

**Rolls-Royce – Submarines**  
**Vulcan Business Operations Update: January 2022**

Safety Performance remains Rolls-Royce's number one priority with over four years since the last lost time injury. We remain focussed on the safe delivery of our current contracted Vulcan Post-Operational Delivery (VPOD) and fleet support operations on behalf of the Ministry of Defence. All staff have recently been briefed on road safety, particularly focused on the recent road traffic incident and road safety campaign at Forss. We are developing a programme of road safety improvements and exercises which will again be rolled out to all staff.

COVID remains a significant and key challenge, especially with the recent Omnicron variant increasing numbers of both positive cases and isolating individuals, which is now thankfully reducing in severity. We continue to ensure that we comply with all rules/guidance from Scottish and UK Governments, Ministry of Defence (MoD) and Roll-Royce. Lateral Flow Testing (FLT) home testing kits remain available for all staff attending site to protect both our workers and the community at large.

We continue to support "work from home if possible" which is currently around 50% of the pre-COVID site attendance numbers, with all key operational staff attending site as necessary. We are in discussions with our DSRL neighbours to ensure best practice learning is shared, and this communication is going well. We are also looking to define the "new normal" working environment and pattern which will include some flexibility and level of home working where possible and appropriate.

We are clearly reviewing our opportunities and specific future business planning for our capability, skills and personnel currently at Vulcan for the longer-term in Caithness, particularly in the overall Submarine and Nuclear services arena. At appropriate aligned pace, we continue to progress our Business planning and development for utilisation and deployment of our personnel and nuclear skills, in Caithness to 2025 and beyond.

Our resource management activities at our Vulcan Business Unit, including recruitment, continue to align to our operational delivery requirements and demands in accordance with normal Business management and controls. As a result of the announcement of the site extension to 2025 we have launched a targeted recruitment campaign for Rolls-Royce staff. Initially for 20 key positions, we will continue to assess our longer term needs and expect at least some of these roles to be filled from our existing sub-contractor workforce.

I am also very encouraged to announce the healthy pipeline of Rolls-Royce apprentices continues and we have this month launched a further recruitment campaign looking for 4 apprentices. We currently have 16 apprentices in various stages of their training.