

GRI performance

Performance data 2018

GRI Standards indicator	Description	2016	2017	2018	Unit	Change 2017-2018	
GRI 102-7 Scale of the organisation	Total employees	1,618	1,513	1,489	Employees	-2%	
	Total number of operations	4	4	4	Operating Sites	0%	
	Net revenue	See Annual Report					
	Quantity of products or services produced	See Annual Report					
GRI 102-8 Organisational profile	Total employees by employment contract	Permanent	1,551	1,477	1,453	Employees	-2%
		Temporary	67	36	36	Employees	0%
		Total	1,618	1,513	1,489	Employees	-2%
	Total permanent employees by employment type	Full-time	1,466	1,391	1,364	Employees	-2%
		Part-time	85	86	89	Employees	3%
		Total	1,551	1,477	1,453	Employees	-2%
	Total workforce by employees and supervisors by gender	Managers – male	250	234	216	Employees	-8%
		Managers – female	46	37	41	Employees	11%
		Non-managers – male	1,006	966	951	Employees	-2%
		Non-managers – female	285	276	281	Employees	2%
		Total	1,587	1,513	1,489	Employees	-2%
	Total workforce by region and gender	Europe male	1,060	1,026	1,002	Employees	-2%
		Europe female	267	261	272	Employees	4%
		America male	196	174	165	Employees	-5%
		America female	64	52	50	Employees	-4%
		Rest of world	0	0	0	Employees	-
		Total	1,587	1,513	1,489	Employees	-2%
% of employees covered by collective bargaining		47%	48%	46%	%	-2%	
GRI EN302-1: Energy consumption within the organisation	Natural gas	20,285,324	19,887,228	26,147,085	kWh	31%	
	Diesel	6,323,050	1,919,465	2,201,456	kWh	15%	
	Petrol	443,721	439,625	405,086	kWh	-8%	
	Fuel Oil	1,039,566	1,120,812	884,370	kWh	-21%	
	Total Direct Energy Consumption	28,091,662	23,367,130	29,637,997	kWh	27%	
	Total Indirect Energy Consumption	618,576,558	594,359,888	596,229,417	kWh	0%	
	Total Energy Consumption	646,668,220	617,727,018	625,867,414	kWh	1%	
	% of Total Energy from Renewables		16%	18%	21%	%	4%
	% of Total Energy from Non-Renewables		84%	82%	79%	%	-4%
GRI 303-1: Water usage	Total mains m ³ /year	401,948	316,333	291,104	m ³	-8%	
	Total other m ³ /year	284,671	292,614	297,279	m ³	2%	
	Total m ³ /year	686,619	608,947	588,383	m ³	-3%	

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GRI 305-1: Direct (Scope 1) GHG emissions	Direct emissions: from chemicals used for operational processes	4,610	10,181	5,395	Tonnes CO ₂ e	-47%
	Direct emissions: from fuels	5,673	4,536	5,702	Tonnes CO ₂ e	26%
	Total direct emissions	10,283	14,717	11,096	Tonnes CO ₂ e	-25%
GRI 305-2: Energy indirect (scope 2) GHG emissions	Indirect emissions	282,293	257,323	222,362	Tonnes CO ₂ e	-14%
	Total CO ₂ e emissions	292,576	272,040	233,458	Tonnes CO ₂ e	-14%
Transport (formerly reported under G4-EN30)	Total CO ₂ e generated through the transportation of UF ₆ material (feed, tails, product)	4,219.53	3,775.49	5,093.56	Tonnes CO ₂ e	35%
Scope 2 CO₂e	Calculation is total Urenco group CO ₂ e Emissions ÷ Measured Output total for all sites resulting in one figure for the whole group	15.91797	14.85633	12.79133	Tonnes CO ₂ e/SWU	-14%
GRI 306-1: Water discharge by quality and destination	Total m ³ : treatment method - to sewer	98,072	95,610	85,519	m ³	-11%
	Total m ³ : treatment method - to water courses	48,025	34,938	55,193	m ³	58%
	Total m ³	146,097	130,548	140,711	m ³	8%
GRI 306-2: Waste by type and disposal method	Hazardous – composting	0	0	0	Tonnes	-
	Hazardous – reuse	1	0	0	Tonnes	-
	Hazardous – recycled	49	37	26	Tonnes	-29%
	Hazardous – recovery	17	14	9	Tonnes	-36%
	Hazardous – incineration	5	2	44	Tonnes	2659%
	Hazardous – landfill	63	3	27	Tonnes	821%
	Total hazardous waste	135	55	105	Tonnes	90%
	Non-hazardous – composting	35	71	56	Tonnes	-21%
	Non-hazardous – reuse	3,979	2	225	Tonnes	12,525%
	Non-hazardous – recycled	3,827	9,126	776	Tonnes	-91%
	Non-hazardous – recovery	1,123	152	1,927	Tonnes	1,169%
	Non-hazardous – Incineration	308	192	41	Tonnes	-79%
	Non-hazardous – landfill	1,310	311	352	Tonnes	13%
	Total non-hazardous waste	10,583	9,855	3,377	Tonnes	-66%
Nuclear material for disposal:	Volume of nuclear material for disposal	1,549.64	5,196.28	6,521.52	m ³	26%
Radiation dose: Legal limit: Europe 20mSv / UUSA 50mSv	Average dose for employees	0.23	0.45	0.39	mSv	-
	Maximum dose for employees	2.92	2.74	3.37	mSv	-
	Average dose for external companies workers	0.20	1.42	0.18	mSv	-
	Maximum dose for external companies workers	3.81	3.31	1.63	mSv	-

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GRI Standard indicator	Description	2016	2017	2018	Unit	
GRI 401-1: New employee hires and employee turnover	Employee turnover by location	UUK	4.5	7.9	13.3	%
		UNL	2.5	1.8	1.4	%
		UD	2.0	3.8	6.0	%
		UCP	4.1	2.1	7.3	%
		UUSA	5.0	9.3	7.9	%
		UNS	3.4	2.4	13.8	%
		HO	10.5	26.9	12.7	%
	Employee turnover by age	Under 20	0.0	0.0	0.0	%
		20-29	6.7	12.0	5.8	%
		30-39	4.7	8.1	6.5	%
		40-49	4.1	4.6	6.3	%
		50-59	1.7	6.8	8.7	%
		60 and Over	11.5	14.5	29.1	%
2018 lost days						
GRI 403-2: Occupational health and safety	Employee and contractor MTI's/LTI's by location	UUK	2	1	1	0
		UNL	1	0	0	0
		UD	0	1	0	0
		UCP	1	0	2	0
		UUSA	0	1	2	0
		UNS	1	0	1	0
		HO	0	0	0	0
		Total	5	3	6	0
		2018 LTI rate		2018 lost day rate	16.29	
	Absentee rate	UUK	1.4	2.2	2.1	%
		UNL	2.4	3.0	2.9	%
		UD	4.0	4.0	4.7	%
		UCP	1.3	0.8	0.9	%
		UUSA	0.0	0.0	0.0	%
		UNS	2.4	2.6	3.6	%
		HO	2.9	2.2	2.7	%
		Total Group inc. UUSA	2.6	2.9	3.4	%
		Total Group ex. UUSA	2.6	2.9	3.4	%

Per 200,000 hours worked

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

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GRI Standards indicator	Description	2016	2017	2018	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	0.7	0.9	%
		20-29	9.1	8.3	8.5	%
		30-39	20.4	19.7	18.8	%
		40-49	21.7	21.9	22.2	%
		50-59	21.9	22.3	21.8	%
		60 and over	5.4	6.5	6.2	%
	Female	Under 20	0.0	0.1	0.1	%
		20-29	3.2	2.7	3.1	%
		30-39	6.5	6.5	7.2	%
		40-49	5.9	5.6	5.4	%
		50-59	4.7	5.0	5.1	%
		60 and over	0.6	0.8	0.7	%
		Total	100	100	100	%

GRI Standards indicator	Location	2016			2017			2018		
		Minimum Urengo rate (€/hour)	Minimum country rate (€/hour)	Urengo min ratio to country min	Minimum Urengo rate (€/hour)	Minimum country rate (€/hour)	Urengo min ratio to country min	Minimum [†] Urengo rate (€/hour)	Minimum country rate (€/hour)	Urengo min ratio to country min
GRI 202-1: Ratios of standard entry level wage by gender compared to local minimum wage	UUK	9.80	8.39	1.17	9.85	8.27	1.19	4.74	4.74	1.00
	UD	16.29	8.50	1.92	16.67	8.84	1.89	17.27	8.84	1.95
	UNL	12.43	8.93	1.39	12.67	9.00	1.41	11.69	7.97	1.47
	UCP	18.84	8.39	2.25	22.00	10.00	2.20	6.66	8.84	0.75
	UUSA	21.03	7.10	2.96	16.45	5.06	3.25	18.17	5.60	3.25
	UNS	16.56	9.09	1.82	13.63	8.80	1.55	13.51	8.84	1.53
	HO	10.88	6.47	1.68	15.14	8.27	1.83	9.30	8.84	1.05

[†] Minimum Urengo rate has decreased for UUK and UCP due to Apprenticeships

* Bank of England rates at 15 January 2019

£:€ 1.12895

\$:€ 0.877038

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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	✓	✓		✓