

Proposed Local Labour Recruitment Strategy

Sandvik Osprey Ltd.

Development of Land at Margam

1. INTRODUCTION

1.1 This strategy has been prepared in response to the requirement listed by the Local Planning Authority. The aim is to outline the company's strategy on how it will facilitate best available access for local people to the opportunities for employment arising from the construction and operation of the development and to accord with Policy SP11 of the Neath Port Talbot Local Development Plan.

1.2 The requirements:

- *facilitating best available access for people to the opportunities for employment arising from the construction and operation of the hereby approved development*
- *a timetable for its implementation*

This strategy seeks to discharge the requirement as above.

1.3 The planning permission covers the building of a brand-new facility to manufacture metal powders and specialist alloys at a site in Margam (J38). This site has been identified and allocated as for use for employment purposes by NPT Council, as outlined in policy SP11 of the Neath Port Talbot Local Development Plan.

2. EMPLOYMENT OPPORTUNITIES

2.1 Indirect Suppliers

2.1.1. Sandvik Osprey currently holds the Platinum level of the Welsh Government's Corporate Health Standard. As part of this we have a commitment to use local suppliers wherever possible. The majority of the construction work will be carried out by a main contractor, likely utilising sub-contractors. The main contractor will be selected via an open tendering process (including utilising the Sell2Wales platform). Construction work is expected to commence in January 2024 and is scheduled to last approximately 18 months. This will then be followed by the relocation of the Neath operations to Margam, which will take a further 18 months.

2.1.2 Due to the scale of the project, there will undoubtedly be a significant requirement for local sub-contractors, therefore generating work in the local areas for 3 years.

2.1.3 This development involves a partnership with an adjacent power plant and also with the BOC industrial gas plant. This project will indirectly require these businesses to also increase resources.

2.2 Direct Employment Opportunities

2.2.1 Apprenticeships

Sandvik Osprey already has in place 5 apprentices (male and female) in the following disciplines: Mechanical Engineering, Electrical Engineering, CNC Machining and Finance. We are committed to offer further apprenticeships in these disciplines before moving to the new facility and when established at the new facility. Providing apprenticeships forms part of our Talent and Succession Strategy. We partner with local colleges (NPT College, to include Afan Campus) to deliver these apprenticeships.

2.2.2 Local labour and future employment

Our current site is in the centre of Neath. Most of our employees are from the local area: Neath, Port Talbot, Briton Ferry, Swansea, Llanelli and Bridgend. The new site located at Margam will still permit current employees from these areas to remain employed by the company when it moves (as it is only 7 miles distance), but it will also attract new employees from the Bridgend/Pyle/Maesteg areas.

The main aim of this project is to install greater capacity to increase the volumes of product that we can produce and sell. A direct consequence of this will be increased resources, in all disciplines, to operate the expanded business.

Many of these new positions will be entry level Production Operator roles, which can be taken up by non-qualified local applicants and full training and development is provided to upskill employees. The company covers the costs of all training, including forklift truck training, health and safety training alongside the technical ability to undertake the role.

3. Timeline

Date	Activity	Employment Impact
January 2024 (indicative date)	Construction begins	Contractor hires direct labour and sub-contractors to carry out the work
March 2024 (indicative date)	Installation of main services	Contractor hires direct labour and sub-contractors to carry out the work
January 2025 (indicative date)	Installation of new equipment	Contractor hires direct labour and sub-contractors to carry out the work
June 2025 (indicative date)	Commence limited production at new site - running at 2 sites	Increase resources – commence training of new operators
June 2025 (indicative date)	Logistics between the 2 sites	Increase local haulage requirement
July 2025 (indicative date)	Commence relocation of Neath operations	Increased labour to carry out movement of equipment (in-house and contractors) plus maintaining production on 2 sites.
January 2027 (indicative date)	Project completion	Production volumes increase with consequent additional personnel