

Introduction – Susan Lussem, Supply Chain Director

I hope you are all well and have managed to stay warm during a cold, snowy and windy start to the year. One of the attractions to relocate to the UK for me was the snow, which is very rare to come across in South Africa.

I have had the pleasure of visiting Sellafield site and our off-site facilities a few times in the last month.

I continue to be impressed with the improvements that have been made since I started a couple years ago around access to the site. In the early hours I was able to park safely and easily in one of our designated offsite car parks, the bus service to site and the site shuttle buses were straight forward and easy to use.

I was delighted to hear about the success of our Supply Chain Forum special edition which honoured International Women's Day. Unfortunately, I had other commitments that day, but have heard brilliant feedback from those who attended the event.

At the Forum, we launched our new Supplier Journey document. The document provides support with every step of the supplier journey when working with Sellafield Ltd and is part of our commitment to improve the supply chain experience. Within the document, you'll find general information and useful links on:

- who we are
- how to do business with Sellafield
- our tender opportunities
- understanding our contracts
- how to work with us directly
- onboarding
- our requirements when working with us
- supplier Relationship Management
- our responsibilities
- contractor requirements
- innovation and the Supply Chain
- exiting from your contract

To read more, please visit our website or scan the QR code to access the document from your smartphone.

**SME Agenda – Eirini Etoimou, Head of Corporate Sustainability & Supply Chain Development**

Firstly, I would like to thank those who attended our Supply Chain Forum, Special Edition last week. On 14th March, in honour of International Women's Day, around 100 women from Sellafield and the supply chain joined us, as part of our regular interactions, to discuss our latest category updates, EDI, sustainability, innovation, charities trustee roles, talent development, as well as the SME agenda.

Claire Morfoot, Regional Lead of Women in Nuclear, noted "It was a great day, inspiring and lots of positive energy with everyone feeling able to share their thoughts". Claire provided the group with further information on Women in Nuclear and how to register as a member.

I feel very privileged and humbled by all the amazing women that participated and contributed to our event. The attendees have a wide range of skills and a wealth of experience.

Among others, the day was supported by Women in Nuclear, Social Enterprise Acumen, Rosehill Arts Trust, Jacob's Women's Network, Sarah Purdham from Prima Uno and Business Energy Coast Business Cluster.

Sarah Purdham, Managing Director of Prima Uno – winner of the Business Energy Coast's Business of the Year 2022 said "it was a pleasure to speak and also listen to inspirational people speaking. A great diversity of disciplines in the room".

The highlight of the event was the Growing Nuclear Quality Talent section of the agenda, during which four previous apprentices (pictured below) talked to the group about their time on the scheme and their career progression to date. well done ladies!



Growing Quality Nuclear Talent Presentation: Faye Llewellyn, Phillipa Hawley, Sophie Armstrong and Leah Edmondson share their experience of the scheme.

Update on NEWS from Sellafield Ltd**March 2023**

How to access opportunities in our Supply Chain

We welcome contact from suppliers who are able to help us progress safely, at pace and with added value as detailed in our [strategy](#). Sellafield Ltd follows procurement regulations and publicly competes all direct opportunities. Our website holds all the information on procurement routes, however you can also check for live contract opportunities via Atamis, which can be accessed [here](#).

Suppliers can review the latest Procurement Plan schedule which was published in September on the Sellafield Ltd website. This lists the procurements that will be tendered in the coming months/years.

If your company is an SME then you can also qualify for LINC with Sellafield Ltd, which is a platform that enables SMEs at a local and national level to collaborate and deliver innovative solutions to the mission at Sellafield. In order to qualify for LINC in Atamis please either log in with your existing details or register for Atamis using the following link: <https://one-nda.force.com/s/Welcome> and navigate to CC11968 - LINC with Sellafield Ltd Qualification.

We also use national procurement frameworks through Crown Commercial Services: www.crowncommercial.gov.uk.

Sellafield Wins Fast Payer Award

Sellafield Ltd was one of only 270 organisations to receive the Fast Payer Award from Good Business Pays for our payment performance over the last year. The campaign by Good Business Pays, aims to encourage the UK's biggest organisations to ensure payments to small suppliers are received quickly.

Susan Lussem, Supply Chain Director, said: "I'm proud that Sellafield Ltd has been recognised through the Fast Payer Awards. This is a testament to the commitment, diligence, and desire from teams all across the business to treat our supply chain partners fairly and with respect. It's pleasing to see another means by which Sellafield Ltd is acting as a positive corporate citizen for economies and communities."

Further information about Good Business Pays can be found at: www.goodbusinesspays.com

SME Action Plan 2022-2025

Government has published an SME Action plan for 2022 – 2025. The plans priorities are to:

- generate cheaper, cleaner, homegrown energy and deliver on this government's commitment to net zero greenhouse gas emissions by 2050;
- unleash innovation to make the UK a science superpower;
- boost enterprise to level up the country, while supporting families with the cost of living;
- drive economic recovery from coronavirus.

The plan can be viewed in full at the below link:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1132723/beis-sme-action-plan-2022-to-2025.pdf

Sellafield and Partners Help Children Write Their Own Futures

A life-changing new reading programme launched by the Programme and Project Partners at Sellafield and its supply chain has seen 111 volunteers step up to support primary school age children in West Cumbria.

Using an innovative and secure digital platform from reading charity [Chapter One](#), each volunteer is paired with a child who they will spend the next year supporting.

Luke Richardson, Programme and Project Partners head of social impact, said: "A child who can read is set up for life, not just because they do better at school and have better job prospects, but because they are happier and more confident. Government statistics show 1 in 5 children don't have a book of their own at home, and 1 in 3 children from disadvantaged backgrounds aren't able to read at the required level, we're now hoping to change this using the power of our partnership at Sellafield."

Quality Hot Topic: Growing Nuclear Quality Talent

Quality is a critical enabler to delivering our important Sellafield mission. A key challenge has been to attract, develop and retain quality talent, at Sellafield and across our supply chain; the attrition rate has increased, and quality resources are scarce, not just for the nuclear industry or Cumbria, but across the UK.

Our strategic focus has continued to enhance our quality capability, establishing robust competency framework and career pathways, holding recruitment campaigns, and establishing resource-enhancement contracts, so that we can meet current and future business needs. We have invested significantly in quality specific apprenticeships in the nuclear field. Nuclear Welding Inspection Technician (NWIT) and Quality Engineer degree apprenticeships have included, to date, 67 apprentices. Three cohorts of NWIT apprentices have now successfully passed their end point assessment and have been deployed to fill resource gaps within the Quality capability. The first two cohorts of Quality Degree Apprentices (QDA) have now graduated with a BEng and completed their apprenticeship, and are mobilised across our Value Streams and Projects.



Sophie Armstrong, second NWIT apprentice cohort, running a training session in preparation for the annual Non-Destructive Testing PCN examinations.

Dave Tomlinson, Quality Lead for Inspections and Certification Services, said: "Both these schemes have enabled Sellafield Ltd to significantly reduce the risks associated with capability. Apprentices from the first cohorts are now involved in the training and mentoring of the younger cohorts, and there are still significant efforts and focus on their development. Whilst we have continued to promote the benefits of these apprenticeships for the industry and the region, through key industry groups, regional and national events, the CQI Nuclear Next Generation (NNG) and the STEM ambassador programme; take up of the schemes by the supply chain has been limited, and we would be happy to work in collaboration with our colleagues to foster more support for the schemes."

Supply Chain Capability Programme Update

The Supply Chain Directorate Capability Programme has continued to make real progress in the delivery of the six Learning Pathways, covering Category Management, Supply Chain & Market Analysis, Supplier, Contract & Risk Management, Sourcing & Negotiation, Sustainability and Behavioural capabilities. A huge thank you to everyone involved in helping attain the continued milestones achieved!

Following the launch of the Foundation & Practitioner stages of the Category Management Pathway, we have completed 10 clinics and 13 different workshops on this Pathway alone, covering topics from Price & Cost Modelling, Options Generation & Evaluation and Category Strategy Implementation Planning. These activities have in turn helped with the great progress made on the Category Family Plan & Category Strategies.

However, it is not just the Category Management Pathway that is progressing! Across the programme as a whole over 80 workshops & clinics have been delivered, 392 documents and templates have been developed, 160 Foundation level certificates have been issued and 178 capability assessments have been undertaken. These are some fantastic numbers and real credit to all involved.

Into the future, there are 20 Behavioural clinics scheduled from January to March as well as another 4 Category Management clinics. Continuing the Supplier, Contract & Risk Management Pathway, we have 2 further 'Introduction to the New SRM Handbook' briefings taking place in February and a Supplier Relationship Management Introductory Workshop pilot in March following on from the Contract Management Introductory Workshop pilot held 30-31 January.

SME Spotlight

The Herne Group – BEPDT JV Supplier Relationships

Since July 2020, The Herne Group has been working with the Box Encapsulation Plant (BEP) Delivery Team Joint Venture (BEPDT JV) to develop and implement a customised Supplier Relationship Management (SRM) programme that promotes collaboration, shared learning, and value creation between BEP and its suppliers.

On the BEP project, the Joint Venture manages the supply chain, with Sellafield providing Intelligent Client oversight. The Supplier Relationship Management (SRM) programme was established to ensure the timely delivery of critical design and manufacturing packages on BEP, by fostering stronger communication and building trust between suppliers and the BEPDT JV. Through these efforts, the program aimed to instil confidence in the JV that the packages would be delivered as scheduled, in a mutually beneficial manner.



Waste Handling Table, manufactured by WEC in Darwin



KUKA Robots during FAT in Halesowen

The programme uses co-developed, targeted survey questions to measure collaboration, relationships and trust, focusing on communication, mutual respect and teamwork. The feedback data is used to identify and resolve immediate and emerging issues and support LfE and opportunities for improvement. Supplier feedback scores are monitored and reported monthly to show variance from previous reports, with additional feedback-sharing sessions taking place with BEPDT JV managers and project leaders. After two years of implementation, the SRM programme is now an established and valuable tool for addressing and resolving issues that arise within the project. The wide base of feedback data is useful for identifying areas for continual improvement and the SRM team is readily available to rapidly respond as any new issues emerge across the project.

"The BEPDT JV SRM programme has made a positive impact on the way supply chain management is approached and executed on the project," says Herne Group's Director of Training, Mike Preston. "It has been well-received at multiple levels for its effectiveness and has established a system of communication and improvement between suppliers, BEPDT JV, and Sellafield Ltd. This has led to more effective problem-solving, stronger relationships, and a deeper understanding of supply chain challenges. Along with our supporting behavioural and team development workshops, the programme has been instrumental in resolving underlying issues that caused conflict, enabling more positive and collaborative working with the supply chain."

The Herne Group is a Wigan-based micro-SME consultancy that specialises in Programme Management, Project Controls and PMO establishment, primarily in the nuclear sector. As well as supplier relationships, Herne's training division provides non-technical training such as leadership development, team building and stakeholder engagement. Becoming a supplier to BEP has allowed Herne Group to develop new nuclear professionals and bridge the skills gap in the industry by providing entry-level opportunities to young people in the local community.



Combined Behavioural Workshop attended by KUKA Systems UK, BEPJV and Sellafield Ltd.

Would you like to feature in our SME Spotlight?
Please email us at:
supply.chain.enquiries@sellafieldsites.com

Prime Supplier Spotlight: KAEFER – Supply Chain Development

KAEFER UK & Ireland is a leading provider of technical industrial services with over 3,000 skilled employees. The organisation is part of the global KAEFER group, a c€2 billion business with its headquarters in Bremen, Germany. KAEFER works on over 5,500 jobsites worldwide, with around 30,000 employees. Its mission is to be the most reliable and efficient provider of technical industrial services.

KAEFER UK & Ireland has had a strong presence on the Sellafield site in Cumbria for over 15 years. The company began as a relatively small company on site delivering insulation and asbestos removal services with a team of just 15 people, but through safely delivering high-quality work, and a focus on continuous improvement thanks to its LEAN programme, the company has become a large employer on the site with over 320 direct employees.

Safety is its highest priority and delivers access, insulation, asbestos removal, rigging & crange, HVAC, and fire protection services in some of the most high-hazard areas of site. It works for a range of clients, partners, and consortiums and this year marks 10 years since the company was awarded its first major multi-disciplined framework, delivering over £180M of high-quality services to its clients in that time. KAEFER's focus on LEAN allows it to generate as close to zero waste as possible by optimising processes and continuously improving them.

However, to do this it is reliant on a robust and innovative supply chain, particularly its SME's to support the delivery of their industry-leading services in some of the most challenging environments. During the January SME Forum the company was really impressed with the SME pitches and pleased to have started discussions with several potential suppliers already.

Please use the company's QR code to discuss supplying to KAEFER UK & Ireland, or contact darren.new@kaefer.com to discuss KAEFER services on your specific project.

To feature in our Prime Supplier Spotlight, please contact:
supply.chain.enquiries@sellafieldsites.com



KAEFER
When it counts, count on us.

Sellafield Partnership Expands its Northern Supply Chain

The Programme and Project Partners (PPP) are appointing their latest suppliers to help transform projects at Sellafield and boost growth in the north. Severfield Nuclear and Infrastructure Limited and William Hare Limited have won contracts to deliver steelwork, worth a combined total of £249 million, over the next 17 years.

Long-term Work Partners Pledge to Create Lasting Impact in Community

Sir Robert McAlpine is set to begin working with supply chain partners in the region to deliver 'tangible, measurable social impact'. The family-owned construction and civil engineering company has been announced as winners of the Programme and Project Partners' latest long-term work agreement worth £1bn.

PPP appointed Sir Robert McAlpine Limited to deliver the Groundworks and Concrete Structures (Civils) framework in the drive to support transformation in project delivery at Sellafield. This framework will span the next 17 years.



The Sir Robert McAlpine Team: Richard Parker (KDP8 Civils Project Manager), Geoff Smith (KDP8 Civils Framework Director), Drag Barnett (KDP8 Civils Preconstruction Director)

Would you like to be a charity trustee and make a difference?

In the charity sector, the passion to make a difference is the key currency. From the charity's point of view, the guiding principle of their organisation needs to be one which is close to the hearts of those setting its strategic direction on the board. Trustees also need to have a passion for the cause for their own sake.

Trustees are the group of people (also called the Board of Trustees) who act in the charity's best interests, set the strategy or plan, make key decisions and oversee the running of a charity.

Being a trustee offers the opportunity for professional development. It can let you gain experience of strategy and leadership, and boost your CV. It will give you experience of being a non-executive director, such as setting a strategic vision, influencing and negotiation, and managing risk.

If you're considering a charity board role, first consider what you care about. Make sure you can evidence and express this commitment. Perhaps yourself or a loved one has been affected by the problem the charity supports people with? (Whether it's a health condition or an experience, such as poverty, domestic violence or homelessness). Or maybe it's a cause you have always been involved with in however small a way. Many of the larger charities advertise their trustee vacancies, but smaller ones may only openly recruit for Chair roles. It is worth contacting the smaller organisations to express your interest, in case of any other roles now or in the future.

Words of advice from a passionate trustee "For those considering becoming a trustee, I would wholeheartedly recommend it, and would say that you shouldn't worry about whether you're qualified enough, or whether you have enough life experience to make a difference. As long as you care about the cause and are willing to dedicate time and energy, then go for it! Being a trustee isn't always easy, but you'll learn a lot and you'll make a difference to at least one person's life, and probably a lot more than you'll ever realise.

Sellafield Collaborative Working Recertification

After a thorough audit from Lloyd's Register Quality Assurance Ltd (LRQA), Sellafield Ltd has achieved official re-certification for its collaborative working practices for the key collaborate business relationships within the supply chain, associated with delivering products and services supporting the delivery of the Sellafield mission.

The 2 week audit was undertaken against the requirements of ISO 44001: 2017. The audit focused on a review of the effectiveness of the Collaborative Working Arrangements and to verify that these continue to be maintained in conformance with the requirements of ISO 44001:2017. Sellafield Ltd views collaborative working with its supply chain as vital to the safe, secure and efficient running of its sites.

Sellafield Ltd continues to focus on further developing and embedding its Collaborative Working arrangements in support of and in accordance with the requirements of ISO44001, for its collaborative working practices. ISO44001 is a standard identifying, developing and managing collaborative business relationships within or between organisations that supports strategic delivery. Our collaborative business relationships are aligned ways of working under ISO 44001, and feature as a golden thread and an integral part within our Supplier Relationship Management (SRM) programme.

As part of our SRM systematic approach, it is our objective to further integrate our collaborative working principles as part of our strategic business relationships. Collaboration is key to delivering our scope successfully, and focus on developing mutually beneficial relationships within the supply chain is vital for Sellafield and the overall industry.



Sustainable Supply Chain: Useful Links

THREE PILLARS OF SUSTAINABILITY

SOCIAL

UN:
<https://www.un.org/en/>

UN Goals:
<https://sdgs.un.org/goals>

UN Human Rights:
<https://www.ohchr.org/en/>

Equality & Human Rights:
<https://www.equalityhumanrights.com/en>

Modern Slavery:
<https://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

Slavery Index:
<https://www.globallslaveryindex.org/>

Human Rights Watch:
<https://www.hrw.org/world-report/2021>

PPN 06/20:
<https://www.gov.uk/government/publications/procurement-policy-note-0620-taking-account-of-social-value-in-the-award-of-central-government-contracts>

ENVIRONMENTAL

UN Environment – Finance Initiative:
<https://www.unepfi.org/>

Environment Act 2021:
<https://www.legislation.gov.uk/ukpga/2021/30/contents/enacted>

Sustainability Organisations:
<https://www.icaew.com/library/subject-gateways/environment-and-sustainability/sustainability-organisations>

Global Climate Risk Index:
<https://reliefweb.int/report/world/global-climate-risk-index-2021#:~:text=The%20Global%20Climate%20Risk%20Index%20indicates%20a%20level%20of%20exposure,severe%20events%20in%20the%20future.>

PPN 06/21:
<https://www.gov.uk/government/publications/procurement-policy-note-0621-taking-account-of-carbon-reduction-plans-in-the-procurement-of-major-government-contracts>

ECONOMIC

Anti-Bribery:
<https://www.gov.uk/anti-bribery-policy>

Anti-Corruption:
<https://www.gov.uk/government/collections/anti-corruption>

Other:
Risk Indices:
<https://risk-indexes.com/>

CIPS Material:
<https://www.cips.org/knowledge/procurement-topics-and-skills/sustainability/sustainable-and-ethical-procurement/>

