

ABOUT THE SPEAKER

Alison Dodd APMI, Employee Benefit Manager, AWE Plc

- 24+ years experience working in Employee Benefits
- 8+ years in HR at AWE plc



INTRODUCTION TO AWE



- AWE is a company that provides warheads for the nation's nuclear deterrent and services to support nuclear threat reduction
- It operates on a Ministry of Defence site, with factories and material owned by MOD
- From 1st July 2021, AWE plc became a Non-Departmental Public Body owned by the MOD



Ministry
of Defence



**SUPPORTING THE
NATION'S DETERRENT
FOR 70 YEARS**





WHAT WE DO

1. Manufacturing and maintenance

We manufacture and maintain warheads that enable the UK to deter the most extreme threats to our way of life.



2. Research and development

We're working on research and development to keep the current product in service and be able to design a replacement.



3. Nuclear Threat Reduction

We use nuclear know-how and technical expertise to support the UK's counter terrorism and nuclear threat reduction activities.



INFRASTRUCTURE PROJECTS, SKILLS, LEADERSHIP

Sustaining capability for the long term

Capability is the combination of plant, process, people and material. AWE generates and sustains the capabilities that deliver the warheads, R&D and NTR, now and far into the future.



AWE - in numbers



~6500



75%/25%



~3 locations



50%



2015

Voluntary Benefits introduced

2016

DB Scheme closure proposed

2017

DB Scheme closed
GIP and Financial Education launched

2018

Appointed Head of Wellbeing
Enhanced flexible benefits

JOURNEY...

2020

Wellbeing Strategy launched
Occ Health overhauled
Digital wellbeing app launched

2019

Signed the Time to Change Pledge
Wellbeing Champions trained

2021

Employee Benefit Awards triple success
Flex Bens platform refreshed

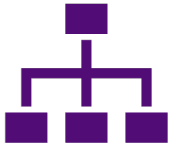
2022

Health Board launched
New 'Behaviour' framework

2023

Enhancements to wellbeing app

Embedding a Culture of Wellbeing requires...



Visible Leadership



Collaboration & Cohesion



Time

OFFICIAL

