

Agenda

Teitl y cyfarfod:	Cyfarfod Bwrdd CNC – Cyfarfod Cyhoeddus
Dyddiad y cyfarfod:	Dydd Mercher 8 Hydref 2025
Amser y cyfarfod:	13:25 – 16:35

Amser	Eitem
Materion Rhagarweiniol	
13:25 (5 munud)	Eitem 1. Agor y cyfarfod • Croeso • Datganiad Buddiannau • Egluro trefn y cyfarfod Noddwr a Chyflwynydd: Syr David Henshaw (Cadeirydd) Crynodeb: NODI unrhyw ddatganiadau o fuddiannau
13:30 (5 munud)	Eitem 2. Adolygu Cofnodion a'r Log Camau Gweithredu 2A. Adolygu Cofnodion Cyfarfod Cyhoeddus y Bwrdd a gynhaliwyd ar 16 Gorffennaf 2B. Adolygu'r Log Camau Gweithredu Cyhoeddus Noddwr a Chyflwynydd: Syr David Henshaw (Cadeirydd) Crynodeb: CYMERADWYO cofnodion y cyfarfod blaenorol
Cefndir	
13:35 (10 munud)	Eitem 3. Yr wybodaeth ddiweddaraf gan y Cadeirydd Noddwr a Chyflwynydd: Syr David Henshaw (Cadeirydd) Crynodeb: NODI diweddariad Cadeirydd y Bwrdd
13:45 (10 munud)	Eitem 4. Adroddiad gan y Prif Weithredwr Noddwr a Chyflwynydd: Ceri Davies, Prif Weithredwr Dros Dro

Crynodeb: NODI'r sefyllfa bresennol a diweddaru'r Bwrdd ar weithgareddau allweddol

Cyfeirnod papur: 25-10-B06

Llywodraethu, Risg a Sicrwydd

13:55
(20 munud)

Eitem 5. Adroddiadau Diweddaru y Pwyllgorau a'r Fforymau

Noddwyr a Chyflwynwyr: Cadeiryddion Pwyllgorau

- Pwyllgor Archwilio a Rheoli Risg – 11 Medi

Cyfeirnod papur: 25-10-B07

- Pwyllgor Cyngori ar Dystiolaeth – Dim cyfarfod
Pwyllgor Cyllid – 10 Medi

Cyfeirnod papur: 25-10-B08

- Pwyllgor Rheoli Perygl Llifogydd – 2 Hydref (Cyfarfod ar y cyd rhwng y Pwyllgor Rheoli Perygl Llifogydd a'r LEC) - Ar lafar
- Pwyllgor Ystad Tir – 2 Hydref (Cyfarfod ar y cyd rhwng y Pwyllgor Rheoli Perygl Llifogydd a'r LEC) - Ar lafar
- Pwyllgor Pobl a Chwsmeriaid –25 Medi
 - Datganiad Caethwasiaeth Fodern
 - Adroddiad chwarterol llesiant, iechyd a diogelwch

Cyfeirnod papur: 25-10-B16 & 25-10-B18

- Fforwm Rheoli Tir Cymru

Cyfeirnod papur: 25-10-B11

- Fforwm Pysgodfeydd Cymru

Cyfeirnod papur: 25-10-B12

- Fforwm Rheoli Dŵr Cymru

Cyfeirnod papur: 25-10-B13

- Fforwm Mynediad Cenedlaethol Cymru

Cyfeirnod papur: 25-10-B14

Crynodeb: CYMERADWYO'r Datganiad Caethwasiaeth Fodern ac yr Adroddiad chwarterol llesiant, iechyd a diogelwch NODI'r diweddariadau gan Bwyllgorau'r Bwrdd a Fforymau CNC, mewnol ac allanol, a chyfarfodydd a gynhaliwyd

Cyflawni ein Cynllun

14:15
(20 munud)

Eitem 6. Adroddiad Perfformiad Cyllid

Noddwr: Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol
Cyflwynydd: Rob Bell, Pennaeth Cyllid

Crynodeb: CYMERADWYO'r sefyllfa ariannol ddiweddaraf

Cyfeirnod papur: 25-10-B15

14:35
(40 munud)

Eitem 7. Dangosfwrdd Perfformiad y Cynllun Busnes – Adroddiad Chwarter 1

Noddwr: Ceri Davies, Prif Weithredwr Dros Dro

Cyflwynydd: Tîm Gweithredol

Crynodeb: CYMERADWYO Diweddariad Chwarterol Dangosfwrdd Perfformiad y Cynllun Busnes Chwarter 1

Cyfeirnod papur: 25-10-B17

15:15
(15 munud)

Egwyl

15:15
(45 munud)

Eitem 8. Cyflwyniad Lle

Noddwr: Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau

Cyflwynydd: David Letellier, Pennaeth Gweithrediadau Canol De Cymru

Crynodeb: Darparu trosolwg o weithgareddau allweddol yn rhanbarth Canol De Cymru

16:00
(5 munud)

Eitem 9. UNRHYW FATER ARALL

16:05
(10 munud)

Eitem 10. Sut wnaethom ni yn y cyfarfod hwn?

Noddwr: Syr David Henshaw, Cadeirydd

Crynodeb: Adolygiad o'r cyfarfod

16:15

Diwedd y cyfarfod

16:15
(20 munud)

Sesiwn Holi ac Ateb i'r Cyhoedd

16:35

Diwedd y Cyfarfod Cyhoeddus

Cofnodion heb eu cadarnhau

Teitl y cyfarfod:	Cyfarfodydd Bwrdd Cyfoeth Naturiol Cymru
Lleoliad:	Teams
Dyddiad y cyfarfod:	16 Gorffennaf 2025
Aelodau yn bresennol:	Syr David Henshaw, Cadeirydd Yr Athro Steve Ormerod, Dirprwy Gadeirydd Ceri Davies, Prif Weithredwr Dros Dro Karen Balmer Dr Hushneara Begum Dr Rebecca Colley-Jones Dr Pete Fox Dr Calvin Jones Lesley Jones Yr Athro Rhys Jones Mark McKenna Helen Pittaway
Aelodau o'r Tîm Gweithredol yn bresennol:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau Dominic Driver, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu Dros Dro
Mynychwyr yn bresennol:	Phil Williams, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd (Pob eitem) Meinir Wigley, Pennaeth Cyfathrebu a Thrawsnewid Digidol (Pob eitem) Rob Bell, Pennaeth Cyllid - Eitem 6 Sarah Williams, Pennaeth Strategaeth Gorfforaethol a PMO, Eitem 7 Sue Ginley, Cynghorydd Arbenigol Arweiniol, Cynllunio Corfforaethol a Pherfformiad

	Mark Jones, Cyngorydd Arbenigol Arweiniol, Cynllunio Corfforaethol a Pherfformiad Chris Jones, Cyngorydd Arbenigol Arweiniol, Iechyd a Diogelwch Lles – Eitem 8
Arsylwyr CNC yn bresennol:	Nilesh Sachdev James Cornelius, Uwch Gyngorydd Arbenigol, Cynllunio Corfforaethol a Pherfformiad
Arsylwyr Cyhoeddus yn bresennol:	Aelodau ychwanegol o'r cyhoedd
Ymddiheuriadau:	Dim
Ysgrifenyddiaeth:	Natalie Williams, Dirprwy Ysgrifennydd y Bwrdd ac Arweinydd Tîm Ysgrifenyddiaeth y Bwrdd Rhiannon Spencer, Tîm Ysgrifenyddiaeth y Bwrdd Deb Lee, Tîm Ysgrifenyddiaeth y Bwrdd

Eitem 1. Dechrau'r Cyfarfod

Noddwr a Chyflwynydd: Syr David Henshaw, Cadeirydd

1. Agorodd y Cadeirydd y cyfarfod ac eglurodd drefn y cyfarfod. Nodwyd datganiadau o ddiddordeb ac ymddiheuriadau fel y'u gwelir uchod.

Eitem 2. Adolygu Cofnodion a'r Log Camau Gweithredu

Noddwr a Chyflwynydd: Yr Athro Steve Ormerod, Dirprwy Gadeirydd

Eitem 2A. Adolygu Cofnodion o Gyfarfod 21 Mai

2. Cafodd cofnodion cyfarfod cyhoeddus y Bwrdd ar 21 Mai eu hadolygu a'u cymeradwyo.

Eitem 2B. Adolygu Cofnodion o Gyfarfod 22 Mai

3. Cafodd cofnodion cyfarfod cyhoeddus y Bwrdd ar 22 Mai eu hadolygu a'u cymeradwyo.

Eitem 3. Yr wybodaeth ddiweddaraf gan y Cadeirydd

Noddwr a Chyflwynydd: Syr David Henshaw, Cadeirydd

4. Nid oedd unrhyw eitemau pellach i ddiweddarau'r Bwrdd yn eu cylch.

Eitem 4. Adroddiad gan y Prif Weithredwr

Noddwr a Chyflwynydd: Ceri Davies, Prif Weithredwr Dros Dro

5. Rhoddodd y Prif Weithredwr Dros Dro ddiweddariad ar eitemau yn ogystal â'r Adroddiad ysgrifenedig. Esboniwyd y canrannau glawiad mewn perthynas â'r statws sychder a'r statws cyfnod o dywydd sych estynedig presennol. Cadarnhawyd, oherwydd y tri chyfnod o dywydd poeth iawn eleni, y gallai gymryd peth amser i rai dalgylchoedd adfer ac roedd hyn yn gysylltiedig â'r duedd hirdymor ar effeithiau hinsawdd.
6. Tynnwyd sylw'r Bwrdd at y prif negeseuon allweddol mewn perthynas â'r Cynllun Ffermio Cynaliadwy (SFS). Roedd CNC a Llywodraeth Cymru (LIC) wedi bod yn rhan o sicrhau amddiffyniad drwy'r Cynllun ac roedd dylanwad CNC yn bwysig. Roedd y manylion o fewn y camau gweithredu ar y cyd yn cael eu datblygu, a rôl CNC oedd cefnogi'r asesiad ar y cynllun hwnnw a pharhau i fwydo i mewn i ddatblygiad polisi. Trefnwyd gweminar i roi gwybod i staff am y gwaith hwn a byddai modd rhannu'r ddolen gydag aelodau'r Bwrdd.
7. Adolygiad Cunliffe ar y gweill. Roedd CNC yn gweithio gyda LIC a thîm Syr John Cunliffe ar y Comisiwn Dŵr Annibynnol a byddai'r argymhellion ar yr adolygiad terfynol yn cael eu cyhoeddi cyn bo hir.
8. Cafwyd canlyniad cadarnhaol ynghylch archwiliad Cynllun Sicrwydd Coetir y DU. Arweiniodd yr archwiliadau annibynnol ar waith CNC wrth reoli Ystad Goetir Llywodraeth Cymru, sy'n cynrychioli 7% o arwynebedd tir Cymru, at bedwar cam cywiro bach.
9. Bu'r Bwrdd yn trafod y sylw yn y wasg mewn perthynas â Cyldych Terrace ac roedd CNC wedi cyhoeddi Achos Busnes Llawn (FBC), a oedd wedi dod i'r casgliad bod dau opsiwn nad oeddent yn hyfyw yn ariannol. Byddai CNC yn parhau i weithio ar y seilwaith presennol ac yn mireinio'r gwasanaeth rhybuddio. O ran opsiynau yn y dyfodol, roedd CNC wedi cwblhau ei waith a byddai'r penderfyniad yn cael ei wneud gan Lywodraeth Cymru a'r awdurdodau lleol.
10. Gofynnwyd a oedd cyfathrebu wedi digwydd am y gwaith yn ymwneud â'r digwyddiad llygredd a pham bod CNC yn dilyn y dull a amlinellwyd. Cafwyd cysylltiad rheolaidd gyda staff ac roedd ymholiadau'n cael eu monitro.
11. Awgrymwyd bod Llywodraeth Cymru ac aelodau o'r cyhoedd yn awyddus i glywed mwy am y gwaith cadarnhaol yr oedd CNC yn ei wneud ac roedd y Pennaeth Cyfathrebu a Thrawsnewid Digidol yn gweithio ar yr elfen gyfathrebu. Roedd adroddiad wedi'i cael ei ddatblygu ar gyfer LIC, a oedd yn amlinellu cyflawniadau CNC, a gallai hefyd fod yn ddefnyddiol i gyfathrebu'r rhain gyda staff.
12. Roedd trafodaethau parhaus wedi bod ynglŷn ag eiriolaeth yng Nghymru a p'un a allai CNC lunio gwrth-naratif ar yr agenda twf. Roedd cynllun cyfathrebu hefyd wedi cael ei ddatblygu o amgylch etholiadau'r Senedd gyda'r bwriad o'i ddefnyddio i

annog trafodaethau gyda sefydliadau eraill. Roedd tîm hefyd wedi cael ei ddatblygu ar gyfer eiriolaeth, materion mewnol ac ymgyrchoedd.

Eitem 5. Adroddiadau Diweddaru'r Pwyllgorau a'r Fforymau

Noddwyr a Chyflwynwyr: Cadeiryddion Pwyllgorau

13. Rhoddodd Karen Balmer o'r Pwyllgor Archwilio a Sicrwydd Risg (ARAC) ddiweddariad ar y cyfarfod a gynhaliwyd ar 9 Gorffennaf. Cyflwynwyd adroddiadau archwilio mewnol i'r Pwyllgor ar Werthusiadau Ffermydd Gwynt a Chamau Tendro Unigol. Bu ARAC hefyd yn trafod Adolygiad y System Rheoli Amgylcheddol (EMS) a'r cyflwyniad ar Gaffael a Chontractau. Derbyniodd y Pwyllgor sicrwydd bod y gwaith yn mynd rhagddo'n dda tuag at weithredu'r gweithdrefnau newydd. Roedd nifer o argymhellion heb eu cyflawni gan Archwilio Mewnol a byddai adroddiadau newydd yn cael eu cyflwyno yn ddiweddarach yn y flwyddyn.
14. Rhoddodd Helen Pittaway, Cadeirydd y Pwyllgor Cyllid ddiweddariad ar y cyfarfod diwethaf a gynhaliwyd ar 19 Mehefin, lle buont yn trafod y Gyllideb a'r Cynllun Busnes, yr Achos Busnes Amlinellol ar gyfer Dinbych-y-pysgod, a Data Digidol a Thechnoleg (DDaT). Roedd yr Adroddiad Blyneddol a'r Cyfrifon hefyd wedi cael eu trafod gyda'r Pwyllgor Cyllid. Rhoddwyd diweddariad ar CNC2030, a oedd yn mynd rhagddo'n dda.
15. Rhoddodd Dr Pete Fox, Cadeirydd y Pwyllgor Rheoli Perygl Llifogydd (FRMC) ddiweddariad ar gyfarfod FRMC a gynhaliwyd ar 25 Mehefin. Roedd rhan gychwynnol y cyfarfod yn hyfforddiant ar gyfer aelodau newydd o'r Pwyllgor, ac yna trafodaethau ar y Rhaglen Gyfalaf.
16. Rhoddodd yr Athro Steve Ormerod ddiweddariad i'r Bwrdd gan y Pwyllgor Cyngori ar Dystiolaeth (EAC). Cadarnhawyd bod Dr Michael Gerrado wedi'i benodi'n Bennaeth Gwybodaeth a Thystiolaeth newydd.
17. Nododd Dr Calvin Jones nad oedd cyfarfod y Pwyllgor Ystadau Tir (LEC) wedi'i gynnal ers cyfarfod y Bwrdd ym mis Mai.
18. Rhoddodd Adam Taylor y wybodaeth ddiweddaraf am gyfarfod diweddar y Pwyllgor Ardaloedd Gwarchodedig (PrAC) ar 3 Gorffennaf, sef ei gyfarfod cyntaf fel Cadeirydd PrAC. Cyflwynwyd diweddariad i'r Pwyllgor ar Adroddiad Tystiolaeth Adolygu Safleoedd o Ddiddordeb Gwyddonol Arbennig (SoDdGA), a thrafodwyd yr angen i ddarparu gwell rheolaeth ar ardaloedd gwarchodedig drwy'r Cynllun Ffermio Cynaliadwy. Trafodwyd hefyd y Fframwaith 30 erbyn 30 ar gyfer Cymru, gan gynnwys y dynodiadau safleoedd a'r statws cadwraeth a fyddai'n cyfrannu tuag at y targed.
19. Rhoddodd Mark McKenna, Cadeirydd y Pwyllgor Pobl a Chwsmeriaid (PCC) ddiweddariad o'r cyfarfod a gynhaliwyd ar 18 Mehefin. Trafododd y Pwyllgor y gwaith cyfathrebu at y dyfodol; yr Adroddiad ar yr Iaith Gymraeg, gyda ffocws ar y System Rheoli Dysgu; a diweddariad recriwtio. Cafodd y Pwyllgor Pobl a Chwsmeriaid hefyd sesiwn ymgysylltu gyda'r undebau llafur.

20. Rhoddodd yr Athro Rhys Jones ddiweddariad gan Fforwm Rheoli Tir Cymru (WLMF). Roedd Is-grŵp WLMF ar Lygredd Amaethyddol wedi dod i ben, gydag aelodau'r Is-grŵp hwnnw yn integreiddio i'r WLMF. Cynhaliodd y WLMF gyfarfod ym mis Mehefin gyda'r aelodaeth newydd hon, ond nid oedd y cofnodion yn barod eto. Roedd trafodaethau wedi cynnwys agweddau tuag at lygredd amaethyddol ac roedd angen i Fforwm Rheoli Tir Cymru ystyried sut i gadw mewn cysylltiad â rhanddeiliaid sydd â diddordeb penodol yn y rheoliadau amaethyddol. Diolchodd yr Athro Rhys Jones i Bronwen Martin am ei chefnogaeth yn yr ysgrifenyddiaeth, gan ei bod wedi symud ymlaen i rôl newydd o fewn CNC ers hynny.
21. Rhoddodd yr Athro Steve Ormerod ddiweddariad i'r Bwrdd ar gyfarfod diweddar Fforwm Pysgodfeydd Cymru yng Nghaerdydd. Roedd gofyniad i sefydliadau ddatblygu Cynllun Adfer Stoc ar gyfer Eogiaid yn yr ardal Dde-orllewinol, gan eu bod mewn perygl o ddifodiant. Roedd trafodaethau'n digwydd ynglŷn â bancio genynnau er mwyn cadw'r stoc genetig.
22. Rhoddodd yr Athro Steve Ormerod ddiweddariad i'r Bwrdd ar y cyfarfod diweddar a gynhaliwyd gyda Fforwm Rheoli Dŵr Cymru. Bu'r grŵp yn ymweld â glannau afon Wysg a'r llwybrau pysgod, a oedd yn darparu mynediad i'r cyhoedd i edrych ar feysydd parhaus o waith adfer afonydd yng Nghymru. Bu'r Fforwm hefyd yn trafod cynllunio rheoli basn afonydd.
23. Rhoddodd Lesley Jones ddiweddariad ar y Fforwm Mynediad Cenedlaethol. Cafwyd cyflwyniadau gan wahanol dimau CNC mewn perthynas â Chynllun Rheoli Perygl Llifogydd Stephenson Street, gyda ffocws ar sut roedd y cynllun hwnnw wedi rhoi sylw i well mynediad. Cafwyd cyflwyniad hefyd gan dîm Llwybr Arfordir Cymru.

Eitem 6. Adroddiad Perfformiad Cyllid

Cyflwynydd: Rob Bell, Pennaeth Cyllid

24. Cyflwynodd Cyfarwyddwr Gweithredol F&CS yr eitem. Cyflwynodd y Pennaeth Cyllid drosolwg o'r sefyllfa ariannol ddiweddaraf, negeseuon allweddol, y risgiau a'r cyfleoedd. Esboniwyd y rhagolwg incwm a gwariant. Roedd y tîm Cyllid wedi ymrwymo i adrodd i ARAC ar y rhwymedigaethau trwy gydol y flwyddyn ac roeddent yn ymwybodol o'r pwysau o ran Yswiriant Gwladol a chostau recriwtio.
25. Holwyd a oedd Storm Darragh wedi effeithio ar brisiau neu gyfaint gwerthiannau pren. Cadarnhawyd fod yr effaith yn dilyn y storm wedi cael ei ystyried yn y rhagolygon.

PENDERFYNIAD: Cymeradwyodd y Bwrdd y newid yn y rhagolwg diweddaraf o £297.6m i £299.5m.

Eitem 7. Adroddiad Chwarterol - Dangosfwrdd Perfformiad y Cynllun Busnes

Cyflwynydd: Tîm Gweithredol; Sarah Williams, Pennaeth Strategaeth Gorfforaethol a PMO; Sue Ginley, Ymgynghorydd Arbenigol Arweiniol, Cynllunio a Pherfformiad

26. Cyflwynodd y Prif Weithredwr Dros Dro yr eitem a chyflwynodd Ddangosfwrdd Perfformiad y Cynllun Busnes. Roedd hyn yn cynnwys sefyllfa Chwarter 4 yn erbyn y sefyllfa ddisgwyliedig ar ddiwedd y flwyddyn. Roedd Grŵp Perfformiad Amcan Lles y Tîm Gweithredol wedi sicrhau bod gwaith adrodd yn realistig gyda thystiolaeth ategol. Roedd y 26 ymrwymiad ar draws y tri Amcan Lles wedi derbyn sgôr RAG (Coch, Ambr, Gwyrdd) a chafwyd eglurhad o bob un o'r rhain gan arweinydd pob Amcan Lles. Gyda'i gilydd, roedd 13 o'r ymrwymadau yn Wyrdd, 12 yn Ambr ac yn yn Goch. Amlinellwyd y pedwar prif faes ffocws ar gyfer yr Amcan Lles ychwanegol a'r camau nesaf, a byddai hyn yn cynnwys cydweithredu allanol.
27. Darparwyd yr Adroddiad Perfformiad Mewnol hefyd, ac roedd hyn yn cynnwys sgôr RAG ar y naw mesur mewnol. Yn dilyn cymeradwyaeth y Bwrdd, byddai'r ddau Adroddiad Perfformiad yn cael eu cyflwyno i LIC ac yn destun craffu gan y Pwyllgor Newid Hinsawdd, yr Amgylchedd a Seilwaith (CCEIC), cyn eu cyhoeddi ar wefan CNC.
28. Rhoddwyd eglurhad mai maint y ddirwy yr oedd Dŵr Cymru wedi'i herio yn yr achos o ddiffyg cydymffurfiaeth. Yn dilyn ymholiad ar ymrwymiad Amcan Lles 1 ar darged Cymru 30 erbyn 30, sicrhawyd y byddai ymgysylltiad ehangach â rhanddeiliaid i gyfuno'r dystiolaeth lawn. Roedd nifer o bartneriaethau eisoes wedi'u defnyddio a'r nod oedd symud tuag at strategaeth i fod yn fwy systematig yn y dull hwn.
29. Croesawodd y Bwrdd yr Adroddiad cynhwysfawr ac roedd dealltwriaeth fod yr Achos dros Newid wedi effeithio ar berfformiad. Byddai map ffordd hirdymor sy'n dangos y trawsnewidiad i ganlyniadau amgylcheddol o fudd, a gyda mwy o adnoddau o fewn y tîm Cynllunio Busnes, byddai cynnydd i'w weld yn cyflymu. Roedd y dull wedi'i brofi ar y pedwar maes ar gyfer buddsoddi. Y gobaith oedd y gallai'r tîm ddangos hyn yn fwy amlwg erbyn diwedd mis Awst. Roedd y Bwrdd yn cydnabod y gallai ymrwymadau o dan un amcan llesiant effeithio ar amcan llesiant arall a sicrhawyd y byddai buddion lluosog yn cael eu casglu at y dyfodol.

PENDERFYNIAD: Cymeradwyodd y Bwrdd y safleoedd perfformiad diwedd blwyddyn terfynol ar gyfer holl ymrwymadau a mesurau mewnol y Cynllun Busnes.

Eitem 8. Adroddiad Chwarterol Iechyd, Diogelwch a Lles (Adroddiad Blynyddol)

Cyflwynydd: Chris Jones, Cyngorydd Arbenigol Arweiniol, Iechyd, Diogelwch a Lles

30. Cyflwynodd Cyfarwyddwr Gweithredol Strategaeth a Datblygiad Corfforaethol (CS&D) yr eitem a darparu cyd-destun ar yr Adroddiad, yr oedd y Pwyllgor Pobl a Chwsmeriaid wedi'i gymeradwyo. Cymerwyd bod y papur wedi'i ddarllen. Anogwyd aelodau'r bwrdd i ymuno â'r Pwyllgor Pobl a Chwsmeriaid ar gyfer ymweliad â Bro'r Sgydau ym mis Medi.

31. Darparodd yr Ymgynghorydd Arbenigol Arweiniol, Lles, Iechyd a Diogelwch (WH&S) uchafbwyntiau allweddol Adroddiad Blynyddol WH&S a pherfformiad Dysgu a Datblygu (L&D) ar gyfer CNC. Roedd hyn yn cynnwys eglurhad o'r set ddata a oedd yn dangos y gostyngiad bach yn nifer yr adroddiadau o ddamweiniau y bu ond y dim iddynt ddigwydd, a'r gostyngiad mewn adroddiadau RIDDOR, sy'n gadarnhaol.

PENDERFYNIAD: Cymeradwyodd y Bwrdd yr Adroddiad Blynyddol Lles, Iechyd a Diogelwch a Dysgu a Datblygu ar gyfer 2024-25.

Eitem 9. UNRHYW FATER ARALL

32. Ni thrafodwyd unrhyw faterion arall.

Eitem 10. Sut wnaethom ni yn y cyfarfod hwn?

Noddwr a Chyflwynydd: Syr David Henshaw, Cadeirydd

33. Bu'r Bwrdd yn trafod sut aeth y cyfarfod. Gwerthfawrogwyd yr amser ychwanegol i drafod materion pwysig. Nodwyd y cyfle i'r eitem ar y penderfyniad ynghylch y Parc Cenedlaethol yn ystod y sesiwn Cyhoeddus yng nghyfarfod Bwrdd 2026 gael ei gyflwyno gan staff sy'n siarad Cymraeg. Nodwyd yr her wrth gynnal y trafodaethau pwysig hyn yn rhithwir, a byddai sgysiau dilynol gyda chyflwynwyr yn cael eu croesawu. Byddai cyfarfod y Bwrdd ym mis Tachwedd yn cael ei gynnal yng Ngogledd Ddwyrain Cymru ac esboniwyd yr elfen gyhoeddus.

Diwedd y Cyfarfod

Sesiwn Holi ac Ateb i'r Cyhoedd

34. Ni dderbyniwyd unrhyw gwestiynau gan y cyhoedd.

Diwedd y Cyfarfod Cyhoeddus

Papur Bwrdd Cyfoeth Naturiol Cymru (CNC)

Dyddiad y cyfarfod:	8 Hydref 2025
Teitl y papur:	Adroddiad y Prif Weithredwr (Sesiwn Gyhoeddus)
Cyfeirnod y papur:	25-10-B06
Cyflwynwyd y papur gan:	Ceri Davies, Prif Weithredwr Dros Dro
Diben	Gwybodaeth a thrafodaeth
Crynodeb	Mae'r papur yn rhoi'r wybodaeth ddiweddaraf i'r Bwrdd am faterion cyfredol.

Cyflwyniad

- Mae misoedd cynnes yr haf wedi rhoi amser i lawer o'n cydweithwyr gymryd seibiant haeddiannol, tra bod eraill wedi bod yn brysur yn ymateb i danau gwyllt a lefelau isel afonydd. Mae'r tanau gwyllt wedi ein gweld ni'n gweithio'n agos gyda'r Gwasanaethau Tân ac Achub, awdurdodau lleol a chyrff cyhoeddus eraill ledled Cymru, yn aml dros benwythnosau, wrth i ddigwyddiadau mawr gael eu datgan. Rwy'n parhau i fod yn ddiolchgar dros ben am ymrwymiad a phroffesiynoldeb fy nghydweithwyr ar bob lefel, sy'n gweithio oriau hir pan fydd y sefyllfaoedd difrifol hyn yn codi. Wrth ddychwelyd at dywydd oerach a gwlypach, mae'r perygl o danau gwyllt wedi lleihau, er ein bod yn parhau i weithio gyda'n partneriaid yn y Gwasanaethau Tân ac Achub i gryfhau'r trefniadau ar gyfer cymorth gan hofrenyddion mewn sefyllfaoedd tanau gwyllt.
- Ddiwedd mis Gorffennaf, fe es i i Sioe Frenhinol Cymru am ddau ddiwrnod a mwynheais gyfarfod â chydweithwyr ar ein stondin yn ogystal â phartneriaid a rhanddeiliaid pwysig. Roeddwn i wrth fy modd yn cael ymuno â'n cadeirydd newydd, Neil Sachdev, ar y diwrnod cyntaf ac roedd yn gyfle gwerthfawr iddo ef hefyd i gwrdd â phobl a chlywed yn uniongyrchol ganddyn nhw a'r sefydliadau rydym yn gweithio'n agos gyda nhw. Fe wnaethom fynd i dderbyniad y Prif Weinidog a sesiwn frifio Llywodraeth Cymru ar y Cynllun Ffermio Cynaliadwy, cyn i Neil fynd ar y llwyfan gyda'r Dirprwy Brif Weinidog, Huw Irranca-Davies AS, am drafodaeth ragarweiniol a oedd yn canolbwyntio ar "Edrych Ymlaen Gyda'n Gilydd".
- Roedd fy ail ddiwrnod yn y sioe yn cynnwys cyfarfodydd ag Ian Rickman, Llywydd Undeb Amaethwyr Cymru a'i dîm, cynrychiolwyr o Gyswllt Amgylchedd Cymru, ac Aled Jones, Llywydd Undeb Cenedlaethol yr Amaethwyr Cymru a'i dîm. Es i i seremoni wobrwyo Confor a'u Gwobrau Coetir hefyd, lle cawsom ein cydnabod â gwobrau aur am Goedwig Gethin a'n coetir yn Nwyrain Brechfa – a enillodd hefyd

brif wobr y Gymdeithas Goedwigaeth Frenhinol am feddu ar y safon gyffredinol orau.

4. Ddiwedd mis Gorffennaf, bu i mi gyfarfod â Rebecca Godfrey, Prif Swyddog Gweithredol Dros Dro Awdurdod Cyllid Cymru. Dilynodd hyn gyfarfod gweinidogol ym mis Mehefin dan arweiniad y Dirprwy Brif Weinidog ac Ysgrifennydd y Cabinet dros Gyllid a'r Gymraeg mewn cysylltiad â'r Dreth Gwarediadau Tirlenwi a chyfleoedd i gymryd camau gweithredu ar y cyd pellach i frwydro yn erbyn troseddau gwastraff yng Nghymru. Canolbwyntiodd ein trafodaeth ar gynigion Awdurdod Cyllid Cymru i fuddsoddi arian ac adnoddau pellach mewn meysydd allweddol, a goblygiadau hyn i dîm Treth Gwarediadau Tirlenwi CNC.
5. Es i i gyfarfod ar gyfer prif weithredwyr cyrff cyhoeddus Llywodraeth Cymru ym mis Gorffennaf, a oedd yn cynnwys trafodaeth ar weithio hybrid a chyflwyniad ar siarter rhianta corfforaethol Llywodraeth Cymru. Nod y fenter hon yw sicrhau bod plant mewn gofal yn cael yr un deilliannau o ran iechyd, addysg a chyflogaeth â phobl ifanc eraill. Yn ystod yr wythnosau diwethaf, rydym hefyd wedi cael gwahoddiad i ymuno â'r ymgyrch Rhuban Gwyn i roi terfyn ar drais yn erbyn menywod a merched, ac ymuno â'r cynllun Hyderus o ran Anabledd, sydd â'r nod o ddileu'r bwch cyflogaeth ar sail anabledd. Rydym yn ystyried sut y gallwn ymgysylltu â'r mentrau hyn ar lefel yr unigolyn a'r lefel sefydliadol. Cynhaliwyd cyfarfod cyntaf ein Rhwydwaith Staff Cymru Wrth-hiliol ddechrau mis Medi a daeth llawer o gydweithwyr â diddordeb iddo. Rwy'n parhau i gwrdd yn rheolaidd â Claire Bennett a Gian Marco Currado, y ddau gyfarwyddwr yn Llywodraeth Cymru sydd agosaf at ein cylch gwaith a'n corff a noddir.
6. Ddechrau mis Awst, cefais y pleser o fynd i'r Eisteddfod am y tro cyntaf. Fel dysgwr Cymraeg, roedd yn ysbrydoledig clywed cymaint o Gymraeg ar lafar, heb sôn am y canu, y farddoniaeth a'r perfformiadau eraill. Roedd yn gyfle arall i mi ymgysylltu â'r cyhoedd ar ein stondin, ac i gwrdd â rhai o'n rhanddeiliaid ac Aelodau'r Senedd mewn lleoliad a chyd-destun anffurfiol.
7. Rwyf wedi cael cyfarfodydd ar-lein â Peter Perry o Dŵr Cymru a James Jesic o Hafren Dyfrdwy. Ers hynny, mae Peter wedi cyhoeddi ei ymddeoliad ei hun yng ngwanwyn 2026, a chynllun trawsnewid busnes sylweddol yn Dŵr Cymru a fydd yn digwydd dros y ddwy flynedd nesaf. Ddechrau mis Hydref, fe es i, gyda Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau, i ginio bwrdd gyda Hafren Dyfrdwy. Yn dilyn hynny, aeth Gareth a Dominic Driver, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu, i gyfarfod bwrdd Hafren Dyfrdwy i drafod ein hadroddiad blynyddol ar berfformiad y cwmni. Rydym yn parhau i gynnal cydberthynas adeiladol iawn gyda'r ddau gwmni dŵr, ac rwyf wedi cael cyfarfodydd defnyddiol â Llywodraeth Cymru hefyd i drafod adroddiad y Comisiwn Dŵr Annibynnol a'r hyn y bydd yn ei olygu i reoleiddio dŵr yng Nghymru. Byddaf yn cynrychioli CNC ar Grŵp Rhanddeiliaid Uwch Llywodraeth Cymru i ddylanwadu a sicrhau ein bod yn rhan o ymateb Llywodraeth Cymru i'r argymhellion.
8. Ym mis Awst, fe wnaethom fynd i gyfarfod gweinidogol ynghylch yr ymgynghoriad arfaethedig ar y Parc Cenedlaethol newydd, a ddechreuodd ym mis Medi a bydd yn dod i ben ar 8 Rhagfyr. Mae'r ymgynghoriad yn ffrwyth dwy flynedd o gasglu a gwerthuso data manwl, asesiadau technegol ac ymdrechion ymgysylltu â rhanddeiliaid, ynghyd ag ymgynghoriad blaenorol a gynhaliwyd yn 2024 i helpu i lywio ffiniau arfaethedig y parc.

9. Cyfarfûm hefyd â Lisa Pinney o'r Awdurdod Adfer Safleoedd Mwyngloddio (yr Awdurdod Glo gynt). Fe wnaethom drafod pynciau amrywiol, gan gynnwys ein rhaglenni gwaith ar y cyd ar ddiogelwch mwyngloddiau a thomenni glo, rhannu'r gwersi a ddysgwyd gennym ar ddeallusrwydd artiffisial, a gweithio'n agosach ar recriwtio a hyfforddi.
10. Fe wnaeth Gareth a minnau gynnal ein cyfarfod rheolaidd â'r Cynghorydd Andrew Morgan, arweinydd Cyngor Bwrdeistref Sirol Rhondda Cynon Taf a Chymdeithas Llywodraeth Leol Cymru (CLILC). Cynhaliwyd cyfarfod cenedlaethol Cymdeithas Llywodraeth Leol Cymru (cyfarfod a gynhelir ddwywaith y flwyddyn) ym mis Medi ac roedd yn cynnwys adolygiad o'r cyfarfodydd rhanbarthol, diweddariadau ar y cynigion ar gyfer y Parc Cenedlaethol newydd, ystyriaeth o'r goblygiadau ar gyfer datblygu yn sgil cyhoeddi ein hadroddiad Ardaloedd Cadwraeth Arbennig morol, a rhagolwg gan ystyried etholiadau'r Senedd sydd ar y gweill. Roedd y Cynghorydd Morgan am nodi pa mor falch ydoedd gyda'r cynnydd cadarnhaol o ran cydberthynas waith gyda CNC, a'r cynnydd da rhwng CLILC a'r awdurdodau lleol yng Nghymru ers llofnodi'r memorandwm cyd-ddealltwriaeth rai blynyddoedd yn ôl.
11. Cefais gyfarfod rhagarweiniol â Jane Cooper, Prif Swyddog Gweithredol dros dro RenewableUK, sef y corff sy'n cynrychioli datblygwyr ynni adnewyddadwy yn y DU. Nid yw Cyfoeth Naturiol Cymru yn aelod o'r grŵp hwn, o ystyried ein gallu fel perchennog tir a rheoleiddiwr yng Nghymru, ond rydym yn cynnal cydberthynas waith dda â nhw ac yn mynd i'w cynhadledd flynyddol. Canolbwyntiodd ein trafodaeth ar brosiectau ynni adnewyddadwy yng Nghymru a rhai o'r heriau cynllunio cyfredol.
12. Yn ystod mis Medi, cefais un o'm cyfarfodydd rheolaidd â Matthew Edwards, Cyfarwyddwr Archwilio Ariannol yn Archwilio Cymru. Mae ein perthynas ag Archwilio Cymru wedi mynd o nerth i nerth yn ystod y deuddeg mis diwethaf ac rydym yn cydweithio'n agosach â nhw ar draws amrywiaeth o faterion.
13. Fe wnes i hefyd gael sgwrs â Lhosa Daly, Cyfarwyddwr Cymru yn yr Ymddiriedolaeth Genedlaethol, ddiwedd mis Medi. Yn ystod mis Hydref, cyfarfûm â Derek Walker, Comisiynydd Cenedlaethau'r Dyfodol, a chefais gyfarfodydd rhagarweiniol â Victoria Bond o Gymdeithas Tir a Busnesau Cefn Gwlad, a Chris Walters, Prif Swyddog Gweithredol dros dro Ofwat.
14. Yn ystod y cyfnod hwn, wrth i'r broses recriwtio ailddechrau, rydym wedi ailddechrau ein hyfforddiant sefydlu misol i ddechreuwyr newydd, sy'n cynnwys croeso ar-lein gan y Tîm Gweithredol cyfan. Mae hyn yn gyfle gwerthfawr i gyflwyno ein hunain i gydweithwyr newydd a gosod y cefndir o ran ein hamcanion lefel uchel a'n meysydd ffocws allweddol. Rwyf hefyd wedi treulio amser yn ein swyddfeydd ym Mwcle, Aberystwyth, Resolfen a Threfynwy, yn ogystal ag yng Nghaerdydd, i ymdrechu i fod ar gael i gydweithwyr sydd am sgwrsio neu ofyn cwestiynau.
15. Mewn cysylltiad â recriwtio hefyd, mae'r broses a'r amserlen ar gyfer recriwtio ein Prif Swyddog Gweithredol nesaf yn cael eu cytuno gyda'n cydweithwyr yn Llywodraeth Cymru. Rydym yn gobeithio cwblhau'r broses yn gynnar yn 2026, er mwyn sicrhau y gellir cael cymeradwyaeth Llywodraeth Cymru mewn da bryd cyn i'r cyfnod cyn-etholiadol ddechrau yn ystod mis Mawrth. Mae'r broses yn cael ei

harwain gan ein cadeirydd newydd gyda chefnogaeth aelodau'r bwrdd a chynrychiolwyr Llywodraeth Cymru.

16. Mae Dom Driver a minnau wedi bod yn gweithio'n agos gyda'n cymheiriaid Ewropeaidd ar y paratodau terfynol ar gyfer cyfarfod llawn y Rhwydwaith Penaethiaid Asiantaethau Diogelu'r Amgylchedd Ewropeaidd yng Nghaerdydd yn ystod mis Hydref. Byddwn yn croesawu tua 50 o gynrychiolwyr o bob cwr o Ewrop ar gyfer cynhadledd brysur ddeuddydd, gydag agenda yn ymdrin â chyflwr natur yn Ewrop, symleiddio llunio polisiau a phrosesau, a thrafodaethau grŵp ar etifeddiaeth ddiwydiannol. Bydd y pwnc olaf hwn yn cael ei arwain gan CNC gyda chyflwyniad ar etifeddiaeth y diwydiannau mwyngloddio yng Nghymru, wedi'i gefnogi gan astudiaethau achos gan y sefydliadau sy'n cymryd rhan. Mae'r Dirprwy Brif Weinidog wedi cytuno i agor y cyfarfod llawn i ni, ac mae Llywodraeth Cymru wedi bod mor garedig â noddi elfennau o'r rhaglen. Byddwn hefyd yn croesawu Prif Swyddog Gweithredol Asiantaeth Amgylchedd Ewrop, sef Leena Ylä-Mononen, am sesiwn anffurfiol gyda Llywodraeth Cymru a swyddfa Comisiynydd Cenedlaethau'r Dyfodol ar adrodd amgylcheddol ac ysgogi newid ymddygiad.
17. Roeddwn i wrth fy modd yn clywed bod y Gweithgor Awyr Dywyll – cydweithrediad sy'n cynnwys Cyfoeth Naturiol Cymru, Llywodraeth Cymru, y Parciau Cenedlaethol a chyrff cyhoeddus eraill ledled Cymru – wedi'i gyhoeddi fel un o'r rhai a gyrhaeddodd y rownd derfynol yng Ngwobrau'r Sefydliad Tirwedd 2025 am eu Canllawiau Arferion Da: Cynllunio ar gyfer Cadwraeth a Gwella Awyr Dywyll yng Nghymru. Cyflwynwyd y canllawiau cenedlaethol hyn yn gynharach eleni i helpu i amddiffyn yr awyr dywyll yng Nghymru. Mae'r gwobrau'n arddangos y gorau ym meysydd cynllunio, dylunio a rheoli tirweddau yn y DU ac yn rhyngwladol. Cyhoeddir yr enillwyr mewn seremoni ym mis Tachwedd.
18. Mae CNC hefyd wedi cael gwobr efydd Rhoi drwy'r Gyflogres gan y Sefydliad Cymorth Elusennau, i gydnabod ein cefnogaeth am ddiwylliant o ddyngarwch a rhoi ymroddedig yn y gweithle. Rydym wedi gwneud ymdrech wirioneddol i gynyddu ymgysylltu yn ein cynllun Rhoi wrth Ennill dros y flwyddyn ariannol ddiwethaf.
19. Trist oedd clywed bod ein cydweithiwr Emma Jones, arweinydd tîm yn ein Tîm Trwyddedu Ansawdd Dŵr, wedi colli ei brwydr yn erbyn canser ddiwedd mis Awst. Roedd Emma wedi bod yn derbyn lliniarol a chyda chymorth roedd wedi gallu parhau i weithio tan ychydig cyn ei marwolaeth. Bydd ei chydweithwyr yn ei chofio am ei chynhesrwydd, ei phositifrwydd, ei phenderfynoldeb a'i hymroddiad.

Materion gweithredol

Ymgynghoriad ar domen glo Penyreglyn

20. Mae CNC wedi cychwyn ymgynghoriad cyn ymgeisio ar gyfer gwaith draenio ar y domen lo segur Categori D risg uchel o'r enw Penyreglyn ar Ystad Goetir Llywodraeth Cymru, sydd wedi'i lleoli uwchben tref Treherbert, Rhondda Cynon Taf. Nod y cynllun arfaethedig yw lliniaru'r perygl o dirlithriadau drwy reoli dŵr yn well. Cynhaliwyd sesiwn ymgysylltu â'r cyhoedd yn ystod mis Medi a bydd yr ymgynghoriad yn mynd rhagddo tan 9 Hydref. Bydd adborth gan randdeiliaid yn llywio dyluniad terfynol y gwaith adfer cyn y dyluniadau terfynol a'r cyflwyniad ffurfiol am gydsyniad cynllunio.

21. Mae gwaith sefydlogi gweithredol eisoes wedi dechrau ar domen glo segur ar yr ystad goedwigaeth uwchben pentref Cwmgwrach, Resolfen, yng Nghastell-nedd Porth Talbot. Mae'r prosiect, sy'n costio dros £650,000, yn cael ei reoli gan ein tîm Lleuedd Gweithredol a Chyflawni Prosiectau. Mae'r arian ar gyfer y ddau brosiect yn dod o grant yr Awdurdod Adfer Safleoedd Mwyngloddio a ddarperir i CNC. Nid yw cost derfynol y gwaith ym Penynglyn wedi'i phennu eto, ond mae'n debygol o fod yn fwy na saith ffigur. Mae'r Dirprwy Brif Weinidog wedi mynegi diddordeb yn y gwaith adfer hwn ac wedi ymweld â safle Cwmgwrach ddechrau mis Hydref gyda chynrychiolwyr o CNC a'r Awdurdod Adfer Safleoedd Mwyngloddio.
22. Yn dilyn sesiwn y Pwyllgor Dethol ar Faterion Cymreig ar waddol amgylcheddol ac economaidd gorffennol diwydiannol Cymru a gynhaliwyd yn gynharach eleni, cynigiodd yr Awdurdod Adfer Safleoedd Mwyngloddio daith maes hefyd i weld safleoedd lle mae gwaith wedi'i wneud i reoli effeithiau mwyngloddio yng Nghymru. Digwyddodd hyn ym mis Hydref, gan ymgorffori mwyngloddiau plwm Cwm Ystwyth yn y Canolbarth, Maes Glo De Cymru (i weld gwaith trin dŵr mwyngloddiau Pwll Glo Lindsey yng Nghapel Hendre, Rhydaman), a thomen lo Dyffryn Rhondda yng Nghwm Afan i weld gwaith i sefydlogi'r domen lo.

Archwiliad yr Awdurdod Goleudai Cyffredinol

23. Yn ein rôl fel awdurdod harbwr Gwarchodaeth Afon Dyfrdwy a'r awdurdod goleudai lleol, rydym yn destun archwiliadau blynyddol gan yr Awdurdod Goleudai Cyffredinol, Tŷ'r Drindod. Bob blwyddyn mae Tŷ'r Drindod yn cwblhau asesiad o adroddiadau blynyddol ac yn cynnal archwiliad ar y dŵr i asesu perfformiad a chyflwr y 60 o gymhorthion mordwyo yr ydym yn gyfrifol amdanynt yng Ngwarchodaeth Afon Dyfrdwy.
24. Yn fwyaf diweddar, adroddodd Tŷ'r Drindod fod "*popeth wedi'i ganfod mewn trefn dda yn ystod y cyfnod rhwng mis Mai 2024 a mis Mai 2025, gydag argaeledd o 99.98% o darged o 97%*" (mae metrigau ar gyfer argaeledd cymhorthion mordwyo yn seiliedig ar gyfartaledd treigl tair blynedd o hyd). Mae'r asesiad hwn yn cadarnhau ein cydymffurfedd â safonau a amlinellir gan Gymdeithas Ryngwladol Cymhorthion Mordwyo ac Awdurdodau Goleudai.

Woodstock Waste Disposal

25. Roedd gan Woodstock Waste Disposal, yng Nghil-y-coed, drwydded gwastraff a oedd yn caniatáu i wahanol fathau o ddeunydd gwastraff, megis gwastraff adeiladu, dymchwel, gardd a chartref cyffredinol, gael ei ddioli ar y safle cyn iddo gael ei gludo ymlaen i'w ailgylchu neu ei waredu. Roedd amodau'r drwydded yn caniatáu i'r gweithredwr storio hyd at 90 tonnelli o wastraff ar y safle. Fodd bynnag, yn ystod ymweliadau â'r safle dros nifer o flynyddoedd, cynyddodd symiau'r gwastraff i tua 5,000 tonnelli, gyda gwastraff hefyd yn cael ei storio y tu allan i'r cyfleuster ar y briffordd gyhoeddus a'r llwybr troed y tu allan i ffiniau'r safle trwyddedig, gan beri risg i'r cyhoedd.
26. Rydym wedi erlyn y gweithredwr ar ddau achlysur, wedi atal y drwydded dros dro, wedi cyflwyno nifer o hysbysiadau, ac wedi gweithio'n helaeth gyda nhw i sicrhau bod y safle'n cydymffurfio eto. Yn dilyn methiant y gweithredwr i gydymffurfio â nifer o hysbysiadau a mesurau gorfodi, fe wnaethom ddirymu'r drwydded ym mis Ionawr

2025. Apeliodd y gweithredwr yn erbyn y dirymiad i Benderfyniadau Cynllunio ac Amgylchedd Cymru ond yna tynnodd yr apêl yn ôl, felly nid oes trwydded yn bodoli ar gyfer y safle bellach. Rydym mewn trafodaethau â thîm cyfreithiol y gweithredwr ynghylch cael gwared ar y gwastraff sy'n weddill.

Adeiladu rhwydweithiau ecolegol gwydn yng Ngwent

27. Rydym yn parhau i weithio mewn partneriaeth â Chyngor Bwrdeistref Sirol Blaenau Gwent a Grid Gwyrdd Gwent i ddatblygu rhwydweithiau ecolegol gwydn ledled Gwent. Dros y misoedd nesaf, byddwn yn datblygu tystiolaeth ar y cyd o'r gyrwyr, y pwysau, y cyflwr, yr effaith a'r tueddiadau sy'n gysylltiedig â'n hadnoddau naturiol ac yn nodi rhwydweithiau ecolegol gwydn posibl ar draws ein tirweddau gwahanol. Ynghyd ag asesiadau o'r gwasanaeth ecosystemau yn y flwyddyn newydd, byddwn wedyn yn dechrau nodi ble mae angen i ni gynnal a meithrin cydnerthedd ecosystemau a'r buddion maen nhw'n eu darparu.
28. Bydd y prosiect hefyd yn darparu tystiolaeth werthfawr i helpu i lunio a llywio Asesiad o Risgiau Newid Hinsawdd Bwrdd Gwasanaethau Cyhoeddus Gwent ac Asesiad Llesiant Gwent nesaf. Dylai'r dystiolaeth ein galluogi i ddeall sut y gall ein hecosystemau a'n hadnoddau naturiol gael eu heffeithio gan ddatrysiadau ar gyfer newid hinsawdd, natur a phobl, a chyfrannu atynt. Yn ei dro, bydd yr Asesiad o Risgiau Newid Hinsawdd yn chwarae rhan hanfodol wrth ddeall y risgiau a'r bygythiadau o newid hinsawdd sy'n effeithio ar ein hadnoddau naturiol, ein seilwaith, ein gwasanaethau a'n cymunedau.
29. Bydd y ddwy ffrwd waith yn cefnogi'r broses o ymgorffori tystiolaeth a chynllunio o ran adfer natur a newid yn yr hinsawdd, gan sicrhau ein bod yn mynd i'r afael â'r ddau argyfwng gyda'n gilydd fel bod natur a phobl yn wydn ac yn ffynnu ar gyfer cenedlaethau'r dyfodol.

Pwll Rhaslas, Comin Gelli-gaer

30. Mae Pwll Rhaslas yn gyforgronfa ddŵr fawr sy'n cael ei rheoleiddio gan CNC o dan Ddeddf Cronfeydd Dŵr 1975 ac yn cael ei gweithredu, ar hyn o bryd, gan Merthyr (South Wales) Ltd. Mae'r gronfa ddŵr yn destun archwiliadau cyfnodol gan beirianwyr sifil cymwysedig annibynnol. Roedd yr adroddiad archwilio diweddaraf, ym mis Mawrth eleni, yn cynnwys argymhelliad y dylid lleihau lefel y dŵr yn y gronfa ddŵr i ganiatáu mynediad i addasu'r arglawdd gogleddol ac adeileddau ychwanegol er mwyn caniatáu i waith diogelwch gael ei wneud.
31. Roedd yn ofynnol cwblhau'r broses o leihau lefel y dŵr cyn 25 Medi eleni. Roedd y broses o ryddhau dŵr yn amodol ar gael trwydded amgylcheddol ac rydym wedi bod yn monitro ansawdd y dŵr ac unrhyw effaith ar bysgodfeydd.
32. Fel dewis amgen, yn lle gwelliannau i'r seilwaith, mae'r gweithredwr wedi penderfynu datgomisiynu'r gronfa ddŵr yn sylweddol fel y bydd yn cynnwys llai na 10,000 metr ciwbig o ddŵr, ac felly ni fydd yn dod o dan y rheoliadau bellach. Mae gwneud hyn yn golygu nad oes angen ymgymryd â'r gwaith sylweddol y byddai angen ei wneud i adnewyddu argloddiau'r gronfa ddŵr i safon fwy modern. Mae'r gweithredwr wedi penodi peiriannydd sifil cymwysedig annibynnol i ddylunio a goruchwyllo'r gwaith addasu.

33. Mae diddordeb sylweddol yn y gwaith wedi bod gan aelodau'r cyhoedd, yn enwedig mewn perthynas â gostwng lefelau'r dŵr a'r effaith bosibl y gallai hyn ei chael ar y bywyd gwyllt lleol. Rydym yn parhau i weithio gyda'r gweithredwr ac yn monitro'r sefyllfa.

Mur Llifogydd Rhisga

34. Rydym wedi nodi bod rhan o'r mur llifogydd yn Rhisga, yn awdurdod lleol Caerffili, mewn cyflwr gwael ac mae angen atgyweiriadau brys arno. Rydym yn cynllunio gwaith adferol ar unwaith i sefydlogi'r mur ac yna gwaith pellach i wneud atgyweiriad llawn, gan atal sgwrio yn y dyfodol os bydd llif dŵr cyflym. O ystyried yr heriau posibl o ran iechyd a diogelwch, rydym yn archwilio'r fethodoleg orau a mwyaf diogel a fydd yn llywio ymhellach ein dull o gyflawni'r gwaith.

Cynllun Rheoli Dŵr Dyffryn Hafren

35. Mae Cynllun Rheoli Dŵr Dyffryn Hafren yn datblygu datrysiadau rheoli dŵr hirdymor ar gyfer rhannau uchaf afon Hafren a fydd yn lleihau'r perygl o lifogydd ac yn cefnogi natur, pobl a'r economi. O ganlyniad i waith ailfodelu a wnaed i ystyried effeithiau disgwylidig newid yn yr hinsawdd yn well, mae graddfa'r cynigion wedi cynyddu'n sylweddol o'i chymharu â'r gwaith cychwynnol, gyda chynnydd o tua 50% yn y gyfaint y bwriedir ei dal yn ôl yn nalgylch rhannau uchaf afon Hafren.
36. Mae'r prosiect bellach yn cwblhau manylion ar gyfer cam nesaf yr ymgynghoriad cyhoeddus (anstatudol) ar y cynigion, gyda rhagor o wybodaeth am y math, yr ystod a'r ardaloedd bras lle gellir awgrymu ymyriadau. Mae'r ymgynghoriad i fod i ddechrau ym mis Tachwedd, gan gynnwys sesiynau galw heibio y bydd CNC yn eu cefnogi pan fo adnoddau ac argaeledd yn caniatáu hynny. Ochr yn ochr â Chyngor Sir Powys, rydym yn parhau i gael ein cynrychioli ar Fwrdd Prosiect Cynllun Rheoli Dŵr Dyffryn Hafren i gynrychioli buddiannau perthnasol.

Camlas Sir Fynwy a Brycheiniog

37. Mae gan Glandŵr Cymru drwyddedau tynnu dŵr a roddwyd gan CNC ym mis Rhagfyr 2022 mewn perthynas â dŵr ar gyfer Camlas Sir Fynwy a Brycheiniog. Mae'r trwyddedau'n cynnwys amodau a gynlluniwyd i amddiffyn cyfanrwydd ecolegol Ardaloedd Cadwraeth Arbennig (ACA) Afon Wysg ac Aber Afon Hafren. Fel rhan o broses apelio, mae'r amodau hyn wedi cael eu cadarnhau yn ystod y flwyddyn ddiwethaf fel rhai sy'n angenrheidiol gan Benderfyniadau Cynllunio ac Amgylchedd Cymru.
38. Yn ystod yr haf eithriadol o sych eleni, pan ostyngodd llifau yn ACA Afon Wysg islaw'r lefelau a ganiateir ar gyfer tynnu dŵr o'r gamlas yn Aberhonddu, mae Glandŵr Cymru wedi dibynnu'n helaeth ar broses rhyddhau dŵr wedi'i chefnogi gan Dŵr Cymru o Lyn Wysg i ddarparu digon o ddŵr i sicrhau bod y gamlas yn parhau i fod yn fordwyadwy. Fel arfer yn ystod misoedd Gorffennaf ac Awst, darparwyd tua 19 megalitr o ddŵr cymorth y dydd gan Dŵr Cymru trwy drefniant masnachol gyda Glandŵr Cymru. Nid yw hwn yn ddatrysiad cynaliadwy ar gyfer Glandŵr Cymru ac ni ellir dibynnu arno yn y blynyddoedd i ddod.
39. Yn dilyn cryn ddiddordeb a phryder ynghylch dyfodol y gamlas, fe wnaethom fynd i drafodaeth ford gron gyda rhanddeiliaid allweddol ym mis Gorffennaf. O ganlyniad i'r

cyfarfod hwn, a drefnwyd gan y Dirprwy Brif Weinidog, byddwn yn rhan o grŵp gorchwyl a gorffen i ystyried datrysiadau cynaliadwy hirdymor amgen ar gyfer y gamlas.

Parc Dŵr Llynnoedd Cosmeston

40. Mae'r parc dŵr sydd fel arfer ym Mae Caerdydd bob haf wedi symud i Llynnoedd Cosmeston yr haf hwn, mewn ymateb i ansawdd dŵr gwael sy'n effeithio ar weithrediadau yn y Bae. Cyflwynodd Cyngor Bro Morgannwg hysbysiad o fwriad i CNC ar gyfer gosod parc dŵr yn Safle o Ddiddordeb Gwyddonol Arbennig (SoDdGA) Llynnoedd Cosmeston, ac rydym wedi rhoi caniatâd ar ei gyfer. Rydym yn parhau i gael gohebiaeth ac ymholiadau ynglŷn â symud y parc i Llynnoedd Cosmeston, gyda phryderon yn ymwneud ag ansawdd dŵr, diogelwch, a'r effaith ar fywyd gwylt / nodweddion y SoDdGA.
41. Rydym wedi darparu nodyn briffio ar gyfer trigolion a chynrychiolwyr gwleidyddol sy'n mynd i'r afael â phryderon ynghylch presenoldeb planhigyn dyfrol prin a math o rawn yr ebol, *Nitellopsis obtusa*. Rydym wedi egluro ein rôl reoleiddio, sy'n cynnwys asesu gweithrediadau a allai effeithio ar y SoDdGA a monitro cydymffurfedd â deddfwriaeth berthnasol. Er nad oes unrhyw dystiolaeth ar hyn o bryd yn cadarnhau difrod i'r math hwn o rawn yr ebol, rydym yn parhau i fod yn agored i adolygu ein safbwynt os bydd dystiolaeth newydd yn dod i'r amlwg. Mae pryderon ynghylch rhywogaethau eraill, fel y rheini sy'n ymwneud â thelor Cetti a glas y dorlan, yn dod o dan awdurdodaeth Cyngor Bro Morgannwg a Heddlu De Cymru. Nid yw'r dystiolaeth gyfredol yn bodloni'r trothwyon cyfreithiol ar gyfer gweithredu o dan Reoliadau Difrod Amgylcheddol 2009.

Materion masnachol

Gwerthiannau pren

42. Arhosodd ein gweithgarwch gwerthu pren yn gymedrol drwy gydol dau gyfnod cyntaf y flwyddyn ariannol hon. Rydym wedi cael llai o incwm pren, yn bennaf oherwydd yr effaith a gafodd Storm Darragh ym mis Rhagfyr 2024 ar y sectorau ehangach. Mae masnachwyr pren a chontractwyr ar draws y sector wedi cael eu hail-leoli yn ystadau'r sector preifat ac maent bellach yn dychwelyd i Ystad Goetir Llywodraeth Cymru am weddill y flwyddyn.
43. Bydd Strategaeth y Diwydiant Pren, a lansiwyd ym mis Gorffennaf, yn un o'r prif bethau y byddwn yn canolbwyntio arnynt yn ein gwaith dros y flwyddyn nesaf, wrth i ni benderfynu sut a beth y byddwn yn ei gyflawni i gefnogi'r strategaeth uchelgeisiol hon ar gyfer y dyfodol.

Ynni

44. Mae ein rhaglen ynni adnewyddadwy yn parhau i fynnu adnoddau staff i alluogi cynlluniau sy'n bodoli eisoes a chynlluniau arfaethedig gan ddatblygwyr trydydd parti, ochr yn ochr â'n pwyslais ar ddatblygu ein perthynas â Trydan Gwyrdd Cymru a'r tri chynllun a flaenoriaethwyd dros yr ychydig flynyddoedd nesaf. Rydym yn gweithio'n agos gyda chydweithwyr yn adran economi Llywodraeth Cymru i wthio am y buddion

amgylcheddol a chymunedol y mae Trydan Gwyrdd Cymru wedi ymrwymo iddynt, ac i ymgorffori'r elfennau hyn yn nyluniad cynlluniau yn ystod y camau cyntaf.

Hamdden

45. Mae ein gwaith ar gyfleoedd hamdden yn parhau i flaenoriaethu ein pwyslais ar alluogi twf datblygu busnesau newydd ar safleoedd ein canolfannau ymwelwyr. Rydym wedi datblygu pecyn cyfleoedd marchnad ar gyfer safleoedd Bwlch Nant yr Arian a Choed y Brenin, a ddisgwylir ar gyfer gaeaf 2025, yn ogystal â galluogi cynllun peilot gyda chymuned leol y Borth i redeg y ganolfan ymwelwyr yng ngwarchodfa natur Ynys-las.

Strategaeth fasnachol

46. Mae ein hadolygiad o'n strategaeth fasnachol ar y gweill, a'r uchelgais yw ei chyflwyno i'r bwrdd yng ngwanwyn 2026. Bydd y strategaeth yn ategu pedwar maes ffocws allweddol ein cynllun gwerthu pren, ein cynllun ynni adnewyddadwy, ein rôl fasnachol wrth gyflawni'r strategaeth hamdden, ac archwilio cyfleoedd i ddatblygu busnesau. Byddwn yn amseru ein proses ddrafftio i alluogi llywodraeth nesaf Cymru i fabwysiadu'r cynllun, yn dilyn etholiadau mis Mai.

Materion mewnol

Lansio system e-recriwtio newydd

47. Cafodd system e-recriwtio Kallidus ei rhoi ar waith yn llwyddiannus ddechrau mis Medi. Mae'r system yn digideiddio ac yn awtomeiddio'r broses recriwtio gyfan o'r dechrau i'r diwedd, gan gynnwys cymeradwyo recriwtio, paratoi swyddi gwag a gwiriadau, hysbysebu, didoli, cyfweld a chynefino. Mae'n gwella tryloywder a gwelededd ar gyfer rheolwyr cyflogi ac ymgeiswyr, gan ganiatáu i reolwyr olrhain cynnydd eu swyddi gwag a'u hymgeiswyr penodedig o'r dechrau i'r diwedd, gan wella goruchwyliaeth ac atebolrwydd drwy gydol y broses.
48. Yn ogystal â symleiddio llifau gwaith, mae system Kallidus yn cynnig nodweddion adrodd manwl a gwell. Mae'r rhain yn darparu cyfleoedd dadansoddi cyfoethog ar gyfer timau recriwtio a chyllid, yn ogystal â chyfleoedd ar gyfer arweinwyr Grŵp Cynllunio Gweithlu'r Gyfarwyddiaeth, gan gefnogi proses o wneud penderfyniadau a gwaith monitro perfformiad sy'n fwy gwybodus.
49. Er ei bod hi'n dal yn gynnar i adrodd ar arbedion effeithlonrwydd, mae'r arwyddion cychwynnol yn gadarnhaol. Cafodd swyddi gwag a gyflwynwyd a'u cymeradwyo ar 4 Medi eu paratoi i'w hysbysebu o 12 Medi, sy'n awgrymu bod yr amser a gymerir i symud o gymeradwyaeth i hysbysebu wedi haneru o tua phythefnos i lai nag wythnos.
50. Ar hyn o bryd, mae hyfforddiant yn cael ei gyflwyno i reolwyr sy'n recriwtio, cymeradwywyr a chydweithwyr i gefnogi'r broses o fabwysiadu'r system. Bydd sesiynau byw yn mynd rhagddynt tan fis Hydref, ac, ar ôl hynny, bydd hyfforddiant ar gael trwy fodiwlau wedi'u recordio ar y system rheoli dysgu. Bydd Cam 2 o'r broses weithredu yn canolbwyntio ar symud gweddill proses gymeradwyo Grŵp Cynllunio

Gweithlu'r Gyfarwyddiaeth i'r system, sydd wedi'i drefnu i'w gwblhau yn ystod mis Tachwedd.

Mabwysiadu deallusrwydd artiffisial

51. Cyflwynwyd Microsoft Copilot Chat ym mis Awst ac mae wedi cael ei ddefnyddio gan draean o gydweithwyr CNC. Mae'r offeryn deallusrwydd artiffisial hwn yn cynnig ffordd gyflym a phwerus o symleiddio tasgau a gweithio'n wahanol, ac, yn holl bwysig, mae ganddo nodweddion diogelwch a rheolaethau i sicrhau bod ein data wedi'u hamddiffyn yn ddiogel, e.e. pan fydd dogfennau'n cael eu huwchlwytho i'w symleiddio neu eu crynhoi. Rydym wedi cyhoeddi canllawiau clir ynghylch defnyddio offer deallusrwydd artiffisial cyffredin eraill, megis ChatGPT, nad ydynt yn darparu lefelau derbyniol o ddiogelwch data. Bydd ein timau o gynorthwyyr personol ac ysgrifenyddion hefyd yn treialu offeryn cymryd nodiadau gan ddefnyddio deallusrwydd artiffisial ar gyfer cyfarfodydd.
52. Mae pryderon ynghylch y lefelau carbon uchel sy'n gysylltiedig â datrysiadau deallusrwydd artiffisial wedi cael eu codi gan gydweithwyr. Mae angen pŵer prosesu ychwanegol ar offer deallusrwydd artiffisial, sy'n golygu bod gweinyddion a chanolfannau data enfawr darparwyr yn defnyddio llawer mwy o ynni a mwy o ddŵr at ddibenion oeri. Rydym wedi ymrwymo i ymgorffori deallusrwydd artiffisial yn ein gwaith mewn ffordd glyfar a chynaliadwy, ac mae ein darparwr, Microsoft, yn anelu at weithredu yn gyfan gwbl ar ynni adnewyddadwy erbyn eleni a bod yn garbon negatif erbyn 2030. Mae ei ganolfannau data newydd wedi'u cynllunio i fod mor effeithlon â phosibl o ran ynni ac mae ganddyn nhw systemau oeri uwch nad ydyn nhw'n defnyddio unrhyw ddŵr.
53. Rydym yn annog cydweithwyr i ddefnyddio Copilot mewn ffordd effeithlon a dim ond ar gyfer y tasgau pwysicaf. Mae gennym waith monitro ar waith eisoes i olrhain mabwysiadu, defnydd ac effaith allyriadau. Mae'r data hyn ar gael i gydweithwyr sydd am ddeall effaith eu gwaith digidol ar ynni a charbon a cheisio lleihau eu hól troed carbon digidol.

Fflyd cerbydau trydan

54. Yn ystod mis Medi, fe wnaethom archebu 160 o gerbydau trydan ychwanegol i'w hychwanegu at ein fflyd. Bydd y rhain yn cael eu cyflwyno yn y flwyddyn ariannol hon, sy'n golygu y bydd cerbydau trydan yn cyfrif am 45% o'n holl fflyd.

Cyfathrebu

Cyfathrebu corfforaethol

55. Mae rhannu newyddion am benodiad ein cadeirydd newydd a rhaglen digwyddiadau'r haf wedi bod yn un o'r prif bethau mae negeseuon cyfathrebu'r tîm corfforaethol wedi bod yn canolbwyntio arnynt dros y cyfnod hwn. Roedd ein presenoldeb yn Sioe Frenhinol Cymru a'r Eisteddfod yn blatfform braf i gysylltu â phartneriaid ac aelodau'r cyhoedd.
56. Yn Sioe Frenhinol Cymru, roedd ein harddangosfeydd, sgysiau wedi'u hamserlenni a'r cyfle i groesawu ein cadeirydd newydd a'r Dirprwy Brif Weinidog mewn sesiwn

banel yn pwysleisio pa mor eang yw cwrddas ein gwaith mewn cymunedau a'r gwahaniaeth rydym yn ei wneud. Enillodd dau goetir rydym yn eu rheoli ar ran Llywodraeth Cymru wobwr aur yng nghystadleuaeth coetiroedd y sioe hefyd.

57. Pwysleisiwyd ein hymrwymiad i gefnogi llwyddiant Bwlch Nant yr Arian a Choed y Brenin yn y dyfodol wrth i ni lansio ymarfer marchnata yn chwilio am bartneriaid i wella'r safleoedd at ddibenion ymwelwyr a hamdden. Bu'r tîm cyfathrebu hefyd yn gweithio gyda phartneriaid allanol i hyrwyddo diogelwch mewn dŵr agored a negeseuon ynghylch gweithgareddau hamdden cyfrifol yn rhagweithiol dros wyliau ysgol yr haf drwy dynnu sylw at negeseuon y Cod Cefn Gwlad yn eang ar draws ein platfformau cyfryngau cymdeithasol.

Mae cymunedau'n gallu gwrthsefyll y newid yn yr hinsawdd

58. Mae effeithiau cyfnod hir o dywydd cynnes a sych ar yr amgylchedd wedi dominyddu gwaith y tîm cyfathrebu dros y cyfnod hwn. Yn sgil y gyfres o danau gwyllt a rhannau o Gymru yn symud i statws sychder, bu'r tîm yn gweithio'n agos gyda chydweithwyr ym maes adnoddau dŵr a physgodfeydd a phartneriaid allanol i reoli ceisiadau dyddiol gan y cyfryngau cenedlaethol a rhanbarthol ym meysydd teledu, radio, print ac allfeydd ar-lein wrth iddynt geisio'r wybodaeth ddiweddaraf am effeithiau amgylcheddol.
59. Mae'r cyfleoedd adweithiol hyn, ynghyd â'r gwaith rhagweithiol rydym wedi'i wneud i rannu effeithlonrwydd dŵr a negeseuon yr ymgyrch #WildfireWise, wedi ein galluogi i ategu naratifau ynghylch addasu a mesurau lliniaru newid yn yr hinsawdd yn ein gwaith cyfathrebu. Mae hyn yn cynnwys cyfleu'r difrod y gall digwyddiadau a achosir gan yr hinsawdd ei achosi, yr hyn y gellir ei wneud i leihau'r risg, a'r amser y gall ei gymryd i'r amgylchedd adfer.
60. Gan edrych ymlaen at gyfnod yr hydref, rydym wedi targedu cyfryngau masnach i hyrwyddo ein partneriaeth â Rhentu Doeth Cymru wrth ddylunio a chyflwyno cwrs ar-lein i landlordiaid ac asiantau yng Nghymru, i'w helpu i ddeall sut i reoli eiddo sydd mewn perygl o lifogydd.

Llygredd yn cael ei atal hyd yr eithaf

61. Mae'r broses o rannu ein gwaith yn rhagweithiol i wella ansawdd ein dyfroedd wedi parhau i fod yn ffocws allweddol. Cafodd y safiad cryf rydym yn ei gymryd i sicrhau perfformiadau gwell gan gwmnïau dŵr Cymru ei bwysleisio yn ein negeseuon ynghylch cyhoeddi adolygiad Comisiwn Dŵr Annibynnol Cunliffe, yn ogystal â'n hadroddiadau data ein hunain am ddigwyddiadau llygredd a gollyngiadau. Denodd y cyhoeddiadau sylw eang yn y cyfryngau, gan gynnig cyfle i dynnu sylw at y camau rydym yn eu cymryd fel rheoleiddiwr.
62. Darparodd Sioe Frenhinol Cymru blatfform i dîm Pedair Afon LIFE dynnu sylw at ymdrechion y prosiect i leihau llygredd plastig ar ffermydd trwy gynllun newydd sydd â'r nod o'i gwneud yn haws i ffermwyr a pherchnogion tir ailgylchu gwastraff plastig.
63. Rydym yn parhau i reoli nifer fawr o geisiadau gan y cyfryngau sy'n ymwneud ag adroddiadau llygredd. Roedd methiant sampl o ddŵr ymdrochi ym Mhen Morfa yn Llandudno, a arweiniodd yr awdurdod lleol i gynghori pobl i beidio â nofio yn y safle dros benwythnos Gŵyl y Banc ym mis Awst, wedi arwain at ddiddordeb mawr gan y

cyfryngau. Tynnwyd sylw at bŵer y cosbau sifil sydd ar gael i CNC fel rheoleiddiwr, a'r buddion uniongyrchol i'r amgylchedd a chymunedau, pan benderfynodd contractwr adeiladu a erlynwyd am lygru cyrsiau dŵr yng Nghaerdydd roi ei ddirwy fel rhodd i Ymddiriedolaeth Afonydd De-ddwyrain Cymru.

64. O ystyried y ffaith ei fod yn bwnc proffil uchel ac emosiynol, buom yn gweithio'n agos gyda'r tîm rheoleiddio a thrwyddedu i reoli cysylltiadau rhwng rhanddeiliaid â'r cyfryngau ynghylch lansio ymgynghoriadau ar geisiadau am drwyddedau amgylcheddol ar gyfer ehangu tair fferm ddofednod sy'n bodoli eisoes.
65. Fe wnaethom hefyd baratoi negeseuon i baratoi ar gyfer lansiad y Cynllun Ffermio Cynaliadwy gan Lywodraeth Cymru cyn Sioe Frenhinol Cymru.

Mae natur yn gwella

66. Mae'r buddion o weithio mewn partneriaeth i adfer natur wedi cael eu hamlygu mewn amrywiaeth o straeon dros y cyfnod hwn. Cafodd llwyddiant y gwaith partneriaeth a gyflawnwyd gan y Rhaglen Weithredu Genedlaethol ar Fawndiroedd ei ganmol gan y Dirprwy Brif Weinidog yn Sioe Frenhinol Cymru, wrth iddo gadarnhau y rhagorwyd ar dargedau adfer mawndiroedd yng Nghymru mewn dim ond pum mlynedd.
67. Darparodd Wythnos Natur Cymru a'n gwaith fel rhan o Bartneriaeth Bioamrywiaeth Cymru blatfform i rannu'r amrywiaeth o brosiectau sy'n cael eu cyflawni gan CNC a'n partneriaid i amddiffyn byd natur. O amddiffyn pathewod sydd mewn perygl i gytreffi o fwsoglau sydd mewn perygl, mae gwaith prosiectau fel Natur am Byth a'n partneriaethau lleol yn parhau i ddarparu cyfres cadarnhaol o straeon llwyddiant yn y cyfryngau. Wrth i afonydd ledled Cymru ei chael yn anodd o dan bwysau'r tywydd cynnes a sych, mae'r llif parhaus o straeon llwyddiant gan ein timau sy'n gweithio i adfer afonydd a hybu bioamrywiaeth trwy brosiectau LIFE Afon Dyfrdwy a Phedair Afon LIFE hefyd wedi bod yn rhyddhad i'w groesawu.
68. Rydym wedi cymryd safbwynt cryf a rhagweithiol yn ein negeseuon cyfathrebu ynghylch y camau a gymerwyd i amddiffyn natur a bywyd gwyllt yn ein safleoedd arbennig dros yr haf. Mae'r patrolau ychwanegol sydd ar waith yn Niwbwrch, a'n gwaith gyda'r gymuned a phartneriaid i reoli effeithiau'r mewnlifiad o ymwelwyr i'r safle, wedi cael sylw cadarnhaol yn y cyfryngau, gyda'r effeithiau dinistriol o ymddygiad anghyfrifol yn cael eu cyfleu yn glir mewn negeseuon yn y cyfryngau.

Crynodeb o gwynion, canmoliaeth a gohebiaeth

69. Yn ystod Chwarter 1, fe ddechreuom ymgorffori'r Ganolfan Cyfathrebu Digwyddiadau i'r Ganolfan Cwsmeriaid, gan greu model gwasanaeth cwsmeriaid mwy cydlynol a gwydn. Mae'r aliniad hwn yn cryfhau ein gallu i reoli achosion sy'n gwaethygu'n gyflym, rhannu arbenigedd ar draws timau, a chefnogi ffrydiau gwaith hanfodol megis WB03 – Lleihau llygredd. Trwy weithdai wedi'u targedu ar ddiwylliant, rolau a chyfrifoldebau, a hyfforddiant, rydym wedi gosod y sylfaen ar gyfer dull unedig.
70. Mae'r broses recriwtio bellach wedi'i chwblhau, gan sicrhau bod gan y Ganolfan Cyfathrebu Digwyddiadau yr holl adnoddau y mae eu hangen arni cyn y gaeaf. Mae hyfforddiant ar y gweill i ehangu galluoogrwydd ar draws y ddau dîm, gan ganolbwyntio ar wella effeithlonrwydd ac ymgorffori gwybodaeth a rennir. Erbyn diwedd y flwyddyn, bydd timau wedi cael hyfforddiant llawn ar draws y gweithlu, a

byddwn yn canolbwyntio ar fireinio prosesau, mesur perfformiad, a throï mewnwelediadau yn gamau gweithredu'r flwyddyn nesaf.

71. Hyd at ddechrau mis Medi, roedd 19 o gŵynion a chwe chais o dan y Rheoliadau Gwybodaeth Amgylcheddol wedi dod i law ynghylch penderfyniad Cyngor Bro Morgannwg i gymeradwyo'r penderfyniad i osod y parc dŵr ym Mharc Gwledig Llynnoedd Cosmeston. Mae gohebwyr yn parhau i fynegi pryder ynghylch yr effaith ar fioamrywiaeth a rhywogaethau gwarchodedig, yn enwedig o ystyried dynodiad y safle fel SoDdGA, a'r diffyg canfyddedig o ymgynghori ystyrion ag aelodau'r cyhoedd. Ymhlith y pryderon eraill yw aflonyddwch sŵn, ansawdd a diogelwch dŵr, a goblygiadau amgylcheddol hirdymor y datblygiad. Mae rhai gohebwyr yn parhau i gynnig dulliau amgen, sy'n sensitif yn ecolegol, o gynhyrchu incwm i'r parc.
72. Fe wnaethom gydlyn saith ymateb ynghylch lleihau lefel y dŵr yng Nghronfa Ddŵr Rhaslas, sef Safle o Bwysigrwydd er Cadwraeth Natur anstatudol. Roedd gohebwyr wedi codi amrywiaeth o bryderon, gan gynnwys effeithiau posibl ar adar, madfallod dŵr cribog a merlod gwyllt. Ein nod oedd cydbwysu'r safbwyntiau amrywiol hyn â negeseuon clir a chyson, wrth egluro rôl a chyfrifoldebau CNC hefyd.
73. Mae adroddiad Chwarter 1 y Ganolfan Cwsmeriaid wedi'i gynnwys yn Atodiad 1.

Rhagolwg

- Dydd Mercher 15 Hydref – Pwyllgor Ardaloedd Gwarchodedig
- Dydd Iau 16 Hydref – Pwyllgor Cynghori ar Dystiolaeth
- Dydd Iau 6 Tachwedd – Pwyllgor Cyllid
- Dydd Iau 27 Tachwedd – Cyfarfod Mis Tachwedd y Bwrdd
- Dydd Iau 4 Rhagfyr – Pwyllgor Pobl a Chwsmeriaid
- Dydd Mawrth 9 Rhagfyr – Pwyllgor Archwilio a Risg
- Dydd Mercher 10 Rhagfyr – Galw am Ddiweddariadau gan y Bwrdd

Annex 1 – Quarter 1 Customer Hub Report



 **Cyfoeth
Naturiol
Cymru**
**Natural
Resources
Wales**

Q1
Customer Hub

April 2025 – June 2025

General Enquiries Data

April - June



1414

emails



4117

calls



2866

Reg Activities



04:51

Average call
handling time



3.4

Customer
Satisfaction
Scores



115

ATI Requests



36

complaints



17

commendations



339

Data licence
requests



61

correspondence



87%

SLA Data
Licences



94%

SLA ATI i



100%

SLA complaints



7

Average
correspondence
response time
(days)

ICC Data

April - June

**6640**

emails

**3696**

calls

**1270**

Online forms

**2559**

WIRS

**55**

SITREPS

**1130**Telemetry
Alarms**Correspondence
Topics**

- Ynys Las Visitor Centre
- Hafod Landfill
- Visitor Centres
- Library
- River Ogmore

**Enquiries Topics**

- Land Management
- Newborough car Parking Permits
- Incidents
- River Ogmore

**ICC Topics**

- Water Pollution
- Odour
- Noise

**Data Licence Top Type**

Flood Products

Insurance Related Reports

Non-Spatial Data

Summary of Complaints, Requests for Information and Correspondence

Since 1st April, when NRW ceased operating the Ynyslas Visitor Centre, incident reports picked up slightly, though not significantly. The car park is now managed by a third-party operator, and the Visitor Centre itself is being run by a local community group. These changes have prompted some correspondence, but overall engagement has remained steady. Enquiries are now being dealt with by the area land management team.

Hafod Landfill remains a consistent area of engagement. We continue to receive complaints regarding odour and regulatory oversight, although reports have slightly declined as site works progress. Our responses have included detailed information on monitoring systems, action plans, and community impact assessments. The Citizens Space website remains a key platform for keeping local residents informed.

Cosmeston Lakes Country Park has become a significant area of activity following a surge in complaints, information requests, and general correspondence. Much of this relates to environmental concerns, site management, and public access relating to the aquapark.

In Q1, six complaints were escalated to the Public Services Ombudsman for Wales. In all cases, the Ombudsman decided not to investigate, which reflects positively on our handling of the complaints process and the quality of our responses. This outcome reinforces the importance of our continued focus on clear, timely, and thorough communication with complainants.

Additionally, we provided direct support to seven members of staff who were managing persistent customer cases, each with its own complexities. These cases were handled individually, in line with our current approach. As our Persistent Customer Policy reaches its final stages, selected staff will begin trialling its use to assess how it performs in practice and to inform any final refinements.

Integrating the Incident Communication Centre (ICC)

During quarter 1 we began integrating the Incident Communication Centre (ICC) into the Customer Hub, creating a more cohesive and resilient customer service model. This alignment strengthens our ability to manage escalations swiftly, share expertise across teams, and support critical workstreams such as WB03 – Minimising Pollution. Through targeted workshops on culture, roles and responsibilities and training we've laid the foundation for a unified approach. Recruitment is now complete, ensuring the ICC is fully resourced ahead of winter. Training is underway to broaden capability across both teams, with a focus on improving efficiency and embedding shared knowledge. By year-end, teams will be fully cross-trained, with next year's focus on refining processes, measuring performance, and turning insight into action.

Commendations

Enforcement work on Burry Inlet

"It was extremely useful to work with NRW yesterday. They showed great professionalism in dealing with the illegal gatherers at the Llanelli North Dock. It was a great opportunity to see the way that other agencies work and refamiliarise myself with Burry Inlet issues. The NRW team was led by Alun Thomas who were exemplary in their duties in pretty-harsh weather conditions.

This was very much a team effort and excellent example of a multi-agency enforcement approach."

Wye Valley National Landscape Team

"Just wanted to say a big 'thank you' for such an entertaining and interesting walk around Beacon Hill. So much positivity and enjoyment in our feedback and lots of interest in similar events in the future! Attached a couple of photos from the evening, but I didn't manage to get any of the nightjar section. I tagged NRW on our social posts about the evening.

And there's a photo of the new bench which is getting lots of love already!"

Papur Bwrdd Cyfoeth Naturiol Cymru (CNC)

Dyddiad y cyfarfod:	8 Hydref 2025
Teitl y papur:	Diweddariad y Pwyllgor Archwilio a Sicrwydd Risg i'r Bwrdd
Cyfeirnod y papur:	25-10-B07
Noddwyd y papur gan:	Karen Balmer, Cadeirydd y Pwyllgor Archwilio a Sicrwydd Risg
Paratowyd y papur gan:	Ysgrifenyddiaeth y Bwrdd
Cyflwynwyd y papur gan:	Karen Balmer, Cadeirydd y Pwyllgor Archwilio a Sicrwydd Risg
Diben y papur	Er gwybodaeth
Crynodeb	Rhoi'r wybodaeth ddiweddaraf i'r Bwrdd mewn perthynas â chyfarfod y Pwyllgor Archwilio a Sicrwydd Risg a gynhaliwyd ar 11 Medi 2025.

Cefndir

1. Mae'r diweddariad hwn i'r Bwrdd mewn perthynas â chyfarfod y Pwyllgor Archwilio a Sicrwydd Risg a gynhaliwyd ar 11 Medi 2025.
2. Gall aelodau'r Bwrdd gyrchu holl ddogfennaeth cyfarfodydd y pwyllgor drwy'r porth Diligent.

Diweddariad

Archwilio Cymru

3. Rhoddwyd diweddariad byr gan Archwilio Cymru, gan gadarnhau bod yr archwiliad yn parhau a bod materion heb eu datrys wedi'u cynnwys yn adroddiad y Pennaeth Cyllid. Disgwylir i'r cyfrifon gael eu llofnodi gan yr Archwilydd Cyffredinol ar 9 Hydref.

Diweddariad cyllid

4. Rhoddwyd diweddariad ar faterion allweddol, gan gynnwys gwrth-dwyll, IR35, a'r atodiad taliadau arbennig rheolaidd, camau gweithredu tendr sengl a cholledion.

Trafodwyd yr eitemau hyn gan y Pwyllgor Archwilio a Sicrwydd Risg a cheisiwyd sicrwydd ar faterion, gan gynnwys cyflogaeth ddeuol gweithwyr CNC.

Rheoli risg a sicrwydd

5. Cafodd y Pwyllgor Archwilio a Sicrwydd Risg y diweddariad chwarterol safonol, ac roedd yr uchafbwyntiau'n cynnwys y gwaith atebion ar sail natur dan arweiniad y Tîm Rheoleiddio, gyda chefnogaeth arbenigedd risg gan y Cynghorydd Arbenigol Arweiniol, Llywodraethiant a Risg. Tynnwyd sylw hefyd at yr asesiad risg ar ddiogelwch gwladol, ac fe'i hawgrymwyd fel eitem ar gyfer sylw yn y dyfodol ar gyfer y Pwyllgor Archwilio a Sicrwydd Risg.
6. Trafodwyd y diweddariad gan y Pwyllgor Archwilio a Sicrwydd Risg a gofynnwyd am gynnig yn cwmpasu'r cwmpas, yr amserlen, a rhestr o gyfleoedd ar gyfer sesiynau sylw. Trafodwyd goblygiadau risg atebion ar sail natur yn erbyn amddiffynfeydd rhag llifogydd traddodiadol hefyd. Trafodwyd a chraffwyd hefyd ar y cofnod o broblemau a risgiau sefydliadol.

Archwilio mewnol

7. Darparwyd adroddiad chwarterol archwilio mewnol ac adroddiad camau gweithredu archwilio mewnol hwyr i'r Pwyllgor Archwilio a Sicrwydd Risg. Derbyniwyd tri adroddiad archwilio mewnol. Rhoddodd dau farn gymedrol, a rhoddodd un farn anfoddhaol. Roedd sicrwydd ariannol blynyddol hefyd wedi'i ddarparu ar yr ardaloedd draenio mewnol a chynhaliwyd adolygiad ar y broses apelio ar gyfer adroddiadau asesu cydymffurfedd, ac awgrymwyd argymhellion i gryfhau'r broses.
8. Nodwyd barn anfoddhaol gan archwilwyr mewnol o'r defnydd o gerbydau CNC. Roedd yr argymhellion yn cwmpasu agweddau adnoddau dynol ar staff sy'n defnyddio cerbydau CNC yn ogystal ag argymhellion yn ymwneud â gwelliannau i brosesau a gweithdrefnau.
9. Bu i Gyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol gydnabod y canfyddiadau a nododd y byddai ymagwedd dwyffordd: un ar gyfer yr argymhellion rheoli fflyd a'r llall ar gyfer yr argymhellion adnoddau dynol. Oherwydd cymhlethdodau cyfansawdd yr argymhellion, cytunodd y pwyllgor y byddai cynllun gweithredu manwl a fyddai'n destun ymchwiliad manylach yn cael ei gyflwyno yng nghyfarfod nesaf y Pwyllgor Archwilio a Sicrwydd Risg. Cytunwyd ymhellach, oherwydd bod yr archwiliad yn anfoddhaol, y byddai crynodeb o'r camau gweithredu â blaenoriaeth yn cael ei gyfleu i'r Bwrdd drwy ddiweddariad nesaf y Pwyllgor Archwilio a Sicrwydd Risg.
10. Trafodwyd yr adroddiad ar gamau gweithredu archwilio mewnol hwyr gan y Pwyllgor Archwilio a Sicrwydd Risg a gofynnwyd i'r papur egluro'r barn archwilio yn ymwneud â'r camau gweithredu hwyr yn ogystal â'r noddwr, sef y Tîm Gweithredol. Yn dilyn adolygiad o hyn yng nghyfarfod mis Rhagfyr, gall y Pwyllgor Archwilio a Sicrwydd Risg benderfynu pa rai y bydd angen eu blaenoriaethu ar gyfer diweddariadau mewn

cyfarfodydd yn y dyfodol. Bydd hyn yn parhau i fod yn eitem reolaidd yn y Pwyllgor Archwilio a Sicrwydd Risg fel bod sicrwydd yn cael ei ddarparu gan y Tîm Gweithredol.

Adroddiad Blynyddol a Chyfrifon 2024-25

11. Trafodwyd yr adroddiad blynyddol gan y Pwyllgor Archwilio a Sicrwydd Risg a rhoddwyd awgrymiadau pellach cyn ei gwblhau. Trafodwyd y cyfrifon blynyddol, a thynnwyd sylw at faterion allweddol. Croesawyd y cyfrifon gan y Pwyllgor Archwilio a Sicrwydd Risg, a thynnwyd sylw gan y Cadeirydd at y ffaith ei bod wedi cyfarfod â'r Pennaeth Cyllid i'w trafod yn fanwl.
12. Croesawyd a chydabuwyd y gwaith aruthrol a gwblhawyd gan bawb a oedd yn ymwneud â'r Adroddiad Blynyddol a'r Cyfrifon gan y Pwyllgor Archwilio a Sicrwydd Risg.

Llywodraethu'r Pwyllgor Archwilio a Sicrwydd Risg

13. Adolygwyd y Rhagolwg gan y Pwyllgor Archwilio a Sicrwydd Risg a chytunwyd y byddai cyfarfod wyneb yn wyneb yn cael ei gynnal ym mis Rhagfyr yng Nghaerdydd. Byddai angen i gyfarfod mis Rhagfyr gynnwys eitemau ar gynnydd ar yr adroddiad archwilio mewnol ar y defnydd o gerbydau CNC a'r camau gweithredu archwilio mewnol hwyr.

Papur Bwrdd Cyfoeth Naturiol Cymru (CNC)

Dyddiad y cyfarfod:	8 Hydref 2025
Teitl y papur:	Diweddariad i'r Bwrdd gan y Pwyllgor Cyllid
Cyfeirnod y papur:	25-10-B08
Noddwyd y papur gan:	Helen Pittaway, Cadeirydd y Pwyllgor Cyllid
Paratowyd y papur gan:	Ysgrifenyddiaeth y Bwrdd
Cyflwynwyd y papur gan:	Helen Pittaway, Cadeirydd y Pwyllgor Cyllid
Diben y papur	Er gwybodaeth
Crynodeb	I ddarparu cymorth i'r Cadeirydd i roi'r wybodaeth ddiweddaraf i'r Bwrdd ar y Pwyllgor Cyllid – 10 Medi 2025

Cefndir

1. Mae'r papur hwn yn rhoi'r wybodaeth ddiweddaraf i'r Bwrdd yn dilyn cyfarfod y Pwyllgor Cyllid a gynhaliwyd ar 10 Medi 2025. Gall unrhyw aelod o'r Bwrdd sydd â diddordeb gyrchu cofnodion y cyfarfodydd hyn.

Diweddariad ar y perfformiad ariannol

2. Cyflwynwyd y negeseuon allweddol o'r diweddariad ar berfformiad ariannol, gan gynnwys cynnydd mewn incwm, a throsolwg o'r proffil incwm a gwariant. Darparwyd diweddariad ar y cynlluniau wrth gefn ac esboniwyd y risgiau a'r cyfleoedd allweddol.
3. Holwyd am lwybr llywodraethu rhwymedigaethau posibl gan y pwyllgor a thrafodwyd tanwariant a sut y gellid ei ddefnyddio i wrthbwysu pwysau yn y dyfodol. Trafodwyd recriwtio a'r rheolaethau o amgylch nifer y staff hefyd.

Diweddariad cyllideb 2026-27

4. Cyflwynwyd crynodeb o ddull dau gam CNC ar gyfer gosod cyllideb 2026-27, gan gynnwys amserlen.

5. Holodd y Pwyllgor Cyllid sut y gallai etholiadau'r Senedd effeithio ar y gyllideb a chynllunio tymor hwy yn ogystal â'r hyn a oedd wedi'i gynnwys yn yr arbedion effeithlonrwydd, a cheisiwyd sicrwydd ynghylch polisiau deallusrwydd artifisial CNC. Darparwyd cyd-destun ariannol cyllideb 2026-27 hefyd.

Cymeradwyaethau ariannol

6. Ceisiwyd cymeradwyaeth ar gyfer dau gytundeb adran 83, Rhaglen Arddangos Teifi, caffael partner strategol, a thaliad digolledu.
7. Cymeradwywyd dau gytundeb adran 83 i symud ymlaen i'r Bwrdd.
8. Rhoddodd y pwyllgor gyngor ar gais Rhaglen Arddangos Teifi i Gronfa Dreftadaeth y Loteri a thrafodwyd llwyddiant y fframwaith partneriaid strategol blaenorol, sut y cafodd ei fesur, cwmpas y fframwaith, a'r potensial o ddod ag arbenigedd yn fewnol. Cytunwyd ar y tair cymeradwyaeth.

Rheoli Prosiectau a Rhaglenni a'r Gwasanaeth Cymorth Rheoli Contractau

9. Darparwyd diweddariad ar yr Adroddiad Rheoli Prosiectau a Rhaglenni, gan gynnwys y gostyngiad ym maint y portffolio a gwell prosesau rheoli risg a sicrwydd. Trafodwyd hefyd y gwaith parhaus i safoni'r protocolau uwchgyfeirio a gwella capasiti o ran uwch-swyddogion cyfrifol.
10. Amlinellwyd y camau gweithredu allweddol o'r archwilio mewnol ynghyd â'r risgiau a'r pryderon blaenorol a godwyd gan y Pwyllgor Cyllid ynghylch lefel statws y prosiectau a nifer y prosiectau byw. Holodd y Pwyllgor Cyllid am y broses uwchgyfeirio i'r Pwyllgor Cyllid a'r Bwrdd ar gyfer prosiectau lle nodwyd pryderon.
11. Darparwyd trosolwg o'r Gwasanaeth Cymorth Rheoli Contractau, gan gynnwys bod prosesau wedi'u cryfhau, a bod cytundebau grantiau wedi'u hintegreiddio'n llwyddiannus. Darparwyd crynodeb hefyd o reoli contractau, a'r fframweithiau a'r contractau a reolwyd gan CNC.
12. Trafodwyd rheolaeth Cofrestr Risgiau'r Gwasanaeth Cymorth Rheoli Contractau, y mecanwaith llywodraethu ac uwchgyfeirio i'r Tîm Gweithredol a'r Bwrdd, a'r dangosyddion gwerth am arian a oedd yn cael eu treialu.

Rhagolwg

13. Cefnogodd y pwyllgor gynnig i symleiddio'r cymeradwyaethau adran 83 ar lefel y Bwrdd.

Diweddariad ar y cynnig ymgynghori ar daliadau 2026-27 – er gwybodaeth yn unig

14. Nododd y pwyllgor y cynigion ar gyfer ymgynghoriad ar ffioedd rheoleiddiol 2026-27, a gytunwyd gan y Tîm Gweithredol o dan y dull llywodraethu symlach newydd.

Papur Bwrdd Cyfoeth Naturiol Cymru

Dyddiad y cyfarfod:	8 Hydref 2025
Teitl y papur:	Datganiad Caethwasiaeth Fodern Cyfoeth Naturiol Cymru
Cyfeirnod y papur:	25-10-B16
Noddwyd y papur gan:	Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol
Paratowyd y papur gan:	Vernon Lambert, Rheolwr Caffael a Michelle Fildes, Cynghorydd Strategaeth a Datblygu Caffael
Cyflwynwyd y papur gan:	Vernon Lambert, Rheolwr Caffael a Michelle Fildes
Diben y papur	Cymeradwyaeth a datblygiad i Fwrdd Cyfoeth Naturiol Cymru
Crynodeb	Mae'r papur hwn yn ceisio cymeradwyaeth ar gyfer Datganiad Caethwasiaeth Fodern wedi'i ddiweddaru gan CNC sy'n gofyn am gymeradwyaeth flynyddol gan y Prif Weithredwr, cyn ei gyhoeddi ar wefan CNC.

Cefndir

1. Rhaid i rai sefydliadau gyhoeddi datganiad blynyddol yn nodi'r camau maen nhw'n eu cymryd i atal caethwasiaeth fodern yn eu busnes a'u cadwyni cyflenwi yn unol â Deddf Caethwasiaeth Fodern (2105). Mae Datganiad Caethwasiaeth Fodern CNC, a lansiwyd yn 2020 ac sydd wedi cael ei ddiweddaru'n flynyddol ers hynny, yn manylu ar ein dull o ymdrin â chaethwasiaeth fodern.
2. Mae'r gofyniad i gyhoeddi Datganiad Caethwasiaeth Fodern wedi'i nodi yn adran 54 (Tryloywder mewn Cadwyni Cyflenwi) o Ddeddf Caethwasiaeth Fodern 2015. Yn ôl gwefan Llywodraeth y DU, mae'n ofynnol i sefydliad masnachol gyhoeddi datganiad blynyddol os yw'r holl feini prawf isod yn berthnasol:
 - a. mae'n 'gorff corfforedig' neu'n bartneriaeth, lle bynnag y cafodd ei ymgorffori neu ei ffurfio
 - b. mae'n cynnal busnes, neu ran o fusnes, yn y DU
 - c. mae'n cyflenwi nwyddau neu wasanaethau
 - d. mae ganddo drosiant blynyddol o £36 miliwn neu fwy
3. Er nad yw CNC yn bodloni'r meini prawf adrodd gorfodol o dan adran 54 o Ddeddf Caethwasiaeth Fodern 2015 i orfod cynhyrchu Datganiad Caethwasiaeth Fodern,

rydym wedi cydymffurfio'n wirfoddol â'r Ddeddf ers 2020, gan ddangos ein hymrwymiad i frwydro yn erbyn caethwasiaeth fodern.

4. Dyma chweched rhifyn CNC o'r Datganiad Caethwasiaeth Fodern blynyddol.
5. Gofynion Deddf Caethwasiaeth Fodern 2015 yw:
 - Diweddaru'r Datganiad Caethwasiaeth Fodern bob blwyddyn.
 - Cyhoeddi'r datganiad o fewn chwe mis i ddiwedd y flwyddyn ariannol mewn lle amlwg ar y wefan.
 - Bod y datganiad wedi'i gymeradwyo gan y bwrdd.
 - Bod y datganiad wedi'i lofnodi gan gyfarwyddwr.
6. Rhaid i ddatganiadau ddisgrifio'r prif gamau y mae'r sefydliad wedi'u cymryd yn ystod y flwyddyn ariannol i ymdrin â risgiau caethwasiaeth fodern yn y cadwyni cyflenwi a'r busnes. Mae canllawiau statudol y Swyddfa Gartref yn argymhell bod datganiadau'n cwmpasu'r canlynol:
 - Strwythur sefydliadol a chadwyni cyflenwi.
 - Polisiâu mewn perthynas â chaethwasiaeth a masnachu pobl.
 - Prosesau diwydrwydd dyladwy.
 - Asesu a rheoli risg.
 - Dangosyddion perfformiad allweddol i fesur effeithiolrwydd y camau sy'n cael eu cymryd.
 - Hyfforddiant ar gaethwasiaeth fodern a masnachu pobl.
7. Mae'r datganiad wedi'i ddiweddaru yn ymateb i'r pwyntiau uchod, fel sy'n ofynnol gan y ddeddfwriaeth.
8. Bydd y datganiad yn cynnwys crynodeb o'n cynnydd yn y maes gwaith hwn a datganiad o'r hyn yr ydym yn bwriadu ei gyflawni dros y flwyddyn nesaf.
9. Cyhoeddwyd y fersiwn ddiweddaraf o'r Datganiad Caethwasiaeth Fodern ym mis Tachwedd 2024 ac mae'r diweddariad hwn yn ceisio dilyn yr un broses awdurdodi ag mewn blynyddoedd blaenorol, gan sicrhau cysondeb a'r un lefel o welededd drwyddi draw.
10. Yn dilyn penodiad diweddar y Cynghorydd Strategaeth a Datblygu Caffael, mae'r swyddogaeth caffael a chontractau bellach mewn sefyllfa i ddatblygu ein dull a'n huchelgeisiau mewn perthynas â Chaethwasiaeth Fodern.
11. Yn dilyn argymhelliad y Pwyllgor Pobl a Chwsmeriaid ar 6 Mehefin, 2024, yn gofyn am adolygiad o'r buddion, nid oeddem mewn sefyllfa i gynnal asesiad manwl ond byddwn yn cyflwyno mesurau newydd yn ystod y flwyddyn ariannol hon. Bydd ein harbenigwr strategaeth a datblygu caffael newydd yn cynnal adolygiad o'n mentrau caethwasiaeth fodern a masnachu pobl. Bydd yr adolygiad hwn yn asesu ein camau gweithredu dros y pum mlynedd diwethaf ac yn cynllunio ymrwymïadau yn strategol ar gyfer dyfodol caffael a rheoli contractau dros y pum mlynedd nesaf. Mae'r cam rhagweithiol hwn yn tanlinellu ein hymroddiad i reolaethau cadarn a rheoli risg effeithiol. (Gweler pwynt 22 o'r Datganiad Caethwasiaeth Fodern am fanylion)

12. Bydd hyn hefyd yn cynnwys cyflwyno cynllun gweithredu a theclyn olrhain a fydd yn cofnodi cynnydd a llwyddiant ein hymrwymadau yn y dyfodol, gan gasglu'r buddion a'r llwyddiannau a gyflawnwyd bob blwyddyn ariannol. (Gweler pwynt 23 o'r Datganiad Caethwasiaeth Fodern drafft)

Risgiau, y parodrwydd i dderbyn risg a chyfleoedd

13. Mae methu â chynhyrchu Datganiad Caethwasiaeth Fodern yn cynyddu'r risg y gallai CNC fod yn hwyluso rhyw fath o gaethwasiaeth fodern a/neu gamfanteisio ar bobl a masnachu pobl yn ein gweithgareddau yn anfwriadol.

Goblygiadau ehangach

- (a) **Amcanion llesiant:** Mae'r Datganiadau Caethwasiaeth Fodern yn cyfrannu at weithrediad effeithiol y sefydliad wrth gyflawni'r amcanion llesiant drwy sicrhau bod ein gweithwyr yn cael eu trin yn deg ac yn cael eu gwerthfawrogi.
- (b) **Cyllid:** Dim sy'n gysylltiedig yn uniongyrchol â'r adroddiad hwn ar hyn o bryd.
- (c) **Goblygiadau adnoddau:** Yn dilyn trosglwyddo perchnogaeth y ffrwd waith o Lywodraethu i Gaffael a Chontractau, gwnaeth Caffael CNC y penderfyniad y byddai'r Cynghorydd Strategaeth a Datblygu Caffael, yn ei goruchwyllo ar ôl penodi. Ychwanegwyd hyn at y disgrifiad rôl ar gyfer y swydd hon ac o hyn ymlaen. Bydd adrannau eraill yn atebol am fwrw ymlaen â risg caethwasiaeth fodern a chamfanteisio ar bobl eu hunain ond bydd y Cynghorydd Strategaeth a Datblygu Caffael yn gyfrifol am oruchwyllo'r cynnydd sy'n cael ei wneud.
- (d) **Cydraddoldeb:** Nod Datganiad Caethwasiaeth Fodern yw amddiffyn y bobl fwyaf agored i niwed yn y gymdeithas, sy'n fwy tebygol o fod ag un neu fwy o nodweddion gwarchodedig.
- (e) **Diogelu Data:** Dim yn gysylltiedig â'r cyflwyniad hwn.

Y camau nesaf

14. Os caiff ei gymeradwyo gan Fwrdd Cyfoeth Naturiol Cymru, yna caiff y datganiad ei lofnodi gan y Prif Weithredwr a'i gyhoeddi mewn lle amlwg ar wefan Cyfoeth Naturiol Cymru ac ar gofrestr Tryloywder mewn Cadwyni Cyflenwi (www.tiscreport.org) ar gyfer mis Hydref 2025. Bydd perchnogaeth yn eiddo i Caffael a Chontractau a bydd adolygiad ffurfiol o'r datganiad, a chynnydd y camau gweithredu, yn digwydd yn ail chwarter 2026/27.
15. Bydd perchnogaeth yn eiddo i Caffael a Chontractau a bydd adolygiad ffurfiol o'n cynnydd a'r cynllunio ar gyfer y Datganiad Caethwasiaeth Fodern wedi'i ddiweddarau yn digwydd yn chwarter pedwar o flwyddyn ariannol 2025/26. Dylai hyn ganiatáu ar gyfer y mesurau newydd y bydd angen i CNC gydymffurfio â nhw o dan y

ddyletswyddau caffael cymdeithasol gyfrifol o'r Deddf Partneriaeth Gymdeithasol a Chaffael Cyhoeddus, y bwriedir eu lansio ddechrau 2026.

Argymhelliad

16. Argymhellir bod Bwrdd CNC yn cymeradwyo datblygiad Datganiad Caethwasiaeth Fodern CNC ar gyfer 2025-26 fel y gall Bwrdd CNC ei gymeradwyo.

Rhestr atodiadau

Atodiad 1 - Datganiad Caethwasiaeth Fodern 2025-26

Y broses gymeradwyo / ymgynghori

Y broses gymeradwyo / ymgynghori Cyfrifoldeb: Pwy sydd wedi datblygu'r papur/proses, a phwy sydd wedi rhoi mewnbwn?	Wedi'i ddiweddarau gan Vernon Lambert, Rheolwr Caffael a Michelle Fildes, Cyngorydd Strategaeth a Datblygu Caffael
Yn atebol: Pwy sy'n atebol am y gymeradwyaeth derfynol? Pwy fydd yn cymeradwyo, neu pwy y gofynnir iddo gymeradwyo?	Bwrdd CNC
Ymgynghori: Â phwy yr ymgynghorwyd hyd yma? Pan fydd angen cymeradwyaeth, a ydyw ar waith? A fydd angen ymgynghori pellach?	Wedi'i gymeradwyo gan y Pwyllgor Pobl a Chwsmeriaid ar 6 Mehefin 2024.
Hysbysu: Pwy sydd wedi cael gwybod, neu pwy sydd angen gwybodaeth bellach am y gwaith?	Pennaeth Caffael a Chontractau, Arbenigwr Technegol Strategaeth a Datblygu Caffael, Pennaeth Rheoli Pobl a Phennaeth Cyllid.

Modern Slavery Statement

2025-26

Introduction

1. This Statement is designed to satisfy the requirements of Part 6 Section 54 of the Modern Slavery Act (2015) and forms part of our commitment to the Welsh Government's '*Code of Practice for Ethical Employment in Supply Chains*' and the UK Woodland Assurance Standard (UKWAS).
2. As the largest Welsh Government Sponsored Body, we hold ourselves to the highest standards of ethical conduct in all our activities and are committed to continuous improvement. NRW does not engage in, or condone, the practices of human trafficking, slavery or enforced labour.
3. Through our Corporate Plan and legislation such as the Modern Slavery Act, the Well-being of Future Generations Act and the Social Partnerships and Public Procurement Act, our ambition is to see nature and people thriving together and our values are at the heart of who we are as an organisation. We are proud to serve the people of Wales by being:
 - **Connected:** we value our deep-rooted attachment to the land and water, nature and communities of Wales and build meaningful partnerships
 - **Bold:** we use our voice, take action to make a difference and lead by example
 - **Caring:** we listen to understand, care for each other and the communities we serve, and the environment we all depend on
 - **Resourceful:** we explore new ways of doing things, innovate to accelerate change and use our resources effectively.
4. We are committed to improving our business practices to combat modern slavery and human trafficking and to ensure that we are not complicit in any human rights violations. We are committed to zero tolerance of slavery, human trafficking, and child labour practices.
5. For the purposes of this statement, we have adopted the following definitions:
 - **'Slavery'** is where ownership is exercised over a person. Someone is in slavery if they are:
 - forced to work through mental or physical threat
 - owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
 - dehumanised, treated as a commodity or bought and sold as 'property'
 - physically constrained or have restrictions placed on their freedom.
 - **'Servitude'** involves the obligation to provide services imposed by coercion.

- **'Forced or compulsory labour'** involves work or service extracted from any person under the menace of a penalty and for which the person has not offered themselves voluntarily.
 - **'Human trafficking'** concerns arranging or facilitating the travel of another with a view to exploiting them.
6. This statement will be published on the Transparency in Supply Chains (TISC) register (www.tiscreport.org).

About Natural Resources Wales (NRW)

7. Natural Resources Wales is the largest Welsh Government Sponsored Body – employing circa 2,700 staff across Wales with a budget of circa £298 million for 2025/26.
8. We were set up as per the specifications in The Natural Resources Body for Wales (Establishment) Order 2012 and The Natural Resources Body for Wales (Functions) Order 2013. We receive a Remit Letter setting out what the Welsh Government wants us to achieve during that year and a Funding Letter setting out the budget available to us.
9. Our work is overseen by a Board that consists of the Chair and currently 11 further Non-Executive Directors who are appointed by the Welsh Government, plus the Chief Executive.
10. Around 60% of our income budget is derived from Grant in Aid from the Welsh Government, but we also generate income by charging for some of our services and several commercial activities including timber sales and tenancies.

Our Supply Chains

11. NRW's supply chains predominantly fall within the following categories:
- Civil Engineering and Consultancy
 - Fleet Management
 - Facilities and Assets
 - DDaT
 - Corporate and People Services
 - Land Management
 - Hydrometry & Telemetry
 - Forest Operations
 - Laboratory Services
12. NRW has many of its own contracts and frameworks for specific categories of expenditure and these are used by our staff to deliver our objectives and statutory duties.
- The Welsh Government Commercial Delivery (WGCD) department work in conjunction with the wider public sector, including local authorities and NHS Wales, to develop and deliver collaborative national framework agreements. NRW utilise a number of these agreements and we also utilise the Crown Commercial Service (CCS), Yorkshire Purchasing Organisation (YPO) and Eastern Shires Purchasing

Organisation (ESPO) frameworks where appropriate. Decisions on whether to purchase from a suitable NRW contract or framework agreement are made by the Procurement Lead or Category Lead, in consultation with key stakeholders (internally and externally).

13. We are an accredited member of the Real Living Wage Foundation and therefore honour the Real Living Wage commitments to our employees (including Agency workers) , full time, or part time.

Our policies and working practices

14. We are committed to making sure that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We continue to develop our policies and procedures to reflect our commitment to acting sustainably, ethically and with integrity in all our business relationships.
15. NRW mitigates the risk of modern slavery occurring in its workforce by ensuring that directly employed staff are recruited via robust HR recruitment policies. There is a Raising a Serious Concern in the Public Interest (Whistleblowing) policy in place for members of staff to raise any concerns about wrongdoing as well as guidance for staff experiencing domestic abuse. We also have a Bullying and Harassment policy as well as a Resolution procedure through which staff can raise grievances. Staff employed on a temporary basis (as Agency workers / specialists) are, where possible, recruited through NRW's approved suppliers.

Progress against our commitments

16. Our operational teams continue to be vigilant to this issue. Via their partnership work and proactive engagement with outside specialist agencies, we have developed a greater understanding of potential areas of our operation where instances of modern slavery are more likely.
17. To strengthen our due diligence against Modern Slavery and Human Trafficking, we've incorporated a specific question into the Category Management Strategy template. This vital improvement will enable a strategic level assessment of risk, complementing the updates we've also made to the Procurement Plan template.
18. We undertook a benchmarking exercise with other public sector bodies to understand their approaches to Modern Slavery and Human Trafficking. This engagement confirmed that our current processes align with the practices adopted by other organisations in the public sector across the UK.
19. Our ability to focus on our Modern Slavery and Human Trafficking initiatives has been greatly enhanced by the appointment of a Procurement Strategy and Development Advisor. Part of the role is to manage and mitigate these risks for the organisation.
20. We have continued to make prompt payment to our suppliers to reduce the risk of unethical practices filtering through our supply chain.

Our future commitments

- 21. This is NRW’s sixth Modern Slavery Statement. Our work in this area is built upon and developed each year, and we continue to review our progress and update the statement annually within each financial year.
- 22. To drive continuous improvement, we will conduct a formal review of our Modern Slavery and Human Trafficking initiatives. This will involve assessing the effectiveness of our actions over the past five years and strategically planning future commitments for Procurement, the Contract Management Support Service (CMSS) and other areas of the business where these risks can occur.
- 23. We will develop and regularly update a newly created action plan, allowing NRW to track and monitor the effectiveness of our initiatives. This structured approach will allow us to demonstrate measurable progress and drive continuous improvement in combating modern slavery and human trafficking.
- 24. To enhance staff understanding, we will formally review and update our Modern Slavery intranet page and will then launch initiatives to actively promote and boost awareness of this important issue across the organisation.
- 25. We will undertake e-learning training on Modern Slavery within the Procurement and Contracts function with a view of rolling it out to staff via the Learning Management System (LMS) in the future.
- 26. We will continue to develop our Procurement and Contracts strategy, embedding enhanced Modern Slavery and Human Trafficking management measures into the strategy and the accompanying Procurement and Contract strategy action plan.
- 27. Our ongoing commitment to prompt supplier payments will be formally evidenced through the introduction of payment compliance notices and strengthened contract management approaches. These measures align with the compliance requirements of the Procurement Act 2023 and the Socially Responsible Procurement Duties of the Social Partnerships and Public Procurement (SPPP) Act, promoting fair and timely transactions.
- 28. We will maintain our collaboration with other Welsh public sector bodies, across a range of procurement networking groups and relationships. Through this, we aim to share our approaches and integrate any widespread good practice in Wales to strengthen our adherence to the Modern Slavery Act.
- 29. We will remain up to date with all available policies, tools, guidance, and training on Modern Slavery and Human Trafficking from the UK Government and Crown Commercial Services.
- 30. This statement will be reviewed annually and has been approved by the Board.

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Dated:

Papurau'r Bwrdd

Dyddiad y cyfarfod:	8 Hydref 2025
Teitl y Papur:	Llesiant, Iechyd a Diogelwch - Diweddariad Chwarter 1
Cyfeirnod y Papur:	25-10-B18
Noddwyd y papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Paratowyd y papur gan:	Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch
Cyflwynwyd y papur gan:	Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch
Pwrpas y papur	Trafodaeth
Crynodeb	Cymeradwyo diweddariad Lles, Iechyd a Diogelwch ar gyfer Chwarter 1 2025/26.

Cefndir

1. Dyma grynodeb Chwarter 1 o'n perfformiad Lles, Iechyd a Diogelwch ar gyfer Cyfoeth Naturiol Cymru (CNC). Mae'r Adroddiad yn rhoi trosolwg o sut mae CNC wedi rheoli lles, Iechyd a diogelwch yn ystod Chwarter 1 2025/2026.

Crynodeb

Mae'r penawdau o Chwarter 1, 2025/26 yn cynnwys: -

2. Adolygiadau Digwyddiadau Difrifol (SIR). Comisiynwyd un SIR yn ystod Chwarter 1 2025/2026. Cafwyd oediad gyda deg SIR oherwydd ffactorau allanol gan gynnwys disgwyl am adroddiad y crwner. Mae pum SIR yn y cam ymchwilio.
3. Rheoliadau Adrodd ar Anafiadau, Clefydau a Digwyddiadau Peryglus (RIDDOR) yn adroddadwy ac Anafiadau Amser Coll (LTI) – Dau RIDDOR ar gyfer CNC yn ystod Chwarter 1. Roedd dau LTI yn ystod Chwarter 1.
4. Cyflwynwyd nifer o fentrau lles.

Goblygiadau ehangach

5. **Cyllid:** Cydnabyddir bod gan gamreolaeth Lles, lechyd a Diogelwch oblygiadau ariannol sylweddol. Mae'r Tîm Lles, lechyd a Diogelwch, sy'n cydweithio â'r busnes yn parhau i roi systemau newydd ar waith er mwyn rheoli ein risgiau Lles, lechyd a Diogelwch a thrwy hynny leihau unrhyw gostau. Yn ogystal â diogelu ein staff a'r rhai sy'n gweithio ar, ac sy'n defnyddio'r ystad mae CNC yn ei rheoli, gallai goblygiadau ariannol sylweddol ddeillio o fethiannau i weithredu system Les, lechyd a Diogelwch gadarn.

Y Camau Nesaf

6. Bydd y Tîm Lles, lechyd a Diogelwch yn parhau i gefnogi'r busnes er mwyn sicrhau bod risgiau lles, iechyd a diogelwch yn cael eu rheoli'n effeithiol gan CNC. Wrth edrych ymlaen, bydd angen i CNC gynnal a hefyd datblygu a gwella mwy ar ein diwylliant cryf ein hunain o fonitro a dysgu gyda golwg ar les, iechyd a diogelwch. Bydd hyn yn parhau i fod yn elfen allweddol o'n strategaeth yn y dyfodol er mwyn symud ymlaen.
7. Cynhelir adolygiad o'r lefel risg strategol gan fod symudiad tuag at y Gofrestr Risg newydd.
8. Bydd y Tîm Lles, lechyd a Diogelwch yn defnyddio'r wybodaeth a gasglwyd a'r gwersi a ddysgwyd wrth ddatblygu ein strategaeth a'n cynllun gweithredu yn y dyfodol.

Argymhelliad

9. Gofynnir i'r Bwrdd gymeradwyo Diweddariad Lles, lechyd a Diogelwch Chwarter 1, 2025-2026.

Mynegai o Atodiadau

Atodiad 1 – Papur y Bwrdd lechyd a Diogelwch – Chwarter 1 – 2025-2026

Proses gymeradwyo / ymgynghori

Proses gymeradwyo / ymgynghori	
Cyfrifol: Pwy sydd wedi datblygu'r papur/y broses a phwy sydd wedi cael rhoi mewnbwn?	Datblygwyd y papur gan Dîm Lles, lechyd a Diogelwch.
Cyfrifol: Pwy sy'n gyfrifol am gymeradwyo yn y pen	Gofynnir i'r Bwrdd gymeradwyo Diweddariad Lles, lechyd a Diogelwch - Chwarter 1 - 2025-2026.

draw? I bwy y gofynnir am gymeradwyaeth?	
Ymgynghori: A phwy yr ymgynghorwyd hyd yma? Pan fo angen cymeradwyaeth, a yw hyn wedi'i drefnu? A fydd angen ymgynghori pellach?	Amherthnasol
Hysbysu: Pwy sydd wedi cael gwybod neu sydd angen mwy o wybodaeth am y gwaith?	Amherthnasol

Wellbeing Health and Safety Q1 2025/2026

Highlights

In summary, Q1 2025/26 resulted in the commissioning of one serious incident review (SIR). This was in relation to car jack which failed when changing a vehicle tyre.

There were two RIDDOR reportable incidents during Q1 2025/26 and there were three Lost time staff injury (LTA) due to slip, trip, falls.

Positives from this quarter includes several wellbeing initiatives being delivered and increased reporting in both active monitoring and near miss reporting.

Serious Incident Reviews

During Q1, there was one Serious Incident Review commissioned.

See Annex 1 for details.

Recent incidents in NRW

Incidents

	Q1 25/26	Q1 24/25	24/25	23/24	22/23	21/22	20/21	19/20	18/19
RIDDOR – staff	2	0	2	5	3	7	3	6	2
Lost time injuries – staff	2	1	5	6	3	3	1	4	5
Injuries, no lost time – staff	18	20	52	65	43	51	19	121	53
Near miss – staff	36	33	178	186	175	156	109	183	163
Serious incident reviews	1	1	8	8	9	7	2	6	2
Injuries - contractors	1	2	5	9	8*	3*	5*	5	9
Injuries – public	6	12	26	46	38	38	18	53	53
Near miss – contractors	22	20	67	70	68	62	46	50	40
Near miss – public	10	30	37	31	33	30	23	33	20
Property Damage	14	11	47	48	53	36	35	32	43

Hazards Reported	15	19	66	89	199	166	65	83	103
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* Includes 1 RIDDOR Reportable injury to a contractor. This will have been reported to HSE by the contractor but has been included in our statistics to ensure a suitable investigation/review takes place.

There have been 23 staff near misses reported in Q1 25/26, this is in comparison to 33 reported in Q1 24/25. Hazard reporting has decreased in Q1 25/26 (14) compared to Q1 24/25 (19).

There were two member of the public fatalities in Q1 25/26. These were:

1. Member of the public was pulled overboard on a fishing vessel and our marine staff responded to the mayday distress call. Our defib was used to try and resuscitate the MOP, whilst waiting for the coastguard. Our staff were offered de-briefing following the event.
2. A member of the public partaking in a Yamaha off road experience (YORE) event on NRW land lost control of the motorbike and collided with a tree. The member of the public was airlifted to hospital. A SIR is being undertaken.

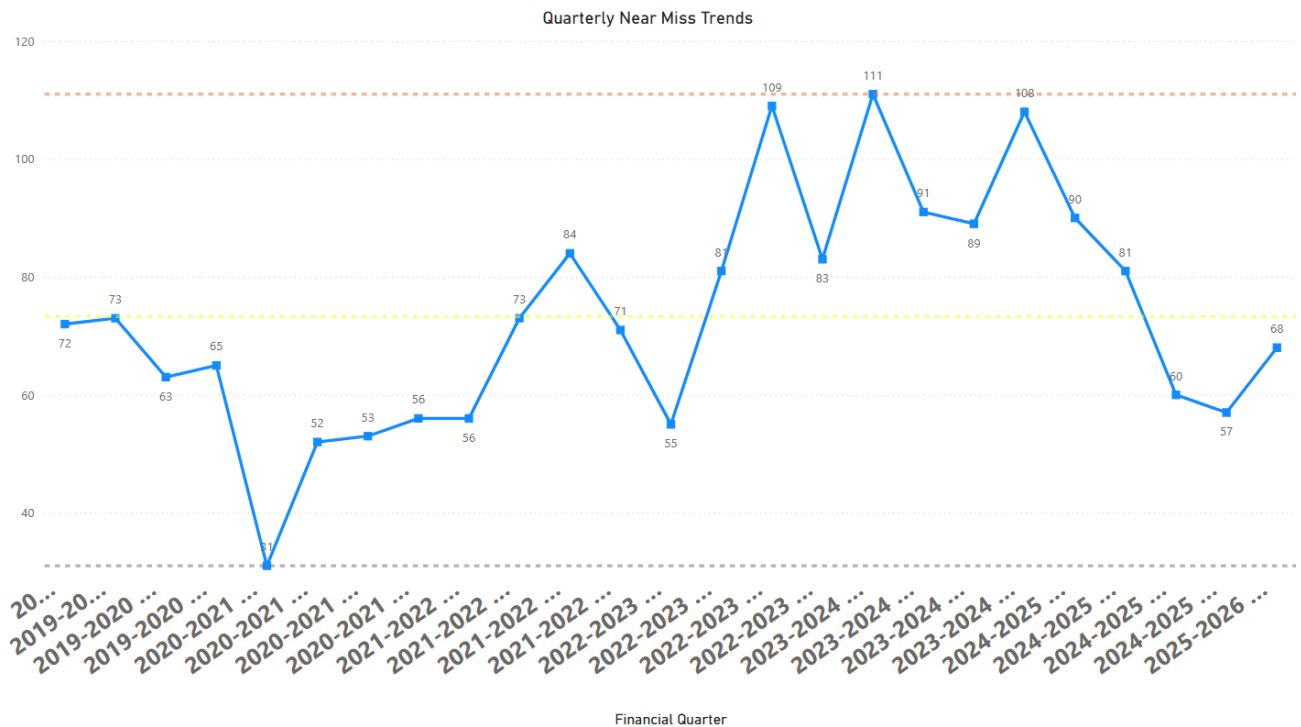
	Q1 25-26	24-25	23-24	22-23	21-22	20-21	19-20	18-19	17-18	16-17
NRW Staff	0	0	0	0	0	0	0	0	0	0
Contractors	0	0	0	0	1	0	0	0	1	0
MOP	2	5	2	5	8	0	0	1	2	4

The reported fatalities could have taken place on NRW estate or were reported to NRW as we were seen at the time of report to have a vested interest.

NRW totals for Q1 2025/2026

NRW had two RIDDOR reportable incidents to staff in Q1 2025/26. These were due to slip, trip and fall injuries. There were a further two lost time injuries, which were less than seven days, and these were also due to slip, trips and falls.

AssessNET incident data comparison (all NRW) Q1

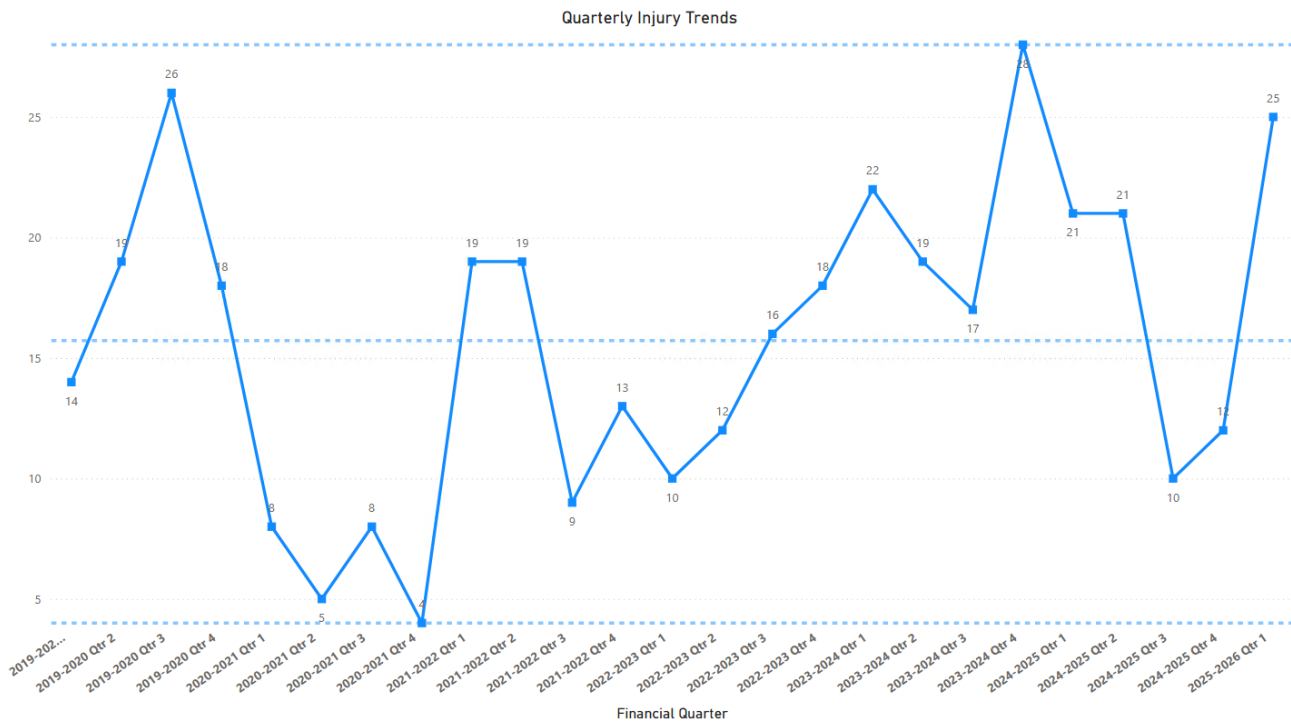


In Q1 2025/26 there has been an increase in the number of near misses reported. In order to support the continuation of positive incident reporting (Near miss, hazards), near miss series of drop in sessions will continue in Q2 for team leaders and managers. A recording of this session will also be available to all staff through the learning management system.

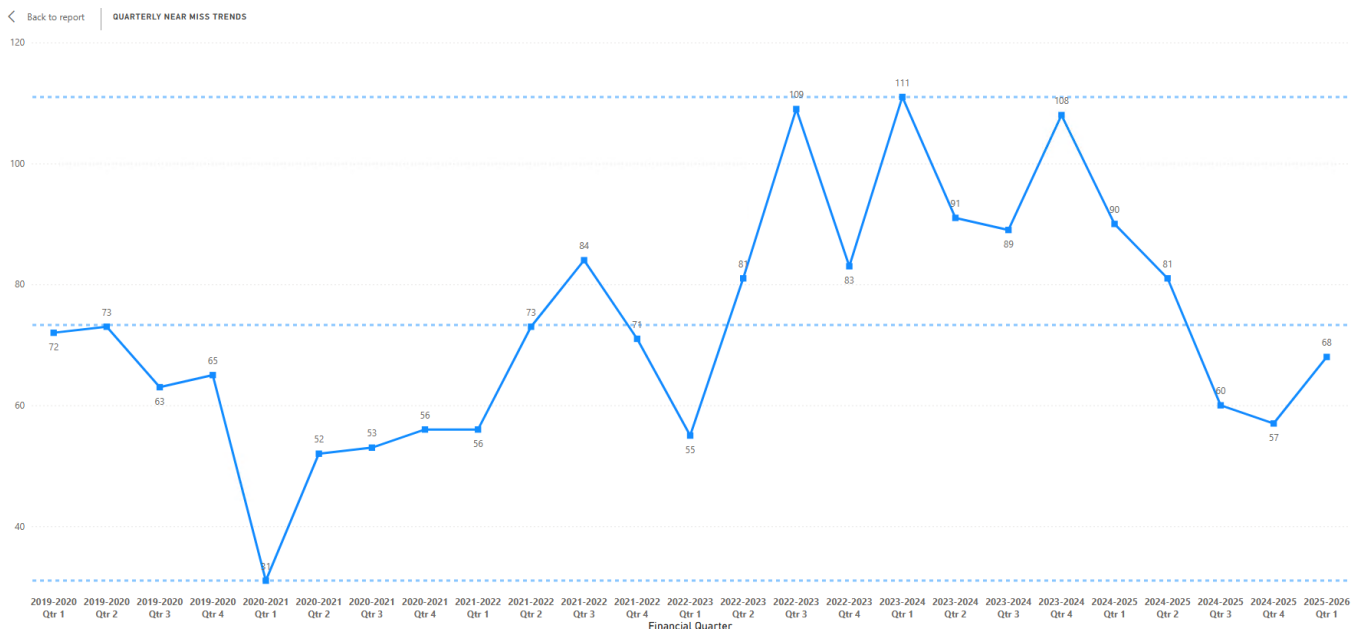
Near miss classification trends of employee related near misses show that slip/trip/fall and driving at work are the most common cause of near miss reporting.

Quarterly trend analysis

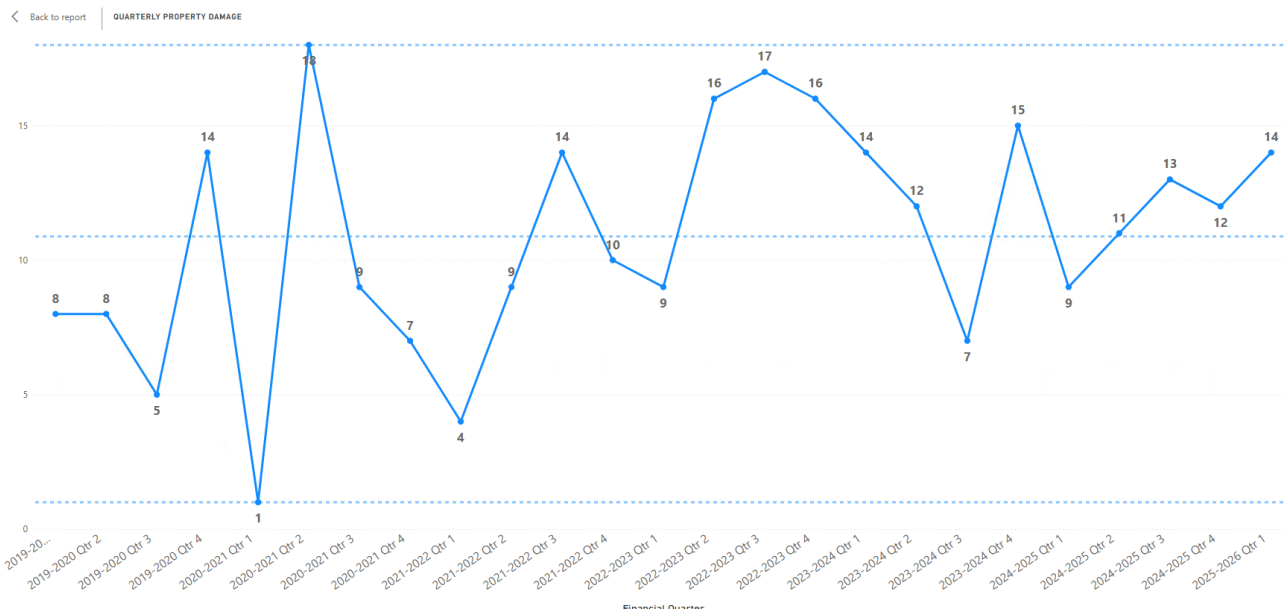
The following quarterly trend graphs include a high, average and low line. This provides an idea of where NRW are against their highest number of reports in each graph as well as against their average reports and lowest. By looking at these graphs as a visual, it is possible to ascertain where NRW are and if the trend is decreasing or increasing.



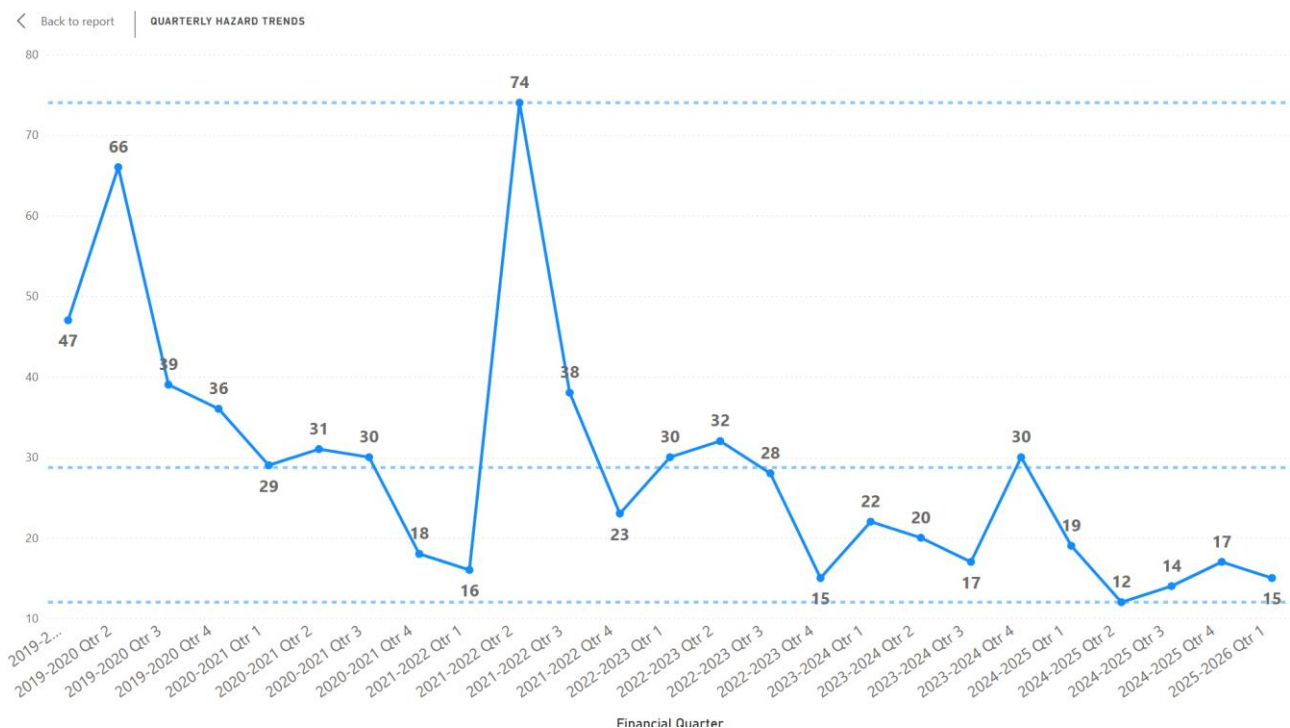
Staff injury trends have seen a spike in Q1 25-26 compared to the last three quarters. There is a high number of slip / trip / falls this quarter and a high number of animal / insect related injuries. Septembers Managers Monthly will highlight toolbox talks for Slips, trips and falls and animal / insect related injuries for managers to share with their teams.



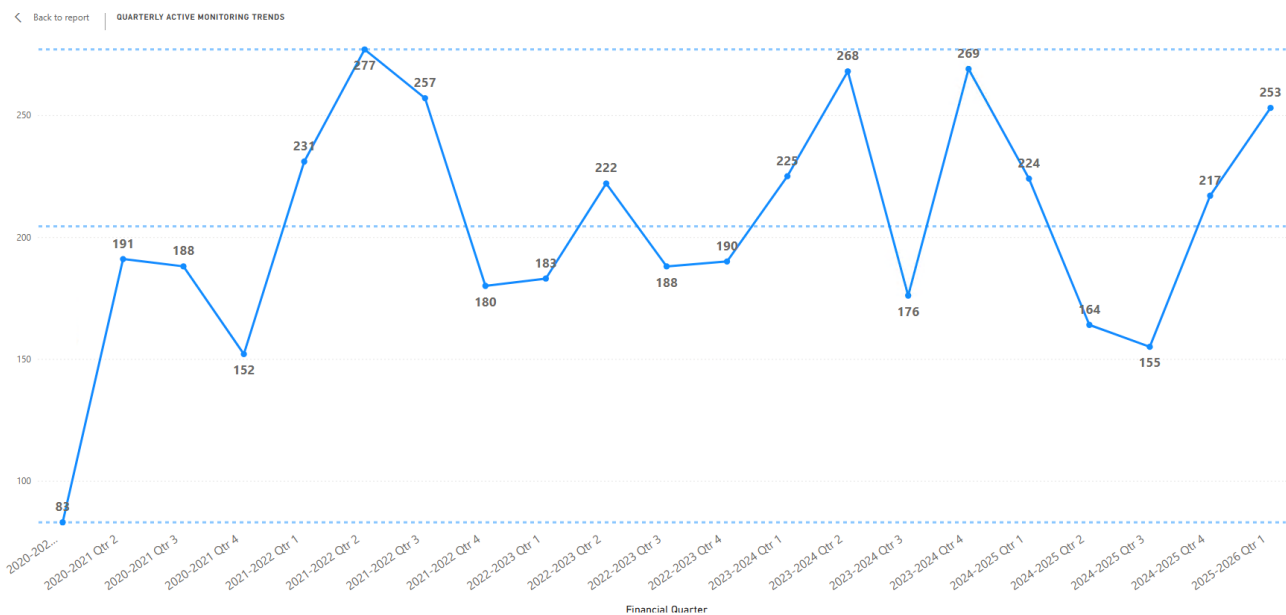
There has been an increase in the number of near miss reports in Q1 25-26. It is important that near misses are reported as they are valuable learning opportunities that can prevent future accidents and improve overall safety. In order to support the continuation of positive incident reporting (Near miss, hazards), near miss series of drop in sessions will continue in Q2 for team leaders and managers.



Property damage has increased in Q1 25/26 .



There has been a small decrease in the number of hazard reports in Q1 25/26. The reporting levels are still well below the average level. In order to support the continuation of positive incident reporting (Near miss, hazards), near miss series of drop in sessions will continue in Q2 for team leaders and managers.

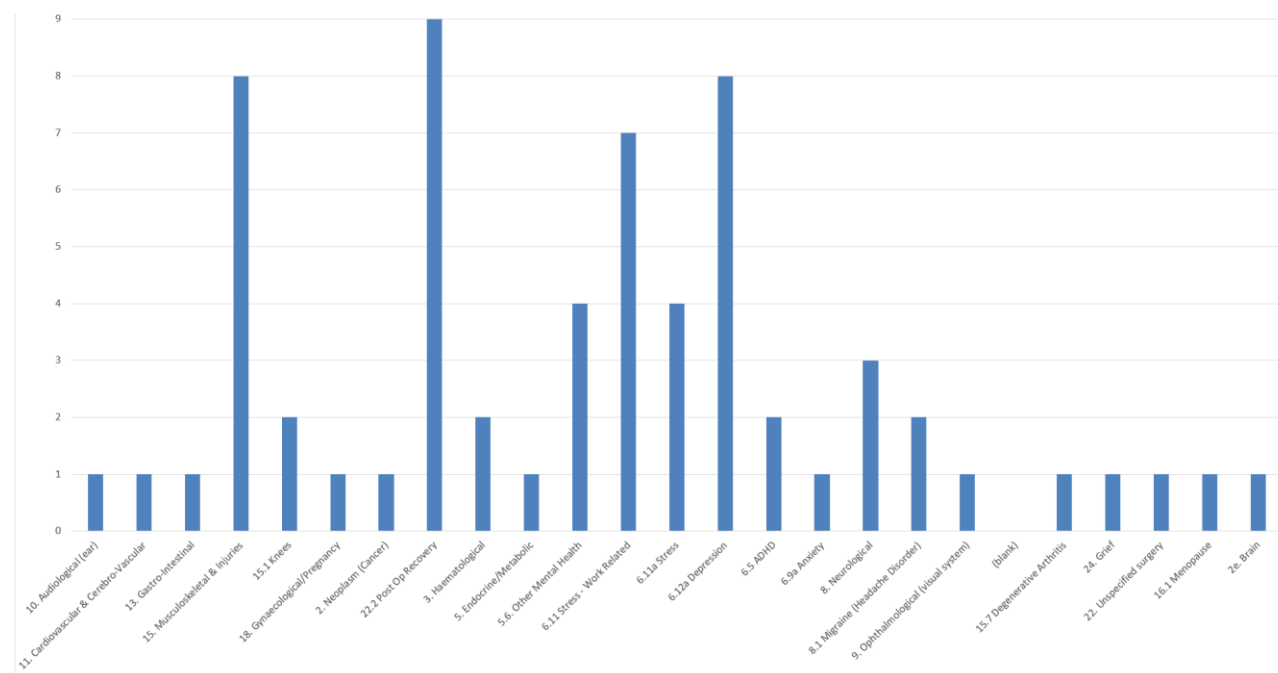


Active Monitoring has seen an increase in the number of reports in Q1 25/26.

NRW occupational health statistics

Q1 2024/25	Q1 2025/26
76 referrals	64 referrals

Reason for referral



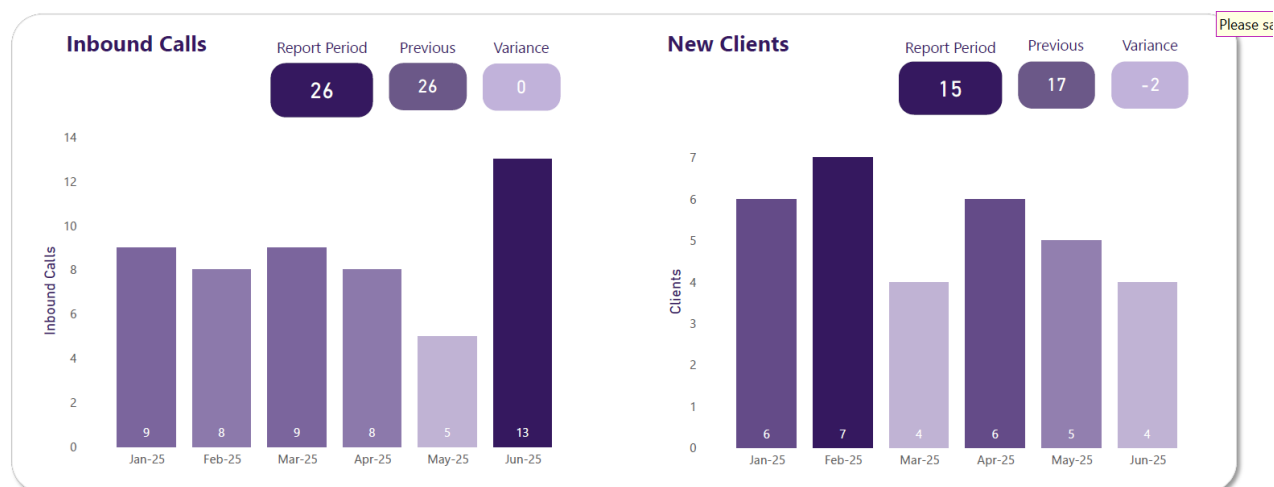
In Q1 2025/26, the main reasons for referral to occupational health was for post op recovery. This was closely followed by depression and musculoskeletal.

NRW Employee Assistance Programme statistics

Accessing 24/7 helpline

Every new caller to our 24/7 EAP helpline receives a clinically led telephone triage. This includes an initial risk assessment and access to in-the-moment emotional support when needed.

Where appropriate, individuals are booked in for a full clinical assessment with a qualified counsellor, covering their presenting concerns and any risks. If a client presents with elevated risk, the EAP respond promptly with tailored care planning and case management, ensuring safety and continuity of support. The below graph shows the number of calls received by the EAP and the amount of new staff who have been triaged.

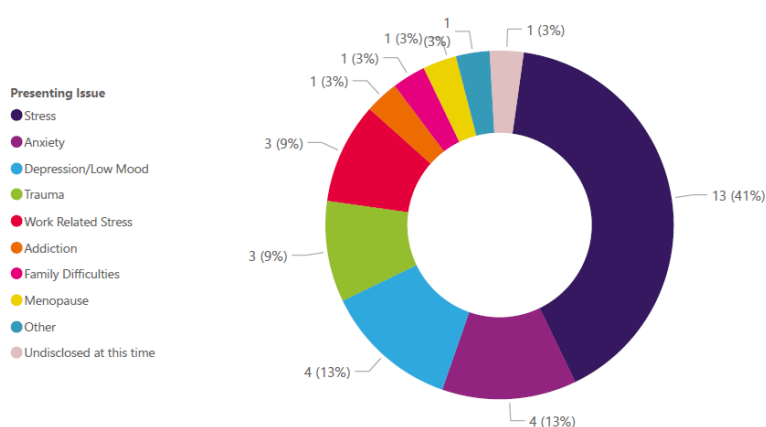


Presenting issues

The graph below captures the core concerns brought forward by clients during their clinical assessment. These issues offer a snapshot of the emotional and psychological pressures affecting our workforce – ranging from stress and anxiety to relationship difficulties or

workplace challenges.

Presenting Issues: Last 6 Months



Presenting Issue	Current	Previous	Variance
Stress	7	6	1
Anxiety	2	2	0
Trauma	2	1	1
Addiction	1		1
Menopause	1		1
Other	1		1
Work Related Stress	1	2	-1
Depression/Low Mood		4	-4
Family Difficulties		1	-1
Undisclosed at this time		1	-1

Wellbeing initiatives and developments

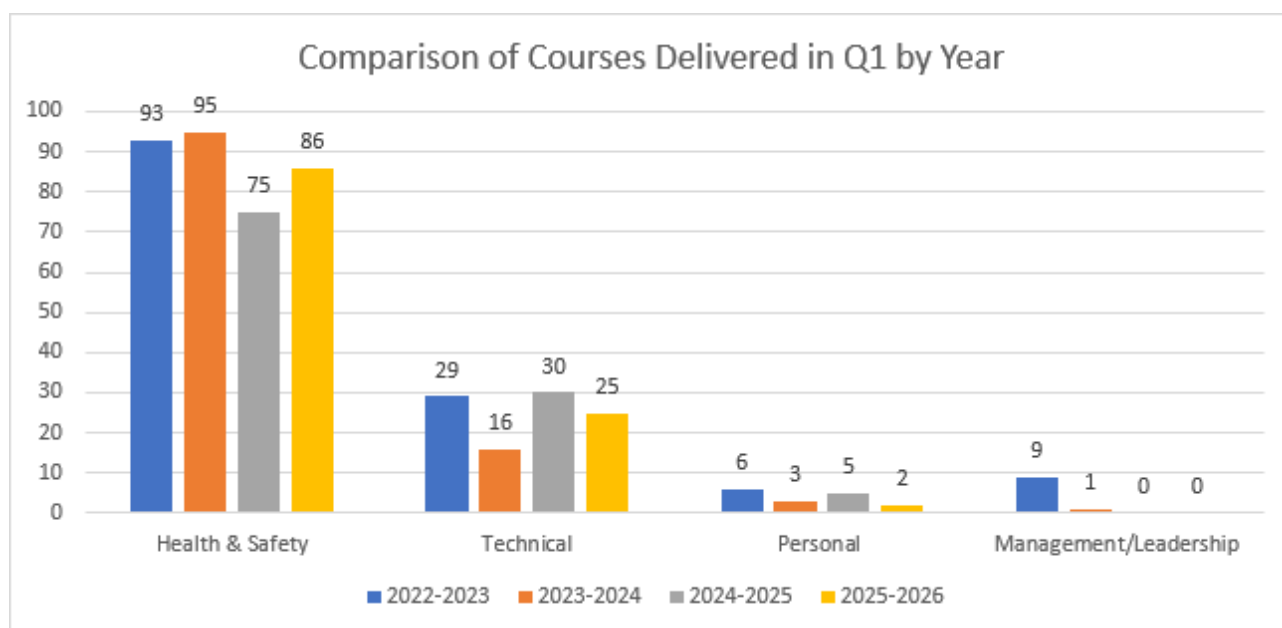
- April was stress awareness month. This year's theme encouraged us to approach ourselves and others with kindness, compassion and acceptance no matter to the challenges we face. The article contained information about detecting early signs of stress, the different types of stress and burnout, and stress risk assessment. With links to a burnout awareness session that was held in February 2022 along with the charity for civil servants burnout herb information.
- During May, we promoted Foster care fortnight and re-advertised our policy for fostering friendly. We also advertised mental health awareness week, this year's theme was community we provided links to the NSW staff networks and our mental health and well-being policy and procedure.
- For June, we promoted loneliness awareness week, provided some tips as to how to get involved which included sharing lunch with colleagues, adding loneliness onto the work meeting agenda, meeting a friend or colleague for coffee and shared our loneliness awareness webinar from January 2022. We also promoted cervical screening awareness week.
- We continue to support Mental Health First Aiders (MHFA) and are now having monthly check ins. We continue to feed any issues raised to our leadership team and executive team member.

Learning and Development (L&D)

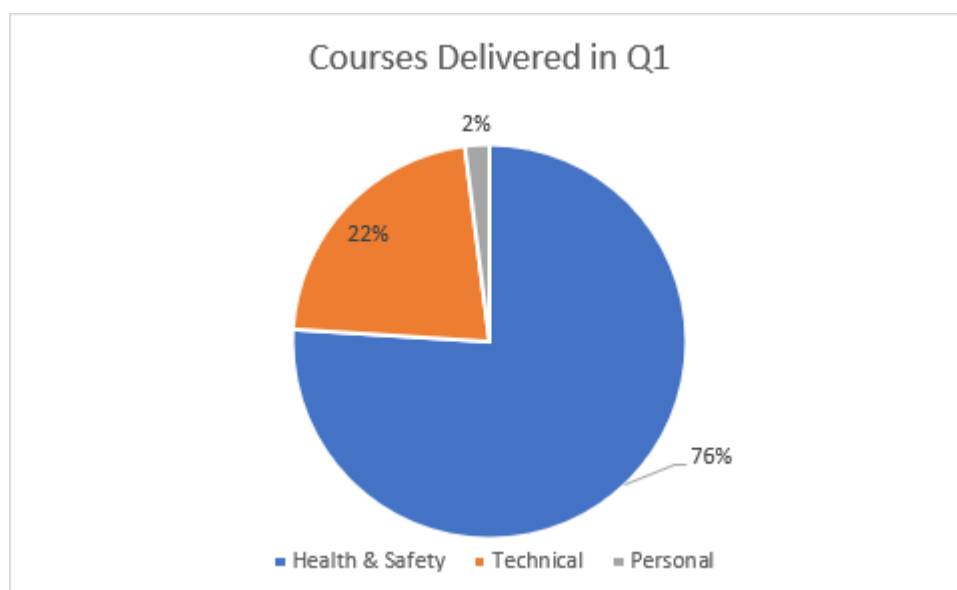
Course Delivery:

In Q1 2025/2026, 86 Health, Safety & Wellbeing courses were sourced and delivered across the business.

The diagram below shows a comparison of courses delivered by category in Q1 for the last four years.



Focus for the L&D team remains on delivery of essential H&S courses, 76% of the all courses delivered in Q1 this year are for H&S. This is an increase of 8% from the same Quarter last year.



Annex

Annex 1- Serious Incident Reviews Summary since Aug 2019

Key:	
Green	All actions completed with evidence uploaded
Amber	Actions to be completed
Yellow	SIR paused due to external investigation
Blue	SIRs in investigation status

SIRs Closed	19
SIRs Closed Q1 (inc. in number above)	0
SIRs completed with actions to be completed	8
SIRs paused due to external investigation	5
SIRs in investigation status	5
Details: Fatal accident on NRW estate to a sub-contractor working on a standing sales site. Coed Taff Forest. Reference: ACCB1092/A12 Incident date: 12/10/2021 Type of SIR: Fatal incident. Full investigation: SIR opened and paused.	The SIR has been paused due to further investigation by the police and Health and Safety Executive. Forest Operational team members were on site with the HSE and provided information. The Wellbeing, health & safety manager attended site.

Details: Fatal accidents on River Cleddau. NRW has a fish pass asset in the vicinity of the incident and therefore is being recorded on AssessNET as a precautionary measure. Reference: ACCB1097/A4 Incident date: 30/10/2021 Type of SIR: Fatal incident. Full investigation: SIR opened and paused.	The SIR has been paused due to further investigation by the police and Health and Safety Executive. NRW received the MAIB report in December 2022. Charges have been brought by the police in relation to this incident but the case has not been concluded. NRW are not involved, however statements and information have been provided to the police.
Details: MoP fatality at Sqwd y Pannwr, Mannau Brycheiniog Reference: ACCB1092 / A14 & A15. Incident date: 11/10/2022. Type of SIR: Fatal incident. Full investigation: SIR opened and paused.	External commissioned report was presented to NRW and other stakeholders. The Land Stewardship Board meeting in October accepted the report and confirmed the commitment to work in partnership with the other stakeholders. NRW are continuing to work with Bannau Brycheiniog National Park Authority to coordinate our visitor safety work. NRW have recruited officers with the relevant experience of visitor management, to provide more of a focus on our work. Initially there will be focus towards pulling together a more detailed plan of work for Waterfall Country. NRW have recently finalised a bid via National Forest to improve management of Gwaun Hepste car park which is one of the key access points for the Waterfall Country area to improve arrangements for BBNPA and NRW to manage, engage with and educate visitors. The Coroner's investigation has started. NRW have provided information to the coroner including the response to the reg 28 report. The inquest has not yet been heard.
Details: MoP fatality in Waterfalls Country Reference: ACCB890/A9	External commissioned report was presented to NRW and other stakeholders. The Land Stewardship Board meeting in October accepted the report and confirmed the

Incident date: 01/09/2023 Type of SIR: Fatality Full investigation: SIR opened and paused.	commitment to work in partnership with the other stakeholders. NRW are continuing to work with Bannau Brycheiniog National Park Authority to coordinate our visitor safety work. NRW have recruited officers with the relevant experience of visitor management, to provide more of a focus on our work. Initially there will be focus towards pulling together a more detailed plan of work for Waterfall Country. NRW have recently finalised a bid via National Forest to improve management of Gwaun Hepste car park which is one of the key access points for the Waterfall Country area to improve arrangements for BBNPA and NRW to manage, engage with and educate visitors. The Coroner's investigation has started. NRW have provided information to the coroner including the response to the reg 28 report. NRW have been identified as an interested party. The inquest has not yet been heard.	
Details: Timber Lorry Overturn Reference: ACCB1092 / A5 Incident date: 16/08/2021 Type of SIR: Fatal incident. Full investigation: Complete - Actions in progress	Total Actions: 14 Of Which:	
	Completed & Closed:	12
	Open:	1
	Overdue:	0
Details: Contractor chainsaw operator trip whilst escaping falling tree Reference: ACCB1097/A5 Incident date: 15/12/2023	Total Actions: 18 Of which:	
	Completed & Closed:	15

Type of SIR: Injury Full investigation: Complete – actions in progress	Open:	3
	Overdue:	0
Details: Contractor hit by wind blown tree being felled Reference: ACCB1097/A6 Incident date: 01/02/2024 Type of SIR: Injury Full investigation: Complete - Actions in progress	Total Actions: 5 Of which:	
	Completed & Closed:	4
	Open:	1
	Overdue:	0
Details: A contractor working on behalf of NRW was undertaking felling trees when he sustained a fracture. Reference: ACCB1094/A2 Incident date: 01/02/2024 Type of SIR: Injury Full investigation: Investigation in progress	Total Actions: 7 Of which:	
	Completed & Closed:	4
	Open:	2
	Overdue:	1
Details: Chainsaw kick back and cut chainsaw operators chainsaw trousers during flood embankment chainsaw work Reference: ACCB891/A5 Incident date: 09/01/2024 Type of SIR: Injury	Total Actions: 7 Of which:	
	Completed & Closed:	4
	Open:	3
	Overdue:	0

Full investigation: Complete – actions in progress		
Details: Unearthing of electric cable Reference: ACCB1092/A2 Incident date: 09/01/2020 Type of SIR: Near miss Full investigation: Complete – actions in progress	Total Actions: 13 Of which:	
	Completed & Closed:	11
	Open:	2
	Overdue:	0
Details: MOP fell out of a scooter which is paid for by NRW but managed by a 3 rd party Reference: ACCB1096/A3 Incident date: 13/04/2024 Type of SIR: Injury Full investigation: Complete – actions in progress	Total Actions: 9 Of which:	
	Completed & Closed:	7
	Open:	0
	Overdue:	2
Details: 3rd party vehicle collision with NRW vehicle Reference: ACCB1092 / A18 Incident date: 27/03/2024 Type of SIR: Injury Full investigation: Investigation in progress	Total Actions: 24 Of which:	
	Completed & Closed:	2
	Open:	19
	Overdue:	3

Details: NRW road traffic collision (Car roll) Reference: ACCB1096 / A4 Incident date: 28/08/2024 Type of SIR: Injury Full investigation: Investigation in progress	Total Actions: 3 (Refer to above incident) Of which: <table border="1"> <tr> <td>Completed & Closed:</td><td>2</td></tr> <tr> <td>Open:</td><td>1</td></tr> <tr> <td>Overdue:</td><td>0</td></tr> </table>	Completed & Closed:	2	Open:	1	Overdue:	0
Completed & Closed:	2						
Open:	1						
Overdue:	0						
Details: Staff member slip, trip, fall onsite. Reference: ACCB1092/A19 Incident date: 13/08/2024 Type of SIR: Injury Full investigation: Investigation in progress	SIR is in investigation stage						
Details: An excavator based harvester crossed a live cable array in a windfarm Reference: ACCB1097/A7 Incident date: 25/09/2024 Type of SIR: Near Miss Full investigation: Investigation in progress	SIR is in investigation stage						

Details: An excavator stacked timber on a live cable array in a windfarm Reference: ACCB1093/A1 Incident date: 07/10/2024 Type of SIR: Near Miss Full investigation: Investigation in progress	SIR is in investigation stage
Details: Contractor applied herbicide without notifying land owner. Reference: ACCB1092/A20 Incident date: 03/03/2025 Type of SIR: Near Miss Full Investigation: Investigation in progress	SIR is in investigation stage
Details: When changing a tyre, the jack being used failed and broke. Reference: ACCB893/A5 Incident date: 12/05/2025 Type of SIR: Near Miss Full Investigation: Investigation in progress	SIR is in investigation stage

Papur Bwrdd CNC

Dyddiad y cyfarfod:	8 Hydref 2025
Teitl y Papur:	Diweddariad Fforwm Rheoli Tir Cymru (WLMF).
Cyfeirnod y Papur:	25-10-B11
Noddwyd y papur gan:	Yr Athro Rhys Jones, Cadeirydd WLMF
Paratowyd y papur gan:	Melanie Meaden, Prif Ymgynghorydd Arbenigol Coedwigaeth
Cyflwynwyd y papur gan:	Yr Athro Rhys Jones, Cadeirydd WLMF
Pwrpas y papur	Gwybodaeth

Fforwm Rheoli Tir Cymru (WLMF)

1. Cynhelir cyfarfodydd Fforwm Rheoli Tir Cymru (WLMF) bedair gwaith y flwyddyn, ac maent yn rhoi cyfle i CNC a sefydliadau eraill sy'n aelodau o WLMF rannu gwybodaeth, nodi buddiannau cyffredin a chydweithio mewn ffordd gydweithredol ar faterion rheoli tir strategol.

[Cyfoeth Naturiol Cymru - Fforwm Rheoli Tir Cymru \(WLMF\)](#)

Y Diweddaraaf

Cyfarfod 15 Medi 2025

2. Cynhaliwyd cyfarfod diweddaraaf Fforwm Rheoli Tir Cymru ar ddydd Llun, 15 Medi 2025 ac roedd yn gyfarfod wyneb yn wyneb ar thema coedwigaeth / coetir. Roedd y cyfarfod yn cynnwys y cyflwyniadau/trafodaethau canlynol:
 - Risgiau a rheoli tanau gwyllt – rhoddodd Andrew Wright, CNC yr wybodaeth ddiweddaraaf am y risgiau a'r problemau sy'n gysylltiedig â rheoli tanau gwyllt yng Nghymru, gan gynnwys trafodaeth ynghylch rhai o'r tanau dinistriol yn 2025.
 - Cynlluniau rheoli coedwigoedd – rhoddodd Melanie Meaden, CNC gyflwyniad ar gynllunio rheoli coedwigoedd a gwaith sydd wedi dechrau i adnewyddu a diweddaru templed Cynllun Rheoli Coedwigoedd CNC i gefnogi lansio cynllun grant Rheoli Coed newydd Llywodraeth Cymru.

- Coedwig Law Geltaidd Cwm Elan – Cyflwynodd Jennifer Newman, Dŵr Cymru (DCWW) drosolwg o waith adfer coedwigoedd yng Nghwm Elan, gan gynnwys technegau fel pori cadwraethol.
- Diweddariad Llywodraeth Cymru (LIC) – Rhoddodd Naomi Matthiessen, LIC, ddiweddariad llafar ar elfennau coed a choetiroedd y Cynllun Ffermio Cynaliadwy, gwaith y Grŵp Cyflawni Rhanddeiliaid Coed a Gwrychoedd a thrafododd hefyd lansio Strategaeth Ddiwydiannol Pren newydd LIC.
- Adfer mawn dwfn wedi'i goedwigo – rhoddodd Rob Bacon, CNC gyflwyniad ar waith y Rhaglen Weithredu Genedlaethol ar Fawndiroedd ac astudiaeth achos o brosiect yn Nyffryn Tywi i adfer mawn dwfn wedi'i goedwigo yn gynefin mawndir gweithredol.
- Rheoli gwiwerod llwyd a cheirw – rhoddodd Chris Tucker, CNC ddiweddariad am y risgiau a'r problemau cyfredol sy'n gysylltiedig â rheoli gwiwerod llwyd a cheirw, gan gynnwys datblygiadau mewn technegau atal cenhedlu drwy'r system imiwnedd i helpu i reoli poblogaethau gwiwerod.
- Diweddariadau i aelodau – Trafodaeth bwrdd crwn i bob aelod o'r Fforwm roi diweddariad am bynciau allweddol o'u sefydliad eu hunain.

3. Cynhelir cyfarfod nesaf y Fforwm Rheoli Tir Cymru ar 15 Rhagfyr 2025.

4. Unwaith y bydd cofnodion y cyfarfod wedi'u hadolygu a'u cytuno'n ffurfiol gan yr aelodau, cânt eu cyhoeddi ar dudalen y Fforwm Rheoli Tir Cymru ar wefan CNC.

Is-grŵp Fforwm Rheoli Tir Cymru ar Lygredd Amaethyddol

5. Ar 3 Mawrth 2025, anfonodd CNC lythyr at aelodau Is-grŵp Fforwm Rheoli Tir Cymru yn cyfleu'r penderfyniad i integreiddio'r aelodaeth i brif Fforwm Rheoli Tir Cymru. Mynychwyd cyfarfod 15 Medi gan rai aelodau o'r hen Is-grŵp a ofynnodd i'r Fforwm Rheoli Tir Cymru barhau i ymdrin â ffocws llygredd amaethyddol yr hen Is-grŵp.

Y Diweddaraaf

17 Medi 2025

6. Gweithiodd y cyfarfod ar thema coedwigaeth / coetir yn dda, ac roedd y cyflwyniadau wedi cael eu dewis yn ofalus i fod o ddiddordeb ac yn berthnasol i aelodaeth eang Fforwm Rheoli Tir Cymru. Mae gwaith yn parhau i adolygu Cylch Gorchwyl Fforwm Rheoli Tir Cymru, a bydd hyn yn eitem i'w thrafod yn y cyfarfod nesaf ar 15 Rhagfyr 2025.
7. Ar y cyfan, roedd yna bositifrwydd newydd ynghylch rôl coed a choetiroedd yn dilyn cyfnod o rywfaent o ansicrwydd a phryder yn gysylltiedig â datblygu a chwblhau'r Cynllun Ffermio Cynaliadwy. Mae Grŵp Cyflawni Rhanddeiliaid Coed a Gwrychoedd

LIC yn parhau i fod yn ofod cydweithredol a chynhyrchiol ar gyfer trafod materion polisi, strategaeth a gweithredol.

Papur Bwrdd CNC

Dyddiad y cyfarfod:	8 Hydref 2025
Teitl y Papur:	Fforwm Pysgodfeydd Cymru (WFF) Gorffennaf 2025
Cyfeirnod y Papur:	25-10-B12
Noddwyd y papur gan:	Yr Athro Steve Ormerod, Cadeirydd Fforwm Pysgodfeydd Cymru (WFF)
Paratowyd y papur gan:	Ben Wilson, Prif Gynghorydd Pysgodfeydd; Tystiolaeth, Polisi a Thrwyddedu, Tîm Rheoli Adnoddau Naturiol
Cyflwynwyd y papur gan:	Yr Athro Steve Ormerod, Cadeirydd Fforwm Pysgodfeydd Cymru (WFF)
Pwrpas y papur	Gwybodaeth

Cefndir

1. Mae Fforwm Pysgodfeydd Cymru (WFF) yn cyfarfod deirgwaith y flwyddyn ac yn gyfle i randdeiliaid pysgodfeydd a Sefydliadau Anllywodraethol rannu tystiolaeth a chyfluoedd er mwyn cydweithio i gyflawni rheolaeth gynaliadwy o bysgodfeydd yng Nghymru.

Y Diweddaraf

2. Cynhaliwyd y cyfarfod diweddaraf ar 14 Gorffennaf 2025.
3. Diolchwyd i ddau aelod hirdymor o'r Fforwm sydd wedi ymddiswyddo, Denise Ashton o'r Ymddiriedolaeth Brithyll Gwyllt a Creighton Harvey oedd yn cynrychioli Ffederasiwn Pysgotwyr Caerfyrddin, Grŵp Pysgodfeydd Lleol Gorllewin Cymru ac a oedd hefyd yn rhan o Fforwm Rheoli Tir Cymru ar gyfer llygredd amaethyddol.
4. **Roedd y cyfarfod yn cynnwys yr eitemau canlynol.**
5. Rhoddodd Ben Wilson adborth o Gyfarfod Blynyddol Rhif 42 y **North Atlantic Salmon Conservation Organisation (NASCO)** yng Nghaerdydd o 2 i 7 Mehefin, 2025. Yn ogystal â chyflwyno trosolwg o'r cyfarfod, gwnaethom gyflwyno a thrafod 3 thema allweddol a fydd yn effeithio ar weithgarwch CNC yn y dyfodol:
 - a. **Dadansoddiadau Straenachosyddion:** Cyflwynodd pob awdurdodaeth ei hasesiad o'r ffactorau straen sy'n effeithio ar Stociau Eogiaid yn eu hawdurdodaethau. Nododd Cymru newid hinsawdd, llygredd dŵr, a phwysau defnydd tir fel tri o'r prif faterion y mae CNC yn anelu at fynd i'r afael â nhw.

- b. **Adrodd yn y dyfodol:** Bydd gofyn i CNC gyflwyno cynllun Ymrwymiad Cadwraeth i amlinellu'r camau y byddwn yn eu cymryd i fynd i'r afael â'r straenachosyddion hyn ar gyfer y cyfnod 2027-2032. Bydd cynllun drafft yn cael ei ddatblygu, gyda mewnbwn gan randdeiliaid, i'w gyflwyno i NASCO ym mis Mehefin 2026.
 - c. **Canllawiau:** Trafodwyd a chytunwyd ar ganllawiau newydd NASCO ar **gynlluniau** ailadeiladu stoc a'r **banc genynnau**. Mae gan y ddau oblygiadau posibl i CNC, a byddwn yn edrych ar sut rydym yn defnyddio'r rhain i gefnogi ein gwaith.
6. **Prosiect Adar sy'n Bwyta Pysgod** – diweddariad. Rhoddodd Dave Charlesworth (CNC) ddiweddariad ar adolygiad proses drwyddedu'r prosiect, sydd bron â dod i ben. Defnyddiwyd tystiolaeth o'r cynllun peilot sy'n seiliedig ar ddalgylch Wysg i lywio newidiadau i'r broses ymgeisio a thudalennau canllawiau CNC. Bydd y broses newydd yn mynd yn fyw gyda'r newidiadau hyn yn fuan ac mewn da bryd ar gyfer tymor ceisiadau'r prosiect hwn eleni (Awst/Medi).
7. **Rhybudd Eogiaid Cefngrwm.** Rhoddodd Dave Mee (CNC) ddiweddariad am y perygl y bydd Eogiaid Cefngrwm yn cyrraedd dyfroedd y DU a sut rydym yn gofyn i bysgotwyr a physgotwyr rhwydi fod yn wiliadwrus a rhoi gwybod am unrhyw eog cefngrwm a welir yn afonydd Cymru. Nid yw effaith bosibl eogiaid cefngrwm yn glir ar hyn o bryd; fodd bynnag, gall y pysgod hyn gyflwyno parasitiaid a chlefydau nad ydynt yn bresennol mewn pysgod salmonid brodorol. ***Gofynnwyd i aelodau Fforwm Pysgodfeydd Cymru helpu i hyrwyddo'r gwaith o roi gwybod am unrhyw eogiaid cefngrwm oedd yn cael eu dal i rif llinell gymorth digwyddiadau 24 awr CNC 03000 65 3000 neu ar-lein yn Cyfoeth Naturiol Cymru / Adrodd am ddigwyddiad.***
8. **Diweddariad ar werthiant trwyddedau gwialen a Physgota yng Nghymru.** Rhoddodd CNC yr wybodaeth ddiweddaraf am **gynnydd** mewn gwerthiant trwyddedau pysgota â gwialen yng Nghymru (2024/25). Gwerthwyd 42,368 o drwyddedau yng Nghymru yn ystod blwyddyn ariannol 2025/25, yn cynnwys 39,324 o drwyddedau pysgod bras/brithyll a 3,044 o drwyddedau pysgod salmonid mudol. Roedd yr incwm a godwyd o werthiannau ychydig dros £1.1 miliwn. Roedd gwerthiannau wedi cynyddu 3,700 (10%) o'i gymharu â'r flwyddyn flaenorol, ac roedd yr incwm tua £100,000 yn uwch. Mae hyn yn parhau'r duedd gadarnhaol a welwyd ers 2020. Credir bod y perfformiad cryf yng Nghymru, o leiaf yn rhannol, oherwydd y gweithgaredd marchnata Pysgota yng Nghymru <https://fishingwales.net/> a gyflawnwyd o dan contract CNC gan yr Ymddiriedolaeth Pysgota.
9. **Edrych i'r dyfodol** Bydd eitemau Fforwm Pysgodfeydd Cymru a awgrymir yn y dyfodol yn cynnwys:
- a. Adolygu asesiad stociau eogiaid,
 - b. Targedau Adrodd Ymrwymiad Cadwraeth Eogiaid ar gyfer NASCO.
 - c. Strategaeth Pysgodfeydd sy'n gwrthsefyll yr Hinsawdd

10. Dyddiad y cyfarfod nesaf: 21 Hydref 2025

Papur Bwrdd CNC

Dyddiad y cyfarfod:	8 Hydref 2025
Teitl y Papur:	Diweddariad Fforwm Rheoli Dŵr Cymru (WWMF)
Cyfeirnod y Papur:	25-10-B13
Noddwyd y papur gan:	Steve Ormerod, Cadeirydd WWMF
Paratowyd y papur gan:	Ceri Jones, Ymgynghorydd Arbenigol Arweiniol Rheoli Dalgylch
Cyflwynwyd y papur gan:	Steve Ormerod, Cadeirydd WWMF
Pwrpas y papur	Gwybodaeth
Crynodeb	Uchafbwyntiau Fforwm Rheoli Dŵr Cymru a gynhaliwyd ar 10 Gorffennaf 2025

Cefndir

1. Darparwyd diweddariad gan Fforwm Rheoli Dŵr Cymru (WWMF) y tro diwethaf ym mis Ionawr 2025. Mae WWMF yn cyfarfod ddwywaith y flwyddyn ac yn rhoi cyfle i sefydliadau aelodaeth y fforwm rannu tystiolaeth a chyfleoedd er mwyn cydweithio i gyflawni rheolaeth gynaliadwy o ddŵr yng Nghymru - o'r tarddiad i'r môr. Yn ogystal â thrafodaeth barhaus am faterion rheoleiddio a pherfformiad - er enghraifft o ran Rheoliadau'r Amgylchedd Dŵr (Cyfarwydddeb Fframwaith Dŵr (WFD) (Cymru a Lloegr) 2017) – mae agweddau ehangach ar ansawdd dŵr, llywodraethu dŵr ac adnoddau dŵr yng Nghymru wedi bod yn themâu allweddol.
2. Mae WWMF hefyd yn archwilio cyfleoedd i ddatblygu, cefnogi a chyfathrebu negeseuon ac argymhellion a rennir ar reoli adnoddau naturiol yn gynaliadwy yn fwy cyffredinol ochr yn ochr â Fforwm Rheoli Tir Cymru, Fforwm Pysgodfeydd Cymru (WFF), Fforwm Mynediad Cenedlaethol Cymru a Grŵp Cynghori a Gweithredu Morol Cymru .

Y Diweddara

3. Roedd y sesiwn ddiweddara yn cynnwys taith maes yn y Fenni ar 10 Gorffennaf 2025. Gan fod y rhan fwyaf o sesiynau WWMF yn gyfarfodydd rhithwir, roedd yn gyfle prin i gyfarfod wyneb yn wyneb.
4. Roedd y bore'n canolbwyntio ar waith y prosiect [Pedair Afon LIFE](#). Rhoddodd tîm prosiect Cyfoeth Naturiol Cymru gyflwyniad diddorol ar y gwaith gan ganolbwyntio ar afon Wysg a'r gwaith yn Y Fenni ac i fyny'r afon i Aberhonddu. Yna aethom am dro byr i afon Wysg lle trafodwyd y gwaith monitro prosiect ehangach gan gynnwys olrhain eogiaid a gwangod a oedd wedi'i wneud yn ddiweddar. Yna, buom yn edrych ar gynigion drwy'r prosiect ar gyfer dyluniadau llwybrau pysgod yn Aberhonddu, Crughywel a Llan-ffwyst, gan dreulio mwy o amser yn edrych ar y cynigion ar gyfer pont Llan-ffwyst yn Y Fenni.
5. Daeth y diwrnod i ben gydag ychydig o gyflwyniadau byr a thrafodaeth yn canolbwyntio ar waith prosiect, yn benodol y [Porth Adfer Afonydd](#) a'r gwaith Cronfa Gyfalaf Ansawdd Dŵr y mae CNC wedi bod yn arwain arno. Rhoddodd CNC ddiweddariad byr hefyd gan y grŵp Gorchwyl a Gorffen Cynllunio Rheoli Basn Afon sy'n parhau i gyfarfod bob dau fis, ac ar hyn o bryd mae'r grŵp yn cwblhau gwaith adolygu cynnydd Cylch 3 a dulliau Cylch 4 ar gyfer yr ymgynghoriad Heriau a Dewisiadau, a fydd yn cael eu cyhoeddi ar 21 Hydref.
6. Bwriedir cynnal cyfarfod nesaf WWMF yn rhithiol ar 13 Tachwedd 2025. Mae'r rhagolwg yn cynnwys:
 - Diweddariadau rhaglen Cwmni Dŵr
 - Asesiad Effaith Iechyd (HIA) i gefnogi'r Asesiad Amgylcheddol Strategol o Gynlluniau Rheoli Basnau Afonydd (RBMPs)
 - Adborth gan y Grŵp Gorchwyl a Gorffen Cynllunio Rheoli Basn Afon
 - [Comisiwn Annibynnol i'r sector dŵr a'r modd y mae wedi cael ei reoleiddio wedi'i gadeirio gan Syr Jon Cunliffe](#)
7. Mae nodiadau cyfarfod ar gael ar wefan CNC ar gyfer Fforwm Rheoli Dŵr Cymru.

Papur Bwrdd CNC

Dyddiad y cyfarfod:	8 Hydref 2025
Teitl y Papur:	Diweddariad Fforwm Mynediad Cenedlaethol Cymru (FfMCC).
Cyfeirnod y Papur:	25-10-B14
Noddwyd y papur gan:	Lesley Jones, Cadeirydd FfMCC
Paratowyd y papur gan:	Carys Drew, Ysgrifenyddiaeth FfMCC (Arweinydd Tîm: Mynediad a Hamdden Awyr Agored)
Cyflwynwyd y papur gan:	Lesley Jones, Cadeirydd FfMCC
Pwrpas y papur	Gwybodaeth

Cefndir

1. Mae Fforwm Mynediad Cenedlaethol Cymru (FfMCC) yn fforwm anstatudol sy'n dod â rhanddeiliaid ynghyd o sefydliadau'r sector cyhoeddus, y sector preifat a'r trydydd sector sydd â diddordeb ac arbenigedd mewn mynediad awyr agored a hamdden yng Nghymru.
2. Prif ddibenion FfMCC yw:
 - Helpu i wella ansawdd a chynyddu mynediad i gefn gwlad ac arfordir Cymru, ac ymestyn y cyfleoedd o fwynhad a hamdden awyr agored cyfrifol i bawb, o ran cynaliadwyedd amgylcheddol ac addysg.
 - Cydweithio fel rhwydwaith rhanddeiliaid, gan feithrin dealltwriaeth, a rhannu gwybodaeth ac arfer da; cefnogi gwireddu manteision hamdden a mynediad i'r awyr agored yng Nghymru
 - Cefnogi CNC yn ei nod o sicrhau bod mwy o bobl yn cymryd rhan mewn gweithgareddau hamdden awyr agored ac yn elwa ohono yn amlach
3. Mae CNC yn darparu'r Cadeirydd (Lesley Jones) a'r Ysgrifenyddiaeth (Carys Drew). Mae'r Dirprwy Gadeirydd yn cael ei enwebu o blith yr aelodaeth (Ruth Rourke, Sefydliad Hawliau Tramwy Cyhoeddus a Rheoli Mynediad).
4. Mae Fforwm Mynediad Cenedlaethol Cymru yn cyfarfod deirgwaith y flwyddyn. Mae cyfarfodydd fforwm yn agored i arsylwyr ac yn cael eu cynnal yn gyhoeddus ond nid ydynt yn gyfarfodydd cyhoeddus. Pan fo angen, gall y Cadeirydd sefydlu gweithgorau i ystyried materion penodol ac adrodd i gyfarfodydd dilynol, ni chynhelir cyfarfodydd gweithgorau yn gyhoeddus.

5. Mae'r Ysgrifenyddiaeth yn coladu cyfraniadau ysgrifenedig cyn pob cyfarfod. Mae hyn yn rhoi cyfle i aelodau, CNC a Llywodraeth Cymru (LIC) rannu gwybodaeth fanwl. Mae'r cyfraniadau ysgrifenedig ar gyfer pob cyfarfod, ynghyd ag agendâu a nodiadau cryno o'r cyfarfodydd yn cael eu cyhoeddi ar wefan CNC: [Cyfoeth Naturiol Cymru / Fforwm Mynediad Cenedlaethol Cymru](#)

Y Diweddara

6. Cynhaliwyd cyfarfod diweddara FfMCC ar-lein ar 1 Gorffennaf 2025.
7. Clywodd y Fforwm gan Laura Cotton, Ymgynghorydd Arbenigol Arweiniol, CNC ar Gynllun Rheoli Perygl Llifogydd Stryd Stephenson ar hyd Afon Wysg sy'n afon lanwol. Mae Afon Wysg wedi'i diogelu i raddau helaeth ar gyfer cadwraeth natur ac mae'r safle hefyd wrth ymyl parc cyhoeddus a llwybr Llwybr Arfordir Cymru. Rhoddodd Laura drosolwg o'r cynllun a sut, trwy broses ddylunio wedi'i llywio gan dirwedd / amgylchedd, y llwyddodd Cyfoeth Naturiol Cymru i gynyddu gwerth amwynder y parc, gan greu llwybr hygyrch newydd, gwella wyneb y llwybr a hygyrchedd dros 1.4km o'i hyd ac osgoi effeithiau negyddol ar gerddwyr / ecoleg mewn perthynas â dylunio amddiffynfeydd rhag llifogydd. Nododd Laura fod y prosiect yn ymdrech tîm rhwng llawer o bobl o CNC a sefydliadau eraill gan gynnwys Tricia Cottnam, Swyddog Llwybr Arfordir Cymru (De) a ymunodd â'r cyflwyniad i rannu ei mewnwelediadau.
8. Cyflwynodd Sioned Humphreys, Ymgynghorydd Arbenigol Llwybr Arfordir Cymru, ganfyddiadau arolwg diweddar sy'n rhoi cipolwg gwerthfawr ar sut mae busnesau'n gwerthfawrogi llwybrau Cymru. Cynhaliwyd arolwg gyda 1000 o fusnesau wedi'u lleoli ar neu'n agos at Lwybr Arfordir Cymru neu 3 Llwybr Cenedlaethol yng Nghymru (Llwybr Clawdd Offa, Llwybr Glyndŵr, Llwybr Arfordir Sir Benfro). Y prif nod oedd gwella dealltwriaeth o'r gefnogaeth sydd ei hangen ar fusnesau i fanteisio'n llawn ar eu lleoliad a'r cyfleoedd a gyflwynir gan lwybrau pellter hir Cymru.
9. Rhoddodd Andrew Davies a Katherine Hatch, Coedwig Genedlaethol Cymru, LIC gyflwyniad ar ddatblygu Llwybr Coedwig Genedlaethol Cymru. Mae creu rhwydwaith gwydn o goetiroedd ar gyfer cenedlaethau'r dyfodol yn ymrwymiad gan LIC. Mae datblygu Llwybr y Goedwig Genedlaethol (LIGG) yn nod uchelgeisiol er mwyn i Gymru fod yn un o'r gwledydd cyntaf i gael llwybr coediog cenedlaethol. Mae'r LIGG yng nghyfnod cynnar ei ddatblygiad a bydd yn brosiect mawr a hirdymor. Ar raddfa a phrosiect tebyg i Lwybr Arfordir Cymru, disgwylir y bydd yn cymryd hyd at 10-15 mlynedd i'w gyflawni'n llawn. Gwahoddodd Llywodraeth Cymru aelodau'r Fforwm i gymryd rhan mewn cefnogaeth rhanddeiliaid ar gyfer datblygu'r prosiect.
10. Cyflwynodd Jill Bullen, Ymgynghorydd Arbenigol Arweiniol Tirwedd, Cyfoeth Naturiol Cymru, ar Fap Llonyddwch Cymru a Chanllaw Arfer Da Awyr Dywyll.
11. Mae'r adnodd Llonyddwch a Lle sy'n gyson yn genedlaethol yn nodi tawelwch cymharol ar lefel strategol a lleol i'w ddefnyddio fel sail dystiolaeth i lywio bwriad polisi, arfer a darpariaeth ar gyfer buddion lles. Rhannwyd hyn gydag aelodau'r Fforwm i godi

ymwybyddiaeth o'r adnodd a chyfleoedd i'w ddefnyddio mewn modd buddiol wrth gynllunio a hyrwyddo.

12. Gwella ymwybyddiaeth a dealltwriaeth o lygredd golau ac awyr dywyll, manteision cael y golau cywir ar yr amser cywir yn y lle cywir. Tynnodd Jill sylw at sut y gall aelodau ddefnyddio tystiolaeth, canllawiau a chymau gweithredu i gyfrannu at nifer o fuddion, gan gynnwys mynediad, lles ac astro-dwristiaeth.
13. Dosbarthwyd cyfraniadau ysgrifenedig cyn y cyfarfod ac anogwyd yr aelodau i adolygu'r rhain ac i gysylltu â chyfranwyr yn uniongyrchol gyda rhagor o gwestiynau.
14. Mae dyddiadau cyfarfodydd yn y dyfodol wedi'u cynllunio fel a ganlyn: 4 Tachwedd (yn bersonol), 3 Mawrth 2026 (ar-lein).

Papur Bwrdd CNC

Dyddiad y cyfarfod:	8 Hydref 2025
Teitl y Papur:	Adroddiad Perfformiad Cyllid
Cyfeirnod y Papur:	25-10-B15
Noddwyd y papur gan:	Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol
Paratowyd y papur gan:	Rob Bell, Pennaeth Cyllid; Mark Collins, Rheolwr Cyllid Busnes
Cyflwynwyd y papur gan:	Rob Bell, Pennaeth Cyllid
Pwrpas y papur:	Cymeradwyo (newid yn y rhagolwg)/Trafodaeth (Perfformiad Ariannol)
Crynodeb	Cymeradwyo: Newid yn y rhagolwg diweddaraf o £299.5m i £303.2m a ragwelir. Craffu ar: Berfformiad ariannol hyd at ddiwedd mis Gorffennaf 2025.

Cefndir

- Mae'r adroddiad Perfformiad Cyllid yn rhoi manylion ar gynnydd ar draws y gwahanol fathau o incwm, gwariant a rhaglenni. Mae Atodiad A yn crynhoi'r negeseuon allweddol mewn perthynas â'r canlynol:
 - Newid yn rhagolwg y gyllideb o'i gymharu â'r rhagolwg blaenorol a gymeradwywyd (cyllideb agoriadol).
 - Perfformiad hyd at ddiwedd mis Gorffennaf 2025.

Risgiau a chyfleoedd

- Nodir risg yn y Gofrestr Risg Cyllid a Gwasanaethau Corfforaethol ar gyfer 'gwariant yn ystod y flwyddyn'. Mae hyn hefyd yn cysylltu â'r risg strategol "Methiant i gyflawni sefydlogrwydd ariannol". Ar gyfer y flwyddyn ariannol hon,

mae risgiau gorwariant wedi'u lliniaru gan gamau gweithredu a gymerwyd gan y Tîm Gweithredol a chyllid ychwanegol gan Lywodraeth Cymru.

3. Y goblygiadau ehangach yw:

- (a) **Cyllid:** Mae'r adroddiad hwn yn ymwneud â pherfformiad ariannol CNC. Nodir risg o fewn Cofrestr Risg y Gyfarwyddiaeth Cyllid a Gwasanaethau Corfforaethol.
- (b) **Deddf Llesiant Cenedlaethau'r Dyfodol:** Mae pob elfen o'r gyllideb yn cyfrannu at un neu lawer o'n Hamcanion Lles.

Y Camau Nesaf

- 4. Bydd y Tîm Gweithredol yn parhau i fonitro'r prif risgiau o fewn y gyllideb.
- 5. Cynhyrchir yr adroddiad hwn bob dau fis ar gyfer y Bwrdd a'r Tîm Gweithredol.

Argymhelliad

- 6. Y Bwrdd i gymeradwyo newidiadau i'r rhagolwg diweddaraf, o £299.5m i £303.2m.
- 7. Y Bwrdd i graffu ar berfformiad ariannol hyd at ddiwedd mis Gorffennaf 2025.

Mynegai o Atodiadau

Atodiad A — Adroddiad Perfformiad Ariannol



**Cyfoeth
Naturiol**
Cymru
**Natural
Resources**
Wales



NRW Finance Committee/Board – September 25
Financial Performance Report – July 2025

Content and Key Messages

Update will cover:

Update on the latest forecast changes as at July 2025, compared to the approved budget as at May 2025 - an increase of £3.7m from £299.5m to £303.2m.

Financial Performance as at July 2025

Update on contingencies and under/over programming

The main risks and opportunities to our budget this year.

Messages:

Commercial Income has increased by £0.7m, largely due to the draw down of the financial provision at the Palleg Site and **Grant in aid** has also increased by £3.2m with additional funding for Fleet (£3.9m) offset by a reduction in WG grants forecast (£0.7m). There is also a reduction in **External Income** of £0.3m.

Income is ahead of profile by £1.4m. Charge income being £1.5m ahead of planned profile, and a revised forecast for the full year will be gathered at the half-year point. This is offset by commercial income being behind target by £0.5m as quarter 1 timber despatches fell below forecast expectations, and it is now certain that NRW will not achieve the forecasted end of year income. Current forecast suggests a drop to between £30m and £31m, and a revised timber income forecast will be approved by Head of Sustainable Commercial Development and presented to business group for discussion.

Expenditure at the end July was £65.7m, and was below the planned expenditure profile by £3.1m (4%). Staff costs are under by £1.5m due to the level of vacancies. Non staff is under by £0.7m, this mainly relates to Land Stewardship in Operations and are currently undertaking a re-forecast. Project expenditure is behind profile by £0.9m, and whilst there are minor variances across a lot of projects, the net variance is greater on the Flood Risk Capital and Externally Funded Programmes (both £0.3m).

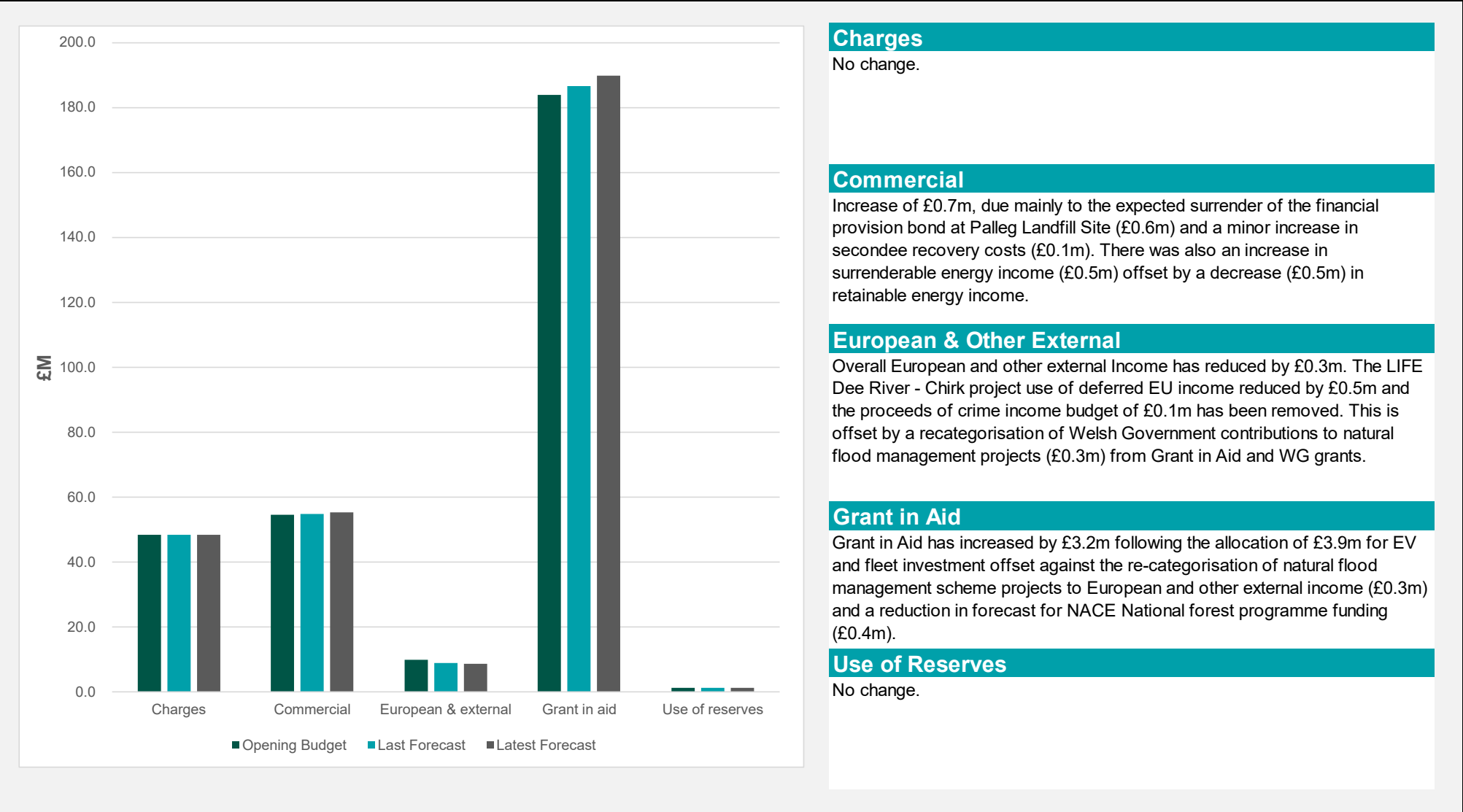
There is further detail on contingencies and overprogramming later in the report. We have central provisions for pay award, Flexible Resource Pool and any potential corrections required to the staff budget, along with a central contingency which has been nearly fully allocated. We also hold general overprogramming of £1m plus specific over-programming held against various programmes - these amount to £4.2m. Within NRW 2030 programme, there is still £3.7m awaiting project set up and profile distribution.

The next page summarises risks and opportunities within the current year's budget. The main risk is being able to utilise all the staff related underspend and not being able to use all the additional funding from WG, at the same time not exceeding our headcount ceiling. Directorates and ET are considering the position as part of a deep dive on 9 September.

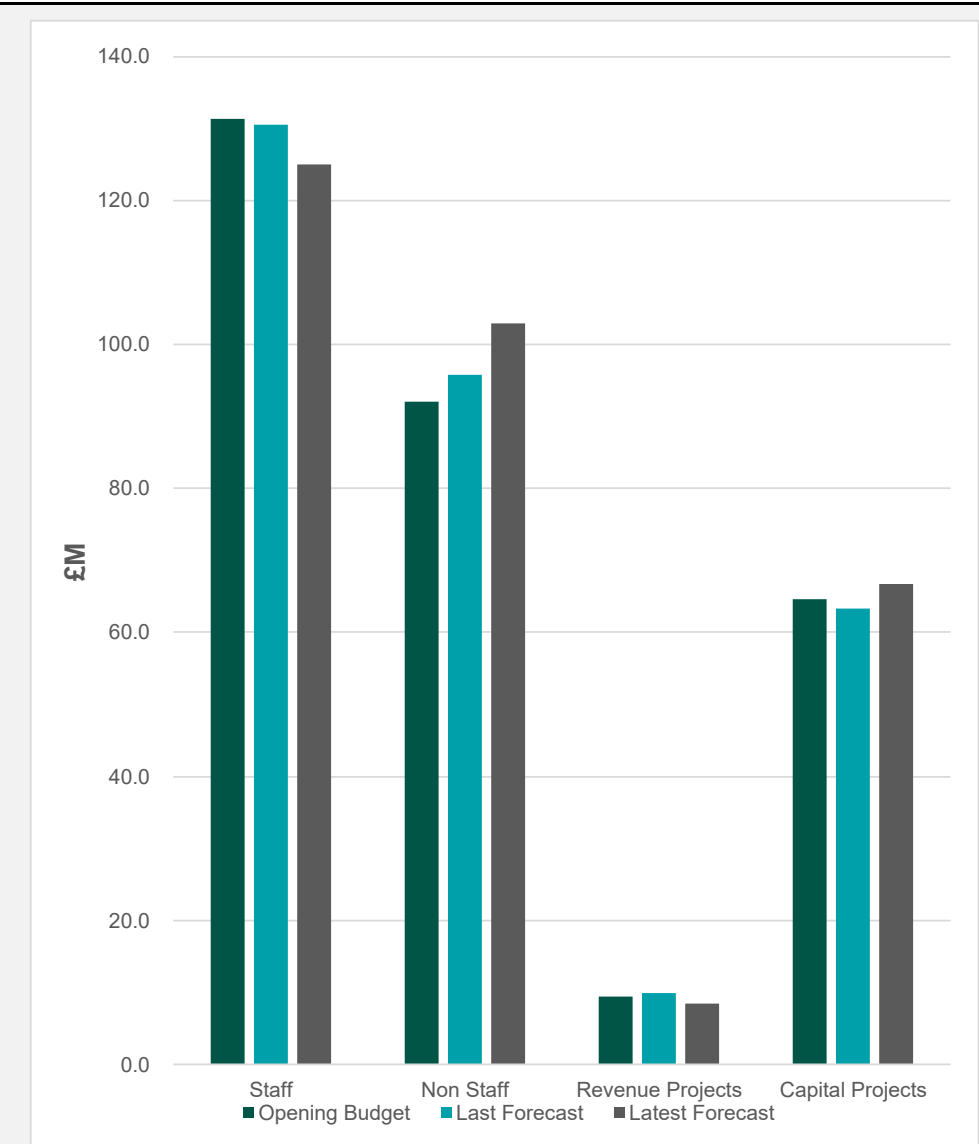
Risks & Opportunities

Type	Description	Expenditure Category	Value/£m
Risks			
US tariffs, geopolitical issues and exchange rate fluctuation	Potential increased costs, particularly within ICT hardware, licenses and oil/fuel.	Revenue & capital	TBD
Ongoing legal cases	No claim costs from case recently mediated although extra operational inspection costs will need to be factored into the programme. Other claims are being monitored for impact.	Revenue	TBD
Retainable & surrenderable energy income	Additional measures put in place this year to highlight fluctuations in a more timely manner, however the volatility of the wholesale market and weather conditions will still be outside of our control, leading to fluctuations through the year. The retainable element will have a direct impact on NRW, with any shortfall needing to be met within our current budget allocation. Surrenderable will have a greater impact on WG. The latest income forecasts were recently adjusted for recent, prudent forecasts so the risk should be mitigated.	Revenue	TBD
Timber income	Susceptible to economic pressures and the first forecast of the year has indicated a reduction from £32.5m to between £30m and £31m.	Revenue	£1.5m - £2.5m
Opportunities			
Salary underspend	Based on July performance and current recruitment activity - underspend likely to increase from £1.5m to circa £3m. Directorates and ET will consider options for how this can utilised.	Revenue & capital	Likely to be circa £3m
Use of temporary investment fund	Created from increasing the headcount cap from 4% to 7% - budgets embedded in directorates for allocation. ET to also consider options for utilisation if bigger strategic priorities exist.	Revenue	£4m
DDaT and other capital investment	Quick wins being identified and consider making a request to switch revenue to capital funding	Revenue & capital	TBD
General underspends	There is a risk with so much recruitment that there maybe general underspends whilst focus is away from delivery. There is a level of over-programming that is mitigating that.	Revenue & capital	TBD
Neutral			
Not using the additional grant funding from Welsh Government	Early indications that we will not be able to use £2.7M of the funding allocated by WG for various initiatives,	Revenue / Capital	£2.7m

Financial Performance – Income Forecast



Financial Performance – Expenditure Forecast



Staff

The forecast of staff costs have reduced by £5.6m between May and July. Mainly, this is due to the decision to implement headcount caps within our staff budgets in order to achieve future years sustainability. This led to a reduction in staff budgets of £4.1m in the current year. This budget has been allocated under non staff costs within each directorate for them to repurpose. A review of staff budget categorisation resulted in a further transfer of £1.7m of staff costs to non staff costs.

Non Staff

Non staff costs have increased by £7.3m mainly for the creation of the temporary investment fund (£4.1m) increase in the repayment of surrenderable energy income to WG (£0.7m), allocation of a budget in respect to the drawdown of the financial provision at Palleg (£0.6m). In addition, some staff costs have been re-categorised into non-staff costs following detailed re-forecasting (£1.7m).

Revenue Projects

Revenue Projects have reduced by £1.5m largely due a recategorisation fo workforce recharges on NRW 2030 programme (£1.1m) together with a reduction in NaCE National Forest programme forecast (£0.4m).

Capital Projects

Budget has increased by £3.4m, mainly due to additional WG capital funding for Fleet and EV investment (£3.9m), additional WG funding for heat pump in Llandovery office (£0.1m), offset by a reduction in Externally funded LIFE Dee project (£0.5m).

Financial Performance - Income

INCOME by Account Type	Actual YTD £m	Approved Forecast YTD £m	Variance YTD £m	Approved Forecast FY £m	Remaining Budget FY %	Original Budget FY £m	Commentary
Charges	31.9	30.0	1.9	48.4	34%	48.4	Overall, charge income is £1.8m ahead of profile, due to Water Quality, Installations & Water Resources subsistence charges and rod licencing. The full-year income forecast remains at the original budget level. It is too early to predict whether these are definite income increases or an artificial upturn that could be negated by future variations or refunds. We will continue to collaborate with the permitting teams to with the aim of updating the forecast at the half-year point
Commercial	18.9	19.4	-0.5	55.3	66%	54.5	Commercial Income is below budget due to Timber (-£0.6m), which is offset by other NRW estate Income and rechargeable works being ahead of budget (£0.2m). Quarter 1 despatches from WGWE fell below forecast expectations, and it is now certain that NRW will not achieve the forecasted end of year target for Timber. Current forecast suggests a drop to £30m to £31m as purchasers have indicated that they are unable to catch-up on lost production within the financial year, and highly likely that some of this timber income from existing contract agreements will now roll forward in FY2026/27. Revised Timber Income forecast will be approved by Head of Sustainable Commercial Development (end of August) and presented to business group for discussion.
European & external	1.2	1.2	-0.0	8.5	86%	9.8	In line with profile.
Grant in Aid	26.5	26.5	0.0	189.8	86%	183.8	In line with profile.
Use of Reserves	0.0	0.0	0.0	1.1	100%	1.1	In line with profile.
TOTAL: NRW	78.5	77.2	1.4	303.2	74%	297.6	

Financial Performance - Expenditure

EXPENDITURE	Actual	Approved Forecast	Variance	Approved Forecast	Remaining Budget	Original Budget	Commentary
by Account Type	YTD £m	YTD £m	YTD £m	FY £m	FY %	FY £m	
Staff	38.1	39.5	1.5	125.0	70%	130.3	An underspend of £1.5m on staff costs, due to the number of vacant posts. Currently the number of staff in non ring fenced posts is 9% below the headcount cap and 27% below on ring fenced posts. The underspend on staff budgets along with the £4m re-allocated to non staff costs as an investment fund (from instigating a headcount cap 3% on top of the baseline 4% originally set as a turnover target) is to be prioritised by Directorates to find alternative ways of delivering services, and improvements to those services, doing more or bringing expenditure forward. A forecast will take place during September/October to ascertain the expected underspend at year end. There are 330 posts currently being actively recruited.
Non Staff	18.6	19.3	0.7	103.0	82%	93.2	Underspend of £0.6m on Land Stewardship Operation activities - which is being re-profiled. No risks have been flagged in terms of underspends and is likely to be an area that we will look to transfer budget into from staff costs or the investment fund.
Revenue Projects	1.5	1.6	0.1	8.4	82%	9.5	Very minor variances across some revenue projects.
Capital Projects	7.5	8.3	0.8	66.8	89%	64.6	The largest of the variances are in respect to the Flood Capital (£0.3m) and External Funded Programmes (£0.3m). There is a risk that we will not utilise the full year flood capital budget
TOTAL: NRW	65.7	68.8	3.1	303.2	78%	297.6	

Financial Performance – Revenue Projects

Revenue Projects by Programme	Actual	Approved Forecast	Variance	Approved Forecast	Remaining Budget	Original Budget	Commentary
	YTD £m	YTD £m	YTD £m	FY £m	FY %	FY £m	
External Funded	0.6	0.7	0.1	3.2	81%	3.1	Main variance relates to multi-year Natur am Byth project (£0.1m).
Internal Funded	0.4	0.5	0.1	1.7	76%	1.6	Main variance relates to Bala Sluice Access Bridges
NaCE	0.2	0.2	0.0	1.5	86%	1.6	In line with profile.
Other	0.0	0.0	0.0	0.0	70%	0.0	In line with profile
NRW 2030	0.2	0.2	0.0	1.2	84%	2.3	In line with profile
Grants	0.1	0.0	-0.1	0.8	89%	0.9	National trails grant programme expenditure (£0.1m), whilst the budget is mainly planned to be spent at the end of the financial year. This will be reviewed and re-forecasted if necessary.
TOTAL: NRW	1.5	1.6	0.1	8.4	82%	9.5	

Financial Performance – Capital Projects

Capital Projects by Programme	Actual	Approved Forecast	Variance	Approved Forecast	Remaining Budget	Original Budget	Commentary
	YTD	YTD	YTD	FY	FY	FY	
	£m	£m	£m	£m	%	£m	
NRW 2030	0.6	0.6	0.0	5.6	89%	6.0	The NRW 2030 programme is on profile but the main concern is that £2.7m of budgets are still to be distributed to projects. The programme is currently under-programmed by £1.6m. Once the budgets are allocated it will be over-programmed by £1m.
External Funded	2.0	2.3	0.3	13.7	85%	14.4	The main variance is in relation to the DDAT project: Electric Waste Tracking funded by Defra (£0.2m).
Flood Risk	2.5	2.8	0.3	17.9	86%	17.6	At the time of undertaking this forecast the programme was still slightly over-programmed by £0.1m (~1%), indicating close alignment with available funding. However, since then we have been advised that the Presteigne scheme £0.4m has been removed from the programme, resulting in an under programming of £0.3m. There are budgets awaiting distribution (£0.3m) and further work that is under consideration (£0.3m). As a result, there is a risk of underspend.
Internal Funded	0.4	0.5	0.1	7.4	95%	3.6	Minor variances over several projects. The increase in forecast is due to the incorporation of the EV and fleet purchase budget.
NaCE	2.0	2.1	0.1	19.4	90%	20.2	Largely in line with profile. This reflects a £0.50m reduction from the opening budget following the removal of anticipated WG funding for Commemorative Woods under the National Forest scenario. Programme Risks include £1m budget pending distribution to projects and 56% of spend profiled in Quarter 4 offset by overprogramming which will be managed downwards to align with available budget through the year.
IFRS 16 Capital Leases Only (non-cash)	0.0	0.0	0.0	2.8	100%	2.8	£1.4m is due to be transferred to the EV and Fleet purchase budget, which will reduce this budget to £1.4m. The remainder is set aside for 3 building leases though 1 may not happen this financial year. Which will mean that capital budget is available for re-distribution.
TOTAL: NRW	7.5	8.3	0.8	66.8	89%	64.6	

Contingency and over-programming budgets

Balances (contingencies and programme under/overs)	May-25 £m	Jul-25 £m	Movement £m	Confidence Level (RAG Status)	Comments
Contingencies and provisions					
Pay Award Provisions	4.2	4.2	0.0	Green	Budget held centrally at 3%. Welsh Government pay remit is 3.75%, however they will fund the difference should our pay award be greater than 3%. Once the decision has been made on the pay award budgets can be adjusted.
Other staff contingency	2.1	1.3	-0.8		Budget distributed for market forces and increments. Contingency held for flexible resource pool and any corrections required to the opening budget. It is likely that the whole of this contingency will not be required.
Central Contingencies	1.9	0.2	-1.7		Unfunded pressures approved and reported to ET in July 2024. They comprised the bringing forward of laptop and other hardware purchases from nest financial year and the allocation of additional budget to support recruitment activities.
Infrastructure (additional WG GiA funding) (EPP directorate)	0.6	0.6	0.0		Unallocated funding from the initial £5m award.
Staff Budget Undistributed (Directorates)	10.5	2.7	-7.8		Budgets have been distributed to posts associated with new funding in June/July. It is anticipated that the remaining budget will be transferred to position in August, once the position are set up by Recruitment team.
Over-programming					
Central over programming	-1.0	-1.0	0.0	Green	As per the opening budget. This will most likely be retained until Quarter 4.
Overprogramming (Directorates)	-0.3	-0.5	-0.2		In addition to the land stewardship overprogramming £0.3m, additional funding agreed to support Mid Wales integrated workforce £0.2m. This will be cleared through the allocation of the investment fund funding.
NaCE (Directorates)	-1.8	-2.5	-0.7		Increase in NaCE overprogramming this will be managed down as we move through the year, similar to previous years.
Water Resources Capital (Directorates)	-0.1	-0.2	-0.1		The balance will be managed down as we move through the year.
Under-programming					
Flood Risk Capital (Directorates)	0.1	-0.1	-0.2	Green	Whilst the Flood programme is reflected as overprogrammed in July by £0.1m, we have since been made aware that the Presteigne scheme has been delayed (£0.4m) resulting in an under programming of £0.3m. Although further projects under consideration should increase the over-programming to £0.3m.
Under programming (Directorates) WG Grant	0.0	0.1	0.1		Woodland verification WG grant
Awaiting distribution					
NRW 2030 (Directorates)	6.0	3.7	-2.3	Yellow	Once projects are set up, the budget will be distributed (revenue - £1m and capital £2.7m)
Note					
All contingencies/over programming are held centrally unless indicated otherwise.					



Papur y Bwrdd

Dyddiad y cyfarfod:	8 Hydref 2025
Teitl y papur:	Adroddiad Perfformiad y Cynllun Busnes Blynnyddol: Adroddiad Perfformiad Chwarter 1 a Mewnol: Chwarter 1
Cyfeirnod y papur:	25-10-B17
Noddwyd y papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Paratowyd y papur gan:	Sarah Williams, Pennaeth Strategaeth Gorfforaethol a'r Swyddfa Rheoli Rhaglenni a'r Tîm Cynllunio a Pherfformiad Corfforaethol
Cyflwynwyd y papur gan:	Prif Swyddog Gweithredol ac Arweinwyr Amcanion Llesiant y Tîm Gweithredol
Diben y papur	Cymeradwyaeth
Crynodeb	Mae'r Adroddiad Perfformiad hwn yn adrodd ar gynnydd erbyn diwedd Chwarter 1 yn erbyn Cynllun Busnes Blynnyddol 2025/26 ac mae hefyd yn adrodd ar berfformiad mewnol. Cymeradwyo: Safleoedd perfformiad Chwarter 1 ar gyfer holl ymrwymïadau'r cynllun busnes a mesurau mewnol.

Cefndir

Cynllun busnes a pherfformiad

- Bob blwyddyn ariannol, mae'r Gweinidog yn anfon datganiad ffurfiol at Cyfoeth Naturiol Cymru (CNC) o'i ddarpariaeth gyllidebol. Mewn ymateb i hyn, bob blwyddyn mae'n rhaid inni baratoi cynllun busnes sy'n nodi lefel y gwasanaeth i'w chyflawni mewn meysydd allweddol a'r wybodaeth am berfformiad ac allbwn i'w chasglu er mwyn monitro cynnydd.
- Mae'r Prif Weithredwr yn gyfrifol am gynghori'r Bwrdd ar berfformiad y sefydliad. Ceir tystiolaeth o graffu ar berfformiad yn Adroddiad Blynnyddol a Chyfrifon CNC. Mae dogfen fframwaith Llywodraeth Cymru yn nodi bod yn rhaid i CNC weithredu systemau sy'n galluogi adolygiad o berfformiad yn erbyn amcanion mewn modd amserol ac effeithiol. Rhaid rhannu'r wybodaeth fonitro y cytunwyd arni â Thîm Partneriaeth Llywodraeth Cymru ar adegau y cytunir arnynt er mwyn dangos cynnydd a sicrhau bod targedau'n cael eu cyflawni a bod y metrigau o fewn lefelau derbyniol.

3. Wrth gyhoeddi'r cynllun corfforaethol, nodwyd cyfarwyddwyr gweithredol fel arweinwyr ar gyfer pob amcan llesiant, gyda chyfrifoldeb am berfformiad, sicrwydd a risg ar gyfer eu hamcan llesiant priodol, yn ogystal â chraffu integredig ar draws y tri amcan llesiant i sicrhau golwg gyfannol ar gynnydd.

Cynllun Busnes 2025/26

4. Mae Cynllun Busnes 2025/26 yn nodi'r hyn y byddwn yn ei wneud yn benodol yn 2025/26 i gyflawni yn erbyn y tri amcan llesiant i gyflawni ein cynllun corfforaethol erbyn 2030 a helpu i gyflawni ein gweledigaeth – byd natur a phobl yn ffynnu gyda'n gilydd.

5. Yn bennaf o ganlyniad i effeithiau ein hachos dros newid a'r rhewi mewn recriwtio, mae'r rhan fwyaf o'r ymrwymadau wedi'u dwyn ymlaen o 2024/25 i'r flwyddyn hon. Ar ddiwedd y flwyddyn ddiwethaf, roedd nifer o ymrwymadau â statws coch neu felyn, gyda'r llwybr i wyrdd yn ddibynol ar lenwi swyddi gwag staff a sefydlu staff mewn rolau newydd. Rydym wedi symud yr ymrwymadau hyn ymlaen, ynghyd ag adolygu'r rhai oedd yn wyrdd ar ddiwedd y flwyddyn: hefyd mae dau ymrwymiad newydd ar gyfer 2025/26.

6. Ar draws y tri amcan llesiant, mae'r cynllun busnes yn nodi'r camau i'w cymryd y byddwn yn eu dwyn ymlaen yn 2025/26. O'r rhain, rydym wedi nodi 28 o ymrwymadau penodol y byddwn yn eu gweithredu eleni (saith ar gyfer Amcan Llesiant 1: Natur; deg ar gyfer Amcan Llesiant 2: Hinsawdd; naw ar gyfer Amcan Llesiant 3: Llygredd; a dau sy'n draws-bynciol). Mae hyn yn cynrychioli tua 30% o gyfanswm y camau i'w cymryd yn y cynllun corfforaethol. Mae pob un o'r 28 ymrwymiad yn cynnwys hyd at dri pheth allweddol i'w cyflawni, sy'n dangos sut y bydd yr ymrwymiad hwnnw'n cael ei gyflawni. Mae llawer o'r rhain yn cyd-fynd â blaenoriaethau yn llythyr cylch gwaith tymor y llywodraeth ac allbynnau penodol a ddiffinnir yn llythyrau dyfarnu grant Llywodraeth Cymru a chyrrff ariannu eraill.

Adroddiad Perfformiad Chwarter Un Cynllun Busnes 2025/26

7. Gellir gweld Adroddiad Perfformiad Chwarter Un Cynllun Busnes 2025/26 yn Atodiad 1. Darperir synthesis o gynnydd yn erbyn yr amcanion llesiant yn yr adroddiad ochr yn ochr â statws coch/melyn/gwyrdd pob ymrwymiad i ddangos cynnydd ar gyfer y chwarter hwn a'r sefyllfa diwedd blwyddyn a ragwelir.

8. Mae pump o ymrwymadau yn **yr amcan llesiant natur** – gan gynnwys dau drawsbynciol – wedi'u graddio'n wyrdd, gan adlewyrchu cynnydd cryf ers Chwarter 4, mae uchafbwyntiau'n cynnwys cymeradwyaeth C3 gan Gronfa Dreftadaeth y Loteri Genedlaethol fel arfer gorau mewn rheoli a gwerthuso risg, adroddiadau asesu cynhwysfawr C5 – gan gynnwys yr adroddiad ar fanteision natur – sy'n llywio rheolaeth tirwedd ehangach, ac offeryn rhyngweithiol Adroddiad ar Sefyllfa Adnoddau Naturiol C27, a gymeradwywyd gan Lywodraeth Cymru i helpu partneriaid yn y sector cyhoeddus i ymgorffori tystiolaeth amgylcheddol wrth wneud penderfyniadau. Mae'r llwybr tuag at wyrdd ar gyfer yr ymrwymadau sy'n weddill o fewn yr amcan llesiant natur – tri melyn ac un coch (C1) – yn dibynnu ar lenwi swyddi allweddol gwag (C2 a C4), tra bod llwybr C1 tuag at wyrdd yn dibynnu ar egluro gofynion gwerthuso gyda Llywodraeth Cymru.

10. O fewn yr **amcan llesiant hinsawdd**, mae saith ymrwymiad wedi'u graddio'n wyrdd, gan gynnwys y dull dalgylch integredig newydd ar gyfer afon Taf (C10). Mae cyflawniadau

nodedig yn cynnwys cyllid hirdymor a thwff sector ar gyfer y Rhaglen Weithredu Genedlaethol ar Fawndiroedd (C8) a chynnwys lleihau carbon mewn prosesau caffael ar gyfer C17. O'r ymrwymïadau sy'n weddill, mae tri yn parhau i fod yn felyn, gan dynnu sylw at heriau parhaus o amgylch capasiti, cymhlethdod systemau, a phwysau adnoddau. Mae cynnydd C11 wedi'i gyfyngu gan gyfyngiadau capasiti sy'n effeithio ar reoli asedau, tra bod C13 yn wynebu risgiau o ryng-ddibyniaethau technegol a bylchau recriwtio mewn timau digidol, data a thechnoleg. Mae llwybr C14 tuag at wyrdd yn dibynnu ar egluro integreiddio technolegau carbon isel a chwblhau gwaith trwyddedu allweddol. Bydd mynd i'r afael â'r materion hyn yn gofyn am ffocws parhaus ar recriwtio a hyfforddi recriwtiaid newydd a chydweithio ar draws timau i sicrhau aliniad adnoddau.

11. O fewn yr **amcan llesiant llygredd**, mae pedwar ymrwymiad wedi'u graddio'n wyrdd, sy'n adlewyrchu cynnydd cryf wrth eu cyflawni. Gwelwyd camau cydymffurfio effeithiol mewn safleoedd llygredd risg uchel yn C19; symudodd C26 o felyn yn Chwarter 4 i wyrdd yn Chwarter 1, gyda chynnydd ar y Protocol Tipio Anghyfreithlon wedi'i ddiweddarau, offer gorfodi newydd, a phartneriaethau cryfach gydag awdurdodau lleol a sefydliadau'r trydydd sector. Mae'r llwyddiannau hyn yn tynnu sylw at ffocws ar orfodi wedi'i dargedu, gweithio mewn partneriaeth, a defnyddio offer digidol i wella diogelwch yr amgylchedd. Mae pum ymrwymiad yn parhau i fod yn felyn, gyda themâu cyffredin o gyfyngiadau capasiti, oedi wrth recriwtio, a chymhlethdod systemau. Disgwylir i C18 a C22 wella i wyrdd, yn amodol ar gynefino a hyfforddi staff newydd yn llwyddiannus. Mae C21 a C24 yn wynebu cynnydd arafach oherwydd nad yw rolau hanfodol wedi eu llenwi, tra bod cyflawniad C23 yn dibynnu ar ymgysylltiad traws-sefydliadol i ymgorffori gweithdrefnau ymateb i ddigwyddiadau diwygiedig.

12. I grynhoi, rydym yn gwneud cynnydd da ar draws pob un o'r 28 o ymrwymïadau yng nghynllun busnes eleni, gyda chynnydd gwirioneddol yn y chwarter cyntaf yn dangos bod 16 wedi'u nodi'n wyrdd, 11 yn felyn, ac un yn goch. Mae'r ymrwymïadau melyn a choch hynny sydd wedi eu dwyn ymlaen o'r llynedd yn symud ymlaen yn dda, gyda phump o'r 12 y nodwyd eu bod yn felyn yn Chwarter 4 bellach yn nodi eu bod yn wyrdd; mae chwech wedi aros yn felyn a nodwyd bod un yn goch. Nodwyd ar ddiwedd Chwarter 4 fod yr unig ymrwymiad coch bellach yn felyn ar ddiwedd Chwarter 1. Dangosir manylion y newidiadau hyn yn Nhabl 1 yn Atodiad 1.

13. Mae rhagfynegiadau diwedd blwyddyn Chwarter Un ar hyn o bryd fel a ganlyn: disgwylir i 22 o ymrwymïadau fod yn wyrdd ar ddiwedd y flwyddyn a disgwylir i chwech fod yn felyn; rhagwelir cyflawni statws gwyrdd mewn pump o'r ymrwymïadau melyn presennol erbyn diwedd y flwyddyn; a rhagwelir y bydd yr unig ymrwymiad coch a nodwyd yn Chwarter 1 hefyd yn wyrdd erbyn diwedd y flwyddyn.

Adroddiad perfformiad mewnol

14. Ochr yn ochr ag adrodd chwarterol ar y cynllun busnes, rydym hefyd yn adolygu gwybodaeth reoli sy'n gysylltiedig â'n perfformiad mewnol.

15. Gellir gweld yr adroddiad perfformiad mewnol yn Atodiad 2 ac mae'n ymdrin â naw mesur â ffocws mewnol, gyda'u statws coch/melyn/gwyrdd presennol (Chwarter 1). Is-set yw hon o wybodaeth reoli fanylach, sy'n cael ei chasglu'n fisol a'i rhannu â'r holl gyfarwyddwyr gweithredol i'w craffu gyda'u huwch-dimau arwain. Ar gyfer y mesurau hyn, maent fel a ganlyn: pump gwyrdd, dau felyn ac un coch, gydag un eitem lwyd.

16. Ar ddiwedd Chwarter 1, mae mesurau'n dangos perfformiad cryf mewn gwasanaeth cwsmeriaid, caffael, TGCh a chyllid, gyda phum mesur wedi'u graddio'n wyrdd a dim risgiau wedi'u graddio'n uchel wedi'u nodi mewn rheoli rhaglenni a phrosiectau. Fodd bynnag, mae heriau'n parhau yn Sgwrs (coch), yr adrodd ar ddigwyddiadau iechyd a diogelwch fu bron â digwydd (coch), a chydymffurfedd â datganiadau buddiant (melyn), yn bennaf oherwydd y newid i systemau TG a chapasiti newydd. Bydd gweithredu wedi'i ffocysu yn hanfodol i fynd i'r afael â'r bylchau hyn a chynnal safonau uchel ar draws pob maes.

Risgiau, y parodrwydd i dderbyn risg a chyfleoedd

17. Os nad yw'r wybodaeth am berfformiad a ddarparwyd yn adlewyrchu'n gywir y cynnydd tuag at gyflawni'r cynllun busnes, a gweithrediad CNC fel sefydliad, ni fydd y Tîm Gweithredol na Bwrdd CNC yn gallu cyflawni eu rôl i graffu ar gyflawni.

18. Aliniwyd y risg sy'n gysylltiedig â chyflawni ein hymrwymiadau â'n cofrestri risg lefel uchaf. Mae risgiau cyflenwi sy'n gysylltiedig â TGCh wedi'u huwchgwyfeirio i'r cofnod risgiau a materion sefydliadol.

Goblygiadau ehangach

19. **Cyllid:** Nid oes unrhyw oblygiadau ariannol sylweddol wrth ddarparu'r adroddiad perfformiad ei hun, ond mae rhan o'n hadolygiad chwarterol yn ystyried dyraniad ein hadnoddau, ac felly mae papurau cyllid a pherfformiad wedi'u cysylltu'n agos.

20. **Cydraddoldeb:** Mae'r asesiad o'r effaith ar gydraddoldeb perthnasol yn cwmpasu ein Cynllun Corfforaethol 2030, ein datganiad llesiant a Chynllun Busnes 2025/26.

Y camau nesaf

21. Yn dilyn cymeradwyaeth Bwrdd CNC, bydd y ddau adroddiad perfformiad yn cael eu trafod gyda Llywodraeth Cymru a'u cyflwyno i'r Gweinidog dros Newid Hinsawdd a Materion Gwledig. Byddant yn cael eu cyhoeddi ar wefan Cyfoeth Naturiol Cymru.

22. Bydd adborth yn cael ei ddarparu i ohebwy'r Tîm Arwain a'i rannu â staff drwy ein mewnwyd.

Argymhelliad

23. Mae'r Bwrdd yn cymeradwyo Adroddiad Perfformiad Chwarter Un Cynllun Busnes 2025/26 a'r Adroddiad Perfformiad Mewnol.

Rhestr atodiadau

Atodiad 1 – Adroddiad Perfformiad Chwarter 1 Cynllun Busnes 2025/26 – Synthesis o gynnydd yn erbyn yr amcanion llesiant

Atodiad 2 – Adroddiad Perfformiad Mewnol: Chwarter 1

Y broses gymeradwyo / ymgynghori

Y broses gymeradwyo / ymgynghori Cyfrifoldeb: Pwy sydd wedi datblygu'r papur / proses, a phwy sydd wedi rhoi mewnbwn?	Sarah Williams (Pennaeth Strategaeth Gorfforaethol a'r Swyddfa Rheoli Rhaglenni) Prys Davies (Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol)
Yn atebol: Pwy sy'n atebol am y gymeradwyaeth derfynol? Pwy fydd yn cymeradwyo, neu pwy y gofynnir iddo gymeradwyo?	Bwrdd CNC
Ymgynghori: Â phwy yr ymgynghorwyd hyd yma? Pan fydd angen cymeradwyaeth, a ydyw hon ar waith? A fydd angen ymgynghori pellach?	Y Tîm Arwain (perchnogion y camau i'w cymryd) Y Tîm Gweithredol
Hysbysu: Pwy sydd wedi cael gwybod, neu pwy sydd angen gwybodaeth bellach am y gwaith?	Y Tîm Arwain Y Grŵp Cynllunio ac Adnoddau Y Tîm Gweithredol Bwrdd CNC

Annex 1: Business Plan 2025/26 Quarter One Performance – Report of Progress Against the Well-being Objectives

Background

1. Across our three Well-being Objectives (WBOs), the business plan identifies the steps to take we will progress this year and the 28 specific commitments (seven for WBO1: Nature; ten for WBO2: Climate, nine for WBO3: Pollution, and two cross-cutting) we plan to achieve to make this happen. This represents approximately 30% of the total steps to take in the corporate plan. Many of these are aligned to priorities in the Term of Government Remit Letter and specific outputs defined in Welsh Government and other funding body grant award letters.
2. Each of the 28 steps to take identifies a commitment for the year and is accompanied by up to three key deliverables to demonstrate how progress will be made in this year. Most of these commitments have been carried forward from 2024/25, with the addition of two further commitments for 2025/26.
3. We recognise that a breadth of other activity underpins our work on the three well-being objectives - from environmental monitoring and reporting, responding to planning applications, issuing permits, undertaking compliance visits and where necessary taking enforcement action to managing the land within our care.
4. At publication of the Corporate Plan, Executive Directors were identified as Leads for each Well-being Objective (WBO) with responsibility for performance, assurance and risk for their respective WBO and integrated scrutiny across the three WBOs to ensure a holistic view of progress. The 'WBO performance group,' chaired by the Head of Corporate Strategy and Portfolio Management Office, with the three ET WBO leads and the relevant Leadership Team step to take leads, met again to consider performance and progress for the first Quarter of this year.

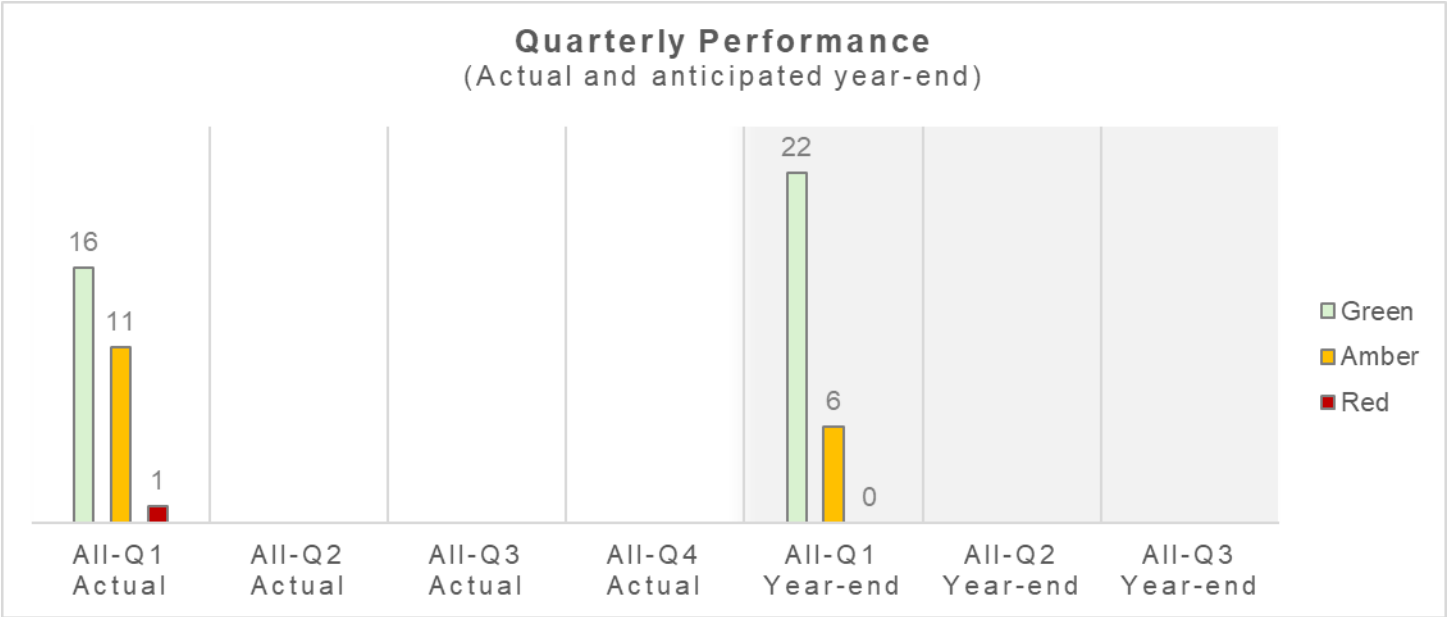
Overarching assessment of performance – emerging themes and risks

5. The Case for Change impacted on delivery in 2024/25, with commitments reporting Red or Amber at year end indicating that the pathway to Green was dependent on filling staff vacancies. For this reason, Red and Amber commitments and deliverables have been retained within the 2025/26 Annual Business Plan, while those that were Green have been included and revised. Recruitment reopened from early April 2025. Permanent recruitment is just one of several delivery mechanisms open to us. We are expanding our use of contracts, grants, partnerships and temporary agency staff, while also establishing early career pathways such as placements and apprenticeships. As permanent vacancies begin to be filled, we recognise the importance of equipping colleagues with the training and support they need to be fully effective in their roles.

Performance Analysis

6. Fig. 1 below illustrates ‘RAG’ quarterly progress and year-end predicted positions across all 28 annual commitments; Table 1 reflects progress for this first quarter and anticipated year end position for each annual commitment. Detail for each Commitment can be found in ‘Appendix 1 of Annex 1’.

Fig 1: Quarterly Performance for Q1 25/26 and Anticipated Year End



Key: Green = achieved; Amber = partially achieved; Red = missed

7. Against actual progress in this first quarter, of the 28 commitments, 16 reported Green, 11 reported Amber and 1 has reported Red. 22 Green and 6 Amber Commitments are anticipated at Year end.

Table 1: Overall dashboard for 2025/26 Business Plan – Actual Reported Position compared to Q4 Outturn and Anticipated 2025/26 Year end

Key: Green = achieved; Amber = partially achieved; Red = missed; Grey = N/A

	2025/26 Business Plan commitment:	Q4	Q1	Anticipated Year end
WBO1: Nature is recovering	C1: Evaluate the NRW Nature Networks Programme to inform future investment for protected sites	Amber	Red	Green
	C2: Synthesise evidence to identify priorities for notification and renotification of sites contributing to the 30:30 target	Red	Amber	Green
	C3: Review the Natur am Byth partnership programme's 4-year delivery plan to evaluate, and as appropriate refine, action for species most at risk of extinction in the final two years of programme	Green	Green	Green
	C4: Communicate and build understanding of the condition of the Marine Protected Area Network to inform targeted action and improvements	Green	Amber	Green
	C5: Integrate nature recovery evidence into the proposed new National Park process and management of existing National Landscapes and National Parks to improve decision making for nature	Green	Green	Green
	C6: Develop the capacity and capability within NRW to ensure the successful implementation of the Sustainable Farming Scheme, delivering multiple benefits and opportunities for nature and people	Green	Amber	Amber
	C7: Implementing No Mow May, piloting new approaches to working with nature on the land and assets that we manage, identifying prioritised recommendations	Green	Green	Green
Cross-cutting	C27: Advocate and support the use of the latest climate, nature and pollution evidence (including the interim SoNaRR Report 2025) in decision making amongst our public and third sector partners to facilitate a collaborative approach to delivery	Green	Green	Green
	C28: Increased awareness and understanding of opportunities to drive action for nature, climate and pollution minimisation via our suppliers and partners delivered through our Procurement and Contracts Strategy	N/A	Green	Green
WBO2: Communities are resilient to climate change	C8: Invest in capacity building to enable delivery in 2025-26 and future expansion of the National Peatland Action Programme	Amber	Green	Green
	C9: Strengthen capacity and evidence informing spatial prioritisation to enable effective future restoration within marine and coastal habitats	Amber	Green	Green
	C10: Develop an integrated catchment approach in the Taff using the 'Taff Catchment Strategic Flood Management Plan' to facilitate collaborative action to support communities at risk of flooding	N/A	Green	Green
	C11: Review the prioritisation approach for flood asset maintenance and management to ensure our investment is risk based	Amber	Amber	Amber
	C12: Deliver capital projects and sustain levels of protection for properties to reduce flood risk	Green	Green	Green
	C13: Improve the Flood Warning Service and Telemetry System to deliver efficiencies and maintain continuity of service to customers	Amber	Amber	Amber
	C14: Development of advice, guidance and tools on low carbon techniques and infrastructure, including Carbon Capture and Hydrogen, to improve the quality of applications submitted by industry and reduce the length of time to determine individual permit applications	Green	Amber	Amber
	C15: Enhance evidence, guidance and pre-application advice to improve the quality of submissions for planning permissions and permit/licence applications	Amber	Green	Green
	C16: Prioritise actions with the greatest cost benefit on carbon dioxide equivalent (CO ₂ e)/ greenhouse gases (GHGs) to deliver our annual prioritisation within the Net Zero Plan	Amber	Green	Green
WBO3: Pollution is minimised	C17: Implement prioritised actions in the NRW Net Zero Delivery Plan 2025-30 (relating to scope 3 emissions in our supply chain)	Green	Green	Green
	C18: Undertake farm inspections under Agriculture Pollution Regulations, in line with the enforcement sanctions policy to reduce pollution	Amber	Amber	Green
	C19: Undertake compliance visits at prioritised regulated sites to reduce pollution	Green	Green	Green
	C20: Implement targeted regulatory activities for key business sectors and waste service providers to improve compliance with the Workplace Recycling Regulations	Green	Green	Green
	C21: Provide challenge and advice to water companies to ensure their investment programmes reduce the risks and impacts of their operations on the environment	Amber	Amber	Amber
	C22: Set the ambition for water quality improvements at a catchment scale to build collaboration and deliver prioritised action	Amber	Amber	Green
	C23: Embed changes to incident management approach and ways of working to enable a prioritised response to incidents focussing resource to those which cause the most harm	Green	Amber	Green
	C24: Enhance our understanding of the drivers of pollution incidents across Wales to inform the actions needed to minimise pollution and ensure our incident response is targeted and effective in support of that aim	Amber	Amber	Amber
	C25: Undertake investigation and enforcement action to minimise environmental harm	Green	Green	Green

C26: Strengthen ways of working with Local Authorities and third sector partners to maximise collective action on fly-tipping

Amber

Green

Green

Synthesis of progress against each well-being objective

8. Below is a synthesis of progress against the well-being objectives. A detailed summary of progress for each commitment can be found in Appendix 1 of this Annex.

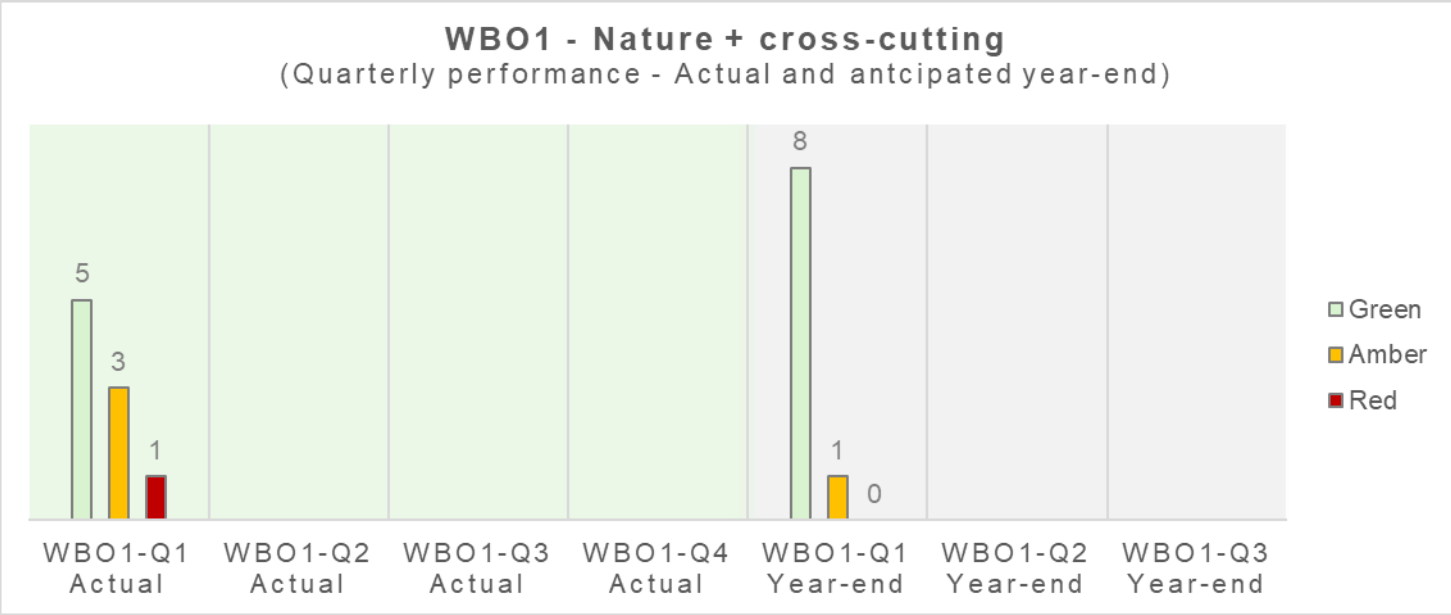
N.B. For reporting purposes only, we have now moved the two cross-cutting commitments (C27 – Advocate the use of latest evidence in decision making and C28 – Driving action through our contract and procurement strategy) under WBO 1.

WBO 1: Nature is Recovering (and cross-cutting commitments)

Table 2: WBO1 dashboard - Nature is recovering (and cross-cutting commitments)

	2025/26 Business Plan commitment:	2025/26			
		Q1	Q2	Q3	Anticipated Year end
WBO1: Nature is recovering	C1: Evaluate the NRW Nature Networks Programme to inform future investment for protected sites	Red			Green
	C2: Synthesise evidence to identify priorities for notification and renotification of sites contributing to the 30:30 target	Amber			Green
	C3: Review the Natur am Byth partnership programme's 4-year delivery plan to evaluate, and as appropriate refine, action for species most at risk of extinction in the final two years of programme	Green			Green
	C4: Communicate and build understanding of the condition of the Marine Protected Area Network to inform targeted action and improvements	Amber			Green
	C5: Integrate nature recovery evidence into the proposed new National Park process and management of existing National Landscapes and National Parks to improve decision making for nature	Green			Green
	C6: Develop the capacity and capability within NRW to ensure the successful implementation of the Sustainable Farming Scheme, delivering multiple benefits and opportunities for nature and people	Amber			Amber
	C7: Implementing No Mow May, piloting new approaches to working with nature on the land and assets that we manage, identifying prioritised recommendations	Green			Green
Cross-cutting	C27: Advocate and support the use of the latest climate, nature and pollution evidence (including the interim SoNaRR Report 2025) in decision making amongst our public and third sector partners to facilitate a collaborative approach to delivery	Green			Green
	C28: Increased awareness and understanding of opportunities to drive action for nature, climate and pollution minimisation via our suppliers and partners delivered through our Procurement and Contracts Strategy	Green			Green

Key: Green = achieved; Amber = partially achieved; Red = missed.



Key: Green = achieved; Amber = partially achieved; Red = missed

9. Five commitments begin the year as Green (including the two cross cutting commitments): one is new for 2025/26 – C28 (Our Procurements and Contracts Strategy).

10. We have made good progress with these five commitments - for example with C3 (Review the Natur am Byth partnership programme's 4-year delivery plan to evaluate, and as appropriate refine, action for species most at risk of extinction in the final two years of programme) receiving a positive review from the National Lottery Heritage Fund, which now promotes it as best practice in risk management and evaluation; C5 (Integrate nature recovery evidence into the proposed new National Park process and management of existing National Landscapes and National Parks to improve decision making for nature) which has now completed all assessment reports, including the Benefits of Nature Report, which could serve as a model for other designated landscapes; and C27 (Advocate and support the use of the latest climate, nature and pollution evidence (including the interim SoNaRR Report 2025) in decision making amongst our public and third sector partners to facilitate a collaborative approach to delivery) which is progressing well, with Welsh Government backing an interactive tool to help Public Services Boards use SoNaRR evidence effectively in decision-making.

11. Of the four remaining commitments under this WBO, three are Amber (C2 – Synthesise evidence to identify priorities for notification and renotification of sites contributing to the 30:30 target; C4 - Communicate and build understanding of the condition of the Marine Protected Area Network to inform targeted action and improvements; and C6 - Develop the capacity and capability within NRW to ensure the successful

implementation of the Sustainable Farming Scheme, delivering multiple benefits and opportunities for nature and people. One commitment - C1 - Evaluate the NRW Nature Networks Programme to inform future investment for protected sites is Red.

12. C2 (Synthesise evidence to identify priorities for notification and renotification of sites contributing to the 30:30 target) is currently Amber, having reported Red in Q4 2024/25. We are now anticipating improvement to Green by year-end. Q1 saw significant progress with the completion of the evidence report deliverable. Progress on the other deliverables was dependent on this key resource. The pathway to Green includes filling vacant posts and ensuring cross-directorate working. Our emerging NRM (Natural Resource Management) Service Plan will be key to establishing a prioritised pipeline of sites and enabling effective delivery using a range of different approaches.

13. C4 (Communicate and build understanding of the condition of the Marine Protected Area Network to inform targeted action and improvements). Currently rated Amber, this commitment is expected to reach Green by the end of Q4. Q1 achievements include publishing new condition assessments and engaging stakeholders such as Welsh Government and Natural England. Delays in finalising reports are being addressed by allocating more time for engagement and feedback from colleagues before completion.

14. C6 (Develop the capacity and capability within NRW to ensure the successful implementation of the Sustainable Farming Scheme). This commitment is Amber at Q1 and is forecast to remain Amber through to year-end. While progress has been made in understanding delivery needs and establishing governance, recruitment delays continue to pose a risk. The pathway to Green includes rapid training of incoming staff from a variety of routes such as placements, agency staff and temporary assignments as well as use contracts.

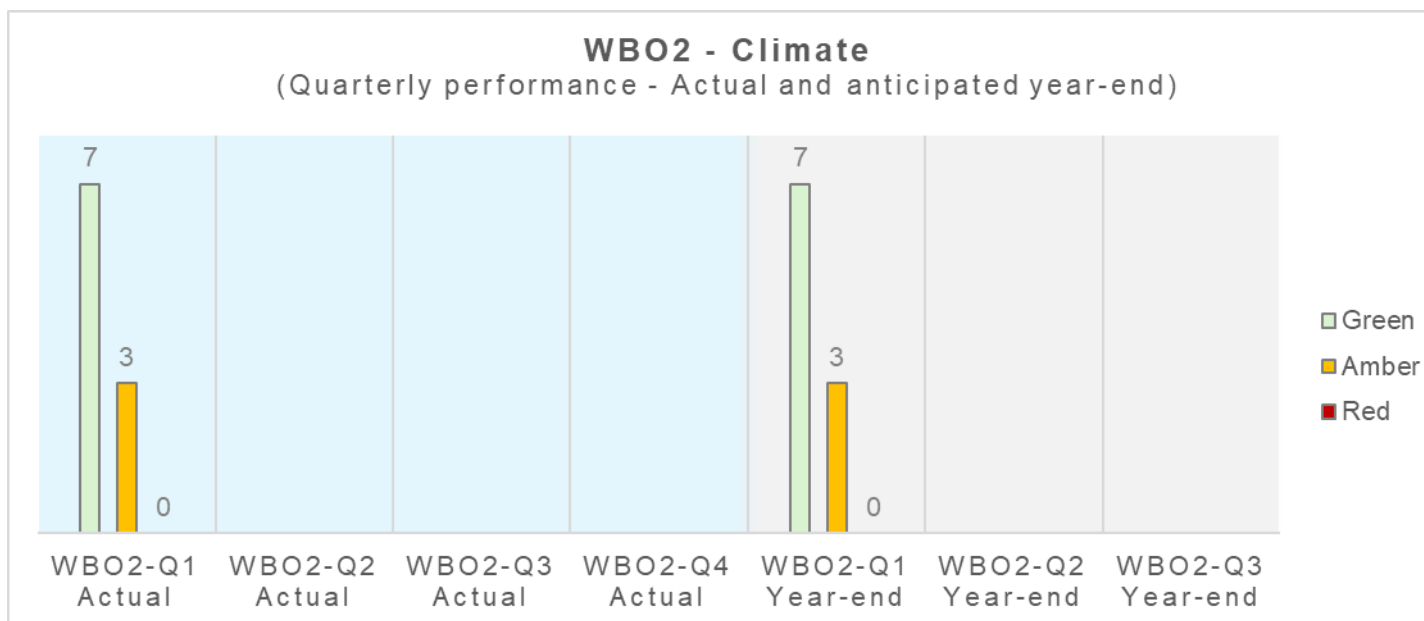
15. C1 (Evaluate the NRW Nature Networks Programme (NNP) to inform future investment for protected sites). This commitment is currently Red but is expected to move to Green by the end of the financial year. In Q1, we sought clarification from the Welsh Government about the Terms of Reference for their planned NNP evaluation to inform our approach.

16. WBO 2: Communities are resilient to climate change.

Table 3: WBO2 dashboard - Communities are resilient to climate change:

	2025/26 Business Plan commitment:	2025/26			
		Q1	Q2	Q3	Anticipated Year end
WBO2: Communities are resilient to climate change	C8: Invest in capacity building to enable delivery in 2025-26 and future expansion of the National Peatland Action Programme	Green			Green
	C9: Strengthen capacity and evidence informing spatial prioritisation to enable effective future restoration within marine and coastal habitats	Green			Green
	C10: Develop an integrated catchment approach in the Taff using the 'Taff Catchment Strategic Flood Management Plan' to facilitate collaborative action to support communities at risk of flooding	Green			Green
	C11: Review the prioritisation approach for flood asset maintenance and management to ensure our investment is risk based	Amber			Amber
	C12: Deliver capital projects and sustain levels of protection for properties to reduce flood risk	Green			Green
	C13: Improve the Flood Warning Service and Telemetry System to deliver efficiencies and maintain continuity of service to customers	Amber			Amber
	C14: Development of advice, guidance and tools on low carbon techniques and infrastructure, including Carbon Capture and Hydrogen, to improve the quality of applications submitted by industry and reduce the length of time to determine individual permit applications	Amber			Amber
	C15: Enhance evidence, guidance and pre-application advice to improve the quality of submissions for planning permissions and permit/licence applications	Green			Green
	C16: Prioritise actions with the greatest cost benefit on carbon dioxide equivalent (CO ₂ e)/greenhouse gases (GHGs) to deliver our annual prioritisation within the Net Zero Plan	Green			Green
	C17: Implement prioritised actions in the NRW Net Zero Delivery Plan 2025-30 (relating to scope 3 emissions in our supply chain)	Green			Green

Key: Green = achieved; Amber = partially achieved; Red = missed.



Key: Green = achieved; Amber = partially achieved; Red = missed

17. Seven commitments begin the year as Green (Cs 8,9,10,12, 5,16,17). Of these, one commitment - C10 - Develop an integrated catchment approach in the Taff using the 'Taff Catchment Strategic Flood Management Plan' to facilitate collaborative action to support communities at risk of flooding - is new.

18. We have made significant progress with many of these commitments: Our new commitment (C10) is expected to remain Green through to year-end, with Q1 having seen the development of a detailed action plan and the appointment of external specialists to lead community engagement. Some of our other Green commitments include:- C8 (Invest in capacity building to enable delivery in 2025–26 and future expansion of the National Peatland Action Programme) which was Amber in Q4 last year, is now Green and is expected to remain Green through to the end of the financial year. Q1 saw strong progress, including securing long-term Strategic Allocated Funding agreements and establishing delivery plans for NRW-managed land; the introduction of an eight-year contractor framework which supports sector growth and green jobs. We are in the process of reviewing the past five years of the programme—celebrating our successes while also reflecting on the lessons learned. This review will help shape the next phase of the programme, guiding us through to 2031. C17 (Implement prioritised actions in the NRW Net Zero Delivery Plan 2025–30 (relating to scope 3 emissions in our supply chain) was Green at the end of Q4, is currently Green and is expected to remain so at year-end. Q1 progress here includes updating procurement templates and documentation to embed carbon-related questions proportionate to spend, as well as a review of the procurement pipeline which identified high-value agreements for potential carbon reduction planning.

19. The remaining three commitments are reporting Amber (C11, C13, C14) at the end of Q1:

20. C11 (Review the prioritisation approach for flood asset maintenance and management to ensure our investment is risk based) This commitment is currently Amber and is forecast to remain Amber at year-end. While the routine maintenance programme is progressing well and expected to be Green, the second key deliverable of this commitment - delivery of our Assets Facing Change project – is currently Red, resulting in the overall Amber status for this commitment. It has seen limited progress due to capacity constraints. We are actively seeking to determine the pathway to Green for this element, which will involve evaluating options for delivery and implementing these: however this requires significant reprioritisation.

21. C13 (Improve the Flood Warning Service and Telemetry System to deliver efficiencies and maintain continuity of service to customers). This commitment was Amber at Q4 last year, is currently Amber and is expected to remain Amber through the financial year. The commitment comprises 2 key deliverables: the first relates to migration to a new telemetry system that was rated red at the end of Q4 2024-25 due to delays. In Q1, progress has been made in system testing and hardware rollout, improving the status to Amber. However the complexity and interdependencies of the work, alongside recruitment challenges within the DDaT (Digital, Data and Technology) team continue to pose significant risks to completion. This deliverable will not return to Green until the full system go-live date and the project closes. The second deliverable focuses on the continuous improvement of the Flood Warning Information Service for Wales. A product team is partially established and delivering improvements, however delivery has been impacted by DDaT capacity constraints, leading to increased reliance on external suppliers and associated cost pressures.

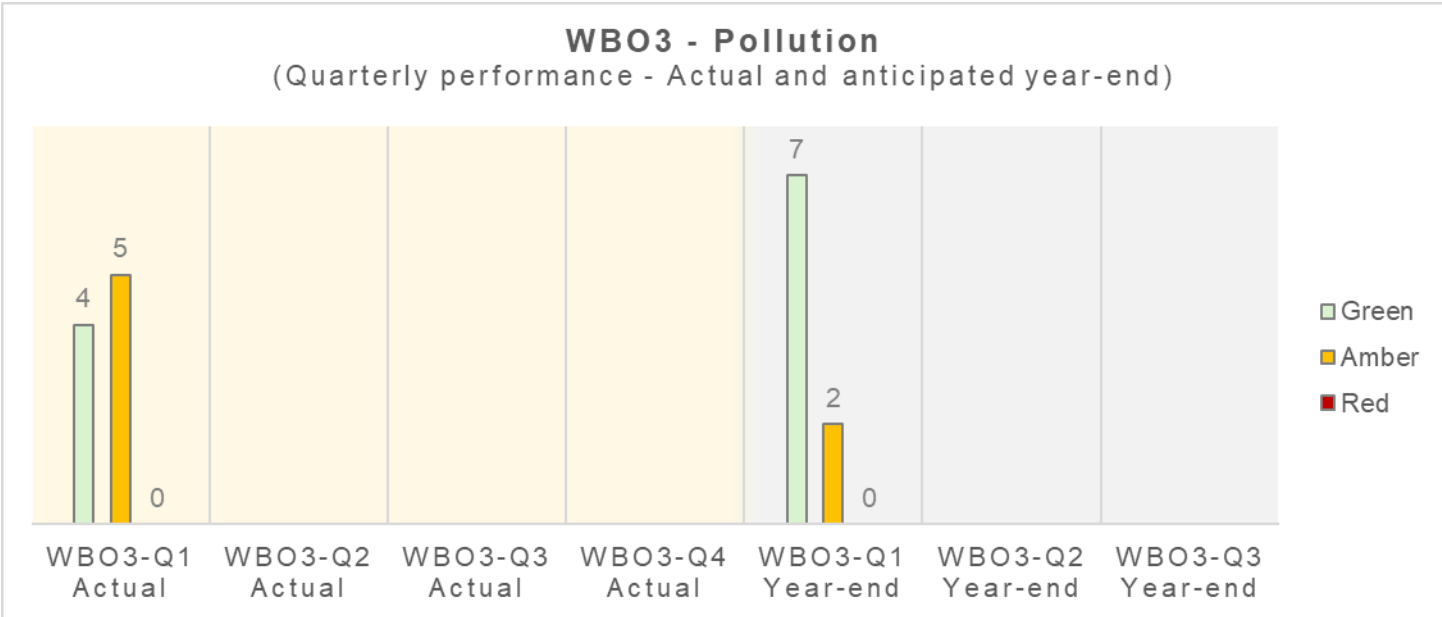
22. C14 (Development of advice, guidance and tools on low carbon techniques and infrastructure, including Carbon Capture and Hydrogen, to improve the quality of applications submitted by industry and reduce the length of time to determine individual permit applications). This commitment is currently Amber and is expected to remain Amber at year-end. While permitting work is progressing and our phased model is showing benefits, resource pressures and uncertainty around integrating low carbon technologies into Environmental Management Systems (EMS) remain. The pathway to Green includes completing key permit determinations and clarifying the scope of EMS integration.

23. WBO 3: Pollution is minimised:

Table 4: WBO3 dashboard - Pollution is minimised.

	2025/26 Business Plan commitment:	2025/26			
		Q1	Q2	Q3	Anticipated Year end
WBO3: Pollution is minimised	C18: Undertake farm inspections under Agriculture Pollution Regulations, in line with the enforcement sanctions policy to reduce pollution	Amber			Green
	C19: Undertake compliance visits at prioritised regulated sites to reduce pollution	Green			Green
	C20: Implement targeted regulatory activities for key business sectors and waste service providers to improve compliance with the Workplace Recycling Regulations	Green			Green
	C21: Provide challenge and advice to water companies to ensure their investment programmes reduce the risks and impacts of their operations on the environment	Amber			Amber
	C22: Set the ambition for water quality improvements at a catchment scale to build collaboration and deliver prioritised action	Amber			Green
	C23: Embed changes to incident management approach and ways of working to enable a prioritised response to incidents focussing resource to those which cause the most harm	Amber			Green
	C24: Enhance our understanding of the drivers of pollution incidents across Wales to inform the actions needed to minimise pollution and ensure our incident response is targeted and effective in support of that aim	Amber			Amber
	C25: Undertake investigation and enforcement action to minimise environmental harm	Green			Green
	C26: Strengthen ways of working with Local Authorities and third sector partners to maximise collective action on fly-tipping	Green			Green

Key: Green = achieved; Amber = partially achieved; Red = missed.



Key: Green = achieved; Amber = partially achieved; Red = missed

24. For this WBO, four commitments begin the year as Green.

25. Q1 saw strong delivery for C19 (Undertake compliance visits at prioritised regulated sites to reduce pollution), with follow-up completed on 26 of 27 Category 1 or 2 breaches: the remaining case will be prioritised in Q2. Continued focus on high-risk sites and poor performers, along with the establishment of a Water Quality compliance team, will support sustained progress and pollution reduction. C26 (Strengthen ways of working with Local Authorities and third sector partners to maximise collective action on fly-tipping) has shifted from Amber at Q4 last year to Green and is forecast to remain Green at year-end. There is good progress here including development of the updated Fly-tipping Protocol, on track to be completed by Q3, the testing of a new evidential feature on FlyMapper and camera tracker being tested shortly, and then rolled out wider to users and recruitment of an NRW enforcement officer (for S Wales) to support the work on the Welsh Government Woodland Estate.

Five Commitments begin the year as Amber:

26. C18 (Undertake farm inspections under Agriculture Pollution Regulations, in line with the enforcement sanctions policy to reduce pollution). This commitment is currently Amber but is expected to move to Green by the end of the financial year. Q1 delivery was slightly below target due to a shortfall of four FTEs (full time equivalent posts) across the two agriculture pollution teams. Recruitment is underway, with new staff joining in July and expected to be fully trained by early Q3. Backfilling all vacant posts and maintaining effective delivery of the compliance programme will be key to achieving Green status.

27. C21 (Provide challenge and advice to water companies to ensure their investment programmes reduce the risks and impacts of their operations on the environment). This commitment is currently Amber and is expected to remain Amber to the end of the financial year. Q1 saw progress in establishing the baseline for the AMP8 (8th Asset Management Period in the water industry – 2025-2030) National Environment Programme and technical review of drought plan responses. However, delays in recruiting critical roles have impacted the ability to progress work on PR29 (Periodic Review 29) and the Operator Monitoring Audit. Recruitment remains a priority, and filling these roles will be essential to unlocking further progress.

28. C22 (Set the ambition for water quality improvements at a catchment scale to build collaboration and deliver prioritised action). This commitment is currently Amber but is forecast to improve to Green by year-end. Q1 saw progress in WFD (Water Framework Directive) investigations and delivery through EU funded LIFE and Welsh Government funded NaCE (Nature and Climate Emergency) projects, although Special Area of Conservation (SAC) investigations have yet to be signed off. Recruitment delays have impacted delivery, but new FTA (Fixed Term Appointment) posts and project transitions are expected to support progress. Maintaining momentum through ongoing staff recruitment and training will be critical

29. C23 (Embed changes to incident management approach and ways of working to enable a prioritised response to incidents focussing resource to those which cause the most harm). This commitment is currently Amber linked to cross-organisational engagement and dedicated resourcing to finalise and implement revised SOPs (Standard Operating Procedures) not having yet been secured. Full operationalisation in service areas like Water, Land, and Biodiversity depends on securing this support. We anticipate Green by the end of the financial year. Q1 saw strong progress in embedding 'risk-based principles' and revising incident response procedures. The 4-hour response standard was met, and WIRS (Wales Incident Recording System) data analysis is informing targeted support. Full embedding of the revised approach, development of SOPs (standard operating procedures), and cross-service engagement will be essential to achieving Green status: progress is on track, but delivery is dependent on securing broader engagement and operational resource to support full implementation in priority service areas.

30. C24 (Enhance our understanding of the drivers of pollution incidents across Wales to inform the actions needed to minimise pollution and ensure our incident response is targeted and effective in support of that aim). This commitment is currently Amber and is expected to remain Amber at year-end. Q1 progress includes commissioning enhancements to Power BI analysis and early engagement on the Incident Management Strategy. However, formal agreement on prevention priorities and dedicated resourcing remain unresolved.

Appendix 1 of Annex 1: Summary of progress for each commitment

Table 1: Wellbeing Objective 1 - Nature is Recovering

ET Owner: Dominic Driver

By 2030 the change we want to see: the decline in biodiversity is halted; effective regulation, habitat restoration and nature-based solutions contribute to increasingly resilient ecosystems enabling adaptation to change, benefiting people’s well-being.

Area of Focus: Nature being protected

Step to take: Improving the condition of features at protected terrestrial, marine and freshwater sites through using our advisory and regulatory tools, financial incentives and undertaking monitoring to evaluate effectiveness (UFR1)

C1: Commitment for 2025-26: Evaluate the NRW Nature Networks (NN) Programme to inform future investment for protected sites (Lead: Huwel Manley).

Key deliverables:

1. Increased understanding of the effectiveness and efficiency of activity delivered across the NRW Nature Networks programme through evaluation of 70% of current and previous activity by end of Q2 to establish the baseline.
2. Increased effectiveness of future NRW Nature Network’s activity through identification of priorities and development of approaches to delivery by end of Q3 (informed by outcomes of deliverable 1).

Next step for 2026-27: Prioritise actions which have the greatest impact on the condition of SSSI features.

C1: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Red at the end of June and is expected to move to Green by the end of the financial year. For KD1: The Welsh Government is in the process of developing a scoping brief for the evaluation of the Nature Networks Programme. Once this is shared, we will be better placed to understand how we can contribute. In the meantime, we are continuing to gather data on spend, delivery of outputs, and anticipated outcomes for use in the evaluation. For KD2: This commitment is anticipated to be Green at the end of the financial year. We anticipate that WG will scope their evaluation plan for Nature Networks during the summer/autumn, at which point NRW will know where we can add value to the evaluation work. In the meantime, we will use our own data to evaluate effectiveness and inform/improve future investment to improve the management/condition of protected sites. Given the uncertainty over WG’s timescales, To reflect this, the Nature Networks commitment and deliverables will be refined from Q2 onwards to focus on areas within NRW’s direct control, including our own evaluation and delivery.	Red	Green

Step to take: Extending the protection and management of at least 30 per cent of land, freshwater and sea for nature through identifying opportunities to enlarge and better connect the series of Sites of Special Scientific Interest (SSSI).

C2: Commitment for 2025-26: Synthesise evidence to identify priorities for notification and renotification of sites contributing to the 30:30 target (Lead: Mary Lewis).

Key deliverables:

1. Increased the understanding of the extent and connectivity of the current SSSI series through completing an assessment of all sites by the end of Q2.
2. Increased advice to accelerate notifications and re-notifications through the publication of the SSSI Notification Handbook by the end of Q4.
3. Increased the effectiveness of the allocation of investment for delivering an enhanced notification programme by identifying, selecting and costing priority sites to contribute to 30x30 by the end of Q3.

Next step for 2026-27: Prioritise opportunities for notification of SSSIs and the use of other measures outside of the SSSI series.

C2: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Amber at the end of June. For KD1, we've completed a draft report reviewing Wales's Sites of Special Scientific Interest (SSSIs), which supports the 30 by 30 global biodiversity commitment. The report has been agreed internally and is now with the Biodiversity Deep Dive Core Group for feedback. Once received, we'll finalise the report ready for final approval and publication. For KD2, the task and finish group has restarted following a pause earlier this year. A key coordination role has been filled, and we're planning to publish a simplified version of our Operational Guidance Note (OGN) this year, with future updates added through regular reviews. Recruitment delays are affecting our ability to meet legal reporting duties under Habitat Regulation 9A, which NRW delivers for Welsh Government. The same staff member is currently coordinating both the OGN and the 9A report. For KD3, progress has resumed with the restart of the task and finish group and the filling of a coordination role. However, recruitment gaps in key teams are making it difficult to identify and plan for site notifications, including estimating resources and costs. This commitment is anticipated to be Green at the end of the financial year. Our main concern is recruitment timelines. The availability of people internally and externally with the right experience and expertise to fill those vacant roles is a concern and remains the key challenge. Clear work programmes and priorities through the emerging NRM Service	Amber	Green

Step to take: Protecting species at the greatest risk of extinction through using our advisory and regulatory tools, working in partnership and monitoring to evaluate effectiveness.

C3: Commitment for 2025-26: Develop an understanding of the intervention impact of 11 of the place based Natur am Byth (NaB) partnership programme projects to refine conservation delivery (Lead: Huwel Manley).

Key deliverables:

1. Increased understanding of the effectiveness of the 11 Natur am Byth place-based projects through testing the impact measurement framework and refining the product.

2. Increased the skills of all relevant programme staff through the delivery of Species Recovery Assessment training (to prepare for full scale review of species recovery targets in 2025-26) (completed by Q2).
3. Increased understanding of the 67 Natur am Byth target species through the completion of the review of all ecological monitoring plans.

Next step for 2026-27: Within the Natur am Byth partnership programme, refine conservation interventions to those with the greatest impact on the 67 target species.

C3: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Green at the end of June. For KD1: Training provided to all project officers on undertaking interim species recovery assessments. Evaluation from attendees demonstrates increased understanding of the method. For KD2: Positive 6-month formal review by National Lottery Heritage Fund (NLHF) in May, with feedback that NLHF promotes NaB as best practice in risk management and evaluation to other funded programmes. Positive partnership annual review meeting facilitated by external evaluator in June - celebrated strength of partnership and captured unanimous desire to explore funding options for a NaB 2.0 species recovery collaboration beyond current funded period, (after August 2027). For KD3: Programme team secured approval from NLHF and partnership programme board on the suite of evidence documents required for interim review meeting (scheduled December 2025). NGO managers agreed to update post programme management and maintenance commitments within each project. This commitment is anticipated to be Green at the end of the financial year. Upcoming activities to ensure this commitment include specialist ecological advice to project officers in Q2/3 to complete interim species recovery assessments, and legacy planning support resourced by NLHF to ensure programme evaluation shapes the future of the partnership.	Green	Green

Area of Focus: Nature being restored

Step to take: Accelerating improvements to the condition of the Marine Protected Area Network through robust monitoring and investigations, evidence, advice and working with others on project delivery.

C4: Commitment for 2025-26 C4: Communicate and build understanding of the condition of the Marine Protected Area Network to inform targeted action and improvements (Lead: Rhian Jardine).

Key deliverables:

1. Improved targeting of projects and programmes towards priority issues across the MPA network through effective communication of new condition assessments for Welsh only marine SACs and SPAs by the end of Q2.
2. Initiated work to progress condition assessments for cross border sites through working with Natural England on a pilot feature by the end of Q4.
3. Increased understanding into declines in specific species and habitats through undertaking investigations under the Marine Nature Networks programme, setting out findings and recommendations in a series of reports by the end of Q4.

Next step for 2026-27: Commit to progress all features of the Severn SAC to deliver completed condition assessments and conservation advice.

C4: Latest position (to end of June):	Q1	Anticipated Year end
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This commitment is Amber at the end of June.

For KD1: Our main area of progress is publishing new condition assessments on the NRW website and extensive internal communication. Externally the project was presented at the marine Nature Networks conference. Information was sent to Relevant Authorities; the results have been presented to Welsh Government marine colleagues. The work was shared with stakeholders and the Planning subgroup made up of Local Planning Authority representatives in advance of publication.

For KD2: Our main area of progress was holding initial meetings with Natural England to agree the format of the condition assessments and what feature to choose (Atlantic Saltmeadows). Staff in NRW and Natural England have been introduced and a joint workshop to agree the indicators in mid-July.

For KD3: Our main area of progress has been sending out all reports for comment. Delays to final reports being published due to longer time taken to write reports than originally planned.

This commitment is anticipated to be Green at the end of the financial year. We will programme more time to completing the reports including receiving comments in from key staff such that we will hit the target by end of Q4 and be able to set out findings and recommendations

Amber

Green

Step to take: Accelerating action for nature's recovery at a landscape scale through sharing our evidence and expertise with National Parks, National Landscapes and other partners.

C5: Commitment for 2025-26: Integrate nature recovery evidence into the proposed new National Park process and management of existing National Landscapes and National Parks to improve decision making for nature (Lead: Rhian Jardine).

Key deliverables:

1. Established the case for a new National Park through completion of evidence reports and consultation exercise to inform a NRW Board decision on the statutory stage of the National Park Designation process by the end of Q4.
2. Increased integration of nature and climate action into the management plans of National Park and National Landscapes through the refresh of the Designated Landscapes Management Plan Guidance and NRW Grant aid by the end of Q4.

Next step for 2026-27: Play our part in the National Park Designation

C5: Latest position (to end of June):

This commitment is Green at the end of June.

For KD1: Our main area of progress has been the completion of all assessment reports (Welsh Language IA (Impact Assessment), Health IA, Nature Report, Equalities IA, Boundary changes report, economic impact review, planning review and supporting summary documents). We also commissioned Legal advice to support decision-making by NRW Board.

For KD2: Our main area of progress has been completion of The Benefits of Nature Report to inform Wales's new National Park proposal. This potentially provides a model for the other Designated Landscapes. We have met with the newly appointed Tirweddau Cymru strategic lead on nature recovery, to discuss future working arrangements to avoid duplication of effort and to optimise/ensure synergy.

This commitment is anticipated to be Green at the end of the financial year.

Q1

Green

Anticipated
Year end

Green

Area of Focus: Nature is respected and valued in decision-making by

Step to take: Delivering multiple benefits and opportunities for nature, people and the rural economy through supporting Welsh Government in the development and implementation of the Sustainable Farming Scheme, providing evidence and expertise.

C6: Commitment for 2025-26: Develop the capacity and capability within NRW to ensure the successful implementation of the Sustainable Farming Scheme, delivering multiple benefits and opportunities for nature and people (Lead: Mary Lewis).

Key deliverables:

1. Established operational readiness programme plan and communications strategy through the detailed planning, development, and internal dissemination of information to facilitate awareness of the scheme by the end of Q2.
2. Sustained support to Welsh Government's development of technical guidance and scheme ambassadors through translation of Habitat Wales Scheme into SFS ready schedules of work to support farmer action by the end of Q3.
3. Sustained capacity within NRW to support SFS implementation through handover of delivery from Programme Team to Operational Teams by the end of Q4.

Next step for 2026-27: Maintain ongoing support for designated sites management plans and woodland verification processes to ensure the continued delivery of outcomes for nature and people

C6: Latest position (to end of June):

This commitment is Amber at the end of June and is forecast to remain Amber through to year-end.

For KD1: We have begun to build the resources (staff) and capabilities to deliver this workstream. We have a better understanding of the work needed to transfer Habitat Wales Schemes into Schedules of work, and new governance arrangements are being developed with WG and RPW. We have prioritised the actions list to help manage workloads. We have not been able to recruit staff into posts as quickly as necessary. This is a big risk to delivery of the scheme, as it will place additional burdens on existing Environment Teams.

For KD2 and KD3: This is contingent on KD1. as above.

This commitment is anticipated to be Amber at the end of the financial year. While progress has been made in understanding delivery needs and establishing governance, recruitment delays continue to pose a risk. The pathway to green includes rapid training of incoming staff and placements and using agency staff, temporary assignments, and contracts

Q1	Anticipated Year end
Amber	Amber

Area of Focus: NRW as an exemplar nature positive organisation

Step to take: Ensuring nature's protection and recovery is integrated into NRW's financial and business decisions through applying the lessons learnt from others on effective tools and frameworks.

C7: Commitment for 2025-26: Implementing No Mow May, piloting new approaches to working with nature on the land and assets that we manage, identifying prioritised recommendations (Lead: David Letellier).

Key deliverable:

1. Decreased the amount of mowing on NRW flood risk management (FRM) assets by the end of Q4 through.
 - (a) 70% of assets not mown during No Mow May.
 - (b) identification of alternative approaches to reduce mowing and work with nature, initiating pilots at key flood risk management assets (number to be determined).

Next step for 2026-27: Implementing revised programme.

C7: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Green at the end of June. For KD1: We have embedded a mowing in May by exception only operating model for second year running. Mowing has only taken place where the risk to the integrity of our flood defences is too high, or where our statutory obligations to comply with the Reservoirs Act 1975 is at risk. A project is live in the FRM (Flood Risk Management) Improvements Programme to look at adapting our practices on a permanent basis to encourage species rich habitats on and around our flood defences wherever we can. This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is to continue to deliver innovative approaches to managing our assets to mitigate against the climate and nature emergencies.	Green	Green

Area of Focus: Within four areas of focus (Nature being respected and valued in decision-making; Nature, people and communities being reconnected; Sustained action on climate change being taken by people, communities and businesses; Sustained action to minimise pollution being taken by people, communities and businesses)

Step(s) to take:

- (Steps repeated multiple times, within four areas of focus):
- ...Identifying opportunities to optimise the collective action and impact of the public sector through using SoNaRR and Area Statements to work with the Public Services Boards (PSBs), public health and local authorities
 - ...Involving different communities and sectors in our work, through applying behavioural insights to inform our approaches.
 - ...Ensuring a diverse range of people are taking action for nature/climate/pollution through sharing the vision and outcomes from Nature and Us to expand our networks and increase involvement (UFR115).

C27: Commitment for 2025-26: C27: Advocate and support the use of the latest climate, nature and pollution evidence (including the interim SoNaRR Report 2025) in decision making amongst our public and third sector partners to facilitate a collaborative approach to delivery (Lead: Steve Morgan).

Key deliverables:

1. Increased knowledge amongst sector bodies and wider stakeholders of how to optimise collective action on nature, climate and pollution through publishing the final SoNaRR 2025 by the end of Q3.
2. Greater partner engagement and collaboration through the creation of engagement tools and support for Public Service Boards using SoNaRR and Area Statements in their planning and decision-making by the end of Q4.

Next step for 2026-27: Accelerate the pace and expand the scale of public sector response to address the Climate and Nature emergencies

C27: Latest position (to end of June):

This commitment is Green at the end of June.

For KD1: Work to complete Wales' third assessment of the sustainable management of natural resources is progressing. We remain on target to publish by 31st December 2025.

For KD2: Welsh Government staff helped us to test the way we plan to make the Wales level evidence available in SoNaRR2025. This will be an interactive tool made available through our website and is intended to help support PSBs in using SoNaRR. Our focus is also to make the evidence available and accessible at the appropriate scale to actively support the work of PSBs.

This commitment is anticipated to be Green at the end of the financial year.

Q1

Green

Anticipated
Year end

Green

Area of Focus: NRW being an exemplar nature positive organisation

Step(s) to take: Ensuring nature's protection and recovery is integrated into NRW's financial and business decisions through applying the lessons learnt from others on effective tools and frameworks (UFR116)

C28: Commitment for 2025-26: Increased awareness and understanding of opportunities to drive action for nature, climate and pollution minimisation via our suppliers and partners delivered through our Procurement and Contracts Strategy (Lead: Ian Mowatt).

Key deliverables:

1. Established the NRW Procurement and Contracts Strategy through its publication by the end of Q3.
2. Completed the review of good practice regarding opportunities to integrate nature, climate, and pollution minimisation into our supply chain and partners through the identification of key recommendations to inform our Procurement and Contracts Action Plan by the end of Q4.

Next step for 2026-27: Deliver in line with our Procurement and Contracts Action Plan.

C27: Latest position (to end of June):

This commitment is Green at the end of June.

For KD1: Our main area of progress has been that the draft NRW Procurement and Contract Strategy is near completion. We've included our environmental targets in our strategy and will continue to socialise the draft with key stakeholders in the coming months.

For KD2: This deliverable is Green. We are continuing to use our review to inform our future work

This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is getting the strategy and the action plan approved.

Q1

Green

Anticipated
Year end

Green

Table 2: Wellbeing Objective 2: Communities are resilient to climate change

ET Owner: Sarah Jennings

By 2030 the change we want to see: sustained action on the causes, risks and impacts of climate change means nature and people are enabled and empowered to adapt, alleviating the effects on people's well-being.

Area of Focus: Nature based solutions being widely adopted

Step to take: Restoring peatland through the National Peatland Action Programme (NPAP) working with delivery partners, including on the land in our care, using a range of advisory and regulatory tools, financial incentives and undertaking monitoring to evaluate effectiveness

C8: Commitment for 2025-26: Invest in capacity building to enable delivery in 2025-26 and future expansion of the National Peatland Action Programme (Lead: Mary Lewis).

Key deliverables:

1. Increased the hectares of peatland that have undergone restoration activity through the completion of 600 hectares of restoration activity by the end of Q4.
2. Improved the effectiveness of our input into the land use planning system in reducing the negative effect of development on peatland through the production of an NRW policy position on Planning Policy Wales Edition 12 to effect change in 2026-27 by the end of Q4.
3. Strengthened the National Peatland Action Programme (NPAP) through the evaluation of programme delivery to inform priorities for the next 5-years by the end of Q2.

Next step for 2026-27: Expand the NPAP programme through collaborative work with partners across Wales to increase the hectares of peatland restored.

C8: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Green at the end of June. For KD1: One of our main achievements has been securing long-term, three-year Strategic Allocated Funding agreements. This has given our partners the confidence and stability to plan their delivery over the next three years. At NRW, we've also established our own delivery plans on the land in our care and wider. In addition, we've introduced a new eight-year contractor framework, which includes specific support for new and emerging peatland contractors. Through this, we aim to help grow the sector and create more green job opportunities. For KD2: We have now appointed two of our Peatland Casework Officers—one is already in post and the second due to start on 1 September. In parallel, we've begun developing both internal and external guidance to support this work. For KD3: The original NPAP programme was designed as a five-year initiative. We are currently in the process of reviewing the past five years—celebrating our successes while also reflecting on the lessons learned. This review will help shape the next phase of the programme, guiding us through to 2031. This commitment is anticipated to be Green at the end of the financial year.	Green	Green

Step to take: Stimulating restoration of marine and coastal habitats such as saltmarsh, sand dunes, seagrass and native oyster reef through working with delivery partners, using a range of advisory and regulatory tools, financial incentives and undertaking monitoring to evaluate effectiveness (UFR39).

C9: Commitment for 2025-26: Strengthen capacity and evidence informing spatial prioritisation to enable effective future restoration within marine and coastal habitats (Lead: Mary Lewis).

Key deliverables:

1. Increased the success and efficiency of marine and coastal restoration in Welsh waters through consultation and publication of guidance on marine and coastal restoration projects by the end of Q3.
2. Increased the spatial targeting of marine and coastal restoration projects through refining existing opportunity maps for restoration of seagrass and native oyster by the end of Q4.
3. Established a cross-Wales saltmarsh restoration partnership and programme through convening partners and promoting key evidence by the end of Q4.

Next step for 2026-27: Work with others to enable effective restoration in the most suitable marine and coastal habitat locations

C9: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Green at the end of June. For KD1: Our main area of progress has been to present the draft guidance to the Welsh Seagrass Network. The initial response has been positive and the draft is currently circulated amongst partners for comment. For KD2: Our main area of progress has been to continue to work with The Crown Estate to finalise the scope of a contract that we intend to let this year to refine opportunity maps for seagrass and native oyster. We have not yet been able to let the work while The Crown Estate put in place the appropriate procurement process but we do not foresee this will prevent delivery by the end of this Financial Year. For KD3: Our main area of progress has been to support WG in setting up initial discussions between key partners, developing supporting briefing materials for this discussion, and promoting funding streams that could support the establishment of this partnership work. This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is to continue to finalise our guidance and evidence work whilst continuing to advocate for and support the establishment of a partnership approach to saltmarsh restoration across Wales.	Green	Green

Area of Focus: Nature based solutions being widely adopted

Step to take: Mitigating the impacts of floods and droughts and improving water quality through identifying opportunities for integrated management of land and water at the catchment scale (UFr41)

C10: Commitment for 2025-26: Develop an integrated catchment approach in the Taff using the 'Taff Catchment Strategic Flood Management Plan' to facilitate collaborative action to support communities at risk of flooding (Lead: David Letellier).

Key deliverables:

1. Established a collaborative project approach with Risk Management Authorities through identification of opportunities to improve ways of working together by the end of Q4.
2. Increased support for the Strategic Management Plan through engagement with communities and stakeholders by the end of Q3.
3. Established shared understanding of the opportunities in the Taff Catchment through publication of a high level summary of agreed next steps by the end of Q4.

Next step for 2026-27: Implement the collaborative approach to the Taff to progress the project and communities' shared ambitions

C10: Latest position (to end of June):	Q1	Anticipated Year end
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This commitment is Green at the end of June.

For KD1: The project team has identified a pro-active action plan and commenced development of an engagement programme to encourage collaboration from the risk management authorities (RMA's) such as Local Authorities, Internal Drainage Boards and Highway Authorities

For KD2: The project has appointed external stakeholder engagement specialists to develop a programme of engagement events in the community to be delivered as a partnership between the RMA's during the Summer and Autumn of 2025.

For KD3: A detailed action plan has been finalised and presented to the NRW project board for agreement.

This commitment is anticipated to be Green at the end of the financial year.

Green	Green

Area of Focus: The risks and impacts of climate change being managed and adapted to

Step to take: Reducing the risk to life from flooding through managing our flood assets and infrastructure for current and future flood risk, and planning for change through maintaining and adapting the flood assets and infrastructure we are accountable for (UFR45).

C11: Commitment for 2025-26: Review the prioritisation approach for flood asset maintenance and management to ensure our investment is risk based (Lead: Jeremy Parr).

Key deliverables:

1. Increased the effectiveness and efficiency of the allocation of routine flood maintenance revenue through the implementation of the Risk-Based Revenue Allocation Model (RBRAM), ensuring that we invest in communities at the greatest need by the end of Q4.
2. Increased the effectiveness and efficiency of the allocation of flood asset investment through the delivery of the Assets Facing Change (AFC) Project which will support our future understanding of adaptation needs by the end of Q4.

Next step for 2026-27: Develop the strategies and tools required to inform the long-term response to the need for flood asset adaptation

C11: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Amber at the end of June. For KD1: The routine maintenance programme has been developed, prioritised and issued to delivery teams prior to the start of the financial year. The programme is being delivered as per the direction given to teams, of the 10,021 actions issued for Q1, 36% have been delivered, which reflects both a lag in data reporting but also the over programming of the maintenance programme, delivery teams are not expected to be able to deliver every action as decision making on prioritisation was limited this year as the process gets embedded. For KD2: This project work is still in its initiation, progress has been limited by the lack of available capacity within the team to deliver this work. We have yet to initiate this project fully. This commitment is anticipated to be Amber at the end of the financial year. We are reporting amber due to KD2; KD1 is progressing well and expected to be Green at year end. As we do not yet have confidence in a pathway to Green for KD2, we are forecasting this as Amber (progress made, but not fully realised) at year end. KD 1 is on a pathway to green. Pathway to Green for KD2 is to evaluate the options for delivery and to implement these; we are not fully confident that this is possible, hence reporting as an anticipated Amber at year end.	Amber	Amber

Step to take: Reducing the risk to life from flooding to people and communities from main rivers, reservoirs and the sea, through the delivery of flood alleviation schemes (UFR46)

C12: Commitment for 2025-26: Deliver capital projects and sustain levels of protection for properties to reduce flood risk (Lead: Jeremy Parr).

Key deliverables:

1. Reduced flood risk to communities through the development of new flood schemes this year in Cardigan, Pwllheli, Porthmadog, Tenby, these will reduce the risk of flooding to 1344 properties in these communities in future years by the end of Q4.
2. Sustained flood protection to over 800 properties through non-routine capital maintenance of existing assets/defences by the end of Q4.

Next step for 2026-27: Deliver prioritised capital works to reduce flood risk in line with programme priorities, reducing risk and sustaining flood protection to communities in Wales.

C12: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Green at the end of June and anticipated to be Green at the end of the financial year. For KD1: Each of the projects listed are continuing through their development and appraisal stages to enable delivery in future years, there are no significant issues to raise at this stage. For KD2: Capital maintenance works continue to be identified and delivered on an ongoing basis, we expect to deliver at least 800 properties with sustained protection by the end of the year. This commitment is anticipated to be Green at the end of the financial year with continued delivery of planned works.	Green	Green

Step to take: Reducing the risk to life from flooding through issuing flood warnings that meet the changing needs of communities, and maintaining and improving the 24/7 Flood Warning Service (UFR47)

C13: Commitment for 2025-26: Improve the Flood Warning Service and Telemetry System to deliver efficiencies and maintain continuity of service to customers (Lead: Jeremy Parr).

Key deliverables:

1. Sustained delivery to all customers of telemetry data through migrating to the new Telemetry System, ensuring that we provide the evidence needed to support our key services by the end of Q3.
2. Improve the new Flood Warning Information System for Wales through development of prioritised enhancement plan by the end of Q3.

Next step for 2026-27: Evolve the Flood Warning Service, delivering enhancements, further efficiencies and improvements for customers.

C13: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Amber at the end of June. For KD1: Significant progress has been made in developing our new telemetry system, but we have more work to do to fully migrate to the new system. For this deliverable there is good progress on 3 of the 4 workstreams - data communications, outstation replacement, and development of an API (Application Processing Interface, to enable data provision to other systems). This is a complex area of work and we are reporting an Amber status as we will only consider it to be Green when the project is fully closed. For KD2: We are delivering a programme of continuous improvement work to the new Flood warning Information Service for Wales (FWISfW) as well as maintaining this business critical system. A Product Team is partly established and working well. During Q1, development work has	Amber	Amber

been focussed on improving core functionality for key components of the service. We have not been able to deliver all the planned work for FWISfW this quarter due to issues with Digital, Data and Technology (DDAT) capacity and therefore a greater reliance on external suppliers than originally anticipated, with associated cost increases as a result.

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Area of Focus: Carbon emissions being reduced

Step to take: Stimulating adoption of alternative low carbon and carbon capture technologies in industry, through providing specialist advice and guidance to inform either planning permission or permit applications (UFR55)

C14: Commitment for 2025-26: Development of advice, guidance and tools on low carbon techniques and infrastructure, including Carbon Capture and Hydrogen, to improve the quality of applications submitted by industry and reduce the length of time to determine individual permit applications (Lead: Becky Favager).

Key deliverables:

- 1. 80% of permit determinations or draft determinations approved in line with agreed developer timescales through engagement with all known Final Investment Decision (FID) track projects by end of Q2.
- 2. Increased integration of low carbon technologies and EMS through completion of report identifying opportunities to change Welsh Government policy and legislation by the end of Q4.
- 3. Decreased the amount of landfill gas released directly from landfill through delivery of the key priorities of the Landfill Emissions Reduction Project by the end of Q4.

Next step for 2026-27: Implement changes to planning and permitting processes in relation to alternative low carbon and carbon capture technologies

C14: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Amber at the end of June. For KD1: Our main area of progress has been Padeswood permit nearing completion, ENI permitting progressing, pre application on Connahs Quay progressing. While resource pressures remain, especially in complex multi-component submissions, the phased permitting model and pre-application scoping are demonstrating value in streamlining determination. Internal reporting indicates that the 80% threshold is achievable provided no significant shift in scope or late submissions occur in Q2. For KD2: Progress in scoping out the degree of legislative change needed with a series of meetings arranged with WG. For KD3: Our main area of progress has been continued focus of landfill gas emission reductions and exploration into further monitoring capability. This commitment is anticipated to be Amber at the end of the financial year. We continue to be in determination phase for permits, the development of the guidance will commence next. Scoping and delivery of the integration of low carbon technologies and EMS (Environmental Management Systems) remains uncertain. The pathway to green for this is completion of permit determination at Padeswood, RWE green Hydrogen, clarity of scope and delivery of the EMS piece.	Amber	Amber

Area of Focus: Climate emissions being reduced

Step to take: Supporting the development of sustainable offshore and onshore renewable energy through our evidence, advice and regulation, building a common understanding of the standards required in the statutory planning and permitting processes (UFR56)

C15: Commitment for 2025-26: Enhance evidence, guidance and pre-application advice to improve the quality of submissions for planning permissions and permit/licence applications (Lead: Becky Favager).

Key deliverables:

1. Increased Marine Renewables guidance and evidence through delivery of initial stages of 40% of high priority guidance and evidence projects by end of Q4.
2. Improved the marine service to enhance user experience through delivery of 70% of the prioritised actions arising from the End to End Review of Marine Licensing (3 year programme) and development of the Marine Licensing public beta (customer platform) by the end of Q4.
3. Maintained service levels for determining marine renewable permit applications at 95% by the end of Q4.

Next step for 2026-27: Deliver the remaining prioritised actions arising from the End to End Review of Marine Licensing

C15: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Green at the end of June. For KD1: We have filled the longstanding vacancy of the Marine and Coastal guidance role at the beginning of the financial year. While they embed into post they are reviewing and updating the guidance program to progress this deliverable for Guidance again. For Evidence, approximately 80% of high priority evidence needs work has already begun this Financial Year. Due to the length of the posts being vacant a considerable amount of work is needed to get the guidance programme up and running fully. For KD2: Marine Beta Customer Platform: Commenced Beta phase to develop a customer platform for marine licensing. The mobilisation phase has established our ways of working and foundation for the development phase. Skills/Competencies: Successfully launched the Marine Technical Competency Framework (TCF) on NRW's Learning Management System (LMS) to help identify current training needs and priorities. Marine Licensing Handbook reviewed and tested by Marine Licensing Team (MLT), prioritising chapters to support new recruits to MLT. Legislative Reform: Responded to a Defra consultation on the proposed Marine Recovery Fund (MRF) to support strategic compensation for offshore wind, preparing for the Defra consultation on the environmental assessment reforms for offshore wind expected in July and responded to Welsh Government's second formal round of consultation on proposed changes to Marine Licensing exemptions. For KD3: We have licensed ground investigation works for Mona offshore wind farm, variation to extend timeframe for Gwynt y Mor Met Mast removal and held bespoke post application talks with Awel y Mor and Morlais. We have also issued a screening and scoping opinion for Morlais to include a new technology and considered discharge of conditions as requested. This commitment is anticipated to be Green at the end of the financial year.	Green	Green
Area of Focus: NRW being an exemplar organisation for a carbon neutral public sector		

Step to take: Strengthening our strategic approach to decarbonisation through developing and delivering an organisation-wide net zero plan, building on the lessons learnt of partners (UFR72)

C16: Commitment for 2025-26: Prioritise actions with the greatest cost benefit on carbon dioxide equivalent (CO₂e)/ greenhouse gases (GHGs) to deliver our annual prioritisation within the Net Zero Plan (Lead: Mary Lewis).

Key deliverables:

1. Assess the whole life carbon impact of each design option at both outline and detailed design stage for all capital construction projects utilising the Environment Agency's (EA's) ERIC Carbon Modelling Tool to inform the selection of the final design and reduce carbon footprint by the end of Q3.
2. Assess the carbon impact of material and operational options, at construction stage, of all capital construction projects above £750k contract value (excluding VAT) utilising the Environment Agency's ERIC Carbon Calculator to reduce carbon footprint of the scheme by the end of Q3.
3. Increase the percentage of staff completing climate literacy training to more than 50% of all NRW staff, through the delivery of the Climate Literacy Training Programme and become an accredited Carbon Literate Organisation – Silver standard.

Next step for 2026-27: Expand delivery on priority actions within the Net Zero Plan.

C16: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Green at the end of June. For KD1: The Projects and Programme Delivery Team have included the delivery of a carbon impact assessment in 100% of design scopes which have been issued this quarter. The assessment is consistently delivered by all of our framework designers via the Environment Agency's Carbon Modelling Tool. It is applied to the shortlisted options at Outline design stage and to the preferred design at detailed design stage to inform option selection process and ensure that carbon impact is a priority factor. For KD2: The Projects and Programme Delivery Team have included the delivery of the carbon calculator in 100% of construction contracts over £750k (Excluding VAT) awarded in this quarter. The assessment is consistently delivered by all of our framework contractors via the EA's Carbon Calculator Tool. It is a live tool, updated throughout the construction phase with the results shared at construction completion. For KD3: We have prepared the Carbon Literate Organisation accreditation application including a video from Director Sarah Jennings that will be submitted shortly. We have planned and are about to let a contract for assessment of the effectiveness of the Climate Literacy training undertaken previously. We are now planning and letting the contract for the training for 2025/26 that will commence in the autumn and run through to Q4. This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is continued use of the carbon tools, continued development and delivery of the Net Zero Delivery Plan along with delivery of the Climate Literacy training and completion of the appraisal work and accreditation. The main risk that is well recognised is that insufficient staff attend the Climate Literacy training.	Green	Green

Step to take: Ensuring actions for climate are driven throughout our supply chains, grant programmes and land management agreements through inclusion in our procurement and funding frameworks (UFR79)

C17: Commitment for 2025-26: Implement prioritised actions in the NRW Net Zero Delivery Plan 2025-30 relating to scope 3 emissions in our supply chain (Lead: Ian Mowatt).

Key deliverables:

1. 100% of formal procurement tender and quotation documents include carbon related requirements from suppliers by the end of Q3.
2. 50% increase in the number of Carbon Reduction Plans received for NRW procurement contracts and frameworks above £5 million or equivalent organisational emissions statement by the end of Q4.

Next step for 2026-27: Review the potential to extend the use of carbon reduction tools and plans into other funding frameworks.

C17: Latest position (to end of June):

This commitment is Green at the end of June.

For KD1: Our main area of progress has been the development of new templates and the revisions to existing documentation (including Request for Quotation and the Invitation To Tender). Appropriate questions relating to carbon have been included, proportionate to the value of spend, and these will replace the tender and quotation documents that were used by Procurement or Contract Managers within NRW up until recently.

For KD2: Our main area of progress has been reviewing our procurement pipeline and having an initial list of agreements above £5m that can be considered for this deliverable. We have 4 requirements that are above £5m that will be assessed to determine if the request for carbon reduction plans (CRPs) is relevant, however it will be later in the year when we know if we're likely to receive CRPs from successful bidders.

This commitment is anticipated to be Green at the end of the financial year. The pathway to green is continued joint working between Procurement, CMSS and the Climate and Decarb team on the Net Zero plan, along with being able to consider carbon reduction plans on appropriate procurement requirements that lend themselves to this commitment.

Q1

Green

Anticipated
Year end

Green

Table 3: Wellbeing Objective 3: Pollution is minimised

ET Owner: Gareth O'Shea

By 2030 the change we want to see: pollution is minimised through effective regulation and legislative reform, reducing harm to biodiversity and people’s well-being, and driving the sustainable management and use of natural resources.

Area of Focus: Effective use of regulatory tools and approaches

Step to take: Ensuring the sectors we regulate, including illegal non-permitted activities, take effective action to control and minimise pollution and increase resource efficiency through the provision of advice and guidance that effectively sets out the standards required to ensure compliance (UFR80)

C18: Commitment for 2025-26: Undertake farm inspections under Agriculture Pollution Regulations, in line with the enforcement sanctions policy to reduce pollution (Lead: Becky Favager).

Key deliverables:

1. Maintained the level of service for the number of compliance inspections under the Agriculture Pollution Regulations through completing 80% of the scheduled 821 sites (which are identified as those with higher risk activities) by the end of Q4.
2. Improved effectiveness of regulatory approach through completion of annual regulation report analysing inspections carried out and follow-up actions by the end of Q2.

Next step for 2026-27: Improve efficiency and effectiveness of compliance inspections under the Agriculture Pollution Regulations

C18: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Amber at the end of June. For KD1: We have progressed with delivery of compliance inspections and achieved 159 inspections during Q1 which is just below the projected requirement for the 80% compliance target. Q1 delivery is based on a continued shortfall of 4 FTEs across the two agriculture pollution regulations teams for the whole period. Recruitment has been ongoing during the period and four new members of staff will join the teams during July. The new members of staff will undergo extensive training and mentoring during Q2 and not expected to become fully competent to support delivery until early in Q3. For KD2: The annual regulatory report has been developed and a draft shared with Welsh Government, the final report is expected to be issued during July 2025. This commitment is anticipated to be Green at the end of the financial year. Backfilling all vacant posts will ensure we are green at year end.	Amber	Green

C19: Commitment for 2025-26: Undertake compliance visits at prioritised regulated sites to reduce pollution (Lead: Martin Cox).

Key deliverables:

1. Sustained delivery of 95% of category 1 and category 2 compliance breaches being subject to further compliance effort (action or review) within 6 months by the end of Q4
2. Increased effectiveness and efficiency of compliance work through the production of an annual regulatory report with recommendations for improvement by the end of Q2

Next step for 2026-27: Improve efficiency and effectiveness of compliance visits

C19: Latest position (to end of June):

This commitment is Green at the end of June.

For KD1: For Quarter 1 of 2025/26, there were 27 Category 1 or 2 breaches for non-compliance against waste, industry, water quality or water resources permits. Of these, further follow work has been completed on 26. For one water quality Category 2 breach, follow up has been delayed due to resource and workload pressures and will be prioritised in the next quarter.

For KD2: The Annual Regulatory Report is currently on track to be approved internally and published on NRW's website by the end of Q2.

This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is to continue to focus regulatory effort at prioritise regulated sites to reduce pollution. NRW regulates over 40 different regimes each with their own specific risks and issues. Operational teams continue to undertake compliance visits to minimise pollution at those sites that pose the greatest risk to the environment. For industry and waste sites there remains a continued focus on poor performing sites (DEF) to ensure non-compliances are rectified and the risk of pollution is minimised. For water quality, a Water Quality compliance team has been established and several roles including the team leader have been recruited to. The scope and remit of this team will be shaped going forward in conjunction with Environment Teams. Water resources continue to focus on high risk abstractions to ensure their impact on the environment is minimised.

Q1	Anticipated Year end
Green	Green

Step to take: Minimising pollution and waste through working collaboratively with industry and others to identify how legislation and Welsh Government policy need to change (UFR82)

C20: Commitment for 2025-26: Implement targeted regulatory activities for key business sectors and waste service providers to improve compliance with the Workplace Recycling Regulations (Lead: Becky Favager).

Key deliverables:

1. Embedded the business as usual delivery model for workplace recycling through the development and implementation of the regulatory work plan by the end of Q2.
2. Maintain percentage of businesses within priority sectors compliant with Workplace Recycling Regulations through evaluation of quarterly inspections data by the end of Q4.

Next step for 2026-27: Integrate delivery of Workplace Recycling into regulatory delivery to effectively align with WG ambition and available funding.

C20: Latest position (to end of June):

This commitment is Green at the end of June.

For KD1: Our main area of progress has been successfully recruiting six Waste Regulation Officers to carry out NRW's duties for the Workplace Recycling Regulations. Recruitment for a Senior Officer to support our delivery is underway with interviews being held at the end of July. A transition plan is in place to support the development of our regulatory approach to take appropriate enforcement action as needed. We have not yet moved the team to the new waste group within Operations. This transition will take place when an Operations Manager is in place for the team to report to.

For KD2: Our main area of progress has been completing 121 compliance assessments during Q1 with 79 (65%) businesses found to be compliant and 42 (35%) assessed as non-compliant. These assessments focussed on the education, health, and leisure and tourism sectors,

Q1	Anticipated Year end
Green	Green

as well as events across Wales. We have also raised awareness of the Workplace Recycling Regulations through targeted communications which reached 6,048 readers, including NRW's Cyfoeth Newsletter.

This commitment is anticipated to be Green at the end of the financial year.

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Step to take: Protecting the environment and improving environmental performance of water companies through effective challenge of their investment programmes to secure action to improve (UFr88)

C21: Commitment for 2025-26: Provide challenge and advice to water companies to ensure their investment programmes reduce the risks and impacts of their operations on the environment (Lead: Mary Lewis).

Key deliverables:

- 1. Monitored planned investment by water companies in AMP8 through tracking delivery of water company National Environment Programme and commence work with water sector to establish priorities for PR29 by the end of Q4.
- 2. Increased the effectiveness of the three water company's drought plans through providing advice to the Welsh Government on the adequacy of their Statement of Responses to public consultation by the end of Q3.
- 3. Assessed the quality and reliability of water company self-monitoring procedures and identified areas for improvement through the delivery of an Operator Monitoring Audit by the end of Q4.

Next step for 2026-27: Maintain ongoing work to track the progress of water company delivery expected in 26-27

C21: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Amber at the end of June. For KD1: Our main area of progress has been establishing the baseline for AMP8 National Environment Programme (NEP) and sharing with water companies, providing a geographic map of the NEP actions to make available to stakeholders and continuing to contribute to the Delivery Monitoring Framework task with Ofwat, EA, NE to track AMP8 delivery. We have not started work on PR29 as post is vacant For KD2: Our main area of progress has been the technical review of the water company Statement of Responses to the comments received during the consultations on their draft drought plans. This will enable us to provide our advice to Welsh Government on the plans by end of Q3. For KD3: The recruitment for the new compliance unit was progressed in Q1. In Q2, the work plan and priorities for the team will be developed and recruitment progressed for the remaining vacant posts. We will be able to update on the scope and timing of the next Operator Monitoring Audit (OMA) following this. This work has not started due to delays in recruitment. This commitment is anticipated to be Amber at the end of the financial year. Delays in recruiting critical roles has the potential to delay progression of PR29 and the OMA. Critical roles are prioritised for recruitment.	Amber	Amber

Step to take: Minimising pollution in highly protected and designated waters through identifying the actions required of a range of sectors (UFr89)

C22: Commitment for 2025-26: Set the ambition for water quality improvements at a catchment scale to build collaboration and deliver prioritised action (Lead: Mary Lewis).

Key deliverables:

1. Increased our knowledge and understanding of the causes of waterbody failure (both Water Framework Directive (WFD) Regulations and Special Area of Conservation (SAC)) through completion of 35 investigations for water quality failures in the Gwyrfai, Eden, Dee and Irfon SACs; and 75 investigations for water quality failures in WFD only waterbodies by the end of Q4.
2. Increased the resilience of highly protected and designated waters to pressures, including water quality pressures, through improvement/ restoration of 150km of rivers as part of NRW's partnership projects (DeeLIFE, 4 Rivers for LIFE and Nature and Climate Emergency Funded projects) by the end of Q4.
3. Improved action on nutrients issues in marine SACs through completion of a prioritised action plan by the end of Q3.

Next step for 2026-27: Implement further investigations into the drivers of waterbody failures to inform future action.

C22: Latest position (to end of June):

This commitment is Amber at the end of June.

For KD1: Our main area of progress has been 10 WFD investigations signed off and others progressed and ready for review. SAC investigations are underway, however no investigations have been completed and signed off for SACs to date. Competing resource for investigations could result in some delays, currently we are confident of delivering by end of year. Some SAC investigations have progressed but have not currently been signed off.

For KD2: The LIFE projects + 16 Nature and Climate Emergency (NaCE) funded projects are delivering effectively for KD2. The NaCE projects include several projects delivered by the River Restoration programme, Opportunity Catchment Projects and those delivering within WFD protected areas. The 4 Rivers 4 LIFE weir removal project and the Kenson Weir removal created a total of 15.3Km in riverine improvements. Significant up front work is required to deliver the Km of improvements, therefore much of the delivery occurs in Q4. The Inland Fisheries Habitat Grant has been allocated this year and the Rivers Trusts are progressing delivery, the Km improvement again won't be known until Q4.

For KD3: Our main area of progress has been: advertising the new FTA (Fixed Term Appointment) posts funded by Welsh Government that will contribute to delivery; transitioning the former SAC Rivers project into the SAC Nutrients Project; undertaking various external and internal engagement activities that have helped the current project team start to scope out the action plan. We have not been able to complete recruitment within Q1 due to delays with recruitment.

This commitment is anticipated to be Green at the end of the financial year. Recruitment and retention of key staff will help move the Q1 Amber status to Green for Q2.

Q1

Amber

Anticipated
Year end

Green

Area of Focus: Incident response being risk-based

Step to take: Minimising harm from environmental pollution incidents through preparing for and responding to priority incidents as a Category 1 responder (UFR92)

C23: Commitment for 2025-26: Embed changes to incident management approach and ways of working to enable a prioritised response to incidents focussing resource to those which cause the most harm (Lead: Lyndsey Rawlinson).

Key deliverables:

1. Established understanding of rebalancing resource from low impact incident response to planned actions in relevant service plans (water, land, biodiversity for example) through tracking progress and revising procedures
2. Maintained level of service at 95% to review and record response to incidents recorded as high urgency by ICC within 4 hours
3. Increased closure of incidents reports within 30 days through more effective use of management information

Next step for 2026-27: Implement improvements to the incident management service

C23: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Amber at the end of June. For KD1: We have made strong progress in Q1 by defining the principles of risk-based triage and embedding the Decision Tool within incident response procedures through the delivery of awareness sessions to operational teams. These changes are now formally reflected in the revised Incident Management Policies and Procedures signed off in Q1. This provides a clearer and more consistent operational framework to support the prioritisation of resource toward higher-risk incidents. This has laid the foundation for rebalancing effort away from low-impact incidents, with early engagement underway to align this shift with the ongoing engagement across business areas to develop Standard Operating Procedures and pathways to deal with incident reports in proportionate and targeted manner. Cross-organisational engagement and dedicated resourcing to finalise and implement revised SOPs and supporting guidance have not yet been secured. This will be essential to fully operationalise the approach within service areas such as Water, Land, and Biodiversity. For KD2: Our 4hr response target has been met and was recorded as 95% for Q1. For KD3: We have analysed Wales Incident Recording System (WIRS) data. Overall closure rates for WIRS users are good and within the 30 days. There are some specific insights in some key areas that have identified where intervention may be needed. We will progress targeted support to identify root causes and appropriate interventions in Q2. This commitment is anticipated to be Green at the end of the financial year. Full embedding of the revised approach across all teams is ongoing. Ongoing development of functional procedures, particularly for dealing with low impact high volume WIRS reports is key. It is an area where we will need to secure wider functional support and resource. Development of the overarching Incident Management Strategy and its alignment within the Service Plan are planned for the coming year and will be critical to ensuring consistent implementation, visibility, and long-term impact The pathway to green for this is: • Embed the revised Policies and Procedures at operational level through targeted communications, team briefings, and support from Senior Officers and operational managers. • Complete and publish the Incident Management Strategy and Service Plan, setting out how the new approach aligns with wider priorities and resourcing decisions. • Monitor impact through WIRS data and operational feedback, with visible improvements in triage consistency and a measurable reduction in response to low-harm, unsubstantiated incidents. • Secure cross-service engagement and resource to finalise and roll out key SOPs and supporting tools.	Amber	Green

Step to take: Minimising the harm from specific sectors and within specific geographic areas through using evidence to take action to improve compliance (UFR93)

C24: Commitment for 2025-26: Enhance our understanding of the drivers of pollution incidents across Wales to inform the actions needed to minimise pollution and ensure our incident response is targeted and effective in support of that aim (Lead: Lyndsey Rawlinson).

Key deliverables:

1. Increased our knowledge of pollution incidents (incident numbers, types, locations, impacts and resource allocation) by producing a detailed analysis report (by end of Q2) and informing focus areas, strategies and actions by end of Q4
2. Increased opportunities to integrate preventative action into the Incident Management Strategy through (a) development of an options paper and (b) decisions at NRW business groups on priorities
3. Improved our response to different types of environmental incidents through completion of standard operating procedures (SOPs) for key environmental issues

Next step for 2026-27: Sustained improvement in incident management response through completion of prioritised actions from the incident management strategy

C24: Latest position (to end of June):	Q1	Anticipated Year end
This commitment is Amber at the end of June. For KD1: Our main area of progress has been to commission the enhancement of our Power Bi analysis of WIRS to support clearer identification of Incident types, volumes and response. This includes developing visualisation to track trends, spatial patterns and response metrics. These improvements will form the basis of the Q2 report and inform future operational and strategic focus. For KD2: Our main area of progress has been: Early engagement has begun to shape the content and direction of the Incident Management Strategy, including initial scoping of how preventative action could be integrated. This work has included informal discussions on the structure of the options paper and identification of linkages with existing objectives around risk-based response and harm reduction. The options paper has not yet been drafted, and formal engagement with NRW business groups to agree prevention-related priorities needs to be undertaken and embedded. The work dovetails with the development of the Incident Management Interim Strategy and Service Plan this year. However, there is currently no shared organisational view on where prevention should be embedded or resourced within the incident management framework or in relation to the governance of other business areas which is an area of specific focus to understand in Q2. For KD3: We have made good progress in developing and refining core Incident Management standard operating procedures (SOPs) for key pollution and environmental incident types, aligning with principles to support a more consistent and risk-based response. Work is ongoing to expand this into lower-impact, high-volume incident types; however, progress in these areas has been slower and will require wider functional engagement and clearer ownership to ensure completion and effective use in practice. This commitment is anticipated to be Amber at the end of the financial year. Progress may be limited if there is insufficient cross-business understanding and commitment to embed this work into service planning and operational delivery. Without dedicated resource and ownership from key functional areas, the insights generated from incident data risk remaining observational rather than driving meaningful, preventative action. The pathway to green for this is to ensure appropriate resource is organised and targeted to ensure: • Completion of a high-quality analysis of pollution incident drivers using WIRS and operational intelligence. • Engagement with business leads across relevant service areas (e.g. Water, Land, Biodiversity) to agree priority preventative actions. • Integration of those actions into strategic and operational plans, supported by visible leadership and resourcing to deliver them.	Amber	Amber

Step to take: Minimising the harm from serious environmental crime through investigating incidents and taking strong and decisive action.

C25: Commitment for 2025-26: Undertake investigation and enforcement action to minimise environmental harm (Lead: Martin Cox).

Key deliverables:

1. Maintained level of service of 95% of decisions taken on an appropriate enforcement responses within 3 months by the end of Q4
2. Increased effectiveness and efficiency of service through delivery of the Annual Regulatory Report (by the end of Q2) and Tackling Waste Crime quarterly reports (each quarter)
3. Improved efficiency and focus on enforcement responses through implementation of prioritised actions in the enforcement strategy and internal audit of enforcement by the end of Q2 and Q4

Next step for 2026-27: Implement improvements to the service through delivery of prioritised actions from the enforcement strategy and internal audit of enforcement.

C25: Latest position (to end of June):

This commitment is Green at the end of June.

For KD1: Our main area of progress has been to maintain the level of service at 99% for Q1.

For KD2: Our main area of progress has been to issue the quarterly Tackling Waste Crime report as planned. This is always issued retrospectively for the previous quarter.

For KD3: All actions are up to date.

This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is to continue monitoring the level of service of decisions taken on appropriate enforcement responses as well as implementing of prioritised actions in the enforcement strategy.

Q1

Green

Anticipated
Year end

Green

Step to take: Minimising the harm from serious environmental crime through investigating incidents and taking strong and decisive action (UFR94)

C26: Commitment for 2025-26: Strengthen ways of working with Local Authorities and third sector partners to maximise collective action on fly-tipping (Lead: Steve Morgan).

Key deliverables:

1. Improved ways of working on fly-tipping between NRW and partner agencies by publishing an updated Fly-tipping Protocol (by end of Q3) and trialling 1 local agreement (by end of Q4).
2. Sustained collaborative interventions to reduce fly-tipping through establishment of three new regional partnership working groups by the end of Q3.
3. Improved evidence, monitoring and evaluation of fly-tipping through use of shared tools and systems (e.g. Power BI, Waste Data Flow, FlyMapper); increased awareness and deterrence of fly tipping on the Welsh Government Woodland Estate through delivery of enforcement action.

Next step for 2026-27: Deliver impactful partnership projects and local interventions to tackle fly-tipping, leveraging improved ways of working between stakeholders under the revised fly-tipping protocol and regional working groups

C26: Latest position (to end of June):

This commitment is Green at the end of June.

For KD1: Work on the draft update to the Fly-tipping Protocol is being progressed and on track to be completed by end Q3.

For KD2: Working group information has now been developed and shared with LAs and groups will run at the end of July.

For KD3: Improved evidence - new evidential feature on FlyMapper and camera tracker being tested shortly, then rolled out wider to users. A Power BI Dashboard has been developed for WG and LAs to encourage submission of figures in a timely fashion and encourage more enforcement actions (planned to go live in Q2). A NRW enforcement officer (for South Wales) has been recruited to support the work on the Welsh Government Woodland Estate. The North Wales enforcement officer continues to tackle fly-tipping in the NE / NW area.

This commitment is anticipated to be Green at the end of the financial year.

Q1

Green

Anticipated
Year end

Green

Annex 2 – Internal Performance Report

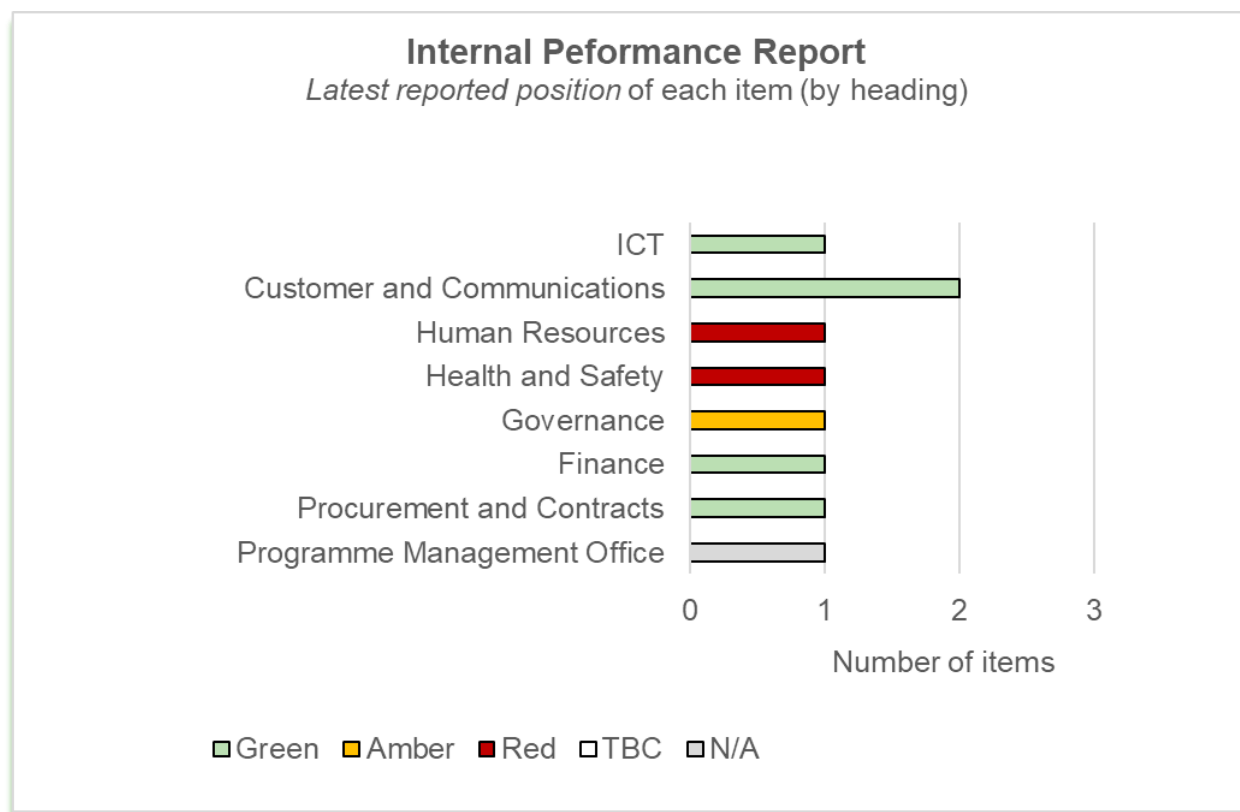
The following pages reflect a quarter end performance snapshot in relation to a number of key measures relating to the ‘health’ of our organisation.

Summary

The performance position*
(at the end of quarter one, June 2025) for
the measures covered by this report is:

- Five green
- One amber
- Two red
- One grey

(see next page for detail)



* Key: Green - achieved; Amber – partially achieved; Red – missed; Grey – N/A (Not applicable)

Green measures

Measures, not reporting amber or red, are reflected below.

Customer and Communications:

- **Access to Information requests** responded to within 20 days is Green at the end of the quarter at 94%.
- **Complaints** responded to within service level is Green at the end of the quarter at 100%.

Procurement and Contracts:

- **Retrospective orders** Green at the end of the quarter with 6% of purchase orders being retrospective.

ICT:

- **Information Commissioner's Office (ICO) reported incidents** is Green at the end of the quarter with no investigations ongoing.

Finance:

- **Payments performance** to our suppliers remains Green at the end of the quarter at 98%.

Programme Management Office:

- **Programmes and Projects Management** is Grey, as this item does not report a performance status as it is focussed on risk to delivery. At the end of June, no (zero) high-rated risks or critical issues were identified across the portfolio. This is reported regularly to Finance Committee.

* Key: Green - achieved; Amber – partially achieved; Red – missed; Grey – N/A (Not applicable)

Amber or Red

All measures red or amber at the end of the quarter

Human Resources:

- **Sgwrs in place** (staff priorities and development agreement) is Red at the end of the quarter, at 24% (at least 90% would be considered Green). A new on-line system called “Perform” has been brought in for the start of the new financial year, with an extensive package of support and briefings to colleagues to understand how to use the system. HR Business Partners are working with the Executive Team and Leadership Team to encourage migration onto the new system

Health and Safety:

- **Health & Safety Near Miss reporting** is Red with 12 near miss reports for June, which is down on the level of last June. A reminder is going out around the organisation in relation to the importance of continuing to report near misses

Governance:

- **Declarations of Interest** (where people working for us declare when their official and/or private interests may be perceived to conflict with NRW's work) is Amber at 86% at the end of the quarter (at least 90% is considered green). Updated lists of outstanding declarations have since been shared with our Directors and Leadership Team

* Key: Green - achieved; Amber – partially achieved; Red – missed; Grey – N/A (Not applicable)