for the future.

VINCI FOUNDATION
Key 2025 Figures

£25,876

Funding

for NUVIA sponsorships



£238,000

Total funding

awarded



41

Local projects

supported



Engaging Future Talent through Play and Creativity

Our early careers community is finding new ways to make nuclear feel approachable and exciting. An apprentice conceived and created a suite of nuclear themed board games that invite young people to learn by playing together. Designed in house, these games show that creativity has a real place in nuclear and that ideas from early careers colleagues can shape how we reach the next generation.

Nucleopoly, our take on Monopoly, swaps classic properties for real projects and initiatives from across the sector. As players move around the board they glimpse the breadth of nuclear work, from major infrastructure to national innovation programmes. Community cards have been reimagined as STEM and nuclear questions that build understanding in a light, enjoyable way.



Our version of Cluedo introduces the people behind delivery. Instead of fictional characters, players meet engineers, safety specialists, project managers and other roles. The question cards create real world moments, explaining what each role contributes and why that matters on a nuclear project. Young people can picture where they might fit and how their strengths could make a difference.

What makes these tools effective is not only the information they share but how they change the conversation. By turning learning into something interactive and social, we make nuclear feel relevant and creative. It helps break down stereotypes and opens eyes to opportunities that many might never have considered.

Nuclear Careers Evening

Events like our Nuclear Careers Evening turn social value into something practical for people and places. They open routes into quality work for experienced professionals, career changers, service leavers and returners by helping them recognise how their existing skills fit real roles in nuclear. That directly supports the national focus on widening opportunity and building growth, which asks organisations to create clear, skills led pathways into work.

This approach strengthens the local talent pipeline near our sites, shortens time to fill critical roles and keeps more of the economic benefit in the area. It also shows how we convert intent into contract relevant outcomes on employment, skills and fair work, in line with current public procurement expectations for specific, evidenced social value delivered through projects.

“I came to the NUVIA Careers Evening unsure how to break into nuclear. I had 20 years of engineering experience but no degree, so I was often overlooked. That one conversation at the event, face-to-face with someone who’s now my manager, led directly to my role here at NUVIA. It was the turning point that enabled me to move my career forward in a new direction.”



Aaron Darlow
Senior Designer



Environment

Supply Chain Partnering

Healthier and Safer Communities

In 2025, we focused on creating healthier and safer communities by putting wellbeing, inclusion and safety at the heart of everyday working life. Our approach centred on normalising conversations about health, giving people practical support, and creating environments where everyone feels able to thrive.

Supporting Mental Health and Wellbeing

In May 2025, we delivered the “It’s OK not to be OK” mental health awareness campaign. The campaign encouraged open and honest conversations about mental health at work and reinforced the importance of looking out for one another. It also raised awareness of the range of internal and external support services available to employees, helping people understand where to turn when they need support. By increasing visibility and reducing stigma, the campaign helped make mental health a shared responsibility rather than a private challenge.

This focus on wellbeing was further strengthened through the launch of dedicated wellbeing spaces at our Bridgewater Place and Milton Park offices in October 2025. These rooms were introduced as part of office moves and were designed to meet a range of needs. They provide space for mindful practices such as yoga and meditation, for breastfeeding mothers to express milk, and for anyone who needs a quiet moment to pause, reset or process emotions during a busy day. The rooms also offer a private and supportive setting for conversations with a Mental Health First Aider. These spaces demonstrate our commitment to creating working environments that actively support mental and emotional wellbeing.

Alongside this, we continued to build internal capability by recruiting additional Mental Health First Aiders throughout 2025. Mental Health First Aiders are trained to offer initial support to colleagues experiencing emotional distress. This may involve listening without judgement or signposting to appropriate support services, either within the business or externally. By the end of the year, around 3% of our workforce were trained Mental Health First Aiders, helping to ensure that support is accessible, visible and embedded within our communities.



‘It’s ok not to be ok’ mental health awareness campaign.

Promoting Health, Safety and Inclusion

Our commitment to keeping people safe was recognised externally in 2025, when NUVIA was awarded the RoSPA Patron's Award for the third consecutive year. This award is presented to organisations that have achieved at least 25 consecutive Gold Awards and reflects our sustained dedication to high standards of health and safety. Receiving the Patron's Award again reinforces the importance we place on protecting our people and maintaining a strong safety culture.

We also took steps to support inclusion and understanding around health-related life stages. During October and November 2025, our menopause champions delivered a series of one-hour awareness sessions for line managers. These sessions aimed to build knowledge, confidence and empathy, helping managers better understand the menopause and the potential impact it can have at work. The training encouraged open discussion about how we can be a more supportive organisation and provided clear guidance on the resources available within the business. By equipping line managers with practical information, we helped them feel more confident in having sensitive conversations and offering appropriate support.





Environment

Our Environment pillar sets out how we minimise our environmental footprint and make sustainability part of how we design, procure and deliver our work. We focus on practical action that reduces harm, supports resilience and delivers long term benefit for the places where we operate.

We work to cut emissions, improve energy efficiency and increase the use of renewables across our sites and projects. We reduce waste through prevention, reuse and recycling, manage materials and chemicals responsibly, and protect and enhance biodiversity in and around our locations. By embedding environmental thinking into everyday decisions, we support safer delivery and better outcomes for people and communities.

By engaging our people and partners and using data to guide improvement, we continue to strengthen our environmental performance year on year.

Strengthening Our Environmental Culture

In 2025, we made major strides in building an organisation-wide sustainability culture:



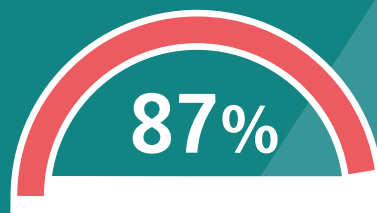
of staff observed improvements in environmental communication.



now understand key environmental contact routes.



of colleagues actively engaged in environmental programmes.



agree that environmental management is important to their work.

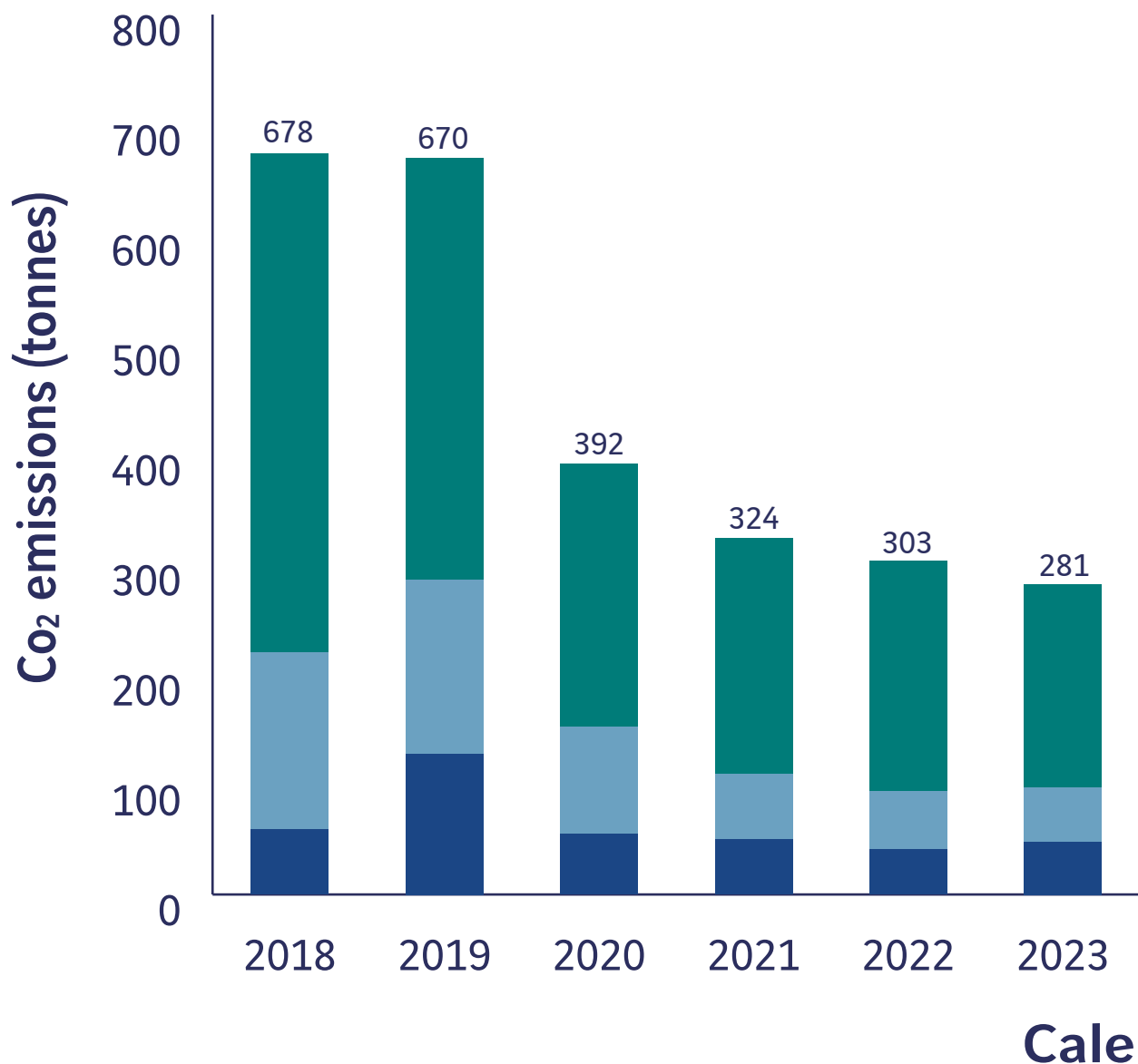
This data was drawn from company-wide environmental survey results.

Net Zero 2025

Net Zero is how we turn intent into practical value for our customers and the places we work. It shapes the choices we make, from design and procurement to how we run sites and support our people. We are committed to continually improving our environmental performance while maintaining the highest standards of safety expected in a highly regulated industry.

What Changed in 2025

NUVIA SCOPE 1&2 EMISSIONS (2018-2030)



We continued to track our emissions against the baselines set in 2022 and 2023 and delivered more than a 50 percent reduction versus our 2018 position. Office moves to smaller, higher performing buildings cut energy use, and we switched to green electricity at the earliest opportunity.

- Quarterly scope 1 and 2 monitoring shows continued reductions. Hybrid working has reduced commuting, which supports scope 3 improvements.
- Improved supplier due diligence using the JOSCAR Sustainability Analysis tool, working in collaboration with key suppliers to reduce their carbon emissions.

Baseline (2018) = 678 TCO₂
Total Target For 2030 = 40% below baseline = 407 TCO₂
2025 Actual = 173 TCO₂
We are already below the 2030 target

Gas



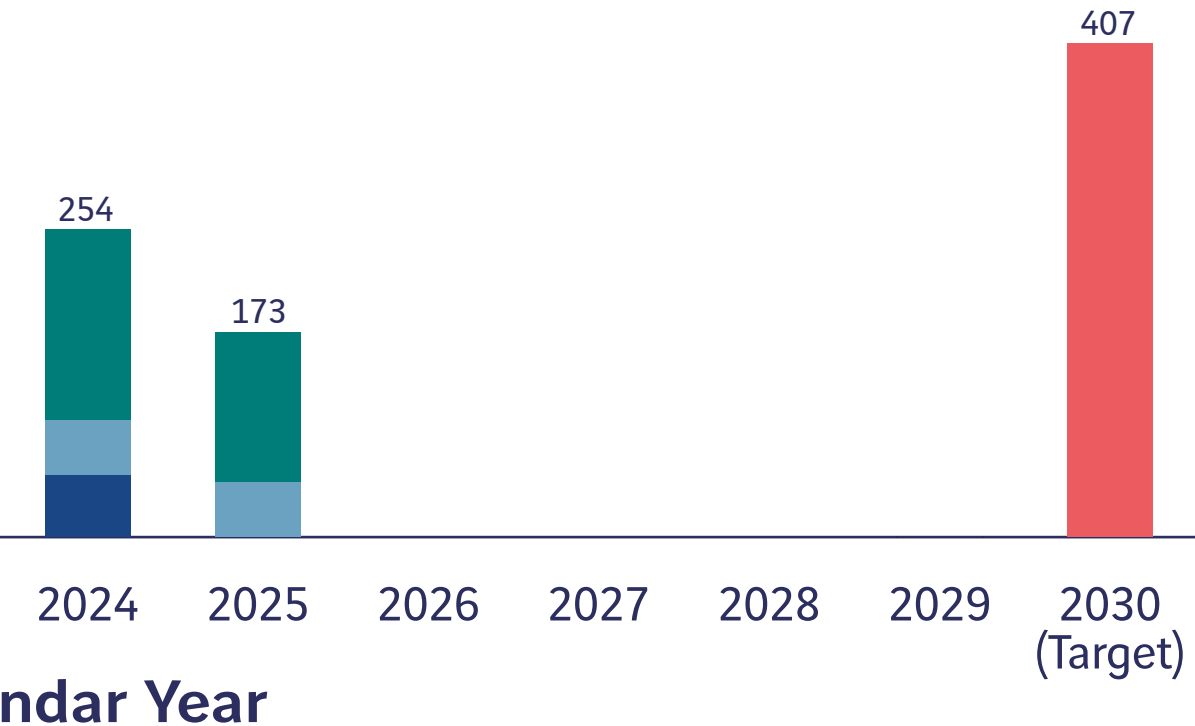
Fuel



Electricity



Target



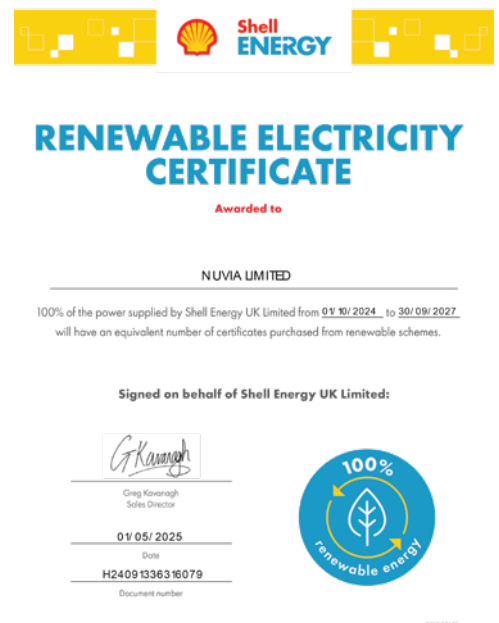
Key Measures Driving Our Carbon-Emission Reductions

A significant part of NUVIA's strong carbon-reduction performance comes from practical, targeted actions taken across the business.

One major contributor is the transition into smaller, energy-efficient offices equipped with modern HVAC systems that optimise both electricity use and heating. These buildings operate far more efficiently than older facilities and are also supplied with renewable electricity, reducing emissions at the source.

In addition, improvement in how we use our fleet of company owned vehicles have played a crucial role. By promoting efficient journey planning, increased car-sharing practices, and overall fuel-use optimisation, NUVIA has successfully lowered the amount of fuel consumed across its vehicles.

Collectively, these measures have led to consistent year-on-year reductions in carbon emissions and demonstrate the impact of combining smarter energy use with more sustainable travel behaviours.



Carbon Emission Performance Against the 2030 Target

NUVIA's carbon reduction performance shows a very strong trajectory toward the 2030 target. Starting from a 2018 baseline of 678 tCO₂e, the organisation committed to reducing emissions by 40% by 2030, which sets a target level of 407 tCO₂e.

Based on the most recent data visible in the graph, emissions have already fallen to 173 tCO₂e by 2025, representing a 75% reduction from the baseline—far surpassing the reduction needed by 2030. In practical terms, NUVIA is performing exceptionally well, sitting 234 tCO₂e below the 2030 target level five years ahead of schedule. This strong downward trend demonstrates that the actions taken so far are not only effective but have positioned the organisation significantly ahead of its planned decarbonisation pathway.

New this year: Delivering Environmental Optimisation

We introduced Sustainability in Design to hard wire whole life thinking into every project. It sets clear responsibilities for teams, uses a simple carbon reduction hierarchy that starts with avoiding emissions, and promotes practical design principles such as reuse, modular methods, local supply chains and designing for decommissioning. It also signposts tools that make this easy to apply, including recommended carbon calculators, an Environmental Optimisation Matrix and whole life assessments.

To go further, we created the NUVIA Environmental and Sustainability Toolkit, or NEST.

NEST brings three internal tools together so project teams can act on the data:

- CEET, the Carbon Emissions Estimation Tool that maps low level waste management from generation to final disposal and calculates the associated emissions for different scenarios, so we can pinpoint the biggest carbon drivers and focus our effort where it matters most.
- PREA, the Project Register of Environmental Aspects that helps knit compliance and control measures into delivery documents such as method statements and risk registers.
- EOM, the Environmental Optimisation Matrix that turns opportunities into clear, good better best options we can discuss and agree with clients.

These tools sit on top of our Sustainability in Design guidance, so designers, engineers and project managers can move from targets to practical steps on every job.



NEST
NUVIA Environmental
& Sustainability Toolkit

Case Study: Reducing Carbon Through Circular Economy and Digital Innovation

Site Operations: HEPA and Other Site Projects

Overview

Across a series of HEPA and related site infrastructure projects, Site Operations implemented a combination of circular economy practices, low carbon temporary infrastructure and digital quality assurance processes. Together, these interventions reduced carbon emissions, improved operational efficiency and established an approach that can be replicated across other estates and programmes.

Project Context

The manufacture and installation of HEPA units and other equipment required regular inspection and quality assurance. Traditionally, this relied on frequent on site visits, generating travel related emissions and operational disruption. Temporary site accommodation also relied heavily on generator power, increasing fuel use and carbon impact.

What We Did

Remote Quality Assurance

From early 2023, digital quality assurance processes were introduced. Inspections and verification activities were carried out remotely using digital tools, reducing the need for physical travel while maintaining quality and safety standards. This approach was retained and expanded across other AWE site projects.

Circular Economy Salvage

In late 2024, a salvage approach was introduced to recover components from decommissioned units, plant and equipment used during installation works, including within radiologically controlled areas. This extended asset life, reduced waste and lowered demand for new materials.

ECO Solar Site Cabins

ECO solar powered site cabins with battery storage were deployed, capturing and storing unused energy. This significantly reduced reliance on diesel generators and was adopted more widely following the HEPA project.

Environmental Impact

- Continuous carbon avoidance of over 30 kg CO₂e per day between 2023 and 2025
- Total avoided emissions of 32.9 tonnes CO₂e over 1,096 days



This environmental impact is equivalent to:
The annual energy use of 12 average UK homes

How this creates Social Value on the ground

- Better decisions, earlier. Whole life assessments and CEET outputs support option selection, so we choose lower carbon, lower cost in use solutions at the start rather than retrofitting later.
- Cleaner delivery. Modular approaches reduce plant hours, cut waste and simplify decommissioning and material recovery at end of life.
- Less impact from waste. By modelling the full low level waste pathway, CEET helps identify ways to avoid waste generation, reduce transport movements and improve on site handling, which cuts emissions and cost.
- Clear, client ready choices. PREA ensures controls are in place. EOM presents improvement options that can be taken through approvals and into site practice.

Key Project Successes

To support a client's commitment to achieving progressive hazard reduction, a multi-disciplinary team of NUVIA experts developed an innovative pre-concept design for the processing legacy holdings of Remote Handleable Intermediate Level Waste (RHILW). To deliver an optimised waste management solution, the team designed a facility capable of emptying legacy containers, decontaminating overpacks (enabling reuse), characterising and segregating wastes, repacking into compliant containers and encapsulation. Through close and collaborative engagement with the client, NUVIA was able to add further value by enhancing the design to also process Contact Handleable ILW (CHILW). This improvement removed the need for a separate CHILW facility – an approach originally anticipated by the client – whilst enabling the two separate waste streams to share common equipment such as characterisation stations. These efficiencies resulted in substantial resource and carbon savings including:

350 Tonnes



1.2 Tonnes



5 Tonnes



Intermediate Level Waste (ILW) Processing Plant: Saved 350 tonnes of steel, 1.2 tonnes of concrete, and 5 tonnes of CO2e through optimised design.

Case Study: Cutting Carbon through Shared Transport

Over a 12 month period, NUVIA UK Ltd worked with Sellafield Ltd to replace individual car journeys with a shared company van for commuting to site. This simple, low cost change reduced commuting related emissions from 15.9 t CO₂ to 5.3 t CO₂, a 67 percent reduction, saving 10.6 tonnes of CO₂ in one year.

Beyond the carbon savings, the initiative delivered practical benefits for delivery teams. Shared transport eased site access constraints, reduced queuing and parking pressures, improved time efficiency, and strengthened engagement with sustainability by making carbon reduction visible in day to day working practices. The project shows how collaboration and straightforward operational changes can deliver measurable emissions reductions without compromising productivity or safety, and provides a model that can be replicated across other sites and projects.

10.6 tonnes of CO₂ saved in one year!

This is equivalent to:



Reduction of two private cars from UK roads a year



Powering four UK homes for a year



Planting 530 trees

Hear from our Sustainability Champions



Dan joined NUVIA as a Graduate Process Engineer in 2024 and chose to become a Sustainability Champion after recognising that sustainability is often treated as an afterthought in everyday engineering practice. His initial focus was on updating emissions graphs for Scope 1,2 and 3, covering direct and indirect emissions, an essential component of company reporting. Since then, he has played a key role in developing NUVIA's Carbon Emissions Estimation Tool (CEET), reinforcing the company's commitment to sustainability. Working alongside other Sustainability Champions, Dan is committed to supporting NUVIA's social value objectives and integrating sustainable practices into future engineering projects.

Rachel, Graduate Process Engineer, joined NUVIA in September 2025 and was eager to get involved with the Sustainability Champions after having studied sustainable development extensively at university, igniting a passion for promoting ethical engineering practices. She played a key role in creating NUVIA's Carbon Emissions Estimations Tool (CEET), helping the business track its carbon impact and identify opportunities to become more sustainable.



Rachel also participated in NUVIA's Environment Day, collaborating with colleagues to generate ideas for improving the company's environmental performance, giving her the chance to influence positive change early in her career. Looking ahead, Rachel aspires to ensure future projects actively reduce environmental impact through innovative design and greener practices.



Environment



Supply Chain Partnering



Supply Chain Partnering



Our Supply Chain Partnering pillar sets out how we work with suppliers to build responsible, resilient and high performing supply chains that support our delivery and extend our social value. We see our suppliers as partners, not transactions, and we want those relationships to be open, fair and focused on long term value for our customers, communities and the environment.

Our expectations are clear. We embed ethics, safety and sustainability into everything we buy and deliver, and we work collaboratively with suppliers to meet high standards on fair payment, labour rights and safe working conditions. By sharing data, building capability and listening to feedback, we help partners improve performance while managing risk and strengthening trust.

By prioritising local businesses wherever practical and supporting SMEs and VCSEs to participate, we contribute to local economic value and more inclusive growth.

What we do:

We use JOSCAR Sustainability Analysis scores as a practical tool to understand where our suppliers are on their sustainability journey and to identify where support or improvement is needed. By focusing on clear, tangible actions, we help suppliers strengthen their environmental, social and governance credentials in a way that benefits both their business and the wider sector.

We actively support local and diverse suppliers who want to enter or grow within the nuclear industry, helping them navigate standards, expectations and good practice. We also collaborate with key suppliers to deliver social value initiatives that create positive outcomes in the communities where we operate.

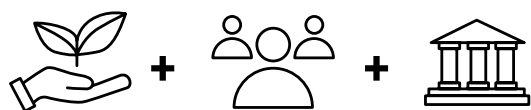
Our approach is built on fairness and ethical practice. We pay promptly for work delivered to the required specification, and we demonstrate our commitment to responsible procurement through our registration to the CIPS Corporate Code of Ethics. Together, these actions help raise standards across our supply chain and reinforce our commitment to sustainable, ethical and inclusive delivery.



CIPS CORPORATE
ETHICS

1263 / VALID TO 02.01.2027

ESG Total



Environment + Social + Governance

76.80



Building Capability in the Nuclear Supply Chain

Waste Transfer Area (WTA) project: Building Capability - Nuclear Quality

Access Equipment Supplier

In support of our goal to broaden participation in the nuclear supply chain, we worked with an access equipment supplier that had limited prior experience of nuclear projects, helping them build their quality capability required for the sector. The supplier was commissioned to design and manufacture six bespoke operator platforms to meet project specific requirements.

Recognising the capability gap, we worked proactively with the supplier to support their development. This included hands on guidance in preparing quality control plans that meet nuclear standards and embedding these plans into their manufacturing processes. During the detailed design phase, our specialist engineers also worked closely with the supplier's design team to incorporate nuclear specific requirements, such as ease of decontamination and the avoidance of contamination traps.

Through this collaborative approach, the supplier strengthened their quality management capability and gained practical experience of nuclear design and delivery expectations. They are now better positioned to compete for and deliver future work within the nuclear sector.

Tented Enclosure Subcontractor

As part of our efforts to diversify the nuclear supply chain, NUVIA partnered with a Small and Medium Enterprise (SME) with limited prior exposure to nuclear projects, helping them build the capability required for nuclear work. One such example was a custom coverings and enclosure company who were contracted to detail design, build and install a large, tented enclosure - to be used as a C3 enclosure with a series of air locks.



NUVIA built on their experience in custom containment design and as the vendor of the ModuCon containment system, to proactively advise our Subcontractor on the quality requirements and specific design requirements within the nuclear environment. As system integrator and during Commissioning NUVIA justified and later proved the subcontractor containment design met the containment requirements for ILW processing.

NUVIA, acting as the Principal Contractor, also familiarised our subcontractor on the requirements for undertaking of works on a licensed site, assessing their safe system's of work, risk assessments and lift plans, and controlling their works via our permit system.

Through our collaborative working, our enclosure subcontractor will be in better position to undertake work in the nuclear industry, both design and supply of their high value add containment product within nuclear environments but also in undertaking work on licensed sites.

Scheme Design 4 (SD4): Building Capability - Nuclear Decommissioning Asbestos Consultants

On a first of a kind reactor decommissioning project, we engaged specialist asbestos consultants to advise on asbestos management and removal activities. While highly experienced in their field, the consultants had limited exposure to the constraints and risks associated with working in an active nuclear decommissioning environment.



We worked collaboratively to explain the practical limitations of nuclear operations, including access restrictions, contamination control and routing within the processing facility. Together, we developed a safe and pragmatic approach to asbestos handling that met both asbestos regulations and nuclear safety requirements.

As a result of this partnership, the consultants developed a stronger understanding of nuclear decommissioning operations and how asbestos management must be adapted in these environments.

Meet the Buyer Events

As part of our approach to building strong and inclusive supply chains, we engaged with suppliers through meet the buyer events. This enabled direct dialogue with local SMEs and VCSEs, helping us understand their capabilities and barriers to entry, share clear expectations, and support local economic value by creating fairer access to opportunities and stronger foundations for long term supply chain partnerships.

Nuclear Institute: Meet the Buyer Event

JOSCAR Live 2025

Thank you to Our Employees

Cash for Kids

At Sellafield, Keith Adlard and Joe Taylorson once again demonstrated exceptional commitment in supporting *Cash for Kids Cumbria*. Through their efforts to encourage toy donations and increase raffle ticket sales, they helped raise over £2,500 for vulnerable children across the region.



Macmillan Cancer Support

19 NUVIA colleagues undertook the 182-mile cycle challenge from our Milton Park office to Bridgewater Place. The riders demonstrated exceptional commitment and resilience, supported throughout by a dedicated crew.

Their collective efforts resulted in an impressive £8,823 raised. This achievement reflects not only the determination of the participants but also the strength of collaboration across our organisation.



“ Social value is built day by day, choice by choice. Thank you to everyone who has played a part in making our work more meaningful for people, for places and for the planet. ”



Paula Quinn
*Skills, Impact and
Engagement Director*



