

GRI Content Index 2022



Statement of use: Urenco has reported in accordance with GRI Standards for the reporting period 2022 (1st January 2022- 31st December 2022).

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): None

GRI Standards	Disclosure	Commentary and References	Notes
GRI 2: General Disclosures (2021)			
The organisation and its reporting practices			
2-1	Organisational details	<p>Urenco Business Model- https://www.urencocom/_/AR/2/index.html</p> <p>One third of Urenco's shares are held by the UK government, through Enrichment Investments Limited, one third by the Dutch government, through Ultra-Centrifuge Nederland N.V., and one third by two German utilities, through a holding company, Uranit UK Limited. Shares in the German holding company are indirectly held 50% by E.ON S.E. and 50% by RWE AG. Further governance information can be found here: https://www.urencocom/investors/our-governance.</p>	
2-2	Entities included in the organisation's sustainability reporting	<p>Entities included in Sustainability Reporting are:</p> <ul style="list-style-type: none"> - Urenco UK Limited - Urenco ChemPlants Limited - Urenco Deutschland GmbH - Urenco Nederland BV - Urenco Nuclear Stewardship Limited - Urenco USA Holdings Limited - Urenco Limited - Urenco Enrichment Company Limited <p>The entities included in the consolidated financial statements are listed here https://www.urencocom/_/AR/172/index.html.</p>	
2-3	Reporting period, frequency and contact point	<p>For 2022, an integrated report was produced- combining the annual/financial reporting with the sustainability reporting. The reporting period is January 2022 to December 2022. The publication date of the integrated Annual Report is 9th March 2023.</p> <p>The point of contact for questions relating to the Annual Report is rebecca.astles@urencocom.</p>	
2-4	Restatements of information	<p>Restatement of 2021 diesel usage- Annual Report 2022, pg 82, Footnote 2 https://www.urencocom/_/AR/82/index.html.</p>	

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2-5	External assurance	<p>The appointment and review of external financial auditors is covered in the Audit Committee Terms of Reference (https://www.urencocom/investors/our-governance/our-board-and-committees) and in the Audit Committee Report within the 2022 Annual Report https://www.urencocom/_/AR/66/index.html.</p> <p>Urenco’s sustainability data is externally assured by Corporate Citizenship and their 2022 Assurance Statement can be found here: https://www.urencocom/sustainability/governance-and-ethics/quality-certificates.</p>																
Activities and workers																		
2-6	Activities, value chain and other business relationships	<p>Urenco Business Model (https://www.urencocom/_/AR/2/index.html).</p> <p>Urenco Strategy priority focus areas include the capacity programme (https://www.urencocom/_/AR/20/index.html), Next Generation fuels (https://www.urencocom/_/AR/24/index.html).</p> <p>Urenco Group owns a 50% interest in Enrichment Technology Company (ETC), a joint venture company jointly owned with Orano.</p> <p>Markets Overview (https://www.urencocom/_/AR/10/index.html).</p> <p>Urenco have multi-year partnerships with charitable organisations. More detail can be found here: https://www.urencocom/_/AR/34/index.html.</p> <p>The Chairman's Foreword https://www.urencocom/_/AR/4/index.html details the changes in the global environment including the conflict in Ukraine since the last reporting cycle.</p>																
2-7	Employees	See Appendix at the back of this document.																
2-8	Workers who are not employees	<table border="1"> <thead> <tr> <th>Worker Headcount (as of 31st December 2022)</th> <th>United States</th> <th>Germany</th> <th>The Netherlands</th> <th>United Kingdom</th> </tr> </thead> <tbody> <tr> <td>ASW (Agency Supplied Worker)**</td> <td>0</td> <td>0</td> <td>12</td> <td>168</td> </tr> <tr> <td>CSW (Contract Supplied Worker)***</td> <td>113</td> <td>70</td> <td>32</td> <td>74</td> </tr> </tbody> </table> <p>** A worker supplied via an agency on a temporary basis. Typically paid on an hourly or daily rate via a recruitment agency. May operate on a PAYE or Ltd company basis via their agency. ASWs mostly support the UK Enrichment Operations, followed by IT Services.</p> <p>*** A worker supplied via a company providing services to URENCO, where the worker meets specific criteria. CSWs mostly support the Global Enrichment Operations.</p>	Worker Headcount (as of 31st December 2022)	United States	Germany	The Netherlands	United Kingdom	ASW (Agency Supplied Worker)**	0	0	12	168	CSW (Contract Supplied Worker)***	113	70	32	74	Information Unavailable for 2-8-c as Urenco previously reported workers as FTE rather than headcount. Therefore, comparing workers reported in different methods would not be accurate.
Worker Headcount (as of 31st December 2022)	United States	Germany	The Netherlands	United Kingdom														
ASW (Agency Supplied Worker)**	0	0	12	168														
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Governance			
2-9	Governance structure and composition	Executive Committee https://www.urencocom/_AR/56/index.html Board of Directors- pg. 58-59, 62 https://www.urencocom/_AR/58/index.html Audit Committee* https://www.urencocom/_AR/66/index.html Sustainability Committee* https://www.urencocom/_AR/72/index.html Remuneration and Appointments Committee* https://www.urencocom/_AR/72/index.html *The Terms of Reference for these committees can be found here: https://www.urencocom/investors/our-governance/our-board-and-committees .	
2-10	Nomination and selection of the highest governance body	The highest governance bodies for Urenco are the Executive Committee and the Board of Directors. The composition of these highest governance bodies along with a skills matrix can be found here: https://www.urencocom/_AR/56/index.html and https://www.urencocom/_AR/62/index.html . The Remuneration and Appointments Committee is responsible for making recommendations to the Board on the appointment of the Chair, CEO, CFO and Company Secretary. Appointments of Non-Executive Directors are managed by the relevant shareholder in accordance with our Articles of Association.	
2-11	Chair of the highest governance body	Board composition- https://www.urencocom/_AR/58/index.html and https://www.urencocom/_AR/62/index.html .	
2-12	Role of the highest governance body in overseeing the management of impacts	The Board manages overall control of the Group’s affairs and is responsible to the shareholders for key policies and strategic direction. Matters reserved for the Board’s decision include the approval of the strategic business plan, budget and financial statements, major capital projects, acquisitions and disposals, significant regulatory issues, and important policies around environmental and health and safety issues. During 2022, the Board met six times. The Board has three committees: the Audit Committee, the Sustainability Committee and the Remuneration and Appointments Committee. Terms of Reference for our Board Committees are available on the Urenco website - https://www.urencocom/investors/our-governance/our-board-and-committees . Stakeholder engagement- https://www.urencocom/_AR/40/index.html .	
2-13	Delegation of responsibility for managing impacts	The overall Executive sponsor for Sustainability is our CEO, Boris Schucht. Our CEO is the link between the non-Executive Board of Directors and the Executive Committee. Sustainability, as a focus area, has senior management representative sponsorship. The Sustainability Committee (SusCo) meets three times a year. More information on the SusCo can be found on https://www.urencocom/_AR/72/index.html or in the Terms of Reference https://www.urencocom/investors/our-governance/our-board-and-committees .	
2-14	Role of the highest governance body in sustainability reporting	SusCo review and endorse Group Sustainability performance against KPIs. The Board of Directors sign off the integrated annual report which includes non-financial reporting.	

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2-15	Conflicts of interest	<p>The Board has processes in place to manage all potential conflicts of interest involving Directors in accordance with the Articles. Each individual Director is under an obligation to notify the Chairman and Company Secretary of any potential conflicts as soon as they arise. Any such interests are reported to the Board which decides whether they are likely to represent a real or potential conflict of interest and, if so, whether they wish to authorise such conflict and on what terms. In addition, the Company Secretary, on an annual basis, confirms with each director their current business interests. All such interests are reported to the Board for review and reconfirmation that they do not present any conflict with the interests of the Company.</p> <p>The formal provisions regarding Directors' conflicts of interests are set out in Articles 82 and 83 of the Articles.</p>	
2-16	Communication of critical concerns	<p>Critical concerns are reported to the Audit Committee of the Board. There were 9 reports in 2022.</p>	
2-17	Collective knowledge of the highest governance body	<p>The Board of Directors Skills Matrix is on https://www.urencoco.com/_/AR/58/index.html.</p>	
2-18	Evaluation of the performance of the highest governance body	<p>Sustainability Committee Report: https://www.urencoco.com/_/AR/72/index.html.</p> <p>Urenco intend to conduct an internal (not independent) effectiveness review this year. This will be carried out by the SusCo Chair, CEO, COO, General Counsel and Head of Sustainability.</p>	
2-19	Remuneration policies	<p>Remuneration policy: https://www.urencoco.com/_/AR/78/index.html.</p>	
2-20	Process to determine remuneration	<p>The Remuneration and Appointments Committee is a Committee of the Board of Directors of Urenco Limited. In accordance with its terms of reference, the key responsibilities of the Remuneration and Appointments Committee include, but are not limited to, the following:</p> <ul style="list-style-type: none"> • Advising the Board on the appointment of Non-Executive Directors (if any), to be appointed in accordance with the Company's Articles of Association; • Making recommendations to the Board on the appointment of the Chair, Chief Executive Officer, Chief Financial Officer and the Company Secretary; • The setting of remuneration for the Chair, Chief Executive Officer and Chief Financial Officer, including executive remuneration policy and Long Term Incentive Plan (LTIP) arrangements; • Providing advice to the Board on the fees of Non-Executive Directors of the Company; • Advising on the remuneration policy for the Executive Directors; • Keeping under review the leadership needs of the organisation, giving full consideration to succession planning for the Board and Senior Executive Management; • Reviewing and making recommendations to the Board annually on the remuneration of the Chief Executive Officer, Chief Financial Officer and the Company Secretary; and • Monitoring, and where appropriate approving, the remuneration of senior management. <p>The Remuneration policy has evolved over time, to align with Urenco's strategy, market practice and shareholders' views. A consistent and competitive structure, which applies across the workforce, is also a core principle. This consistency allows for a culture of shared purpose and performance.</p> <p>The Committee is authorised by the Board to obtain external legal or other independent professional advice and to secure the attendance of external advisers with relevant experience and expertise if it considers this necessary.</p> <p>Remuneration report: https://www.urencoco.com/_/AR/72/index.html.</p>	

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2-21	Annual total compensation ratio	<p>The highest-paid individual earns 9:1 more than the median base salary for all employees (excluding the highest-paid individual).</p> <p>The annual total compensation only includes the base salary and excludes other compensation elements, as the information is not consistently recorded on Urenco's central human resource information system. The ratio is rounded to the nearest whole number.</p>	Omission – Information Unavailable for 2–21 b as Urenco's central human resource information system does not consistently record a % increase in annual total compensation
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	<p>Our vision is a sustainable net zero world therefore Urenco has enshrined that vision into our behaviour (Act today for tomorrow) and by having sustainability as one of our core values and priority focus areas.</p> <p>There are three key pillars of our sustainability strategy that underpin our organisation: environmental impact (E), social impact (S) and governance and ethics (G).</p> <p>CEO statement- https://www.urengo.com/_AR/6/index.html.</p>	
2-23	Policy commitments	<p>Urenco operates in an industry where the environmental and health risks are well understood, and there are clear rules for responsible management to prevent damage. The area of our operations where the precautionary principle is most relevant is in relation to climate change, where there is still debate over the exact nature of the impacts. Urenco have a dedicated net zero taskforce focused on reducing our carbon footprint.</p> <p>Strategic targets were developed under each of the ESG pillars with corresponding key performance indicators (KPIs) to monitor progress. More information on this can be found here: https://www.urengo.com/_AR/26/index.html.</p> <p>Urenco's Code of Conduct can be found here, alongside our Supplier Code of Ethics and Conduct: https://www.urengo.com/investors/our-governance/our-code-of-conduct. Human Rights and Modern Day Slavery are covered specifically on page 11.</p> <p>Urenco's Modern Slavery and Human Trafficking Statement can be found here: https://www.urengo.com/sustainability/governance-and-ethics.</p> <p>Both of the Code of Conduct and the Modern Slavery and Human Trafficking Statement have been signed by the CEO and endorsed by the Board.</p> <p>Page 7 of the Urenco Code of Conduct details who the code applies to and how it will be disseminated.</p>	

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2-24	Embedding policy commitments	<p>Human Rights management forms a part of the supply chain pre-qualification process. Furthermore, Urenco have partnered with EcoVadis who are undertaking sustainability assessments of our suppliers covering various areas of Environment, Social and Governance (ESG). Human Rights and Ethics Management is covered by the following assessed areas:</p> <ul style="list-style-type: none"> • Employee Health & Safety • Working Conditions • Social Dialogue • Career Management & Training • Child Labour, Forced Labour & Human Trafficking • Diversity, Discrimination & Harassment • External Stakeholder Human Rights • Corruption • Anti-competitive practices • Responsible Information Management <p>Sustainability leadership cascades down through the following organisational structure:</p> <ul style="list-style-type: none"> • The Urenco Limited Board of Directors, including the Sustainability Committee of the Board. • The CEO, who is the overall executive sponsor for the sustainability programme. • The Executive Committee. • Managing Directors and Senior Leadership Team. • Executive and senior level sponsorship of the sustainability programme is split into four areas, shown below; <table border="1" data-bbox="519 911 1899 1129"> <thead> <tr> <th data-bbox="519 911 1111 954">Area</th> <th data-bbox="1111 911 1899 954">Executive/Senior Sponsor</th> </tr> </thead> <tbody> <tr> <td data-bbox="519 954 1111 997">Net Zero and environmental impact</td> <td data-bbox="1111 954 1899 997">Chief Operating Officer</td> </tr> <tr> <td data-bbox="519 997 1111 1040">Social Impact programme</td> <td data-bbox="1111 997 1899 1040">Interim Head of Communications</td> </tr> <tr> <td data-bbox="519 1040 1111 1083">Inclusivity and Diversity</td> <td data-bbox="1111 1040 1899 1083">Chief People and Culture Officer</td> </tr> <tr> <td data-bbox="519 1083 1111 1129">Governance (incl. human rights)</td> <td data-bbox="1111 1083 1899 1129">General Counsel</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • Urenco sustainability focus area Sponsors who have corporate wide responsibility for delivering the sustainability programme results as identified in the sustainability KPIs and targets. Sponsors are supported by a collaborative and engaged network of group and site level Net Zero Leads who are responsible for driving our sustainability strategy and collecting accurate data to monitor progress against our targets. • Delivery of the strategy is owned across all business units and functions. <p>There is mandatory employee training available for the following topics:</p> <ul style="list-style-type: none"> • Urenco Code of Conduct • Speak Out: Promoting the Reporting of Misconduct • Anti-bribery and anti-corruption • Modern Slavery <p>Communication of new policies and updates via the Urenco intranet further instils these practices.</p>	Area	Executive/Senior Sponsor	Net Zero and environmental impact	Chief Operating Officer	Social Impact programme	Interim Head of Communications	Inclusivity and Diversity	Chief People and Culture Officer	Governance (incl. human rights)	General Counsel	
Area	Executive/Senior Sponsor												
Net Zero and environmental impact	Chief Operating Officer												
Social Impact programme	Interim Head of Communications												
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2-25	Processes to remediate negative impacts	Our Urenco sites engage openly and transparently with local residents via a dedicated email address for each site for queries and concerns. Any complaint or grievance is dealt with and recorded in a structured manner, under the supervision of the relevant department. As part of our nuclear licensing process, the possible impacts of incidents and scenarios on our environment and local community are considered.	
2-26	Mechanisms for seeking advice and raising concerns	<p>Urenco is committed to maintaining a culture whereby Employees and Contractors feel empowered to raise and openly discuss concerns about anything that does not conform with the Urenco Code of Conduct or any of the Urenco values and behaviours. See pg. 8-9 of the Urenco Code of Conduct for the process to follow https://www.urencocom/investors/our-governance/our-code-of-conduct. A formal dispute resolution is present within contracts for subcontractors.</p> <p>Speak-Out is our process for registering and resolving serious concerns that break the law or the Code. There is also an independent and confidential hotline and web portal where employees and external stakeholders can report concerns. A link to this facility can be found here: https://www.urencocom/investors/our-governance/our-code-of-conduct.</p> <p>In 2022, a gap analysis was conducted by an external company in order to identify improvements required to Urenco’s whistleblowing procedures and supporting infrastructure. The results of the gap analysis were presented to the Audit Committee and the Urenco Group Speak-Out procedure was updated. In addition to revising the Speak-Out procedure, Urenco has also formed a Speak-Out Management Function whose role is to support the Group in establishing effective procedures and supporting infrastructure in relation to all aspects of whistleblowing. The core members of the Speak-Out Management Function are the General Counsel, Chief People & Culture Officer, Head of Audit & Risk, Deputy General Counsel and the Group Compliance Manager. Meetings are held regularly to review the process of any speak-out cases. The General Counsel provides an update on Speak-Out reports/investigations to the Audit Committee at each meeting of the committee.</p>	
2-27	Compliance with laws and regulations	<p>Urenco Group is subject to various claims which arise in the ordinary course of business. Having taken appropriate legal advice, the Group believes that a material liability arising from these claims is remote.</p> <p>Urenco has not received any material fines or non-monetary sanctions for non-compliance with laws and regulations. Incidents that trigger reporting to the Group’s regulators are tracked in line with our procedures. During 2022, one of the Group’s operating sites received a civil penalty notice amounting to \$70,000 in respect of an irregular process-related event, unrelated to environmental laws and regulations.</p>	

GRI Standards	Disclosure	Commentary and References					Notes
2-28	Membership associations	Membership of associations for 2022	Hold position on the governance body	Participate in projects or committees	Provide substantive funding beyond routine memberships dues	View memberships as strategic	
		Nuclear Energy Institute (NEI)	X	X		X	
		World Nuclear Association (WNA)	X	X		X	
		Nuclear Industry Association (NIA)	X	X	X	X	
		KernD	X	X	X	X	
		Nuclear ARC		X		X	
		NuclearEurope		X			
		Kernvisie		X			
		Nuclear Netherlands		X		X	
		World Nuclear Transport Institute		X		X	
		North West Nuclear Forum	X	X		X	
		North West Business Leadership Team	X				
		Chemical Industry Association		X			
		Japan Atomic Industrial Forum				X	
		German Nuclear Society	X	X		X	
		World Nuclear Fuel Market		X	X		
		Institute of Nuclear Power Operations		X		X	
		U.S. Nuclear Industry Council	X	X		X	
		American Nuclear Society		X	X	X	
		Nuclear Information & Records Management Association		X			
		Women in Nuclear		X		X	
		Inclusion & Diversity in Nuclear		X	X	X	
		World Business Council for Sustainable Development (WBCSD)				X	
International Atomic Energy Agency (IAEA)		X	X				
European Nuclear Society		X	X				

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Stakeholder engagement															
2-29	Approach to stakeholder engagement	Stakeholder engagement- https://www.urencoco.com/_AR/42/index.html .													
2-30	Collective bargaining agreements	<p>The collective bargaining agreements impact 73% of Urenco employees. Urenco has no collective bargaining agreements in UUSA, ULTD, or UEC legal entities. Employees based in Capenhurst are not part of collective bargaining agreements from grade 18 and higher.</p> <p>In The Netherlands & Germany, employees' terms & conditions are agreed upon in the Works Council discussions, which for this purpose, is treated as equivalent to the collective bargaining agreements.</p> <p>The collective bargaining negotiations may also influence the employment terms for employees not part of the collective bargaining agreement.</p> <table border="1" data-bbox="519 657 1890 778"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Percentage of employees covered by collective bargaining agreements</td> <td>46%</td> <td>46%</td> <td>43%</td> <td>47%</td> <td>73%</td> </tr> </tbody> </table>		2018	2019	2020	2021	2022	Percentage of employees covered by collective bargaining agreements	46%	46%	43%	47%	73%	
	2018	2019	2020	2021	2022										
Percentage of employees covered by collective bargaining agreements	46%	46%	43%	47%	73%										

GRI Standards	Disclosure	Commentary and References	Notes
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	<p>Stage 1: Identification and Engagement</p> <p>Internal stakeholders were consulted via interview (40 individuals in total) on the most material sustainability topics to Urenco as a business. This generated a long list of topics for consideration which was compared to key issues highlighted by GRI, SASB and MSCI ratings. A shorter list of sustainability topics was agreed upon to go out to external and internal stakeholders (customers, experts, employees and Managing Directors). Urenco engaged with our stakeholders through:</p> <ul style="list-style-type: none"> - Interviews (Experts) - Online surveys (Customers, Managing Directors and Employees) <p>Stage 2: Prioritisation</p> <p>Stakeholders were tasked with scoring each sustainability topic in terms of how important it is for Urenco to prioritise and these were plotted on a matrix.</p> <p>Stage 3: Validation and outcomes</p> <p>Key material topics associated with sustainability were identified, validated and reviewed by senior management and are reflected in our sustainability strategy and targets.</p> <p>Urenco’s sustainability strategy is evolving and the business liaise with the World Nuclear Association, World Business Council on Sustainable Development and the UN Global Compact concerning emerging topics of interest and best practice.</p>	
3-2	List of material topics	<p>Urenco's material topics for 2022 are:</p> <ul style="list-style-type: none"> - Nuclear Safety - Nuclear Security - Nuclear Waste - Sustainable Future - Value chain responsibility* - Safety, Health and Well-being - Ethical and transparent business - Diversity and Inclusion - Fair workplace practices <p>* Value chain responsibility was then split out in the sustainability strategy to cover: environmental impact of supply chain, net zero and management of natural resources.</p> <p>These material topics were the same as in 2021. In 2023, Urenco are reviewing their sustainability material topics as the landscape of sustainability has changed markedly. The resulting key material topics will inform a new sustainability strategy for 2024.</p>	

GRI Standards	Disclosure	Commentary and References	Notes
3-3	Management of material topics	<p>Nuclear safety- Urenco seek to operate to the highest standards of safety to maintain a safe environment for our employees, contractors and stakeholders and have implemented safety management systems designed to minimise risks and ensure compliance with safety standards through regular monitoring. A wide range of Health and Safety assurance and peer reviews are conducted across the 3 lines of defence, in addition to a rolling programme of independent audits and reviews across all our sites. Urenco ensure regulatory requirements are met, regulatory protocols for the safe handling of uranium and other chemicals are followed and focus is on continuous improvement and the detection and elimination, or mitigation at a minimum, of potential hazards before incidents can occur.</p> <p>Nuclear security- https://www.urencoco.com/_/AR/36/index.html.</p> <p>Nuclear waste- The generation of radioactive waste is minimised where possible through responsible waste practices such as restricting unnecessary packaging entering radiologically designated areas. Waste optioneering is conducted to determine the best available techniques for managing waste and determining the optimal waste route.</p> <p>Sustainable Future- https://www.urencoco.com/_/AR/6/index.html.</p> <p>Value chain responsibility- https://www.urencoco.com/_/AR/6/index.html.</p> <p>Net Zero and environmental impact of the supply chain- https://www.urencoco.com/_/AR/28/index.html.</p> <p>Management of Natural Resources- https://www.urencoco.com/_/AR/30/index.html.</p> <p>Safety, Health and Well-being- It is our top priority to keep our people, our communities and the environment safe and secure from harm and maintain the reputation of our industry, products and services. Urenco are proud to maintain a strong safety record to the highest standards. These standards are supported by strong regulation in the nuclear industry itself. While our employee and contractor safety performance benchmarks compared well to our external peers, in actual terms in 2022 it declined. Our Total Recordable Injury Rate (TRIR) was 0.445 resulting in 11 total recordable injuries, compared to a rate of 0.274 and six total recordable injuries in 2021. None of these were nuclear-related, but Urenco take slips, trips and falls and other incidents seriously, and in response Urenco will continue to ensure that they have the best practices in place to ensure a safe working environment. In 2023 Urenco will strengthen existing measures and implement, where needed, new inclusive measures to ensure safety, involving all of our people and suppliers and improving communications, guidance and exercises.</p> <p>Ethical and transparent business- https://www.urencoco.com/_/AR/36/index.html.</p> <p>Diversity and Inclusion- https://www.urencoco.com/_/AR/36/index.html.</p> <p>Fair workplace practices- https://www.urencoco.com/_/AR/36/index.html.</p> <p>Sustainability KPIs have been developed to monitor and measure progress against the material topics listed above. These can be found here: https://www.urencoco.com/_/AR/26/index.html. These KPIs are tracked quarterly and reported to the SusCo for review.</p>	

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GRI 201: Economic Performance 2018			
201-1	Direct economic value generated and distributed	Group Finance Report- https://www.urengo.com/_AR/50/index.html .	
201-2	Financial implications and other risks and opportunities due to climate change	<p>Urenco's current process for identifying, assessing and responding to climate-related risks and opportunities is integrated into Urenco's Enterprise Risk Management process. Urenco has identified two risks which have the potential to impact the delivery of our strategic objectives and one opportunity.</p> <p>Acute physical risk</p> <p>Extreme weather events, such as high winds, heatwaves and flooding, could damage our infrastructure and operations. None of our sites are located in coastal locations, or near major rivers, so our most likely flood risk relates to a period of heavy rain. Although not located in regions most at risk from climate change, all our sites have experienced heatwaves in the last few years, and the areas around our New Mexico site has experienced droughts and high winds. An example of this is heatwaves which could lead to increased indirect (operating) costs as a result of the additional electricity and water required for cooling. Urenco has four geographically dispersed sites and protocols so that, if one site's operations are impeded by an extreme weather event, our deliveries can be fulfilled by another site. Our sites are subject to frequent thorough inspections conducted by ourselves and by the regulator, and rigorous maintenance schedules. Urenco have an insurance programme in place to mitigate against financial consequences of rebuild or repair costs in the event of damage. Local emergency response plans are also in place. All of this work is considered part of business-as-usual for a company committed to safety and fulfilling our commitments to customer, and Urenco have not incurred additional costs to manage this risk.</p> <p>The financial impact figures are estimates for individual major events based on the combined cost of previous extreme weather events; the examples taken are from our US facility and did not result in lost production. During the severe and prolonged June 2017 heatwave, electricity and water costs for cooling were approximately €95,000 higher than the same period in 2018-2020. This is the basis for the minimum figure. In 2019, a major storm severely damaged the roof waterproofing membrane and roof mounted cooling units of the facility. None of the inside of the facility was exposed and there was no interruption to supply; even if a facility was temporarily shut down in an extreme case, Urenco have protocols in place to fulfil customer orders from one of our other sites. Therefore, there is no cost associated with missed deliveries in the impact figures. The roof cost €6.2million to replace, although this was mitigated by insurance coverage. This cost is the basis of the maximum figure.</p>	

GRI Standards	Disclosure	Commentary and References	Notes
		<p>Reputational risk</p> <p>Climate change is the defining issue of our time and directly affects the ability to achieve UN Sustainable Development Goals. In recognition of this, Urenco signed The Climate Pledge in 2021 to demonstrate our commitment to achieve net zero carbon emissions in advance of 2040. In July 2022 Urenco's CEO signed a Science Based Target initiative (SBTi) commitment letter in which Urenco agreed to achieving net zero in scope 1 and 2 emissions by 2030 and a 30% reduction in scope 3 emissions by 2030. If Urenco fails to make progress on this target, we could lose stakeholder trust, especially from regulators and customers. The estimated potential financial impact of this would be <€100 million. This is taken as a 5% loss in revenue (€1.72bn in 2021), representing possible loss of custom due to reputational damage based on the relative prominence of carbon issues in customers' decision-making approach.</p> <p>Resource Efficiency</p> <p>As part of our company commitment to become net zero by 2040, Urenco are evaluating solar photovoltaics arrays at all of our operating sites. In 2022, Urenco committed to having its near-term net zero targets validated by the SBTi. These targets require decarbonisation of electricity supplies to all sites by 2030. Each operating site has the opportunity to install solar photovoltaic arrays which can be used to generate low carbon electricity to reduce volume supplied by the main grids. Urenco has undertaken initial financial evaluation modelling to determine the scale of opportunity from a financial standpoint, whilst recognising that the primary driver for realising this opportunity is to reduce scope 2 carbon emissions.</p> <p>Financial modelling has been undertaken to determine estimated NPV (Net Present Values) for each operating site, with the size of array dependent</p>	

GRI Standards	Disclosure	Commentary and References	Notes
201-3	Defined benefit plan obligations and other retirement plans	<p>The Group operates pension schemes in the UK, Germany, the Netherlands and the USA. Some are defined benefit schemes (two in total during the year) which, with the exception of Germany, are funded externally; and others are defined contribution schemes. No post-retirement benefits other than pensions are provided. For the defined benefit schemes, the plan's liabilities are met. The estimated value of those liabilities in 2022 was €24.4 million. For the year ended 31st December 2022, Urenco had €50.4 million in retirement benefit asset. The net surplus on the Group's defined benefit pension schemes was €26 million.</p> <p>The Retirement Benefit obligations for 2022 can be found here: https://www.urencoco.com/_/AR/160/index.html.</p> <p>The cost of defined benefit pension plans is determined using actuarial valuations. The actuarial valuations involve making assumptions about life expectancies, discount rates, expected rates of return on assets, future salary increases, and future pension increases. Due to the long-term nature of these plans, such estimates are subject to significant uncertainty. The key assumptions are considered to be the discount rate and the inflation rate.</p> <p>Valuations of the schemes are carried out at least every three years. The most recent actuarial assessments for the UK scheme of plan assets and the present value of defined benefit obligations were carried out at 5 April 2021 and subsequently rolled forward to 31 December 2022. The Group made the last deficit repair payment of £6.6 million in 2022. It is anticipated that no further deficit repair contributions are required unless future investments conditions or actuarial assumptions will change in an adverse way. Urenco closed the UK defined benefit section for further accrual from 5 April 2017 for most Group employees following consultations with employees and their representatives and the pension scheme Trustees.</p>	
201-4	Financial assistance received from government	<p>Urenco pays corporate income taxes in each of its operating jurisdictions at the prevailing mainstream rate of tax after taking into account the ordinary adjustments to business profits provided for in the applicable tax statutes. Further details can be found in Note 10 of the Group Accounts https://www.urencoco.com/_/AR/124/index.html. Urenco has received no material assistance in the form of additional tax reliefs or credits.</p>	

GRI Standards	Disclosure	Commentary and References	Notes																									
GRI 302: Energy 2016																												
302-1	Energy consumption within the organization	<table border="1" data-bbox="521 296 1877 539"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Total fuel consumption from non-renewable sources (MWh)</td> <td>32,633</td> <td>30,362</td> <td>35,815</td> <td>34,339</td> </tr> <tr> <td>Total fuel consumption from renewable sources (MWh)</td> <td>0</td> <td>139</td> <td>6.7</td> <td>38</td> </tr> <tr> <td>Total electricity consumption (MWh)</td> <td>585,186</td> <td>572,541</td> <td>563,319</td> <td>556,957</td> </tr> <tr> <td>Total energy consumption (MWh)</td> <td>617,819</td> <td>603,042</td> <td>599,141</td> <td>591,334</td> </tr> </tbody> </table> <p data-bbox="521 555 1877 646">Non-renewable fuel sources include natural gas, fuel oils, diesel, petrol and propane. Electricity purchased by Urenco for use at our sites and offices. Conversion factors applied are sourced from the Greenhouse Gas Reporting: Conversion Factors (UK Government) for the relevant year.</p>		2019	2020	2021	2022	Total fuel consumption from non-renewable sources (MWh)	32,633	30,362	35,815	34,339	Total fuel consumption from renewable sources (MWh)	0	139	6.7	38	Total electricity consumption (MWh)	585,186	572,541	563,319	556,957	Total energy consumption (MWh)	617,819	603,042	599,141	591,334	
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Total energy consumption (MWh)	617,819	603,042	599,141	591,334																								
302-2	Energy consumption outside of the organization	<p data-bbox="521 651 1877 738">Urenco compile an annual scope 3 carbon inventory which covers the entire Urenco Group and is done so in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard - Revised Edition (2004).</p> <p data-bbox="521 746 1877 802">Energy consumption data is available for category 15: Investments and category 7: Employee commuting (working from home only). Energy consumed by employees working from home in 2022 was 1280 MWh.</p> <p data-bbox="521 810 1877 837">Energy consumption linked to investments in 2022 was 21660 MWh.</p>																										
302-3	Energy intensity	<p data-bbox="521 847 1877 935">Energy intensity ratio is given by the sum of all energy consumption within the Urenco organisation divided by the published annual output of the Urenco Group. Energy consumption within the organisation includes purchased electricity, natural gas, fuel oils, petrol, diesel, biodiesel and propane.</p> <p data-bbox="521 943 1877 1026">Conversion factors applied are sourced from the Greenhouse Gas Reporting: Conversion Factors (UK Government) for the relevant year. For 2022, the energy intensity ratio for the Urenco Group is 33.0 MWh / tSW.</p>																										
302-4	Reduction of energy consumption	<p data-bbox="521 1034 1877 1090">For electricity and fuel use reduction figures year-on-year for the UK entities only, please refer to the Streamlined Energy and Carbon Reporting table here: https://www.urencocom/_/AR/82/index.html.</p> <p data-bbox="521 1098 1877 1153">Conversion factors applied are sourced from the Greenhouse Gas Reporting: Conversion Factors (UK Government) for the relevant year.</p> <p data-bbox="521 1161 1877 1201">Actual, externally assured, consumption data is used to calculate the energy reductions.</p>	Urenco does not currently report on reductions in energy consumption for other geographies outside of the UK.																									
302-5	Reductions in energy requirements of products and services	Not relevant to our product.																										

GRI Standards	Disclosure	Commentary and References	Notes
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	<p>At the UK site, raw water is withdrawn from the River Dee to service the cooling towers. The water is not withdrawn from the watercourse directly by Urenco, but by a third party. The effluent from two of the cooling towers enters the Sewage Effluent Treatment Plant (SETP) before being discharged to the Rivacre Brook. Discharges are within permit limits. Effluent from the other two cooling towers goes directly into the surface water drains. Water for domestic use enters site via two mains water supply lines. Rainwater harvested from the Tails Management Facility (TMF) building is directed into the raw water ring main and therefore utilised by the cooling towers, reducing the water withdrawal volume from the River Dee. Water-related impacts are captured through implementation of an ISO14001 certified management system, which incorporates routine monitoring of the water environment within and outside the site boundary and detailed assessment of environmental aspects and impacts.</p> <p>In Eunice, all water is withdrawn from the Eunice municipal town supply which originates from groundwater. This water feeds process water, domestic water and fire water. The water used for domestic use is discharged to sewer. The building HVAC condensate, blowdown water and water from the storage rafts is all discharged into a lined pond, owned and operated by the site which experiences evaporative losses to the environment. Stormwater runoff and rainwater is directed to another pond on site.</p> <p>In Germany, the municipal supply provides water for domestic use and small industrial use. The waste water is discharged to sewer after the water is confirmed to meet discharge levels. In the Netherlands, the municipal supply provides domestic water which feeds the water treatment system prior to use within the evaporative cooling towers and for cylinder cleaning within the Recycling Centre. Waste water is discharged to sewer after the water is confirmed to have met discharge levels.</p> <p>Urenco have a strategic 2025 target to reduce operational water withdrawal by 15% compared to a 2020 baseline. This is measured as a sustainability KPI focused on rolling annual operational water withdrawal and the number of projects to reduce water withdrawal per site.</p>	
303-2	Management of water discharge-related impacts	<p>The UK site is the only location where process water is discharged to a freshwater body, Rivacre Brook. All the other Urenco sites either collect process water in owned and operated ponds within their site boundary or discharge process water to sewer, subject to meeting discharge levels.</p> <p>The UK site has several environmental permits which set limits for the site's liquid discharges into Rivacre Brook. The Radioactive Substances Permits set limits on uranium, uranium daughter radionuclides, other alpha-emitting radionuclides and technetium-99. An environmental monitoring regime is in place to identify statistically significant changes to radionuclides in the environment associated with the site's liquid discharges. This regime incorporates sampling at the site boundary and downstream of the site and includes water sampling, sediment sampling and monitoring of bankside dose. The Installations environmental permits include limits for metals and non-metals, temperature and pH. The SETP water discharge permit contains limits for metals and non-metals, BOD, suspended solids and pH.</p> <p>Routine monitoring is undertaken in line with the permits or, where applicable, Environment Agency guidance to determine whether limits are being met. Any non-compliances are reported to the Environment Agency and corrective actions put in place to prevent reoccurrence. An analysis 'flagging' system is used to quickly identify results close to the permit limit or results that are statistically significant. This allows the risk of non-compliance to be minimised and negative trends to be identified and managed.</p>	

GRI Standards	Disclosure	Commentary and References	Notes															
303-3	Water withdrawal	<table border="1"> <thead> <tr> <th data-bbox="524 261 1361 341">Water Withdrawal 2022</th> <th data-bbox="1361 261 1594 341">All Areas (m³)</th> <th data-bbox="1594 261 1890 341">Areas with water stress (i.e. UUSA) (m³)</th> </tr> </thead> <tbody> <tr> <td data-bbox="524 341 1361 389">Third-party- Freshwater</td> <td data-bbox="1361 341 1594 389">219,676</td> <td data-bbox="1594 341 1890 389">0</td> </tr> <tr> <td data-bbox="524 389 1361 437">Third-party- Groundwater</td> <td data-bbox="1361 389 1594 437">76,747</td> <td data-bbox="1594 389 1890 437">76,747</td> </tr> <tr> <td data-bbox="524 437 1361 485">Freshwater- Surface Water</td> <td data-bbox="1361 437 1594 485">149,698</td> <td data-bbox="1594 437 1890 485">0</td> </tr> <tr> <td data-bbox="524 485 1361 549">Total Water Withdrawal</td> <td data-bbox="1361 485 1594 549">446,121</td> <td data-bbox="1594 485 1890 549">76,747</td> </tr> </tbody> </table>	Water Withdrawal 2022	All Areas (m³)	Areas with water stress (i.e. UUSA) (m³)	Third-party- Freshwater	219,676	0	Third-party- Groundwater	76,747	76,747	Freshwater- Surface Water	149,698	0	Total Water Withdrawal	446,121	76,747	
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303-4	Water discharge	<table border="1"> <thead> <tr> <th data-bbox="524 564 1361 644">Water Discharge 2022</th> <th data-bbox="1361 564 1594 644">All Areas (m³)</th> <th data-bbox="1594 564 1890 644">Areas with water stress (i.e. UUSA) (m³)</th> </tr> </thead> <tbody> <tr> <td data-bbox="524 644 1361 692">Surface Water (Total)</td> <td data-bbox="1361 644 1594 692">56,112</td> <td data-bbox="1594 644 1890 692">0</td> </tr> <tr> <td data-bbox="524 692 1361 740">Third-party (Total)</td> <td data-bbox="1361 692 1594 740">100,657</td> <td data-bbox="1594 692 1890 740">21,074</td> </tr> <tr> <td data-bbox="524 740 1361 804">Third-party water sent for use to other organisations</td> <td data-bbox="1361 740 1594 804">985</td> <td data-bbox="1594 740 1890 804">0</td> </tr> <tr> <td data-bbox="524 804 1361 852">Total Water Discharge</td> <td data-bbox="1361 804 1594 852">157,754</td> <td data-bbox="1594 804 1890 852">21,074</td> </tr> </tbody> </table>	Water Discharge 2022	All Areas (m³)	Areas with water stress (i.e. UUSA) (m³)	Surface Water (Total)	56,112	0	Third-party (Total)	100,657	21,074	Third-party water sent for use to other organisations	985	0	Total Water Discharge	157,754	21,074	
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303-5	Water consumption	<table border="1"> <thead> <tr> <th data-bbox="524 868 1361 948">Water Consumption 2022</th> <th data-bbox="1361 868 1594 948">All Areas (m³)</th> <th data-bbox="1594 868 1890 948">Areas with water stress (i.e. UUSA) (m³)</th> </tr> </thead> <tbody> <tr> <td data-bbox="524 948 1361 995">Total Water Consumption</td> <td data-bbox="1361 948 1594 995">253,768.50</td> <td data-bbox="1594 948 1890 995">55,673</td> </tr> </tbody> </table>	Water Consumption 2022	All Areas (m³)	Areas with water stress (i.e. UUSA) (m³)	Total Water Consumption	253,768.50	55,673										
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Total Water Consumption	253,768.50	55,673																

GRI Standards	Disclosure	Commentary and References	Notes
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	<p>Scope 1 emissions for 2019-2022 can be found here: https://www.urencocom/_AR/28/index.html.</p> <p>Gases included in this calculation are CO₂, CH₄, N₂O and HFCs.</p> <p>Data has been collated in accordance with the Greenhouse Gas Protocol Corporate Accounting Standard - Revised Edition (2004).</p> <p>CO₂ emissions from biogenic carbon are 0.67 tCO₂e. Urenco only purchase a small amount of biodiesel currently, hence this is not a material source of emissions</p> <p>Conversion factors applied are sourced from Greenhouse Gas Reporting Conversion Factors (UK Government) for the relevant year. Global Warming Potentials are sourced from the Intergovernmental Panel on Climate Change Fourth Assessment Report over a 100 year period.</p> <p>Our baseline year is 2019 with 10,953 tCO₂e scope 1 emissions.</p>	
305-2	Energy indirect (Scope 2) GHG emissions	<p>Location-based and Market-based scope 2 emissions for 2022 can be found here: https://www.urencocom/_AR/28/index.html.</p> <p>Gases included in this calculation are CO₂, CH₄ and N₂O.</p> <p>Urenco has a base year of 2019. In 2019 the location based emissions were 260,219 tCO₂e and the market based emissions were 184,614 tCO₂e.</p> <p>Our consolidation approach for emissions is operational control.</p> <p>Scope 2 location based emission factors are sourced from the International Energy Agency (2022) for our electricity usage in Germany and the Netherlands, from eGRID (2020) for our US usage and from the Greenhouse Gas Reporting: Conversion Factors 2022 (UK Government) for our UK usage. Our market based emissions are calculated using conversion factors sourced from our electricity suppliers.</p>	
305-3	Other indirect (Scope 3) GHG emissions	<p>Scope 3 emissions in 2022 were 284,542 tCO₂e.</p> <p>The gases included in this calculation are CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃.</p> <p>Data has been collated in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard - Revised Edition (2004) and the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions (version 1.0).</p> <p>Emission categories included in this calculation are: categories 1, 2, 3, 4, 5, 6, 7, 9, 10, 12 and 15.</p>	

GRI Standards	Disclosure	Commentary and References	Notes																		
305-4	GHG emissions intensity	<p>The GHG intensity per tonne of separative work unit (tSW) is 8.16 tCO₂e/tSW. This represents a 22.8% reduction in emissions intensity from our 2019 baseline. The GHG intensity per tonne of separative work unit for 2019 was 10.57 tCO₂e/tSW. This intensity metric is calculated using the total scope 1 and 2 emissions generated by the Urenco Group.</p> <p>Separative work unit is the standard measure of the effort required to increase the concentration of the fissionable U235 isotope.</p> <p>Scope 1 and 2 emissions are included in the numerator (CO₂, CH₄, N₂O, HFCs).</p>																			
305-5	Reduction of GHG emissions	<p>Urenco reduced our market based scope 2 emissions by 27.9% compared to our 2019 baseline. Gases included in this calculation are CO₂, CH₄ and N₂O.</p> <p>Our baseline year of 2019 aligns with our science based near term targets for net zero carbon emissions. Data has been collated in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard - Revised Edition (2004) and the Scope 2 Guidance amendment (2015).</p>																			
305-6	Emissions of ozone-depleting substances (ODS)	No emissions																			
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	<p>The figures stated below are for 2022 and exclude electricity generation.</p> <table border="1" data-bbox="521 805 1115 1184"> <thead> <tr> <th data-bbox="521 805 884 845">Pollutants</th> <th data-bbox="884 805 1115 845">Amount (t)</th> </tr> </thead> <tbody> <tr> <td data-bbox="521 845 884 885">Nitrous Oxide (N₂O)</td> <td data-bbox="884 845 1115 885">0.03 tN₂O</td> </tr> <tr> <td data-bbox="521 885 884 925">Nitrogen Oxides (NO_x)</td> <td data-bbox="884 885 1115 925">12.68 tNO_x</td> </tr> <tr> <td data-bbox="521 925 884 965">Sulphur Oxides (SO_x)</td> <td data-bbox="884 925 1115 965">1.75 tSO_x</td> </tr> <tr> <td data-bbox="521 965 884 1005">PM 2.5</td> <td data-bbox="884 965 1115 1005">0.30 tPM2.5</td> </tr> <tr> <td data-bbox="521 1005 884 1045">PM 10</td> <td data-bbox="884 1005 1115 1045">0.34 tPM10</td> </tr> <tr> <td data-bbox="521 1045 884 1085">PM 0.1</td> <td data-bbox="884 1045 1115 1085">0.10 tPM0.1</td> </tr> <tr> <td data-bbox="521 1085 884 1125">PM 1</td> <td data-bbox="884 1085 1115 1125">0.26 tPM1</td> </tr> <tr> <td data-bbox="521 1125 884 1184">VOCs</td> <td data-bbox="884 1125 1115 1184">1.53 tVOCs</td> </tr> </tbody> </table> <p>For N₂O, the DEFRA 2022 emission factor was used.</p> <p>For NO_x, SO_x, PMs and VOCs, the NAEI 2020 emission factors were used.</p>	Pollutants	Amount (t)	Nitrous Oxide (N ₂ O)	0.03 tN ₂ O	Nitrogen Oxides (NO _x)	12.68 tNO _x	Sulphur Oxides (SO _x)	1.75 tSO _x	PM 2.5	0.30 tPM2.5	PM 10	0.34 tPM10	PM 0.1	0.10 tPM0.1	PM 1	0.26 tPM1	VOCs	1.53 tVOCs	
Pollutants	Amount (t)																				
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VOCs	1.53 tVOCs																				

GRI Standards	Disclosure	Commentary and References	Notes												
GRI 306: Waste 2020															
306-1	Waste generation and significant waste-related impacts	<p>Waste is generated during the operation and maintenance of our facilities, and when constructing and dismantling assets. Urenco apply the waste hierarchy and strive to minimise the volume of conventional and radioactive waste generated through responsible waste practices. Radioactive contaminated equipment is treated such that it can be re-used or the materials can be re-used, minimising the amount of radioactive waste. Urenco have its own cleaning, repair and requalification facilities which lengthens the life time of plant equipment such as UF6 cylinders, sample bottles and pump-sets, preventing equipment becoming waste. The majority of Urenco's radioactive waste is low level radioactive waste and is managed accordingly to ensure that, where possible, intermediate level waste is not created. Conventional waste is sorted and segregated at each site to maximise reuse and recycling.</p> <p>Urenco continues to develop and improve decommissioning and decontamination technologies to reduce radioactive waste and promote recycling and reuse, with associated embodied carbon recovery benefits.</p>													
306-2	Management of significant waste-related impacts	<p>Our Tails Management Facility enables the reuse of hydrofluoric acid within industrial processes. The carbon intensity of the hydrofluoric acid produced is approximately 70% lower than two of the conventional production routes for this product. The reduced carbon intensity of the production process enables Urenco to provide a benefit to customers who use the product within their own processes and thereby reduce the carbon footprint of their own products. The process also ensures that the maximum amount of useable product is generated in the facility, minimising waste outputs.</p> <p>Each operational site collects conventional and radioactive waste data detailing waste volume (t) and the method of disposal for conventional waste e.g. recycling, incineration etc. This data is reviewed, presented and any trends discussed monthly at the Operational Executive Meetings (OEM) that are held at all Urenco sites.</p>													
306-3	Waste generated	<table border="1"> <thead> <tr> <th data-bbox="519 959 1167 1002"></th> <th data-bbox="1167 959 1279 1002">2018</th> <th data-bbox="1279 959 1413 1002">2019</th> <th data-bbox="1413 959 1554 1002">2020</th> <th data-bbox="1554 959 1727 1002">2021</th> <th data-bbox="1727 959 1899 1002">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="519 1002 1167 1045">Total weight of waste generated in metric tons</td> <td data-bbox="1167 1002 1279 1045">3,483</td> <td data-bbox="1279 1002 1413 1045">4,116</td> <td data-bbox="1413 1002 1554 1045">2,095.5</td> <td data-bbox="1554 1002 1727 1045">372.8</td> <td data-bbox="1727 1002 1899 1045">546.5</td> </tr> </tbody> </table>		2018	2019	2020	2021	2022	Total weight of waste generated in metric tons	3,483	4,116	2,095.5	372.8	546.5	
	2018	2019	2020	2021	2022										
Total weight of waste generated in metric tons	3,483	4,116	2,095.5	372.8	546.5										

GRI Standards	Disclosure	Commentary and References					Notes																																																																				
306-4	Waste diverted from disposal	<table border="1"> <thead> <tr> <th data-bbox="519 261 1032 300">Waste in tonnes</th> <th data-bbox="1032 261 1205 300">2018</th> <th data-bbox="1205 261 1377 300">2019</th> <th data-bbox="1377 261 1550 300">2020</th> <th data-bbox="1550 261 1722 300">2021</th> <th data-bbox="1722 261 1892 300">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="519 300 1032 338">Hazardous- Composting</td> <td data-bbox="1032 300 1205 338">0</td> <td data-bbox="1205 300 1377 338">0</td> <td data-bbox="1377 300 1550 338">0</td> <td data-bbox="1550 300 1722 338">0</td> <td data-bbox="1722 300 1892 338">0</td> </tr> <tr> <td data-bbox="519 338 1032 376">Hazardous- Reuse</td> <td data-bbox="1032 338 1205 376">0</td> <td data-bbox="1205 338 1377 376">1</td> <td data-bbox="1377 338 1550 376">0</td> <td data-bbox="1550 338 1722 376">0</td> <td data-bbox="1722 338 1892 376">0</td> </tr> <tr> <td data-bbox="519 376 1032 414">Hazardous- Recycled</td> <td data-bbox="1032 376 1205 414">26</td> <td data-bbox="1205 376 1377 414">49</td> <td data-bbox="1377 376 1550 414">17.3</td> <td data-bbox="1550 376 1722 414">40.1</td> <td data-bbox="1722 376 1892 414">58</td> </tr> <tr> <td data-bbox="519 414 1032 453">Hazardous- Recovery</td> <td data-bbox="1032 414 1205 453">9</td> <td data-bbox="1205 414 1377 453">4</td> <td data-bbox="1377 414 1550 453">16.8</td> <td data-bbox="1550 414 1722 453">1.0</td> <td data-bbox="1722 414 1892 453">4</td> </tr> <tr> <td data-bbox="519 453 1032 536">Total hazardous waste diverted from disposal</td> <td data-bbox="1032 453 1205 536">35</td> <td data-bbox="1205 453 1377 536">54</td> <td data-bbox="1377 453 1550 536">34.1</td> <td data-bbox="1550 453 1722 536">41.1</td> <td data-bbox="1722 453 1892 536">62</td> </tr> <tr> <td data-bbox="519 536 1032 574">Non-hazardous- Composting</td> <td data-bbox="1032 536 1205 574">56</td> <td data-bbox="1205 536 1377 574">42</td> <td data-bbox="1377 536 1550 574">38.9</td> <td data-bbox="1550 536 1722 574">0</td> <td data-bbox="1722 536 1892 574">16*</td> </tr> <tr> <td data-bbox="519 574 1032 612">Non-hazardous- Reuse</td> <td data-bbox="1032 574 1205 612">225</td> <td data-bbox="1205 574 1377 612">1,045</td> <td data-bbox="1377 574 1550 612">5.2</td> <td data-bbox="1550 574 1722 612">1.8</td> <td data-bbox="1722 574 1892 612">2.6</td> </tr> <tr> <td data-bbox="519 612 1032 651">Non-hazardous- Recycled</td> <td data-bbox="1032 612 1205 651">776</td> <td data-bbox="1205 612 1377 651">642</td> <td data-bbox="1377 612 1550 651">240.4</td> <td data-bbox="1550 612 1722 651">122.1</td> <td data-bbox="1722 612 1892 651">148.4</td> </tr> <tr> <td data-bbox="519 651 1032 689">Non-hazardous- Recovery</td> <td data-bbox="1032 651 1205 689">1927</td> <td data-bbox="1205 651 1377 689">2107</td> <td data-bbox="1377 651 1550 689">1647.2</td> <td data-bbox="1550 651 1722 689">132.7</td> <td data-bbox="1722 651 1892 689">82.7</td> </tr> <tr> <td data-bbox="519 689 1032 772">Total non-hazardous waste diverted from disposal</td> <td data-bbox="1032 689 1205 772">2,984</td> <td data-bbox="1205 689 1377 772">3,836</td> <td data-bbox="1377 689 1550 772">1,931.7</td> <td data-bbox="1550 689 1722 772">256.6</td> <td data-bbox="1722 689 1892 772">250</td> </tr> </tbody> </table> <p data-bbox="519 794 1263 826">*4.77 tonnes is organic mixed food waste and garden waste</p>					Waste in tonnes	2018	2019	2020	2021	2022	Hazardous- Composting	0	0	0	0	0	Hazardous- Reuse	0	1	0	0	0	Hazardous- Recycled	26	49	17.3	40.1	58	Hazardous- Recovery	9	4	16.8	1.0	4	Total hazardous waste diverted from disposal	35	54	34.1	41.1	62	Non-hazardous- Composting	56	42	38.9	0	16*	Non-hazardous- Reuse	225	1,045	5.2	1.8	2.6	Non-hazardous- Recycled	776	642	240.4	122.1	148.4	Non-hazardous- Recovery	1927	2107	1647.2	132.7	82.7	Total non-hazardous waste diverted from disposal	2,984	3,836	1,931.7	256.6	250			
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GRI Standards	Disclosure	Commentary and References	Notes
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Appendix at the back of this document for the benefits provided to full-time employees.	
401-3	Parental leave	Information unavailable- Urenco do not currently record this data centrally.	

GRI Standards	Disclosure	Commentary and References	Notes
GRI 403: Occupational Health and Safety			
403-1	Occupational health and safety management system	<p>Each Urenco site has in place a robust Occupational Health and Safety Management System that ensures Urenco operate to the highest possible safety standards. The systems are subject to thorough routine external review and are certified to globally recognised standards (i.e. ISO). Each sites regulatory framework requires the implementation of a management system. For example, in the UK the Office for Nuclear regulation (ONR) requires, as part of the Nuclear Site License Conditions granted to enable sites to operate a fundamental requirement is to have a robust management system for Occupational Health and Safety.</p> <p>Urenco businesses undertake a wide range of activities on their sites, activities that include work with Nuclear & Radiological hazards, Chemicals hazards, Construction & Industrial Safety hazards and Environmental protection are in scope of the management systems and company policies, procedures and processes exist to control work. The management systems also include procedures and processes to manage work away from the site, including those persons who regularly work at home, travel for business and attend external events (training, conferences etc).</p>	
403-2	Hazard identification, risk assessment, and incident investigation	<p>Urenco has a global risk register which each business feeds into. There is a global standard for Hazard Identification and Risk Assessment UG-H&S-Std-03. This is applied universally on all sites. To support the implementation of the Global Standard, each Urenco business has local supporting arrangements. These arrangements detail competence requirements for those involved in Risk Assessment processes. Each business has a comprehensive assurance plan which includes audits, workplace HSE Inspections and self-verification activities, all of these combine to ensure that Urenco standards, expectations and regulatory requirements are adhered too. These activities are also used to identify improvement opportunities to working practices.</p> <p>Urenco has a global reporting and action tracking software called ReAct. ReAct is one of the tools Urenco uses to maintain the safety culture. Investigations can be processed through this software and corrective actions assigned. All relevant people involved in the investigation and corrective actions receive email notifications as to the status of the investigation. There is a global standard for incident Observation Programme (UG-H&S-Std-10).</p> <p>Urenco promotes a culture of empowerment and personal accountability. Workers are encouraged to identify hazards and risks and to stop work if any of these cause concern. Senior Management consistently reinforce this message via regular communications and the Urenco HSE Induction details this ensuring that all new starters are aware of the site's expectations.</p>	
403-3	Occupational health services	<p>All Capenhurst staff have full access to an on-site Occupational Health Service. All Capenhurst staff are offered annual, comprehensive Health checks to actively monitor health and wellbeing and identify any problems early.</p>	

GRI Standards	Disclosure	Commentary and References	Notes
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>An Employee Safety Committee is in place which places clear accountabilities/responsibilities for safety escalation through the business. The structure creates pathways to Managing Directors and Senior Leaders for issues which require escalation for resolution.</p> <p>Aside from formal engagement activities, Urenco also uses many techniques to ensure that the general workforce is engaged in Health and Safety, these include, but are by no means limited too:</p> <ul style="list-style-type: none"> • Consultation in the development of safe system of work arrangements and associated procedures. • Participation in a site wide safety perception survey to gain feedback on various safety management approaches. • Involvement in weekly safety messages discussed at departmental level at the beginning of each week. <p>Urenco takes a multi-media approach to ensuring that information, including that related to Health and Safety (H&S), is effectively communicated to employees, contractors and wider external stakeholders.</p> <p>Via the company intranet, to which all Urenco personnel have access, all elements of the Management System can be easily accessed. This ensures that the Health, Safety and Environmental Policy which lays down the basic organisational ethos and expectations through to Company Instructions and associated guidance are fully accessible to ensure a clear understanding of the expectation related to H&S.</p>	
403-5	Worker training on occupational health and safety	<p>Competence forms a key part of employee management and contractor selection processes. All employees maintain and develop their skills through ongoing internal and external training in post. Training and competence of employees is managed using web based Learning Systems. Each employee has a unique profile bespoke to their role, each role is subject to a training needs analysis and then the profile is populated with all training and competence requirements for that individual.</p> <p>Furthermore, all individuals have routine performance management reviews. These reviews are used to monitor training needs, review currency, monitor effectiveness of training undertaken and identify additional training requirements, whether that be for continued competence or for development purposes. Attendance at mandatory and baseline training is monitored to ensure individuals maintain currency and competency to perform roles. This is tracked as part of the suite of KPI's.</p> <p>Contractor management is recognised as a key business risk, therefore contractor H&S performance is critical. Contractors are selected via a formal evaluation process which includes checks of their safety management arrangements, safety performance and competence. Questions are issued to tenderers as part of the Invitation to Tender process and responses are evaluated and scored to aid selection of the correct contractor. Question sets are developed for the specific contract and include comprehensive Health and Safety questions. Contractors are managed and supervised once on site by Urenco trained Supervisors specialists. Contractors must work to their contract-specific method statements and risk assessments. Induction training is delivered to all contractor employees prior to work onsite. This includes a Urenco Health & Safety Induction. Individual checks are also carried out on contractor employee's personal training records prior to being authorised to start work on site. During contractor works close monitoring is maintained by Urenco. This includes routine contractor meetings at which H&S is an integral part of the agenda.</p>	
403-6	Promotion of worker health	<p>All Urenco full-time employees are entitled to private healthcare. In the UK, the RewardU benefits package offers UK employees discounted gym memberships, cancer screening and health assessments via salary sacrifice. In the UK, Urenco has also contracted with an external organisation called ViaVita to provide support to employees and contractors Health and Wellbeing.</p>	

GRI Standards	Disclosure	Commentary and References	Notes																														
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety management forms part of the supply chain pre-qualification process. Urenco’s partnership with EcoVadis assesses Employee Health & Safety and Working Conditions amongst other criteria to determine if companies Urenco has business relationships with uphold the same high standards for occupational health and safety. All employees and contractors that come onto site have Health and Safety induction training, this includes relevant safety procedures such as safe systems of work.																															
403-8	Workers covered by an occupational health and safety management system	All Urenco employees are covered by the applicable occupational health and safety management system.																															
403-9	Work-related injuries	<p>Urenco do not report separate injury statistics for employees and contractors working on site. Our safety policies and standards are equally applicable to everyone working at or visiting our sites, whether an employee of Urenco or not. Urenco do not distinguish between high consequence work-related injuries and recordable work-related injuries in the data Urenco publish. Urenco have had zero fatalities in 2022.</p> <p>While our employee and contractor safety performance benchmarks compared well to our external peers, in actual terms in 2022 it declined. Our Total Reportable Injury Rate (TRIR) was 0.445 resulting in 11 total recordable injuries, compared to a rate of 0.274 and six total recordable injuries in 2021. None of these were nuclear-related, but Urenco take slips, trips and falls and other incidents seriously, and in response Urenco will continue to ensure that Urenco have the best practices in place to ensure a safe working environment. In 2023 Urenco will strengthen existing measures and implement, where needed, new inclusive measures to ensure safety, involving all of our people and suppliers and improving communications, guidance and exercises.</p> <p>The total reportable injury rate is based on the total number of LTIs and MTIs per annum x 200,000/hours worked in last 12 months. The number of hours worked varies year on year as it includes employee and contractor hours.</p> <table border="1" data-bbox="519 1066 1890 1241"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Lost Time Incident (LTI)</td> <td>0</td> <td>2</td> <td>1</td> <td>3</td> <td>6</td> </tr> <tr> <td>Medical Treatment Injury (MTI)</td> <td>6</td> <td>7</td> <td>4</td> <td>2</td> <td>4</td> </tr> <tr> <td>Restricted work cases (RWC)</td> <td>0</td> <td>3</td> <td>1</td> <td>1</td> <td>1</td> </tr> <tr> <td>Total Reportable Injury Rate</td> <td>0.23</td> <td>0.39</td> <td>0.28</td> <td>0.274</td> <td>0.445</td> </tr> </tbody> </table>		2018	2019	2020	2021	2022	Lost Time Incident (LTI)	0	2	1	3	6	Medical Treatment Injury (MTI)	6	7	4	2	4	Restricted work cases (RWC)	0	3	1	1	1	Total Reportable Injury Rate	0.23	0.39	0.28	0.274	0.445	
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403-10	Work-related ill health	Omission- Information unavailable																															

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GRI 405: Diversity and Equal Opportunity 2016																																																																																																																					
405-1	Diversity of governance bodies and employees	<p>Board of Directors: 86% male and 14% female, 100% in age group over 50 years.</p> <table border="1" data-bbox="521 331 1753 855"> <thead> <tr> <th colspan="2"></th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td rowspan="7">GRI 405-1: Diversity of governance bodies and employees</td> <td>Male</td> <td>79%</td> <td>79%</td> <td>78%</td> <td>78%</td> <td>78%</td> </tr> <tr> <td>Under 20</td> <td>1%</td> <td>1%</td> <td>1%</td> <td>1%</td> <td>1%</td> </tr> <tr> <td>20-29</td> <td>8%</td> <td>9%</td> <td>8%</td> <td>8%</td> <td>10%</td> </tr> <tr> <td>30-39</td> <td>19%</td> <td>17%</td> <td>17%</td> <td>18%</td> <td>16%</td> </tr> <tr> <td>40-49</td> <td>22%</td> <td>22%</td> <td>22%</td> <td>23%</td> <td>22%</td> </tr> <tr> <td>50-59</td> <td>22%</td> <td>22%</td> <td>21%</td> <td>22%</td> <td>21%</td> </tr> <tr> <td>60 and Over</td> <td>6%</td> <td>7%</td> <td>7%</td> <td>7%</td> <td>8%</td> </tr> <tr> <td rowspan="7">Female</td> <td>21%</td> <td>21%</td> <td>22%</td> <td>22%</td> <td>22%</td> </tr> <tr> <td>Under 20</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>20-29</td> <td>3%</td> <td>3%</td> <td>4%</td> <td>4%</td> <td>3%</td> </tr> <tr> <td>30-39</td> <td>7%</td> <td>7%</td> <td>7%</td> <td>5%</td> <td>6%</td> </tr> <tr> <td>40-49</td> <td>5%</td> <td>6%</td> <td>7%</td> <td>7%</td> <td>7%</td> </tr> <tr> <td>50-59</td> <td>5%</td> <td>5%</td> <td>7%</td> <td>6%</td> <td>5%</td> </tr> <tr> <td>60 and Over</td> <td>1%</td> <td>1%</td> <td>1%</td> <td>1%</td> <td>1%</td> </tr> </tbody> </table> <p>From 2022 onwards, Urenco will report employee categories: senior managers and non-managerial staff.</p> <table border="1" data-bbox="521 906 1279 1422"> <thead> <tr> <th>Diversity of employees</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Number of Female Senior Managers</td> <td>21%</td> </tr> <tr> <td>Number of Male Senior Managers</td> <td>79%</td> </tr> <tr> <td>Number of Senior Managers, under 30</td> <td>0%</td> </tr> <tr> <td>Number of Senior Managers, 30-50</td> <td>54%</td> </tr> <tr> <td>Number of Senior Managers, over 50</td> <td>46%</td> </tr> <tr> <td>Number of Female Non-Managers</td> <td>22%</td> </tr> <tr> <td>Number of Male Non-Managers</td> <td>78%</td> </tr> <tr> <td>Number of Non-Managers, under 30</td> <td>16%</td> </tr> <tr> <td>Number of Non-Managers, 30-50</td> <td>50%</td> </tr> <tr> <td>Number of Non-Managers, over 50</td> <td>34%</td> </tr> </tbody> </table>			2018	2019	2020	2021	2022	GRI 405-1: Diversity of governance bodies and employees	Male	79%	79%	78%	78%	78%	Under 20	1%	1%	1%	1%	1%	20-29	8%	9%	8%	8%	10%	30-39	19%	17%	17%	18%	16%	40-49	22%	22%	22%	23%	22%	50-59	22%	22%	21%	22%	21%	60 and Over	6%	7%	7%	7%	8%	Female	21%	21%	22%	22%	22%	Under 20	0%	0%	0%	0%	0%	20-29	3%	3%	4%	4%	3%	30-39	7%	7%	7%	5%	6%	40-49	5%	6%	7%	7%	7%	50-59	5%	5%	7%	6%	5%	60 and Over	1%	1%	1%	1%	1%	Diversity of employees	2022	Number of Female Senior Managers	21%	Number of Male Senior Managers	79%	Number of Senior Managers, under 30	0%	Number of Senior Managers, 30-50	54%	Number of Senior Managers, over 50	46%	Number of Female Non-Managers	22%	Number of Male Non-Managers	78%	Number of Non-Managers, under 30	16%	Number of Non-Managers, 30-50	50%	Number of Non-Managers, over 50	34%	Urenco do not report other indicators of diversity for our workforce, only age and gender.
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405-2	Ratio of basic salary and remuneration of women to men	See the following link for the UK Gender Pay Gap Report 2022 https://www.urengo.com/cdn/uploads/supporting-files/2023_02_02_Gender_Pay_2022_Final.pdf																																																																																																																			

GRI Standards	Disclosure	Commentary and References	Notes
GRI 413: Local communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	<p>As part of our nuclear licensing process, the possible impacts of incidents and scenarios on our environment and local community are considered. Environmental impacts as a result of our normal operations are monitored and reported to the relevant authority on an annual basis.</p> <p>Urenco’s Social Impact Programme, https://www.urencoco.com/_/AR/34/index.html.</p> <p>Urenco maps and tracks engagements with stakeholders and logs these interactions so that areas of concern and interest can be addressed. For more information, https://www.urencoco.com/_/AR/42/index.html.</p> <p>There are labour unions for Urenco employees in the UK and a Works Council for Urenco Deutschland and Urenco Netherlands employees.</p> <p>Our Urenco sites engage openly and transparently with local residents via a dedicated email address for each site for queries and concerns. Any complaint or grievance is dealt with and recorded in a structured manner, under the supervision of the relevant department.</p> <p>Urenco consult our communities on anything which could impact on them, for example the proposed solar farm installation at the Capenhurst site in the UK. Urenco do this through letters, meetings, newspaper articles and display materials with an enquiries mailbox set up for open dialogue.</p> <p>A Employee Safety Committee structure is in place which places clear accountabilities/responsibilities for safety escalation through the business. The structure creates pathways to Managing Directors and Senior Leaders for issues which require escalation for resolution.</p>	
413-2	Operations with significant actual and potential negative impacts on local communities	<p>There is potential for noise impacts on the local community at any of our operating sites due to their industrial nature. However, they all have effective management systems that control our activities and minimise the impact to local communities.</p>	
GRI 415: Public Policy 2016			
415-1	Political contributions	<p>During 2022, no political contributions financial or in-kind have been made by Urenco.</p>	

Appendix A: GRI 2-7: Employees

Employee Headcount (as of 31 st December 2022)	United States			Germany			The Netherlands			United Kingdom		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total employees	66	187	253	68	282	350	49	285	334	234	696	930
Permanent employees	Information unavailable (linked to GRI 2-7-b) as Urenco's central human resource information system does not consistently record permanent, temporary, non-guaranteed hours, full-time or part-time employees globally.						42	250	292	217	656	873
Temporary employees							7	35	42	17	40	57
Non-guaranteed hours employees							0	0	0	0	0	0
Full-time employees							41	282	323	203	690	893
Part-time employees							8	3	11	31	6	37

Employee headcount fluctuations*	United States			Germany			The Netherlands			United Kingdom		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Employee headcount as of 31st December 2022	66	187	253	68	282	350	49	285	334	234	696	930
Employee headcount as of 31st December 2021	58	173	231	63	264	327	40	272	312	213	643	856
Employee headcount as of 31st December 2020	54	173	227	62	265	327	40	266	306	204	575	779
Employee headcount as of 31st December 2019	52	172	224	60	256	316	37	260	297	181	533	714
Employee headcount as of 31st December 2018	53	174	227	60	247	307	35	262	297	179	514	693

* The headcount continues to grow in Urenco, with notable increases in United Kingdom (34.2%), Germany (14%), The Netherlands (12.5%) and United States (11.5%) over the 5 years.

2-7-d. A full-time employee works the standard contracted hours available for the location; in contrast, a part-time employee works less than the regular contracted hours.

The reasons for temporary employment at Urenco may include hiring specialised professionals to support temporary assignments, apprenticeship schemes, covering parental leaves, etc.

Appendix A:

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Benefits Provided	Almelo			Eunice & Arlington		
	Full-time employees	Part-time employees	Temporary employees	Full-time employees	Part-time employees	Temporary employees
Life Insurance	No	No	No	Yes	No	No
Health care	Yes	Yes	Yes	Yes	No	No
Disability and invalidity coverage	Yes	Yes	Yes	Yes	No	No
Parental leave	Yes	Yes	Yes	No	No	No
Retirement Provision	Yes	Yes	Yes	Yes	Yes	No
Stock Ownership	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

Benefits Provided	Capenhurst			Gronau		
	Full-time employees	Part-time employees	Temporary employees	Full-time employees	Part-time employees	Temporary employees
Life Insurance	Yes	Yes	Yes	No	No	No
Health care	Yes	Yes	Yes	Yes	Yes	Yes
Disability and invalidity coverage	Yes	Yes	Yes	Yes	Yes	Yes
Parental leave	Yes	Yes	Yes	Yes	Yes	Yes
Retirement Provision	Yes	Yes	Yes	Yes	Yes	Yes
Stock Ownership	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

Benefits Provided	Stoke Poges		
	Full-time employees	Part-time employees	Temporary employees
Life Insurance	Yes	Yes	Yes
Health care	Yes	Yes	Yes
Disability and invalidity coverage	Yes	Yes	Yes
Parental leave	Yes	Yes	Yes
Retirement Provision	Yes	Yes	Yes
Stock Ownership	Not Applicable	Not Applicable	Not Applicable

The 'significant locations of operations' is defined by the site location where an employee is based.