EAST PARK ENERGY

East Park Energy

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Outline Skills, Supply Chain and Employment Plan

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Outline Skills, Supply Chain and Employment Plan

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1.0 INTRODUCTION

1.1 Purpose of the Outline Skills, Supply Chain and Employment Plan

1.1.1 This Outline Skills, Supply Chain and Employment Plan (oSSCEP) sets out BSSL Cambsbed 1 Ltd (the 'Applicant') strategy to maximise local employment, skills development and supply chain opportunities from East Park Energy (the Scheme) to enhance positive benefits for the local and regional community.

1.1.2 The oSSCEP is a control document that will be secured by a requirement of the Development Consent Order (DCO), ensuring that a more detailed Skills, Supply Chain and Employment Plan is prepared and approved by the relevant stakeholders prior to the start of construction.

1.1.3 In line with this purpose, the oSSCEP describes the Scheme's expected economic benefits and the measures by which the Applicant will promote local skills, employment and supply chain engagement.

1.2 Background

1.2.1 The Scheme comprises the solar photovoltaic (PV) modules and associated mounting structures, on-site Battery Energy Storage Systems (BESS), two on-site substations, associated infrastructure together with underground cable connections between panel areas and works to connect to the existing National Grid Substation at Eaton Socon. The Scheme also includes mitigation and enhancement areas. The Scheme is described in full in **Environment Statement** (**ES) Volume 1 (Vol 1) Chapter 2: The Scheme [EN010141/DR/6.1]**.

1.2.2 The Scheme lies within the administrative boundaries of Bedford Borough Council and Huntingdonshire District Council (HDC), with HDC being a two-tier authority with Cambridgeshire County Council. These are the Host Authorities to the Scheme.

1.2.3 Relevant considerations for the Scheme include national energy policy (EN-1 and EN-3), the National Planning Policy Framework (2024) with Planning Practice Guidance, and local planning policies from the Host Authorities. The full legislation, policy and guidance context and the baseline conditions socio-economic conditions are outlined in **ES Vol 1 Chapter 14: Socio Economics, Land Use and Tourism [EN010141/DR/6.1].**

2.0 PROPOSED ACTIVITIES

2.1 Information, collaboration and research

2.1.1 The Scheme presents an opportunity to invest in collaboration between specialist technical stakeholders and scientific groups to produce new knowledge capital and research that could benefit the wider renewable energy and agricultural industries in the UK. The Applicant is committed to supporting new information and research where possible and as opportunities emerge through the construction, operation and decommissioning phases.

2.1.2 The Applicant has already collaborated with Rothamsted Research (Rothamsted), a leading independent scientific institute, during the pre-application phase to inform ideas around soil management and landscape and is committed to engaging with them further to produce valuable innovation adding to existing research and ideas on agriculture and renewable energy.

2.1.3 Rothamsted is a global leader in agricultural science with a track record of continuous research excellence spanning over 180 years. Its research portfolio encompasses critical areas of agricultural and environmental science directly relevant to modern sustainability challenges. Rothamsted has delivered transformative contributions to agricultural science, including the discovery and development of systemic herbicides and pyrethroid insecticides, alongside pioneering advances in virology, nematology, soil science, and pesticide resistance research. Current research priorities focus on enhancing crop productivity and quality while developing environmentally sustainable agricultural solutions through world-class scientific methodology.

2.1.4 The Applicant has engaged Rothamsted with the objective producing new knowledge capital in:

- Measuring agricultural productivity in terms of yield and economic return.
- Monitoring biodiversity and associated natural capital, particularly soil quality, at field and landscape scales, encompassing adjoining fields

remaining under conventional cultivation, prior to and over years of operation.

- Furthering understanding of how alternative solar panel management and configuration may better support agriculture and biodiversity.

2.1.5 Rothamsted is currently working with the Applicant in the capacity of building on existing environmental surveys and designing a site-specific report for photovoltaics to be optimally implemented in the Scheme. This includes the assessment of current agricultural productivity and biodiversity monitoring around the Scheme. Rothamsted is establishing a biodiversity baseline prior to the proposed installation of the PVs that focusses on pests, weeds and diseases and the beneficial invertebrates that control them by regulating ecosystem services. In the context of post installation, two primary metrics will be provided for over time:

- Assessment of impact of PVs on soil condition and agricultural productivity.
- Changes in biodiversity and assessment of regulating services (natural capital) associated within the PV area and adjoining fields.

2.1.6 The Applicant is further seeking to commission Rothamsted to design an agrivoltaics experimental trial site at within the Scheme, dedicated to innovation and demonstration. Experimental research may include:

- Agricultural and ecosystems under photovoltaic panels: this may include a) direct impacts of panels on microclimate, soil quality, crop plants and wildflowers under panels, pest and disease occurrence, beneficial insect populations, and b) wider farm to landscape benefits and ‘zones of influence’ of solar panels, including spillover effects of beneficial biodiversity into surrounding fields, and mosaic effects of non-panel areas.
- Solar panel configuration and management: This may include an investigation of standard versus elevated panels, and optimum seed mixes to cope with climatic conditions and drip zones under panels.

2.1.7 The output will be at least one report, with a focus on adding evidence to rebut the assumption of soil degradation, and to accumulate evidence on the potential of agrivoltaic systems to provide agricultural yield and increase natural capital. Academic papers may be resultant, depending on findings. Evidence to build into planning for the specific site may be provided during the submission window, and inclusion on expert opinion panels is possible.

2.1.8 The Applicant will explore other opportunities to collaborate with UK research institutions and specialist technical bodies to develop innovation and knowledge capital to benefit the broader renewable energy and agricultural industries.

2.2 Technical skills and access

2.2.1 One of the Applicant's key objectives is to leverage the Scheme to upskill local people with technical skills and provide access to learning pathways to enhance employability in the local area and potentially increase local economic outcomes.

2.2.2 The Applicant will facilitate the creation of apprenticeship positions in relevant trades (e.g. electrical technicians, solar panel installers, heavy equipment mechanics) to enable local and especially young people to earn an income and learn new skills on the Scheme. This will be achieved through engagement with local colleges and training providers to coordinate these opportunities. The Applicant will seek guidance from the Host Authorities as to which institutions to collaborate with and is already interested in establishing a partnership with Cambridge Technical to design apprenticeship pathways and upskilling programs for students prior to the commencement of construction.

2.2.3 The Applicant also recognises the importance of bolstering access pathways for the next generation in Science, Technology, Engineering and Mathematics (STEM) fields. During pre-application, the Applicant has already held an archaeological teaching session at Great Staughton Primary School aimed at building learning interest linked with archaeological finds associated with the

Scheme. Beyond this, during the pre-construction and construction phases, an outreach program will be developed to work with local schools and colleges. This may involve arranging site visits for secondary school students (at safe and appropriate stages of the construction), providing further classroom presentations or learning materials about solar energy and climate change, and participating in local careers fairs or STEM events.

2.2.4 The Applicant will explore providing on-site facilities or initiatives that contribute to skills and knowledge. For instance, during operation, the solar farm could host periodic demonstration sessions or research projects in partnership with local universities or green technology hubs.

2.3 Local employment

2.3.1 As outlined in **ES Vol 1 Chapter 2: The Scheme [EN010141/DR/6.1]**, the Scheme will require the procurement of a range of employment types through construction, operation and decommissioning. **ES Vol 1 Chapter 14: Socio-Economics, Land Use and Tourism [EN010141/DR/6.1]** establishes that increased employment opportunities in the local area would be beneficial the local economy. Additionally, there are existing business entities and contractors with the skillset to support a range of work types required to deliver the Scheme.

2.3.2 Considering the above, the Applicant will investigate measures to promote the take up of jobs by local people where possible with the objective of maximising local employment and enhancing workforce diversity at each stage of the Scheme.

2.3.3 Already, local people have filled general contracting roles during the pre-application phase. For example, local excavator operators were contracted by the archaeology contractor to support the trial trenching activities described in **ES Vol 1 Chapter 6: Cultural Heritage and Archaeology [EN010141/DR/6.1]**. The Applicant received inbound correspondence from several local people during this phase and these details are being logged in anticipation of the main skills procurement phase.

2.3.4 The Applicant will explore other avenues of sourcing local skills, including by running supplier days and jobs fairs in local hotels, town halls or other similar venues. The Applicant will draw upon stakeholder expertise, for example by working with the local authorities' employment teams and initiatives to match local people to vacancies.

2.3.5 A schedule of recruitment outreach will be included in future detailed plans and performance will be measured in terms of the proportion of jobs filled by local people, with success reflected in increased local employment levels attributable to the Scheme.

2.4 Ethical and sustainable procurement

2.4.1 Ethical and sustainable procurement are emerging as key themes to consider in the UK's push to Net Zero and the Applicant is committed to demonstrating best practice.

2.4.2 With regard to Modern Slavery, the Applicant does not knowingly procure or utilise any products or materials that are manufactured using forced labour or under conditions that would constitute modern slavery. This principle is central to the Applicant's Anti-Slavery & Human Trafficking Policy and Guidelines (Brockwell Energy 2023a) and Human Rights Policy and Guidelines (2023b), both of which are actively enforced across operations and those of contractors and suppliers.

2.4.3 The Applicant is a signatory to Solar Energy UK's statement on slavery, which is that:

> *"We, members of the UK solar energy industry, condemn and oppose any abuse of human rights, including forced labour, anywhere in the global supply chain. We support applying the highest possible levels of transparency and sustainability throughout the value chain, and commit to the development of an industry-led traceability protocol to help to ensure our supply chain is free of human rights abuses." (Solar Energy UK)*

2.4.4 The Applicant currently undertakes detailed due diligence when engaging suppliers and regularly reviews existing ones. As part of its procurement processes, the Applicant:

- Require suppliers to comply with our Supply Chain & Procurement Policy, which mandates adherence to fair labour practices, ethical sourcing, and internationally recognised human rights standards.
- Evaluate suppliers' ethical, labour and environmental standards during the selection process.
- Communicate our anti-slavery expectations at the outset of all business relationships and reinforce them throughout the project lifecycle.
- Retain the right to audit suppliers and impose sanctions, including termination of contract, if any non-compliance with our anti-slavery and human rights standards is identified.

2.4.5 The Applicant is committed to taking all reasonable and proportionate steps to avoid using or engaging with any supply chains that involve modern slavery or forced labour, in line with requirements of its own policies and the Modern Slavery Act 2015.

2.4.6 The Applicant's procurement approach will also adopt sustainable procurement standards and a whole-life perspective. The Applicant will consider impacts from raw material extraction, manufacturing, and transportation, through the operational phase and ultimately end-of-life disposal or recycling.

2.4.7 When sourcing equipment, the Applicant will assess not only the immediate cost and performance but also the longer-term environmental impacts (e.g. energy efficiency in operation, and recyclability at end-of-life). Circular economy principles will be explicitly integrated to "design out" waste and keep resources in use. This includes selecting products that are durable, modular, or designed for disassembly, and requiring suppliers to take back or recycle products after use.

2.4.8 At the decommissioning stage, the Applicant will seek to dispose of equipment, by prioritising reuse and recycling over landfill. The Applicant will engage specialist recycling contractors and comply with all relevant waste regulations.

3.0 MONITORING

3.1 Performance measurement systems and processes

3.1.1 The Applicant would ensure that a robust performance monitoring and reporting framework and system is established for the suite of activities proposed in the final Skills, Supply Chain and Employment Plan. These would be developed in consultation and agreement by the Host Authorities.

3.1.2 All systems and processes will comply with General Data Protection Regulations.

4.0 REFERENCES

Brockwell Energy 2023a, *Anti-Slavery & Human Trafficking Policy & Guidelines*

Brockwell Energy 2023b, *Human Rights Policy & Guidelines*

Solar Energy UK, UK industry supply chain statement https://solarenergyuk.org/uk-industry-supply-chain-statement/ (last accessed 17 September 2025)