

Rolls-Royce – Submarines
Vulcan Business Operations Update: April 2022

Safety is Rolls-Royce's number one priority with over four years since the last lost time injury on site. 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.

COVID remains a significant challenge to the workforce with a clear spike in local cases leading to an increased number of staff both contracting the virus and managing family isolations. Thankfully in the vast majority of cases the severity of the symptoms of the virus is of a much reduced severity. We have recently phased in relaxation of the COVID restrictions in line with Scottish Government advice.

We continue to look to define the "new normal" working environment and pattern which will include some flexibility and level of home working where possible and appropriate.

We welcomed the Ministry of Defence (MoD) announcement of the review of the operating model option of transfer of Vulcan site decommissioning to the NDA. We look forward to supporting the MoD and the NDA where possible and at a suitable stage as members of a joint working team to look into this option further. We also remain committed to review 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 an appropriately 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.

As previously reported as a result of the announcement of the site extension to 2025 we have had a targeted a recruitment campaign and have successfully employed a further 20 Rolls-Royce permanent positions early this year. Many of these individuals are transfers of our existing sub-contractor workforce. We continue to assess our longer term needs and expect to make further focused recruitment plans in the near future.

I am also very encouraged to announce the healthy pipeline of Rolls-Royce apprentices continues and we have made offers to a further 4 apprentices who will start their training programme in September. We currently have 16 apprentices in various stages of their training.