

GRI performance

Performance data 2017

GRI Standards indicator	Description	2015	2016	2017	Unit	Change 2016-2017	
GRI 102-7 Scale of the organisation	Total employees	1,444	1,587	1,513	Employees	-5%	
	Total number of operations	4	4	4	Operating Sites	0%	
	Net revenue	See Annual Report 2017 Page 2					
	Quantity of products or services produced	See Annual Report 2017 Page 2 (global capacity)					
GRI 102-8 Organisational profile	Total employees by employment contract	Permanent	1,412	1,551	1,477	Employees	-5%
		Temporary	32	36	36	Employees	0%
		Total	1,444	1,587	1,513	Employees	-5%
	Total permanent employees by employment type	Full-time	1,343	1,466	1,391	Employees	-5%
		Part-time	69	85	86	Employees	1%
		Total	1,412	1,551	1,477	Employees	-5%
	Total workforce by employees and supervisors by gender	Managers – male	219	250	234	Employees	-6%
		Managers – female	31	46	37	Employees	-20%
		Non-managers – male	924	1,006	966	Employees	-4%
		Non-managers – female	270	285	276	Employees	-3%
		Total	1,444	1,587	1,513	Employees	-5%
	Total workforce by region and gender	Europe male	925	1,060	1,026	Employees	-3%
		Europe female	225	267	261	Employees	-2%
		America male	218	196	174	Employees	-11%
		America female	76	64	52	Employees	-19%
		Rest of world	0	0	0	Employees	-
		Total	1,444	1,587	1,513	Employees	-5%
% of employees covered by collective bargaining		40%	47%	48%	%	1%	
GRI EN302-1: Energy consumption within the organisation	Natural gas	17,453,588	20,285,324	19,887,228	kWh	-2%	
	Diesel *	4,246,704	6,323,050	1,919,465	kWh	-70%	
	Petrol	463,441	443,721	439,625	kWh	-1%	
	Fuel oil	452,335	1,039,566	1,120,812	kWh	8%	
	Total direct energy consumption	22,616,067	28,091,662	23,367,130	kWh	-17%	
	Total indirect energy consumption	628,301,925	618,576,558	594,359,888	kWh	-4%	
	Total energy consumption	650,917,992	646,668,220	617,727,018	kWh	-4%	
	% of Total energy from renewables		16%	16%	18%	%	2%
	% of Total energy from non-renewables		84%	84%	82%	%	-2%
GRI 303-1: Water usage	Total mains m ³ /year	323,895	401,948	316,333	m ³	-21%	
	Total other m ³ /year	265,598	284,671	292,614	m ³	3%	
	Total m ³ /year	589,493	686,619	608,947	m ³	-11%	

* Diesel consumption reduced by 70% in 2017 due to construction works coming to an end at our Tails Management Facility. As a result, less diesel powered vehicles were used, such as mobile elevated work platforms.

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GRI 305-1: Direct (Scope 1) GHG emissions	Direct emissions: from chemicals used for operational processes	8,963	4,610	10,181	Tonnes CO ₂ e	121%
	Direct emissions: from fuels	4,258	5,673	4,536	Tonnes CO ₂ e	-20%
	Total direct emissions	13,222	10,283	14,717	Tonnes CO ₂ e	43%
GRI 305-2 Energy indirect (scope 2) GHG emissions	Indirect emissions	285,810	282,293	257,323	Tonnes CO ₂ e	-9%
	Total CO ₂ e emissions	299,032	292,576	272,040	Tonnes CO ₂ e	-7%
Transport (formerly reported under G4-EN30)	Total CO ₂ e generated through the transportation of UF ₆ material (feed, tails, product)	3,682	4,220	3,775	Tonnes CO ₂ e	-11%
GRI 306-1: Water discharge by quality and destination	Total m ³ : treatment method - to sewer	96,216	98,072	95,610	m ³	-3%
	Total m ³ : treatment method - to water courses	95,509	48,025	34,938	m ³	-27%
	Total m ³	191,725	146,097	130,548	m ³	-11%
GRI 306-2: Waste by type and disposal method	Hazardous – composting	0	0	0	Tonnes	-
	Hazardous – reuse	0	1	0	Tonnes	-
	Hazardous – recycled	47	49	37	Tonnes	-25%
	Hazardous – recovery	1	17	14	Tonnes	-18%
	Hazardous – incineration	7	5	2	Tonnes	-67%
	Hazardous – landfill	14	63	3	Tonnes	-95%
	Total hazardous waste	69	135	55	Tonnes	-59%
	Non-hazardous – composting	30	35	71	Tonnes	101%
	Non-hazardous – reuse	4,025	3,979	2	Tonnes	-100%
	Non-hazardous – recycled	1,659	3,827	9,126	Tonnes	138%
	Non-hazardous – recovery	2,818	1,123	152	Tonnes	-86%
	Non-hazardous – incineration	200	308	192	Tonnes	-38%
	Non-hazardous – landfill	936	1,310	311	Tonnes	-76%
Total non-hazardous waste	9,668	10,583	9,855	Tonnes	-7%	
Nuclear material for disposal:	Volume of nuclear material for disposal	576.83	1,549.64	5,196.28	m ³	-
Radiation dose: legal limit: Europe 20mSv / UUSA 50mSv	Average dose for employees	0.17	0.23		mSv	-
	Maximum dose for employees	3.36	2.92		mSv	-
	Average dose for external companies workers	0.13	0.20		mSv	-
	Maximum dose for external companies workers	6.61	3.81		mSv	-

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GRI Standard indicator	Description		2015	2016	2017	Unit
GRI 401-1: New employee hires and employee turnover	Employee turnover by location	UUK	7.1	4.5	7.9	%
		UNL	4.5	2.5	1.8	%
		UD	2.4	2.0	3.8	%
		UCP	6.7	4.1	2.1	%
		UUSA	30.6	5.0	9.3	%
		UNS		3.4	2.4	%
		HO	9.9	10.5	26.9	%
	Employee turnover by age	Under 20	0.0	0.0	0.0	%
		20-29	11.7	6.7	12.0	%
		30-39	6.0	4.7	8.1	%
		40-49	3.9	4.1	4.6	%
		50-59	12.3	1.7	6.8	%
		60 and over	58.0	11.5	14.5	%
2017 lost days						
GRI 403-2: Occupational health and safety	Employee and contractor LTIs by location	UUK	1	2	1	119
		UNL	0	1	0	0
		UD	0	0	1	49
		UCP	2	1	0	0
		UUSA	3	0	1	47
		UNS		1	0	0
		HO	0	0	0	0
		Total	6	5	3	215
		2017 LTI rate	0.11	2017 lost day rate		8.01
	Absentee rate	UUK	1.7%	1.4%	2.2%	%
		UNL	3.0%	2.4%	3.0%	%
		UD	2.0%	4.0%	4.0%	%
		UCP	2.6%	1.3%	0.8%	%
		UUSA	0.0%	0.0%	0.0%	%
		UNS		2.4%	2.6%	%
		HO	1.9%	2.9%	2.2%	%
		Total Group inc. UUSA	2.0%	2.6%	2.9%	%
		Total Group ex. UUSA	2.6%	2.6%	2.9%	%

Note: UUSA data is separated due to the fact annual leave is structured differently to the rest of Europe, as the first five days' absence is incorporated into annual 'paid time off'

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GRI Standards indicator	Description	2015	2016	2017	Unit	
GRI 404-3: % Employees receiving regular performance and career development reviews	% Employees receiving regular performance and career development reviews	100	100	100	%	
GRI 405-1: Diversity of governance bodies and employees	Male	Under 20	0.6	0.6	0.7	%
		20-29	8.4	9.1	8.3	%
		30-39	21.1	20.4	19.7	%
		40-49	22.6	21.7	21.9	%
		50-59	21.2	21.9	22.3	%
		60 and over	5.2	5.4	6.5	%
	Female	Under 20	0.0	0.0	0.1	%
		20-29	2.8	3.2	2.7	%
		30-39	6.8	6.5	6.5	%
		40-49	5.6	5.9	5.6	%
		50-59	4.7	4.7	5.0	%
		60 and over	0.9	0.6	0.8	%
		Total	100	100	100	%

GRI Standards indicator	Location	2015			2016			2017*		
		Minimum URENCO rate (€/hour)	Minimum country rate (€/hour)	URENCO min ratio to country min	Minimum URENCO rate (€/hour)	Minimum country rate (€/hour)	URENCO min ratio to country min	Minimum URENCO rate (€/hour)	Minimum country rate (€/hour)	URENCO min ratio to country min
GRI 202-1: Ratios of standard entry level wage by gender compared to local minimum wage	UUK	18.75	7.21	2.60	9.80	8.39	1.17	9.85	8.27	1.19
	UD	15.82	8.50	1.86	16.29	8.50	1.92	16.67	8.84	1.89
	UNL	11.96	8.63	1.39	12.43	8.93	1.39	12.67	9.00	1.41
	UCP	21.56	7.21	2.99	18.84	8.39	2.25	22.00	10.00	2.20
	UUSA	16.69	6.89	2.42	21.03	7.10	2.96	16.45	5.06	3.25
	UNS				16.56	9.09	1.82	13.63	8.80	1.55
	HO	12.71	7.21	1.76	10.88	6.47	1.68	15.14	8.27	1.83

* Bank of England rates at 31 December 2017

£:€ 1.1728

\$:€ 0.838635

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Membership	Hold position on the governance body	Participate in projects or committees	Provide substantive funding beyond routine membership dues	View membership as strategic
European Nuclear Society	✓			✓
European Safeguards Research & Development Association		✓		✓
FORATOM				✓
Nuclear Industry Association	✓			✓
NucNet	✓			✓
World Nuclear Association	✓			✓
World Nuclear Fuel Market	✓			✓
World Nuclear Transport Institute	✓	✓		✓
World Institute for Nuclear Security	✓			✓
German Atomic Forum	✓			✓
German Nuclear Society	✓	✓		✓
WKK German Nuclear Front End Institute	✓	✓		✓