



# AN ELECTRIC BRITAIN

Progress update 2025



# Britain's biggest generator of zero carbon electricity

For more than 26 years, we have been at the forefront of the UK's energy system, investing in nuclear to deliver reliable, zero carbon power, expanding into wind and solar, and helping customers with smarter, more flexible solutions.

Looking ahead, we want to play our part in building An Electric Britain - a country with a resilient electricity system that is affordable for families and businesses, and secure for the nation. We want to build an electricity system that helps deliver the nation's climate and net zero ambitions with a transition that creates lasting economic and social value across the UK, with a thriving and diverse workforce.



**“Britain’s energy future depends on secure, affordable and clean electricity. That’s why in 2024 we continued to be a net investor in Britain, spending £4.3 billion on strengthening its energy security and boosting jobs, while helping households and businesses cut costs and carbon. An Electric Britain isn’t just EDF’s ambition it’s a shared journey for us all.”**

Simone Rossi, CEO, EDF



# COMMITMENTS AND PROGRESS



## AN ELECTRIC BRITAIN



### COMMITMENTS

With Hinkley Point C construction progressing and a potential Sizewell B extension, we aim to generate up to 35 TWh of nuclear power in 2035, powering millions of homes.

EDF power solutions aims to deliver 10GW of generation and storage by 2035.

### PROGRESS

We operate 6GW of nuclear capacity, producing 13% of the UK's total energy generation in 2024.

EDF power solutions operate 2GW of renewables capacity, delivering a generation output c.3TWh with 93.9% production-based availability and a development pipeline of 14GW.\*

Since 2018, we have invested £2 for every £1 earned, demonstrating our long-term commitment to the UK's energy future.

\*Data last updated on 15/07/2025

### COMMITMENTS

By 2035 we aim to help customers avoid four million tonnes of carbon per year by installing solar panels, heat pumps and charge points

### PROGRESS

We have expanded our offer as a home energy optimiser with the acquisition of Pod (the market leader in home charger installations), EDF Heat Pumps (previously CB Heating, 4th in the market for installations) and Contact Solar (6th in the market for installations).

Our retail business achieved 5 stars (4.8 score) on Trustpilot.

Across the UK, 88% of 'Sunday Saver' participants have earned at least four free hours, with over £2.73 million credited to customer bills since the scheme began.



## PROTECTING OUR PLANET



### COMMITMENTS

We aim to be net zero no later than 2050.

All our light-vehicle fleet will meet EV100 qualification criteria by 2030, either plug-in hybrid or full electric.

As part of EDF Group our aim is to reduce our scope 3 carbon emissions by 35% by 2030 and 45% by 2035 (vs. 2019) in line with the 1.5°C Paris Agreement.

### PROGRESS

Carbon intensity at the point of generation is 0gCO<sub>2</sub>e/MWh. We only generate zero carbon electricity.

In 2024, our generation avoided more than 13 million tonnes of CO<sub>2</sub>e, equivalent to taking six million cars off the road for a year.\*

With short lifetime extensions confirmed for all four AGR (advanced gas-cooled reactor) stations, they will generate up to 45 TWh of additional power over the extended lifetimes, cutting UK emissions and reducing reliance on imported gas.

\*Compared to gas-fired power.

### COMMITMENTS

We will deliver positive biodiversity outcomes for all developments and on all land we directly manage.

### PROGRESS

To date, we're the only UK energy company that has been certified with the Biodiversity Benchmark through the continuous work within Nuclear Operations at our six sites.



## IMPROVING PEOPLE'S LIVES



### COMMITMENTS

Improving representation: 50% of senior leaders will have diverse characteristics by 2030.

We believe all harm is preventable and so strive for Zero Harm.

### PROGRESS

In 2024, diverse senior leaders increased to 36% (2023: 30%) and women in management rose to 31% (2023: 25%), with diversity included in senior leadership incentive targets since 2022.

In 2024 we have continued to reduce injuries and move towards our Zero Harm goal. Our performance compares strongly in each of the industrial sectors as shown by statistics from the Health and Safety Executive.

leadership incentive targets since 2022.

### COMMITMENTS

We apply the principles of a Just Transition, supporting customers, workers and communities through the energy transition.

### PROGRESS

We recruited 2,000 people in communities across Britain in 2024 and aim to recruit more than 3,000 roles in 2025, including more than 600 apprentices and graduates.

Our Small and Medium-sized Enterprises (SMEs) supply chain spend increased to £1.7 billion, with more than 2,400 SMEs, meaning SMEs now cover 68% of our supply base.

We helped 75,000 customers with support including debt advice, income maximisation, energy efficiency advice, debt clearance and financial assistance payments in 2024.



# AN ELECTRIC BRITAIN

Electricity is the key to a secure, affordable and clean future. Switching more activities – heat, transport, industrial processes – from fossil fuels to electricity and building the infrastructure to produce low carbon power in this country is how Britain can meet its energy, security and climate goals.



We're electrifying Britain - expanding access to clean energy and helping homes, businesses, and public services transition to a secure, affordable, low carbon electricity supply.

Through investment in generation, flexibility, innovative technologies, and smart customer solutions, we're enabling a more secure energy system while cutting emissions.

We are:

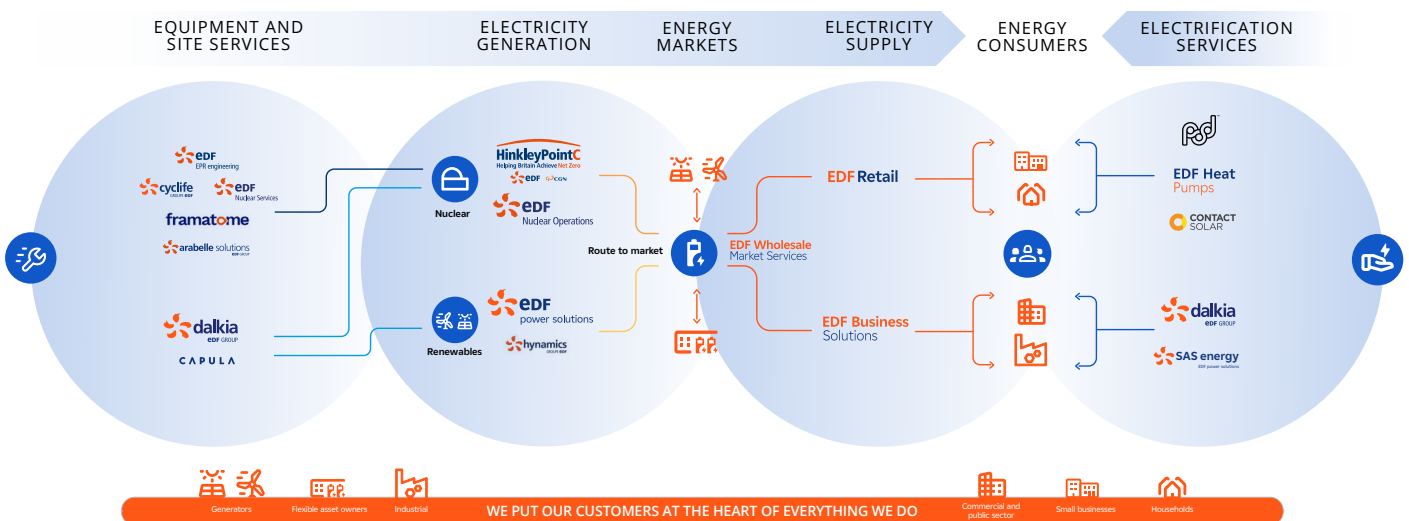
- The fifth largest residential supplier in the UK and are supporting electrification through low carbon heating, electric mobility, flexibility services, and smart metering.
- Committed to developing and enhancing our customers' ability to adjust their consumption and control their bills through innovations like our 'Sunday Saver' challenge and by frequently offering the cheapest fixed rate deals amongst major suppliers.
- The largest industrial and commercial energy supplier, optimiser and Power Purchase Agreement offtaker in the UK.
- The second largest mechanical and electrical services contractor in the UK.
- The UK's trusted nuclear operator supporting with 7GW of new capacity in development.
- An integrated renewable specialist developing and operating wind, solar and battery storage technology across the UK and Ireland, with a mature pipeline.



**At the heart of our strategy is a simple belief: electrification is key to improving affordability, strengthening energy security, and tackling climate change.**

## EDF VALUE CHAIN

As part of the EDF Group, we operate across the full electricity value chain from generation in nuclear and renewables, to retail and wholesale market services. Our integrated model, supported by a skilled and diverse workforce across EDF Group and UK businesses, connects customers with secure, reliable and affordable energy while driving the UK's transition to a clean electricity-based system.

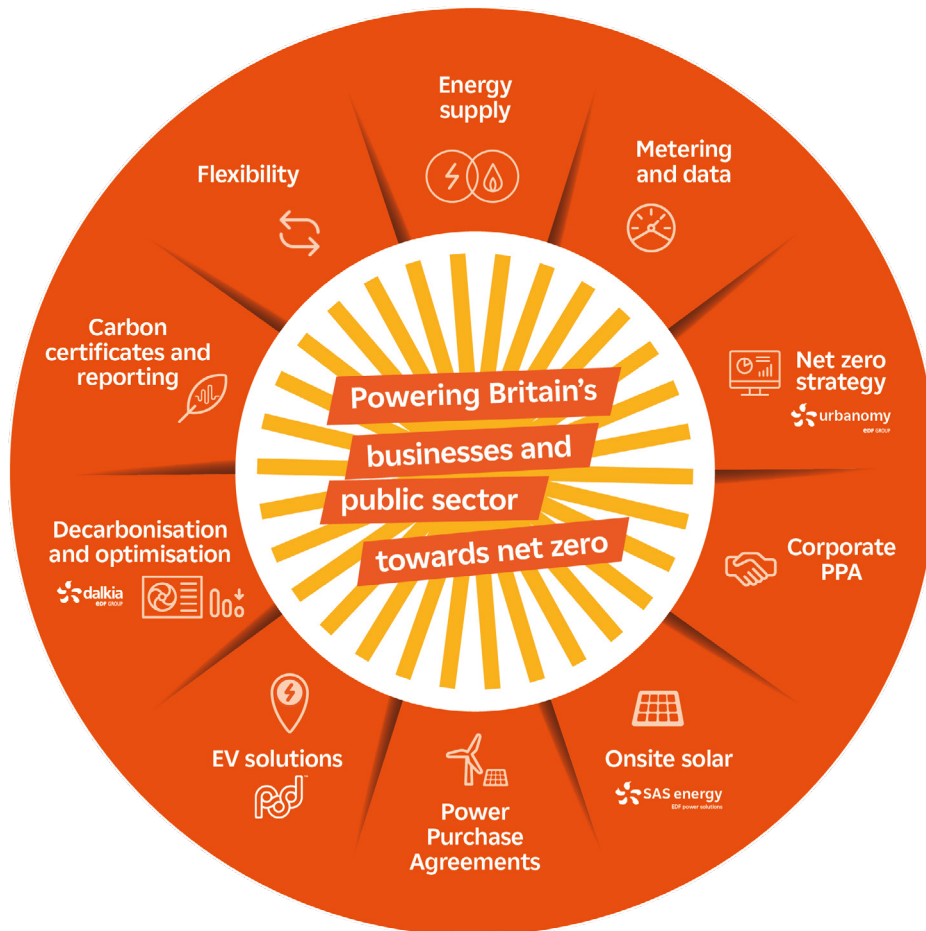


## OUR OFFERING

We are one of the UK's largest energy service providers - supplying 3.7 million homes and businesses.

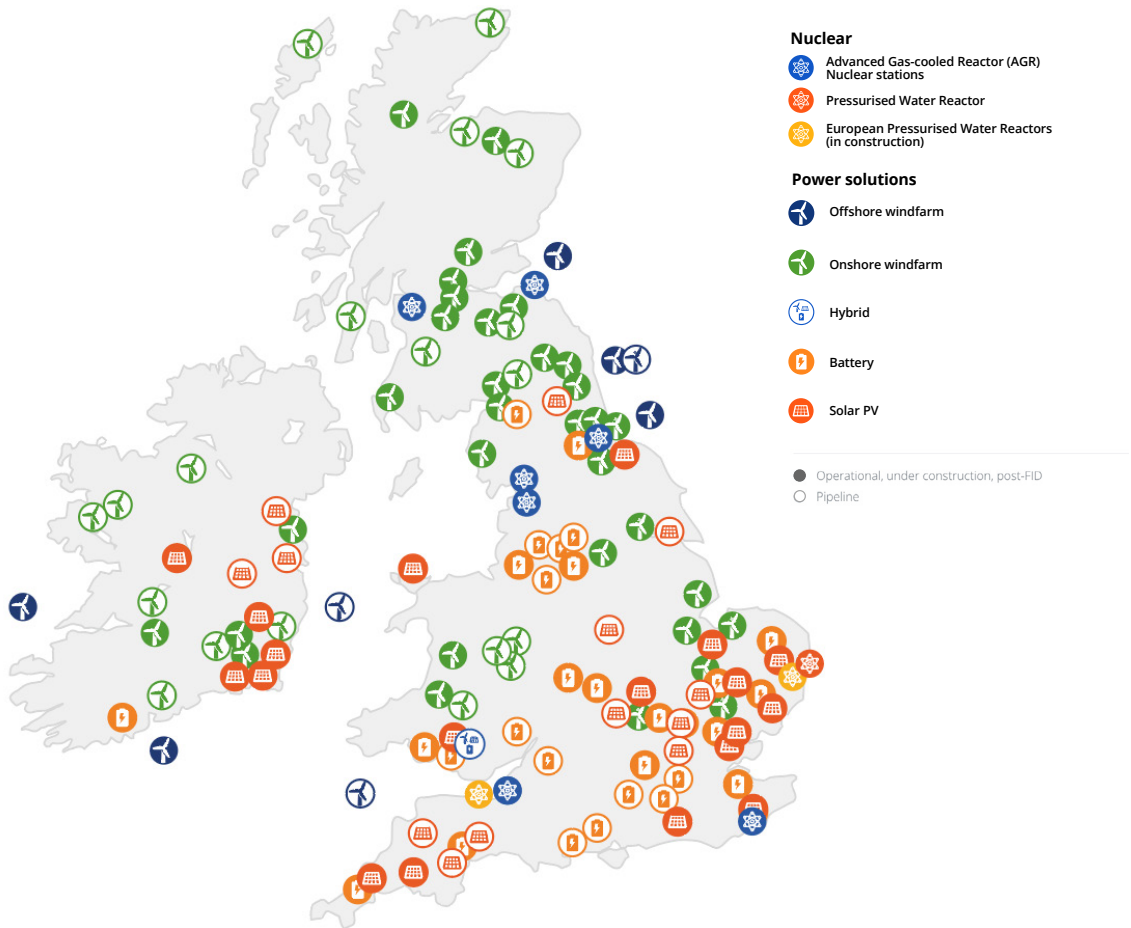
We are committed helping our residential customers save cash and carbon by providing simpler, cheaper and cleaner energy, and investing in technology to help make electricity-based living more accessible and affordable for everyone.

We are also helping Britain's businesses and public sector organisations achieve net zero through tailored solutions and expertise. Our support enables customers to cut emissions, improve efficiency and build long term resilience. Discover case studies on how we are supporting our business customers [here](#) and [watch](#) how we're powering Pilgrim's, a UK food producer, towards a sustainable future through solar energy [here](#).



## OUR LOCATIONS

We're investing in Britain's energy security by building wind, nuclear, solar and battery energy storage projects to reduce our reliance on importing energy from abroad.



### Nuclear

We operate eight nuclear power stations across the UK, five of which are generating zero carbon electricity and three that are now in decommissioning. We're also supporting the ambition of the UK Government to deliver new and advanced nuclear power to help meet projected electricity demand, re-establishing the UK's nuclear capability by constructing Hinkley Point C and the development of other new nuclear power plants.

### POWER SOLUTIONS

#### Onshore windfarms

Onshore wind is an important part of the energy mix which is needed to provide energy security and lower energy bills. We operate 35 onshore wind farms in the UK.

#### Offshore windfarms

Offshore wind captures strong winds which then produces clean, green energy and the technology provides jobs and investment. We

have three operational offshore wind farms in the UK: the 62MW Teesside wind farm, the 41.5MW Blyth wind farm and the 450MW Neart na Gaoithe offshore wind farm off the Fife coast. We have secured preferred bidder status to develop the Gwynt Glas floating offshore wind farm in the Celtic Sea with our joint venture partners through the Crown Estate's Leasing Round 5. The project has the potential to generate up to 1.5GW of renewable energy and bring significant benefits to communities across South Wales and South West England. We are also developing the Codling Wind Park in Ireland which could provide up to 1GW of clean electricity.

#### Solar PV

We are involved in commercial and utility scale solar projects. We have six operational utility scale solar farms currently in operation across England, Wales and Ireland with plans for many more. This includes a pipeline of Development Consent Order projects, such as Longfield in Essex and Gate Burton in Lincolnshire which have both received consent from the Secretary of State for Energy Security and Net Zero.

SAS Energy is our dedicated commercial and industrial solar division, supporting businesses and organisations in reducing their energy costs and decarbonising their operations.

### Batteries

Battery storage is a proven, cost-effective technology which provides the system-level flexibility needed to integrate more renewable generation and future-proof our electricity system. Our battery storage sites will provide up to 3GW of flexible capacity to accelerate the transition to a net zero future.

### Hybrid

We're developing our first multi-technology renewable energy project in South Wales, Hirfynydd Renewable Energy Park. This hybrid project will include onshore wind, solar and battery storage and have an installed capacity of up to 100MW.



## FAIR ACCESS TO ENERGY

Electrification will help customers to cut their bills and carbon emissions.

National Energy Action, the national charity working to end fuel poverty, estimate that 6.1 million households are in fuel poverty in the UK. Energy bills remain roughly 50% higher than pre-crisis level. We are working with Government and the regulator to reduce bills for all consumers, by reforming regulation, tackling energy debt and ensuring available support is targeted at those most in need. Important changes have been made, but there is much more to do, including efforts to make electricity cheaper for households so there is fair access for all.

We are also taking steps as a company to support our customers facing affordability challenges. We have launched a £30 million Winter Support Package for this winter, funding debt relief, tailored one-to-one support, and expanding partnerships with charities and advice agencies. In 2024, we cleared £1.5 million in customer debt, and nine out of ten of those supported remained debt free for at least 12 months. We also provided advice and support to 383,000 households struggling with their energy bills. We have already reached 237,000 with support and advice so far in 2025, with volumes expected to exceed last year thanks to new partnerships that extend the reach of support. Read more about how we are supporting our customers who are most in need [here](#).

Electrification will also play a crucial role in helping to deliver a more affordable system for all by spreading the cost of necessary investment in our electricity infrastructure across a wider usage base. Technologies like heat pumps, EVs and solar panels will also give people more control over their own energy use, enable them to use power when it is cheapest and produce their own power. We recently acquired full ownership of Pod, which last year became the first EV charging provider to install more than a quarter of a million chargers in the UK.



The Energy Company Obligation (ECO4) programme is a government obligation that requires energy suppliers to improve energy efficiency and reduce heating bills for low-income households, raising energy performance ratings by at least two levels. To date, EDF has delivered over 130,000 ECO4 installations, along with nearly a further 16,000 under the Great British Insulation Scheme (GBIS), creating almost £31 million worth of savings each year to over 44,000 households.\*

\* Numbers reported as of September 2025.

Ahead of Government setting out its Warm Homes Plan this autumn, EDF is calling for any future obligation to have simpler rules, provide long-term certainty and a greater focus on clean technologies. To better protect consumers, we are also calling for all retrofit activity to be underpinned by a single, enforceable quality and redress framework that promotes more accountability and better outcomes for consumers. Households need to trust that the work being done in their homes is held to high standards and that clear, independent routes to resolution are in place when things go wrong.

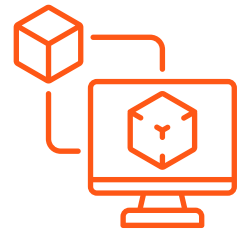
In addition, we work with local authorities and councils on the Home Upgrade Grant (HUG2). Through our role as principal contractor with Wiltshire Council we delivered 134 energy efficiency upgrades to 83 eligible homes, worth £1.37 million in total and projected to save householders over £50,000 annually.

## INNOVATION & FLEXIBILITY

Innovation will play a crucial role in decarbonising business and industry.



Innovation will play a crucial role in decarbonising business and industry, especially if we are to meet the significant increases we're expecting to see in electricity demand from datacentres, electrification of transport and household heating. Artificial intelligence (AI) is enhancing service delivery and efficiency by identifying needs and ensuring support for vulnerable customers. We also use AI-powered predictive models to accurately forecast energy demand which enhances grid efficiency, reduces waste, and balances supply and demand fluctuations. In addition, digital twin technology is being used to ensure optimal deployment of MEH at Hinkley Point C and will also be applied at Sizewell C.



We work closely with a network of start-ups, universities and the government to develop innovative solutions to support the transition to net zero. An example of this is the recent 'FLASH' project, supported by Department for Energy Security and Net Zero's 'Alternative Energy Markets Programme', where we tested five different domestic flexibility propositions with over 1,400 customers. The development of flexibility solutions is essential to help overcome increasing capacity and intermittency challenges in our evolving energy system and help our transition to clean affordable power. We partnered with two universities, a local authority, and technology suppliers, on projects providing benefits for the trialists as well as supporting DESNZ understand the impact of market design on consumer flexibility. Two of the propositions are now offered to all customers, with hundreds of thousands of customers taking advantage of our 'Sunday Saver' proposition, whereby customers earn free electricity on a Sunday by moving their weekday demand away from peak periods, and our EV offers "Go Electric" and "Evolve". Other trials in "Vehicle to grid" and heat flexibility will form a crucial part of the flexible energy system of the future.

## ENGAGEMENT

We're committed to working collaboratively with government, regulators and industry partners to seize the opportunities for growth, while tackling energy security, affordability and decarbonisation. Our engagement focuses on shaping the policy, regulatory, and market environments needed to deliver an affordable, secure, and decarbonised energy system for the UK.



Lord Hunt, former Minister of State at the Department of Energy Security and Net Zero, visits Hinkley Point C in March 2025.

Our policy engagement supports the delivery of:

- **A fair and competitive retail market** – ensuring access to clean energy for all at fair prices while protecting the most vulnerable. This includes working to identify ways to help reduce energy bills for all, including reforming regulation to help reduce costs for consumers and tackling the industry's growing debt challenge. We are also calling for continued progress on the electrification of homes and businesses by for example, encouraging government to rebalance electricity and gas prices to help ensure the cleanest option is also the cheapest transition.
- **A rapid transition to a decarbonised, cost-effective and secure electricity system** – creating a stable investment environment for renewables and accelerating coordinated delivery of grid infrastructure upgrades. We also support policies that encourage innovation, digitalisation and smarter system operation - including smart grids, AI-driven optimisation, and digital demand management to improve flexibility and efficiency. We engage on future market design and investment frameworks, including mechanisms such as the Contracts for Difference and Capacity Market, to help ensure regulation and investment align with the UK's long-term decarbonisation goals.
- **A skilled workforce for the UK's energy transition** – harnessing diverse talent, establishing a central skills oversight body for nuclear, and developing common competence pathways across nuclear and construction sectors. We continue to champion diversity and inclusion in the energy workforce, ensuring the transition delivers opportunities for under-represented groups. We also promote a just and inclusive energy transition, supporting communities, ensuring equitable access to clean energy, and driving regional regeneration through new green jobs and investment.
- **Electricity market and system reform** – support the government's proposals for reformed national pricing to improve the efficiency of our future power system. This will require clear direction from the Strategic Spatial Energy Plan currently being developed by the National Energy System Operator supported by stable, predictable and cost-reflective locational signals from transmission charges that will inform commercial decisions by investors in new generation. Alongside this, operational reforms, including improvements to the Balancing Mechanism, can deliver improved efficiency and reduce the costs of network constraints. These reforms must be delivered at pace to ensure a secure and cost-effective future system.
- **Energy system transformation and policy engagement** – continue to work closely with the UK Government and the devolved administrations to address grid constraints and remove barriers to opportunity. Many renewable energy projects are currently facing indefinite delays or cancellation due to long connection queues, limited capacity, and the scale of required grid upgrades. Through our engagement with policymakers, regulators, and industry partners, we are advocating for reforms that streamline connections, unlock investment in network infrastructure, and ensure that planning, permitting, and funding mechanisms keep pace with the UK's clean power objectives.

The UK-US civil nuclear partnership announced in September 2025 will accelerate new nuclear projects in the UK, attracting global investment and creating high-quality jobs. Under this partnership, we are working with Holtec International on Small Modular Reactors and a 1GW data centre project at Cottam. We will also support Centrica and X-energy in developing plans for Advanced Modular Reactors at our Hartlepool site.

We remain a critical partner in Sizewell C, the replica plant to Hinkley Point C which will benefit from the British supply chains and skills we developed, as well as the design and lessons learned in Somerset. At Sizewell C we are both an investor and major supplier, providing design, nuclear expertise, and essential equipment such as the reactor pressure vessel and turbines. Looking ahead, we aim to maintain our reputation as the UK's trusted nuclear operator by extending the life of Sizewell B, maximising AGR output beyond 2030, and enabling future nuclear projects to help rebuild the UK's civil nuclear sector.

### Electrify Britan

In 2024, in partnership with Octopus Energy, we launched Electrify Britain, a new campaign organisation dedicated to driving the electrification of Great Britain. Led by Camilla Born MBE, the organisation's first Chief Executive, Electrify Britain ran its first major campaign in 2025 - the Electrify Britain Commission - and continues to coordinate industry efforts calling for reform of energy bill levies to promote sustainability and affordability. Energy levies make up 16% of the average electricity bill compared to just 4% of the average gas bill. As a result, retail electricity prices are around four times higher than retail gas prices in GB - the second highest ratio in all of Europe significantly hindering the rate of electrification in the UK.

EDF power solutions maintains regular engagement with the UK and Irish Governments, as well as the devolved administrations in Scotland and Wales, to accelerate progress towards net zero and grow the renewable energy sector. This includes promoting a robust UK industrial strategy, supporting renewable skills and training programmes, and advocating for clear policy frameworks across all regions. In Ireland, our engagement supports the acceleration of Phase 1 offshore wind projects, such as Codling Wind Park, to harness Ireland's world-leading wind resources.

Across Europe and internationally, EDF Group works closely with European institutions and industry associations to advance climate objectives aligned with the Paris Agreement. Its leadership in this area is recognised by InfluenceMap, which ranks EDF among the 41 world-leading companies in climate action. Read more about EDF Group's direct engagement with decision makers [here](#).



EDF power solutions CEO Matthieu Hue and members of our Ireland team met with Minister for Energy Darragh O'Brien TD to discuss the future of renewables in Ireland.



We hosted a round table at Nuclear Week in Parliament in January 2025, exploring the role of nuclear in delivering the UK's growth and clean energy goals.



# PROTECTING OUR PLANET

A sustainable energy transition requires responsible resource management, in line with respecting planetary boundaries. Our energy solutions play a significant role in combating climate change and we're committed to reducing our own carbon emissions, waste, and water usage, while enhancing biodiversity, using circular economy principles and adhering to all relevant environmental regulations, permits and requirements.



## CLIMATE CHANGE

The raison d'être of EDF Group is to build a net zero energy future with electricity and innovative solutions and services, to help save the planet and drive wellbeing and economic development.

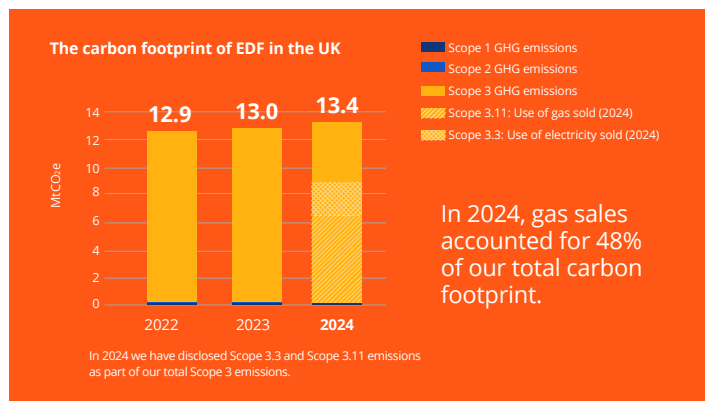
EDF Group is dedicated to fighting climate change with 2030 and 2050 goals assessed by Moody's as being in line with a +1.5°C warming scenario. Read more on EDF Group's purpose [here](#) and net zero targets [here](#).

In 2024, our total carbon emissions in the UK were 13.4MtCO<sub>2</sub>e (2023: 13MtCO<sub>2</sub>e). Across the company, we're implementing improvements ranging from PV installations and LED upgrades, to EV charging rollout and data centre rationalisation.

As part of EDF Group we're committed to the EV100 initiative\* and converting our light-vehicle fleet to EV100 qualifying vehicles by 2030. At the end of 2024, we had more than 675 EVs qualifying for EV100, representing 37% of our light-vehicle fleet up from 30% in 2023. Our business-need car choice list only has EV100 qualifying cars to select from, so all cars ordered across EDF Group will be qualifying. We consider EV at the first replacement opportunity, aligned to lease end dates to avoid early termination fees.

Scope 3 emissions account for 99% of our total emissions, mainly derived from gas sales to end users. As we continue the transition towards a low carbon future, addressing the carbon impact of gas sales to customers is where we can have the biggest impact. Our net zero targets include reducing indirect emissions by 2030 for scope 3 as a whole, and specifically those associated with gas sales to customers. Through initiatives like the ECO4, we help customers access funding for energy-saving home improvements, including insulation and heating solutions such as heat pumps. We also help customers reduce their reliance on gas and make the switch to electric heating. Read more about the work we are doing as part of the ECO scheme [here](#) and the [Fair access to energy](#) section.

\* About EV100 | Climate Group



## ADAPTATION

Rising temperatures, shifting seasons, and extreme weather from climate change are testing infrastructure resilience. Adapting our operations is essential to maintaining reliable, clean energy and supporting climate mitigation efforts.

Climate ADAPT, our Climate Change Adaptation Programme, supports nuclear site licensees understand and manage climate-related risks. In 2024, it supported climate-themed inspections by the Office for Nuclear Regulation's Chief Nuclear Inspector and is now facilitating the implementation of an enhanced framework for assessing climate vulnerabilities, guided by good practice (e.g. ISO 14091) and collaboration with counterparts in EDF Group.

Sizewell B is leading the way in this fleet-wide programme of site-specific climate risk assessments and adaptation plans, with expected completion in 2026. Hinkley Point C is expected to be next.

In 2025, we have updated our UK Adaptation Plan for Nuclear Operations and Hinkley Point C, focusing on five actions:

1. Updated climatic hazards safety cases for operating fleet, ensuring short-term safety.
2. Updated climatic hazard characterisations.
3. Development of strategic organisational arrangements for climate change risk management.
4. Foster technical capability in climate science and adaptation.
5. Implementation of systematic climate change risk management arrangements.

The first two actions are complete, with the remainder progressing well, underpinned by Climate ADAPT since its establishment in mid-2023 and the support of EDF UK's Research & Development team.



## NATURE

We protect and enhance biodiversity across our operations and through our entire value chain.

We maintain the Biodiversity Benchmark certification for the management of the non-operational land at our six AGR nuclear landholdings as a part of our sustainability and act4nature commitments. The Biodiversity Benchmark is a standard for assessing and certifying an organisation's systems for achieving continual biodiversity protection and enhancement on its landholdings and their implementation. To date, we're the only UK energy company that has been certified.



For over 40 years, we have worked in partnership with Lancashire Wildlife Trust on the nature reserve around Heysham power stations, managing the habitats to conserve and enhance biodiversity. Our Connecting to Nature community project began over 10 years ago, and to date has delivered over 15,000 days of activities connecting people to nature.



### Enhancing biodiversity

EDF power solutions was one of the first in the UK to introduce a Ranger Service and visitor centre as part of a wind farm. The Dorenell Ranger Service, established in 2019, supports environmental monitoring and connects the local community with nature through guided walks, outdoor activities, and wildlife education, engaging with more than 1,000 people across different demographics every year. [Watch](#) how renewable energy developments can enhance biodiversity and the environment.

EDF Group is committed to preserving water resources to promote the resilience of environments and meet uses in a concerted and sustainable manner. In the UK, the water we use for cooling processes is drawn from the sea or estuaries, where there is no risk of water shortage and this water is returned.

Water withdrawals for other industrial uses are vital to our operations, and our sites play a key role in monitoring and regulating their usage. For example, at our Dungeness B power station, a rise in mains water use was noted and acted upon to fix leaks and cut consumption. The station plans to replace the entire water system and install water totalisers, enabling precise monitoring and further water savings. The upgraded system will also ensure a safe, reliable supply throughout defueling and decommissioning.

## CIRCULAR ECONOMY

We seek to minimise our direct environmental impacts by implementing circular economy principles into the way we work.

This includes designing and maintaining energy facilities with long lifetimes, proactively preventing waste and pollution, achieving greater resource productivity, and preserving and recovering the value of products and assets. Our waste recovery rates remain high and ahead of the EDF Group target of 90%. In 2024, 99% of conventional waste at our operating sites was recovered, recycled or composted.

EDF power solutions operates several solar farms in the UK and Ireland, with more in development. To manage these assets more sustainably, our teams are exploring how a circular economy approach can add value across their lifecycle. A circular approach brings multiple benefits:

- **Maximising resource efficiency**
- **Improving asset durability**
- **Reducing waste management costs**
- **Revalorising components and materials**
- **Ensuring regulatory compliance**
- **Creating new business opportunities**



Research and development teams have investigated materials used in solar farms, end-of-life management, and circularity opportunities as a part of a broader research focus on circular economy and to strengthen the business case for circularity in solar farms for EDF power solutions UK & Ireland. Findings show that solar farms contain materials of high economic value, including silicon, copper, silver, steel and aluminium. Recycling solutions are rapidly evolving, with specialist companies across the UK and Europe developing processes for solar panels, inverters, and transformers. However circular economy opportunities go beyond recycling, and can be found across the lifecycle of solar farms, including:

- **Design:** collaborate with manufacturers to develop circular designs of components (e.g. easy to repair or recycle)
- **Operation:** optimise maintenance, monitoring, and repairs to extend equipment life
- **End of life:** reuse solar panels for lower-demand applications and remanufacture components such as transformers




As our AGR nuclear power stations come to their end of life, we are defueling and transferring to Nuclear Restoration Services, which has been designated by the UK Government to carry out the subsequent decommissioning activities. Three stations are currently in decommissioning with Hunterston B the first to successfully complete defueling, which it did on time and on budget.

As Hunterston B prepares for transfer, our teams identified an opportunity to reuse 260,000 litres of surplus fuel oil by supplying it to Hartlepool to help recommission its upgraded fuel system. Meanwhile, staff at Hinkley Point B and Torness donated almost 300 sets of firefighting Personal Protection Equipment and equipment to the International Fire and Rescue Association for reuse by emergency services in less developed countries. These initiatives showcase circular economy principles in action, reducing waste, extending the life of valuable resources, and improving efficiency across the fleet.

## Nuclear waste and spent fuel

We design, construct, operate and defuel our nuclear power plants to minimise waste generation through circular economy principles. We are developing new nuclear plants using UK European Pressurised Reactors (UK-EPR) at Hinkley Point C. This advanced technology is designed to minimise fuel use and waste generation. Nuclear generation produces very small amounts of waste per MWh due to its very high density relative to other forms of energy.



One 330ml can would hold enough fuel to power around **900,000 kilowatt hours of electricity** which is the equivalent to fuelling two people's electricity use over their lifetimes.\*

Since 2008, we have used recycled spent fuel from the AGR fleet to refuel Sizewell B, using reprocessed uranium extracted at Sellafield. This has avoided the need to mine thousands of tonnes of uranium. We are now working with partners to localise more of the fuel cycle in the UK, enhancing supply security, creating jobs, and cutting transport emissions.

Lower-risk waste and potentially contaminated materials are carefully monitored to prevent them from becoming radioactive waste. Radioactive waste is an output of nuclear power generation and poses long-term hazards, however, nuclear power has always taken full responsibility for its management. We manage all our nuclear waste in strict accordance with regulatory requirements. The majority of radioactive waste presents minimal hazard, and is disposed of via conventional waste treatment routes, such as incineration or recycling. Find out more about how we dispose of nuclear waste safely [here](#).



\* <https://uknnl.com/news/water-can/>

# IMPROVING PEOPLE'S LIVES

We're making a strong socioeconomic contribution right across the country, supporting customers, national economic growth, local economies and communities, and nurturing the STEM skills of tomorrow's energy innovators. We apply the principles of a Just Transition, which aims to reach net zero in the fairest way possible for everyone by providing quality employment, supporting education and employability, retaining skills, and developing new ones to support the energy transition. We believe all harm is preventable and so we strive for Zero Harm.



## A GREAT PLACE TO WORK

Our Customers business was named one of The Sunday Times Best Places to Work 2025, ranking in the top 10 in our category. This achievement reflects our aspiration to do right by each other and foster a positive workplace culture.



We are equally committed to our role as a sustainable company. In our mid-2025 employee survey, nearly nine in ten corporate employees said EDF is delivering well on its environmental and social responsibilities. Our employee networks are a huge part of our inclusive culture - they support and connect us, and are recognised externally, being shortlisted for numerous national awards and winning the following:

- **Our Working Parents Network won the Outstanding Parent Network at the DNA Awards September 2024**
- **Our Women's Network won the Outstanding Women's Network at both the European Diversity Awards November 2024 and the British Diversity Awards March 2025**
- **Our LGBTQ+ Network was highly commended at the DIVA Awards in May 2025**
- **Our Young Professionals Network won Outstanding Employee Network of the Year at the ENA Awards September 2025**



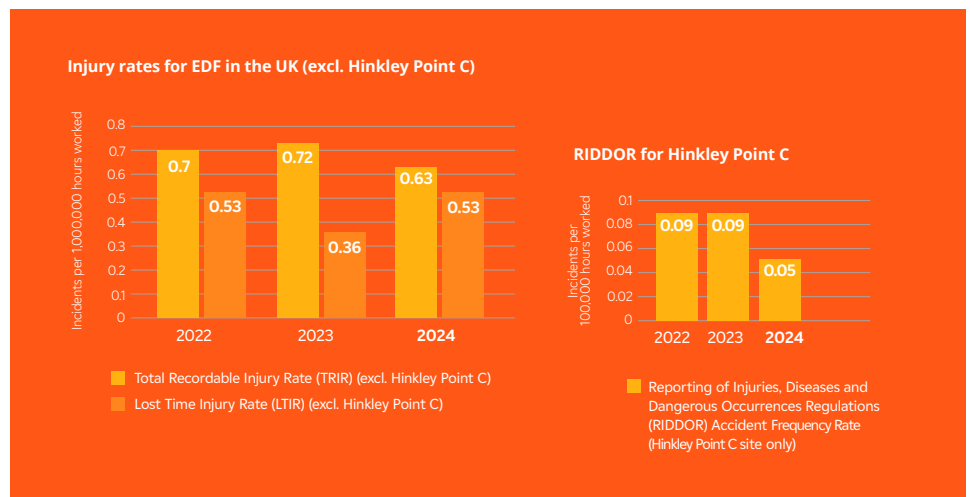
This external recognition celebrates our commitment to a positive, inclusive culture where people feel empowered, supported and valued.

## HEALTH, SAFETY AND WELLBEING

Our Zero Harm ambition means we create safe and healthy workplaces that support both mental and physical wellbeing.

We want everyone to thrive at work and go home safely at the end of the day. We continue to prioritise health, safety, and wellbeing, constantly learning and striving for improvement. In 2024 we focused on building psychological safety, reinforcing the connection between physical safety, health and wellbeing, and inclusion. We also continue to invest in robust wellbeing resources to promote overall health.

This year, we successfully piloted our Leading with Wellbeing in Mind training for managers, which we are now rolling out across EDF to encourage open, supportive conversations about mental health within teams. Learn more about what we are doing for health and safety [here](#), and our health and safety data [here](#).



## SUCCESS IS PERSONAL

At EDF we know that success is a personal thing - it means different things to different people. That's why we give our employees the freedom to create a career that's unique to them.



Learn how our people define success in the video [here](#).

When working at EDF employees can move horizontally and explore new areas, go deeper into a specialty, or advance through the levels – it's a personal journey, powered by EDF. It is for employees to develop unparalleled skills, progress on their own terms and make their careers everything they deserve to be. Our recent recruitment campaign celebrates the diverse individuals who make up our team and showcases the many paths to success at our organisation. We're proud of the people behind our mission and we're always looking for more great minds to join us. Learn more about life at EDF [here](#) and explore our careers page [here](#).

## EQUITY, DIVERSITY AND INCLUSION

Everyone's welcome at EDF. We're dedicated to fostering a work environment that is both physically and psychologically safe, and equity is prioritised.

We aim to provide a great place to work by creating the right environment where people feel able to bring their whole selves to work and that our colleagues and those we work with in our supply chain feel included. Learn more about what we are doing to support ED&I.

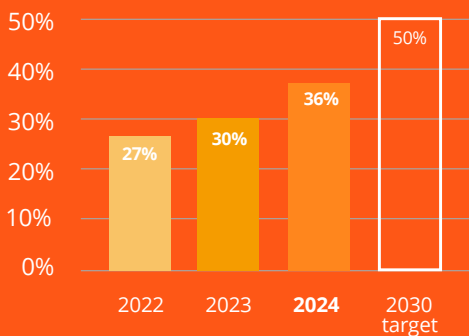
Together, we're creating a more inclusive and representative workplace:

- More than 86% of our employees are proud of working for EDF
- By the end of 2024, 36% of our senior leaders have diverse characteristics (2023: 30%)
- More than 32% of our employees and 31% of our senior leaders are women (2023: 25%)

Learn more about how we are progressing with another record-breaking year [here](#).



Senior leaders with diverse characteristics (Gender, Ethnicity, Sexual Orientation and Disability)



We're committed to being equitable, achieving level 6 in the Gender Equality European & International Standard and being a Disability Confident Employer. We work hard to foster an environment where everybody is paid fairly for the work they do and the contributions they make to our success. Read our 2024 Gender Pay Gap Report [here](#).

While our data indicates that we have identified effective actions, we recognise that achieving meaningful and sustained change requires time and commitment from our most senior leaders. For this reason, diversity measures have been included within our senior leadership incentive targets since 2022.





## SUPPORTING SKILLS

We are supporting skills development by investing in Just Transition initiatives that foster growth, create quality jobs, and equip people with the skills needed for the future.

We're integrating outreach into our core operations by empowering our workforce to engage with young people through inclusive, sustained activities that reach a wider and more diverse audience. This approach strengthens our ED&I ambitions and supports the development of a future-ready, diverse talent pipeline for our industry.

We aim to deliver the best workforce at the right time in the right way:

- We have 382 early career employees within Sizewell C, training at Hinkley Point C and Nuclear Operations, Services and decommissioning.\*
- We have trained more than 2,000 apprentices since 2012 across our organisation.\*
- We have committed to over £300 million of investment in skills, education and training since 2012\*
- We have successfully delivered 1,500 training courses through our Heat Pump Installer Network academy.

EDF power solutions is driving growth in the renewable industry to provide skills and employment opportunities for the future economy and benefit our communities. Investing in skills is a vital step in reaching the target of 10GW by 2035 and accelerating to a net zero future where clean energy powers our lives. Destination Renewables is a multi-award-winning programme in Wales, raising awareness of renewable energy sector to 16 to 18 year-olds. Covering all renewable technologies, Destination Renewables inspires the students to explore future career options in renewables and is now being adopted by a number of other colleges following a successful first year with over 90 learners. The dedicated apprenticeship and graduate programme is inspiring the next generation into a renewable energy career across the UK, with the first cohort of wind turbine technician apprentices successfully completing the scheme this year. Read more on what EDF power solutions is doing to inspire our future workforce [here](#).



## NUCLEAR SKILLS

The way the nuclear industry creates quality jobs is one of its important aspects, but availability of skills is also one of the biggest it faces. We are committed to promoting and developing nuclear skills for the future

In 2024, 263 employees joined our early careers programmes across our nuclear businesses – an increase of 35.5% from 2023. With nuclear skills being highly transferable, the skilled workforce trained and developed at EDF will help overcome nationally significant skills gaps that represent a risk to delivering net zero as a whole. The training facilities run at Hinkley Point C in partnership with Bridgwater and Taunton College will remain as a national asset and legacy of the project, benefitting all UK industry.

The announcement of life extension for the four generating AGRs will support around 3,000 jobs for longer. Meanwhile, at sites which have ended generation, we have preserved crucial nuclear skills by supporting our people to retrain, helping them to stay at their current location to deliver defueling or to take on new opportunities at other sites. Providing skilled people to join new nuclear projects is also important and more than 500 people have transferred to Hinkley Point C from Nuclear Operations in the last decade, across a broad range of operations, engineering, regulatory and commercial skill sets. We are also working with colleagues at Nuclear Restoration Services to transfer hundreds of skilled people from EDF, starting with Hunterston B in 2026, to support the post defueling decommissioning phase of the nuclear life cycle. Hunterston B met 96% of employee aspirations, with further opportunities for internal promotions as the transition moves into the next phase. Read more on what we are doing to support staff through change and ensure a Just Transition [here](#).

## REGIONAL DEVELOPMENT

We aim to have a positive impact at every stage of a project, from development through to construction, operation, and beyond. We do this by working closely with local and regionally based businesses closest to our sites while supporting communities to grow and prosper.

We work closely with local businesses, hosting supply chain events that highlight opportunities and support economic growth and collaboration within the community. We increased our supply chain spend with SMEs to around £1.7 billion spent with over 2,400 SMEs in 2024 (2023: £1.5 billion), meaning SMEs cover 68% of our total supplier base. We expect our supply chain partners to comply with the same high standards in terms of sustainability, responsibility and ethical conduct, as those we require from our own employees and business activities. This expectation is clarified in our corporate social responsibility and ethics requirements manual. Read more about our supplier standards, policy and requirements [here](#).



\* As of September 2024



## GROWING THE ECONOMY

The changing energy landscape means that reliable, secure, clean, affordable electricity is becoming ever more central to Britain's economy.

The current nuclear fleet has been supporting UK economic growth since 1976, while the construction of Hinkley Point C is providing a significant economic boost, creating thousands of jobs and supporting the local supply chain. These opportunities help drive growth and directly improve prospects for businesses and communities across the country.



- A recent independent report by consultants Economic Insight showed that the eight nuclear power stations supported 31,000 jobs per year during the generating phase.\*
- Over their generating lifetimes, Sizewell B, Hartlepool, Heysham 1 & 2, Torness, Hunterston, Dungeness B, and Hinkley Point B together contributed over £123 billion to the UK economy.
- More than 90% of the current nuclear fleet's supply chain spend is made domestically, involving around 1,500 UK based companies.
- In April 2025, Hinkley Point C was supporting 26,000 direct and indirect jobs across Britain and contributing £13.3 billion to the economy.\*\*
- For every £1 spent at Hinkley Point C, a further £2.29 is generated in wider economic value within the South West.
- EDF power solutions' operations in the UK and Ireland supported £483 million in gross value added and 7,100 jobs in 2024.
- Dalkia UK delivered over £16 million of social value in the last 12 months.\*\*\*



## SOCIAL VALUE DELIVERY

Aligned to Britain's emerging Industrial Strategy, Hinkley Point C is tackling the barriers to growth head-on.

The development of a skilled workforce and the support for the supply chain is creating the right conditions for increased investment, high-quality jobs and, in turn, significant beneficial impacts for the local community.

- £17 million provided to local projects through the Community Fund.
- 1,100 people employed from Somerset's most deprived areas.^
- The local area has seen a 25% growth in young people aged 25-39, three times greater than the national average.†

Learn more about the socioeconomic work that Hinkley Point C does [here](#) and [watch](#) how apprenticeships at Hinkley Point C can pave the way for a successful and fulfilling career.

To support communities near our renewable energy sites, each of our operational projects have a dedicated fund, which provides a valuable opportunity to engage with each local community and their interests to provide benefits to communities that will be impacted by new energy infrastructure. In 2024, the amount EDF power solutions gave to community groups and initiatives across the UK and Ireland totalled over £2.8 million. The Fallago Environment Fund is a unique windfarm community fund that supports local and regional projects across the Scottish Borders, reaching a milestone in 2024 with £2 million donated to 164 initiatives that enhance the area's built, natural, and cultural environment. Read more about the work EDF power solutions do with the communities [here](#).



\*New study shows positive impact of nuclear power stations on UK jobs

\*\*Contribution to the economy calculated as Gross Value Added (GVA)

\*\*\* Compliance Chain report October 2025

^Deprived areas are defined by the UK Government Indices of Multiple Deprivation. Source: English indices of deprivation 2019: mapping resources - GOV.UK (www.gov.uk)

†Local business growth, size and productivity estimates. Source: Office for National Statistics (ons.gov.uk) UK GVA and productivity estimates for other geographies



# SUSTAINABILITY DATASHEET

**METRIC** **2022** **2023** **2024**

**Net zero GHG footprint by 2050**

Scope 1 GHG emissions (MtCO <sub>2</sub> e)	0.2	0.1	0.1
Scope 2 GHG emissions (MtCO <sub>2</sub> e)	0.024	0.029	0.041
Scope 3 GHG emissions (MtCO <sub>2</sub> e)	12.7	12.9	13.3
3.3: Use of electricity sold (MtCO <sub>2</sub> e)			2.4
3.11: Use of gas sold (MtCO <sub>2</sub> e)			6.5
Total GHG emissions (MtCO <sub>2</sub> e)	12.9	13.0	13.4
Carbon intensity at the point of generation (gCO <sub>2</sub> e/kWh)	2	<1	0
Percentage of electric vehicles in the light vehicle fleet	22.5%	29.7%	37.4%
Total number of electric vehicles in the light vehicle fleet	317	580	675

**Supporting our customers**

Total Pod Point EV charging units installed and able to communicate	195,096	226,032	307,016
Total number of smart meters installed (at period end)	2,945,715	3,420,333	3,696,886
Installation volumes of solar panels			3,879
Installation volumes of heat pumps			2,704
Carbon avoided per annum enabled by customer solutions (MtCO <sub>2</sub> e)*	0.5	0.6	0.6

**Water**

Total water use for cooling (10 <sup>6</sup> m <sup>3</sup> )	7.3	6.8	6.6
Water use for cooling - Freshwater (10 <sup>6</sup> m <sup>3</sup> )	0.046	0.002	0.000
Water use for cooling - Salt water (10 <sup>6</sup> m <sup>3</sup> )	7.3	6.8	6.6
Water returned back to the environment after use for cooling (10 <sup>6</sup> m <sup>3</sup> )	7.3	6.8	6.6
Water consumed or evaporated after use for cooling (10 <sup>6</sup> m <sup>3</sup> )	0.0018	0.0003	0.0000
Industrial water usage - EDF UK excluding Hinkley Point C (10 <sup>6</sup> m <sup>3</sup> )	4.3	4.4	3.7
Industrial water usage - Hinkley Point C (10 <sup>6</sup> m <sup>3</sup> )**	0.4	0.3	2.4

**Waste**

Total conventional waste - EDF UK excluding Hinkley Point C (t)	14,115	13,941	16,043
Share of waste recovered, recycled, composted (including energy recovery) - EDF UK excluding Hinkley Point C	98%	98%	99%
Total conventional waste - Hinkley Point C (t)	141,083	106,167	114,553
Share of waste recovered, recycled, composted (including energy recovery) - Hinkley Point C***	99.5%	99.5%	98.4%
Low-level radioactive waste sent offsite (m <sup>3</sup> )	498	474	584
Disposed uranium / Spent fuel (t)	162	238	276
Intermediate-level generated radioactive waste (m <sup>3</sup> )	196	247	317

**Biodiversity**

Biodiversity action plans (BAPs) in place for EDF nuclear generation sites	100%	100%	100%
Biodiversity Benchmark accreditation for the management of the non-operational land at our six AGR nuclear landholdings	100%	100%	100%

**METRIC** **2022** **2023** **2024**

**Health & safety**

Work-related fatalities (excluding Hinkley Point C)	0	0	0
Total Recordable Injury Rate (TRIR) (excluding Hinkley Point C)	0.70	0.72	0.63
Lost Time Injury Rate (LTIR) (excluding Hinkley Point C)	0.53	0.36	0.53
RIDDOR Accident Frequency Rate (Hinkley Point C site only)	0.09	0.09	0.05

**Diversity & Inclusion**

Women at Senior Leadership Level	21%	25%	31%
Women employees	31%	31%	33%
Senior leaders with diverse characteristics (Gender, Ethnicity, Sexual Orientation and Disability)	27%	30%	36%
Senior leaders from ethnic minority backgrounds	5%	5%	6%
Employees from ethnic minority backgrounds	6%	8%	10%
Women in STEM-related positions (as % of total STEM positions)	19%	20%	22%
Gender pay gap, median	36%	30%	26%
Diversity and Inclusion Index (based on myEDF employee engagement survey)	84%	85%	85%
Employee pride (based on myEDF question: I am proud to tell people where I work)	83%	86%	86%

**Employment**

Total employees	10,795	11,588	12,653
Employees with permanent contracts	10,402	11,166	12,130
External recruitment / new hires	1,007	1,476	1,677
Employee turnover rate	12%	8%	7%
Voluntary employee turnover rate	6%	3%	3%

**Helping vulnerable customers**

Number of customers on Priority Services Register for extra support - Electricity (thousands)	988	1,078	1,136
Number of customers on Priority Services Register for extra support - Gas (thousands)	683	748	471
Number of customers that received the Warm Home Discount rebate (thousands)	317	381	365

**Supporting communities**

Purchases of goods and services (million £)	6,002	6,565	6,649
Supply chain spend with SMEs	21.7%	24.0%	26.0%
Supply chain spend with diverse businesses****	2.1%	3.0%	4.0%
Apprentices trained to support Hinkley Point C project to date (Hinkley Point C and contractors)	1,131	1,320	1,520
Donations to non-profit organisations (£)	113,802	128,283	207,543

\*Calculated as carbon emissions avoided per year by cumulative number of low carbon customer solutions installed, which include smart meters, EV charging point, heat pumps and solar PVs

\*\*Due to CSRD we have expanded our water reporting scope to include rainwater from 2024

\*\*\* In the 2022 datasheet, figures were rounded to the nearest whole number. This report includes an additional decimal place

\*\*\*\* Diverse businesses refer to businesses where the ownership is self-declared as having one or more of the following characteristics: Black, Asian, Minority Ethnic (BAME), Disabled Persons, Lesbian, Gay, Bisexual, Transgender (LGBT) or Women

