

Social Impact Report 2023

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Introduction

These are really exciting times for our business and the local community, as both experience significant growth and investment.

The Defence Nuclear Enterprise Command Paper recognised the town's integral role in the delivery of the UK's defence requirements, while the Team Barrow partnership of central Government, BAE Systems and Westmorland and Furness Council has been formed to deliver much needed improvements.

Against this positive backdrop, our contribution to the local community remains as important as ever and, in this latest report, you'll see how we continue to use our skills, experience and resources to help create an inclusive and thriving community.



Steve Timms
Managing Director



Foreword

Welcome to our third BAE Systems Submarines Social Impact Report. This report covers our activity during 2023 and continues our pledge to produce an annual update on what we have achieved with regards to our work in support of the communities in which we operate.

In 2023, we shared our intention to substantially grow our workforce over the next 20 years in order to meet the needs of the nation's submarine programmes and central to this aim is to ensure the benefits of that growth are realised in the communities in which we operate, creating a lasting social, economic and environmental legacy. This is truly a once in a generation opportunity and we will work closely with our customer and key stakeholders to ensure that objective is realised.

Whilst exciting plans are in place for the future, some key milestones were reached in 2023 including opening the first phase of our Portland Walk Campus, breaking ground on the University of Cumbria Campus on our site on Buccleuch Dock and a significant expansion in our Early Careers intake.

We hope you enjoy learning more about our social impact activity and as always, we are keen to hear your feedback. If you would like to contact us please email: Communityinvestment@baesystems.com

 Janet Garner
Future Workforce Director

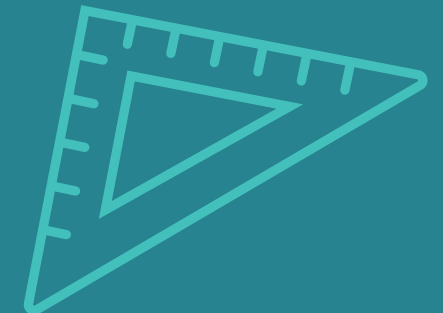
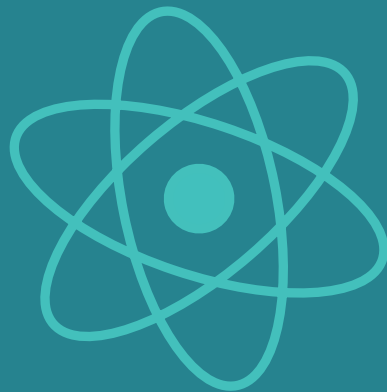


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Education and skills outreach



Education and skills outreach: an overview

Through our education and skills outreach programme, we aim to provide a range of activities and resources designed to increase interest in STEM* subjects and careers, employability skills and also to promote diversity and inclusion. These activities are primarily delivered by our STEM Ambassadors, who are each given 3 days per year to support, and by Early Careers teams, through stretch assignments.

In addition to our work with children and young people, from Key stages 1 to 5, we also deliver employment support programmes such as Movement to Work and Trade Insights, providing work experience opportunities for unemployed adults.

Our activities run throughout the year, including school holidays. As well as the activities we deliver directly, we also support a number of organisations in the delivery of education and skill events or projects, either through financial sponsorship or with in-kind support.

(* Science, Technology, Engineering and Maths)

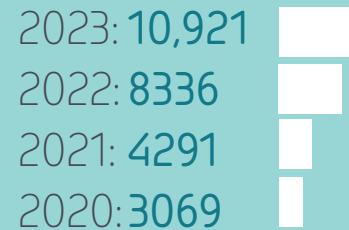
The figures below highlight the depth and breadth of education and skills activities delivered throughout 2023.



STEM activities delivered



Number of STEM Ambassador hours



Estimated number of beneficiaries



Number of schools and colleges receiving education outreach support

International Women in Engineering Day (InWED)

The InWED event was held in June, on International Women in Engineering Day, in the Submarines Academy for Skills and Knowledge. The aim of this event was to encourage young females to consider taking subjects for their GCSEs, by exposing them to the wide range of engineering opportunities available in the Furness area ahead of them choosing their GCSE options in Year 9.

A total of 60 students attended from Furness Academy, Dowdales, Chetwynde, Walney, St Bernard's, and Ulverston Victoria High School.

The event was developed and delivered in partnership with a range of other local businesses including Kimberly Clark, Vattenfall, Oxley, Orsted, Bender and Siemens who each hosted workshops throughout the day and provided merchandise for prizes and goodie bags.

Workshops included:



Advanced Manufacturing: A collaboration between BAE Systems and Kimberly Clark. The students were tasked to use coding skills, to create a personalised Augmented Reality (AR) / Virtual Reality (VR) cube.



Renewable Energy: A collaboration between Orsted and Vattenfall. The students used teamwork and problem solving skills to create their own wind turbines.



Electrical Engineering: A collaboration between Siemens, Oxley, and Bender. The students used conductive paint pens to create their own electronic circuits.



Nuclear Engineering: An activity delivered by BAE Systems' Nuclear Scholars Team to help students understand nuclear reactors.



Pupil feedback

77%

said it increased their interest in STEM subjects and careers.

92%

said the event increased their understanding of the job roles available in engineering.

77%

said it made them feel more confident in their career goals.

81%

said the event had increased their pride in the local area.

Work experience

We provide work experience at a number of different levels, which has the aim of providing young people with an insight into the workplace, as well as helping them to build their employability skills and better understand the range of opportunities at BAE Systems Submarines.

In 2023, we developed a new programme for Year 10 pupils, providing a 5-day work placement in which they were required to work as part of a team to design and manufacture an underwater Remotely Operated Vehicle (ROV) for the Royal Navy. During the placement students took part in practical workshops with a range of our internal functions, to help them understand the stages of a project. These included:

- **Engineering** - developing drawings of the frame and parts list
- **Project Management** - planning the stages, resources and timescales required to complete the project within the set timeframe.
- **Supply Chain** - selecting suitable suppliers from an approved supplier list, whilst assessing price, quality and location in their decision making, as well as negotiating with the supplier.
- **Operations** - making the frame of an underwater drone in our pipe workshop.
- **Quality** – researching into methods of managing the quality of a product.
- **Nuclear** – exploring options for powering an underwater ROV and research safety within the nuclear industry.

At the end of the week the student teams presented their solutions to representatives of the business with the winning team announced, based upon the scores collated from the sessions during the week and the final presentations.

During 2023, we provided 163 work experience placements of which, 118 were in year 10 and 45 were in Year 12, where students opted to specialise in Engineering, Project Management or Nuclear.

“It has given me an idea of what BAE Systems is actually like and closed the options down a bit. I now know I want an apprenticeship.”



“It was completely different to what I expected. It was better than I expected because all the sessions were interesting. All of them had an activity so we had different skills that we learnt from this.”

“When I first came here I didn't know what to expect but I really enjoyed it. I am hoping to come here for a higher apprenticeship after college.”

Nuclear Scholars

The Nuclear Scholars programme, has the aim of promoting careers in the nuclear industry through education, innovation and collaboration, utilising the passion and knowledge of our Nuclear Engineering apprentices and graduates.

In 2023 the Nuclear Scholars was involved in a range of different activities including providing a nuclear work experience week, nuclear careers talks and attendance at careers fairs, classroom based workshops including topics such as nuclear energy, heat transfer and nuclear physics.

During the year the team worked with over 17 different schools and colleges, with feedback suggesting they had achieved their aims of raising the understanding and interest in a career in the nuclear industry. After taking part in activities:

65%

indicated they were now considering a career in a nuclear field.

80%

indicated they were now considering a STEM career.



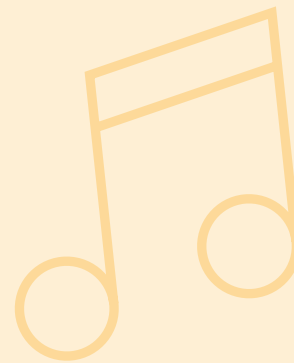
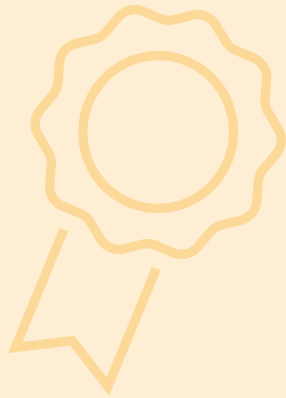
I did not know much about nuclear before and am now inclined to learn further and explore a future career.

Student – Camden School For Girls

Definitely had an impact, further assuring me I want to go into a career in STEM and definitely would consider exploring a career in Nuclear.

Student – Barton Peveril Sixth Form

Community Investment



Community Investment overview

Through Community Investment, we aim to sponsor or assist with activities that support delivery of our wider social impact aims and company values. Decisions on which events, causes or groups to support are made in line with our UK BAE Systems Corporate Community Investment Policy, which states that investment should be directed, where possible and appropriate, to those projects that support the following themes:

- **Our Customer** - To maintain strong relationships with the Armed Forces and Armed Forces charitable organisations
- **Education and Skills** - Invest in education and employability skills of young people, develop existing role models through the STEM Ambassador programme and partner with organisations whose activities help to meet the STEM talent pipeline
- **Heritage** - Activity that supports the company heritage within the local area
- **Local Community** - Due to the close relationship with the communities in which we operate, there are instances where applications that fall outside of these themes but support delivery of our Social Impact aims and Company values, can be justified.

76

During 2023, we supported 76 projects, events and initiatives across all of the priority areas, including those that took place at our satellite sites. A number of examples from each of our priority areas are provided on the following pages.

Heritage: 150 Years shipyard anniversary sculpture



Designed and built by Submarines apprentices, the 'People. Product. Pride: 150 years of Barrow Shipyard' heritage sculpture is now on permanent display in Vickerstown Park. It is a fitting location as the Vickerstown estate was originally built to house shipyard workers, and from this vantage point you can see the towering BAE Systems Submarines structures across Walney Channel.

The statue depicts Barrow's shipbuilding heritage through three key elements, the men and women who have worked in the shipyard, the community which the business has served for more than a century and a half, and our long-term partners, the Royal Navy. The sculpture includes a QR code which allows people to access more information about our shipyard's rich heritage and its long and close relationship with the Furness community.

The project began during our 150th anniversary year in 2021 when 15 groups of first-year apprentices were tasked with coming up with a concept idea to pitch to a panel of judges. Three outstanding designs were picked out and then voted on by the wider business and a more detailed set of drawings of the winning concept were then produced by apprentice designers and engineers. The winning design group selected their preferred choice, which Engineers and Designers turned into a design, and operations colleagues transformed it into the brilliant finished product.

"The 150th anniversary is a milestone that we will never get to see again, and to be given the opportunity to be a part of that and create this piece has been an honour. Having the knowledge that this will be around for generations to come and that we are all able to say we contributed towards this brings us a great sense of pride.

Lewis, 150th Anniversary Project Designer

"The statue symbolises Barrow Shipyard's proud history and the close relationship we have had with the Barrow community for 150 years – a relationship which is set to continue for many years to come. It is a magnificent piece which has been designed and manufactured by current shipyard apprentices, acknowledging the talents of the present and future submarines workforce

Neil Doherty, Project Manager Social Impact Team

Dock Museum Shipyard Town Project: Image donation

During 2020, the Dock Museum secured a National Lottery Heritage Fund grant of more than £800,000 to fund a new heritage gallery telling Barrow's proud shipbuilding story. The Shipyard Town project focuses on the rich heritage of Barrow's main industry from the 1950s to the present day, as well as looking at what the future could hold for BAE Systems Submarines.

BAE Systems has played an important role in the project, with a financial contribution plus the donation of an internationally important collection of 3,000 images from its shipbuilding archive. This contribution continues and in 2023 a donation of previously unseen images depicting launches from the 1930s was made.

All images donated are digitised and will be made available to the public online and in the museum's research room.

“What a fantastic discovery these folders were! They contain some of the missing pieces of the Vickers Photographic Archive we didn't even know we were missing. We are so grateful that the shipyard saw the historical value of these items and brought them to us. They enrich our already fabulous photographic archive and we look forward to sharing them with everyone in the New Year.”

Charlotte Hawley, Collections and Exhibits Manager at the Dock Museum



“I was delighted to present the Dock Museum with photographs depicting launches from the late 1700s. I believe it is vital for us to continue our support of the Shipyard Town Project which provides our local community, visitors to the town and the online global community with a window into the Barrow Shipyard's rich heritage.

Jim Perks, Head of Future Workforce Strategy, BAE Systems

Local Community: Barrow Soapbox Challenge

Barrow Soapbox Challenge saw teams from local businesses, charities and community organisations race down a 320m course powered only by gravity in their homemade karts, each hoping to complete the course in the fastest time. This year's course, lined with straw bales, allowed crowds of spectators of over 30,000 people to watch all the racing fun up close, including this year's new obstacle: the splash zone! This free event also included a number of additional family-friendly attractions to encourage visitors to spend the day in the town centre and to spend money with local businesses.

BAE Systems' financial contribution ensured that this event was sustainable, including allowing us to invest in equipment for future use to grow the event year on year. It allowed Barrow BID to deliver the event using local suppliers for nearly all aspects, maximising the benefits to the local economy. The event attracted over 30,000 visitors to the town centre (based on footfall data), resulting in a huge financial boost for town centre businesses, and cementing this year's Soapbox as the biggest event Barrow has ever seen.

Paul Hodgson, BID Project Manager, Barrow BID



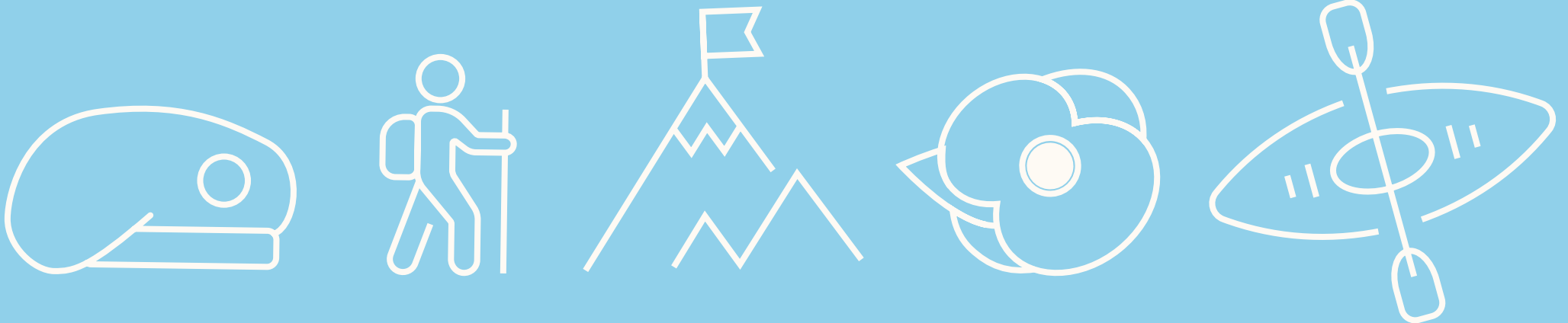
We are so proud, what an achievement getting 3rd place for our first entry in the Barrow BID Soapbox Challenge. This was all down to the amazing contribution from the whole Love Barrow Families team and our supporters, not forgetting the design and build by our friends at Furness College. A big thank you to everyone involved for their enthusiasm, effort and support. We would also like to thank all the local businesses for their kind sponsorship of our kart. The funds raised from sponsorship, as well as collections on the day will go a long way supporting the families of Barrow who need it most, with the event also really helping to raise awareness of the work we do as a charity.

Dean McSkimmings, BID Board Member and Love Barrow Families - one of the charities competing in this year's event.

Armed Forces Covenant

We have a long and proud history of supporting our Armed Forces - it lies at the very heart of what we do. We value the unique relationship we have with both serving members of the Armed Forces and veterans and recognise the contribution that serving personnel, reservists and military families bring to our businesses.

In 2023 we continued to show our commitment to the Covenant through a range of activities, events and fundraising initiatives.





Seas Your Future

Seas Your Future operates the tall ships, Pelican of London and Fridtjof Nansen, primarily as sail training vessels for young people. The Pelican sailed into the Town Quay of Barrow to join the Festival of the Sea in August 2023 where over 8,000 visited the ship over the weekend. 20 young people from local Cadet forces, joined as trainee voyage crew.

The cadets, from Barrow-in-Furness, aged between 14-25, joined as trainee voyage crew on Sunday morning ready to set sail on Monday over to and around the Isle of Man. As well as experiencing the proven benefits of a tall ship sail training voyage and ocean science activities, the young people experienced time with 10 other young people from Merseyside.

Rose, one of the Voyage Crew, shares her experience: "I really enjoyed the experience of the Pelican as it taught me skills in sailing and taught me to be independent with tasks. I like how the staff treated us with respect and trusted us to do big jobs and do things ourselves. I feel like I learned a lot of key skills in terms of sailing. It was also a great chance to make new friends, which I did. Having friends on the boat meant it was fun to carry out jobs and watches. We could support and encourage each other when it got hard. I also made friends with the staff, which was nice as it meant they trusted us and got to know us better.

"I am very thankful to have been invited on the Pelican Tall Ship. I made new friends that I hope I will keep in contact with for life. I enjoyed putting up the sails and being on watch minus the sea-sickness at 3am! There were even 2 scientists on board that taught us a lot, one of them was a shark scientist and took us to the Isle of Man shore to look for sharks and stingray eggs. I also enjoyed the different jobs around the ship. I will never forget the opportunity and am blessed to have been on this once-in-a-lifetime trip.

Chloe, Voyage Crew 2024.

"One of the main things I enjoyed was how everyone felt like a community when we worked together. Feeling like that meant we could work well and fast on the boat and use our strengths to help each other. Overall, I think the Pelican sailing trip was a brilliant experience on working on boats, becoming independent and making friends. I would definitely recommend it to people who are looking for an exciting, thrilling experience.

Rose, Voyage Crew 2024.

Barrow Air Cadets Education Space



Our local Barrow Air Cadets received funding to furnish and equip their new office and classroom spaces after moving from Portacabins to a permanent location. They were able to create improved spaces with better facilities/classrooms for the cadets and volunteers.

The new improvements enabled their syllabus to be delivered more effectively including Airmanship, map reading, and radio use.

The education provided within the Air Cadets offers members courses such as leadership and first aid and provides the opportunity to gain a recognised BTEC qualification.

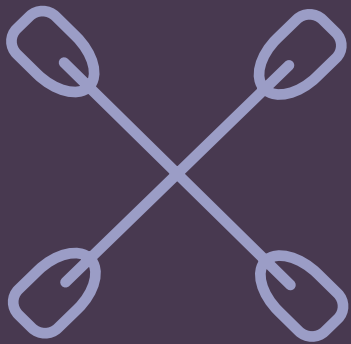
We now have three rooms dedicated to our education; each room now has a laptop with Microsoft access, presenter remotes and sufficient storage. The main hall now has its own large TV and laptop, which can be used for larger presentations.

This year has seen a large intake at the Cadets. Each education room has been at full capacity and has really transformed our capabilities, eradicated any manual handling difficulties and saved time, allowing us to deliver more efficiently and effectively.

Hannah Williams, Barrow Air Cadets

Employee fundraising and community support

In addition to activities and support developed by our business, our employees also have a long history of supporting their local communities and other charitable causes. The case studies provided below give some examples of the types of fundraising activities and community support undertaken by our employees.



Backpack Appeal



We are immensely grateful for the backpacks donated by the employees at BAE Systems, the variety of equipment that was provided was amazing and they were greatly received by the families. Every backpack has now been distributed to the local families within the Furness community and will help to bring a smile to their children on Christmas Morning. We would like to say thank you to all the staff who took time to donate.

Project John representative

Christmas elves across our Submarines site were busy donating toys and essential items for the 2023 Backpack Appeal. Our business donations of over 200 backpacks equated to 10,400kg of backpack contents, which is equivalent to the weight of an African Bush Elephant!

Our employees recognise the festive period can be a difficult time for many with costs going up, societal pressures leaving some families needing more support. This year backpacks were distributed via local charity, Project John, who were able to direct the packs to where they were needed most.



Give As You Earn (GAYE)





Give As You Earn

Our Submarines business shared Christmas cheer with local charities at this year's Give as You Earn (GAYE) presentation event. Representatives from 33 charities were invited to The Forum in Barrow for our business' annual event, hosted by Oliver Wignall (BAE Systems Submarines Technology Enablement Director), the GAYE committee and the Social Impact team. The overall amount given to charities reached a fantastic £30,413.72.

I want to give our heartfelt thanks to the charities for making our event. The diversity of applications astounds me each year and it's wonderful to meet the charities in person and to find out more about what the money will buy for each worthy cause, but most importantly the event enables local charities to build networks and learn from each other how to benefit our local community.

Oliver Wignall, Submarines Technology Enablement Director

The GAYE presentation events are really special for our business and it really brings home how we do make a difference to local charities. It was great to network and meet some of the fantastic charities in our area.

Carole Atkinson, GAYE Committee member.

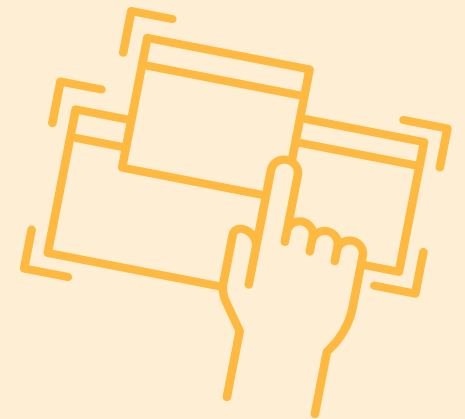
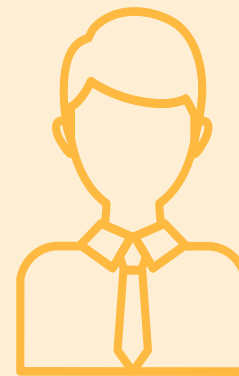
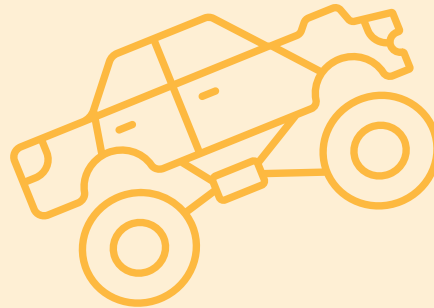
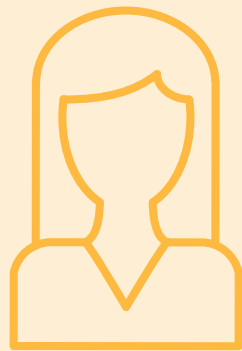
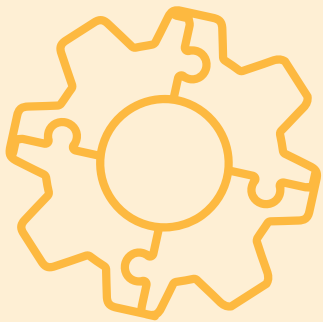
Tigerlily Trust is immensely grateful to BAE Systems GAYE for their kind support this year. It was wonderful to see everyone today at the presentation, to meet with other charities and hear about all the amazing work being done around the area. The money raised for Tigerlily Trust will be spent on materials and production costs of Remembrance boxes and Miscarriage Care boxes for those who have suffered pregnancy, miscarriage or stillbirth at Furness General Hospital in the Furness area.

Val Isherwood, founder of local baby-loss and bereavement charity Tigerlily Trust

Satellite Sites - social impact activity

Our Submarines business, based mainly in Barrow, also has a number of other sites around the UK. These include Frimley, Filton, Broad Oak and Weymouth. Although each of these sites has a smaller footprint than our site at Barrow, there is still a real commitment to create positive social impact and play our part in supporting the communities in which we operate.

The initiatives below highlight some of the activity taking place at our satellite sites and the difference they are making to the individuals and groups from those areas.



Teen Tech Festival



In 2023, BAE Systems provided sponsorship for the Teen Tech event and provided in-kind support, with 15 STEM ambassadors attending. The whole-day events were held on three separate dates in Cardiff, Hampshire and Brighton, and were supported by a number of our Graduates and Apprentices.

The Festival was hosted by Maggie Philbin, previous presenter of the long-running TV series *Tomorrow's World*. Maggie created the event back in 2008, and has the aim of helping young people understand the opportunities in the science, technology and engineering industries, no matter what their gender or social background.

The event is open to young people aged between 8-18. As well as broadening their horizons, it also enables them to understand their potential and raise their aspirations.

Challenge Day

Challenge day has been running for 27 years and is delivered in partnership with SATRO, a local education charity.

The event sees 15 state schools come together for a large STEM event, which provides an opportunity to undertake a team project, with the aim of designing a vehicle. Each team was given the scope of the project, a budget and range of roles assigned to team members. The activity culminated in each team providing a presentation of their design, highlighting the end-to-end process of delivering a working vehicle to cross different terrains.

The event was designed and delivered by a team of apprentices currently on scheme with BAE Systems, with full support from Safety Health and Environment (SHE), and Early Careers staff.

Challenge day was held at the Farnborough International Conference centre, which donated the facilities, free of charge.

Work Fundamentals

Taking place across our Broad Oak, Filton, Frimley and Weymouth sites, the Work Fundamentals initiative provides an opportunity for young people to raise awareness of the range of careers within BAE Systems, whilst also helping them to develop a range of skills including interview skills, presentation skills, being interactive in our communication and active listening skills.

Participants get the opportunity to work on a project from concept to completion, and taste elements of Engineering, Project Management, Supply Chain Procurement and other aspects of 'business as usual' activity. They also have the opportunity to meet with employees who had previously been graduates and apprentices, and who had progressed to various levels within the business.

Supply Chain - social impact activity

Since highlighting the emerging Supply Chain social impact activity in our last report, we have significantly progressed this workstream, ensuring we maximise positive impact through procurement, work with our current suppliers to support the communities in which we operate and support local Small to Medium size Enterprises (SMEs) to develop their capacity and capability.



Cumbrian Meet-the-Buyer Event

BAE Systems Submarines and Cumbria Business Growth Hub worked in partnership to deliver the Cumbrian Meet the Buyer event as part of the Barrow Business and Enterprise Support programme. The event aimed to support the resilience and growth of small and medium businesses in the local area. Fifty (50) Cumbrian SMEs attended the event at The Forum in Barrow on Monday 18 September.

Those who attended heard from representatives from Make UK Defence, ADS Group and BAE Systems Submarines on topics such as key requirements for working in the defence market, where to find opportunities, addressing the skills challenge, plans for the future and working with BAE Systems.

Following the formal presentations, those in attendance then got the chance to speak directly with 20 buyers from across BAE Systems and tier one suppliers. In a format similar to speed dating, each organisation was then given five minutes with their chosen buyers. There was also the opportunity to visit market stalls from BAE Systems including Social Impact, SSNA and Dreadnought Alliance, alongside trade bodies including ADS, Helios, JOSCAR, Make UK Defence, CLEP and CIPS South Lakes.

Through our BAE Systems Submarines Sustainable Supply Chain Strategy, we recognise the value of small businesses, not only to our own business but to the wider economy and we are strongly committed to supporting the growth of the SME sector, which is critical to the delivery of our programmes. To help SMEs access opportunities in the supply chain, we endeavour to remove barriers to contracting, and implement SME support initiatives such as this Cumbrian SME meet the buyer event.

Event Feedback

72%
of buyers said they found the event very effective for engaging with new suppliers

91%
of suppliers said they were satisfied with the overall event

92%
of buyers said they are now looking to establish further connections with the SMEs in attendance

100%
of suppliers said they found it helpful in connecting with potential buyers



“The presentations were very informative, and it was a great opportunity to catch up with similar professionals from various SMEs from around the region. The market stalls arena worked very well and each BAE Systems buyer was very helpful and knowledgeable on their own specific supply chain.

It was probably one of the best events of its kind I have attended for quite some time.

Tony Sneesby, Forth Engineering Barrow Branch (local SME)

The Regional Supply Chain Network

The Regional Supply Chain Network provides a platform for engaging local businesses outside of the standard customer/supplier environment. Through this group, we have been able to facilitate the growth of more effective communications and engagement between companies. Additionally, this networking group enables businesses to form cohesive, mutually beneficially relationships under the common theme of social impact.



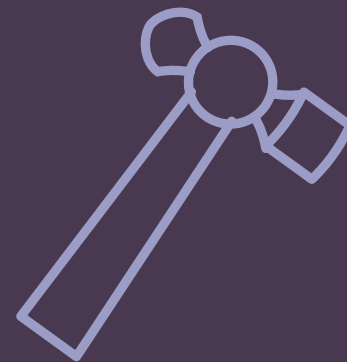
Submerge Supply Chain Engagement: Net Zero



BAE Systems Submarines led a virtual event on NetZero as part of the Submerge Supply Chain Engagement series. The Submerge Supply Chain Engagement series aims to act as an enabler for supply chain engagement to share best practice, insights and exploit collective opportunities in support of our shared mission. Ten (10) suppliers who attended the event on the 19th October, were invited based on their contribution to BAE Systems Submarines' NetZero Scope 3 emissions, and who do not present themselves in the wider Sector or Group top 40 suppliers.

Those who attended heard from representatives from the MOD Sustainable Procurement Working Group, BAE Systems plc and BAE Systems Submarines. The event concluded with four supplier spotlights, providing an overview of their own NetZero strategies and initiatives from Kloeckner Metals (ASD Metal Services), IBM, Newton and Edmundson Electrical. Our Supply Chain Sustainability Strategy and Net Zero Scope 3 plan, aims at making immediate and strategic change to reduce our impact on the environment directly and through our supply chain.

Strategic projects



The Dock Museum - Shipyard Town Project



In 2020 The Dock Museum was successful in securing funding from The National Lottery Heritage Fund to tell the Barrow Shipbuilding Story. BAE Systems supported this with a financial contribution of £100,000 along with the donation of over 3000 images from its shipbuilding archive.

Challenges associated with the Covid pandemic have significantly impacted the project, however, 2023, saw real progress, with the following milestones achieved;

- Solar panels installed to reduce utility costs and move to greener energy
- Digitisation Officer recruited to work with the donated images
- Completion of a new Research Room
- Recruitment for an Education Officer to develop an Education outreach programme
- Completion of plans for refurbishment of the museum entrance to improve the visitor experience
- Digitisation of donated BAE Systems images following their return from conservators
- Recruitment of two Digitisation Volunteers

We look forward to further progress taking place in 2024 including;

- Completion of the refurbished museum entrance
- Completion of two films telling the story of the shipyard and town
- Continued Volunteer recruitment to support the Shipyard Town project.

Portland Walk Campus

As part of the continued investment in our future, in December 2022, we completed the purchase of a number of properties within Barrow town centre. The properties are located in Portland Walk and were previously occupied by a number of high street retailers.

This provided a unique opportunity for us to continue our programme of investment in our Barrow facilities, in support of our strategic intent and the continued delivery of a truly national endeavour.

The success of our current and future programmes relies upon the ongoing development of a skilled and capable workforce. The new facilities we create in Portland walk will play a significant role in accelerating the delivery of learning provision to our growing early careers population, as well as supporting the skills needs for our existing workforce.

By expanding the BAE Systems footprint into Portland Walk, we are also making an important contribution to the ongoing regeneration of Barrow's town centre at a critical time, supporting the attraction and retention of the skills needed to deliver our programme commitments and grow our business.

In December 2023, we opened the doors to the first of our renovated facilities – a new Careers Inspiration hub. This is a shared space, working alongside supply chain partners and other local organisations to signpost Barrow and the wider Furness and South Lakes area as a great place to live, work and thrive. Already, we have seen a new vibrancy in the area with other businesses also following suit and moving into previously vacant retail units.

As we progress this project in 2024, we will open a larger shared community engagement space to further promote our social impact agenda including, community and education outreach, supply chain engagement and a Submarines visitor experience. At the same time, we will continue with plans to renovate the former Debenhams department store into an experiential learning facility, which when open, will guarantee significant daily employee footfall in the town centre.



Focus on Barrow Learning Quarter

In 2022, Barrow-in-Furness secured £25m of funding from the Government's Towns Fund to be spent on seven projects to transform the town. One of these projects was the Barrow Learning Quarter, which included the creation of a university campus on Barrow Island to attract and retain skilled graduates within the town.

BAE Systems has committed to developing a strategic partnership with the University of Cumbria (UoC) to support the establishment of this new campus. The new higher education campus should be a catalyst for growing higher education participation levels in the local area as well as supporting the revitalisation of Barrow's retail and leisure offering in response to an increased student population.

Through 2023, we have worked closely with the UoC to establish a Teaching and Learning Agreement which sets out a six year framework of academic programmes with delivery of the initial courses for BAE Systems employees already in progress.

Work to clear the land adjacent to our Submarines Academy was completed, ready for campus construction and we were privileged to witness HRH The Princess Royal mark the "breaking of ground" on the site in November 2023.

We have joined forces with the University's new Institute of Engineering, Computing and Advanced Manufacturing to explore and develop Research and Technology opportunities that will help us find solutions to our long term business requirements.

BAE Systems is proud to be playing a leading role in the university campus project that is described as a 'once-in-a-generation' opportunity to address the skills and educational needs of the area.



Environment and climate change

Solving the challenge of climate change requires all of us to act together. Our approach to climate resilience includes both assessment of physical and strategic impacts on our own sites and operations and the development of a wider decarbonisation strategy that encompasses the transition plan and sector net zero roadmaps.



Electricity Consumption



Our aim is to continually improve energy efficiency and decarbonise our energy supplies to reduce our greenhouse gas emissions. As we progress towards 2030 in our objective to be net zero, we see continued action and investment across our site to decarbonise electricity.

Continued technical feasibilities across 2023 have enabled us to review our energy efficiencies, through accredited audits and direct investment. LED lighting installation continues to form part of our site upgrade works and equipment efficiencies are addressed through the energy savings opportunities scheme. Alongside this, decarbonising our electricity supply continues to be a priority through 2024 onwards, with 3 on site solar Photovoltaic (PV) arrays now operational, and investment continuing through progressed on-site feasibilities and local opportunities. It is also integral that we consider the efficiencies and green supply of our new facilities as part future proofing for the SSNA programmes.

Waste, water and biodiversity

Water and waste

We continually look to improve our resource efficiency through design and maintenance of less water intensive facilities, and improved general education. Waste reduction forms part of our supply chain sustainability strategy and internal groups, which looks to reduce waste from landfill and improve recycling rates, but crucially stop potential waste from entering production areas in the first instance.

Biodiversity and natural capital

Nature loss and degradation poses a major risk to both the environment and society. We are undertaking surveys and assessments to better evaluate how our facilities and operations impact the surrounding natural habitat. Operationally, significant aspects of biodiversity are addressed via our environmental management system (EMS) which includes protecting natural habitats. BAE Systems welcomes the planning legislation in February 2024 for requiring new facilities to demonstrate a 10% biodiversity uplift. Biodiversity remains an important factor in ensuring our site is an attractive place to work and improving staff mental health.

Current initiatives

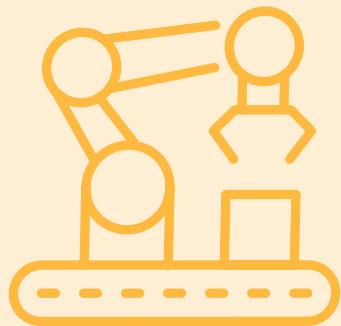
- LED lighting upgrades across the site
- Solar Photovoltaic installations, 3 arrays now operational
- Improved sub metering to capture real time site data and drive improvements
- Continued energy audits across facilities, to recommend and implement continued energy efficiencies.

Upcoming initiatives

- Further Solar PV installations to provide green energy to site
- Replacement of gas boilers with electricity to reduce fossil fuel reliance
- Targeted behaviours and education, from improved sub metering data
- Develop further feasibility of significant local opportunities
- Ensure that sustainability is core to site redevelopment, by adopting minimum expectations of new facilities for energy efficiencies.



Early Careers



Early Careers overview

Our Early Careers programmes provide a fantastic opportunity to join an inclusive team in a business that's ever-evolving. We have roles available at apprentice level (intermediate, advanced, higher and degree) and graduate and undergraduate level. For further information about opportunities within Early Careers please visit www.baesystems.com/en/careers/careers-in-the-uk/early-careers

Whichever Early Careers programme you choose, you'll learn, grow and thrive at BAE Systems, with all the training and support you need to find your unique place. The following facts and figures provide a snapshot of our Early Careers programme including completion rates, Ofsted rating and diversity and inclusion.


Attraction and recruitment: Barrow - a demographic challenge

Whilst we are focused on providing opportunities for those people located in the communities around our sites, it is also important to recognise the need to attract individuals from other parts of the country to live and work in the communities in which we operate.

Not only does this bring a richness of diversity to our workforce and the local community but it also supports the objective of attracting people to work and live in the area. This is particularly important at our site in Barrow, which is projected to see a fall in the working age population. In this context, it is essential that we attract people from other parts of the country not only for our business, but for the future economic prosperity of the wider area.

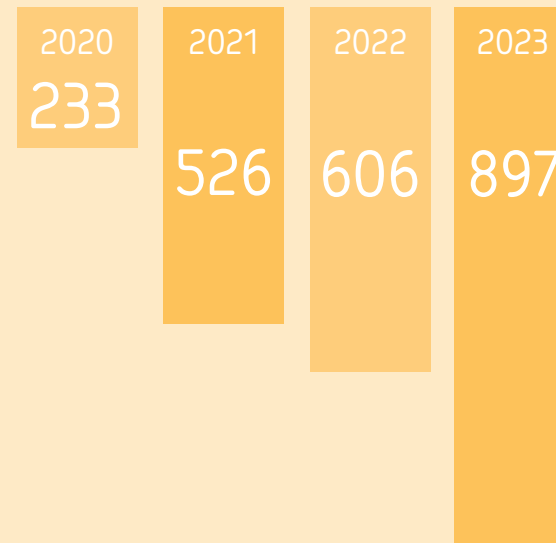
Ofsted rating 
Outstanding

Employment location

 **78.67%**
live within 10 miles of their site of employment

89.53%
live within 30 miles of their site of employment

Early Careers starts



Graduate completion rates

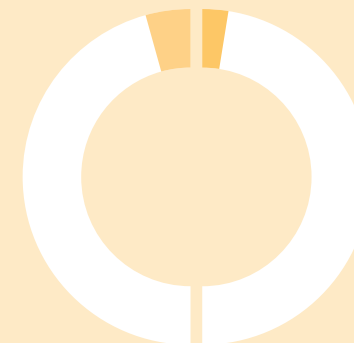
95%

Apprentice completion rates

92%

Apprentice diversity and inclusion

31% Female | **69%** Male



Graduate diversity and inclusion

18% Female | **82%** Male

Focus on Movement to Work

Thomas's story

Thomas joined the M2W programme to help develop employability skills, build up his CV, and restore confidence in his own ability.

Through luck and a coincidental networking opportunity, I had the chance to interview for a role within the Accelerate Graduate Programme; Fortunately, I was successful, and have gained momentum for my career and my own personal development.

I feel pretty lucky that things turned out this way and I'm grateful for the people at BAE Systems, The Prince's Trust and my fellow group of learners, who shared this journey with me.



Ben's story

Ben completed a three-week M2W programme in May 2023, which consisted of two weeks of classroom learning and a week of practical work experience.

The 2 weeks of classroom learning mainly consisted of learning about BAE Systems as a company (what they do, their behaviours etc.) and developing our interview skills led by Rebecca. For the 1 week of work experience I chose to focus more on the business side of the company, so I was involved in sessions for Project Management, Quality, Design and Supply Chain.

All of these sessions were fantastic and improved my knowledge of BAE Systems and the roles within immensely. This Programme was great for not only improving my knowledge and skills but also for establishing connections with people already part of the company – which has already come to benefit me.

Women in Engineering



I would love to continue studying science and work within a team I enjoy. I've enjoyed having the opportunity to experience what a working life at BAE Systems would entail, and getting to meet members of the teams from a variety of sectors.

Beatrix, Lancaster Girls' Grammar School

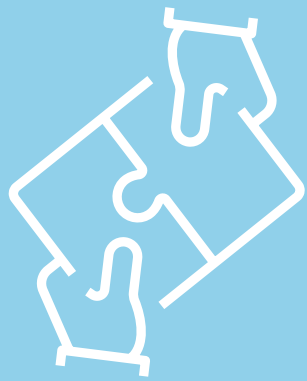
I took part in this programme because it was a perfect opportunity to have an insight into different types of apprenticeships at BAE Systems and outlined what career I want in the future. I've loved the activities.

Tahlia, Millom School

In 2023, over 100 people interested in kick-starting a career in Craft Engineering were invited to the Submarines Academy for Skills and Knowledge (SASK), to take part in interactive sessions, to encourage more women into trades.

The practical sessions covered Craft and Fabrication. This followed an earlier online business overview session and employability day online. The programme then concluded with a live interview for their chosen area for one of our apprenticeships. The programme was open to all, with a focus on showcasing the opportunities for women in the industry. Those unsuccessful on the programme were invited to re-apply through the normal route

Partnership representation



Partnership representation: an overview

Whilst our Social Impact Report highlights the breadth of support we provide to the local community, we recognise that we also need to work alongside other partners to ensure we continue to create social, economic and environmental sustainability for the area.

As a consequence, a number of representatives from our business support a range of regional and local partnerships, contributing our skills, knowledge and resources to assist where we can.

We are currently members of 31 different partnership groups in the region, with examples provided here.



Looking forward

This is the third publication of our Social Impact Report, which we hope has provided you with an opportunity to learn more about our work in the communities in which we operate. As pledged, we will provide a report next year which will highlight all of the work taking place in 2024 and which will also show the progress of some of our major projects.

If you would like further information about our social impact approach then please contact: communityinvestment@baesystems.com





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