

GRI Content Index 2023



Statement of use: Urenco has reported in accordance with GRI Standards for the reporting period 2023 (1st January 2023- 31st December 2023).

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): None

GRI Standards	Disclosure	Commentary and References
GRI 2: General Disclosures (2021)		
The organisation and its reporting practices		
2-1	Organisational details	Urenco Business Model- Annual Report 2023, pg. 2 - https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/4 . 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 .
2-2	Entities included in the organisation's sustainability reporting	Entities included in Sustainability Reporting are: <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 on pg. 92, Annual Report 2023 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/92.</p>
2-3	Reporting period, frequency and contact point	For 2023, an integrated report was produced- combining the annual/financial reporting with the sustainability reporting. The reporting period is January 2023 to December 2023. The publication date of the integrated Annual Report is 14th March 2024 The point of contact for questions relating to the Annual Report is rebecca.astles@urencocom .
2-4	Restatements of information	Restatement of 2022 natural gas and fuel used in hire cars and in personal cars on business use- Annual Report 2023, pg. 86, Footnote 2 & 3 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/88 .

GRI Standards	Disclosure	Commentary and References																														
2-5	External assurance	<p>The appointment and review of external financial auditors is covered in the Audit Committee Terms of Reference (https://www.urencoco.com/investors/our-governance/our-board-and-committees) and in the Audit Committee Report within the 2023 Annual Report, pg. 70 https://issuu.com/triadltd/docs/urencoco_ar2023_hires_1_/72.</p> <p>Urenco’s sustainability data is externally assured by Corporate Citizenship and their 2023 Assurance Statement can be found here: https://www.urencoco.com/sustainability/governance-and-ethics/quality-certificates.</p>																														
Activities and workers																																
2-6	Activities, value chain and other business relationships	<p>Urenco Business Model- Annual Report 2023, pg. 2 https://issuu.com/triadltd/docs/urencoco_ar2023_hires_1_/4.</p> <p>Urenco Strategy priority focus areas include the capacity programme (Annual Report 2023, pg. 14 https://issuu.com/triadltd/docs/urencoco_ar2023_hires_1_/16), Next Generation fuels and New Business Opportunities (Annual Report 2023, pg. 16 https://issuu.com/triadltd/docs/urencoco_ar2023_hires_1_/18).</p> <p>Urenco Group owns a 50% interest in Enrichment Technology Company (ETC), a joint venture company jointly owned with Orano. Markets Overview, Annual Report 2023 pg. 10 https://issuu.com/triadltd/docs/urencoco_ar2023_hires_1_/18.</p> <p>Urenco have multi-year partnerships with charitable organisations. More detail can be found on pg. 28 of the 2023 Annual Report https://issuu.com/triadltd/docs/urencoco_ar2023_hires_1_/30.</p> <p>The Chairman’s Foreword on pg. 4 of the Annual Report 2023 https://issuu.com/triadltd/docs/urencoco_ar2023_hires_1_/30 details the changes in the global environment including the ongoing conflict between Russia and Ukraine and other subsequent shocks to global energy markets 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" data-bbox="521 946 1870 1276"> <thead> <tr> <th data-bbox="521 946 1120 1026">Worker Headcount (as of 31st December 2023)</th> <th data-bbox="1120 946 1314 1026">United States</th> <th data-bbox="1314 946 1473 1026">Germany</th> <th data-bbox="1473 946 1662 1026">The Netherlands</th> <th data-bbox="1662 946 1870 1026">United Kingdom</th> </tr> </thead> <tbody> <tr> <td data-bbox="521 1026 1120 1066">ASW (Agency Supplied Worker)**</td> <td data-bbox="1120 1026 1314 1066">5</td> <td data-bbox="1314 1026 1473 1066">2</td> <td data-bbox="1473 1026 1662 1066">0</td> <td data-bbox="1662 1026 1870 1066">166</td> </tr> <tr> <td data-bbox="521 1066 1120 1106">CSW (Contract Supplied Worker)***</td> <td data-bbox="1120 1066 1314 1106">135</td> <td data-bbox="1314 1066 1473 1106">0</td> <td data-bbox="1473 1066 1662 1106">66</td> <td data-bbox="1662 1066 1870 1106">122</td> </tr> <tr> <th data-bbox="521 1106 1120 1185">Worker Headcount (as of 31st December 2022)</th> <th data-bbox="1120 1106 1314 1185">United States</th> <th data-bbox="1314 1106 1473 1185">Germany</th> <th data-bbox="1473 1106 1662 1185">The Netherlands</th> <th data-bbox="1662 1106 1870 1185">United Kingdom</th> </tr> <tr> <td data-bbox="521 1185 1120 1225">ASW (Agency Supplied Worker)**</td> <td data-bbox="1120 1185 1314 1225">0</td> <td data-bbox="1314 1185 1473 1225">0</td> <td data-bbox="1473 1185 1662 1225">12</td> <td data-bbox="1662 1185 1870 1225">168</td> </tr> <tr> <td data-bbox="521 1225 1120 1265">CSW (Contract Supplied Worker)***</td> <td data-bbox="1120 1225 1314 1265">113</td> <td data-bbox="1314 1225 1473 1265">70</td> <td data-bbox="1473 1225 1662 1265">32</td> <td data-bbox="1662 1225 1870 1265">74</td> </tr> </tbody> </table> <p data-bbox="521 1289 2105 1377">** 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. In the UK, ASWs support interim and temporary positions across the Capenhurst site.</p> <p data-bbox="521 1385 2060 1449">*** A worker supplied via a company providing services to Urenco, where the worker meets specific criteria. In the UK, CSWs mostly support project focused roles across the Capenhurst site.</p> <p data-bbox="521 1457 2083 1508">Omissions- 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.</p>	Worker Headcount (as of 31st December 2023)	United States	Germany	The Netherlands	United Kingdom	ASW (Agency Supplied Worker)**	5	2	0	166	CSW (Contract Supplied Worker)***	135	0	66	122	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
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GRI Standards	Disclosure	Commentary and References
Governance		
2-9	Governance structure and composition	<p>Executive Committee- Annual Report 2023 pg. 60 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/62. Board of Directors- Annual Report 2023 pg. 62-63 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/64. Audit Committee*- Annual Report 2023, pg. 70-75 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/72. Sustainability Committee (SusCo)*- Annual Report 2023, pg. 76 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/78. Remuneration and Appointments Committee*- Annual Report 2023, pg. 77-83 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/78.</p> <p>*The Terms of Reference for these committees can be found here: https://www.urenco.com/investors/our-governance/our-board-and-committees.</p>
2-10	Nomination and selection of the highest governance body	<p>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 pg. 60 and pg. 62-63 of the 2023 Annual Report https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/64.</p> <p>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.</p>
2-11	Chair of the highest governance body	<p>Board composition- Annual Report 2023, pg. 62-63 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/64.</p> <p>The Chairman is an independent non-executive director.</p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p>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 2023, the Board met five times. In addition to the five scheduled meetings, three ad-hoc meetings were arranged to discuss specific items.</p> <p>The Board has three committees: the Audit Committee, the Sustainability Committee (SusCo) and the Remuneration and Appointments Committee.</p> <p>Terms of Reference for our Board Committees are available on the Urenco website - https://www.urenco.com/investors/our-governance/our-board-and-committees.</p> <p>Stakeholder engagement- Annual Report 2023, pg. 32-35 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/34.</p>
2-13	Delegation of responsibility for managing impacts	<p>The overall Executive sponsor for Sustainability is our CEO, Boris Schuht. Our CEO is the link between the non-Executive Board of Directors and the Executive Committee. Sustainability has senior management representative sponsorship. The focus area sponsors are defined in the Sustainability Committee Terms of Reference - https://www.urenco.com/investors/our-governance/our-board-and-committees.</p> <p>The Sustainability Committee (SusCo) meets three times a year. The Executive Committee are the approval function with topics presented to the SusCo for endorsement. More information on the SusCo can be found on pg. 76 of the 2023 Annual Report https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/78.</p>

GRI Standards	Disclosure	Commentary and References
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.
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	Critical concerns are reported to the Audit Committee of the Board. There were 21 reports in 2023.
2-17	Collective knowledge of the highest governance body	The Board of Directors Skills Matrix is on pg. 62 and 63 of the 2023 Annual report https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/64 .
2-18	Evaluation of the performance of the highest governance body	<p>Sustainability Committee Report, pg. 76 of the 2023 Annual Report https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/78.</p> <p>As stated in the GRI 2022 disclosure, Urenco had intended to conduct an internal (not independent) effectiveness review in 2023, to be carried out by the SusCo Chair, CEO, COO, General Counsel and Head of Sustainability. However, the composition of the Committee changed during 2023 therefore Urenco will now look at conducting an effectiveness review at a later stage.</p>
2-19	Remuneration policies	<p>Remuneration report within the Annual Report 2023, pg. 77-83 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/78.</p> <p>Key aspects of the remuneration policy for Executives and Non-Executive Directors can be found here: Annual Report 2023, pg. 82-83 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/82.</p>

GRI Standards	Disclosure	Commentary and References
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 within the Annual Report 2023, pg. 77-83 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/78.</p>
2-21	Annual total compensation ratio	<p>The highest-paid individual earns 10:1 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> <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.</p>

GRI Standards	Disclosure	Commentary and References
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	<p>Our vision is of a sustainable, net zero world, and 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- Annual Report 2023, pg. 6-9 https://issuu.com/triadltd/docs/urenc_ar2023_hires_1_/8.</p> <p>Sustainability KPI performance- Annual Report 2023, pg. 21 https://issuu.com/triadltd/docs/urenc_ar2023_hires_1_/22.</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 remains a degree of uncertainty over the exact nature of all 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://issuu.com/triadltd/docs/urenc_ar2023_hires_1_/22.</p> <p>Urenco’s Code of Conduct can be found here, alongside our Supplier Code of Ethics and Conduct: https://www.urenc.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.urenc.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>

GRI Standards	Disclosure	Commentary and References										
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>In 2023, Urenco published (internally) the Sustainable Procurement Standard which establishes how the Group Procurement incorporates Environmental, Social and Governance (ESG) principles into Urenco’s procurement processes. By implementing this Standard, Group Procurement can ensure Urenco’s sustainability values are encouraged and shared with the supply base. 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="519 970 1895 1177"> <thead> <tr> <th data-bbox="519 970 1111 1015">Area</th> <th data-bbox="1111 970 1895 1015">Executive/Senior Sponsor</th> </tr> </thead> <tbody> <tr> <td data-bbox="519 1015 1111 1054">Net Zero and environmental impact</td> <td data-bbox="1111 1015 1895 1054">Chief Operating Officer</td> </tr> <tr> <td data-bbox="519 1054 1111 1094">Social Impact programme</td> <td data-bbox="1111 1054 1895 1094">Interim Head of Communications</td> </tr> <tr> <td data-bbox="519 1094 1111 1134">Inclusivity and Diversity</td> <td data-bbox="1111 1094 1895 1134">Chief People and Culture Officer</td> </tr> <tr> <td data-bbox="519 1134 1111 1174">Governance (incl. human rights)</td> <td data-bbox="1111 1134 1895 1174">General Counsel</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • Urenco sustainability focus area Sponsors 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											
Inclusivity and Diversity	Chief People and Culture Officer											
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GRI Standards	Disclosure	Commentary and References
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.urencoco.com/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.urencoco.com/investors/our-governance/our-code-of-conduct.</p> <p>Urenco has 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.</p>

GRI Standards	Disclosure	Commentary and References				
2-28	Membership associations	Membership of associations for 2023	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	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			
United Nations Global Compact				X		
British-American Business Association				X		

GRI Standards	Disclosure	Commentary and References										
Stakeholder engagement												
2-29	Approach to stakeholder engagement	Stakeholder engagement- Annual Report 2023, pg. 32-35 https://issuu.com/triadltd/docs/urenc0_ar2023_hires_1_/34 .										
2-30	Collective bargaining agreements	<p>The collective bargaining agreements impact 72% 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"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Percentage of employees covered by collective bargaining agreements</td> <td>43%</td> <td>47%</td> <td>73%</td> <td>72%</td> </tr> </tbody> </table>		2020	2021	2022	2023	Percentage of employees covered by collective bargaining agreements	43%	47%	73%	72%
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GRI 3: Material Topics 2021												
3-1	Process to determine material topics	See Urenco’s 2023 Materiality analysis document within the Our Priorities section of our Sustainability homepage https://www.urenc0.com/sustainability .										
3-2	List of material topics	Urenco’s 2023 Materiality Analysis (link above) outlines Urenco’s strategically significant and increasingly significant material topics. All of the 2021 and 2022 material topics remain priorities for Urenco such as nuclear safety and security, waste, health and safety, ethical and transparent business and have grown more nuanced in their categorisation however a few new material topics were added for 2023. New material topics for Urenco are energy security, data privacy and security, role of nuclear in the net zero transition and protecting and restoring nature. The conflict between Russia and Ukraine and other subsequent shocks to global energy markets has brought energy security into sharp focus. Climate change and the transition to net zero have become common place in the public consciousness and business integrity. Current and upcoming corporate sustainability reporting legislation are requiring companies to disclose detailed information on issues such as nature and biodiversity.										
3-3	Management of material topics	<p>See pg 21-28 Of the Annual Report 2023 for the management of the material topics https://issuu.com/triadltd/docs/urenc0_ar2023_hires_1_/22.</p> <p>The Sustainability team are currently reviewing the outcome of the 2023 Materiality Analysis to formulate a new Sustainability Strategy by the end of Q4 2024, with the updated material topics at its core.</p>										

GRI Standards	Disclosure	Commentary and References
GRI 201: Economic Performance 2018		
201-1	Direct economic value generated and distributed	Group Finance Report, pg 54-59 of the 2023 Annual Report: https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/56 .
201-2	Financial implications and other risks and opportunities due to climate change	See Taskforce for Climate-related Financial Disclosures (TCFD) on pg 36-47 of the 2023 Annual Report: https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/38 .
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.</p> <p>For the defined benefit schemes, the plan's liabilities are met. The estimated value of those liabilities in 2023 was €26.5 million. For the year ended 31st December 2023, Urenco had €36.1 million in retirement benefit asset. The net surplus on the Group's defined benefit pension schemes was €9.6 million. The Retirement Benefit obligations for 2023 can be found here: https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/164.</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. 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 2023. 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. Urenco has received no material assistance in the form of additional tax reliefs or credits.</p> <p>Urenco has received government grants during the reporting and details of these can be found on pg. 125 of the Annual Report https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/126.</p>

GRI Standards	Disclosure	Commentary and References																														
GRI 302: Energy 2016																																
302-1	Energy consumption within the organization	<table border="1" data-bbox="521 296 2011 539"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</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>34,584</td> <td>31,090</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> <td>0</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> <td>551,714</td> </tr> <tr> <td>Total energy consumption (MWh)</td> <td>617,819</td> <td>603,042</td> <td>599,141</td> <td>591,579</td> <td>582,804</td> </tr> </tbody> </table> <p data-bbox="521 555 2063 643">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	2023	Total fuel consumption from non-renewable sources (MWh)	32,633	30,362	35,815	34,584	31,090	Total fuel consumption from renewable sources (MWh)	0	139	6.7	38	0	Total electricity consumption (MWh)	585,186	572,541	563,319	556,957	551,714	Total energy consumption (MWh)	617,819	603,042	599,141	591,579	582,804
	2019	2020	2021	2022	2023																											
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Total energy consumption (MWh)	617,819	603,042	599,141	591,579	582,804																											
302-2	Energy consumption outside of the organization	<p data-bbox="521 663 2119 722">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="521 727 2119 815">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 2023 was 1,435 MWh. Energy consumption linked to investments in 2023 was 21,541 MWh.</p>																														
302-3	Energy intensity	<p data-bbox="521 834 2107 922">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="521 927 2134 986">Conversion factors applied are sourced from the Greenhouse Gas Reporting: Conversion Factors (UK Government) for the relevant year. For 2023, the energy intensity ratio for the Urenco Group is 33.11 MWh / tSW.</p>																														
302-4	Reduction of energy consumption	<p data-bbox="521 1005 2063 1064">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://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/88.</p> <p data-bbox="521 1069 2134 1128">Conversion factors applied are sourced from the Greenhouse Gas Reporting: Conversion Factors (UK Government) for the relevant year.</p> <p data-bbox="521 1133 1603 1163">Actual, externally assured, consumption data is used to calculate the energy reductions.</p> <p data-bbox="521 1168 1906 1198">Urenco does not currently report on reductions in energy consumption for other geographies outside of the UK.</p>																														
302-5	Reductions in energy requirements of products and services	<p data-bbox="521 1222 869 1252">Not relevant to our product.</p>																														

GRI Standards	Disclosure	Commentary and References
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. 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				
303-3	Water withdrawal	2022		2023		
			All Areas (m ³)	Areas with water stress (i.e. UUSA) (m ³)	All Areas (m ³)	Areas with water stress (i.e. UUSA) (m ³)
		Water Withdrawal				
		Third-party- Freshwater	219,676	0	213,800	0
		Third-party- Groundwater	76,747	76,747	77,407	77,407
	Freshwater- Surface Water	149,698	0	162,881	0	
	Total Water Withdrawal	446,121	76,747	454,088	77,407	
303-4	Water discharge	2022		2023		
			All Areas (m ³)	Areas with water stress (i.e. UUSA) (m ³)	All Areas (m ³)	Areas with water stress (i.e. UUSA) (m ³)
		Water Discharge				
		Surface Water (Total)	56,112	0	54,615	0
		Third-party (Total)	100,657	21,074	92,777	16,246
	Third-party water sent for use to other organisations	985	0	463	0	
	Total Water Discharge	157,754	21,074	147,855	16,246	
303-5	Water consumption	2022		2023		
			All Areas (m ³)	Areas with water stress (i.e. UUSA) (m ³)	All Areas (m ³)	Areas with water stress (i.e. UUSA) (m ³)
		Water Consumption				
	Total Water Consumption	288,368	55,673	306,233	61,162	

GRI Standards	Disclosure	Commentary and References																						
GRI 305: Emissions 2016																								
305-1	Direct (Scope 1) GHG emissions	<table border="1" data-bbox="521 300 1899 416"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Scope 1 emissions (tCO₂e)</td> <td>12,969</td> <td>17,131</td> <td>14,500</td> <td>12,959</td> <td>12,187</td> </tr> </tbody> </table> <p data-bbox="521 432 2134 802"> Gases included in this calculation are CO₂, CH₄, N₂O and HFCs. Data has been collated in accordance with the Greenhouse Gas Protocol Corporate Accounting Standard - Revised Edition (2004). CO₂ emissions from biogenic carbon for 2023 are zero. Urenco’s only biogenic fuel source is biodiesel used for power backup systems at our UK plant. 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 Fifth Assessment Report over a 100 year period. Our baseline year is 2019 with 12,969* tCO₂e Scope 1 emissions. *In 2023 we re-baselined our 2019 carbon footprint. As a result, scope 1 emissions rose from 10,953 tCO₂e due to fugitive emissions from our USA plant. </p>						2019	2020	2021	2022	2023	Scope 1 emissions (tCO ₂ e)	12,969	17,131	14,500	12,959	12,187						
	2019	2020	2021	2022	2023																			
Scope 1 emissions (tCO ₂ e)	12,969	17,131	14,500	12,959	12,187																			
305-2	Energy indirect (Scope 2) GHG emissions	<table border="1" data-bbox="521 818 1899 1010"> <thead> <tr> <th>Scope 2 emissions (tCO₂e)</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Electricity (Location based)</td> <td>260,219</td> <td>230,803</td> <td>210,617</td> <td>186,301</td> <td>185,243</td> </tr> <tr> <td>Electricity (Market based)</td> <td>184,614</td> <td>129,245</td> <td>124,787</td> <td>133,044</td> <td>125,945</td> </tr> </tbody> </table> <p data-bbox="521 1026 2134 1310"> Gases included in this calculation are CO₂, CH₄ and N₂O. 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. Our consolidation approach for emissions is operational control. 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>					Scope 2 emissions (tCO ₂ e)	2019	2020	2021	2022	2023	Electricity (Location based)	260,219	230,803	210,617	186,301	185,243	Electricity (Market based)	184,614	129,245	124,787	133,044	125,945
Scope 2 emissions (tCO ₂ e)	2019	2020	2021	2022	2023																			
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GRI Standards	Disclosure	Commentary and References																
305-3	Other indirect (Scope 3) GHG emissions	<table border="1" data-bbox="524 261 1912 379"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Scope 3 emissions (tCO2e)</td> <td>260,895</td> <td>193,178</td> <td>248,124*</td> <td>262,472</td> <td>323,845</td> </tr> </tbody> </table> <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, 8, 9, 10, 12 and 15.</p> <p>*An error in emission factor methodology for 2021 fuel and energy related activities has resulted in restating of this value from 237,973 tCO₂e.</p>						2019	2020	2021	2022	2023	Scope 3 emissions (tCO2e)	260,895	193,178	248,124*	262,472	323,845
	2019	2020	2021	2022	2023													
Scope 3 emissions (tCO2e)	260,895	193,178	248,124*	262,472	323,845													
305-4	GHG emissions intensity	<p>The GHG intensity per tonne of separative work unit (tSW) is 7.85 tCO₂e/tSW. This represents a 26.5% reduction in emissions intensity from our 2019 baseline. The GHG intensity per tonne of separative work unit for 2019 was 10.68 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. 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 31.8% compared to our 2019 baseline.</p> <p>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.</p> <p>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	Omission- Information unavailable- Urenco are in the process of moving sustainability data platforms and at the time of publication, this data was not available for disclosure.																

GRI Standards	Disclosure	Commentary and References													
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" data-bbox="519 880 1787 967"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Total weight of waste generated in metric tons</td> <td>2,095.5</td> <td>372.8</td> <td>546.5</td> <td>623.3</td> </tr> </tbody> </table>					2020	2021	2022	2023	Total weight of waste generated in metric tons	2,095.5	372.8	546.5	623.3
	2020	2021	2022	2023											
Total weight of waste generated in metric tons	2,095.5	372.8	546.5	623.3											

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306-4	Waste diverted from disposal	<table border="1"> <thead> <tr> <th data-bbox="519 261 1196 304">Waste in tonnes</th> <th data-bbox="1196 261 1368 304">2020</th> <th data-bbox="1368 261 1541 304">2021</th> <th data-bbox="1541 261 1713 304">2022</th> <th data-bbox="1713 261 1886 304">2023</th> </tr> </thead> <tbody> <tr> <td data-bbox="519 304 1196 347">Hazardous- Composting</td> <td data-bbox="1196 304 1368 347">0</td> <td data-bbox="1368 304 1541 347">0</td> <td data-bbox="1541 304 1713 347">0</td> <td data-bbox="1713 304 1886 347">0</td> </tr> <tr> <td data-bbox="519 347 1196 391">Hazardous- Reuse</td> <td data-bbox="1196 347 1368 391">1</td> <td data-bbox="1368 347 1541 391">0</td> <td data-bbox="1541 347 1713 391">0</td> <td data-bbox="1713 347 1886 391">0</td> </tr> <tr> <td data-bbox="519 391 1196 434">Hazardous- Recycled</td> <td data-bbox="1196 391 1368 434">17.3</td> <td data-bbox="1368 391 1541 434">40.1</td> <td data-bbox="1541 391 1713 434">58</td> <td data-bbox="1713 391 1886 434">42.9</td> </tr> <tr> <td data-bbox="519 434 1196 477">Hazardous- Recovery</td> <td data-bbox="1196 434 1368 477">16.8</td> <td data-bbox="1368 434 1541 477">1.0</td> <td data-bbox="1541 434 1713 477">4</td> <td data-bbox="1713 434 1886 477">3.8</td> </tr> <tr> <td data-bbox="519 477 1196 520">Total hazardous waste diverted from disposal</td> <td data-bbox="1196 477 1368 520">34.1</td> <td data-bbox="1368 477 1541 520">41.1</td> <td data-bbox="1541 477 1713 520">62</td> <td data-bbox="1713 477 1886 520">46.7</td> </tr> <tr> <td data-bbox="519 520 1196 563">Non-hazardous- Composting</td> <td data-bbox="1196 520 1368 563">38.9</td> <td data-bbox="1368 520 1541 563">0</td> <td data-bbox="1541 520 1713 563">16*</td> <td data-bbox="1713 520 1886 563">20</td> </tr> <tr> <td data-bbox="519 563 1196 606">Non-hazardous- Reuse</td> <td data-bbox="1196 563 1368 606">5.2</td> <td data-bbox="1368 563 1541 606">1.8</td> <td data-bbox="1541 563 1713 606">2.6</td> <td data-bbox="1713 563 1886 606">24.9</td> </tr> <tr> <td data-bbox="519 606 1196 649">Non-hazardous- Recycled</td> <td data-bbox="1196 606 1368 649">240.4</td> <td data-bbox="1368 606 1541 649">122.1</td> <td data-bbox="1541 606 1713 649">148.4</td> <td data-bbox="1713 606 1886 649">176.4</td> </tr> <tr> <td data-bbox="519 649 1196 692">Non-hazardous- Recovery</td> <td data-bbox="1196 649 1368 692">1647.2</td> <td data-bbox="1368 649 1541 692">132.7</td> <td data-bbox="1541 649 1713 692">82.7</td> <td data-bbox="1713 649 1886 692">41.5</td> </tr> <tr> <td data-bbox="519 692 1196 746">Total non-hazardous waste diverted from disposal</td> <td data-bbox="1196 692 1368 746">1,931.7</td> <td data-bbox="1368 692 1541 746">256.6</td> <td data-bbox="1541 692 1713 746">250</td> <td data-bbox="1713 692 1886 746">262.8</td> </tr> </tbody> </table> <p data-bbox="519 759 1196 786">*4.77 tonnes is organic mixed food waste and garden waste</p>					Waste in tonnes	2020	2021	2022	2023	Hazardous- Composting	0	0	0	0	Hazardous- Reuse	1	0	0	0	Hazardous- Recycled	17.3	40.1	58	42.9	Hazardous- Recovery	16.8	1.0	4	3.8	Total hazardous waste diverted from disposal	34.1	41.1	62	46.7	Non-hazardous- Composting	38.9	0	16*	20	Non-hazardous- Reuse	5.2	1.8	2.6	24.9	Non-hazardous- Recycled	240.4	122.1	148.4	176.4	Non-hazardous- Recovery	1647.2	132.7	82.7	41.5	Total non-hazardous waste diverted from disposal	1,931.7	256.6	250	262.8										
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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 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. The sites' management systems include considerations for non-employees and contractors and outline the expectations for engagement with these groups.</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. 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, 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. The sites engage with contractors through this program and perform reviews of proposed risk assessments for their activities.</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 and empowers organisational learning. 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. Investigations are performed for reported events which occur, including those involving persons who are not employees but whose work and/or workplace is controlled by the organisation. 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, this applies to all individuals working at the site regardless of the company for who they work. Senior Management consistently reinforce this message via regular communications and the Health and Safety induction at each site details this ensuring that all new starters are aware of the site's expectations.</p>

GRI Standards	Disclosure	Commentary and References
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> <p>Employees at all sites undergo required occupational health monitoring. Urenco works in combination with the employers of workers who are not employees but whose work and/or workplace is controlled by the organization to ensure that there is communication of any risks presented to their employees by nature of working at our premises.</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>An employee safety engagement programme is in place at each site 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. In addition to this there are engagement forums with non-employees who work at the site to ensure that there is a route for escalation of any concerns.</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 policies which lay 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>For more information on the Incident and Injury Free Training roll-out, see page 26 of the Annual Report 2023 https://issuu.com/triadltd/docs/urenco_ar2023_hires_1_/28.</p> <p>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>

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403-6	Promotion of worker health	All Urengo full-time employees are entitled to healthcare benefit packages. In the UK, the RewardU benefits package offers UK employees discounted gym memberships, cancer screening and health assessments via salary sacrifice. Similar employee benefit packages are available at the German and Netherlands sites. In the UK and USA, Urengo has also contracted with an external organisation to provide support to employees and contractors in relation to their health and wellbeing.																									
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Health and Safety management forms part of the supply chain pre-qualification process. Urengo’s partnership with EcoVadis assesses Employee Health & Safety and Working Conditions amongst other criteria to determine if companies Urengo 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.</p> <p>A focus for 2023 has been collaborative engagement with our supply chain partners, improving the safety culture and performance across our operational facilities. This focus will continue in 2024 and beyond as our expansion programme gains momentum and will include a new safety campaign to strengthen our safety culture for all our workforce.</p>																									
403-8	Workers covered by an occupational health and safety management system	All Urengo employees are covered by the applicable occupational health and safety management system.																									
403-9	Work-related injuries	<p>Urengo 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 Urengo or not. Urengo do not distinguish between high consequence work-related injuries and recordable work-related injuries in the data we publish. Urengo have had zero fatalities in 2023.</p> <p>Our employee and contractor safety performance remained robust throughout 2023. We had a total of seven recordable injuries, resulting in a TRIR of 0.248, meeting our target of 0.32. 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 1070 1715 1249"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Lost Time Incident (LTI)</td> <td>1</td> <td>3</td> <td>6</td> <td>5</td> </tr> <tr> <td>Medical Treatment Injury (MTI)</td> <td>4</td> <td>2</td> <td>4</td> <td>2</td> </tr> <tr> <td>Restricted work cases (RWC)</td> <td>1</td> <td>1</td> <td>1</td> <td>0</td> </tr> <tr> <td>Total Reportable Injury Rate</td> <td>0.28</td> <td>0.274</td> <td>0.445</td> <td>0.248</td> </tr> </tbody> </table>		2020	2021	2022	2023	Lost Time Incident (LTI)	1	3	6	5	Medical Treatment Injury (MTI)	4	2	4	2	Restricted work cases (RWC)	1	1	1	0	Total Reportable Injury Rate	0.28	0.274	0.445	0.248
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403-10	Work-related ill health	Omission- Information unavailable																									

GRI Standards	Disclosure	Commentary and References																																													
GRI 405: Diversity and Equal Opportunity 2016																																															
405-1	Diversity of governance bodies and employees	<p>Board of Directors: In 2023, 89% male and 11% female, 100% in age group over 50 years, a slight change compared to 86% male and 14% female in 2022.</p> <table border="1" data-bbox="521 363 1496 916"> <thead> <tr> <th data-bbox="521 363 1059 400">Diversity of employees</th> <th data-bbox="1059 363 1279 400">2022</th> <th data-bbox="1279 363 1496 400">2023</th> </tr> </thead> <tbody> <tr> <td data-bbox="521 400 1059 437">Number of Female Senior Managers</td> <td data-bbox="1059 400 1279 437">21%</td> <td data-bbox="1279 400 1496 437">16%</td> </tr> <tr> <td data-bbox="521 437 1059 474">Number of Male Senior Managers</td> <td data-bbox="1059 437 1279 474">79%</td> <td data-bbox="1279 437 1496 474">84%</td> </tr> <tr> <td data-bbox="521 474 1059 510"></td> <td data-bbox="1059 474 1279 510"></td> <td data-bbox="1279 474 1496 510"></td> </tr> <tr> <td data-bbox="521 510 1059 547">Number of Senior Managers, under 30</td> <td data-bbox="1059 510 1279 547">0%</td> <td data-bbox="1279 510 1496 547">0.5%</td> </tr> <tr> <td data-bbox="521 547 1059 584">Number of Senior Managers, 30-50</td> <td data-bbox="1059 547 1279 584">54%</td> <td data-bbox="1279 547 1496 584">63%</td> </tr> <tr> <td data-bbox="521 584 1059 620">Number of Senior Managers, over 50</td> <td data-bbox="1059 584 1279 620">46%</td> <td data-bbox="1279 584 1496 620">36.5%</td> </tr> <tr> <td data-bbox="521 620 1059 657"></td> <td data-bbox="1059 620 1279 657"></td> <td data-bbox="1279 620 1496 657"></td> </tr> <tr> <td data-bbox="521 657 1059 694">Number of Female Non-Managers</td> <td data-bbox="1059 657 1279 694">22%</td> <td data-bbox="1279 657 1496 694">23.9%</td> </tr> <tr> <td data-bbox="521 694 1059 730">Number of Male Non-Managers</td> <td data-bbox="1059 694 1279 730">78%</td> <td data-bbox="1279 694 1496 730">76%</td> </tr> <tr> <td data-bbox="521 730 1059 767">Number of Non-Managers identifying as Other</td> <td data-bbox="1059 730 1279 767">0%</td> <td data-bbox="1279 730 1496 767">0.1%</td> </tr> <tr> <td data-bbox="521 767 1059 804"></td> <td data-bbox="1059 767 1279 804"></td> <td data-bbox="1279 767 1496 804"></td> </tr> <tr> <td data-bbox="521 804 1059 841">Number of Non-Managers, under 30</td> <td data-bbox="1059 804 1279 841">16%</td> <td data-bbox="1279 804 1496 841">17%</td> </tr> <tr> <td data-bbox="521 841 1059 877">Number of Non-Managers, 30-50</td> <td data-bbox="1059 841 1279 877">50%</td> <td data-bbox="1279 841 1496 877">52%</td> </tr> <tr> <td data-bbox="521 877 1059 914">Number of Non-Managers, over 50</td> <td data-bbox="1059 877 1279 914">34%</td> <td data-bbox="1279 877 1496 914">31%</td> </tr> </tbody> </table> <p>Urenco do not report other indicators of diversity for our workforce, only age and gender.</p>	Diversity of employees	2022	2023	Number of Female Senior Managers	21%	16%	Number of Male Senior Managers	79%	84%				Number of Senior Managers, under 30	0%	0.5%	Number of Senior Managers, 30-50	54%	63%	Number of Senior Managers, over 50	46%	36.5%				Number of Female Non-Managers	22%	23.9%	Number of Male Non-Managers	78%	76%	Number of Non-Managers identifying as Other	0%	0.1%				Number of Non-Managers, under 30	16%	17%	Number of Non-Managers, 30-50	50%	52%	Number of Non-Managers, over 50	34%	31%
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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 2023 https://www.urengo.com/news/Global/2024/urengo-publishes-uk-gender-pay-gap-report .																																													

GRI Standards	Disclosure	Commentary and References
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.</p> <p>Urenco's Social Impact Programme, see pg. 28 of the 2023 Annual Report https://issuu.com/triadltd/docs/urenc0_ar2023_hires_1_/30.</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, see pg. 35 of the 2023 Annual Report https://issuu.com/triadltd/docs/urenc0_ar2023_hires_1_/36.</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 them. Urenco do this through letters, meetings, newspaper articles and display materials with an enquiries mailbox set up for open dialogue.</p> <p>An employee safety engagement programme is in place at each site 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 2023, 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 2023)	United States				Germany				The Netherlands				United Kingdom			
	Female	Male	Unknown /Other	Total	Female	Male	Unknown /Other	Total	Female	Male	Unknown /Other	Total	Female	Male	Unknown /Other	Total
Total employees	79	199	0	278	75	323	0	398	57	303	0	360	289	843	1	1133
Permanent employees									46	258	0	304	265	797	1	1063
Temporary employees	Omission- 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.															
Non-guaranteed hours employees									0	0	0	0	0	0	0	0
Full-time employees									18	224	0	242	270	835	1	1106
Part-time employees									39	79	0	118	19	8	0	27

Employee headcount fluctuations*	United States				Germany				The Netherlands				United Kingdom			
	Female	Male	Unknown /Other	Total	Female	Male	Unknown /Other	Total	Female	Male	Unknown /Other	Total	Female	Male	Unknown /Other	Total
Employee headcount as of 31st December 2023	78	199	1	278	75	323	0	398	57	303	0	360	289	843	1	1133
Employee headcount as of 31st December 2022	66	187	N/A	253	68	282	N/A	350	49	285	N/A	334	234	696	N/A	930
Employee headcount as of 31st December 2021	58	173	N/A	231	63	264	N/A	327	40	272	N/A	312	213	643	N/A	856
Employee headcount as of 31st December 2020	54	173	N/A	227	62	265	N/A	327	40	266	N/A	306	204	575	N/A	779

* The headcount continues to grow in Urenco, with notable increases in United Kingdom (58.7%), Germany (25.9%), United States (24.1%) and The Netherlands (21.2%) 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.