

**Rolls-Royce – Submarines**  
**Vulcan Business Operations Update: January 2025**

Rolls-Royce puts safety first and with no significant issues since my last input, it remains over four years since our last lost time injury on site. In addition, rates of both absence and attrition within the Rolls-Royce Vulcan team remain low.

There have been no material changes to our business priorities since my last update to the group. Our key operational priority is the safe and timely delivery of our current programmes in support of the Ministry of Defence (MOD) and the Submarines Enterprise. We also continue to provide support to MOD in the review of the process, schedule and operating model options for the potential transfer of the Vulcan site decommissioning accountabilities to the Nuclear Decommissioning Authority (NDA). In a wider context, we continue to review what role the Vulcan team, and the skills and capabilities vested within it, can play in Rolls-Royce's response to the significant level of change and growth within UK (Defence and Civil) nuclear.

Rolls-Royce has been successful in recruiting a number of incremental roles into the business over the last few months (c.20) which speaks to the health of skills and experience in the region. This recruitment has been in response to the needs of extant programmes in support of MOD, a desire to increase resilience in certain skills, and also demonstrates Rolls-Royce's commitment to the development of its skills base in Caithness. We will continue to look to bring skills into the business as programme and strategic needs demand.

Our Rolls-Royce apprentice pipeline continues and remains fully populated and recruitment for the 2025 intake is now underway. This year, we are looking to increase our numbers to 8 first year apprentices covering Mechanical, Electrical, Instrumentation and Design disciplines. This will represent the largest single intake of apprentices in the Vulcan site history.

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