

ureenco

Annual report  
and accounts 2018

# Sustainability

## Sustainability is integral to everything we do

Our sustainability programme is driven by our people, and our champions have made great progress in embedding best practice into day-to-day operations. We have a Board-level Sustainability Committee that oversees progress.

We are aligned to the United Nations Sustainable Development Goals, which are designed to end poverty, protect the environment and ensure prosperity for all.

We engage regularly and transparently with stakeholders - those who may be impacted by our operations and those who can significantly influence our business.

The areas of interest raised by our stakeholders have helped us to determine our core sustainability focus areas, which include:

- Health and safety, safeguards and security
- Environmental impact
- Supplier of choice
- Employee engagement
- Community engagement
- Asset integrity

### Health and safety, safeguards and security

Safety is a priority and a core value for Urenco. Our Zero Harm programme drives our strong safety culture. We encourage employees to take responsibility for their personal safety at work and home. We are pleased to report zero lost time injuries in 2018.

### Environmental impact

We are committed to minimising our impact on the environment and have initiatives which cover energy efficiency, emissions, water usage and waste.

Our total CO<sub>2</sub> equivalent emissions for 2018 were 233,458 tonnes (12.8 tonnes CO<sub>2</sub>e/tsw). This is a 14% reduction in emissions across the organisation compared to our best performing year, 2017.

Urenco takes its uranium stewardship responsibility very seriously, which is why we have subsidiaries dedicated to overseeing our work in this area.

Urenco ChemPlants will operate our Tails Management Facility (TMF) in the UK, which will deconvert the by-product of enrichment, depleted uranium hexafluoride, into a more stable form, uranium oxide, for long term storage until final disposal. The TMF is planned to be operational in 2019.

Our Urenco Nuclear Stewardship business, also based in the UK, is responsible for the management of uranic materials, decommissioning and recycling.

### Supplier of choice and asset integrity

We closely monitor and maintain our plant systems to ensure they continue to function reliably and effectively. Our global reach and diversity of supply means we are well placed to meet the needs of our customers around the world and we pride ourselves on the quality, flexibility and reliability of our enrichment services.

We are proud to have maintained our 100% customer delivery record in 2018.

### Employee engagement

Through our employee engagement activities, our aim is to maintain high levels of employee commitment and satisfaction. We encourage an active and healthy lifestyle and also offer flexible working to help to ensure our employees maintain a positive work-life balance.

Urenco's most recent employee 'pulse' survey showed a 7.4% increase in employees who are committed and engaged. This result is significantly above the global benchmark for the countries in which we operate.

Diversity and inclusion (D&I) is a high priority for us as we want to create a workforce that reflects the society in which we operate. We believe that promoting and supporting inclusiveness, and making the most of diversity, is good business, creates a safer workplace, enhances decision making, improves performance and most importantly is the right thing to do. We have set enhanced goals for recruitment, succession planning and training. For example, we will complete D&I training with at least 80% of employees across the organisation by the end of 2020.

### Community engagement

Urenco regularly engages with the local community. Our volunteering programme helps to strengthen these relationships. We assist local residents, disability groups, schools and charities. In 2018, a third of employees volunteered in their local communities.

Our Richie education programme inspires school children to engage with science, technology, engineering and maths subjects to nurture the next generation of talent in the nuclear industry. It includes practical workshops and digital resources and has reached more than a quarter of a million students since 2007.



Pictured:  
Students visiting the Wonderlab in the Science Museum  
in London, UK, sponsored by Urenco.