H^RWELL

SUSTAINABILITY IMPACT REPORT 2024

Tangible action for a genuine difference

Foreword

Welcome to our Annual Sustainability Impact Report.

Every step we take today influences the world we will leave behind for future generations. As Managing Director, I am dedicated to guiding our Campus on a journey of responsible and ethical stewardship.

This report offers an in-depth look at our sustainability efforts, highlighting our successes as well as the challenges we face. It reflects our conviction that sustainability is not just an option but a necessity for long-term success and resilience.

At Harwell, we recognise that our influence goes beyond our physical spaces. It touches the well-being of our members, supports the prosperity of the communities we serve, and impacts the health of our shared planet.

We are proud of the progress we have made, yet we are fully aware of the pressing need to do more.

Jim Stretton
Managing Director

Preface

I am excited to present our Annual Sustainability Impact Report for Harwell Science and Innovation Campus.

Within these pages, you'll find an overview of our commitment to embedding sustainability into every facet of our Campus' development and operations. Whether it's minimising our environmental impact or nurturing inclusive communities, we are dedicated to creating meaningful change.

Yet, we still have a lot to do. We face complex challenges, from climate change to social inequality, that require bold, innovative solutions. We believe that through collaboration and shared responsibility, we can rise to meet these challenges.

We understand that sustainability is not a distant goal but a continuous process of growth and improvement. This report reflects our ongoing evolution, celebrating our successes and acknowledging that we can and must always strive do better.

Emmanuel Deschamps
Head of Sustainability

Executive summary

Harwell exists to provide a world-leading Campus for science, technology, and innovation, and the climate emergency demands that we provide the most sustainable buildings and infrastructure to enable sustainable growth.

This Sustainability Impact Report provides an insight into Harwell's journey throughout 2024 to deliver a **Campus Fit for the Future**, with a focus to turn our sustainability vision into tangible and meaningful action.

2024 highlights

We upgraded our street lighting to LED and installed a large rooftop PV array to minimise energy demand and associated GHG emissions.

We developed a Biodiversity Action Plan and continued advocating for nature recovery across the county.

We were announced as green transport winner at the Oxford Climate awards for our efforts towards more active and sustainable travel.

We put the principles of circular economy into action by partnering with Collecteco to donate redundant building materials to charities.

We launched a groundbreaking study into creating inclusive scientific spaces for the neurodiverse community.

We continued to inspire the next generation through STEM events and delivered social value through our construction projects.

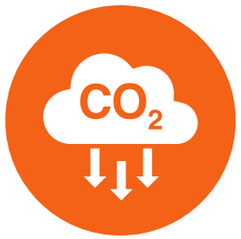
Our vision

At Harwell, we have a vision to develop a sustainable campus for world-class science and innovation, and to be recognised as a catalyst for sustainable growth.

Contents

Key focus areas

To put Vision into Action, Harwell has identified 7 Key Focus Areas, aligned with the UN Sustainable Development Goals (SDGs), as the guiding principles for a successful, prosperous, and sustainable campus.



Carbon and GHG Emissions

Nature and Environment

Materials and Supply Chain

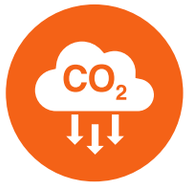
Climate Resilience and Adaptation

Connectivity and Transport

Health and Wellbeing

Community and Local Economy

Objectives



Carbon and GHG Emissions
Transition our built environment portfolio towards Net Zero Carbon, halving emissions in our control by 2030.

Nature and Environment
Protect the local environment and manage our estate sustainably, enhancing biodiversity whilst creating a network of green spaces for people and nature.

Materials and Supply Chain
Adopt circular economy principles through sustainable procurement and responsible sourcing, maximising the value of materials and natural resources whilst avoiding waste.

Climate Resilience and Adaptation
Make our buildings and infrastructure resilient to the predicted changes in the climate.

Connectivity and Transport
Encourage active travel choices and provide low emission transport options to commuters.

Health and Wellbeing
Provide an environment that safeguards and enhances the safety, health and wellbeing of staff and visitors.

Community and Local Economy
Make a lasting positive contribution to the community and local economy by delivering environmental, economic, and social value.

Carbon and GHG Emissions

Objective - Transition our built environment towards Net Zero by 2050, halving emissions by 2030.

This will be achieved by:

- Developing a Net Zero Transition Plan and setting science-based targets
- Delivering low carbon buildings, with a focus on reducing upfront embodied carbon and minimising energy demand
- Quantifying and reducing operational carbon emissions from occupied buildings, phasing out fossil fuel as primary building energy source
- Driving the reduction of carbon emissions from the supply chain (goods and services)
- Enabling the integration of renewable energy generation and battery energy storage system (BESS)
- Procuring renewable electricity backed by Renewable Energy Guarantees of Origin (REGOs) and enabling access to additional renewable energy sources through Power Purchase Agreement (PPA)

Operational carbon

Reporting energy use from our core assets*

In 2024, we continued engaging with our members to collate energy use data from all our buildings and, through the ongoing development of the Campus, we reduced gas consumption, paving the way for carbon reduction through electricity decarbonisation.

By 2030, we aim to halve GHG emissions intensity per square metre.

2,328,602

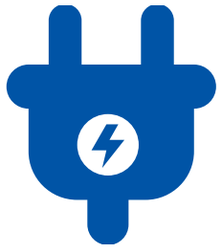
kWh (gas use)

-14% (2,705,154 in 2023)

13,841,056

kWh (electricity use)

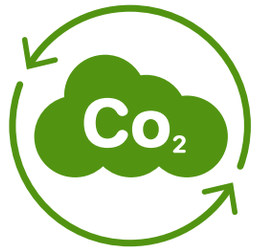
+0% (13,878,251 in 2023)



299

kWh/m² (energy use intensity)

+4% (288 in 2023)



3,347,166

kgCO_2e (GHG emissions)

-1% (3,366,631 in 2023)

61.9

kgCO_2e/m²
(GHG Emissions Intensity)

+6% (58.4 in 2023)

* based on energy data from 16 buildings representing 54,115 m2 or 582,494 t2: B150, B151, B152, B173, B363, HQ, Quad One, Quad Two, Gemini, Genesis, Dalton, Min-Ion, Element Six, Spectrum, Zephyr and Zeus
* excluding B148 and B587 as vacated and demolished in 2024
* excluding BEPO, B465 - The Library, Lumen House and Unit 7 – The Terrace as vacant or below 50% occupancy in 2024
* excluding non-core assets: DiSH, B442 - Cricket Pavilion, Nursery, The Hides, Runway Multi-Storey Car Park

Operational carbon

Reporting energy use from our controlled assets*

In 2024, we significantly reduced gas use from Quad One through heating optimisation and reduced the overall carbon intensity of managed buildings by 11%.

735,112
kWh (gas use)
-29% (1,031,514 kWh in 2023)

2,231,155
kWh (electricity use)
+19% (1,880,237 kWh in 2023)

153
kWh/m^2 (energy use intensity)
-12% (174 kWh/m^2 in 2023)

596,413
$kgCO_2e$ (GHG emissions)
+3% (578,194 $kgCO_2e$ in

30.7
$kgCO_2e/m^2$
(GHG Emissions Intensity)
-11% (34.6 $kgCO_2e/m^2$ in 2023)

* based on actual energy data from 6 buildings representing 19,430 m2 or 209,145 ft2: B151, B363, HQ, Quad One, Quad Two and Genesis
* excluding B587 as vacated and demolished in 2024
* excluding B465 – The Library and Unit 7 – The Terrace as vacant in 2024
* excluding non-core assets: DiSH, The Hides, Runway Multi-Storey Car Park

Operational carbon

Transitioning our portfolio towards Net Zero

In 2024, we moved further forward on our Net Zero Pathway:

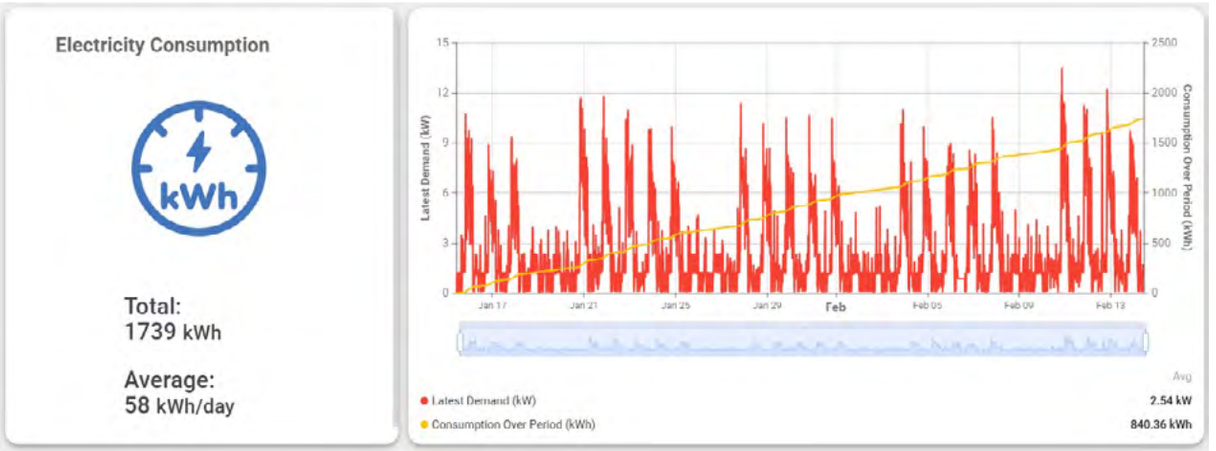
Solar energy

- Consisting of over 200 panels, the Dexter project solar array is expected to generate about 80,000kWh of electricity per year, covering up to 20% of the building's predicted annual demand.

Energy telemetry

- In 2024, we equipped our new developments with an advanced remote electricity use monitoring system allowing real-time access to the buildings' energy demand.

	PV systems peak power output (kWp)	PV panels coverage (sq m)	Number of PV panels	Predicted PV power generation (kWh/year)
Installed	101	457	246	90,900
Planned	334	1,531	768	288,885

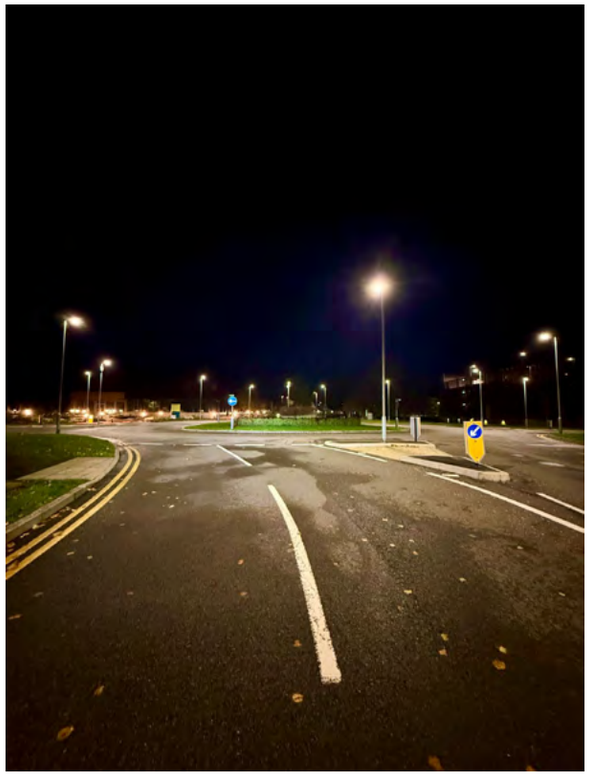


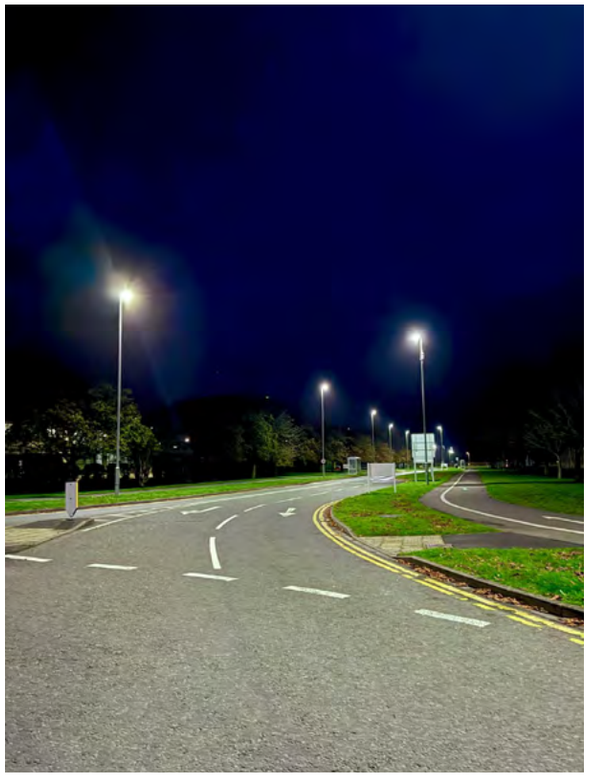
Operational carbon

Transitioning our portfolio towards Net Zero

In 2024, Total Electrical and Bright Future Energy Group were commissioned to replace obsolete fluorescent street lighting with LED.

- Replacing 165 fluorescent luminaires is estimated to reduce energy use by 81,000kWh a year and save 16.8 tonnes of CO2e annually*
- By incorporating photocells, energy consumption is further reduced, as the lights are only activated when the photocell detects low levels of natural light
- LED Luminaires last up to 50,000 hours, whereas fluorescent bulbs typically last around 20,000 hours, and do not contain mercury.





Total Electrical
Discover. Create. Connect.

BRIGHT FUTURE Energy Group | bf LED | bf SOLAR

* Based on a transition from 150W fluorescent bulb to 60W LED and an average of 5,460hrs of operation per year
Using the 2024 Defra carbon emissions factor of 0.20705kgCO2e/kWh

Embodied carbon

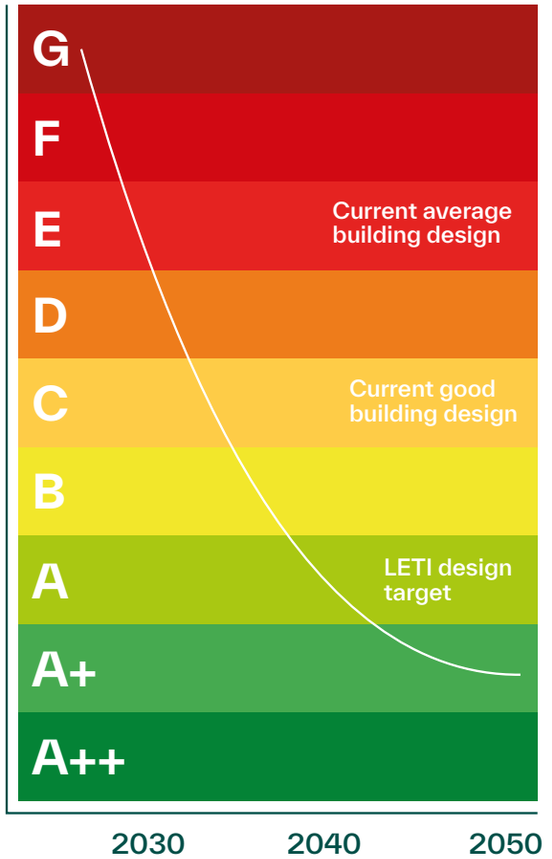
Transitioning our portfolio towards Net Zero

In 2024, we further advanced our understanding of the carbon impact of our new developments by commissioning As-Built Whole Life Carbon Assessments (WLC) for our completed buildings.

Focusing on the upfront embodied carbon which represents the GHG emissions associated with materials manufacturing, their transport to site and construction activities (A1-A5 excl. sequestration), these buildings yielded the following results:

- Dexter (Shell and Core Office) = 378 kgCO_2e/sq m*
- Zeta (Industrial Shell Units with fully fitted Core Area) = 451 kgCO_2e/sq m*
- Tech Foundry 1 (Industrial Shell units) = 656 kgCO_2e/sq m*
- Tech Foundry 2 (Industrial Shell units) = 628 kgCO_2e/sq m*

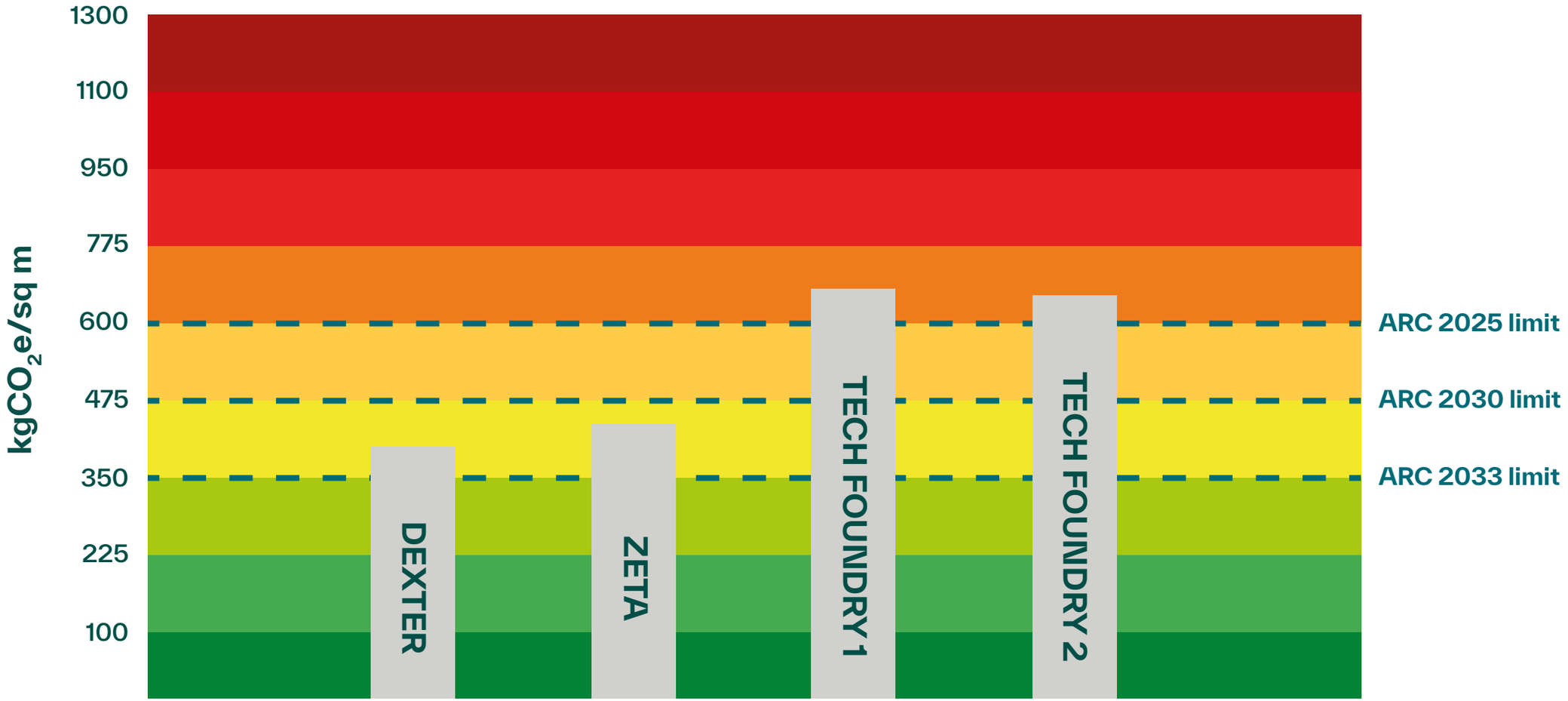
- Comparing these results against the LETI performance rating for commercial offices (Band A++ to G), we can be confident that future projects will align with ambitious carbon limits: Band ‘D’ by 2025, Band 'C' by 2030 and Band 'B' by 2033.



* LETI scope of calculations which excludes external works and renewable electricity generation systems (e.g. solar panels)

Embodied carbon

Transitioning our portfolio towards Net Zero



Nature and Environment

Objective - Protect the natural environment and manage our estate sustainably, enhancing its biodiversity whilst creating a network of green spaces for people and nature.

This will be achieved by:

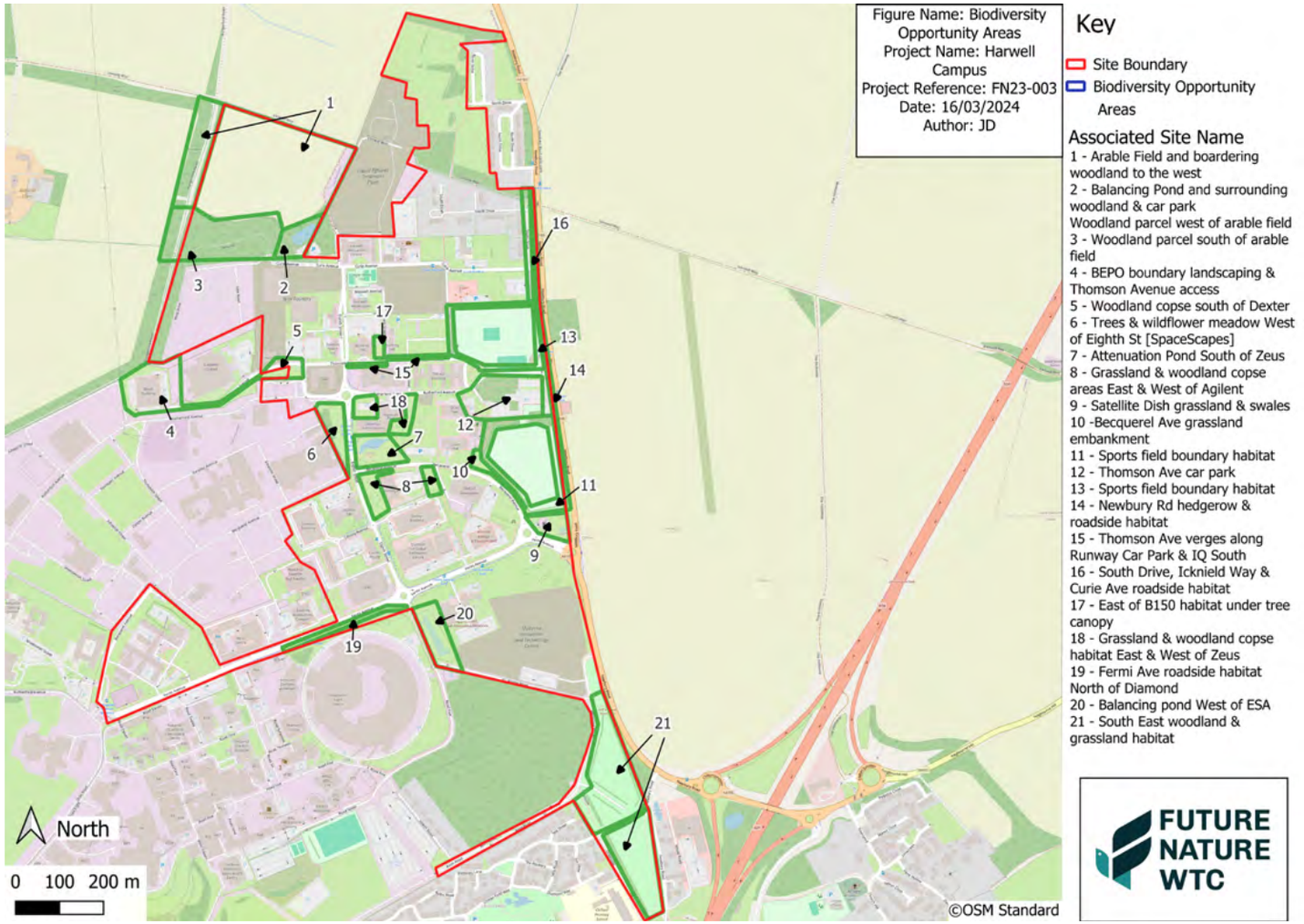
- Avoiding the loss of habitats and preserving trees where possible
- Designing and maintaining a landscape that maximises biodiversity
- Delivering additional ecological features on our estate
- Securing biodiversity net gain through local partnerships
- Preventing air, land, and water pollution

Nature Positive Campus

Connecting people with nature

In 2024, we developed a Biodiversity Action Plan (BAP) to identify improvement opportunities with the aim to manage 30% of the land in our control for biodiversity by 2030.

- To do so, we have identified over 20 Biodiversity Enhancement Areas that could be improved and support nature recovery.
- We also delivered high quality landscaping schemes that enhance the environment around new developments,including our first green roof on the Zeta building.



Nature positive campus

Connecting people with nature

In 2024, we continued engaging and advocating for Nature and Biodiversity, including:

- Hosting a Berkshire, Buckinghamshire and Oxfordshire Wildlife Trust (BBOWT) 'Investors in Wildlife' Networking Event as well as a Nature Positive Community Breakfast with Wild Oxfordshire.
- Offering a Nature Walk and Talk facilitated by Nurture Landscapes and organising a 'Meet the Campus Bees' session with our beekeeper.
- Releasing a video on social media featuring Adam Frost diving into the unique sense of connection with nature that makes Harwell Campus' landscape so special
- Visiting BBWOT Duxford Biodiversity Net Gain Habitat Bank where Harwell is investing to boost nature recovery
- Showcasing our work with Wild Oxfordshire

Investors in Wildlife

Connectivity and Transport

Objective - Encourage active travel choices and provide low emission transport options to commuters.

This will be achieved by:

- Making sustainable and active travel options available to campus staff and visitors (e.g., public transport, cycling)
- Providing incentives for choosing sustainable transport options (e.g., discounted bus travel, bike loan scheme)
- Delivering the infrastructure for the future of mobility (e.g., EV charging, cycle hub)

Sustainable and Active Travel

Promoting more sustainable modes of travel

In 2024, we made further progress in enabling the future of mobility and were announced as Green Transport winner at the Oxford Climate Awards for our efforts towards more sustainable commuting!

- Providing incentives for cycling to/from the campus:
  - 3 x Cycle to Work events with bike servicing attended by over 200 participants
  - 16 x bikes (including 8 e-bikes) available for rental by all employees on Campus
- Facilitating a day of cycling the routes to/from the Campus with Oxfordshire County Council, HarBUG (Harwell Bicycle User Group) and WAGAT (Wantage And Grove Active Travel) to identify improvement opportunities.
- Contributing to an enhanced X36 bus service connecting Harwell Campus to Grove.

Sustainable and Active Travel

Campus Bikes

In 2024, our fleet of hire bikes was used for 2,659 rides, travelling 12,417 miles!

- The average distance travelled by bike is 4.67 miles
- June was the most active month with 333 rides
- 76% of trips were completed on electric bikes and 24% on standard bikes
- An estimated 3,104 kgCO_2e was saved by choosing to cycle*, replacing 808 car trips*

* CO_2 emissions calculated through study conducted by Cycling UK..org
** Donkey Republic. (2023). Donkey Republic Replacement Study. https://www.donkey.bike/sustainability/

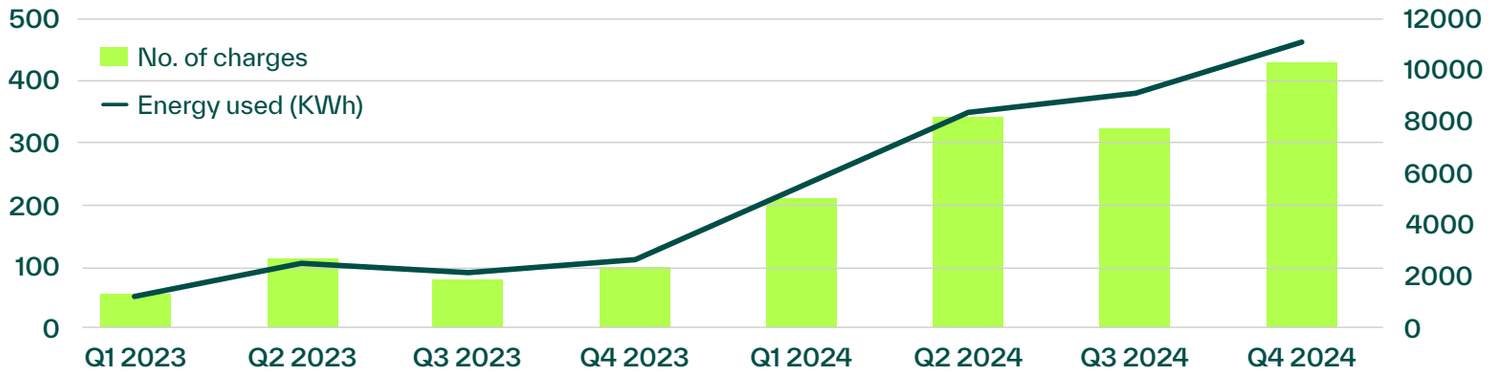
Electric Travel

Enabling the future of mobility

In 2024, the utilisation of the EV charging infrastructure increased significantly, contributing to the reduction of greenhouse gas emissions from commuter travel:

- 34,168.2kWh of electricity was used across our 44 charging points to travel an estimated 102,500 miles, saving about 22 tonnes of CO2e compared to ICE* vehicle journeys

EV Charging Infrastructure Utilisation



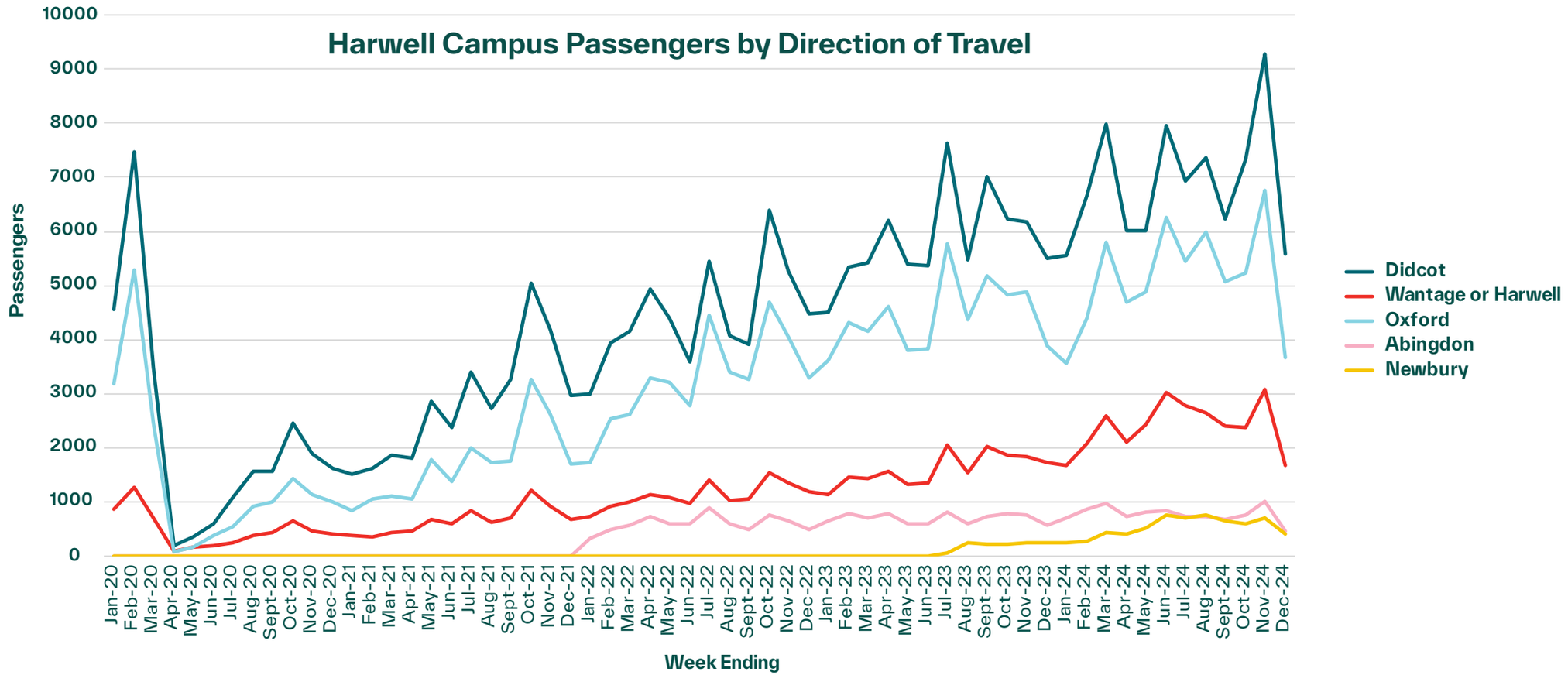
Buildings	No. of charging points	No. of charges	Energy used (KWh)	Average energy/charge (KWh)
HQ	7	179	4,345.8	24.3
Quad Two	4	863	25,399.2	29.4
Zeus	7	191	3,241.3	17.0
BEP0	8	50	594.4	11.9
Runway Car Park	18	20	587.7	29.4
Total	**44**	**1,303**	**34,168,2**	**26.2**

*Internal Combustion Engine

Bus Travel

Promoting more sustainable modes of travel

In 2024, bus users kept increasing thanks to enhanced bus services to the Campus. 190,000 trips were made to/from Harwell in 2024 (145,000 in 2023 = +30% increase)



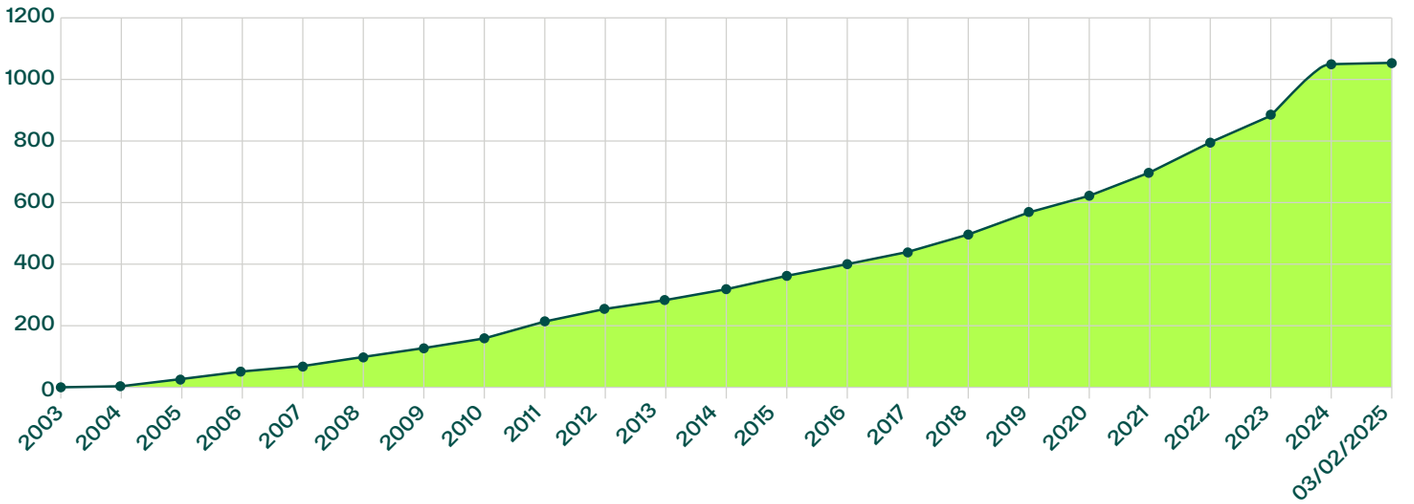
Shared Travel

Promoting more sustainable modes of travel

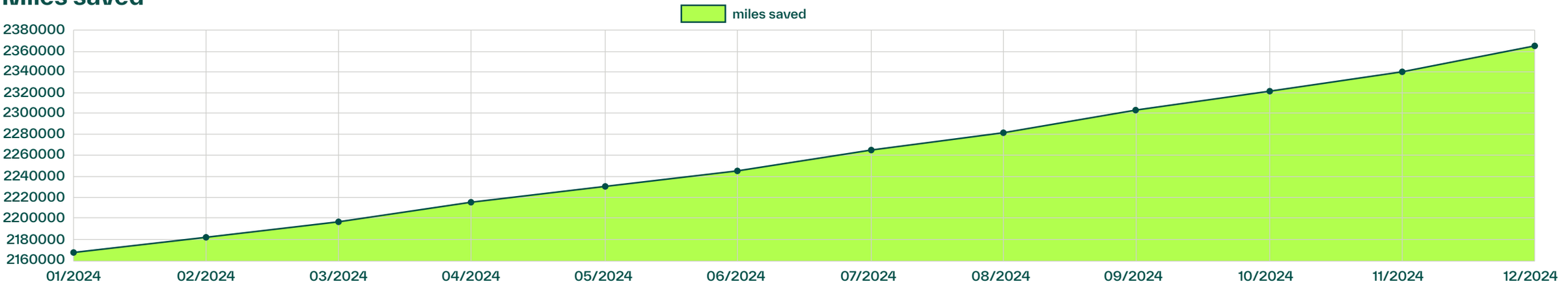
In 2024, our Liftshare community kept growing to reach 1,051 members.

The resulting shared journeys are estimated to have saved 47.53 tonnes in carbon emissions for a total of 527 tonnes (2,388,625 miles saved) since membership began in 2013.

Membership growth



Miles saved

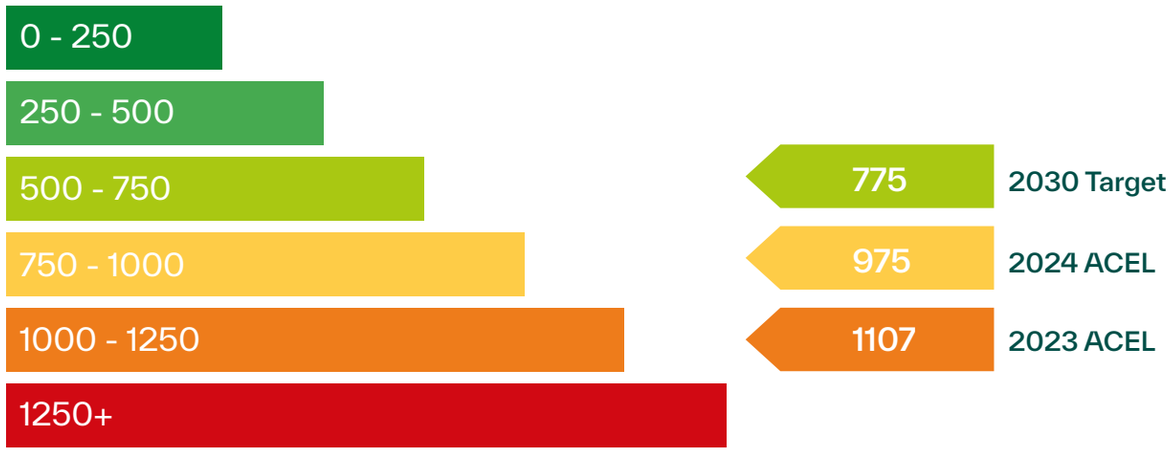


Sustainable and Active Travel

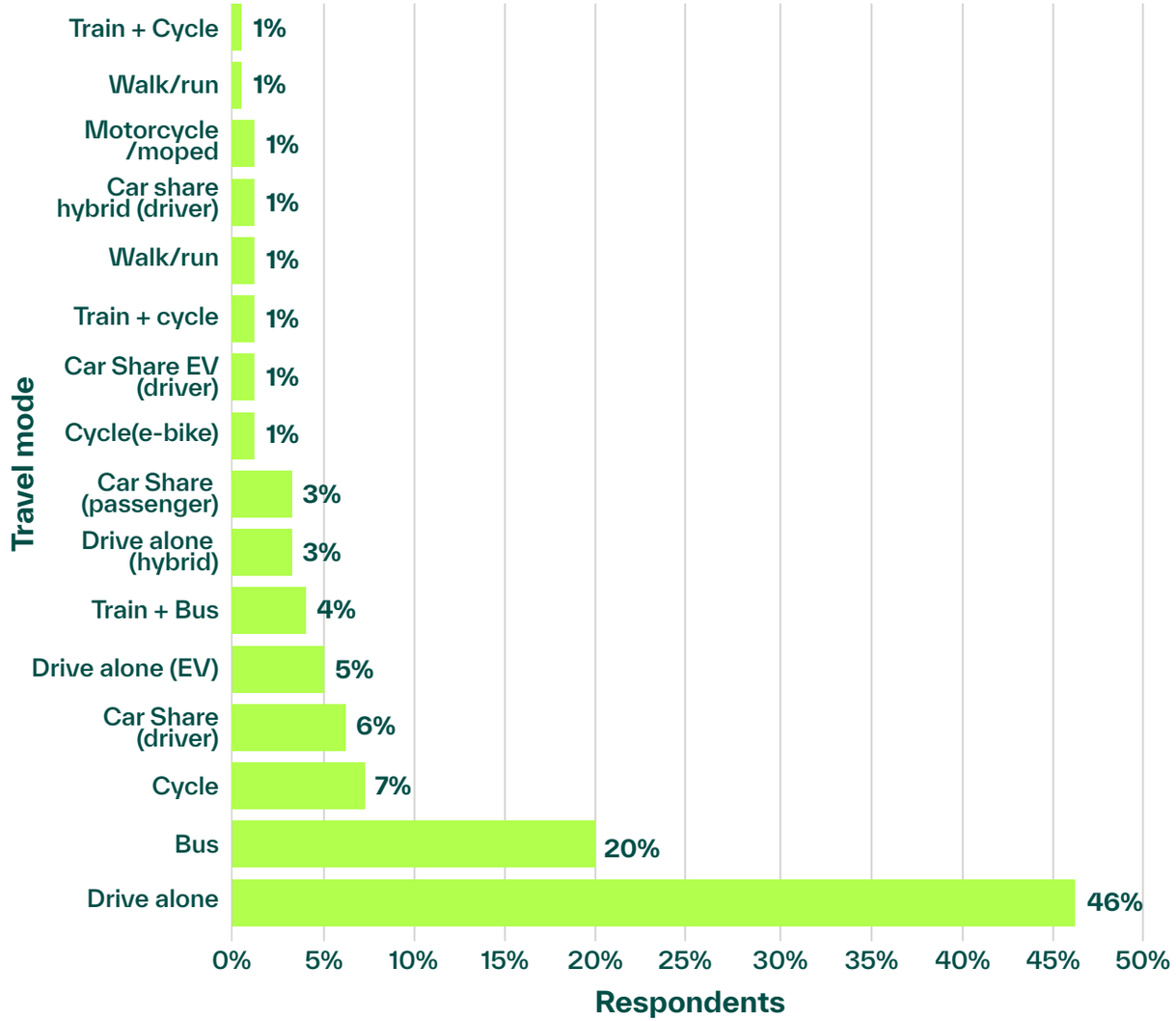
2024 travel survey

In 2024, we carried out our annual travel survey using the Mobilityways platform, receiving over 500 responses and gathering valuable insights into our Campus users' commuting habits.

This allowed us to measure the latest Campus Average Commuter Emissions Level (ACEL) against our 2023 baseline and identify opportunities for encouraging lower emissions travel options among our community. Harwell Campus target is to reduce the ACEL by 30% by 2030 from a 2023 baseline.



Range of Average Commuter Emissions ($kgCO_2e$)



Sustainable and Active Travel

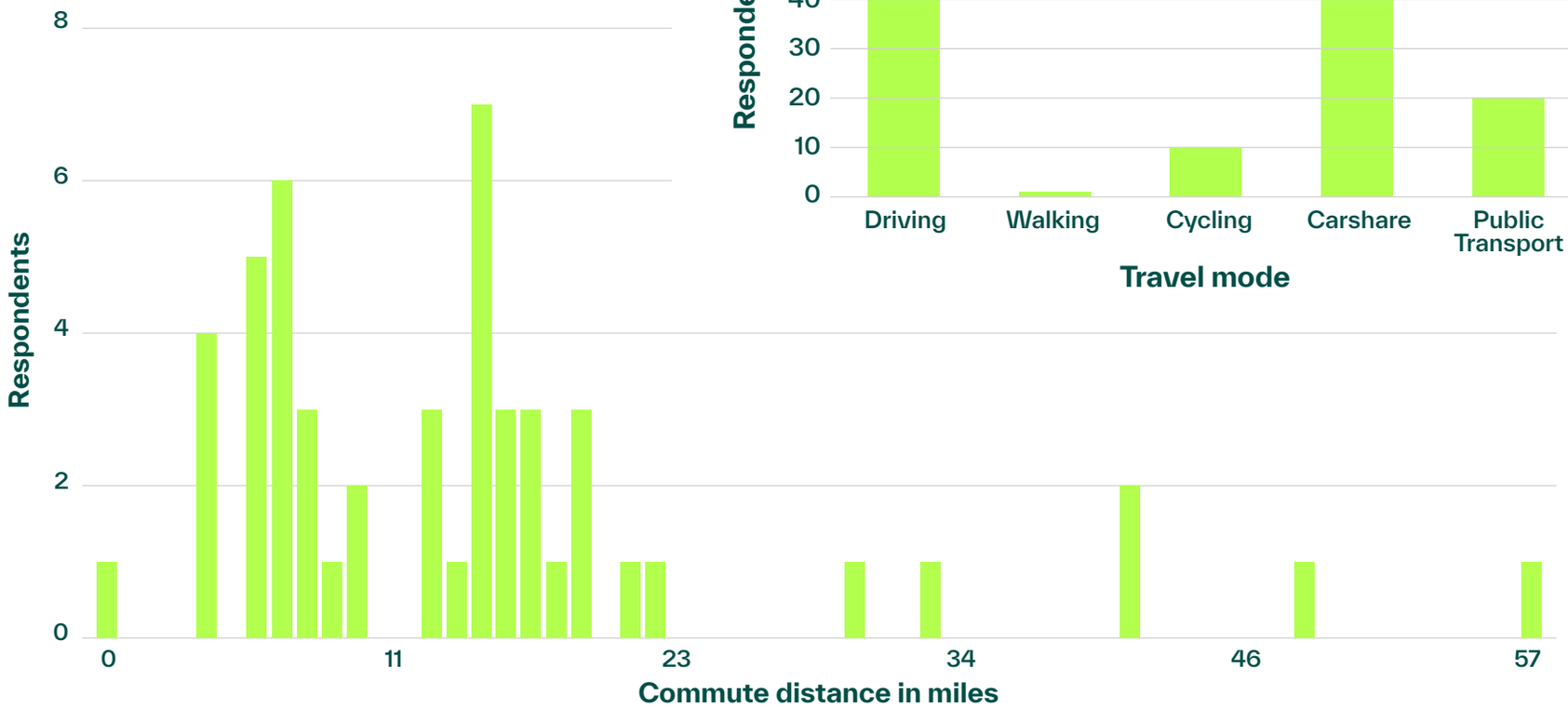
Personal travel plans

In 2024, 52 new personal travel plans (powered by Mobilityways) were generated, for a total of 189 to date.

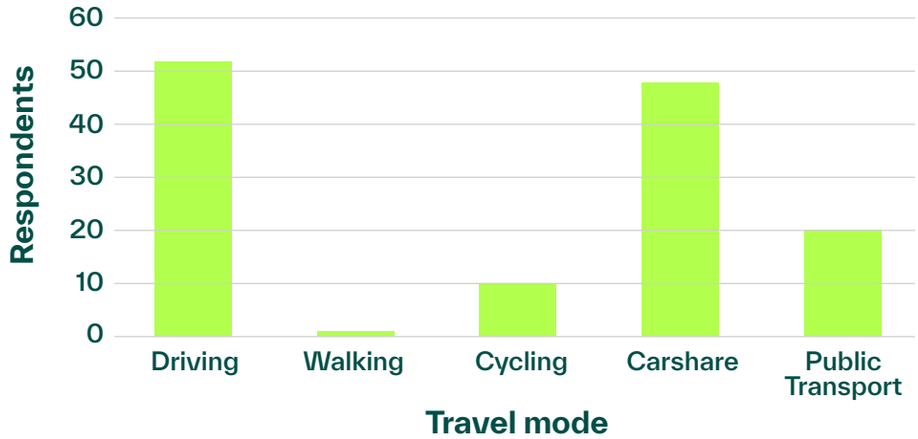
With an average travel distance of 15 miles, carsharing, public transport and cycling provided lower emission alternatives in most cases.

mobilityways

Driving distance - distribution in miles



Travel options generated from Mobilityways Personal Travel Plans



Materials and Supply Chain

Objective - Adopt circular economy principles through sustainable procurement and responsible sourcing, maximising the value of materials and natural resources whilst avoiding waste.

This will be achieved by:

- Applying sustainable procurement principles when selecting our supply chain
- Avoiding waste, maximising re-use and recycling, and exporting zero waste to landfill
- Procuring responsibly sourced construction products and materials (e.g., FSC/PEFC timber)
- Specifying construction materials with Environmental Product Declaration (EPD) and high recycled content
- Designing buildings for disassembly to allow materials to be re-deployed at their end-of-life

Sustainable Construction

Materials re-use

In 2024, we took another step towards circularity by partnering with Collecteco to reuse redundant building materials from construction and refurbishment projects.

- As a result, 10 not-for-profit good causes received donations of the equivalent of £96,832 of materials for reuse, diverting 7,874 kg of valuable resources from disposal while creating social value.
- And our contractor Glencar also donated site office furniture worth £3,375 for reuse by the local Chilton primary school.

Collecteco®

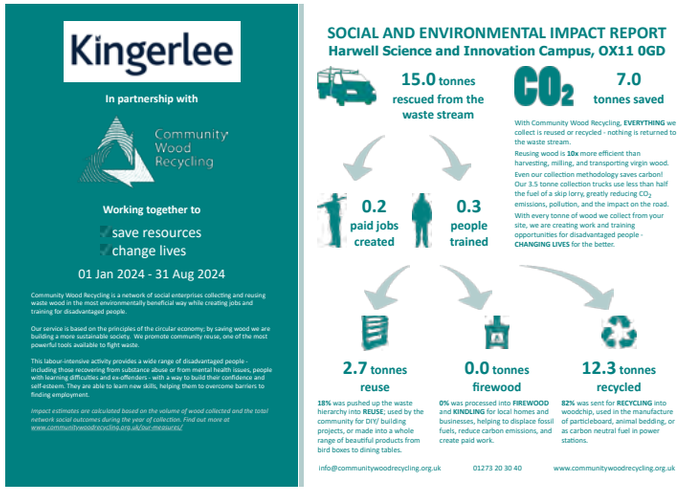
Chilton Primary School

Sustainable Construction

Timber re-use and recycling

In 2024, our contractors partnered with Community Wood Recycling to maximise the reuse and recycling of timber waste whilst creating social value.

- Over 35 tonnes of timber was collected from our construction sites by Oxford Wood Recycling, a local social enterprise and charity transforming lives by supporting people excluded from work to move towards and into employment.
- Glencar took their collaboration with Oxford Wood Recycling one step further by ordering upcycled planters made using some of their waste construction timber.


Kingerlee

In partnership with

Community Wood Recycling

Working together to

save resources

change lives

01 Jan 2024 - 31 Aug 2024

Community Wood Recycling is a network of social enterprises collecting and reusing waste wood in the most environmentally beneficial way while creating jobs and training for disadvantaged people.

Our service is based on the principles of the circular economy; by saving wood we are building a more sustainable society. We promote community reuse, one of the most powerful tools available to fight waste.

This labour-intensive activity provides a wide range of disadvantaged people - including those recovering from substance abuse or from mental health issues, people with learning difficulties and ex-offenders - with a way to build their confidence and self-esteem. They are able to learn new skills, helping them to overcome barriers to finding employment.

Impact estimates are calculated based on the volume of wood collected and the total network social outcomes during the year of collection. Find out more at www.communitywoodrecycling.org.uk/our-measures/

SOCIAL AND ENVIRONMENTAL IMPACT REPORT

Harwell Science and Innovation Campus, OX11 0GD

15.0 tonnes rescued from the waste stream

CO_2 7.0 tonnes saved

With Community Wood Recycling, **EVERYTHING** we collect is reused or recycled - nothing is returned to the waste stream.

Reusing wood is **10x** more efficient than harvesting, milling, and transporting virgin wood.

Even our collection methodology saves carbon! Our 3.5 tonne collection trucks use less than half the fuel of a skip lorry, greatly reducing CO_2 emissions, pollution, and the impact on the road.

With every tonne of wood we collect from your site, we are creating work and training opportunities for disadvantaged people - **CHANGING LIVES** for the better.

0.2 paid jobs created

0.3 people trained

2.7 tonnes reuse

18% was pushed up the waste hierarchy into **REUSE**; used by the community for DIY/ building projects, or made into a whole range of beautiful products from bird boxes to dining tables.

0.0 tonnes firewood

0% was processed into **FIREWOOD** and **KINDLING** for local homes and businesses, helping to displace fossil fuels, reduce carbon emissions, and create paid work.

12.3 tonnes recycled

82% was sent for **RECYCLING** into woodchip, used in the manufacture of particleboard, animal bedding, or as carbon neutral fuel in power stations.

info@communitywoodrecycling.org.uk 01273 20 30 40 www.communitywoodrecycling.org.uk


In partnership with

Community Wood Recycling

Working together to

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change lives

01 Apr 2024 - 30 Jun 2024

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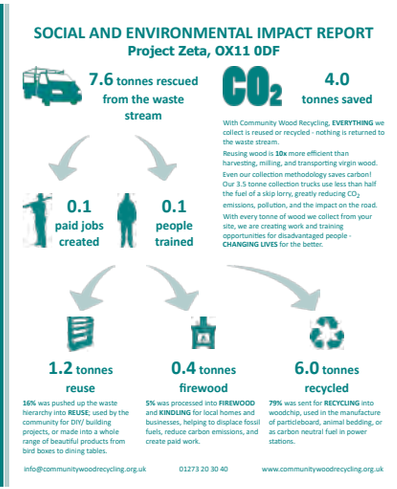
SOCIAL AND ENVIRONMENTAL IMPACT REPORT

Project Zeta, OX11 0DF

7.6 tonnes rescued from the waste stream

CO_2 4.0 tonnes saved

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0.1 paid jobs created

0.1 people trained

1.2 tonnes reuse

16% was pushed up the waste hierarchy into **REUSE**; used by the community for DIY/ building projects, or made into a whole range of beautiful products from bird boxes to dining tables.

0.4 tonnes firewood

5% was processed into **FIREWOOD** and **KINDLING** for local homes and businesses, helping to displace fossil fuels, reduce carbon emissions, and create paid work.

6.0 tonnes recycled

79% was sent for **RECYCLING** into woodchip, used in the manufacture of particleboard, animal bedding, or as carbon neutral fuel in power stations.

info@communitywoodrecycling.org.uk 01273 20 30 40 www.communitywoodrecycling.org.uk


BOWMER + KIRKLAND

In partnership with

Community Wood Recycling

Working together to

save resources

change lives

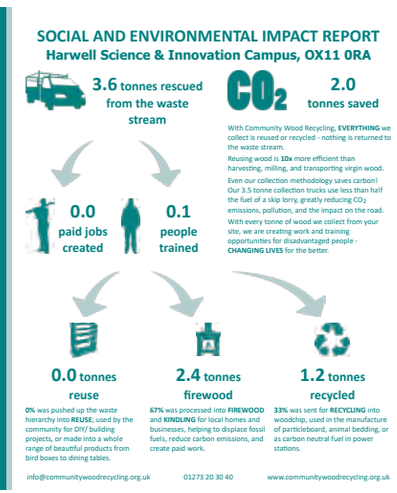
01 Oct 2024 - 31 Dec 2024

Community Wood Recycling is a network of social enterprises collecting and reusing waste wood in the most environmentally beneficial way while creating jobs and training for disadvantaged people.

Our service is based on the principles of the circular economy; by saving wood we are building a more sustainable society. We promote community reuse, one of the most powerful tools available to fight waste.

This labour-intensive activity provides a wide range of disadvantaged people - including those recovering from substance abuse or from mental health issues, people with learning difficulties and ex-offenders - with a way to build their confidence and self-esteem. They are able to learn new skills, helping them to overcome barriers to finding employment.

Impact estimates are calculated based on the volume of wood collected and the total network social outcomes during the year of collection. Find out more at www.communitywoodrecycling.org.uk/our-measures/


SOCIAL AND ENVIRONMENTAL IMPACT REPORT

Harwell Science & Innovation Campus, OX11 0RA

3.6 tonnes rescued from the waste stream

CO_2 2.0 tonnes saved

With Community Wood Recycling, **EVERYTHING** we collect is reused or recycled - nothing is returned to the waste stream.

Reusing wood is **10x** more efficient than harvesting, milling, and transporting virgin wood.

Even our collection methodology saves carbon! Our 3.5 tonne collection trucks use less than half the fuel of a skip lorry, greatly reducing CO_2 emissions, pollution, and the impact on the road.

With every tonne of wood we collect from your site, we are creating work and training opportunities for disadvantaged people - **CHANGING LIVES** for the better.

0.0 paid jobs created

0.1 people trained

0.0 tonnes reuse

0% was pushed up the waste hierarchy into **REUSE**; used by the community for DIY/ building projects, or made into a whole range of beautiful products from bird boxes to dining tables.

2.4 tonnes firewood

67% was processed into **FIREWOOD** and **KINDLING** for local homes and businesses, helping to displace fossil fuels, reduce carbon emissions, and create paid work.

1.2 tonnes recycled

33% was sent for **RECYCLING** into woodchip, used in the manufacture of particleboard, animal bedding, or as carbon neutral fuel in power stations.

info@communitywoodrecycling.org.uk 01273 20 30 40 www.communitywoodrecycling.org.uk

Sustainable Waste Management

Zero landfill

In 2024, we maintained 100% operational waste diversion from landfill for our managed buildings.

- 76.24 tonnes of waste were collected, representing 2.14 kg/sq m*
- 45.8% were recyclable and compostable waste segregated at source

Waste Produced (kg)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Commercial industrial	6,168	3,058	4,089	2,804	3,177	3,318	3,154	3,001	4,080	2,723	2,928	2,850	41,350
Food	173	648	482	513	955	820	1,116	1,324	1.082	828	376	358	6,675
Glass	33	38	39	121	78	105	68	57	98	40	88	-	765
Mixed recyclables	1,670	2,047	2,008	1,748	1,846	1,962	1,895	2,474	2,979	2,451	2,158	2,212	25,450
Total	**8,044**	**5,791**	**6,618**	**5,186**	**6,056**	**6,205**	**6,233**	**6,856**	**8,239**	**6,042**	**5,550**	**5,420**	**76,240**

Waste Summary

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Recyclables (kg)	1,876	2,733	2,529	2,382	2,879	2,887	3,079	3,855	4,159	3,319	2,622	2,570	34,890
Non-Recyclables (kg)	61,88	3,058	4,089	2,804	3,177	3,318	3,154	3,001	4,080	2,723	2,928	2,850	41,350
% Recyclables	**23.3%**	**47.2%**	**38.2%**	**45.9%**	**47.5%**	**46.5%**	**49.4%**	**56.2%**	**50.5%**	**54.9%**	**47.2%**	**47.4%**	**48.5%**
Trees Saved	**21**	**26**	**26**	**22**	**24**	**25**	**24**	**32**	**38**	**31**	**27**	**28**	**324**
CO_2e Scope 3 GHG	**169**	**115**	**135**	**104**	**117**	**122**	**119**	**130**	**162**	**118**	**113**	**111**	**1,515**
CO_2e Saved	**4,907**	**4,070**	**4,430**	**3,542**	**4,135**	**4,230**	**4,285**	**4,946**	**5,833**	**4,441**	**3,930**	**3,935**	**52,684**
Power Generated (kWh)	**3,436**	**1,703**	**2,278**	**1,562**	**1,770**	**1,848**	**1,757**	**1,672**	**2,273**	**1,517**	**1,631**	**1,587**	**23,034**

*B151/152, B363, HQ, Genesis, Quad One/Pavilion, Quad Two, Zephyr, Zeus and BEPO = 35,624 sq m

Climate Resilience and Adaptation

Objective - Make our buildings and infrastructure resilient to predicted changes in the climate.

This will be achieved by:

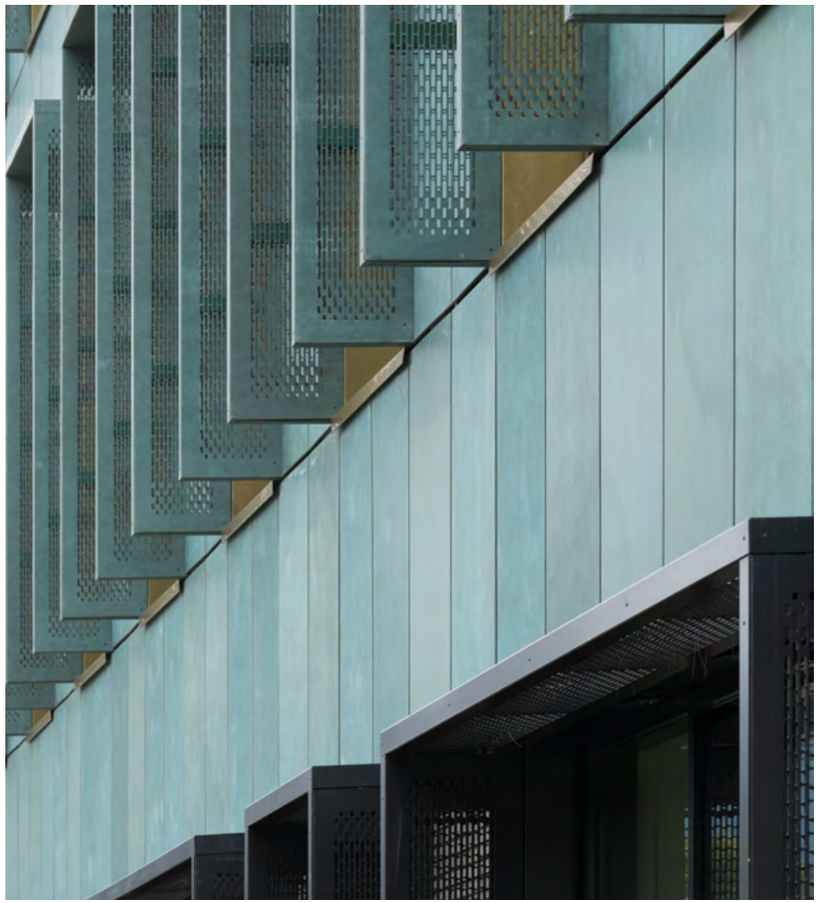
- Designing buildings and infrastructure to cope with the predicted impacts of climate change, including heavy rainfalls, storms, and heat waves
- Managing rainwater through sustainable drainage systems (SuDS) to protect downstream communities from increased flood risk
- Integrating climate resilient species into landscaping (e.g., drought-tolerant)

Climate Resilience and Adaptation

A campus fit for the future

In 2024, we continued integrating solutions to make our new developments resilient to the changes in climate.

- We designed prominent shading features on façades, also knows as brise soleil, to control the heat gain generated by the sun hitting the glazing while maintaining abundant access to natural daylight.
- On Dexter, we went one step further by installing glazing made of coated thermal glass to provide a consistently comfortable indoor environment, promoting productivity, comfort and therefore wellbeing among occupants.



Health and Wellbeing

Objective - Provide an environment that safeguards and enhances the health and wellbeing of staff and visitors.

This will be achieved by:

- Designing our buildings to optimize daylight, views of the outside, thermal comfort, and indoor air quality
- Adapting our campus to be inclusive and foster neuro and physical diversity
- Applying biophilic design principles to connect buildings with nature and natural materials
- Facilitating healthy living and promoting active travel choices
- Providing easy access to green spaces and to places of rest and reflection across Campus
- Developing a Campus community with a sense of belonging

Community

Fostering a vibrant and inclusive campus

In 2024, we focused on building a strong, connected community where everyone feels welcome.

Through a mix of events and initiatives, we helped people meet, learn, and take part in activities that support well-being, self-development, and a sense of belonging.

Connections

We created opportunities for people to connect through monthly networking events for specific groups including the younger generation and the neurodiverse community, as well as themed gatherings designed to share knowledge and skills. Events for specific groups including the younger generation, neurodiverse and specific job skills. In 2024, we launched the 29X Challenge to support long-term habit changes and kicked off a brand-new Book Club.

Thought Leadership

We hosted talks, masterclasses, and conferences covering a range of topics. Highlights from 2024 included:

- Know Your Neuro by James Cracknell OBE
- Neuro-Diversity Culture and Communications by Lexxic
- Making Positive and Lasting Behaviour Changes by Shahroo Izadi
- The Science of Happier Living by Vanessa King (Action for Happiness)
- Money Therapy: Making Your Money Work for You by Anna Miller
- Connect events at the European Space Agency and Diamond Light Source
- Career Development with Lego Play by Janine Chandler

Social

From our annual Harfest festival to summer BBQs to the campus-wide Cup Challenge, we created moments for people to have fun, connect, and build a sense of community.

Health and Well-being

We made well-being a priority with regular lunchtime yoga and pilates, as well as guided sessions like Gong Baths. There were also plenty of chances to get active through sports clubs and scenic campus trails.

Scientific workplace for all

Inclusive labs space

In 2024, we partnered with HOK architecture and the University of the West of Scotland to launch a groundbreaking study into creating inclusive scientific spaces for the neurodiverse community:

- The study found that spaces designed to foster technological and scientific innovation are inadvertently stifling the potential of the brilliant minds working within them by not addressing the sensory processing needs of the occupants.
- It highlighted how neurodivergent individuals are particularly sensitive to auditory, visual, and tactile elements, exposing that many existing laboratories are not designed to address these needs holistically.

"At ARC, we understand the importance of creating spaces that support our members in solving the world's greatest challenges. Until now the industry has failed to address the needs and experiences of neurodiverse individuals, prioritising sterile, modern looks and open-plan co-working spaces without areas to decompress. We're committed to changing this by designing inclusive scientific spaces that enable our members to deliver life-changing science."

Jenny Gardner, ARC's Development Director

www.harwellcampus.com/labs-arent-designed-for-autistic-people-like-me/

Healthy construction workplace

Supporting emotional wellbeing

In 2024, we hosted a Construction Workforce Mental Health Event with The Lighthouse Charity

- The Lighthouse Construction Industry Charity is the only charity that provides emotional, physical and financial wellbeing support to the construction community and their families.
- A team of Lighthouse staff came to site to deliver a presentation to the frontline trades to let them know about the free crucial support services this charity can provide.
- 120 construction staff attended the sessions, sponsored by our Contractors Kingerlee and Feltham and SDC
- We also partnered with Oxfordshire Mind for a community breakfast as part of Mental Health Awareness Week

lighthouse The Construction Charity

Oxfordshire mind

Public Art

Feeding the soul

In 2024, we installed public art inspired by science and nature:

https://www.harwellcampus.com/art-of-science/

LIFE* by Jacques Rival blends the world of art, nanoscience and light.

Art benches located with the landscape showcasing the connections between biodiversity and science.

Community and Local Economy

Objective - Make a lasting positive contribution to communities and the local economy.

This will be achieved by:

- Delivering Social Value through our new developments
- Encouraging our supply chain to employ a local and diverse workforce, and to use local businesses, SMEs and VCSEs
- Providing financial and/or non-financial support to local charities and community groups
- Inspiring young people through STEM, and creating opportunities for apprentices and work experiences

Inspiring the Next Generation

Construction Careers Open Day

In 2024, we welcomed 4 schools and 40 students for an inspiring day across 3 live building sites, providing practical insight into various roles within the construction industry including project management, engineering, quantity surveying, architecture and more.

A film was produced by the Oxfordshire LEP showcasing this careers day: https://youtu.be/K_aIGts1T8M

Inspiring the Next Generation with STEM

Royal Institution Energy LIVE! show and Eden Project workshops

In 2024, we teamed up with the Royal Institution to bring an exciting science day to Chilton Primary School, sparking curiosity and inspiring young minds in STEM.

- The Royal Institution, famed for its efforts to make science accessible to everyone, is known for its educational programmes and family-friendly science shows that bring the magic of STEM to all ages.
- The series of shows aimed at different age groups was all about Energy, featuring spectacular demonstrations that captivated the students. They set fire to cornflour in a dazzling display, created sparks with an angle grinder, and even ignited a mass of butane-filled bubbles. Along the way, the students explored the different types of energy – kinetic, thermal, gravitational, and electromagnetic – and discovered fascinating facts, like how potassium in bananas contains a small amount of radioactive isotope!

https://www.harwellcampus.com/inspiring-science-with-the-royal-institution/

Through our partnership with Planet Mark, Chilton Primary School were also offered workshops delivered by the Eden Project on the theme of Rainforest Connections.

- Using stories from the rainforest charity 'Cool Earth' as an example, pupils explored some of the issues currently facing the rainforest and the people who live there.

Social value in the built environment

Creating opportunities for the local community through construction

In 2024, Kingerlee, main contractor on the Dexter project, successfully delivered their Community Employment and Engagement Plan:

Educational Engagement

- Students from Chatworth House School and Orion Academy were offered a detailed tour of the construction site with a focus on mechanical and electrical elements.

Employment and Skills Development

- Following the visit, Darke and Taylor, the project Mechanical and Electrical subcontractor, accepted one of the students as an apprentice electrician. Over the course of the project, Darke and Taylor had six apprentices on site and offered a work experience to two students. A management trainee also worked on the project, spending one day a week at university studying quantity surveying.
- Kingerlee also attended a careers day at Abingdon and Witney College as well as Careers Fest organised by OxLEP Skills' Oxfordshire Career Hub.

Charitable Contribution and Volunteering

- Kingerlee donated £1,000 to the Didcot Powerhouse Fund, directing funding to community organisations working to improve local lives.

Kingerlee

Social value in the built environment

Creating opportunities for the local community through construction

In 2024, Glencar demonstrated a strong commitment to delivering meaningful social value within the local community:

Employment and Skills Development

- Four apprentices were employed, providing valuable on-the-job training and career development opportunities. Two young individuals, aged 16-18, participated in work experience programs, offering them early exposure to the construction industry and its career pathways.

Educational Engagement

- 24 students from Abingdon and Witney College visited the site, gaining insights into the construction process and industry careers. This initiative aimed at inspiring the next generation of professionals in the sector.

Charitable Contribution and Volunteering

- A donation of £1,500 was made to the Hendred and Harwell Football Club, supporting grassroot sports and promoting physical activity in the community. And a total of 78 volunteering hours were dedicated by the team, supporting various local initiatives and strengthening community ties.

Glencar

Opening to the community

Harwell Open Day

In 2024, we opened our doors to the public for the first time in eight years.

- More than 12,000 people of all ages enjoyed a ‘behind the scenes’ tour of Harwell Campus – getting hands on with the science, research and innovation that’s shaping the world as we know it at the campus’ open day. Visitors were given a ‘crash course’ intro to game-changing work in key areas from accelerator science to biological sciences, lights and lasers, robotics, and space exploration.

  The event included a meet and greet with European Space Agency (ESA) astronauts Rosemary Coogan and Meganne Christian, before children donned full space suits supplied by UK Space Agency to get a feel for life as an astronaut. Kids also entered a mesmerising display of lights, mirrors, illusions coded to respond to audience movements – AKA the Geist light installation at STFC. Last but not least was a series of interactive and fun talks from the Royal Institution and the European Space Agency – whose talk included ‘The Universe in a Pancake.’

Fostering climate action

The HEAT - Climate Tech Festival

In 2024, we hosted the inaugural HEAT Festival with Voyagers.io

- 500 people from across the world attended to find solutions to the climate crisis and work towards a sustainable future. The HEAT Festival spotlighted both the cutting-edge technology born at Harwell and fresh ideas from global innovators. Funders, founders and the best minds in science, engineering, and creative expression came together for meaningful conversations and collaborations.

https://www.harwellcampus.com/the-heat-is-on/

THE HEAT

Harwell sustainable season series 2024

Raising awareness and celebrating Climate Action

In 2024, we organised our 3rd series of annual events aimed at engaging, encouraging and raising awareness about sustainability on Campus.

- As well as a guided walk through the Campus landscape, an outdoor ‘Meet the Bees’ session with our beekeeper, ‘Nature Positive’ and ‘Better Tomorrow’ sustainable community breakfasts, Cycle to Work events, the 2024 sustainable season series included a 3-week Climate Habits programme to help individuals who wants to do more about climate change to get started, build new habits and create greater impact over time.

climate habits

Philanthropy

Empowering communities

In 2024, we strived to make a meaningful impact in the local community through charitable contribution and inspiring young minds about science.

- We actively champion local charities by donating to the Didcot Powerhouse Fund, dedicated to addressing inequality and deprivation within the Didcot Garden Town Area of Influence.
- Our staff volunteered at SOFEA in Didcot, also making a financial contribution, and with Wild Wantage, planting a hedge to enhance biodiversity at a local park.
- We strongly advocate for the transformative potential of education, supporting initiatives such as the IF Festival of Science and the Royal Institution (Ri).

The Didcot Powerhouse Fund tackles inequality and deprivation in Greater Didcot and the surrounding villages. Since its launch, Powerhouse, which is a donor advised fund, has raised over £300,000 for the Didcot community and each year it directs grant funding to different community organisations which are working hand to improve local lives.

SOFEA is a charity providing education, employability and wellbeing programmes for vulnerable young people while talking food insecurity and reducing food waste.

Wild Wantage was launched in 2020 by Sustainable Wantage, with the help of Wantage Town Council. Since then, this project has contributed to improve local biodiversity, map green corridors and transform green spaces through volunteer action.

Established in 1799, the **Ri** has been a pioneering force in scientific discovery for over two centuries. Its dedication to engaging the public in the marvels of science has earned it global recognition within the scientific community. Through investments in education, skills development, and entrepreneurship programs, we empower individuals and communities to chart brighter futures.

IF Oxford is an independent UK charity that works with hundreds of organisations and groups to capture interest in ‘science and ideas’ topics through educational projects and its annual Oxford science and ideas Festival in October in venues across Oxford’s region.


A