Agenda

Teitl y cyfarfod:	**Cyfarfod Cyhoeddus Bwrdd Cyfoeth Naturiol Cymru**
Dyddiad y cyfarfod:	**Dydd Iau, 27 Tachwedd 2025**
Amser y cyfarfod:	**1pm – 4pm**

Amser	Eitem
1pm **(5 munud)**	**Eitem 1. Dechrau'r cyfarfod** • Croeso • Datgan buddiannau • Egluro trefn y cyfarfod Noddwr a chyflwynydd: Neil Sachdev (Cadeirydd) **Crynodeb: NODI unrhyw ddatganiadau o fuddiant**
1.05pm **(5 munud)**	**Eitem 2. Adolygu'r cofnodion a chofnod y camau gweithredu** **2A. Adolygu'r cofnodion o gyfarfod cyhoeddus 9 Hydref** **2B. Adolygu'r cofnod o gamau gweithredu cyhoeddus** Noddwr a chyflwynydd: Neil Sachdev (Cadeirydd) **Crynodeb: CYMERADWYO cofnodion y cyfarfod blaenorol a chofnod y camau gweithredu**
1.10pm **(10 munud)**	**Eitem 3. Yr wybodaeth ddiweddaraf gan y cadeirydd** Noddwr a chyflwynydd: Neil Sachdev (Cadeirydd) **Crynodeb: NODI diweddariad y cadeirydd i'r Bwrdd**
1.20pm **(10 munud)**	**Eitem 4. Adroddiad gan y Prif Weithredwr** Noddwr a chyflwynydd: Ceri Davies, Prif Weithredwr Dros Dro

	Crynodeb: NODI'R sefyllfa bresennol a rhoi'r wybodaeth ddiweddaraf i'r Bwrdd ar y prif weithgareddau **Cyfeirnod y papur: 25-11-B08**
1.30pm **(20 munud)**	**Eitem 5. Adroddiadau diweddaru'r pwyllgorau a'r fforymau** Noddwyr a chyflwynwyr: Cadeiryddion y pwyllgorau • Pwyllgor Archwilio a Rheoli Risg – 17 Hydref **Cyfeirnod y papur: 25-11-B09** • Pwyllgor Cynghori ar Dystiolaeth – 16 Hydref **Cyfeirnod y papur: 25-11-B10** • Pwyllgor Cyllid – 6 Tachwedd **Cyfeirnod y papur: 25-11-B11** • Pwyllgor Ardaloedd Gwarchodedig – 15 Hydref **Cyfeirnod y papur: 25-11-B12** • Fforwm Rheoli Tir Cymru • Fforwm Pysgodfeydd Cymru • Fforwm Rheoli Dŵr Cymru – 13 Tachwedd (llafar) • Fforwm Mynediad Cenedlaethol Cymru – 5 Tachwedd **Crynodeb: NODI'R wybodaeth ddiweddaraf gan bwyllgorau'r Bwrdd a fforymau CNC, o fewn a thu allan, a'r cyfarfodydd a gynhaliwyd**
1.50pm **(20 munud)**	**Eitem 6. Adroddiad Perfformiad Cyllid** Noddwr: Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol Cyflwynydd: Mark Collins, Rheolwr Tîm Cyllid Busnes 2 **Crynodeb: CYMERADWYO'R sefyllfa ariannol ddiweddaraf** **Cyfeirnod y papur: 25-11-B13**
2.10pm **(15 munud)**	**Egwyl**
2.25pm **(50 munud)**	**Eitem 7. Diweddariad chwarterol Ch2 ar ddangosfwrdd perfformiad y cynllun busnes** Noddwr: Ceri Davies, Prif Weithredwr Dros Dro Cyflwynydd: Arweinwyr amcanion llesiant; Sarah Williams, Pennaeth Strategaeth Gorfforaethol a'r Swyddfa Rheoli Rhaglenni; Sue Ginley,

	Cynghorydd Arbenigol Arweiniol, Cynllunio a Pherfformiad Corfforaethol **Crynodeb: CRAFFU ar adroddiad Chwarter 2** **Cyfeirnod y papur: 25-11-B14**
3.15pm **(5 munud)**	**Eitem 8. Unrhyw fater arall**
3.20pm **(10 munud)**	**Eitem 9. Sut wnaethon ni berfformio yn y cyfarfod hwn?** Noddwr: Neil Sachdev, Cadeirydd **Crynodeb: Adolygiad o'r cyfarfod**
3.30pm	**Cau'r cyfarfod**
3.40pm **(20 munud)**	**Sesiwn holi ac ateb gyhoeddus**
4pm	**Cau'r cyfarfod cyhoeddus**

Cofnodion heb eu cadarnhau

Teitl y cyfarfod:	Cyfarfod Bwrdd Cyfoeth Naturiol Cymru (CNC)
Lleoliad:	Caerdydd a Teams
Dyddiad y cyfarfod:	8 Hydref 2025
Aelodau yn bresennol:	Yr Athro Steve Ormerod, Dirprwy Gadeirydd Ceri Davies, Prif Weithredwr Dros Dro Karen Balmer (1.30pm – 3.30pm) Dr Hushneara Begum Dr Rebecca Colley-Jones Dr Pete Fox Dr Calvin Jones Lesley Jones Yr Athro Rhys Jones Mark McKenna Helen Pittaway Adam Taylor
Aelodau'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 Dros Dro Tystiolaeth, Polisi a Thrwyddedu
Hefyd yn bresennol:	Phil Williams, Pennaeth Llywodraethiant ac Ysgrifennydd y Bwrdd (pob eitem) Meinir Wigley, Pennaeth Cyfathrebu a Thrawsnewid Digidol (pob eitem) Rob Bell, Pennaeth Cyllid – Eitem 6 Sue Ginley, Prif Ymgynghorydd Arbenigol, Cynllunio a Pherfformiad Corfforaethol – Eitem 7 James Cornelius, Uwch-ymgynghorydd Arbenigol, Cynllunio a Pherfformiad Corfforaethol – Eitem 7 Mark Jones, Ymgynghorydd Arbenigol, Cynllunio a Pherfformiad Corfforaethol – Eitem 7

	Elaine Barker, Ymgynghorydd, Cynllunio a Pherfformiad Corfforaethol – Eitem 7 David Letellier, Pennaeth Gweithrediadau Canol De Cymru – Eitem 8 Andy Robinson, Arweinydd Tîm, Pobl a Lleoedd, Canol De Cymru – Eitem 8
Sylwedyddion CNC yn bresennol:	Neb
Sylwedyddion o'r cyhoedd yn bresennol:	Kim Waters
Ymddiheuriadau:	Syr David Henshaw, Cadeirydd Karen Balmer (3.30pm – 4.30pm)
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 Sian Johnston, Tîm Ysgrifenyddiaeth y Bwrdd

Eitem 1. Dechrau'r cyfarfod

Noddwr a chyflwynydd: Yr Athro Steve Ormerod, Dirprwy Gadeirydd

1. Agorwyd y cyfarfod gan y Dirprwy Gadeirydd, ac eglurodd batrwm y cyfarfod. Nid oedd unrhyw ddatganiadau o fuddiant i'w nodi a nodwyd ymddiheuriadau fel uchod.

Eitem 2. Cofnodion yr adolygiad

Noddwr a chyflwynydd: Yr Athro Steve Ormerod, Dirprwy Gadeirydd

Eitem 2A. Adolygu cofnodion cyfarfod 16 Gorffennaf

2. Adolygwyd cofnodion cyfarfod cyhoeddus y Bwrdd ar 16 Gorffennaf a chytunwyd arnynt gyda gwelliannau.

Eitem 3. Yr wybodaeth ddiweddaraf gan y cadeirydd

Noddwr a chyflwynydd: Yr Athro Steve Ormerod, Dirprwy Gadeirydd

3. Nid oedd unrhyw ddiweddariadau diweddar. Nododd y dirprwy gadeirydd fod y Bwrdd wedi rhoi cyflwyniad yn y cyfarfod preifat ac wedi diolch i'r cadeirydd am ei arweinyddiaeth a'i gyfraniadau dros y saith mlynedd blaenorol. Roedd y Dirprwy Brif Weinidog hefyd wedi mynychu cyfarfod y bore yma.

Eitem 4. Adroddiad gan y Prif Weithredwr

Noddwr a chyflwynydd: Ceri Davies, Prif Weithredwr Dros Dro

4. Rhannodd y Prif Weithredwr Dros Dro yr wybodaeth ddiweddaraf ar eitemau yn ogystal â'r adroddiad ysgrifenedig. Atgoffwyd y Bwrdd am yr isetholiad yng Nghaerffili, ac oherwydd bod CNC yn sefydliad anwleidyddol, roedd yn rhaid cadw at y rheolau yn y cyfnod cyn yr etholiad. Byddai'r cyfnod cyn-etholiad ar gyfer etholiad y Senedd yn dechrau ar 8 Ebrill 2026. Roedd staff wedi cael canllawiau ar sut i weithio yn ystod y cyfnod hwn, a oedd yn cynnwys peidio â gwneud penderfyniadau polisi na chyhoeddiadau mawr wrth sicrhau eu bod yn cydymffurfio â'u dyletswyddau statudol.

5. Byddai'r penderfyniad ar y Parc Cenedlaethol arfaethedig yn cael ei wneud gan y Bwrdd mewn cyfarfod cyhoeddus ym mis Ionawr. Byddai'r Adroddiad ar Sefyllfa Adnoddau Naturiol nesaf yn cael ei gynhyrchu erbyn diwedd mis Rhagfyr a'i gyhoeddi ym mis Ionawr. Roedd newyddion ITV Cymru wedi cynhyrchu darn ar berfformiad ehangach CNC ond gyda ffocws ar ansawdd dŵr. Mynegodd y Prif Weithredwr Dros Dro siom gyda chydbwysedd y sylw ond nododd fod trafodaethau adeiladol wedi digwydd ers hynny gyda newyddion ITV Cymru i wella cydweithio a thryloywder yn y dyfodol.

6. Roedd Cynllun Llifogydd Stryd Stephenson wedi'i lansio, yr un mwyaf a gyflawnwyd hyd yma, a fyddai'n amddiffyn 2,000 o fusnesau a chartrefi yng Nghasnewydd. Roedd yr ymgyrch 'Byddwch yn barod am lifogydd' hefyd wedi'i lansio. Roedd CNC yn annog y cyhoedd i edrych ar y canllawiau a chofrestru ar gyfer y System Wybodaeth Rhybuddio am Lifogydd. Roedd y Prif Weithredwr Dros Dro hefyd wedi mynychu cyfarfod Cymdeithas Leol Llywodraeth Cymru gyda Chyfarwyddwr Gweithredol Gweithrediadau. Nodwyd faint roedd y berthynas wedi gwella gan CNC a'r Cynghorydd Andrew Morgan, arweinydd Cyngor Rhondda Cynon Taf.

7. Croesawwyd prosiect Stryd Stephenson gan y Dirprwy Gadeirydd a gwahoddwyd trafodaeth gan y Bwrdd. Mewn ymateb i ymholiad am y rhwydweithiau gwydnwch ecolegol yng Ngwent, cadarnhawyd bod rhaglen Gwent yn unigryw oherwydd strwythur strategol y Bwrdd Gwasanaethau Cyhoeddus, ond bod gwersi'n cael eu rhannu ledled Cymru.

8. Gofynnwyd am eglurhad ynghylch Strategaeth y Diwydiant Pren a Strategaeth Fasnachol CNC. Nodwyd bod Strategaeth y Diwydiant Pren wedi'i lansio gan Lywodraeth Cymru, gydag CNC yn cyfrannu'n sylweddol. Roedd Strategaeth Fasnachol CNC yn y cyfnod cyn-ymgysylltu, gydag ymgynghori â rhanddeiliaid yn parhau.

9. Cynhaliwyd trafodaeth ynghylch trwyddedu gwastraff a chyfrifoldebau rheoleiddio. Eglurwyd bod trwyddedau CNC yn cwmpasu gweithgareddau safle, ond bod rheoli gwastraff ehangach yn cael ei lywodraethu gan y ddyletswydd gofal a deddfwriaeth arall. Cadwodd CNC oruchwyliaeth dros lwybrau gwaredu gwastraff ac roedd ganddo'r awdurdod i ddirymu trwyddedau lle ystyriwyd bod safleoedd yn anaddas at y diben.

10. Trafodwyd gweithrediadau canolfannau ymwelwyr, yn enwedig y newid i reolaeth dan arweiniad y gymuned yn Ynys-las. Nodwyd bod cwynion wedi lleihau'n sylweddol a bod cynlluniau marchnata ar gyfer Coed y Brenin a Bwlch Nant yr Arian yn cael eu cwblhau, gyda mynegiadau o ddiddordeb yn cael eu ceisio ym mis Tachwedd. Gellid darparu adroddiad manwl ar y cwynion os dymunir.

11. Codwyd cwestiynau ynghylch defnydd CNC o ddeallusrwydd artiffisial, gan gynnwys llywodraethiant, effeithiau cynaliadwyedd, ac ôl troed carbon. Cadarnhawyd mai Copilot oedd y prif offeryn deallusrwydd artiffisial a ddefnyddiwyd, gyda llwyfannau eraill yn gyfyngedig. Roedd CNC yn cymryd agwedd ofalus oherwydd pryderon amgylcheddol ac roedd yn casglu tystiolaeth ac yn cysylltu â sefydliadau tebyg i lywio defnydd yn y dyfodol.

12. Canmolwyd Adroddiad Hwb Cwsmeriaid Chwarter Un, ac er y gofynnwyd am ragor o wybodaeth, cwestiynwyd a fyddai'n ddefnyddiol i'r Bwrdd. Craffwyd ar yr adroddiad gan y Tîm Gweithredol a byddai'n parhau i esblygu.

13. Ychwanegodd Cyfarwyddwr Gweithredol Dros Dro Tystiolaeth, Polisi a Thrwyddedu ddiweddariad nad oedd wedi'i gynnwys yn Adroddiad y Prif Weithredwr. Roedd yr asesiad parodrwydd am ddigwyddiadau wedi'i gwblhau; roedd hwn yn ymarfer blynyddol a lywiodd ddatganiad gaeaf y Gweinidog. Roedd y Tîm Gweithredol wedi cytuno i gael trafodaeth strategol flynyddol sy'n edrych ymlaen ar yr asesiad o 2026 ymlaen. Roedd dwy risg strategol wedi'u cysylltu â'r asesiad, a byddai'r Bwrdd yn gallu darparu craffu drwy'r llwybr hwn. Roedd CNC wedi paratoi'n rhesymol o dda ac roedd cynnydd da wedi'i wneud, gan gynnwys hyfforddiant ar gyfer rheolwyr tactegol ar ddyletswydd.

Eitem 5. Adroddiadau diweddaru'r pwyllgorau a'r fforymau

Noddwyr a chyflwynwyr: Cadeiryddion y pwyllgorau

14. Rhodd Helen Pittaway, cadeirydd y Pwyllgor Cyllid, ddiweddariad o'r cyfarfod a gynhaliwyd ar 10 Medi. Crynhowyd trafodaethau ar berfformiad ariannol, cynllunio cyllideb, a rheoli contractau yn seiliedig ar risg. Nodwyd yr ymgynghoriad ar ffioedd, ac roedd y llwybr llywodraethu wedi'i newid fel mai dim ond os oedd risg uchel i enw da y byddai'r ymgynghoriad yn cael ei gyflwyno i'r Bwrdd.

15. Nododd yr Athro Steve Ormerod, cadeirydd y Pwyllgor Cynghori ar Dystiolaeth, y byddai'r cyfarfod nesaf yn cael ei gynnal ar 16 Hydref, gyda'r Adroddiad ar Sefyllfa Adnoddau Naturiol yn brif eitem. Hysbyswyd y Bwrdd fod Dr Michael Gerardo wedi cael ei benodi'n Bennaeth Gwybodaeth a Thystiolaeth.

16. Rhoddodd Karen Balmer, cadeirydd y Pwyllgor Archwilio a Sicrwydd Risg, yr wybodaeth ddiweddaraf am y cyfarfod a gynhaliwyd ar 11 Medi. Bu peth oedi gyda llofnodi'r adroddiad blynyddol a'r cyfrifon a bydd hyn yn cael ei adolygu yng nghyfarfod y Pwyllgor Archwilio a Sicrwydd Risg ar 17 Hydref. Derbyniwyd adborth cadarnhaol gan Archwilio Cymru ar y berthynas waith dda gyda'r tîm cyllid.

17. Gohiriwyd cyhoeddi adroddiad Archwilio Cymru ar ddull dynodi CNC ar gyfer Safleoedd o Ddiddordeb Gwyddonol Arbennig, a bydd hyn yn cael ei drafod yng nghyfarfod mis Rhagfyr. Nodwyd adroddiad archwilio mewnol anfoddhaol ar y defnydd o gerbydau CNC, ac roedd archwiliad manwl wedi'i drefnu ar gyfer cyfarfod y Pwyllgor Archwilio a Sicrwydd Risg ym mis Rhagfyr. Byddai aelodau'r Pwyllgor Ardaloedd Gwarchodedig yn cael eu gwahodd i'r drafodaeth ar y Safleoedd o Ddiddordeb Gwyddonol Arbennig a byddai aelodau'r Pwyllgor Pobl a Chwsmeriaid yn cael eu gwahodd i'r drafodaeth ar yr adroddiad archwilio mewnol.

18. Rhoddodd Dr Pete Fox, cadeirydd y Pwyllgor Rheoli Perygl Llifogydd, yr wybodaeth ddiweddaraf i'r Bwrdd ar gyfarfod ar y cyd rhwng y Pwyllgor Rheoli Perygl Llifogydd a'r Pwyllgor Ystadau Tir a gynhaliwyd ar 2 Hydref. Adroddwyd ar gynnydd y rhaglen gyfalaf a phryderon ynghylch oedi yn y Prosiect Gwella Telemetreg. Rhoddwyd sicrwydd y byddai telemetreg weithredol yn cael ei chynnal drwy gydol y gaeaf.

19. Rhoddodd Dr Calvin Jones, cadeirydd y Pwyllgor Ystadau Tir, yr wybodaeth ddiweddaraf i'r Bwrdd hefyd ar y cyfarfod ar y cyd rhwng y Pwyllgor Rheoli Perygl Llifogydd a'r Pwyllgor Ystadau Tir. Adroddodd ar y Strategaeth Fasnachol ac adfer mawndiroedd. Trafodwyd cyfleoedd cyllid gwyrdd posibl gan y pwyllgor a chytunwyd i gynnal cyfarfod ar y cyd arall â'r Pwyllgor Rheoli Perygl Llifogydd ym mis Gorffennaf 2026. Gofynnodd y Bwrdd pryd y byddent yn trafod cyllid gwyrdd, a darparwyd diweddariad ar waith CNC hyd yma yn y maes hwn.

20. Rhoddodd Mark McKenna, cadeirydd y Pwyllgor Pobl a Chwsmeriaid, yr wybodaeth ddiweddaraf am y cyfarfod a gynhaliwyd wyneb yn wyneb ar 25 Medi. Cynhaliwyd ymweliad â safle ym Mro'r Sgydau, gyda'r tîm lleol yn amlinellu'r heriau. Crynhowyd trafodaethau ar recriwtio, llesiant, iechyd a diogelwch, a data hybiau cwsmeriaid. Nodwyd gwelliannau mewn systemau recriwtio ac argaeledd data.

21. Roedd y Pwyllgor Pobl a Chwsmeriaid wedi cymeradwyo'r Adroddiad Llesiant, Iechyd a Diogelwch a'r Datganiad Caethwasiaeth Fodern ac roedd cymeradwyaeth y Bwrdd yn cael ei cheisio nawr. Roedd nifer yr anafiadau i staff wedi cynyddu yn Chwarter Un a gofynnwyd am hyn. Bydd Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol yn mynd ar drywydd hyn gyda'r Rheolwr Llesiant, Iechyd a Diogelwch ac yn ymateb y tu allan i'r cyfarfod.

CAM GWEITHREDU: Bydd Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol yn mynd ar drywydd y cynnydd mewn anafiadau i staff yn Chwarter 1 gyda'r Rheolwr Llesiant, Iechyd a Diogelwch ac yn ymateb i Dr Rebecca Colley-Jones y tu allan i'r cyfarfod.

22. Cymeradwywyd y Datganiad Caethwasiaeth Fodern gan y Bwrdd, yn amodol ar ddiwygiadau bach i'r geiriad i egluro dull ataliol CNC. Cynhelir adolygiad manylach o risgiau'r gadwyn gyflenwi a bydd y Bwrdd yn cael yr wybodaeth ddiweddaraf. Gellid cynnal trafodaeth hefyd yn y Pwyllgor Pobl a Chwsmeriaid i fynd ar drywydd camau gweithredu a oedd yn cael eu cymryd, megis hyfforddiant ymwybyddiaeth o gaethwasiaeth fodern. Awgrymwyd hefyd y gallai'r Pwyllgor Pobl a Chwsmeriaid gymeradwyo'r datganiad yn y dyfodol, ac y byddai'r llywodraethiant yn cael ei adolygu.

CAM GWEITHREDU: Y Rheolwr Llywodraethiant a Risg i adolygu cylch gorchwyl y Pwyllgor Pobl a Chwsmeriaid, gan gynnwys cymeradwyo'r Datganiad Caethwasiaeth Fodern.

PENDERFYNIAD: Roedd y Bwrdd yn cymeradwyo Adroddiad Chwarter 1 ar Lesiant, Iechyd a Diogelwch.

PENDERFYNIAD: Roedd y Bwrdd yn cymeradwyo Datganiad Caethwasiaeth Fodern 2025-26.

23. Rhoddodd yr Athro Rhys Jones, cadeirydd Fforwm Rheoli Tir Cymru, yr wybodaeth ddiweddaraf am y cyfarfod a gynhaliwyd wyneb yn wyneb ar 15 Medi, a oedd ar thema coedwigaeth. Mynychodd Naomi Matthiessen, Llywodraeth Cymru, y cyfarfod a rhoddodd ddiweddariad, gan gynnwys elfennau coed a choetiroedd y Cynllun Ffermio Cynaliadwy. Roedd y cyfarfod wedi bod yn ddefnyddiol ac wedi darparu trafodaeth dda ar goedwigaeth.

24. Rhoddodd yr Athro Steve Ormerod, cadeirydd Fforwm Pysgodfeydd Cymru a Fforwm Rheoli Dŵr Cymru, yr wybodaeth ddiweddaraf am y cyfarfodydd hyn. Derbyniwyd cywirdeb y papurau gan y Bwrdd heb eu darllen.

25. Rhoddodd Lesley Jones yr wybodaeth ddiweddaraf am Fforwm Mynediad Cenedlaethol Cymru a nododd fod cyflwyniad wedi dod i law ar Gynllun Llifogydd Stryd Stephenson a chanllawiau arfer da awyr dywyll. Bydd y cyfarfod nesaf yn gyfarfod wyneb yn wyneb.

Eitem 6. Adroddiad perfformiad cyllid

Cyflwynydd: Rob Bell, Pennaeth Cyllid

26. Cyflwynwyd yr eitem gan Gyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol. Cyflwynwyd trosolwg o'r sefyllfa ariannol ddiweddaraf gan y Pennaeth Cyllid; gofynnwyd am gymeradwyaeth ar gyfer y newid rhagolwg diweddaraf o £299.5 miliwn i £303.2 miliwn. Roedd Llywodraeth Cymru wedi darparu cyllid ychwanegol i fuddsoddi mewn cerbydau trydan a seilwaith; roedd bond hefyd wedi'i ddefnyddio oherwydd bod y gweithredwr wedi mynd i fethdaliad ac roedd yr arian yn cael ei ddefnyddio i fynd i'r afael â phroblemau ar safle Palleg. Roedd risgiau o ran gwariant ond nid oedd unrhyw risg o ran y cyllid ychwanegol.

27. Roedd lefel y swyddi gwag yn 15%, gan arwain at arbedion mewn costau staff. Roedd recriwtio'n parhau, ond roedd hyn yn gynaliadwy ac wedi'i gefnogi gan wybodaeth reoli dda. Roedd rhywfaint o danwariant o fewn Gweithrediadau a'r Rhaglen Perygl Llifogydd; nodwyd y Rhaglen Perygl Llifogydd fel maes risg posibl oherwydd y lefelau is o or-raglennu. Roedd y rhagolwg incwm pren wedi'i ostwng, ac roedd y Pennaeth Cyllid wedi trafod â Llywodraeth Cymru o ran ychwanegu at yr incwm yn unol â'r cytundeb. Roedd y rhagolwg cyllid wedi'i glustnodi wedi gwella ers y rhagolwg blaenorol.

28. Roedd y rhan fwyaf o'r risgiau wedi'u lliniaru, ac roedd cyfle allweddol i ddefnyddio'r cyllidebau cyflog mewn mannau eraill. Roedd y Tîm Gweithredol a'r Pwyllgor Cyllid

wedi trafod y cyfle hwn, a byddai hyn yn cael ei archwilio ymhellach gyda Llywodraeth Cymru.

29. Trafodwyd yr Adroddiad Cyllid gan y Bwrdd a thynnodd cadeirydd y Pwyllgor Cyllid sylw at y ffaith bod y pwyllgor wedi trafod y tanwariant a'r mesurau lliniaru'n drylwyr. Holwyd am y tanwariant yn CNC2030, ac esboniwyd bod cynlluniau ar waith i wario, gan gynnwys y gwaith o fwrw ymlaen â'r platfform cwsmeriaid. Byddai'r cyllid a fyddai'n cael ei ailddyrannu o gyllidebau staff i gyllidebau nad ydynt yn gyllidebau staff ar sail anghylchol ar gyfer y flwyddyn ariannol hon, a byddai angen trafodaeth pe bai hyn yn digwydd ar gyfer y flwyddyn ariannol nesaf. Cymeradwywyd y sefyllfa ariannol ddiweddaraf gan y Bwrdd.

PENDERFYNIAD: Roedd y Bwrdd yn cymeradwyo'r sefyllfa ariannol ddiweddaraf, gan gynnwys y newidiadau i'r rhagolwg diweddaraf o £299.5 miliwn i £303.2 miliwn.

Eitem 7. Adroddiad Ch1 dangosfwrdd perfformiad y cynllun busnes

Cyflwynwyr: Y Tîm Gweithredol

Yn bresennol: Sarah Williams, Pennaeth Strategaeth Gorfforaethol a'r Swyddfa Rheoli Rhaglenni; Sue Ginley, Ymgynghorydd Arbenigol Arweiniol, Cynllunio a Pherfformiad Corfforaethol; James Cornelius, Uwch-ymgynghorydd Arbenigol, Cynllunio a Pherfformiad Corfforaethol; Mark Jones, Ymgynghorydd Arbenigol, Cynllunio a Pherfformiad Corfforaethol; Elaine Barker, Ymgynghorydd, Cynllunio a Pherfformiad Corfforaethol

30. Cyflwynwyd yr eitem gan y Prif Weithredwr Dros Dro a darparwyd negeseuon allweddol o'r dangosfwrdd. Roedd perfformiad wedi gwella, gyda phump o'r 12 ymrwymiad a oedd wedi cael sgôr melyn yn flaenorol yn Chwarter 4 2024–25 bellach wedi symud i wyrdd. Roedd yr ymrwymiad coch sengl wedi symud i felyn gyda llwybr clir i wyrdd erbyn diwedd y flwyddyn. Roedd y system e-recriwtio newydd wedi byrhau amseroedd recriwtio ac wedi symleiddio'r broses. Roedd llawer o staff mewnol wedi symud i rolau newydd, ac roedd recriwtio allanol yn cynyddu. Sicrhawyd y Bwrdd fod recriwtio'n cael ei reoli i osgoi gorstaffio a sicrhau cynaliadwyedd ariannol dros y tair blynedd nesaf.

31. Rhoddodd Cyfarwyddwr Gweithredol Dros Dro Tystiolaeth, Polisi a Thrwyddedu ddiweddariad ar ymrwymiadau o dan Amcan Llesiant 1. Derbyniodd y rhaglen Rhwydweithiau Natur adolygiad cadarnhaol gan Gronfa Dreftadaeth y Loteri Genedlaethol. Roedd integreiddio tystiolaeth adfer natur i gynllunio Parciau Cenedlaethol yn mynd rhagddo'n dda. Roedd yr Adroddiad ar Sefyllfa Adnoddau Naturiol ar y trywydd iawn i'w gyhoeddi ym mis Rhagfyr. Roedd strategaeth gaffael a chontractau newydd yn cael ei datblygu i gefnogi CNC fel sefydliad natur-bositif. Roedd recriwtio i'r Cynllun Ffermio Cynaliadwy yn gwella. Gohiriwyd yr adroddiad ar gyflwr yr Ardaloedd Morol Gwarchodedig oherwydd ailddyrannu adnoddau ond roedd yn mynd rhagddo.

32. Rhoddodd Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol yr wybodaeth ddiweddaraf am yr ymrwymiadau o dan Amcan Llesiant 2. Bu

gwelliannau yn y Rhaglen Weithredu Genedlaethol ar Fawndiroedd o felyn i wyrdd, gyda chefnogaeth benodol i gontractwyr mawndiroedd newydd a rhai sy'n dod i'r amlwg a fframwaith contractwyr wyth mlynedd ar waith i ddarparu sefydlogrwydd i gontractwyr llai. Roedd cynnydd ar gyfer canllawiau ar gyfer y rhwydwaith morwellt. Roedd y canllawiau cyn ymgeisio wedi'u gwella a byddai'r platfform cwsmeriaid morol ar gyfer trwyddedu yn mynd yn fyw ym mis Ebrill 2026. Roedd y metrigau yn ymwneud â'r System Wybodaeth Rhybuddion Llifogydd a thelemetreg wedi symud i felyn, ond roedd yr heriau'n dal i beri risg.

33. Rhoddodd Cyfarwyddwr Gweithredol Gweithrediadau ddiweddariad ar ymrwymiadau o dan Amcan Llesiant 3. Roedd swyddog newydd wedi cael ei recriwtio ar gyfer ymdrin â thipio anghyfreithlon ar Ystad Goetir Llywodraeth Cymru. Roedd cynnydd da wedi'i wneud ar yr archwiliadau llygredd amaethyddol, gyda'r tîm bellach yn gweithio hyd eithaf ei allu. Roedd gwaith ansawdd dŵr a chydymffurfedd yn mynd rhagddo, gyda rhywfaint o oedi oherwydd recriwtio a blaenoriaethu safleoedd risg uchel. Roedd y dull newydd o ymateb i ddigwyddiadau yn cael ei weithredu; roedd hwn yn fater diwylliannol ac roedd adolygiad chwe mis wedi'i gynllunio.

34. Cwestiynwyd y geiriad o dan y mesur ar gyfer digwyddiadau llygredd, ac esboniwyd y dull newydd o ymateb i ddigwyddiadau. Cydnabu'r Bwrdd yr her yn y newid diwylliant ar gyfer hyn ond awgrymwyd bod angen diwygio'r geiriad, a bod diffyg dealltwriaeth ar ran CNC o'r ffactorau sy'n achosi digwyddiadau llygredd ledled Cymru.

35. Codwyd y goblygiadau hirdymor ar gyfer yr arafu yn y gwaith ar gyfer y cynllun busnes oherwydd yr achos dros newid. Hysbyswyd y Bwrdd fod darn o waith ar y gweill i ganfod sefyllfa CNC o safbwynt y camau i'w cymryd. Byddai adnoddau ychwanegol yn cael eu caffael, a byddai'r adolygiad hefyd yn ystyried pa gamau i'w cymryd a fyddai'n cael yr effaith fwyaf. Byddai'r adolygiad hwn wedi'i gwblhau'n gynt oni bai am yr achos dros newid.

36. Gofynnodd y Bwrdd am fwy o adrodd naratif ac adrodd sy'n canolbwyntio ar effaith ochr yn ochr â metrigau. Gwnaed awgrymiadau i gynnwys dadansoddiad ansoddol a chymariaethau tueddiadau. Byddai pwyslais ar wahaniaethu rhwng gweithgareddau (allbynnau) a chanlyniadau amgylcheddol neu gymdeithasol gwirioneddol (effeithiau) hefyd yn fuddiol. Roedd dangosyddion perfformiad allweddol ar lefel y Bwrdd yn cael eu datblygu, ond roedd hyn hefyd wedi'i ohirio oherwydd yr achos dros newid.

37. Rhoddodd Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol ddiweddariad ar yr Adroddiad Perfformiad Mewnol. Roedd perfformiad cryf mewn gwasanaeth cwsmeriaid, caffael, TGCh a chyllid, pob un yn adrodd eu bod yn wyrdd. Roedd cydymffurfedd â datganiadau buddiant yn felyn ond roedd yn gwella, gyda dechreuwyr newydd a symudwyr mewnol yn cael eu hadrodd fel y rheswm dros y statws melyn. Roedd dau fesur coch, sef adrodd ar ddigwyddiadau llesiant, iechyd a diogelwch fu bron â digwydd, a Sgwrs. Roedd y tîm llesiant, iechyd a diogelwch yn gweithio gyda thimau Gweithrediadau i sicrhau bod adrodd yn

digwydd. Byddai staff yn cael eu hannog i ddefnyddio Perform ar gyfer eu Sgwrs. Y gobaith oedd y byddai'r ddau fesur coch yn gwella i wyrdd erbyn diwedd y flwyddyn.

PENDERFYNIAD: Roedd y Bwrdd yn cymeradwyo dangosfwrdd Ch1 Cynllun Busnes 2025/26 ac Adroddiad Perfformiad Mewnol Ch1.

Eitem 8. Cyflwyniad lle

Cyflwynydd: David Letellier, Pennaeth Gweithrediadau Canol De Cymru; Andy Robinson, Arweinydd Tîm, Pobl a Lleoedd, Canol De Cymru

38. Cyflwynwyd yr eitem gan Gyfarwyddwr Gweithredol Gweithrediadau a rhoddwyd cyflwyniad o drosolwg strategol ardal Canol De Cymru gan Bennaeth Gweithrediadau ac Arweinydd y Tîm Pobl a Lleoedd, Canol De Cymru. Er mai dyma ran ddaearyddol lleiaf CNC, dyma'r ardal oedd â'r dwysedd poblogaeth uchaf a'r twf cyflymaf, ac roedd hyn yn cyflwyno heriau amgylcheddol a chymdeithasol unigryw.

39. Amlinellwyd tair thema allweddol y cyflwyniad, gan gynnwys cysylltu pobl â natur, gweithio gyda dŵr ac adeiladu ecosystemau gwydn. Nodwyd y ffocws ar ymgysylltu â rhanddeiliaid ar Fyrddau Gwasanaethau Cyhoeddus a'r ffaith bod y Byrddau Gwasanaethau Cyhoeddus wedi datblygu yn y maes hwn.

40. Roedd y gwaith yn cynnwys integreiddio asesiadau risg newid hinsawdd i agendâu'r Byrddau Gwasanaethau Cyhoeddus i gynyddu dylanwad CNC. Amlinellwyd y dull afonydd trefol a thynnwyd sylw at y nod o ddatblygu dull partneriaeth integredig ar draws dalgylchoedd i fynd i'r afael â materion cymhleth. Roedd atebion ar sail natur hefyd yn cael eu harchwilio a phwysleisiwyd cydweithio â phartneriaid allanol. Roedd pwyslais ar symud o ddulliau adweithiol i ddulliau ataliol, yn unol â fframwaith Comisiynydd Cenedlaethau'r Dyfodol.

41. Croesawodd y Bwrdd y cyflwyniad a gwaith y tîm. Cynhaliwyd trafodaeth ynghylch y potensial ar gyfer dulliau seiliedig ar ddalgylchoedd a rhannu arferion gorau ar draws rhanbarthau eraill, a sicrhawyd y byddai hyn yn parhau. Dylid ystyried natur drefol, seilwaith gwyrdd a chyfiawnder amgylcheddol er mwyn gweithio tuag at gael dull cyfannol. Byddai cydweithio â phartneriaid lleol ac awdurdodau lleol yn fuddiol.

42. Nodwyd safbwynt y Dirprwy Brif Weinidog ar ddulliau dalgylch a byddai CNC yn parhau i annog Byrddau Gwasanaethau Cyhoeddus i weld maint y problemau. Pwysleisiwyd rôl gefnogol CNC a phwysigrwydd cydweithio i sicrhau bod cynlluniau'n cael eu datblygu.

Eitem 9. Unrhyw fater arall

43. Nid oedd unrhyw faterion eraill i'w trafod.

Eitem 10. Sut wnaethon ni berfformio yn y cyfarfod hwn?

Noddwr a chyflwynydd: Steve Ormerod, Dirprwy Gadeirydd

44. Roedd y Bwrdd yn gwerthfawrogi’r cyfle i gyfarfod a chyfarch y staff. Anogwyd defnyddio’r Gymraeg yn y sesiwn breifat yn ogystal â’r sesiwn gyhoeddus. Mewn ymateb i ymholiad am gynrychiolaeth gyfartal ar gyfer Gogledd a De Cymru, byddai tîm Lle Gogledd Cymru yn cyflwyno mewn cyfarfod o’r Bwrdd yn y dyfodol. Gwnaeth y Bwrdd awgrymiadau ar gyfer agendâu yn y dyfodol a byddai hyn yn esblygu.

Daeth y cyfarfod i ben

Sesiwn holi ac ateb gyhoeddus

45. Cyflwynwyd y sesiwn holi ac ateb ar gyfer y cyhoedd gan y cadeirydd.

46. Ni dderbyniwyd unrhyw gwestiynau gan y cyhoedd cyn nac yn ystod y cyfarfod.

Daeth y cyfarfod cyhoeddus i ben

	Cyfarfodydd y Bwrdd									
Rhif y cam gweithredu	Categori'r cyfarfod	Dyddiad y cyfarfod	Rhif yr eitem	Rhif y paragraff	Noddwr y papur	Cam gweithredu	Perchennog	Dyddiad ar gyfer cwblhau	Statws	Nodiadau / yr wybodaeth ddiweddaraf
20	Cyhoeddus	08/10/ 2025	5	21	Cadeiryddion y pwyllgorau	CAM GWEITHREDU: Bydd Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol yn ystyried y cynnydd mewn anafiadau i staff yn Chwarter 1 gyda'r Rheolwr Llesiant, Iechyd a Diogelwch ac yn ymateb i Dr Rebecca Colley-Jones y tu allan i'r cyfarfod.	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol	27/11/2025	Cwblhawyd	
21	Cyhoeddus	08/10/ 2025	5	22	Cadeiryddion y pwyllgorau	CAM GWEITHREDU: Y Rheolwr Llywodraethiant a Risg i adolygu cylch gorchwyl y Pwyllgor Pobl a Chwsmeriaid, gan gynnwys cymeradwyo'r Datganiad Caethwasiaeth Fodern.	Vicky Painter	27/11/2025	Cwblhawyd	

Papur Bwrdd Cyfoeth Naturiol Cymru (CNC)

Dyddiad y cyfarfod:	27 Tachwedd 2025
Teitl y papur:	Adroddiad y Prif Weithredwr (Sesiwn Gyhoeddus)
Cyfeirnod y papur:	25-11-B08
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

1. Uchafbwynt y mis diwethaf yn ddiamau fu llwyddiant y 44ain Cyfarfod Llawn Rhwydwaith Penaethiaid Asiantaethau Diogelu'r Amgylchedd Ewrop, a gynhaliwyd yng Nghaerdydd ym mis Hydref. Croesawyd dros 60 o gynrychiolwyr o oddeutu 28 o wledydd Ewropeaidd ar gyfer cynhadledd deuddydd prysur a diddorol. Croesawodd y Dirprwy Brif Weinidog bawb i'r digwyddiad, a chyflwynodd flaenoriaethau Llywodraeth Cymru a'n deddfwriaeth flaengar. Dilynwyd hyn gan yr wybodaeth ddiweddar gan Gyfarwyddwr Cyffredinol Gweithredu ar Newid Hinsawdd y Comisiwn Ewropeaidd ac Asiantaeth Amgylcheddol Ewrop. Roedd y sesiynau trafod yn amrywio o ddatblygu a gweithredu polisi a chyfraith amgylcheddol effeithiol, i'r cyfleoedd a gyflwynir gan ddeallusrwydd artiffisial a defnyddio cyfryngau cymdeithasol i gyrraedd cynulleidfaoedd ifanc gyda negeseuon amgylcheddol a hinsawdd. Rhannodd y cynrychiolwyr astudiaethau achos a ddaeth â heriau ymarferol rheoli a rheoleiddio'r amgylchedd yn fyw. Roedd hi'n bleser cael arwain prif sesiwn ar etifeddiaeth ddiwydiannol, gan rannu'r heriau o reoleiddio ein hetifeddiaeth a'r gwaith adfywio diwydiannol yng Nghymru. Daeth y cyfarfod llawn deuddydd i ben gyda thaith cwch ym Mae Caerdydd ac ar afon Taf, a fu'n ffordd wych o arddangos y gwaith o adfywio ein hafonydd, ein prifddinas a diwylliant a lletygarwch Cymru.

2. Yn dilyn y cyfarfod llawn, fe wnaethom groesawu Leena Ylä-Mononen, Cyfarwyddwr Gweithredol Asiantaeth Amgylcheddol Ewrop, a gyflwynodd i grŵp o gydweithwyr yn CNC, swyddogion Llywodraeth Cymru a chynrychiolwyr o'r Cyd-bwyllgor Cadwraeth Natur a Swyddfa Comisiynydd Cenedlaethau'r Dyfodol ar sefyllfa natur yn Ewrop, gan gynnwys negeseuon allweddol a chasgliadau adroddiad Amgylchedd Ewrop 2025. Mae'r adroddiad hwn, a gynhyrchir bob pum mlynedd, yn rhoi asesiad cynhwysfawr i'r rhai sy'n gwneud penderfyniadau amgylcheddol ar yr amgylchedd, yr hinsawdd a chynaliadwyedd yn Ewrop. Felly mae sawl tebygrwydd rhwng yr adroddiad hwn â'r Adroddiad ar Sefyllfa Adnoddau Naturiol ac Adroddiad Cenedlaethau'r Dyfodol Cymru. Gwnaed cysylltiadau gwaith da i sicrhau ein bod yn

gweithio gyda'n gilydd ar y negeseuon cyffredin cyffrous a gynhwysir yn y ddau adroddiad Ewropeaidd a Chymreig.

3. Yn yr un wythnos, mynychais gynulliad hydref y cyrff cadwraeth natur statudol yn Peterborough. Mae'r cyfarfodydd rheolaidd hyn yn caniatáu i mi gael sgwrs gyda chyfoedion yn Natural England, NatureScot, Asiantaeth yr Amgylchedd Gogledd Iwerddon a'r Cyd-bwyllgor Cadwraeth Natur. Roedd ein hagenda yn cynnwys trafodaeth am ddatrysiadau strategol ar gyfer natur a thwf, a myfyrio ar her fframweithiau deddfwriaethol a pholisi sy'n dargyfeirio. Fe wnaethon ni fwynhau ymweliad â safle Ardal Cadwraeth Arbennig Chilterns Beechwood ac Ystad Ashridge yr Ymddiriedolaeth Genedlaethol, lle mae datrysiadau seilwaith wedi'u datblygu i ganiatáu i bobl ymweld tra bod natur a bywyd gwyllt yn parhau i ffynnu.

4. Gyda chydweithwyr yn CNC, mynychais drafodaeth gyda swyddogion Llywodraeth Cymru ynghylch y model hunanasesu newydd ar gyfer Cymru, sy'n ein helpu i edrych ar ein llywodraethiant, ein heffeithiolrwydd a'n hatebolrwydd, ac adrodd arnynt, mewn ffordd strwythuredig. Mae'r model sylfaenol wedi'i ddatblygu gan Lywodraeth y DU ac wedi'i deilwra gan Lywodraeth Cymru ar gyfer cyrff cyhoeddus yng Nghymru. Y gofyniad cychwynnol yw cwblhau holiadur manwl wrth ddesg a fydd wedyn yn cael ei adolygu gan ein cydweithwyr yn Llywodraeth Cymru, gyda chamau dilynol yn cael eu pennu gan ganfyddiadau'r asesiad. Mae ein tîm noddi yn Llywodraeth Cymru yn darparu canllawiau ac fe wnaeth cyfarfod â Jane Richardson, Prif Weithredwr Amgueddfa Cymru, ym mis Tachwedd ganiatáu i mi ddeall eu profiad o fodel hunanasesu Cymru a sut i wneud y mwyaf o'n dysgu o'r asesiad.

5. Yn ystod mis Hydref, cefais gyfarfodydd â Gail Davies-Walsh o Afonydd Cymru, a gyda Peter Perry, Prif Weithredwr Dŵr Cymru, sy'n ymadael, a Roch Cheroux, ei olynydd. Mae ansawdd dŵr a pherfformiad cwmnïau dŵr yn parhau i fod yn uchel eu proffil gyda chyhoeddiad ein hadroddiad blynyddol ar berfformiad amgylcheddol cwmnïau dŵr y mis hwn (mwy am hyn isod) a'n presenoldeb blynyddol diweddar yng nghyfarfodydd byrddau Hafren Dyfrdwy a Dŵr Cymru. Cyfarfûm hefyd ag Andrew White, Cyfarwyddwr Cymru Cronfa Treftadaeth y Loteri Genedlaethol. Rhoddodd Andrew gyngor defnyddiol wrth i ni baratoi i gyflwyno cais am gyllid gan y gronfa mewn cysylltiad â rhaglen Dalgylch Arddangos Teifi.

6. Bwriwyd ymlaen â'r amrywiol brosesau i sicrhau y gallai Archwilio Cymru lofnodi ein hadroddiad blynyddol a'n cyfrifon er mwyn inni eu cyflwyno gerbron y Senedd ddiwedd mis Hydref. Rwy'n ddiolchgar am y gefnogaeth barhaus gan y tîm yn Archwilio Cymru ac i'r holl waith caled gan gydweithwyr cyllid a llywodraethiant i gynhyrchu'r adroddiad blynyddol a'n cyfrifon a'u llywio trwy'r holl gamau cymeradwyo angenrheidiol.

7. Hefyd, ddechrau mis Tachwedd, cyfarfûm â swyddogion Archwilio Cymru mewn cysylltiad â'u hadroddiad archwilio ar ein dull o ddynodi Safleoedd o Ddiddordeb Gwyddonol Arbennig (SoDdGA). Mae gan safleoedd o'r fath rôl ganolog yn strategaeth bioamrywiaeth Cymru a phwrpas yr archwiliad oedd pennu a oes gennym ddull effeithiol o nodi, blaenoriaethu a dynodi SoDdGAau, ac a yw ein trefniadau llywodraethu a goruchwylio yn cefnogi'r ddarpariaeth. Archwiliodd yr adolygiad hefyd sut rydym yn cydbwyso pwysau tymor byr â chanlyniadau amgylcheddol hirdymor, a sut rydym yn defnyddio ein hadnoddau i sicrhau'r effaith fwyaf posibl. Nododd yr adroddiad terfynol nifer o heriau a chyfyngiadau sylweddol ac rydym wedi croesawu'r

craffu a’r argymhellion i wella ein dull gweithredu, y byddwn yn eu hymgorffori mewn arferion gwaith wedi’u diweddaru a’n cynllunio strategol.

8. Yn ystod mis Hydref, cyfarfûm â Victoria Bond o Gymdeithas Tir a Busnesau Cefn Wlad, ac ym mis Tachwedd, yn Ffair Aeaf Frenhinol Cymru, cyfarfûm â John Mercer, Cyfarwyddwr Undeb Cenedlaethol Amaethwyr Cymru, ac Ian Rickman, Llywydd Undeb Amaethwyr Cymru. Sgyrsiau amserol oedd y rhain, yn dilyn trafodaethau yn Sioe Frenhinol Cymru ym mis Gorffennaf a chyhoeddi Cynllun Ffermio Cynaliadwy Llywodraeth Cymru, a fydd yn cael ei lansio ar 1 Ionawr 2026 ac a fydd yn raddol ddisodli Cynllun y Taliad Sylfaenol, sef y cynllun presennol. Un maes arwyddocaol y bydd CNC yn ymwneud ag ef fydd datblygu cynlluniau rheoli ar gyfer safleoedd dynodedig lle mae tir fferm yn cynnwys neu’n gorgyffwrdd â safle dynodedig fel SoDdGA. Bydd gennym dîm newydd pwrpasol ar gyfer y gwaith hwn ac mae recriwtio bellach ar y gweill ar gyfer y rolau hyn ac eraill sy’n gysylltiedig â gweithredu’r Cynllun Ffermio Cynaliadwy.

9. Roedd Ffair Aeaf Frenhinol Cymru hefyd yn gyfle i mi gael sgwrs gyda Steve Griffiths, Cyfarwyddwr Cymru yng Nghymdeithas Saethu a Chadwraeth Prydain, ac Elaine Harrison, Rheolwr Cenedlaethol Cymru yn Confor.

10. Mae’r Tîm Gweithredol a minnau wedi rhannu strwythur ein Tîm Gweithredol newydd gyda chydweithwyr ar draws y sefydliad. Cyhoeddwyd hefyd ymddeoliad Gareth O’Shea, Cyfarwyddwr Gweithredol Gweithrediadau. Ein camau cyntaf wrth gyflwyno’r strwythur newydd fydd recriwtio cyfarwyddwyr dros dro i sicrhau y gall Gareth drosglwyddo a chefnogi’r newidiadau o fewn y Gyfarwyddiaeth Gweithrediadau cyn iddo adael ym mis Ionawr. Er ein bod yn gweithio gyda’r adrannau a’r timau yr effeithir arnynt i gefnogi’r broses newid a deall ble y gallai problemau godi, rydym yn rhagweld, i’r rhan fwyaf, mai newid yn y gyfarwyddiaeth (ac felly rheolaeth linell ac uwch-arweinyddiaeth) fydd yr unig addasiad sydd ei angen.

11. Mae’r broses recriwtio hefyd yn parhau ar gyfer rôl y Prif Weithredwr. Mae’r dyddiad cau ar gyfer ceisiadau bellach wedi mynd heibio a bydd y broses ddidoli yn digwydd yn ystod mis Rhagfyr.

12. Llongyfarchiadau i bawb a oedd yn rhan o’n rhaglen Llonyddwch a Lle: Amgylchedd Sain, sydd wedi derbyn canmoliaeth uchel gan y Gymdeithas Lleihau Sŵn yn eu seremoni Gwobrau John Connell, a gynhaliwyd yn Llundain ym mis Hydref. Mae’r gwobrau’n cydnabod pwysigrwydd ansawdd sain yn ein bywydau ac yn hyrwyddo lleihau llygredd sŵn a’i effeithiau negyddol. Ein gwobr yn y categori datblygu cynaliadwy oedd am ein gwaith arloesol ar fapio llonyddwch yng Nghymru, gan ddod ag asesiad tirwedd ac acwsteg at ei gilydd a chreu dull unigryw, sy’n seiliedig ar ddata, o reoli tirwedd sain.

13. Diolch i bob un o’n cydweithwyr a fu’n helpu i gyflawni dyletswyddau Deddf Digwyddiadau Sifil drwy’n gwaith ymateb i ddigwyddiadau. Mae mis Tachwedd eisoes wedi gweld digwyddiadau llifogydd sylweddol, gyda de-orllewin Cymru dan effaith yn ystod yr wythnos yn cychwyn ar 3 Tachwedd, pan fu’n rhaid inni ryddhau llawer iawn o hysbysiadau a rhybuddion llifogydd, a rhybudd llifogydd difrifol, yn golygu perygl i fywyd, wedi’i gyhoeddi ar gyfer afon Ritec yn Ninbych-y-pysgod. Parhaodd y rhybudd llifogydd difrifol mewn grym am ychydig ddyddiau. Cafodd ein cydweithwyr gweithredol eu hanfon i leoliadau allweddol er mwyn helpu i gadw cymunedau’n ddiogel.

Diweddariadau strategol

Is-etholiad Caerffili

14. Enillwyd is-etholiad Caerffili gan Blaid Cymru ym mis Hydref. Mae Pennaeth Gweithrediadau'r De-ddwyrain wedi ysgrifennu at yr ymgeisydd llwyddiannus, Lindsey Whittle, i'w longyfarch ar gael ei ethol.

15. Cofnodwyd canran bleidleisio o 50.4%, sef y lefel uchaf erioed, ac yn uwch na'r ganran a bleidleisiodd yn etholiad y Senedd yn 2021.

    Mae colli Caerffili yn lleihau nifer aelodau'r Blaid Lafur yn y Senedd i 29. Bydd pasio deddfwriaeth, ac yn hollbwysig cyllideb Llywodraeth Cymru ym mis Ionawr, yn anoddach. Ni fydd cefnogaeth yr unig Ddemocrat Rhyddfrydol, Jane Dodds, mwyach yn ddigon i gyrraedd mwyafrif, ac wrth i'r gwrthbleidiau geisio pellhau eu hunain cyn yr etholiad ym mis Mai, bydd ganddynt ofynion mawr ar y Gweinidog Cyllid mewn unrhyw drafodaethau cyllideb.

Diweddariadau gweithredol

Cyngor ac asesiadau Ardaloedd Cadwraeth Arbennig morol

16. Ym mis Mehefin, cyhoeddwyd gennym y pecynnau cyngor cadwraeth ac asesiadau cyflwr wedi'u diweddaru ar gyfer yr Ardaloedd Cadwraeth Arbennig ac Ardaloedd Gwarchodaeth Arbennig morol sydd wedi'u lleoli'n gyfan gwbl yng Nghymru. Y maetholyn allweddol sy'n effeithio ar nodweddion Ardaloedd Cadwraeth Arbennig morol yw nitrogen anorganig tawdd (nid oes unrhyw dargedau ffosfforws). Mae'r asesiadau cyflwr wedi'u diweddaru wedi dod i'r casgliad bod nifer fach o nodweddion sy'n sensitif i faethynnau mewn rhai safleoedd mewn cyflwr anffafriol ar gyfer dangosyddion cemegol (nitrogen anorganig tawdd) a biolegol (ffytoplancton a macroalgâu manteisgar) o orfaethu nitrogen. Mae ymchwiliadau wedi dangos yn flaenorol mai ffynonellau gwasgaredig (dŵr ffo amaethyddol, digwyddiadau llygredd a charthion preifat heb eu trin) sy'n gyfrifol am gyfran fawr o fewnbynnau nitrogen.

17. Mae'r cyngor dros dro yn gwneud niwtraliaeth maethynnau yn ofynnol i nitrogen yn y dalgylchoedd a restrir isod a bydd angen i hyn fod yn ystyriaeth mewn penderfyniadau cynllunio a thrwyddedu ar gyfer pob awdurdod cymwys:

    - Y Ddau Gleddau (Mewnol) (Ardal Cadwraeth Arbennig Morol Sir Benfro)
    - Cilfach Tywyn (Mewnol) (Ardal Cadwraeth Arbennig Bae ac Aberoedd Caerfyrddin)
    - Morlyn Cemlyn (Ardal Cadwraeth Arbennig Bae Cemlyn)
    - Rydym yn cefnogi'n rhagweithiol y tri awdurdod lleol yr effeithir arnynt i gynnal eu hasesiadau a chyflawni eu cyfrifoldebau statudol.

Sychder yn 2025

18. Yn ystod y cyfnod rhwng mis Mawrth a mis Mai, dim ond 50% o’r cyfartaledd hirdymor disgwyliedig (1981–2010) ar gyfer Cymru ar gyfer yr adeg honno o’r flwyddyn oedd y glawiad cronnus, gan ei wneud y chweched cyfnod cyfatebol sychaf mewn 190 mlynedd a’r sychaf ers 1990. Gwelodd dalgylch afon Gwy ei dri mis sychaf ar gofnod, pan gafwyd dim ond 36% o’r glaw disgwyliedig ar gyfer cyfnod y gwanwyn. Cofnododd Cymru hefyd y cyfnod chwe mis sychaf (mis Chwefror i fis Orffennaf) ers sychder 1976.

19. Arweiniodd y gwanwyn eithriadol o sych at gyhoeddi statws “cyfnod hir o dywydd sych” ledled Cymru gyfan ar 23 Mai. Ein prif bryder oedd y pwysau a roddwyd ar yr amgylchedd, gan gynnwys pysgodfeydd, tir ac amaethyddiaeth ledled Cymru, oherwydd y cyfnod hir o dywydd sych, yn ogystal ag adroddiadau am bysgod mewn trallod a gordyfiant algâu. Cofnododd afonydd Wysg a Gwy dymheredd uchel a oedd yn bygwth poblogaethau pysgod.

20. Hyd yn oed nawr, rydym yn parhau i fod mewn cyfnod “adferiad o sychder” yn y De-ddwyrain, y Gogledd a Hafren Uchaf ac “adferiad o gyfnod hir o dywydd sych” yn y De-orllewin. Er i ni gael rhywfaint o law sylweddol yn ystod mis Medi, gyda 170% o’r glawiad disgwyliedig ar gyfer yr adeg o’r flwyddyn yn disgyn, mae lefelau rhai afonydd a dŵr daear yn isel ar gyfer yr adeg o’r flwyddyn. Er bod y glawiad hwn wedi lleddfu pryderon am yr amgylchedd, mae lefelau dŵr daear yn parhau i fod yn bryder gan y gallai adferiad gymryd ychydig fisoedd. Byddwn yn parhau i fonitro’r sefyllfa, yn enwedig ar gyfer dŵr daear, drwy gydol yr hydref a’r gaeaf.

21. Byddwn hefyd yn cynnal adolygiad ar ôl y digwyddiad, gan gynnwys nodi’r gwersi a ddysgwyd ac adolygiad o’n cynllun sychder a sut rydym yn cysylltu â sefydliadau allanol.

Camlas Sir Fynwy a Brycheiniog

22. Mae’r tywydd gwlyb ym mis Medi wedi golygu nad yw Glandŵr Cymru wedi gofyn am ryddhau unrhyw ddŵr cymorth o Lyn Wysg ers dechrau mis Medi. Mae gwelliannau’n cael eu gwneud i’w seilwaith, gyda mesurydd llif newydd yn Aberhonddu i fesur cyfeintiau a dynnir a bwriad i wella awtomeiddio eu rheolyddion llifddorau. Byddwn yn parhau i weithio gyda Glandŵr Cymru a phartneriaid eraill ar grŵp gorchwyl a gorffen y Dirprwy Brif Weinidog i ystyried opsiynau mwy diogel ar gyfer ffynonellau dŵr amgen i gefnogi’r gamlas.

Asesiadau perfformiad amgylcheddol cwmnïau dŵr

23. Rydym yn adolygu perfformiad cwmnïau dŵr ac yn adrodd arno’n flynyddol. Ym mis Hydref, fe wnaethom gyhoeddi adroddiadau ar berfformiad amgylcheddol Dŵr Cymru a Hafren Dyfrdwy yn 2024. Yn anffodus, cyflawnodd Dŵr Cymru sgôr gyffredinol i’r cwmni o ddwy seren am y drydedd flwyddyn yn olynol, sy’n dangos bod “angen gwella” eu perfformiad. Rydym yn siomedig eu bod yn parhau i ddal statws coch ar gyfer digwyddiadau llygredd difrifol; mae’r nifer cynyddol o ddigwyddiadau llygredd yn ymwneud â charthffosiaeth hefyd yn destun pryder, gyda 2024 yn nodi’r perfformiad gwaethaf hyd yn hyn. Mae’r dirywiad mewn perfformiad mewn perthynas â llygredd yn adlewyrchu dirywiad go iawn ac ni ellir ei briodoli i’r cyflwyniad yn 2021 o drothwyon mwy llym ar gyfer Asesiadau Perfformiad Amgylcheddol.

24. O ganlyniad i'w faint bach, ni allwn gymhwyso'r un metrigau a throthwyon i Hafren Dyfrdwy, ond rydym yn defnyddio themâu tebyg i ddangos eu perfformiad. Yn 2024, ni chawsant unrhyw ddigwyddiadau llygredd difrifol a chyflawnwyd cydymffurfedd o 100% ag amodau eu trwyddedau gollwng dŵr rhifol. Fodd bynnag, nodwyd cynnydd yng nghyfanswm nifer y digwyddiadau llygredd a gostyngiad yn nifer y digwyddiadau a adroddwyd ganddynt eu hunain.

25. Bob pum mlynedd rydym yn adolygu ein methodoleg i ganolbwyntio ar sut mae'r cwmnïau dŵr yn cyflawni eu rhwymedigaethau statudol a'n disgwyliadau perfformiad. Cyhoeddwyd ein casgliadau o'n hadolygiad o'r fethodoleg ar gyfer y pum mlynedd nesaf (2026 i 2030), a'r ddogfen fethodoleg ddiwygiedig, ym mis Hydref. Maemireinio'r Asesiad Perfformiad Amgylcheddol blynyddol yn un o'r mesurau a gymerwn i wneud ein hadroddiadau'n gliriach, rhoi darlun cyffredinol gwell o'r effaith y mae cwmnïau dŵr yn ei chael ar yr amgylchedd, a chryfhau ein hymateb rheoleiddiol. Mae'r fethodoleg gyhoeddedig yn disgrifio'r Asesiad Perfformiad Amgylcheddol wedi'i ddiweddaru ac yn cynnwys diffiniadau a throthwyon diwygiedig ar gyfer metrigau presennol, yn ogystal â'r metrigau newydd.

Rheoleiddio cronfeydd dŵr

26. Rydym wedi cyhoeddi ein hadroddiad bob dwy flynedd ar ein rheoleiddio o gronfeydd dŵr rhwng 1 Ebrill 2023 a 31 Mawrth 2025. Parhaodd cydymffurfedd â Deddf Cronfeydd Dŵr 1975 yn uchel, gyda'r rhan fwyaf o ddangosyddion allweddol yn dangos gwelliant. O blith 405 o gronfeydd dŵr cofrestredig, cofnodwyd nad oedd 9.9% ohonynt yn cydymffurfio ar ddiwedd y cyfnod. Mae pob un ond un o'r wyth gofyniad yn dangos gwelliant ers yr adroddiad diwethaf neu wedi aros ar 100%, gyda dim ond "cynnal a chadw statudol" yn dangos gostyngiad bach i 98.9% (tair cronfa ddŵr heb gydymffurfio).

27. Monitro a chofnodion a mesurau diogelwch oedd y gweithgareddau mwyaf cyffredin nad oeddent yn cydymffurfio (mae "mesurau diogelwch" yn cynnwys gofynion ar gyfer ymchwiliadau neu arolygon, felly nid yw diffyg cydymffurfio yn gyfystyr â bod yn anniogel). Defnyddiwyd pwerau gorfodi ar ychydig o achlysuron lle'r oedd yn ymddangos bod diffyg cydymffurfio wedi hen wreiddio neu oherwydd bod cronfeydd dŵr wedi'u gadael (dwy gronfa ddŵr) neu eu bod yn "amddifad" heb ymgymerwr hysbys (dwy gronfa ddŵr). Ar gyfer cronfeydd dŵr sy'n eiddo i CNC, rydym yn falch o adrodd y cyflawnwyd cydymffurfedd o 100% erbyn diwedd y cyfnod adrodd.

28. Hefyd, rydym yn gweithio gyda Llywodraeth Cymru, Asiantaeth yr Amgylchedd a DEFRA ar ymgynghoriad ar ddiwygio'r gyfundrefn rheoleiddio cronfeydd dŵr, i ddechrau ym mis Tachwedd. Daw hyn yn rhannol o argymhellion a gwersi a ddysgwyd o ddigwyddiad gorlifan Toddbrook yn 2019.

Datgarboneiddio a datblygiadau adnewyddadwy

29. Rydym wedi rhoi'r drwydded amgylcheddol angenrheidiol i Heidelberg Materials Cement yn Padeswood, Sir y Fflint, weithredu cyfleuster dal carbon sy'n galluogi cynhyrchu sment wedi'i ddatgarboneiddio'n llawn. Mae hon yn garreg filltir arwyddocaol nid yn unig i Gymru, ond i'r DU. Fel y cyntaf o'i fath, mae'n dangos beth sy'n bosibl pan fydd arloesedd a diogelu'r amgylchedd yn cael eu dwyn ynghyd trwy gydweithio effeithiol, ac mae'r canlyniad yn rhywbeth i fod yn falch ohono. Mae'r drwydded hon yn llawer mwy na cham gweithdrefnol: mae'n enghraifft o sut y gall ein

rheoleiddio alluogi cynnydd, llywio tiriogaeth gymhleth ac anghyfarwydd, a dangos bod gennym y gallu a'r meddylfryd i arwain wrth drwyddedu ar gyfer technolegau sy'n dod i'r amlwg. Er nad yw bob amser yn syml, mae hwn yn waith sy'n ysgogi newid ystyrlon. Bydd gwaith trwyddedu parhaus yn ystyried cais am drwydded rhywogaeth ar gyfer cadwraeth ystlumod ar gyfer dymchwel adeiladau cyn y gwaith adeiladu.

30. Mae dau brosiect mawr arall i ddal carbon yng Ngogledd Cymru, sef gorsaf bŵer nwy carbon isel Cei Connah a phrosiect cyfleuster ynni o wastraff Parc Adfer, eisoes yn symud ymlaen trwy'r camau cyn ymgeisio a phenderfynu ar drwyddedu. Rydym yn canolbwyntio ar sicrhau bod pob prosiect datgarboneiddio yng Nghymru yn cael ei gefnogi'n briodol a'n bod yn parhau i chwarae rhan ganolog wrth alluogi'r newid i sero net.

31. Rydym hefyd yn gweld datblygiadau addawol mewn hydrogen gwyrdd, gyda phrosiectau gan RWE ac Impala yn Sir Benfro yn agosáu at ddiwedd y broses o benderfynu ar drwyddedau. Mae'r rhain yn gamau pwysig ymlaen, ac rydym yn gweithio'n agos i sicrhau bod y fframwaith rheoleiddio yn barod i gefnogi'r uchelgais i agor y farchnad hydrogen yng Nghymru. Y tu hwnt i drwyddedu, rydym yn gwneud defnydd da o fodel ariannu'r model gweithredu targed, sy'n ein galluogi i sicrhau arbenigedd allanol a chwrdd â therfynau amser tynnach, gan adeiladu'r hyblygrwydd a'r capasiti angenrheidiol i ymateb i raddfa a brys yr agenda ddatgarboneiddio.

Grŵp gwastraff newydd "unwaith dros Gymru"

32. Gan ddwyn ynghyd bum tîm o ddeg maes gwaith allweddol ar draws ein cylch gwaith rheoleiddio gwastraff, mae'r grŵp newydd, a sefydlwyd ym mis Medi, yn cael ei arwain gan reolwr o fewn Gweithrediadau sy'n adrodd i Bennaeth Gweithrediadau De-ddwyrain Cymru. Mae'r grŵp yn cyfuno gwaith newydd i weithredu dyletswyddau sy'n dod i'r amlwg o raglen Llywodraeth Cymru o ddiwygiadau gwastraff, yn unol â strategaethau Mwy nag Ailgylchu a Chymru Sero Net. Mae'r rhain yn cynnwys cyfrifoldeb estynedig y cynhyrchydd, ailgylchu yn y gweithle ac olrhain gwastraff, sydd bellach wedi'u hintegreiddio â meysydd gwaith rheoleiddio presennol (megis gwastraff peryglus, cludo gwastraff rhyngwladol, a'n rhaglen tipio anghyfreithlon, Taclo Tipio Cymru).

33. Nod y grŵp yw cydgrynhoi, symleiddio a synergeiddio'r ddarpariaeth, gyda mesurau llywodraethu a pherfformiad ar waith i sicrhau bod cysylltiadau effeithiol yn cael eu meithrin a'u cynnal ar draws pob maes gweithredol. Bydd yn cydweithio'n agos â chydweithwyr ym maes polisi gwastraff a'r Rhaglen Diwygio Rheoleiddio Gwastraff wrth i ddyletswyddau newydd barhau i ymddangos o dan yr agenda diwygio gwastraff strategol. Elfen allweddol yw cynnal y trefniadau arloesol sy'n cynnwys gweithio mewn partneriaeth (fel gyda Thaclo Tipio Cymru) ochr yn ochr â dulliau newydd o gyflawni, megis defnyddio lleoliadau gwastraff i ymgorffori dyletswyddau rheoleiddio gwastraff newydd a phresennol mewn gweithrediadau.

Diweddariad mur llifogydd Rhisga

34. Mae gwaith bellach wedi dechrau i osod bwnd llifogydd dros dro o amgylch y rhan o'r mur llifogydd sydd wedi'i ddifrodi, a bydd y gwaith hwn yn cael ei gwblhau erbyn diwedd mis Hydref. Bydd y bwnd dros dro hwn yn cael ei fonitro yn ystod cyfnod yr hydref/gaeaf sydd i ddod a bydd atgyweiriad mwy parhaol yn cael ei gynllunio fel rhan o'r rhaglen gynnal a chadw / gyfalaf ehangach.

Asesiad Risg Newid Hinsawdd a Phrosiect Cynllunio Addasu Gwent

35. Mae Asesiad o Risgiau Newid Hinsawdd a Phrosiect Cynllunio Addasu Gwent bellach wedi dechrau, gyda chyfarfod cyntaf y grŵp llywio wedi'i gynnal ym mis Hydref i ddatblygu a chytuno ar gerrig milltir a chyflawniadau allweddol. Mae'r rhain yn cynnwys mapio rhanddeiliaid, cyflwyno deunyddiau cyfathrebu ac ymgysylltu, cynllun cyflwyno gweithdai, ac adrodd ar yr Asesiad o Risgiau Newid Hinsawdd. Mae gwaith bellach ar y gweill i fireinio ymhellach y cyntaf o dri gweithdy arweinyddiaeth Bwrdd Gwasanaethau Cyhoeddus Gwent, a gynhelir o fis Tachwedd ymlaen.

Cynllun Rheoli Perygl Llifogydd Stryd Stephenson

36. Agorwyd Cynllun Rheoli Perygl Llifogydd Stryd Stephenson yn ffurfiol gan Huw Irranca-Davies AS, y Dirprwy Brif Weinidog a'r Gweinidog dros Newid Hinsawdd a Materion Gwledig, ddechrau mis Hydref. Mae'r prosiect £25 miliwn, sydd wedi bod yn un o'r rhai mwyaf a mwyaf cymhleth rydym wedi'i gyflawni, wedi cyfrannu at ein hamcanion llesiant, y ddyletswydd rheoli adnoddau naturiol yn gynaliadwy a'r ddyletswydd bioamrywiaeth o dan Ddeddf yr Amgylchedd, a'n dyletswydd o dan Reoliadau'r Gyfarwyddeb Fframwaith Dŵr.

37. Dylanwadodd yr asesiad amgylcheddol ar y dulliau dylunio ac adeiladu i osgoi effaith ar Ardal Cadwraeth Arbennig a Safle o Ddiddordeb Gwyddonol Arbennig Afon Wysg, ac i gyflawni gwelliannau megis teithiau cerdded cylchol hygyrch ym Mharc y Coroni, arwyneb gwell i Lwybr Arfordir Cymru (1.4 cilometr), seddi, biniau ac arwyddion. Cefnogwyd y cynllun trwy blannu, gan gynnwys coed a llwyni, blodau gwyllt, glaswelltir a chymysgeddau o welyau cyrs. Mae'r contract tirlunio yn dal i fynd rhagddo a bydd yn cymryd amser i'w sefydlu, gyda chynnal a chadw'r dirwedd yn parhau am bum mlynedd ar ôl yr adeiladu i sicrhau ei bod yn sefydlu ac yn gweithredu fel y'i cynlluniwyd.

38. Derbyniodd prosiect Stryd Stephenson Wobr Bill Ward am Gynaliadwyedd yng nghynhadledd Sefydliad y Peirianwyr Sifil yng Nghaerdydd ym mis Medi – tystiolaeth o waith caled y tîm a phawb sydd wedi cefnogi'r prosiect dros y blynyddoedd i gyflawni'r cynllun hwn.

Gwaith diogelwch ar gronfa ddŵr Llyn Celyn

39. Ers mis Medi 2022, mae ein tîm Hydroleg, Geomorffoleg ac Adnoddau Dŵr yng Ngogledd-ddwyrain Cymru wedi bod yn gweithio mewn partneriaeth â Dŵr Cymru i gefnogi gwaith diogelwch cronfeydd dŵr yn Llyn Celyn ger y Bala. Er mwyn galluogi'r gwaith i fynd rhagddo, roedd yn rhaid i'r tîm – sydd hefyd yn rheoli gweithrediadau dyddiol cynllun rheoleiddio afon Dyfrdwy – adolygu gofynion tynnu dŵr presennol y gronfa ddŵr er mwyn galluogi'r gwaith i gael ei wneud yn ddiogel, gan ystyried yn ofalus y risgiau i'r amgylchedd, cyflenwad dŵr cyhoeddus, lliniaru llifogydd, hamdden a thwristiaeth.

40. Llwyddodd y tîm i gynnal lefelau is yn y gronfa ddŵr drwy gydol y gaeaf a chyfyngu ar y gollyngiad o'r gronfa ddŵr fel y gellid disodli'r falfiau a'r pibellau o fewn yr argae. Dilynwyd hynny gan adeiladu gorlifan ategol newydd a chwblhawyd y gwaith hwn ym mis Medi eleni, gan gael cymeradwyaeth derfynol peiriannydd panel y gronfa ddŵr ym mis Hydref. Yn ddiweddar, enillodd y prosiect wobr Prosiect Dŵr y Flwyddyn yng

Ngwobrau Adeiladu a Seilwaith Prydain. Mae cydweithrediad a gwaith partneriaeth rhwng CNC a Dŵr Cymru dros y tair blynedd diwethaf wedi sicrhau llwyddiant y cynllun £345 miliwn hwn.

Ailgyflwyno rhywogaethau yng Nghymru

41. Ym mis Medi y llynedd, cyhoeddodd y Dirprwy Brif Weinidog fod Llywodraeth Cymru yn cefnogi symud tuag at ailgyflwyno afancod Ewropeaidd dan reolaeth yng Nghymru. Nododd ei ddatganiad, er mwyn helpu i gydbwyso manteision ecolegol ailgyflwyno ac anghenion a phryderon rhanddeiliaid, y byddai dull cydweithredol yn cael ei ddatblygu i sicrhau ymgysylltiad cynnar â rhanddeiliaid.

42. Yn dilyn yr ymgysylltiad hwnnw, cyhoeddodd Llywodraeth Cymru yn ddiweddar y byddant yn gwneud gwelliannau deddfwriaethol i sicrhau bod afancod yn cael eu cydnabod fel rhywogaeth frodorol yng Nghymru ac yn derbyn amddiffyniad cyfreithiol fel Rhywogaeth a Warchodir gan Ewrop. Bydd CNC yn trwyddedu rhyddhau i'r gwyllt a bydd ganddo'r awdurdod i roddi trwyddedau rheoli i liniaru unrhyw effeithiau andwyol. Yn ogystal, bydd Fforwm Afancod Cymru yn cael ei sefydlu i helpu i reoli materion sy'n gysylltiedig ag effeithiau posibl, defnydd tir a systemau dŵr. Disgwylir manylion cyfarfod cyntaf y fforwm ac aelodaeth maes o law. Yr Athro Steve Ormerod a fydd yn cadeirio'r cyfarfod.

43. Mae Llywodraeth Cymru ac CNC yn parhau i gydweithio i benderfynu ar y camau nesaf ar gyfer dyfodol afancod yng Nghymru a bydd ymgysylltu â rhanddeiliaid yn parhau i fod yn elfen bwysig o hyn. Rydym eisoes wedi derbyn cais am drwydded ar gyfer rhyddhau afancod gwyllt mewn un safle yng Nghymru. Mae ein tîm Trwyddedu Rhywogaethau yn adolygu'r wybodaeth a gyflwynwyd, gan gynnwys yn erbyn canllawiau trawsleoliadau cadwraeth yr Undeb Rhyngwladol dros Gadwraeth Natur.

44. Rydym hefyd wedi derbyn cais am drwydded gan Ailgyflwyno'r Eryr Cymru ar gyfer ailgyflwyno eryrod y môr yn Ne-ddwyrain Cymru. Mae asesiad o'r cais, gan gynnwys yn erbyn canllawiau trawsleoliadau cadwraeth yr Undeb Rhyngwladol dros Gadwraeth Natur, yn parhau. Mae rhagor o wybodaeth ar gael ar wefan Ailgyflwyno'r Eryr Cymru.

Arddangosiad pysgota trydanol ar gyfer y BBC

45. Croesawyd y cyflwynydd Iolo Williams a chriw ffilmio'r BBC yn ddiweddar i ffilmio pysgota trydan sydd ar y gweill ar afon Sawdde yn Sir Gaerfyrddin. Treuliodd staff CNC o dimau Tystiolaeth, Polisi a Thrwyddedu a Gweithrediadau y bore gyda'r criw ffilmio a chawsant eu cyfweld i drafod stociau eogiaid cyfredol a chadwraeth, gan ganiatáu i ni nodi rhai o'r heriau wrth reoli salmonidau ledled Cymru a thu hwnt.

46. Roedd Iolo Williams a'r criw ffilmio yn canmol sut aethom ati i gynnal yr arolygon ac yn croesawu ein gwaith cadwraeth. Roedd yn dda dangos sut rydym yn casglu tystiolaeth bwysig ar stociau pysgod ac i amlygu'r rhywogaethau pysgod eu hunain. Bydd y ffilm yn cael ei defnyddio yng nghyfres nesaf *Iolo's River Valleys* ar gyfer y BBC.

Diweddariadau masnachol

Prosiectau ynni masnachol

47. Mae Trydan Gwyrdd Cymru, sy’n gweithredu o dan gylch gwaith Llywodraeth Cymru, wedi cael y dasg o ddatblygu a chyflawni prosiectau ynni adnewyddadwy – gan ddechrau gydag ystad gyhoeddus Cymru – i sicrhau’r manteision economaidd a chymdeithasol hirdymor mwyaf posibl i bobl Cymru. Dechreuwyd ymgynghoriad cyhoeddus ar gyfer ffermydd gwynt Glyn Cothi a Charreg Wen yn Ne-orllewin Cymru ganol mis Hydref a bydd yn parhau tan ganol mis Tachwedd. Rydym yn parhau i gydweithio â Thrydan Gwyrdd Cymru i gefnogi’r amcanion hyn ar Ystad Goetir Llywodraeth Cymru.

48. Disgwylir y penderfyniad cynllunio ar gyfer fferm wynt y Bryn, a ddosbarthwyd fel datblygiad o arwyddocâd cenedlaethol ac felly i’w benderfynu gan Benderfyniadau Cynllunio ac Amgylchedd Cymru, yr hydref hwn. Mae’r datblygiad arfaethedig, sydd wedi’i leoli’n gyfan gwbl o fewn Ystad Goetir Llywodraeth Cymru yn ardal awdurdod lleol Castell-nedd Port Talbot, yn cynnwys deunaw tyrbin gwynt gyda chapasiti rhagamcanol o tua 130 megawat. Disgwylir i hyn gynhyrchu digon o ynni adnewyddadwy i bweru dros 87,500 o gartrefi. Os rhoddir caniatâd cynllunio, mae’r datblygwyr yn bwriadu dechrau clirio coed ar gyfer ymchwiliadau safle yn hydref 2026.

Gwerthiannau pren a marchnata

49. Mae’r farchnad bren bresennol yn gymharol gymedrol gyda pherfformiad cynhyrchu cyfartalog eleni. A phrisiau pren wedi lefelu yn ystod y flwyddyn ddiwethaf, ochr yn ochr â chynnig pren llai parhaus i’r farchnad, rydym wedi adrodd am ostyngiad incwm a ragwelir ar gyfer gweddill y flwyddyn ariannol. Mae e-werthiant pren ym mis Hydref i fod i gael ei ddyfarnu y flwyddyn nesaf a bydd hyn yn dangos gwerthoedd y gadwyn gyflenwi a galw’r farchnad.

50. Yn ddiweddar, cynhaliodd ein tîm Gweithrediadau Canolbarth Cymru ymweliad safle â choedwig Garw-nant a Choed Taf ym Mharc Cenedlaethol Bannau Brycheiniog, ar gyfer ein tîm noddi yn Llywodraeth Cymru. Rhoddodd yr ymweliad gyfle inni arddangos a thrafod ein gwaith a rhai o faterion rheoli Ystad Goetir Llywodraeth Cymru, er mwyn eu cefnogi i wneud penderfyniadau ynghylch cyfleoedd ariannu yn y dyfodol. Maent bellach yn awyddus i fynychu ymweliadau pellach, gan gynnwys ein gweithgareddau cynaeafu coed a’n rhaglen ynni adnewyddadwy.

Canolfannau ymwelwyr

51. Mae canolfan ymwelwyr Ynys-las bellach yn cael ei gweithredu gan y gymuned leol o dan gyfnod prydles prawf o ddwy flynedd, gydag adborth cynnar yn gadarnhaol.

52. Mae canolfannau ymwelwyr Bwlch Nant yr Arian a Choed y Brenin bellach yn y cyfnod olaf o baratoi ar gyfer lansiad marchnata ym mis Tachwedd, yn dilyn diwrnodau agored a gynhaliwyd ym mhob safle ym mis Hydref. Er mwyn sicrhau ein bod yn denu ystod eang o gynigion gan sefydliadau micro, bach a mwy, bydd y cyfnod cynnig agoriadol yn para am ddeuddeg wythnos ac yna cynhelir gwerthusiad o gynigion a chyfnodau deialog gystadleuol. Gallai hyn effeithio ar ein cynllun ar gyfer dyddiad agor uchelgeisiol, gyda lesydd masnachfraint newydd ym mhob safle erbyn Pasg 2026, a bydd angen i ni sicrhau bod y safleoedd yn aros ar agor a bod cynnig gofynnol i ymwelwyr yn cael ei sefydlu.

Dull marchnad Ffordd Goedwig Cwm-carn

53. Yn dilyn dull marchnad ar y cyd gan CNC a Chyngor Bwrdeistref Sirol Caerffili, derbyniwyd pum cyflwyniad i reoli'r Ffordd Goedwig a chanolfan ymwelwyr Cyngor Bwrdeistref Sirol Caerffili. Cynhaliwyd ymarfer gwerthuso a sgorio ar y cyd â Chyngor Bwrdeistref Sirol Caerffili, gyda dau gyflwyniad wedi'u symud ymlaen i'w craffu ymhellach drwy broses gyfweld. Mae sawl maes sydd angen eglurhad pellach gan y gweithredwyr posibl a bydd y rhain yn cael eu trafod yn ystod y cyfweliadau. Rydym yn rhagweld y bydd y cam nesaf hwn yn dod i ben yn ystod mis Ionawr.

Strategaeth Twf a Gwerth

54. Mae adolygiad o'n Strategaeth Twf a Gwerth, a elwid gynt yn Strategaeth Fasnachol, ar y gweill. Bydd y strategaeth ddiwygiedig yn sail i'n gwaith presennol gyda chynlluniau ar gyfer gwerthu a marchnata pren, ynni adnewyddadwy, hamdden a datblygu busnes. Mae'r cynllun datblygu busnes yn ennyn llawer o ddiddordeb ar draws partïon mewnol ac allanol, gan gynnwys Llywodraeth Cymru, a bydd angen i ni sicrhau cyfathrebu da, ymrwymiad a diwydrwydd dyladwy cadarn.

Diweddariadau mewnol

Recriwtio i uwch-swyddi

55. Mae Odgers, ein partner chwilio am swyddogion gweithredol penodedig, yn parhau i gefnogi recriwtio arweinwyr ac uwch-swyddogion. Ar hyn o bryd, maent yn cynorthwyo'r cadeirydd a Llywodraeth Cymru i recriwtio Prif Swyddog Gweithredol. Bydd y cadeirydd yn cael ei gefnogi gan y panel dethol i ymgymryd â'r broses o lunio rhestr fer; bwriedir cynnal asesiadau ffurfiol ym mis Rhagfyr a mis Ionawr.

56. Rydym hefyd wedi dechrau recriwtio ar gyfer tair rôl arweinyddiaeth: Pennaeth Pobl, Pennaeth Polisi Rheoli Adnoddau Naturiol a Phennaeth Prosiectau Strategol. Bydd y rolau hyn yn cael eu hysbysebu am gyfnod o bedair wythnos, gyda disgwyl i gyfweliadau gael eu cynnal ym mis Ionawr.

Adroddiad Rheoleiddio Blynyddol ar gyfer 2024

57. Ers 2016, rydym wedi cyhoeddi adroddiad ar berfformiad rheoleiddiol ar ein gwefan ar ffurf Adroddiad Rheoleiddio Blynyddol. Mae'r adroddiad hwn yn deillio o ofyniad i gyhoeddi ein defnydd o ymrwymiadau gorfodi ac i ddangos ein bod yn glynu wrth God y Rheoleiddwyr, sy'n ei gwneud yn ofynnol i reoleiddwyr sicrhau bod eu dull o ymdrin â'u gweithgareddau rheoleiddio yn dryloyw.

58. Cyhoeddwyd yr adroddiad ar gyfer blwyddyn galendr 2024 ganol mis Tachwedd. Mae'n cynnwys gwybodaeth sy'n dangos tueddiadau wrth ddelio â digwyddiadau sy'n berthnasol i reoleiddio, cydymffurfio a gorfodi, gydag arwyddion cadarnhaol yn bennaf o weithgarwch cynyddol a chynyddol effeithiol. Mae negeseuon allweddol yn cynnwys y canlynol:

    Cydymffurfedd

- Cynyddodd ein gwiriadau gollwng dŵr i 1,243 yn 2024, sef cynnydd o 91% o'i gymharu â 2023.
- Cynyddodd nifer yr ymweliadau cydymffurfedd gwastraff a gosodiadau yn 2024 13% a 7% yn y drefn honno o'i gymharu â 2023.

Gorfodi

- Yn 2024, fe wnaethom gwblhau 876 o achosion, cynnydd o 98% o 2023 (442), gyda 417 pellach yn dal i fynd rhagddynt ar ddiwedd blwyddyn galendr 2024.
- Arweiniodd ein gweithgareddau gorfodi yn 2024 at 2,427 o gyhuddiadau ar wahân, cynnydd o 92% o 2023. Mae'r cynnydd mewn cyhuddiadau yn bennaf oherwydd ein rhaglen arolygiadau o dan Reoliadau Adnoddau Dŵr (Rheoli Llygredd Amaethyddol) 2021, a arweiniodd at 1,047 o gyhuddiadau yn ystod y flwyddyn.

Cyfathrebu

Cyfathrebu corfforaethol

59. Cefnogodd y Tîm Cyfathrebu lansiad y broses recriwtio ar gyfer ein Prif Weithredwr nesaf gyda negeseuon clir a oedd yn pwysleisio pwysigrwydd y penodiad a chyfeiriad strategol parhaus y sefydliad. Yn y cyfnod hwn hefyd y daeth ein trafodaethau IR35 gyda CThEF i ben. Roedd ein cyfathrebiadau mewnol ac allanol yn canolbwyntio ar y gwersi a ddysgwyd a'r prosesau a roddwyd ar waith i leihau unrhyw risgiau yn y dyfodol.

60. Cefnogodd y tîm hefyd lansio'r ymgynghoriad statudol ar Barc Cenedlaethol Glyndŵr arfaethedig, gan annog ymgysylltiad y cyhoedd a thynnu sylw at y gwerthusiad helaeth a mewnbwn rhanddeiliaid sydd wedi llywio'r cynnig.

Cyfathrebu ac ymgysylltu mewnol

61. Mae'r tîm Cyfathrebu ac Ymgysylltu Mewnol wedi bod yn gweithio ar sut y gall cyfathrebu gefnogi cysylltiad gwell â chydweithwyr a gwella ymgysylltiad, cymhelliant a pherfformiad. Un datblygiad allweddol yw creu un naratif sefydliadol clir. Drwy ddod â gwahanol linynnau o'n gwaith ynghyd – prosesau, blaenoriaethau a ffyrdd o weithio – mewn stori gydlynol, ein nod yw gwneud pethau'n symlach ac yn fwy ystyrlon i gydweithwyr.

Canolfan Cyfathrebu Digwyddiadau

62. Rydym wedi dechrau integreiddio'r Ganolfan Cyfathrebu Digwyddiadau i'r Hwb 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 Amcan Llesiant 3: Lleihau llygredd. Drwy weithdai wedi'u targedu ar ddiwylliant, rolau a chyfrifoldebau, a hyfforddiant, rydym wedi gosod y sylfaen ar gyfer dull unedig. 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 galluogrwydd 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 throi mewnwelediadau yn gamau gweithredu.

Mae cymunedau'n gallu gwrthsefyll y newid yn yr hinsawdd

63. Cefnogwyd cadarnhad bod rhannau o Gymru a oedd wedi'u heffeithio gan sychder yn flaenorol wedi symud i statws adferiad gan negeseuon clir am ein hymrwymiadau monitro parhaus i lywio sut rydym yn cynllunio ar gyfer y misoedd nesaf. Helpodd hyn i atgyfnerthu ein rôl mewn gwydnwch hinsawdd a stiwardiaeth amgylcheddol.

64. Cyfrannodd agoriad swyddogol cynllun rheoli perygll llifogydd Stryd Stephenson yng Nghasnewydd, a'n hymgyrch Byddwch yn Barod am Lifogydd, at ein naratif gwydnwch hinsawdd hefyd. Canolbwyntiodd cyfathrebiadau ynghylch lansio cynllun Stryd Stephenson ar y manteision i'r economi leol, diogelwch swyddi ac addasu i'r hinsawdd, gyda negeseuon cryf ynghylch ein rôl gyflawni a'n partneriaeth â Llywodraeth Cymru. Fe wnaethon ni gydweithio'n agos â'r Swyddfa Dywydd i hyrwyddo ein hymgyrch parodrwydd ar gyfer llifogydd, gan bwysleisio pwysigrwydd rheoli perygl llifogydd yn rhagweithiol a pharatoadau cymunedol yn wyneb tywydd eithafol cynyddol.

65. Cafodd ein hymrwymiad i weithio mewn partneriaeth i ddarparu atebion hinsawdd mewn mannau trefol ei amlygu drwy brosiect GlawLif, gan ddangos pwysigrwydd creu lleoedd lle mae natur a phobl yn ffynnu ochr yn ochr. Rhoddodd lansiad ail rownd y Grant Adfer Mawndiroedd lwyfan i dynnu sylw at rôl mawndiroedd mewn storio carbon a lliniaru effeithiau'r hinsawdd, a'r cyfle i bartneriaid gyfrannu at ymateb Cymru i'r argyfwng natur a hinsawdd.

Llygredd yn cael ei atal hyd yr eithaf

66. Roedd rheoli cyfathrebu rhagweithiol ac adweithiol ynghylch ein gwaith rheoleiddio ac ar ansawdd dŵr yn ffocws allweddol yn ystod y cyfnod hwn. Arweiniodd erlyniadau llwyddiannus yn erbyn gweithredwyr gwastraff anghyfreithlon ac ymrwymiadau gorfodi ar gyfer llygrwyr cyrsiau dŵr at sylw eang. Er ein bod yn cydnabod y siom y byddai cydweithwyr a weithiodd ar erlyniad Dŵr Cymru yn ei deimlo yn dilyn penderfyniad y llys i leihau'r ddirwy, fe wnaethom sicrhau bod ein negeseuon mewnol ac allanol yn atgyfnerthu ein hymrwymiad i orfodi ac atal llygredd. Cafodd y neges hon ei rhannu yn ein cyfathrebiadau ynghylch adroddiadau perfformiad blynyddol cwmnïau dŵr, y newidiadau sydd ar ddod i sut rydym yn mesur ac yn adrodd ar berfformiad cwmnïau dŵr, a lansio'r ymgynghoriad ar y Cynlluniau Rheoli Basnau Afonydd. Roedd cyfathrebu'n canolbwyntio ar dryloywder ac atebolrwydd a chryfhau ein hymateb rheoleiddiol.

67. Fe wnaethon ni barhau i gefnogi gwaith prosiectau LIFE wrth fynd i'r afael â llygredd, gan gynnwys ymdrechion i leihau gwastraff plastig ffermydd a gwella ansawdd dŵr. Rhannwyd y straeon hyn ar draws y cyfryngau a sianeli digidol i atgyfnerthu ein rôl mewn atal llygredd a gweithio mewn partneriaeth.

Mae natur yn gwella

68. Gwelwyd nifer o straeon cadarnhaol yn tynnu sylw at adferiad natur ledled Cymru yn ystod y cyfnod hwn. Un o'r uchafbwyntiau allweddol oedd ailddarganfod rhywogaeth brin o bryfed pric yng Nghors Goch yn Ynys Môn. Sicrhawyd sylw ar draws y

cyfryngau lleol a chenedlaethol a oedd yn dathlu llwyddiant gwaith cydweithredol rhaglen Natur am Byth a'i phartneriaid.

69. Roedd Diwrnod Afonydd y Byd yn gyfle i arddangos ein hymrwymiad hirdymor i adfer afonydd trwy brosiect LIFE afon Dyfrdwy a phrosiect Pedair Afon LIFE. Tynnwyd sylw at y pwysau sy'n wynebu afonydd Cymru a'r arwyddion cadarnhaol o adferiad sy'n cael eu gweld drwy ymyriadau dan arweiniad partneriaethau. Fe wnaethon ni hefyd ddathlu pen-blwydd cyntaf Prosiect Adfer Dalgylch Gwy Uchaf, gan rannu straeon am gamau ymarferol a chyfranogiad cymunedol sy'n helpu i feithrin gwydnwch ac adfer cynefinoedd.

70. Cefnogwyd lansio ymgynghoriad cyhoeddus ar ddyfodol pysgodfa cocos aber afon Dyfrdwy, gan weithio gyda phartneriaid i annog mewnbwn gan randdeiliaid. Roedd y negeseuon yn canolbwyntio ar lwyddiant y gorchymyn rheoleiddio presennol a phwysigrwydd arferion cynaeafu cynaliadwy a diogelu cynefinoedd.

71. Rhannwyd stori o Dirwedd Genedlaethol Bryniau Clwyd a Dyffryn Dyfrdwy, lle dysgodd y ceidwaid ifanc dechnegau pladuro traddodiadol i helpu i reoli dolydd blodau gwyllt yng Nghoed Nercwys. Defnyddiwyd y gwaith cadwraeth ymarferol hwn i amlygu gwerth sgiliau traddodiadol, cyfranogiad cymunedol a gwella bioamrywiaeth.

Crynodeb o gwynion, canmoliaeth a gohebiaeth

72. Rydym yn parhau i ymateb i ymholiadau manwl a chymhleth ynghylch Kronospan yn y Waun, yn enwedig o ran pryderon amgylcheddol megis monitro sŵn, llwch ac arogleuon. Mae'r ymholiadau hyn yn gofyn am fewnbwn cydlynol ar draws sawl tîm. Er mwyn cefnogi ymateb cyson a gwybodus, darparodd y tîm Gohebiaeth Ganolog ddiweddariad rhagweithiol i Pennaeth Gweithrediadau'r Gogledd-ddwyrain ei rannu gyda gweinidogion, a chyhoeddwyd gohebiaeth dargedig at drigolion sydd wedi cysylltu'n aml, gan egluro sianeli priodol ar gyfer ymgysylltu. Mae cyfranogiad y tîm Gohebiaeth Ganolog wedi sicrhau bod ymatebion yn gywir, yn cyd-fynd â chyfrifoldebau rheoleiddio, ac yn lleihau dyblygu ymdrech ar draws y sefydliad.

73. Mae'r tîm hefyd wedi rheoli gohebiaeth proffil uchel yn ymwneud â materion rheoleiddio gwastraff yng Nghoed-poeth, Wrecsam. Roedd trigolion, cynghorwyr a swyddogion Llywodraeth Cymru wedi bod yn cysylltu â nifer o gydweithwyr ynglŷn â'r safle hwn. Eglurodd y tîm gohebiaeth statws cynllunio'r safle, gan gynnwys gwrthod cais safle Teithwyr a chamau gorfodi Cyngor Bwrdeistref Sirol Wrecsam, sy'n cynnwys erlyn ac ystyried gwaharddeb. Eglurwyd cyfranogiad CNC ac na fyddai camau pellach o dan Ddeddf Diogelu'r Amgylchedd yn ychwanegu gwerth. Atgoffwyd trigolion unwaith eto am y sianeli cyfathrebu priodol ar gyfer adrodd am ddigwyddiadau a chwynion.

74. Rydym wedi derbyn canmoliaeth arbennig o nodedig y mis hwn. Mae'r Ganolfan Dysgu Cymraeg Genedlaethol wedi diolch i ni am ein brwdfrydedd a'n cyfraniad wrth helpu i wneud gwahaniaeth gwirioneddol i'r defnydd o'r Gymraeg yn y sector amgylcheddol ac mewn cymunedau ledled Cymru. Mae'r gydnabyddiaeth o'n dull hyblyg o ddysgu a'r hyder y mae'n ei feithrin mewn staff wrth weithio gyda chymunedau a phartneriaid yn dyst i ymroddiad timau ar draws y sefydliad. Mae'n ysbrydoledig gweld sut mae ein hymdrechion ar y cyd yn helpu i gryfhau dwyieithrwydd yn ein sector a thu hwnt.

Rhagolwg

- Dydd Iau, 4 Rhagfyr – Pwyllgor Pobl a Chwsmeriaid
- Dydd Mawrth, 9 Rhagfyr – Pwyllgor Archwilio a Sicrwydd Risg
- Dydd Mercher, 10 Rhagfyr – Galw am ddiweddariadau gan y Bwrdd
- Dydd Llun, 12 Ionawr – Cyfarfod Bwrdd Eithriadol
- Dydd Mercher, 14 Ionawr – Galw am ddiweddariadau gan y Bwrdd
- Dydd Iau, 15 Ionawr – Pwyllgor Rheoli Perygl Llifogydd
- Dydd Iau, 22 Ionawr – Pwyllgor Ystadau Tir
- Dydd Mercher, 28 Ionawr – Pwyllgor Cynghori ar Dystiolaeth
- Dydd Mawrth, 3 Chwefror – Pwyllgor Cyllid
- Dydd Iau, 12 Chwefror – Cyfarfod mis Chwefror o'r Bwrdd

Papur Bwrdd CNC

Dyddiad y cyfarfod:	27 Tachwedd 2025
Teitl y Papur:	Diweddariad ARAC i'r Bwrdd
Cyfeirnod y Papur:	25-11-B09
Noddwyd y papur gan:	Karen Balmer, Cadeirydd ARAC
Paratowyd y papur gan:	Ysgrifenyddiaeth y Bwrdd
Cyflwynwyd y papur gan:	Karen Balmer, Cadeirydd ARAC
Pwrpas y papur	Gwybodaeth
Crynodeb	Rhoi diweddariad i'r Bwrdd mewn perthynas â chyfarfod ARAC ar 17 Hydref 2025.

Cefndir

1. Mae'r diweddariad hwn i'r Bwrdd yn ymwneud â chyfarfod Pwyllgor Archwilio a Rheoli Risg (ARAC) ar 17 Hydref 2025.

Y Diweddaraf

Archwilio Cymru

2. Rhoddodd Archwilio Cymru ddiweddariad ar faterion allweddol eu harchwiliad o'r Adroddiad Blynyddol a'r Cyfrifon (ARA) 2024-25.

Adroddiad blynyddol a chyfrifon 2023-24

3. Darparwyd diweddariad ar faterion allweddol i'r ARA. Croesawodd ARAC yr ARA a gwnaed awgrymiadau cyn eu cyflwyno i'r Bwrdd. Roedd ARAC yn fodlon i'r Swyddog Cyfrifyddu a Chadeirydd ARAC lofnodi'r llythyr cynrychiolaeth. Roeddent hefyd yn fodlon rhoi sicrwydd i'r Swyddog Cyfrifyddu i lofnodi'r cyfrifon, a'u cyflwyno gerbron y Bwrdd i'w cymeradwyo. Diolchodd ARAC i bawb am eu gwaith.

Papur Bwrdd Cyfoeth Naturiol Cymru (CNC)

Dyddiad y cyfarfod:	27 Tachwedd 2025
Teitl y papur:	Diweddariad y Pwyllgor Cynghori ar Dystiolaeth
Cyfeirnod y papur:	25-11-B10
Noddwyd y papur gan:	Steve Ormerod, Cadeirydd y Pwyllgor Cynghori ar Dystiolaeth
Paratowyd y papur gan:	Ysgrifenyddiaeth y Bwrdd
Cyflwynwyd y papur gan:	Steve Ormerod, Cadeirydd y Pwyllgor Cynghori ar Dystiolaeth
Diben y papur	Er gwybodaeth
Crynodeb	I roi'r wybodaeth ddiweddaraf i'r Bwrdd o ran cyfarfod y Pwyllgor Cynghori ar Dystiolaeth a gynhaliwyd ar 16 Hydref 2025.

Cefndir

1. Mae'r diweddariad hwn i'r Bwrdd o ran cyfarfod y Pwyllgor Cynghori ar Dystiolaeth ar 16 Hydref. Gall aelodau'r Bwrdd gyrchu holl bapurau a chofnodion y pwyllgor drwy'r porth Diligent.

Adroddiad ar Sefyllfa Adnoddau Naturiol 2025

2. Cyflwynwyd diweddariad i'r Pwyllgor Cynghori ar Dystiolaeth ar Adroddiad ar Sefyllfa Adnoddau Naturiol 2025, a oedd yn cynnwys y negeseuon allweddol a'r camau nesaf ar gyfer y lansiad sydd i ddod. Roedd y dystiolaeth ar gyfer yr adroddiad yn seiliedig ar sawl ffynhonnell ledled Cymru, ac roedd yn cynnwys cyfleoedd gweithredu cenedlaethol a sector-benodol. Cyflwynwyd y rhesymeg dros fabwysiadu dull systemau hefyd.

3. Cydnabu'r pwyllgor y cydbwysedd da rhwng cyfleu brys a'r camau gweithredu cadarnhaol sy'n mynd rhagddynt, gan gynnwys yr angen i atgyfnerthu'r cysondeb ar draws y negeseuon allweddol. Amlinellwyd y cynlluniau ar gyfer lansio'r adroddiad ac roedd CNC mewn trafodaethau â Chomisiynydd Llesiant Cenedlaethau'r Dyfodol mewn perthynas â chrynodeb ar gyfer yr Adroddiad ar Sefyllfa Adnoddau Naturiol.

Adolygiad blynyddol o’r cylch gorchwyl

4. Cyflwynwyd y newidiadau arfaethedig i gylch gorchwyl y Pwyllgor Cynghori ar Dystiolaeth i’r pwyllgor. Trafodwyd aelodaeth ac arbenigedd y pwyllgor gan y Pwyllgor Cynghori ar Dystiolaeth ac awgrymwyd y dylid cynnal adolygiad cyfnodol i sicrhau bod gan y pwyllgor yr holl sgiliau angenrheidiol i gefnogi CNC yn well.

5. Cymeradwywyd y cylch gorchwyl gan y Pwyllgor Cynghori ar Dystiolaeth.

Llywodraethu’r Pwyllgor Cynghori ar Dystiolaeth

6. Tynnwyd sylw at adroddiad Cymru gyfan ar hysbysiadau Safleoedd o Ddiddordeb Gwyddonol Arbennig sydd ar ddod gan gadeirydd y Pwyllgor Cynghori ar Dystiolaeth, ac awgrymwyd y gallai’r pwyllgor ddarparu craffu allanol ar y sylfaen dystiolaeth a’r prosesau.

7. Cynhelir cyfarfod nesaf y Pwyllgor Cynghori ar Dystiolaeth wyneb yn wyneb yn labordai Abertawe i drafod gofynion dadansoddol yn y dyfodol, cynllunio cyfleusterau, a phwysleisio’r angen am sganio gorwel strategol a gwydnwch o fewn gwasanaethau labordy.

Papur ar gyfer Bwrdd Cyfoeth Naturiol Cymru

Dyddiad y cyfarfod:	27 Tachwedd 2025
Teitl y papur:	Yr wybodaeth ddiweddaraf gan y Pwyllgor Cyllid i'r Bwrdd
Cyfeirnod y papur:	25-11-B11
Noddwyd y papur gan:	Helen Pittaway, Aelod o'r Bwrdd
Paratowyd y papur gan:	Ysgrifenyddiaeth y Bwrdd
Cyflwynwyd y papur gan:	Helen Pittaway, Aelod o'r Bwrdd
Diben y papur	Er gwybodaeth
Crynodeb	I gynorthwyo'r cadeirydd i roi'r wybodaeth ddiweddaraf i'r bwrdd ar y Pwyllgor Cyllid – 6 Tachwedd 2025

Cefndir

1. Mae'r papur hwn yn rhoi'r wybodaeth ddiweddaraf i'r bwrdd yn dilyn cyfarfod y Pwyllgor Cyllid ar 6 Tachwedd 2025. Gall unrhyw aelod o'r bwrdd sydd â diddordeb gyrchu cofnodion y cyfarfodydd hyn.

<u>Yr wybodaeth ddiweddaraf ar y perfformiad ariannol</u>

2. Cyflwynwyd y prif negeseuon o'r wybodaeth ddiweddaraf ar y perfformiad ariannol, gan gynnwys gostyngiad yn incwm pren, yn bennaf oherwydd heriau gweithredol wrth dynnu pren. Trafodwyd y terfyn o ran nifer staff, ac roedd naratif wedi'i ddrafftio ar gyfer y staff er mwyn eglurder. Disgrifiwyd y cyllid newydd ac ychwanegol, a chroesawodd y pwyllgor y manylion ar hyn. Rhoddwyd yr wybodaeth ddiweddaraf ar rwymedigaethau amodol, ac eglurhad ynghylch eu heffaith ariannol ar y flwyddyn ariannol gyfredol.

<u>Yr wybodaeth ddiweddaraf ar gyllideb 2026–2027</u>

3. Darparwyd diweddariad ar osod cyllideb 2026–2027, a nodwyd y byddai'r argymhellion yn cael eu cyflwyno i'r Tîm Gweithredol ym mis Rhagfyr. Pwysleisiwyd yr ymdrech i integreiddio gwaith cynllunio busnes, cynllunio ariannol a'r amcanion llesiant, gan nodi y byddai angen blaenoriaethu oherwydd y cyllid cyfyngedig a oedd ar gael.

4. Bu’r pwyllgor yn trafod pwysigrwydd canolbwyntio ar nifer fach o flaenoriaethau strategol i sicrhau’r effaith fwyaf bosibl. Byddai’r dyraniadau cyllideb a’r penderfyniadau buddsoddi yn cael eu trafod ymhellach mewn cyfarfod yn y dyfodol.

Cymeradwyaethau ariannol

5. Ceisiwyd cymeradwyaeth ar gyfer un cytundeb adran 83 a darparwyd trosolwg o’r cynnig. Cynhaliwyd trafodaeth ar y manteision bioamrywiaeth, rheoli coetiroedd a chyflogaeth leol y gallai’r cynnig ei ddarparu, a byddai angen tystiolaeth o gyflawni.

6. Cymeradwywyd y cytundeb adran 83 i symud ymlaen i’r bwrdd. Nodwyd yr angen i graffu’n barhaus ar effeithiau amgylcheddol a chymdeithasol ar gyfer adrodd yn y dyfodol.

Adolygiad blynyddol o gylch gorchwyl y Pwyllgor Cyllid

7. Amlinellwyd trosolwg o’r newidiadau i gylch gorchwyl y Pwyllgor Cyllid. Bu’r pwyllgor yn trafod yr angen am fwy o wytnwch ymhlith aelodaeth y pwyllgor. Cymeradwywyd y cylch gorchwyl yn amodol ar addasiadau bach i’r geiriad.

Rhagolwg

8. Bu’r pwyllgor yn adolygu’r rhagolwg, a chytunodd arno.

Papur Bwrdd Cyfoeth Naturiol Cymru (CNC)

Dyddiad y cyfarfod:	27 Tachwedd 2025
Teitl y papur:	Diweddariad y Pwyllgor Ardaloedd Gwarchodedig i'r Bwrdd
Cyfeirnod y papur:	25-11-B12
Noddwyd y papur gan:	Adam Taylor, Cadeirydd y Pwyllgor Ardaloedd Gwarchodedig
Paratowyd y papur gan:	Ysgrifenyddiaeth y Bwrdd
Cyflwynwyd y papur gan:	Adam Taylor, Cadeirydd y Pwyllgor Ardaloedd Gwarchodedig
Diben y papur	Er gwybodaeth
Crynodeb	Mae'r crynodeb hwn yn rhoi'r wybodaeth ddiweddaraf ynghylch cyfarfod y Pwyllgor Ardaloedd Gwarchodedig a gynhaliwyd ar 15 Hydref 2025.

Cefndir

1. Mae'r diweddariad hwn i'r Bwrdd mewn perthynas â chyfarfod y Pwyllgor Ardaloedd Gwarchodedig ar 15 Hydref. Gall aelodau'r Bwrdd gyrchu holl ddogfennaeth cyfarfodydd y pwyllgor drwy'r porth Diligent.

Dynodi Safleoedd o Ddiddordeb Gwyddonol Arbennig (SoDdGA) – Adroddiad Tystiolaeth Adolygu SoDdGA a diweddariad ar y Rhaglen Safleoedd Gwarchodedig

2. Roedd y Pwyllgor Ardaloedd Gwarchodedig yn croesawu'r ffaith fod adroddiad terfynol yr adolygiad SoDdGA wedi'i gyhoeddi ar wefan CNC ac yn edrych ymlaen at dderbyn yr wybodaeth ddiweddaraf am gynnydd yn erbyn yr argymhellion. Nododd y pwyllgor y papur a byddai'n ystyried cynnwys yn y dyfodol ond gwerthfawrogwyd gwerth yr wybodaeth. Cydnabuwyd y gwaith sy'n mynd rhagddo i adfer cynllun gwasanaeth rheoli adnoddau naturiol i gyd-fynd â'r cynllun corfforaethol a'r amcanion llesiant.

3. Amlinellodd cadeirydd y Pwyllgor Ardaloedd Gwarchodedig y ffyrdd posibl o gydberthyn eitemau cydberthynol. Tynnwyd sylw at bwysigrwydd deall cynnydd, heriau o fewn prosiectau ac anghenion adnoddau, gan gynnwys technoleg a staffio, mewn dynodiadau safleoedd.

4. Nodwyd y dull gwerthuso a ffefrir a'r cynlluniau peilot a oedd ar y gweill i werthuso safleoedd gwarchodedig a mesurau cadwraeth effeithiol posibl eraill sy'n seiliedig ar

ardaloedd. Roedd angen cydgrynhoi'r offer a'r dystiolaeth bresennol i asesu'r effaith gyffredinol, a phwysleisiwyd pwysigrwydd strategaeth gyfannol gyda diffiniad clir o gyfrifoldebau ac effaith.

Y Cynllun Ffermio Cynaliadwy / cytundebau rheoli tir

5. Roedd y Pwyllgor Ardaloedd Gwarchodedig yn croesawu a thrafod y cyflwyniad a ddarparwyd ar yr Cynllun Ffermio Cynaliadwy a chytundebau rheoli tir. Amlinellwyd y gwahanol gydrannau, rôl CNC, a sut y byddai'r Cynllun Ffermio Cynaliadwy yn gweithredu ac esboniwyd trosolwg o'r cytundebau rheoli tir cyfredol a goblygiadau'r Cynllun Ffermio Cynaliadwy. Croesawyd y trafodaethau mewnol ar flaenoriaethu cynlluniau rheoli safleoedd dynodedig gan y Pwyllgor Ardaloedd Gwarchodedig. Holodd y Pwyllgor Ardaloedd Gwarchodedig am y gyllideb ac adnoddau a llywodraethiant adrodd a chawsant sicrwydd y byddai CNC yn cefnogi perchnogion tir oedd angen help i ddefnyddio'r system a bod trafodaethau'n parhau gyda Llywodraeth Cymru ar sut i feithrin cysylltiadau rhwng ffermwyr a'u tir, er mwyn gwella ymdrechion cadwraeth.

Cylch gorchwyl a llywodraethiant y Pwyllgor Ardaloedd Gwarchodedig

6. Adolygwyd a chymeradwywyd y cylch gorchwyl diwygiedig gan y Pwyllgor Ardaloedd Gwarchodedig. Trafodwyd a chytunwyd hefyd ar y rhagolwg ac ystyried lleoliadau ar gyfer ymweliad safle ym mis Mai 2026.

Unrhyw fater arall

7. Rhoddwyd diweddariad llafar ar y Parc Cenedlaethol arfaethedig newydd. Roedd y cyfnod ymgynghori ar y gweill, gyda digwyddiadau ymgysylltu â'r cyhoedd, a byddai'n dod i ben ar 8 Rhagfyr 2025. Rhannodd Dr Hushneara Begum fyfyrdodau o fynychu digwyddiad ymgynghori.

8. Nodwyd a chroesawyd y papur er gwybodaeth ar yr 'Adroddiad Diweddaru ar Gyflwr Ardaloedd Cadwraeth Arbennig ac Ardaloedd Gwarchodaeth Arbennig Morol ac Effeithiau Maethynnau' gan y Pwyllgor Ardaloedd Gwarchodedig.

Papur Bwrdd Cyfoeth Naturiol Cymru (CNC)

Dyddiad y cyfarfod:	27 Tachwedd 2025
Teitl y papur:	Adroddiad Perfformiad Cyllid
Cyfeirnod y papur:	25-11-B13
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:	Mark Collins, Rheolwr Cyllid Busnes
Diben y papur:	Cymeradwyaeth (newid yn y rhagolygon ariannol) / trafodaeth (perfformiad ariannol)
Crynodeb	Cymeradwyo: Newid yn y rhagolwg diweddaraf o £303.2 miliwn i £302.5 miliwn. Craffu ar: Perfformiad ariannol hyd at ddiwedd mis Medi 2025.

Cefndir

1. Mae'r adroddiad perfformiad cyllid yn rhoi manylion am gynnydd ar draws y gwahanol fathau o incwm, gwariant a rhaglenni. Mae Atodiad A yn crynhoi'r prif negeseuon mewn perthynas â'r canlynol:

   - Newid yn rhagolwg y gyllideb o'i gymharu â'r rhagolwg cymeradwy blaenorol (mis Gorffennaf)
   - Perfformiad hyd at ddiwedd mis Medi 2025

Prif bwyntiau

2. Mae'r incwm hyd yma yn £123.8 miliwn, ac mae'n unol âr proffil ar ddiwedd mis Medi. Rydym yn rhagweld y byddwn yn cyflawni ein rhagolwg ar gyfer y flwyddyn gyfan (£302.5 miliwn). Y tri prif newidyn yw:

- Incwm ynni – mae'r rhagolwg wedi'i asesu'n fwy gofalus ac wedi'i ddiweddaru'n ddiweddar. Rydym wedi rhoi mesurau newydd ar waith i gael diweddariadau yn fwy aml gan weithredwyr.

- Incwm pren – rydym wedi diwygio'r rhagolwg yn ddiweddar i £31.4 miliwn o £32.5 miliwn ac wedi gofyn am gyllid gan Lywodraeth Cymru yn unol â'n cytundeb.

- Defnyddio ein hincwm allanol (yn bennaf o Ewrop a Chronfa Treftadaeth y Loteri) – unwaith eto, mae hyn wedi'i ddiwygio yn unol â disgwyliadau rhaglenni.

3. Mae'r gwariant hyd yma yn £103.4 miliwn ac mae 5% y tu ôl i'r proffil ar ddiwedd mis Medi. Er ein bod yn dangos rhagolwg blwyddyn lawn o £302.5 miliwn, rydym wedi gofyn i Lywodraeth Cymru ddefnyddio £5 miliwn o'r gyllideb honno i leihau'r ad-daliad o'r gyllideb a ddarparwyd ganddynt ar gyfer rhwymedigaeth dreth IR35 CThEF. Os caiff ei gymeradwyo, bydd yn lleihau'r tymor ad-dalu i lai na thair blynedd ar ôl y flwyddyn ariannol hon.

4. Y prif risgiau i ddefnyddio ein cyllideb eleni yw'r canlynol:

- Ddim yn defnyddio ein cyllidebau cyflog. O ganlyniad, mae cyllidebau wedi cael eu hailgyfeirio er mwyn (1) cyflawni ein blaenoriaethau drwy fecanweithiau eraill (caffael yn bennaf); (2) eu trosglwyddo i gyfalaf; (3) cyflwyno cais i Lywodraeth Cymru i leihau ad-daliad y gyllideb a ddarparwyd ar gyfer IR35. Mae risg o hyd y bydd tanwariant pellach ar gyflogau.

- Prosiectau cyfalaf, gyda gwariant hyd yma o £14.7 miliwn yn erbyn rhagolwg blwyddyn lawn o £65.4 miliwn. Nid oes unrhyw danwariant sylweddol wedi'i gadarnhau eto ac mae cyllidebau'n cael eu hailflaenoriaethu lle bo'n briodol. Mae risg wrth ddefnyddio ein rhagolwg blwyddyn lawn yn y rhaglen gyfalaf llifogydd, lle na ellir ailgyfeirio cyllidebau i raglenni eraill. Mae'r Tîm Gweithredol bellach wedi cytuno y dylem ddefnyddio mwy o or-raglennu yn y rhaglen honno yn y dyfodol.

- Yn ein cyllideb ar gyfer pethau ar wahân i staff, mae Gweithrediadau ar hyn o bryd £0.9 miliwn yn ôl ar y proffil yn y rhaglen Stiwardiaeth Tir. Rydym yn dal i ragweld gwariant llawn ac rydym ar y blaen i ble roeddem yr adeg hon y llynedd.

Risgiau a chyfleoedd

5. Mae gennym risg wedi'i rhestru yng nghofrestr risg Cyllid a Gwasanaethau Corfforaethol ar gyfer 'gwariant yn ystod y flwyddyn'. Mae'r risg hon hefyd yn cysylltu â'r risg strategol "methu â chyflawni sefydlogrwydd ariannol". Ar gyfer y flwyddyn ariannol hon, mae'r risgiau o orwario wedi'u lliniaru gan y camau gweithredu a gymerwyd gan y Tîm Gweithredol, a'r cyllid ychwanegol gan Lywodraeth Cymru.

Mae'r goblygiadau ehangach fel a ganlyn:

(a) **Cyllid:** Mae'r adroddiad hwn yn ymwneud â pherfformiad ariannol Cyfoeth Naturiol Cymru. Mae gennym risg wedi'i rhestru yng nghofrestr 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 llesiant.

Y camau nesaf

6. Bydd y Tîm Gweithredol yn parhau i fonitro'r prif risgiau yn y gyllideb.

7. Cynhyrchir yr adroddiad hwn bob deufis ar gyfer y Bwrdd a'r Tîm Gweithredol.

Argymhelliad

8. Y Bwrdd i gymeradwyo newidiadau i'r rhagolwg diweddaraf, o £303.2 miliwn i £302.5 miliwn.

9. Y Bwrdd i graffu ar berfformiad ariannol hyd at ddiwedd mis Medi 2025.

Rhestr atodiadau

Atodiad A: Adroddiad ar y Perfformiad Ariannol

NRW Board – November 25

Financial Performance Report – September 2025

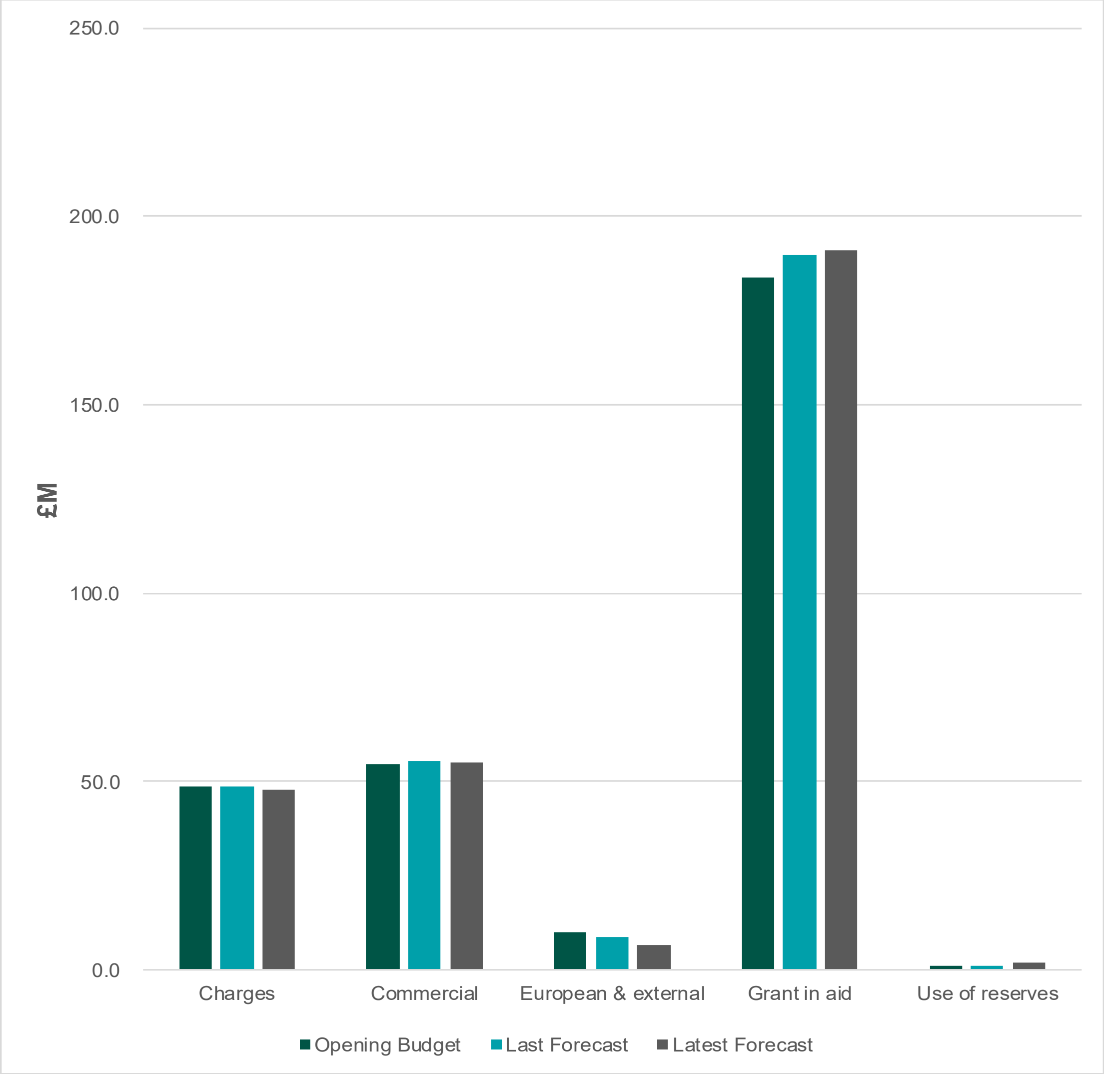
Content and Key Messages

Update will cover:	Messages:
Update on the latest forecast changes as at September 2025, compared to the approved budget as at July 2025 - a decrease of £0.7m from £303.2m to £302.5m.	Commercial & Other, European & Charge income have reduced by £0.3m, £1.9m and £0.7m respectively and are offset by additional Grant in Aid (GiA) & Grants (£1.3m) and a draw on charge balances (£0.8m). The commercial element reflects the reduced timber income forecast (£-1.1m), which has been offset by additional wind energy income for Pen Y Cymoedd habitat management work (£0.5m) and an additional draw on the financial provision bond of a landfill site we regulate (£0.4m). European and External Income reflects the reduced LiFE project programme, which will be utilised in future financial years. The charge income reduction will be offset by a draw on charge balances. The GiA changes reflect additional funding inline with the £33m timber income guarantee (£1.1m), along with an additional grant allocation for the Vale of Glamorgan Bathing Waters (£0.2m).
Financial Performance as at September 2025	Income is ahead of profile by £0.1m. Charge income is now inline with profile after reporting it being £1.5m ahead at July. The forecast for the year has been updated. European and external income is £0.2m ahead of profile whilst commercial income is £0.2m behind profile. Timber income was re-forecasted to £31.4m (median between £29.9m and £32.9m) and re-profiled accordingly - at September it's £0.3m behind which suggests that there is a risk that we will not achieve £31.4m. Expenditure at the end of September was £103.4m, and was below the planned expenditure profile by £5.4m (5%). That's an increase of 1% between now and July. Though the reason is mainly related to staff costs, we have also seen an increase in the level of under spend in non staff costs. Non staff under spend increased from £0.7m to £1.1m. Capital projects has remained at £0.8m. If there is any risks in non staff costs then its the responsibility of Budget Manager / LT / Director to flag those risks to Finance. In respect to staff costs, the decisions made by ET to re-allocate some of the staff salary savings costs and make the request to WG to reduce the IR35 liability have NOT been actioned. This is mainly due to us waiting for WG's decision which we expect by end of October. Also, we are undertaking a detailed salary re-forecast which is not yet complete.
Update on contingencies and under/over programming	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, with just £0.2m remaining. We also hold general overprogramming of £1m plus specific over-programming held against various programmes - these amount to £1.7m, a significant reduction from the last reporting period, where it stood at £3.2m. Within NRW 2030 programme, there is still £3.4m awaiting project set up and profile distribution. The Flood and Water Resources programmes have moved into an under-programming position and are considered a real risk of under spend.
The main risks and opportunities to our budget this year.	The main issue is around our anticipated salary underspend. We are awaiting a decision from WG on our proposal to use the under spend to reduce the IR35 liability and transfer an element to capital. There is still a risk that we will not use all of our additional ring fenced funding. There are no other risks that will have a significant impact this financial year which we are aware of (and consulting the Organisational Risk and Issues Log). Use of the temporary investment fund has been identified and Finance are in the process of allocating that based on more granular level information.

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. We are not receiving any feedback regarding this at the moment, so will remove from the next report.	Revenue & capital	TBD
Ongoing legal cases	All claims are being regularly monitored.	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 the latest, prudent forecasts so the risk should be mitigated.	Revenue	TBD
Timber income	Susceptible to economic pressures. A further revision of the income forecast has produced a broader range than previously reported; £29.9m - £32.9m (using median of £31.4m). Using the mid point, we have submitted a request to WG for £1.6m, in line with our £33m agreement. At September we are £0.3m behind the revised profile.	Revenue	£0.1m - £3.1m
Opportunities			
Salary underspend, temporary investment fund and other capital investment.	In September, we undertook a high level forecast of our likely salary underspend, temporary investment fund and our ability to deliver further capital investment, with the premise we would transfer revenue savings to capital. The outcome indicated a possible surplus of £5.8m, of which £0.8m could be reinvested within capital. The residual £5m we are proposing to use against our IR35 liability and await WG approval.	Revenue & capital	£5.3m
Fleet infrastructure bid	We have successfully ordered circa 160 electric vehilces, which have come in significantly cheaper than expecting (price war amongst suppliers meaning each car came in c.£5k less than quoted). This means that we are c £500k - £700k underspent against the original estimate. We are discussing with WG about whether these funds should be returned to them or available to re-use in NRW.	capital	£0.5m - £0.7m
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 (£1m). Both Flood and Water Resources capital programmes have moved into an under-programming position and considered to be real risk of under spend.	Revenue & capital	TBD
Neutral			
Additional grant funding from Welsh Government	The revised position indicates we will be able to fully utilise some of the additional funding allocated by WG but not all.	Revenue / Capital	-

Financial Performance – Income Forecast



Charges

Following the recent charge income review, the forecast has reduced by £0.7m mainly across EPR & Water Resources charging regimes. The reduction has been offset by a draw on charge balances. The main change is a reduction in AMP 8 Water Quality applications - the work being delayed due to recruitment etc.

Commercial & Other

Overall, commercial income has reduced by £0.3m. Following the latest timber income forecast, the full year budget has been reduced by £1.1m. We have requested an additional £1.6m from WG inline with our £33m timber income agreement.

This has been offset by additional wind energy income for Pen Y Cymoedd habitat management work (£0.5m) and an additional draw on the financial provision bond at a landfill site we regulate (£0.4m).

European & Other External

European and other external income has reduced by £1.9m almost solely linked to the LiFE project programme. This funding will be utilised in future years. Due to a delay in the delivery of project outcomes, partially linked to planning permission, the three remaining LiFE projects have had approval to extend for another year, taking the delivery date to December 28.

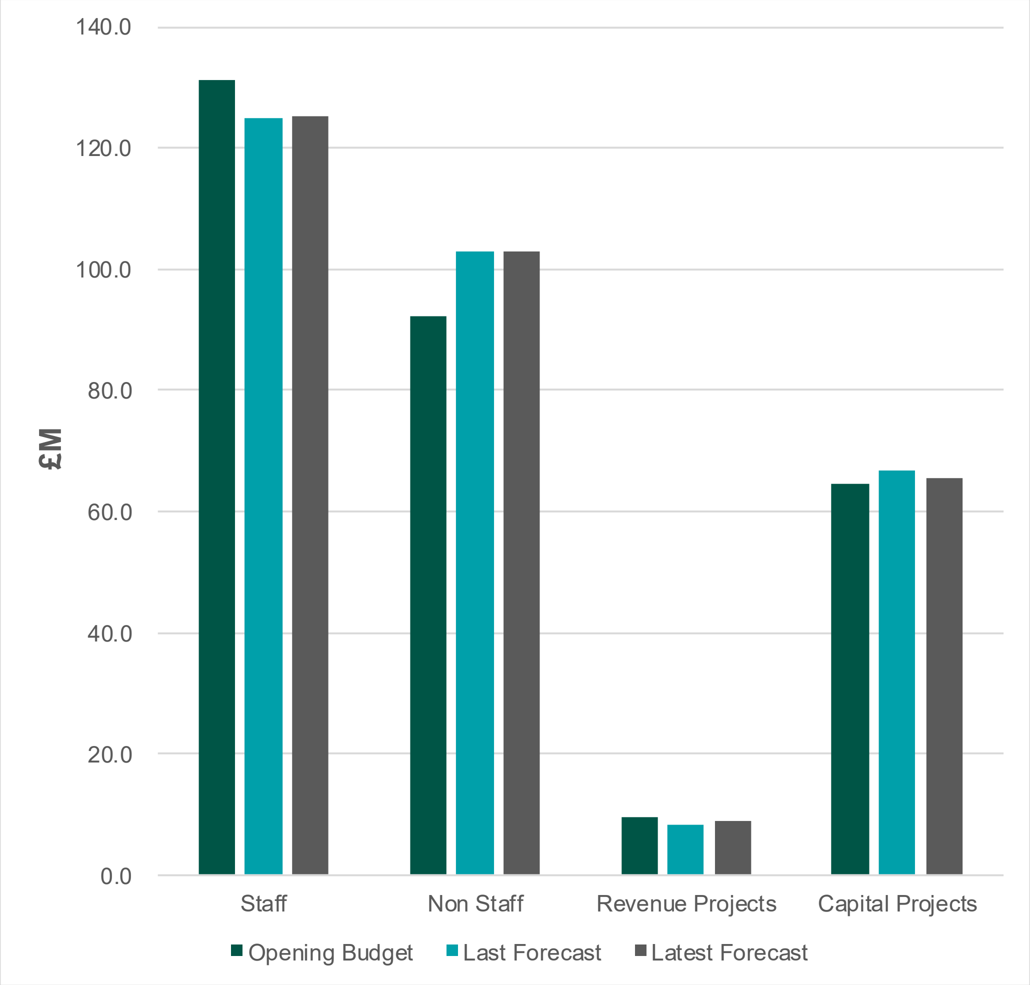
Grant in Aid

Grant in Aid has increased by £1.3m. £1.1m reflects the revised timber income forecast along with an additional grant allocation for the Vale of Glamorgan Bathing Waters (£0.2m).

Use of balances

Overall the draw on balances has increased by £0.8m, £0.7m following the charge income review along with £0.1m to fund additional IDD (internal drainage districts) work.

Financial Performance – Expenditure Forecast



Staff

Staff budgets have increased by £0.4m since July. These are predominantly due to an additional allocation to allow staff to meet in person along with funding for Case for Change costs that we were unable to accrue last financial year. Both of these were funded from central contingencies.

Non Staff

Overall non staff budgets remain at the same level as July, however, there were a number of movements over the last 2 months. We received additional WG Grant funding for the Vale of Glamorgan Bathing Waters (£0.2m) along with a further draw on the financial provision bond at a landfill site we regulate (£0.4m). These were offset by the staff changes mentioned above from central contingencies (£0.4m) along with a transfer to capital projects as part of our WG Water Enforcement allocation (£0.2m).

Revenue Projects

Revenue projects have increased by £0.4m largely due to additional wind energy developer income for Pen Y Cymoedd Habitat Management Plan, which is offset by a reduction of £0.1m within the LiFE project programme.

Capital Projects

Overall capital project budgets have reduced by £1.4m, predominantly linked to the revised externally funded LiFE project programme (£1.7m), which is offset by the movement from non staff of £0.2m as part of the WG Water Enforcement allocation. The LiFE funding reduction will be utilised in future years. Due to a delay in the delivery of project outcomes, partially linked to planning permission, the three remaining LiFE projects have had approval to extend for another year, taking the delivery date to December 2028.

Financial Performance - Income

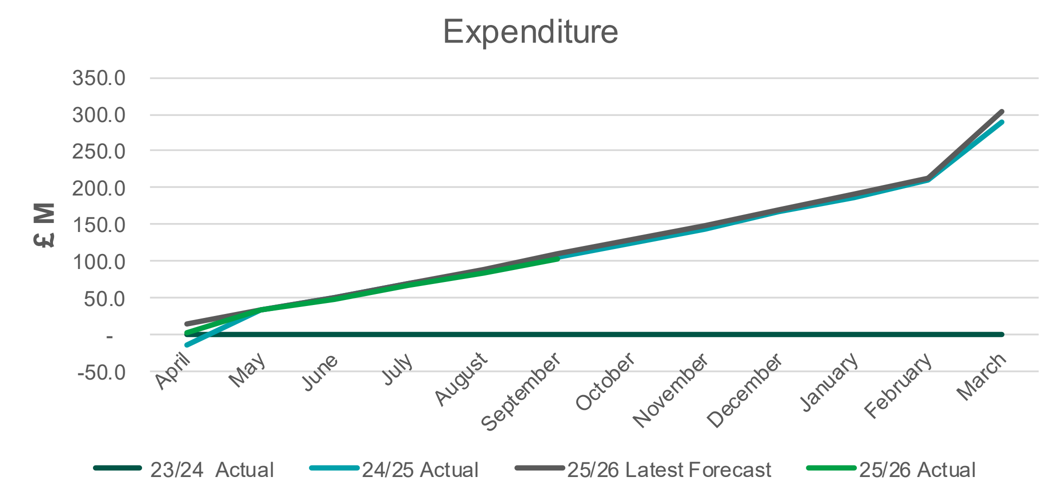
INCOME by Account Type	Actual YTD £m	Approved Forecast YTD £m	Variance YTD £m	Approved Forecast FY £m	Remaining Budget FY %	Original Budget FY £m	Commentary
Charges	31.6	31.5	0.0	47.7	34%	48.4	Previously (July) we reported a potential increase in charge income, however this has now moved in line with profile and the forecast has been revised downwards by £0.7m, following a review by the Regulation Management Team. The main change is a reduction in AMP 8 Water Quality applications - the work being delayed due to recruitment etc.
Commercial	29.9	30.1	-0.2	55.1	46%	54.5	The timber forecast was reduced from £32.5m to £31.4m following analysis of timber sales to date and the projection of timber sales by the Commercial team. This analysis estimated full year income of between £32.9m and £29.8m and it was decided to take the mid way point between these forecasts. Following the reforecast and reprofile however, there remains a variance of £0.3m in respect to timber sales. Finance will continue to monitor timber income projections in conjunction with the Timber Sales and Marketing manager to identify trends and reforecast accordingly if appropriate.
European & external	2.1	1.9	0.2	6.6	69%	9.8	The £0.2m variance is due to the WG funded NFM (Natural Flood Management) schemes - Dwyran and Dinas Powys. The LiFE project programme has received approval to extend until December 2028. Project change papers have been drafted. This extension will not affect WG funding, as current agreements expire in March 2026. From 2026/27 onwards, the projects will draw down income from the £8m held in the deferred income accounts.
Grant in aid	60.2	60.2	0.0	191.1	68%	183.8	In line to profile.
Use of balances	0.0	0.0	0.0	2.0	100%	1.1	The movement in the use of balances between the original budget and the current full year forecast has increased due to the reduction in charge income forecast. Once we have completed the salary re-forecast we will expect the use of balances to reduce due to staff salary savings linked to charge funded activities.
TOTAL: NRW	**123.8**	**123.7**	**0.1**	**302.5**	**59%**	**297.6**	

Financial Performance - Expenditure

EXPENDITURE 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
Staff	56.5	59.9	3.4	125.4	55%	130.3	The underspend of £3.4m is mainly due to the number of vacant posts whilst recruitment is progressing (In September net numbers increased by 18.8 ftes). The number of staff below the headcount cap for non ring fenced and ring fenced posts is 6% and 18% respectively. 3 directorates are below the cap whilst the remaining 2 are just above. The importance is to not be above the headcount cap going into next financial year. We have undertaken a high level forecast and forecasted a further £3.3m underspend will materialise in the staff budget. A more detailed forecast is scheduled to complete by the end of October. We have asked WG if we could use £5m of expected salary underspends to reduce the IR35 liability and transfer £0.8m to capital. Salary savings that ET confirmed is not required within their Directorates plus any savings between September and March will be used to reduce the IR35 liability (if Welsh Government agree to it).
Non Staff	29.7	30.8	1.1	103.0	71%	93.2	Underspend of £0.9m on Land Stewardship Operation activities - which will be re-profiled, not identified as a risk at this time. The balance of the underspend is on the Waste Regulatory Reform programme on workforce recharges due to vacancies. This is funded by WG grants and Welsh Government are aware of the situation and a formal reduction in forecast will be submitted soon. In terms of expenditure, the Land Stewardship position is further advanced than at this point last financial year, where we had spent £0.8m less with 70% of the full year allocation remaining. We current have 66% remaining this financial year.
Revenue Projects	2.5	2.6	0.1	8.8	71%	9.5	All programmes are in line to budget apart from internally funded, where there is a minor variance of £0.1m within reservoir compliance. No concerns at present.
Capital Projects	14.7	15.5	0.8	65.4	78%	64.6	The key variances relate to the flood and externally funded programmes, which are currently underspent by £0.3m and £0.5m respectively. The flood variance is split across multiple projects with both under and over spends evident across the programme. The externally funded variance is almost solely linked to the WG grant funded electronic waste tracking work with Defra, where we were anticipating utilising the majority of the budget at the end of September. There is a risk of underspend in the Flood Risk programme. All programmes have a considerable proportion of their full year allocation still to be utilised, with just 22% spent to date. The NRW2030 programme has £2.6m awaiting project setup.
TOTAL: NRW	**103.4**	**108.8**	**5.4**	**302.5**	**66%**	**297.6**	

Financial Performance – Expenditure Trends

EXPENDITURE TRENDS



Commentary:
Expenditure at the end of September 2025 is £103.4m which equates to 34% of the full year forecast of £302.5m. This is behind where we were last financial year, when spend was £105m against a full year budget of £273m, equating to 38%.

The current year forecast is £20m more than the full year expenditure for 24/25 which stood at £282.6m.

So, the concern currently is whether we are able to spend our full year allocation.

Financial Performance – Revenue Projects

Revenue Projects by Programme	Actual YTD £m	Approved Forecast YTD £m	Variance YTD £m	Approved Forecast FY £m	Remaining Budget FY %	Original Budget FY £m	Commentary
External Funded	1.1	1.1	0.0	3.1	65%	3.1	On profile, no significant issues.
Internal Funded	0.7	0.8	0.1	2.2	67%	1.6	On profile, no significant issues. The overall approved forecast increased due to additional wind energy developer income for Pen Y Cymoedd Habitat Management Plan.
NaCE	0.3	0.3	0.0	1.5	80%	1.6	On profile, no significant issues.
NRW 2030	0.4	0.4	0.0	1.2	70%	2.3	On profile, no significant issues.
Grants	0.0	0.0	0.0	0.8	97%	0.9	On profile, no significant issues.
TOTAL: NRW	**2.5**	**2.6**	**0.1**	**8.8**	**71%**	**9.5**	

Financial Performance – Capital Projects

Capital Projects by Programme	Actual YTD £m	Approved Forecast YTD £m	Variance YTD £m	Approved Forecast FY £m	Remaining Budget FY %	Original Budget FY £m	Commentary
NRW 2030	1.5	1.4	-0.1	6.6	78%	6.0	Whilst the current position is in line to profile, there still remains £2.6m awaiting project setup.
External Funded	3.6	4.1	0.5	12.2	70%	14.4	The current variance is almost solely linked to the WG grant funded electronic waste tracking work with Defra, where we were anticipating utilising the majority of the budget at the end of September. The LiFE project programme has reduced by £1.7m, with the reduction being utilised in future years. Due to a delay in the delivery of project outcomes, partially linked to planning permission, the three remaining LiFE projects have had approval to extend for another year, taking the delivery date to December 2028.
Flood Risk	5.1	5.4	0.3	17.9	71%	17.6	The variance is split across multiple projects with both under and over spends evident across the programme. Over/under programming has moved from a deficit position to a £0.1m surplus, increasing the risk of a potential under spend.
Internal Funded	0.8	0.9	0.1	7.8	90%	3.6	Broadly in line to profile. The key programmes are EV fleet purchase (£4.4m) and the Water Resources programme (£1.8m). Fleet are on track to achieve the objectives of the proposal and have been able to secure better prices - therefore we are predicting that we be at least £0.5m under budget. We are in discussion with WG about the use of that funding. However the Water Resources programme has moved into a surplus position (£0.3m) from a previous deficit (£0.2m). We will look to reallocate, potentially bringing planned work from next year into this but there is a risk of underspend, with that being returned to balances.
NaCE	3.7	3.8	0.1	20.1	82%	20.2	Broadly in line to profile. Overall funding has increased by £0.7m compared to the approved forecast shared in the July report. This is due to funding transferred from the lease capital budget. Overprogramming has reduced from £2.5m in July to £1.1m and we expect this to continue as we move through the year, similar to previous years.
IFRS 16 Capital Leases Only (non-cash)	0.0	0.0	0.0	0.7	99%	2.8	Following a value for money assessment on vehicle acquisitions, the most favourable outcome was to purchase vehicles resulting in the transfer of £1.4m to the EV and Fleet purchase budget. Of the three planned building lease extensions, only two will likely take place this year. This has resulted in £0.7m of the lease budget being transferred to fund additional work within the NaCE capital programme.
TOTAL: NRW	**14.7**	**15.5**	**0.8**	**65.4**	**78%**	**64.6**	

Contingency and over-programming budgets

Rag status

Balances (contingencies and programme under/overs)	Jul-25 £m	Sep-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. The pay award proposal is using the full 3.75% and if approved should be paid in December.
Other staff contingency	1.3	0.8	-0.5	Green	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. The movement predominantly reflects case for change costs that we were unable to accrue last financial year and staff within the flexible resource pool.
Central Contingencies	0.2	0.2	0.0	Green	Central balance for unfunded pressure bids.
Infrastructure (additional WG GiA funding) (EPP directorate)	0.6	0.1	-0.5	Green	The previous residual balance has now reduced, following a review of the programme.
Staff Budget Undistributed (Directorates)	2.7	2.1	-0.6	Green	Budgets have been distributed to posts associated with new funding in June/July. The balance will continue to reduce as positions are set up by the 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)	-0.5	-0.5	0.0	Green	In addition to the land stewardship overprogramming £0.3m, there is also additional funding agreed to support Mid Wales Integrated Workforce £0.2m. The Integrated Workforce element will be cleared through the allocation of the Operations reinvestment fund.
Under programming (Directorates) WG Grant	0.1	-0.1	-0.2	Green	The over programming relates to Wales Coastal Path project, where we anticipate not all costs will come to fruition, hence the slight over programming.
NaCE (Directorates)	-2.5	-1.1	1.4	Green	The overprogramming has reduced from July and we expect this to continue as we move through the year, similar to previous years.
Under-programming					
Flood Risk Capital (Directorates)	-0.1	0.1	0.2	Green	Following a further review of the programme, we have moved to a slight surplus as anticipated. There is a risk we may not utilise our full year allocation.
Water Resources Capital (Directorates)	-0.2	0.3	0.5	Green	The balance has now moved into a surplus position following a review of the overall programme. We will look to reallocate, potentially bringing planned work from next year into this.
Awaiting distribution					
NRW 2030 (Directorates)	3.7	3.4	-0.3	Amber	Once projects are set up, the budget will be distributed (revenue £0.8m and capital £2.6m).

Note

All contingencies/over programming are held centrally unless indicated otherwise.



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Papur y Bwrdd

Dyddiad y cyfarfod:	27 Tachwedd 2025
Teitl y papur:	Adroddiad Perfformiad y Cynllun Busnes Blynyddol: Adroddiad Perfformiad Chwarter 2 a Mewnol: Chwarter 2
Cyfeirnod y papur:	25-11-B14
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 2 yn erbyn Cynllun Busnes Blynyddol 2025/26 ac mae hefyd yn adrodd ar berfformiad mewnol. Cymeradwyo: • Safleoedd perfformiad Chwarter 2 ar gyfer holl ymrwymiadau'r cynllun busnes a mesurau mewnol.

Cefndir

Cynllun busnes a pherfformiad

1. Bob blwyddyn ariannol, mae'r Gweinidog yn anfon datganiad ffurfiol at Cyfoeth Naturiol Cymru (CNC) yn nodi ei 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.

2. Mae'r Prif Weithredwr yn gyfrifol am gynghori'r Bwrdd ar berfformiad y sefydliad. Ceir tystiolaeth o graffu ar berfformiad yn Adroddiad Blynyddol 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, mae'r rhan fwyaf o'r ymrwymiadau wedi'u cario ymlaen o 2024/25 i'r flwyddyn hon. Ar ddiwedd y flwyddyn ddiwethaf, roedd nifer o ymrwymiadau â statws coch neu felyn, gyda'r llwybr i wyrdd yn ddibynnol ar lenwi swyddi gwag staff a sefydlu staff mewn rolau newydd. Rydym wedi symud yr ymrwymiadau hyn ymlaen, ynghyd ag adolygu'r rhai oedd yn wyrdd ar ddiwedd y flwyddyn. Mae gennym ni hefyd ddau 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 symud ymlaen yn 2025/26. O'r rhain, rydym wedi nodi 28 o ymrwymiadau penodol y byddwn yn eu rhoi sylw iddynt 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 drawsbynciol sy'n darparu atebion integredig ar gyfer natur, hinsawdd a llygredd). 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 chyrff ariannu eraill.

Adroddiad Perfformiad Chwarter Dau Cynllun Busnes 2025/26

7. Mae Adroddiad Perfformiad Chwarter Dau Cynllun Busnes 2025/26 i'w weld 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. I grynhoi, rydym yn gwneud cynnydd da ar draws pob un o'r 28 ymrwymiad yng nghynllun busnes eleni. Ar ddiwedd Chwarter Dau, mae 17 o ymrwymiadau wedi'u graddio'n wyrdd ac 11 wedi'u graddio'n felyn, ac nid oes unrhyw ymrwymiadau wedi'u graddio'n goch ar hyn o bryd. O'r 12 ymrwymiad sydd wedi'u graddio'n felyn neu'n goch ar ddiwedd Chwarter Pedwar y llynedd, mae pump bellach wedi symud i wyrdd, mae chwech yn parhau i fod yn felyn, ac mae un wedi symud o goch i felyn. Mae hyn yn adlewyrchu cynnydd cyson ar draws y tri amcan llesiant, gyda gwelliannau mewn meysydd fel adfer natur, adfer mawndiroedd, a chydymffurfedd â llygredd. Fodd bynnag, mae rhai ymrwymiadau'n parhau i wynebu heriau sy'n

gysylltiedig â phwysau adnoddau o fewn timau neu dimau cymorth – yn benodol, mae capasiti o fewn Digidol, Data a Thechnoleg yn profi'n hanfodol. Mae'r rhagolwg diwedd blwyddyn hefyd wedi'i ddiwygio: er bod Chwarter Un yn rhagweld 22 yn wyrdd a chwech yn felyn, mae Chwarter Dau bellach yn rhagweld 20 yn wyrdd ac wyth yn felyn. Dangosir manylion y newidiadau hyn yn Nhabl 1 yn Atodiad 1.

9. Mae saith ymrwymiad o dan **amcan llesiant Natur** – gan gynnwys dau sy'n drawsbynciol – wedi'u graddio'n wyrdd ar ddiwedd Chwarter Dau, gan adlewyrchu cynnydd parhaus ers Chwarter Un. Mae datblygiadau allweddol yn cynnwys yr adolygiad arbenigol o asesiadau adfer rhywogaethau o dan raglen Natur am Byth, ymgynghoriad statudol ar ddiwygiadau Parciau Cenedlaethol, ac ymgysylltu â rhanddeiliaid ynghylch sut y byddwn yn ymgorffori gofynion ar gyfer natur, hinsawdd a lleihau llygredd yn ein Strategaeth Gaffael a Chontractau newydd. Yn nodedig, mae dau ymrwymiad wedi gwella eu statws coch/melyn/gwyrdd yn ystod y chwarter hwn: mae'r rhaglen Rhwydweithiau Natur wedi'i hailddiffinio a'i huwchraddio o goch i wyrdd, ac mae gwaith ar Ardaloedd Morol Gwarchodedig wedi symud ymlaen o felyn i wyrdd. Mae dau ymrwymiad yn felyn ar hyn o bryd, gyda disgwyl i'r gwaith targed 30:30 aros felly ar ddiwedd y flwyddyn oherwydd cyfyngiadau adnoddau a chynnydd arafach ar syntheseiddio tystiolaeth. Rhagwelir y bydd ein gwaith ar y Cynllun Ffermio Cynaliadwy yn symud i wyrdd yn dilyn gwelliannau mewn cynllunio a chyfathrebu.

10. O dan **amcan llesiant Newid Hinsawdd**, mae chwe ymrwymiad wedi'u graddio'n wyrdd ar ddiwedd Chwarter Dau, sy'n adlewyrchu cynnydd cryf. Mae cyflawniadau nodedig yn cynnwys lansio dull dalgylch integredig newydd ar gyfer afon Taf, cyflawniad gweithredol y fframwaith adfer mawndiroedd, a llwyddiant cynnar wrth leihau allyriadau carbon trwy gaffael. Mae cynnydd amlwg hefyd mewn adfer morol ac arfordirol, prosiectau cyfalaf perygl llifogydd, a gwelliannau i ganllawiau cynllunio a thrwyddedu. Mae pedwar ymrwymiad wedi'u graddio'n felyn ar hyn o bryd, gyda disgwyl i dri aros felly oherwydd heriau ynghylch capasiti, cymhlethdod technegol, a phwysau adnoddau. Yn nodedig, mae gwelliannau i reoli asedau llifogydd a'r system rhybuddio am lifogydd ar y gweill ond maent yn wynebu oedi sy'n gysylltiedig â recriwtio a rhyngddibyniaethau system ym maes digidol, data a thechnoleg.

11. O dan yr **amcan llesiant Llygredd**, mae pedwar ymrwymiad wedi'u graddio'n wyrdd ar ddiwedd Chwarter Dau, sy'n adlewyrchu cynnydd cryf parhaus wrth eu cyflawni. Mae cyflawniadau nodedig yn cynnwys ymweliadau cydymffurfio wedi'u targedu mewn safleoedd risg uchel a chreu tîm cydymffurfedd ansawdd dŵr pwrpasol, yn ogystal â chamau parhaus i atal tipio anghyfreithlon trwy integreiddio data awdurdodau tai i system Flymapper. Mae pump o ymrwymiadau'n parhau i fod yn felyn, ac mae disgwyl i un ohonynt symud i wyrdd drwy ailgyfeirio amser staff a recriwtio, tra bod y lleill yn wynebu cynnydd arafach oherwydd rolau gwag ac ailflaenoriaethu llwyth gwaith o fewn timau.

Adroddiad perfformiad mewnol

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

13. Mae'r adroddiad perfformiad mewnol i'w weld yn Atodiad 2 ac mae'n ymdrin â naw mesur â ffocws mewnol, gyda'u statws coch/melyn/gwyrdd presennol (Chwarter Dau). 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 timau uwch-arweinwyr. Ar gyfer y mesurau hyn, y sefyllfa ar ddiwedd Chwarter Dau yw: chwech gwyrdd, dau goch, ac un llwyd.

14. Ar ddiwedd Chwarter Dau, mae mesurau'n parhau i ddangos perfformiad cryf mewn TGCh, gwasanaeth cwsmeriaid, caffael, cyllid a llywodraethiant, gyda chwe mesur wedi'u graddio'n wyrdd. Mae'r rhain yn cynnwys cyfraddau ymateb uchel i gwynion a cheisiadau am fynediad at wybodaeth, perfformiad cryf o ran talu cyflenwyr, a lefelau isel o archebion ôl-weithredol. Mae cydymffurfedd â datganiadau buddiant hefyd wedi symud i wyrdd. Mae rheoli rhaglenni a phrosiectau yn parhau i fod yn llwyd, heb unrhyw risgiau â sgôr uchel wedi'u hadrodd. Fodd bynnag, mae heriau'n parhau o ran adrodd ar Sgwrs (coch), a byddwn yn mynd i'r afael â'r lefel isel o adrodd ac yn sicrhau bod rheolwyr yn gosod amcanion Sgwrs ar gyfer y staff. Mae hyn wedi cael ei drafod yn y Tîm Gweithredol ers hynny a bydd staff a rheolwyr ar draws y sefydliad yn gweithredu ar y cyd i fynd i'r afael â hyn. Mae adrodd ar ddigwyddiadau iechyd a diogelwch fu bron â digwydd yn parhau i fod yn goch, lle rydym yn cyflwyno hyfforddiant pellach ac yn gwella mynediad at adrodd i staff gweithredol er mwyn symud i statws gwyrdd.

Risgiau, y parodrwydd i dderbyn risg a chyfleoedd

15. 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.

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

Goblygiadau ehangach

A) **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.

B) **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

17. 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.

18. Bydd adborth yn cael ei ddarparu i ohebwyr a'r Tîm Arwain a'i rannu â staff drwy ein mewnrwyd.

Argymhelliad

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

Rhestr atodiadau

Atodiad 1 – Adroddiad Perfformiad Chwarter 2 Cynllun Busnes 2025/26 – Synthesis o gynnydd yn erbyn yr amcanion llesiant

Atodiad 2 – Adroddiad Perfformiad Mewnol: Chwarter 2

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 Two Performance – Report of Progress Against the Well-being Objectives

Background

1. Across the three Well-being Objectives (WBOs), the business plan identifies the steps to take where we have identified 28 specific commitments that we will progress this year (seven for WBO1: Nature; ten for WBO2: Climate, nine for WBO3: Pollution, and two cross-cutting). 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 by 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 new 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.

Overarching assessment of performance – emerging themes and risks

4. At the end of Q1, we had 16 commitments reporting Green, 11 Amber and one Red. At that point, teams were forecasting a strong year-end position of 22 Greens and just 6 Ambers. As of Q2, we've seen a modest improvement in current status, with 17 commitments now reporting Green and 11 Amber. However, the year-end forecast has been revised downward to 20 Greens and 8 Ambers.

5. We are now seeing the benefits of reopening permanent recruitment following the Case for Change, with our new recruitment system supporting a more streamlined and transparent process. Feedback from hiring managers has been positive—particularly the ease of advertising roles. Headcount controls introduced in April 2025 remain in place to ensure our headcount stays affordable and sustainable. As more vacancies are filled, we are focused on ensuring new colleagues receive the training and support they need to be effective in their roles and contribute to delivery at pace.

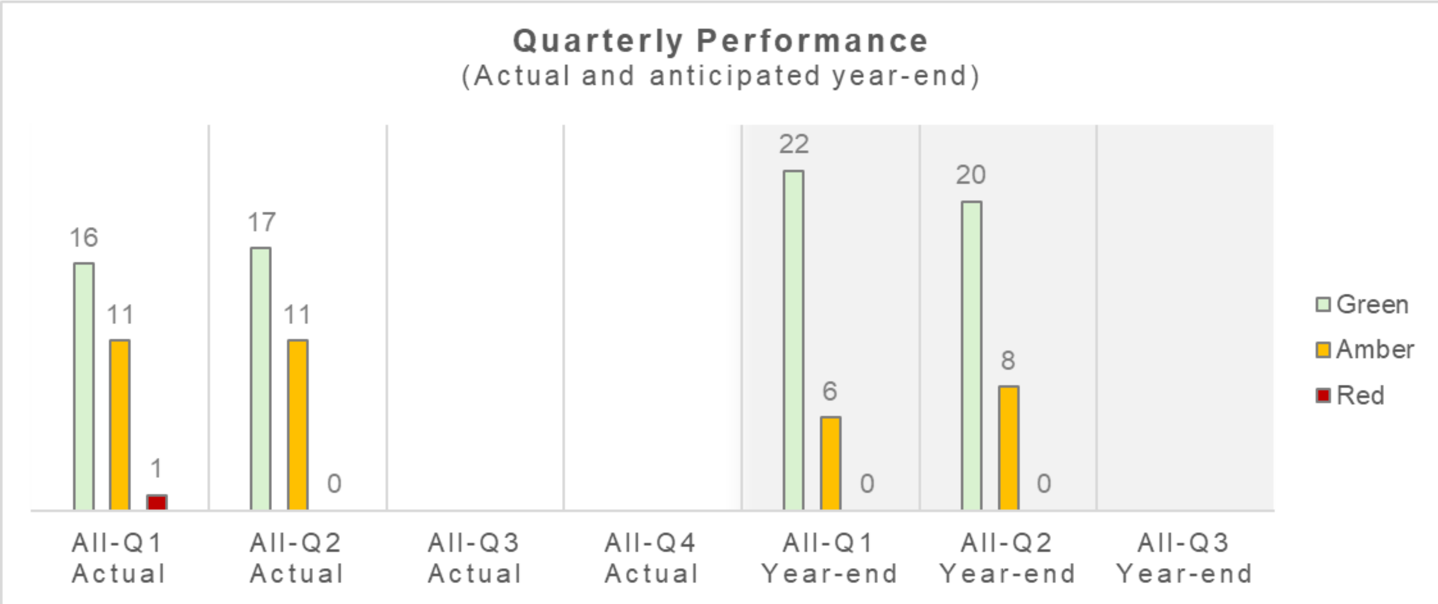
6. There is continued emphasis on using a mixture of delivery mechanisms including the use of contracts, grants, partnerships, and early career pathways. This is helping to maintain a focus on delivery despite internal capacity challenges in some areas.

7. Please note that the commitment C1 (Implement priorities in the NRW Nature Networks programme to maintain and improve the effective management of protected sites) has moved from Red to Green following a redefinition of the commitment for Q2 onwards. While commitments are normally fixed at the start of the year, this change was necessary to give a clearer and more accurate picture of NRW's direct delivery against the Nature Networks programme.

Performance Analysis

8. Fig. 1 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 Q2 25/26 and Anticipated Year End



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

Table 1: Overall dashboard for 2025/26 Business Plan – Actual Reported Position

	2025/26 Business Plan commitment:	**2025/26**			
		Q1	**Q2**	**Q3**	**Anticipated Year end**
WBO1: Nature is recovering	C1: Implement priorities in the NRW Nature Networks programme to maintain and improve the effective management of protected sites	Red	Green		Green
	C2: Synthesise evidence to identify priorities for notification and renotification of sites contributing to the 30:30 target	Amber	Amber		Amber
	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	Amber	Green		Green
	C5: Integrate nature recovery evidence into the proposed new National Park process and management of existing AONBs 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	Amber	Amber		Green
	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	Green	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	Green	Green		Green
	C9: Strengthen capacity and evidence informing spatial prioritisation to enable effective future restoration within marine and coastal habitats	Green	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		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	Amber	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		Green
	C16: Prioritise actions with the greatest cost benefit on carbon dioxide equivalent (CO_2e)/ greenhouse gases (GHGs) to deliver our annual prioritisation within the Net Zero Plan	Green	Amber		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		Green
WBO3: Pollution is minimised	C18: Undertake farm inspections under Agriculture Pollution Regulations, in line with the enforcement sanctions policy to reduce pollution	Amber	Amber		Amber
	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

	2025/26 Business Plan commitment:	2025/26			
		Q1	Q2	Q3	Anticipated Year end
	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	Amber	Amber		Amber
	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	Green	Green		Green

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

Synthesis of progress against each well-being objective

9. 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.

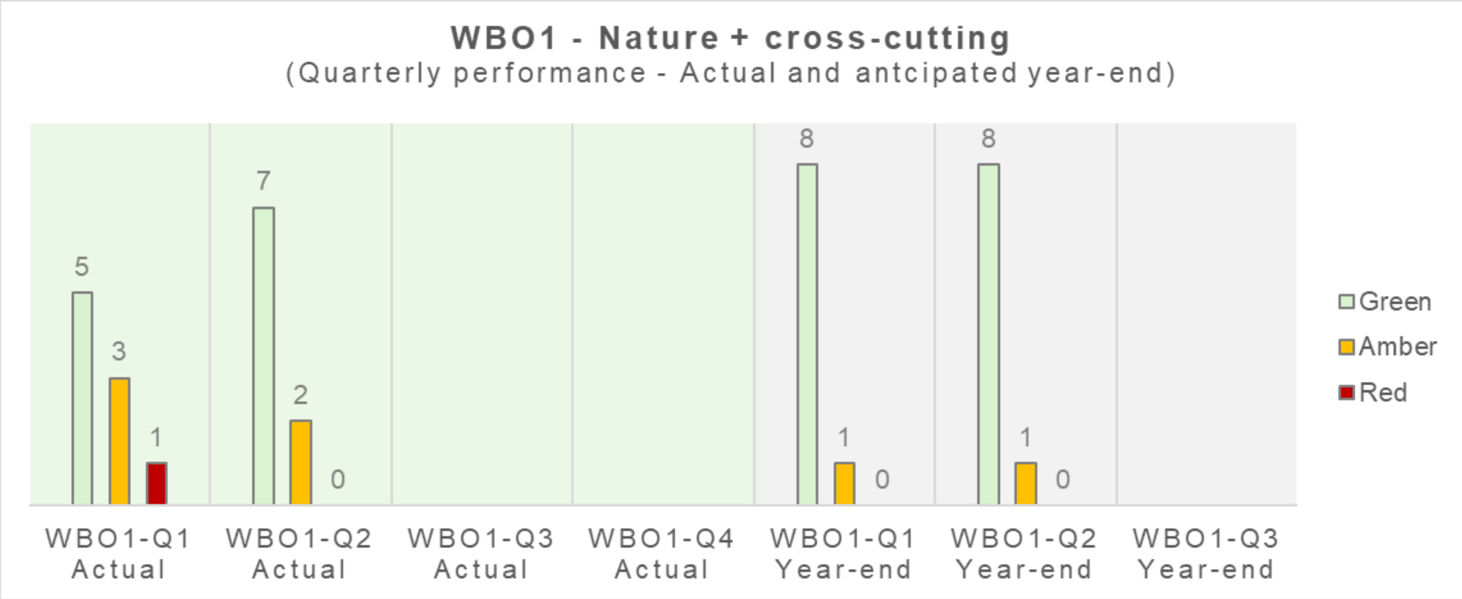
N.B. For reporting purposes only, we have now moved the two cross-cutting commitments (C27 – Advocate and support the use of the latest climate, nature and pollution evidence (including the interim SoNaRR Report 2025) in decision making amongst our public and third sector partners to facilitate a collaborative approach to delivery and 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) 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: Implement priorities in the NRW Nature Networks programme to maintain and improve the effective management of protected sites	**Red**	Green		Green
	C2: Synthesise evidence to identify priorities for notification and renotification of sites contributing to the 30:30 target	Amber	Amber		Amber
	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	Amber	Green		Green
	C5: Integrate nature recovery evidence into the proposed new National Park process and management of existing AONBs 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	Amber	Amber		Green
	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	Green	Green		Green

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



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

10. Seven Commitments for WBO 1 have reported as Green at the end of Q2 (including the two cross-cutting commitments), with two reporting Amber. One commitment anticipates being Amber at year-end, with the other eight expecting to be Green.

11. We have made good progress with the seven Green commitments at Q2. Of particular note: for 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) all place-based project officers have now completed their first draft of the interim species recovery assessments and shared it with our contracted specialist for comment for final sign-off; for C5 (Integrate nature recovery evidence into the proposed new National Park process and management of existing AONBs and National Parks to improve decision making for nature) we have gained Board approval to proceed to statutory consultation, completed our management plan guidance and have seconded expert staff to Welsh Government, and for 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) our main area of progress has been the development of a new Procurement & Contracts strategy, which has now been shared with key stakeholders for their input.

12. There are two commitments reporting Amber at Q2: C2 (Synthesise evidence to identify priorities for notification and renotification of sites contributing to the 30:30 target); 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).

13. C2 (Synthesise evidence to identify priorities for notification and renotification of sites contributing to the 30:30 target) remains at Amber and is anticipated to be Amber at year-end. We have now completed the 'Sites of Special Scientific Interest: a review of the current series in Wales' report. Nevertheless, we are not as far advanced as planned with the other deliverables under this commitment – developing an Operational Guidance Note, which is likely to be in draft form by the end of the year, and synthesising evidence for prioritising sites for SSSI notification / renotification. Resources instead have had to be diverted to tasks such as the statutory Habitat Regulations 9A General implementation report. We expect to have partial delivery of this commitment by year end, hence the Amber year-end status.

14. C6 (Develop the capacity and capability within NRW to ensure the successful implementation of the Sustainable Farming Scheme) also remains at Amber for this Quarter and is forecast to shift to Green by year-end. Our main area of progress has been to establish the operational readiness programme plan, including detailed milestones and a refresh of governance arrangements. We've also been supporting the Welsh Government with farmer roadshows which started late September and are continuing in Q3. Our communication strategy will be completed in Q3. Our pathway to Green includes developing all specifications and guidance needed and, in line with WG requirements and timeline, completion and implementation of the Communications and Training Plans and supporting the capacity building of incoming staff.

15. There have been two shifts in RAG status between Q1 and Q2, from Red to Green (C1) and from Amber to Green (C4), both with anticipation of reaching Green status by year-end .

16. C1 (Implement priorities in the NRW Nature Networks programme to maintain and improve the effective management of protected sites) has shifted from Red to Green for Q2. This is because the whole Commitment and its deliverables have been rewritten for this Quarter onwards. This is exceptional: commitments defined at the beginning of the year are usually fixed.This change was necessary to give a clearer and more accurate picture of NRW’s direct delivery against the Nature Networks programme.

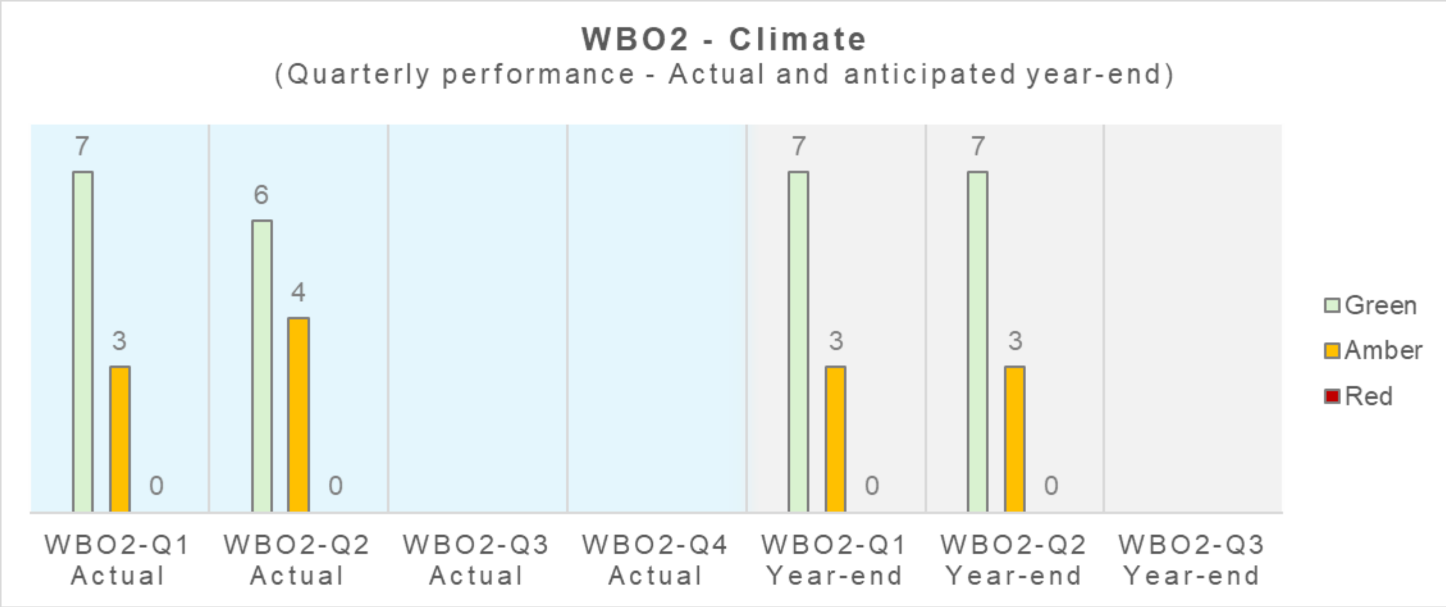
17. C4 (Communicate and build understanding of the condition of the Marine Protected Area Network to inform targeted action and improvements) has shifted from Amber to Green and is anticipated to be Green at year-end. We are currently promoting condition assessment information internally and disseminating the outputs externally including with the Pembrokeshire Marine Special Area of Conservation (SAC) Relevant Authority Group and the Carmarthen Bay and Estuaries SAC Relevant Authority Group. The Severn feature pilot is also progressing well, with Natural England very interested in the NRW approach. Our 'pathway to green' for year-end is to programme more time in for completing our reports on specific declining species and habitats, including receiving comments from key staff so that we will hit our target by the end of Q4 and be able to set out our findings and recommendations.

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		Green
	C9: Strengthen capacity and evidence informing spatial prioritisation to enable effective future restoration within marine and coastal habitats	Green	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		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	Amber	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		Green
	C16: Prioritise actions with the greatest cost benefit on carbon dioxide equivalent (CO_2e)/ greenhouse gases (GHGs) to deliver our annual prioritisation within the Net Zero Plan	Green	Amber		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		Green

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



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

18. Under WBO 2, six Commitments have reported Green at the end of Q2 with four reporting as Amber. Three commitments anticipate being Amber at year-end, with the other seven expecting to be Green.

19. We have made good progress in Q2, with notable achievements including the operational rollout of the peatland restoration framework C8 (Invest in capacity building to enable delivery in 2025-26 and future expansion of the National Peatland Action Programme) with publication of the five-year programme review and insights informing the next phase of the programme; the integrated catchment approach in the Taff 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 making good progress. Flood risk reduction work C12 (Deliver capital projects and sustain levels of protection for properties to reduce flood risk) is progressing well, all projects are progressing through appraisal and development phases, and the capital maintenance programme is on track to meet its target of protecting 800 properties, with 617 already benefitting from work in locations such as Wentlooge Levels, Fairbourne, Port Talbot, Severn Vyrnwy Confluence, Treforest, Ynysybwl, Bridgend and Taffs Well. C17 (Implement prioritised actions in the NRW Net Zero Delivery Plan 2025–30 - relating to scope 3 emissions in our supply chain) is currently Green and expected to remain Green at year-end with new templates embedding carbon considerations introduced, and the target of increasing Carbon Reduction Plans by 50% already achieved.

20. Four commitments are reporting Amber (C11, C13, C14 and C16) at the end of Q2.

21. C11 (Review the prioritisation approach for flood asset maintenance and management to ensure our investment is risk based) is currently Amber and forecast to remain Amber at year-end. In Q2, the Routine Maintenance Programme continues to perform strongly, with 8,458 actions delivered. A deep dive is underway to improve data quality. While the Assets Facing Change project remains delayed, a delivery plan is now in place for Q3. Resource issues are improving, but risks remain, and the commitment is reported as Amber on a precautionary basis.

22. C13 (Improve the Flood Warning Service and Telemetry System to deliver efficiencies and maintain continuity of service to customers) is currently Amber and expected to remain Amber at year-end. In Q2, critical bugs in the new prototype telemetry system we are developing have been resolved, allowing progress toward the ‘Go Live date’, now rescheduled for February 2026. Improvements to the Flood Warning Information System are ongoing, including work to enable integration with platforms like Google Alerts. Both deliverables will remain Amber due to delays and capacity constraints. Our current telemetry system continues to operate as we develop improvements.

23. 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) is currently Amber and expected to remain Amber at year-end. In Q2, key permit decisions have been made, including consultation on the Padeswood Carbon Capture permit. Legislative progress has been postponed due to the timing of the Senedd election. Audit delivery has slowed due to vacancies, and while efficiency improvements are being made, published guidance is unlikely to be available within the financial year.

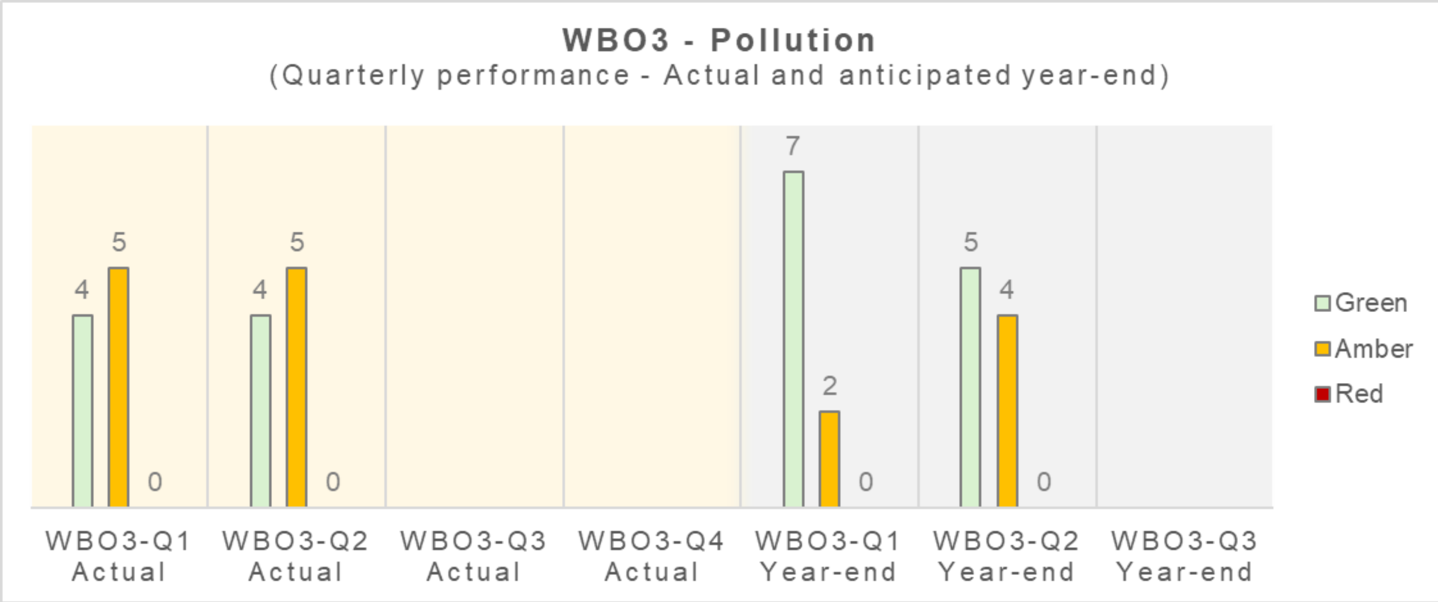
24. C16 (Prioritise actions with the greatest cost benefit on carbon dioxide equivalent (CO_2e)/ greenhouse gases (GHGs) to deliver our annual prioritisation within the Net Zero Plan) is currently Amber but expected to return to Green by year-end. In Q1, we reported strong progress in embedding carbon tools in design and construction, and launching climate literacy training. In Q2, these practices have continued, and the training programme is now live and part of induction for new starters. However, uptake remains low among existing staff. Targeted promotion of the of the training is underway to meet the 50% staff completion goal.

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	Amber		Amber
	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	Amber	Amber		Amber
	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	Green	Green		Green

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



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

25. For this WBO, four commitments began the year as Green, and all remain Green in Q2. Notable achievements include continued strong delivery for C19 (Undertake compliance visits at prioritised regulated sites to reduce pollution), with the completion of follow-ups for all 45 Category 1 or 2 breaches. There is a continued focus on high-risk sites and poor performers, and the establishment of the Water Quality compliance team. C26 (Strengthen ways of working with Local Authorities and third sector partners to maximise collective action on fly-tipping) shifted from Amber at Q4 last year to Green in Q1 and Q2, and is forecast to remain Green at year-end. The Flymapper system (used to record fly-tipping) now includes Housing Authority data – helping to build a more complete picture of fly-tipping. Following planned recruitment in the team during Q3 a review will be completed to assess if an updated Fly-tipping Protocol can still be completed this year.

26. Five Commitments began the year as Amber and all remain Amber in Q2: C18 (Undertake farm inspections under Agriculture Pollution Regulations, in line with the enforcement sanctions policy to reduce pollution) is currently Amber and is now anticipated to remain Amber at year-end. During Q2 vacant posts have been filled and although new team members are receiving training and mentoring it is likely to be Q3/Q4 before they are fully competent. Inspections are identifying low levels of on-farm compliance with the regulations, which is requiring greater than anticipated follow-up work by the team. This is impacting on their capacity to undertake new visits and thereby impacting on the achievement of the planned number of visits per quarter. The anticipated year-end position on this commitment has therefore been revised from Green in Q1 to Amber this quarter.

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) is currently Amber and is expected to remain Amber to the end of the financial year. As previously reported,

Q1 saw progress in establishing the baseline for the AMP8 (8^{th} Asset Management Period in the water industry – 2025-2030) National Environment Programme and in Q2 we have been drafting advice to Welsh Government relating to water companies' drought plans. We continue to have four vacancies which we expect will be filled by February 2026. During the quarter we have had to reprioritise work and focus on areas of highest environmental risk. A planned Operator Monitoring Audit will not be delivered this year and we will focus on building team capability for this complex work to start in 2026/2027. Work on PR29 (Periodic Review 29) has not yet started.

28. C22 (Set the ambition for water quality improvements at a catchment scale to build collaboration and deliver prioritised action) is currently Amber but continues to anticipate moving to Green by year-end. Q2 has seen continued progress in Water Framework Directive (WFD) investigations and delivery through EU funded LIFE and Welsh Government funded Nature and Climate Emergency (NaCE) projects, with over 120km of riverine improvements delivered through a range of interventions. Work on nutrient issues in marine SACs continues with ongoing liaison with Local Planning Authorities, and delivery support and planning to (and with) others. To address this high priority work we have had to divert staff from other areas.

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) is currently Amber and anticipated to remain Amber by the end of the financial year. This status reflects the complexity of our incident management work and the demand on expertise across our organisation to complete revised functional SOPs (Standard Operating Procedures). The further work on functional SOPs will build on the generic incident SOPs, completed during Q2. We are focussing on trialling approaches for particular incident types (septic tanks, misconnections and agricultural incidents) so we can roll out to all incident types. We have continued to meet the 4-hour response standard (for those incidents initially assessed as 'high' category), and incident data analysis has continued to inform targeted support around incidents proving hard to close down on the system. 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) is also currently Amber and has seen strong progress in embedding 'risk-based principles' and revising generic incident SOPs (as stated above).

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: Implement priorities in the NRW Nature Networks programme to maintain and improve the effective management of protected sites (Lead: Huwel Manley).

Key deliverables:

1. Increased understanding of the effectiveness of the NRW Nature Networks programme through delivery of a pilot project by end of Q4.
2. Increased delivery of positive management interventions through work on 100 terrestrial sites and continuation of 9 Marine Protected Area projects addressing key issues and risks by end of Q4.

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

C1: Latest position (to end of September):	Q2	Anticipated Year end
This commitment is Green at the end of September. For KD1: Scoping of pilot project for evaluation of the Terrestrial programme has been initiated and Marine evaluation is underway. Whilst we have not commenced evaluation work there is no reason to believe that the work will not be completed by end of Q4. For KD2: All 16 Environment Teams have identified priority capital works to be delivered on SSSIs (Sites of Special Scientific Interest) by the end of Q4. Current tracking information indicates more than 300 activities over 167 separate SSSIs; works are also been planned/implemented on National Nature Reserves (NNRs). Nine Marine protected area projects are continuing as per project plans. This commitment is anticipated to be Green at the end of the financial year.	**Green**	**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 September):	Q2	Anticipated Year end
This commitment is Red at the end of September. For KD1: We have now completed the 'Sites of Special Scientific Interest: a review of the current series in Wales' task. This is NRW Evidence Report Number 878 and is available on the evidence reports page of the our website. For KD2: Our main area of progress has been restarting the task and finish group for the SSSI review and leading into the development of this internal facing Operational Guidance Note (OGN). We are now assessing the people resource and milestones to be targeted for delivery at year end. KD2 and KD3 are intrinsically linked and not sequential. We have not been able to spend as much time on this over the past quarter as key protected sites staff were tasked with coordinating other key deliverables including a focus on drafting the Habitat Regulations 9A General Implementation report which has a statutory deadline. For KD3: We have not progressed this deliverable due to the need to focus on external pressures such as the Habitat Regulations 9A General implementation report and a focus on delivery of KD1. At the end of Q2, Natural Resource Management Policy and Operations Service Leads have jointly commissioned the Environment Teams responsible for notifying and renotifying SSSIs to identify potential sites eligible for notification and renotification up to 2030. The questionnaire is an information gathering exercise to help inform prioritisation efforts. Alongside this, our subject matter experts in our Terrestrial Habitats and Species Teams have been preparing to review our existing repository of information about locations that are eligible for notification. We have not been able to allocate sufficient resource to oversee and develop the content of the deliverable, largely because of the range of commitments on the available lead technical staff, including Habitats Regulations 9A Reporting and SoNNaR drafting which have fixed deadlines. This commitment is anticipated to be Amber at the end of the financial year. At the end of September, we are not as far advanced as previously planned for KD2 or 3. Recruitment is proving successful so it may be possible to advance over the last two quarters to partially deliver (Amber) at year end and may well provide us with enough resource to develop and present a first iteration of KD2 and KD3 even if both require further work to finalise. We have been conservative in our end of year prediction, as subject to finalising recruitment and onboarding new staff we may be able to deliver KD2, however, this is optimistic and sensitive to any further staff changes.	Red	Amber

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 September):	Q2	Anticipated Year end
This commitment is Green at the end of September. For KD1: All place-based project officers have now completed their first draft of the interim species recovery assessments and shared with our contracted specialist for comment for final sign off. For KD2: The independent evaluators for Natur am Byth published their annual report in July praising the progress and pace of the programme. Four new recommendations were made to the partnership within the annual report, to focus on areas of work that staff must ensure particular attention on so as to maintain a positive trajectory for the programme. The programme team continue to work on the suite of documents expected by National Lottery Heritage Fund for the interim review meeting in December. These products are on track for completion in November. For KD3: Interim review recommendations will be received from National Lottery Heritage Fund (NLHF) in early January 2026. The partnership has already received positive feedback from NLHF on our activity plan review approach in regards to post programme management and maintenance commitments. This is a critical task within each place-based project activity plan review, to ensure that roles and responsibilities are clear between landowners, sea users, eNGOs and NRW in the post programme period (September 2027 onwards). This commitment is anticipated to be Green at the end of the financial year. The theory of change model applied throughout the design and delivery of Natur am Byth has ensured non-negotiable deadlines for programme evaluation. The role of independent external experts in this process, plus scrutiny from National Lottery Heritage Fund, has ensured that partnership staff act upon evaluation and adapt their delivery plans continuously.	**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 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 September):	Q2	Anticipated Year end
This commitment is Green at the end of September. For KD1: We are promoting the condition assessment information internally and disseminating the outputs of the new condition assessments externally including with Pembrokeshire Marine SAC RAG and the Carmarthen Bay and Estuaries SAC RAG. (RAG -Relevant Authority Groups) For KD2: The Severn feature pilot is progressing well with both organisations collating data and starting the condition assessment. We have met to discuss the approach to the water quality assessment. NE (Natural England) are very interested in the NRW approach. We have met officers from Seven Estuary Partnership and ASEARA (Association of Severn Estuary Relevant Authorities) group to discuss how to incorporate their data in condition assessments and how to help their future work. For KD3: We are finalising reports for sign off by December 2025 and collating new investigation topics from IMCA (Improving Marine Conservation Advice) work for next phase of the project. We are starting the management measures under this project to address IMCA and Investigations management needs. The conclusion of the 2022-2025 report is taking longer than anticipated. This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is to programme more time to completing the reports in key deliverable 3, 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.	**Green**	**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 September):	Q2	Anticipated Year end
This commitment is Green at the end of September. For KD1: Our main area of progress has been gaining Board approval to proceed to statutory consultation, preparation of a detailed boundary map and description, a round of meetings with statutory consultees and key stakeholders, translation of evidence and preparations for consultation, commencement of statutory consultation. Specifically an Addendum to the 'Wales`s New National Park Proposal-The Benefits of Nature Report' was prepared reflecting the amendments made to the draft National Park Boundary to form the proposed boundary for statutory consultation. For KD2: Management Plan guidance is complete - Summary of guidance is still in progress, due Q3. We have seconded expert staff to WG to support wider work and have recruited other staff to lead on the management plan work - Meeting with National Landscapes suggested all are on schedule currently - due an update in Q3 .	**Green**	**Green**

This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this commitment is to continue with the statutory consultation and to progress to a final Board decision on the making of the Designation Order in January followed by a Notification Period and submission to Welsh Ministers in February with all supporting evidence and objections and representations made to the Designation Order. A seminar will be held with the Designated Landscapes in Q3 to disseminate the summary of the Management Plan Guidance together with reviewing progress with Management Plan preparation and delivery of NRW Grant Aid.

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 September):	Q2	Anticipated Year end
This commitment is Amber at the end of September. For KD1: Our main area of progress has been to establish the operational readiness programme plan, including detailed milestones and refresh of governance arrangements. We've held a briefing for NRW staff in July to inform them on the wider scheme and preparations for delivery being made. We've also been supporting the WG with farmer roadshows which started late September and are continuing in Q3. Our communication strategy will be completed in Q3. For KD2: We have an internal transfer procedure and guidance for transfer of existing Habitat Wales Scheme (HWS) holdings to a Sustinable Farming Scheme (SFS) Schedule of Works which is currently being finalised. We have identfied a number of benefits for farmers and for NRW that would result from this transitional work, pending WG decision and steer on if/ how the transferred Schedules of Work should fulfil (some of) the requirement for a Designated Site Management Plan of Universal Action 7 (UA7) of the SFS. We are on track to complete preparations for the transfer by Q3 as planned. Transfer of schemes themselves is dependent on uptake and scheduled for Q4 for the majority of Schemes. There is a dependency on internal recruitment and training, and on HWS data availability to progress this work. We have consistently fed into technical guidance for the wider scheme as requested by WG. We agreed a timeline with WG to input into remaining and specific elements of farmer-facing guidance and technical specifications for the universal layer of the SFS, which is ongoing at pace. This is on track for completion by end October. Dependency on internal recruitment and training, and on HWS data availability to progress this work gives a cautious amber rating, as this may impact on our pathway to green by year end.	**Amber**	**Green**

For KD3: Significant progress has been made with recruitment for core team positions, with a project manager in post since July, the Placements Team Leader in post since mid August and an admin support officer who started in September. Recruitment for a Data Manager has completed and they will start in post early October. Recruitment for Placement Officers has been delayed with the posts being advertised late September and recruitment ongoing in Q3. We are expecting 8 Placements to start their roles late 2025. Recruitment timescales are behind where we would wish to be, hence amber, but with a focus on onboarding and training we are on track to bring this deliverable back to green by year end. This commitment is anticipated to be Green at the end of the financial year. The pathway to green includes developing all specifications and guidance needed at pace and in line with WG requirements and timeline, completion and implementation of the Communications and Training Plans and supporting the capacity building of incoming staff.		

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 September):	Q2	Anticipated Year end
This commitment is Green at the end of September. For KD1: We have embedded a mowing in May by exception only operating model for the 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 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. We are in the process of setting up a meeting with Aberystwyth University to explore our requirements in terms of plant types, particularly around grasses, to help decrease the frequency of mowing, with a target of once a year. This commitment is anticipated to be Green at the end of the financial year.	**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 September):	Q2	Anticipated Year end
This commitment is Green at the end of September. For KD1: All assessments are drafted and work is underway to finalise the content of SoNaRR. For KD2: Our main area of progress has been continued collaborative working with partners, including Public Services Boards, using a variety of tools to support their use of SoNaRR and Area Statements in development planning, funding applications, project planning and delivery, community engagement, etc. This commitment is anticipated to be Green at the end of the financial year.	Green	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.

C28: Latest position (to end of September):	**Q2**	**Anticipated Year end**
This commitment is Green at the end of September. For KD1: Our main area of progress has been that we have created a new Procurement & Contracts strategy, this is now being shared with key stakeholders for their input. The engagement includes internal customers, subject matter experts, and our team members across the Procurement and contracts function. Externally, we have had meetings with Welsh Government on the Social Partnerships and Public Procurement Act and our adherence with it, but also with Forestry England's Head of Commercial, where we talked through the strategy themes. We have also taken the opportunity to engage with our new Board members who have specific expertise in this area. For KD2: Our main area of progress has been that we have identified circa 10 subject matter experts that lead on a specific well-being objectives (nature, climate or pollution), for example encompassing Climate, Equality, Diversity and Inclusion and Environment Management System. Between now and November we will look to hold 1:1 or group meetings to gain feedback to inform our position. This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is to get the strategy approved and launched, following good engagement with key stakeholders during Q3; and ensure timely input to the Action Plan for Q4.	**Green**	**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 September):	Q2	Anticipated Year end
This commitment is Green at the end of September. For KD1: At our last report, we outlined the development and implementation of our new restoration framework. This framework is now in use and we will shortly be awarding contracts. We have gone out to tender for restoration work on the land in our care. This framework also includes a dedicated development lot, designed to support contractors who are new to peatland restoration—providing them with opportunities to learn, build experience, and grow their capacity in this specialist area. For KD2: Natural Resources Wales (NRW) has now finalised its position on Planning Policy Wales (Edition 12), and we're currently working on documents to help us put this into practice. We also recently took part in a training session run by Planning and Environment Decisions Wales (PEDW), where we presented information about peatland categories and definitions. The session included planning inspectors and representatives from the industry. PEDW is part of the Welsh Government and is responsible for handling planning and land use cases that affect the public interest. It's currently rated as Amber because, although we're making progress on developing the guidance, things have slowed down. This is mainly due to a big increase in planning casework for renewable energy projects. We've brought in new staff to help, but they'll need some time to get up to speed. Until then, our senior peatland specialist is still heavily involved, which limits how much time they can spend on this work. For KD3: At our Q1 reporting, we noted that we were in the process of reviewing the first five years of the National Peatland Action Programme (NPAP) - celebrating successes and reflecting on lessons learned. That review has now been completed and published on our website. We are now applying the insights from that review to inform the development of the next five-year programme. Work is underway, with a view to having a draft ready by Q4.	**Green**	**Green**

This commitment is anticipated to be Green at the end of the financial year. As newly recruited staff settle into their roles, we will continue to provide them with support and training. This will ensure sufficient capacity to deliver both casework and the development of guidance relating to peat and development planning.		

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 September):	Q2	Anticipated Year end
This commitment is Green at the end of September. For KD1: Our main area of progress is working with the Expert Group to revise the guidance. We are working to develop a checklist to sit alongside the wider guidance document. For KD2: Our main area of progress is working with The Crown Estate to tender the contract. We recently assessed the submitted tenders and the contract has been awarded. We have not started work within the contract as contractual arrangements are still being finalised. For KD3: Our main area of progress has been to attend an initial meeting of the newly formed 'Saltmarsh Network Cymru' at the recent UK Saltmarsh Forum. The North Wales Wildlife Trust gained funding to drive development of the network and a programme of action by end of March 2026. We are members of the network and await the next meeting. 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 the guidance and ensure the evidence work with The Crown Estate is managed effectively through the Steering Group. We will also need to ensure we provide support to Saltmarsh Network Cymru and communicate our priorities for the MPA Network.	**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 September):	**Q2**	**Anticipated Year end**
This commitment is Green at the end of September. For KD1: The project team has initiated detailed task and finish working groups. The senior team is progressing closer working relationships with the Welsh Government's Flood Branch and following appointment of a Programme Manager which commences in November 2025, establishment of the Catchment Partnership which will commence during Q3. For KD2: The project team will be working collaboratively with our newly appointed People and Places Catchment Programme Manager and will commence delivery of the external stakeholder engagement plan in Q3. For KD3: A detailed action plan has been agreed by the NRW project board and is in delivery. 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 September):	**Q2**	**Anticipated Year end**
This commitment is Amber at the end of September. For KD1: Good progress continues across the Routine Maintenance Programme, to date 8,458 scheduled actions have been recorded as successfully delivered, this represents approximately 44% of the full RBRAM programme (recognising that full needs are beyond our existing capacity). Deep Dives have been undertaken on various areas identified for data improvements, these will influence work over the coming months to prepare for 2026/27 and improve the programme for next financial year.	**Amber**	**Amber**

For KD2: Very limited progress has been made this quarter due to ongoing resource constraints linked to staff issues. Alternative delivery mechanisms have been considered and we now plan that work will initiate in Q3, allowing progress and delivery by the end of the financial year. We have not yet commenced the GIS analysis work required to review our asset data against future coastal change datasets and drivers.

This commitment is anticipated to be Amber at the end of the financial year. The Revenue Maintenance (RBRAM) component is anticipated to be Green at year end, but the Assets Facing Change component is anticipated to be Amber (currently) at year end. Whilst we have identified in Q2 the plan on how we now intend to deliver the work, we need to deliver on this in Q3, and so we are reporting Amber on a precautionary basis. The planning work and resolution of the staff issues that have been impacting the Assets Facing Change work should allow us to reach our intended aims for this commitment by the end of the financial year. We are reporting Amber though still because the plans need to be put into action and whilst the resources issues for this work are in a better position, there is still risk. The Revenue Maintenance (RBRAM) component of this measure is Green and is expected to stay Green to year end.

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 September):	**Q2**	**Anticipated Year end**
This commitment is Green at the end of September. For KD1: Progress is being made across all the projects listed. Each are in different phases of appraisal and development, and will lead to construction work and outcomes delivered in future years, as planned. At present, there are no concerns to raise with the progress of these projects. For KD2: The capital maintenance programme continues to be delivered, new projects are identified throughout the programme year, we expect to deliver the 800 properties target and remain within budget for this work over the course of this financial year. To date, 617 properties have benefitted from our capital maintenance work, in locations including Wentlooge Levels, Fairbourne, Port Talbot, Severn Vyrnwy Confluence, Treforest, Ynysybwl, Bridgend and Taffs Well. This commitment is anticipated to be Green at the end of the financial year. This commitment is on track to deliver.	**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 September):	Q2	Anticipated Year end
This commitment is Amber at the end of September. For KD1: Critical bugs and performance issues in the new prototype Telemetry system that were stalling progress have been resolved and we can now proceed to system configuration and training for Go Live. Good progress made in other areas of the project including the outstation replacement workstream and preparation of training material. The delays in our external supplier addressing both the fixing of system bugs and performance stability issues, means the project Go Live is rescheduled from October 2025 to February 2026, with final project closure expected in May 2026. We will not be achieving the original start of year target of new system fully in place by end of Q3, but we are on track to deliver this 7 year project into service in Q4, and hence status is reported as Amber. Project risks that may affect achievement of the Go Live date remain though, as this is a complex ,in-flight, technical project. For KD2: The newly formed Product Team for this service continues to evolve and deliver some improvements to the Flood Warning Information System for Wales (FWISfW), but there are further requirements and improvements that we are behind schedule on. Work has commenced to develop the capability to provide our flood warning data in a format which will enable it to be consumed and republished by tech giant platforms (e.g. Google Alerts) increasing the reach of our flood warnings to those at risk. Progress with delivery of the system improvements is slower than planned. Difficulties in recruiting to NRW ICT posts mean that we are more reliant on our external ICT partner and this is costing us more than it would if we had the internal resource in place. As well as the dependency on others which is not desirable long-term, this has financial implications which are manageable this financial year but which need to be addressed for future years. We also have had to reduce the Flood Warning team size by one FTE to meet budget reduction requirements (through Case for Change), and this has impacted this deliverable as reduced capacity means that the work is not progressing to the originally intended timeframes. This commitment is anticipated to be Amber at the end of the financial year. The Telemetry Replacement project measure is Amber because the Go Live target date in Q3 will not be met. It is Amber rather than Red because the project is delayed by 4 months rather than anything more serious. The Flood Warning (FWISfW) measure is Amber because of delays in delivering the improvements required, with a key contributory factor being redirection in capacity (to meet budget reduction requirements) in the flood team, and difficulties with recruitment to ICT posts. There is not a pathway to green by year end because the Telemetry Replacement project will not be delivered by Q3 and the project will very likely be Amber through to planned Go Live in February 2026 (and full project closure in May 2026) due to the number of complex risks it is carrying right through to Go Live. The project is now going well, but it is delayed. The Flood Warning (FWISfW) measure will also remain Amber because the work is delayed and the Q3 target date will not be delivered. This means that we are not delivering the full benefits from the new flood warning system and not delivering as full a service to the public as we planned for - although it is important to note that the core fundamental flood warning message sending functionality is in full operational use.	**Amber**	**Amber**

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 September):	Q2	Anticipated Year end
This commitment is Amber at the end of September. For KD1: All UK Government Financial Investment Decisions (FID) requiring permit decisions have been approved. Padeswood Carbon Capture and storage permit is out to consultation and the FID has been made. Parc Adfer has been included in the track 1 funding, the FID for this will be in the 2026/27 period. No other FID are due by the end of Q2. For KD2: We have provided Welsh Government with a Report completing this deliverable, however the UK Government have consulted on changes to the Environmental Permitting Regulations (for England) that include our legislative proposals, but due to the timing of the Senedd elections the progress on legislative change in Wales has been delayed into 2026. This will not be progressed further until a new government has formed post election. For KD3: Six out twelve planned audits have been successfully completed in Q1 and 2, resulting in demonstrable improvements. However, the pace of progress of audits and follow up needed at Withyhedge and Hafod landfill sites has recently slowed due to ongoing vacancies within the team. Vacancies within the team have slowed the progress of audit delivery. This commitment is anticipated to be Amber at the end of the financial year. Delays to projects and technical work focussed on determination of the first Carbon Capture & Storage permit, has meant that the associated guidance and tools have been delayed. Due to the shifting nature and technical complexities of the projects involved we anticipate we will not be fully able to deliver against this commitment by the end of this FY. Progress has been made on improving our efficiency of determining permitting applications through closer working with operators. New issues identified, such as the need to undertake in-combination assessment, and reliance on expertise within advisory services will	**Amber**	**Amber**

prolong permit determination time. Utilisation of a mixed economy approach (using outside expertise) and funding from industry may help achieve shorter determination times, however it is unlikely that published guidance will be available within the time frame.		

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 September):	**Q2**	**Anticipated Year end**
This commitment is Green at the end of September. For KD1: We filled the longstanding vacancy of the Marine and Coastal guidance lead role at the beginning of the financial year. The post holder is currently reviewing and updating the priority guidance list which includes the review of existing guidance to progress this deliverable. Our main area of progress for evidence has been to progress contracts for work to support two of the high priority evidence needs. We are working collaboratively to deliver another evidence need. Progress is being made through external organisations with remaining two. Progress for Delivery of Guidance is not yet back up to speed. We have re-established the internal group Marine and Coastal Guidance Group – an oversight group with representation from across the marine service to provide governance and steer to the guidance review and development work across the marine service. Alongside this the post holder has continued to work on a refreshed programme of work for marine and coastal guidance priorities across NRW marine service by engaging with specialists and teams across the organisation. For KD2: Our main area of progress has been the commencement of the Marine Licensing Customer platform (Marine Beta) in July. We are working extensively with our delivery partners, and we have: begun building the Band 1 application process, developed a dashboard for customers to view and track their applications, built in bilingual support for our customer facing systems from the very start, designed the Marine Licensing Team (MLT) workflow at a high level, delivered dashboards for teams and individuals, introduced email functionality and templates to improve communication, created basic document generation from templates and streamlining case handling. For KD3: Many Marine Renewable permit applications don't carry service level agreements due to their complex nature. We do however work with our customers through pre-application and determination to understand their timing aspirations for consent decisions and ensure clarity of message when requesting further information to ensure timeliness. Of note, the Marine Licensing Team positively determined Marine Licence; ORML2429T, Transmission Asset of Mona Offshore Windfarm, issued on 24 September 2025	**Green**	**Green**

This commitment is anticipated to be Green at the end of the financial year. The Marine and Coastal Guidance Group are meeting this month to prioritise resources for current published guidance which is due for review.

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 (CO_2e)/ 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 September):	Q2	Anticipated Year end
This commitment is Amber at the end of September. 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 EA'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 (Ex 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: Our main area of progress has been to complete the contracting of the climate literacy training and to commence the first cohort of courses. We have also competed our submission for the Carbon Literate Organisation accreditation. As part of induction all new starters are required to attend the course, and many are now attending. The courses are now available for sign up and administered from our Learning Mamagement System. We have not had good take up by staff, with the exception of new starters, which means courses are not full. This means that there is a risk of not meeting our objective of 50% staff completing the course. We are advertising the Carbon literacy training via the intranet and Managers Monthly Guide and plan to encourage managers and team leaders through targeted requests to get staff signed up for training to return the green by year end.	Amber	Green

This commitment is anticipated to be Green at the end of the financial year. We anticipate being green at year end. We are advertising the Carbon literacy training via the intranet and Managers Monthly Guide and plan to encourage managers and team leaders through targeted requests to get staff signed up for training to return the green by year end.		

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 September):	**Q2**	**Anticipated Year end**
This commitment is Green at the end of September. For KD1: Our main area of progress has been the introduction of the new templates and 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 have replaced the tender and quotation documents that were used by Procurement or Contract Managers within NRW up until May 2025. We have now completed Key Deliverable 1. For KD2: We have achieved our original target of increasing the number of Carbon Reductions Plans (CRPs) by 50%. In addition the original two achieved last year, we have now included the request for CRPs in one of our largest areas of opportunities, which is the Peatlands Framework (£20m). However, we will now seek to identify further opportunities throughout the year. This commitment is anticipated to be Green at the end of the financial year. We have been fortunate to achieve the target early and will look to identify potential further opportunities this year.	**Green**	**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 September):	Q2	Anticipated Year end
This commitment is Amber at the end of September. For KD1: We delivered 121 out of a planned 164 compliance inspections in Q2. Whilst four vacant posts (28%) impacted our ability to meet our inspection target, during this period all the vacant posts were filled by the end of July. These officers are now in an intensive training and mentoring process with the aspiration they will be capable of undertaking compliance inspections by the end of Q3 and into Q4. The reduced staff resource and availability through the summer leave period has impacted on our ability to deliver the quarterly target during Q2. Another factor which is starting to impact delivery of the compliance visit target is the gradual increase of follow-up work required on non-compliant farms. Around 50% of farms are currently non-compliant at first visit. Two years into delivery of compliance inspections, officers are now building a backlog of farms which require follow-up. This was expected but not at the current scale. Mitigation measures are being considered to reduce the level of farms which require follow-up, implementing a revised approach will require NRW and WG agreement. For KD2: Regulatory approaches resource has been focussed on supporting delivery and addressing operational queries. Limitations in available capacity has restricted broader progress within the regulatory approaches team. This has been addressed and additional resource will be in place by early November 2025. The annual report for 2024 was shared with WG and key stakeholders during Q1. Recommendations of the WG formal review of the Control of Agricultural Pollution Regulations have been published and will establish a task & finish group to progress these recommendations. This commitment is anticipated to be Amber at the end of the financial year. While we have managed to recruit to all vacancies during Q2, training all the new starters to a level of competency to undertake challenging compliance inspections of this nature will take at least 4 months. Maintaining a high level (90%) of technically competent officers should enable us to achieve at least 80% compliance visit target if not 100% (821).	**Amber**	**Amber**

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 September):	Q2	Anticipated Year end
This commitment is Green at the end of September. For KD1: Between 1 January 2025 and 31 March 2025, 45 Category 1 and 2 breaches were issued against 32 permitted sites across industry, waste, water quality and water resources permitted operators. All of these permitted operators were subject to further compliance effort within 6 months between 1 July 2025 and 30 September 2025. For KD2: The Annual Regulatory Report has been produced and was signed off at Regulatory Business Group on 18 September 2025 with final sign off by Head of Business via correspondence. The report is currently with the Communcations Team and is awaiting translation prior to publication on NRW's website, anticipated early November. This will be published a month earlier than 2024. This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is to continue to undertake compliance visits at prioritised 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.	**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 September):	**Q2**	**Anticipated Year end**
This commitment is Green at the end of September. For KD1: Our main area of progress has been the transition of the Team from our Evidence, Policy and Permitting Directorate to the new Once in Wales Group for Waste. We have also recruited a Senior Officer to support delivery of the regulatory work plan for Workplace Recycling. Target sectors have been identified for regulatory delivery in quarter three, as well as analysis of compliance data to idenitfy workplaces for follow-up visits and potential enforcement action if they remain to be assessed as non-compliant. For KD2: Our main area of progress has been completing a further 60 compliance assessments within our priority sectors. Of those assessments, 62% were assessed as compliant and 38% were found to be non-compliant. Overall this year, a total of 185 compliance assessments have been undertaken with 65% assessed as compliant and 35% found to be non-complaint. We have also reached a further 413 workplaces to raise awareness of the Workplace Recycling Regulations, which brings the total communication so far this year to 6,844. This commitment is anticipated to be Green at the end of the financial year.	**Green**	**Green**

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 September):	**Q2**	**Anticipated Year end**
This commitment is Amber at the end of September. For KD1: AMP8 (8th Asset Management Period 8 2025-2030) delivery is progressing well, alteration requests are progressed and no current delays have been predicted. However, PR29 planning has not started and is further complicated by being subject to change with Government decisions on Independent Water Commission recommendations. We should have clarity in Q3, but it is likely to impact delivery. We have not started PR29 planning due to ongoing recruitment issues and Government deliberation of process changes proposed as part of Cunliffe	**Amber**	**Amber**

review. For KD2: Our main area of progress has been drafting the advice reports to the Welsh Government on the adequacy of their Statement of Responses to the public consultation on the water company drought plans ready for sign-off in Q3. For KD3: Recruitment for the Water Compliance Team is underway, however there are still 4 vacancies within the team. We expect all water compliance roles to be filled by February 2026. We have reprioritised the team's work in order to focus on areas of highest environmental risk due to not being fully resourced. As a result we will not be delivering an Operator Modelling Audit this year. Our focus for the rest of this year and early next is building team capability for this complex work. This will ensure we can audit water companies effectively and deliver Operator Monitoring Audits as part of a wider compliance programme in 2026/27. This commitment is anticipated to be Amber at the end of the financial year. Although a decision has been made not to carry out an Operator Monitoring Audit (KD3), some mitigation and planning has been put in place for next year. Green will not be possible this year as KD3 will remain on red. It is hoped that recruitment for PR29 planning will be successful and approach from WG will be clear to improve delivery of KD1.		

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 NRWs 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 September):	**Q2**	**Anticipated Year end**
This commitment is Amber at the end of September. For KD1: Our main area of progress has been 46 WFD investigations (total to date is now 56) have been signed off and 1 SACi. 23 SACi are ongoing and progressing well. A number of draft reports are out for review. Measures have been agreed for the Gwyrfai and Safle has been updated accordingly. We are confident that we will deliver the overall targets for WFD and SAC by year end. For KD2: The NaCE funded programmes (Water Quality & Fisheries), DeeLIFE and 4 Rivers for LIFE are delivering interventions at multiple sites in Wales. In Q2, 120.44Km of riverine improvements were delivered from interventions such as riparian habitat improvement, fencing schemes, INNS management, barrier removal and cattle crossing installation. For KD3: Our main area of progress has been: ongoing liaison and delivery planning with WG and significant advisory support to LPAs and stakeholders; putting in place a project plan with actions have been produced to be delivered by March 2026; recruiting new FTA posts funded by Welsh Government that will contribute to delivery with the SAC Nutrients Project (2 vacant posts remain); attend the WG Summit and engaging with the land management sector; Flowchart for DPAS staff to assist with planning applications. We have not been able to recruit all the posts in the Project, which delays progress on delivery of all the actions needed.	**Amber**	**Green**

This commitment is anticipated to be Green at the end of the financial year. The pathway to green for this is recruitment to vacant posts in marine SAC project and redirection of other staff time to support delivery.		

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 September):	**Q2**	**Anticipated Year end**
This commitment is Amber at the end of September. For KD1: Following the successful launch of new approach, we have been working hard with operations staff to help further embed the new ways of working. We have reviewed whether the removal of routine feedback has helped to release capacity to focus on other work, and we are pleased to say it has overall, but we recognise we are still ensuring we communicate the important reasons for us doing this both internally and externally. We have continued to push the use of our new decision tool, recognising that there is further work to do on embedding this properly in Q3 and Q4. We have successfully completed all the generic incident Standard Operating Procedures (SOPs), and have shared these with staff. This now gives us a template and approach to develop the non incident SOPs, which will form a big piece of work for the next 12 months. We've have worked with colleagues across NRW to clarify the boundary between incident response and functional ownership and have described this through our new policies. We will use this now to help develop the SOPs and ways of working so our officers know what to do when an incident moves onto business as usual. We have confirmed we will work on 2 to 3 pilot areas to develop the process and approach for how we deal with the issue from when it comes in as an incident to when we close it down in business as usual. These are septic tanks, misconnections and agricultural pollution. Once we are content with the approach, we will roll it out to other incident types. This work will be ongoing for the next 12 months. Amber reflects that while we have made excellent progress with the first stage of the work and have hit some significant milestones (feedback, SOP development, launch of the decision tool) we recognise we now need to move to the next phase which will involve other parts of the business and be more complex. We are confident we have the foundations in place to ensure the success of our ambitions, but recognise it will take time and commitment. For KD2: The 95% KPI target of responding to incident reports initially triaged as 'High' was maintained. For KD3: We have undertaken our analysis of WIRS (Wales Incident Recording System) older than 30 days that are still open. This has given us important information on which areas, teams and pollution types are proving difficult to close down on WIRS. We have also nearly finished	**Amber**	**Amber**

completion of our incident dashboard, that will give us and our teams access to data on incident closure (as well as response/substantiation information) to help them manage this themselves more easily. We are still in the process of communicating to the teams a plan for how we want to address closure of the incidents. This will be done in Q3 and Q4, where we will then expect to see the number of open incidents decreasing by year end. This commitment is anticipated to be Amber at the end of the financial year. We have done a significant amount of work understanding what incidents we have reported to us, what harm they cause and how we need to then deal with them. We are using this intelligence to develop our approaches to different incidents - ensuring we understand what to do from when the incident comes in via ICC, to when we close it once it has moved into business as usual. Understanding this 'handover' from incident to function has been a core part of our work and we will continue to work with colleagues from the functions to develop our approaches for different incident types. This work will involve developing functional SOPs, and aligning functional procedures. We have 2 to 3 pilot incident types (septic tanks, misconnections and agricultural pollution) we are focusing on, to test this approach. Once we are happy we have developed robust, risk based and transparent approaches for these pilot areas (from incident to closure) we will move to looking at other incident types. It is important to note this is a significant piece of work with complexity and will need to involve experts from around NRW so it will take time to complete and will therefore continue into the new financial year. As such we will remain at amber into 2026/2027. Once the process and procedures for our pilot areas are developed we will be able to move to other incident types. Having a risk based effective approach for these 3 big incident types will be a significant achievement and will demonstrate what we can achieve across the whole plethora of incidents we deal with. Ensuring we have the support and commitment to develop the 2-3 pilot areas will be crucial to the success of the overall project.		

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 September):	Q2	Anticipated Year end
This commitment is Amber at the end of September. For KD1: Our main area of progress has been building the Power BI incident performance tool. It is now operational, providing a single view of incident response data. It currently tracks key metrics such as response times, closure rates, and outcomes. The next step is refinement, improving accuracy, automating data flows, and ensuring we can demonstrate trends that we can then use to inform how we focus our efforts. For KD2: Our main area of progress has been the completion of the IM Interim Strategy and ongoing development of the IM service plan.	**Amber**	**Amber**

Generic incident SOPs have been completed and published, providing a consistent framework up to the point where the incident is handed over to the function as per business as usual. We will use the IM SOPS as a template for how we now complete the functional SOPS, which will guide on what to do with the incident once it stops being an incident and becomes business as usual. The boundary between incident response and functional responsibility has been defined and we will now be working with relevant parts of the business to develop what happens next, using our 2-3 pilot areas as test cases, which we can then roll out to all incident types.
For KD3: Our main area of progress has been the completion of generic incident SOPs. This has been a significant piece of work. These SOPS guide our staff on what to do when the incident comes into us and up until the point it stops being an incident and needs to move into functional ownership as business as usual. We are working with experts from around NRW to develop what this handover from incident to business as usual looks like, and are using the completed incident SOPS to guide how we complete the functional SOPs. We have made significant progress and are pleased that we have completed and rolled out the incident SOPs. We have started the discussions about what happens next with the handover from incident to business as usual and the completion of the functional SOPs. The functional SOPS are complex and require experts from around NRW so this piece of work will take time to complete so we will remain at amber for the remainder of the year. To ensure we move as quickly as possible on this work, we are piloting 2-3 incident types (septic tanks, misconnections and agricultural incidents) to focus on developing approaches from start to end for those incident types, which we can then roll out to all incident types.

This commitment is anticipated to be Amber at the end of the financial year. We will continue, at pace, to develop and then embed our approach of the handover from incident to functional ownership. We need to refine our PowerBI tool to ensure it is providing us with the right information. We are assessing the uptake and effectiveness of our decision tool to ensure our officers are responding to incidents in the right way. We also need to ensure the new policies are fully embedded and helping us to make the right decision about how we respond appropriately. We are pleased to report we have our first iteration of our powerBI tool, but we recognise we need to refine it further to ensure it can provide us with the right information to help us to understand and manage what incidents we get, our response and our closure data.
We need to continue our work on our 2-3 pilot areas to develop our approaches from an incident being report to closure in business as usual. We will not complete this work fully by the end of the financial year due to the complexity of it, we will act with pace by using the pilot areas. We anticipate being fully green in the 2026/2027 financial year.

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 September):	Q2	Anticipated Year end
This commitment is Green at the end of September. For KD1: Our main area of progress has been to continue close monitoring of this deliverable. For KD2: Our main area of progress has been to produce the Annual Regulatory Report in Q2, which will be published during Q3; and to circulate the Q1 Tackling Waste Crime Report in Q2, as planned. For KD3: The Enforcement strategy is now live on our intranet page and the action plan has been developed. Actions have all been identified, and indicative dates proposed are currently going through our Regulatory Business Group for review and agreement. Progress has slowed in recent weeks in light of changes to the Enforcement Sub-Group Chair and will resume in Q3. Prioritised actions are still at Business Group approval stage and have not been implemented yet. Work is resuming, there will be some delays to the programme. This commitment is anticipated to be Green at the end of the financial year.	**Green**	**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 September):	Q2	Anticipated Year end
This commitment is Green at the end of September. For KD1: Following a delay in recruitment, the new team leader will be appointed in October and will review the planned approach and advise on delivery timescales working in collaboration with Waste Policy, Future Regulation & Operations colleagues. The recruitment of a new team leader has taken longer than expected with backlogs and transition to the new recruitment system For KD2: The South West, South East/Central & North LA partnership working groups were run in July. As a result a LA surveillance meeting bringing together expertise and best practice on camera use was run in September. An additional LA session was run in July to promote partnership working between housing associations and local authorities and highlighting the use of Community Protection Notices to tackle fly-tipping issues. For KD3: The local authority Power BI Dashboard has been shared with Welsh Government and tested with one LA, it will go live mid-October. Fly tipping Action Wales (FtAW) are moving into collecting Housing Association fly-tipping data to help build a picture of the scale of the issue in Flymapper. The Flymapper camera tracker first release has been deployed to our staging site and undergoing further development. An inventory of cameras has been added which can be deployed on a map to track real life deployments. Functionality is now being added to facilitate the	**Green**	**Green**

loaning of devices to partner organisations and a means for partners to include and manage their own devices. The evidential feature has been deployed to the live FlyMapper site. It has been decided to fix a known issue with image synchronisation prior to testing workflow with a selected partner organisation. Full testing will take place next quarter; focus has been on camera tracking due to development availability. The recently recruited SE Enforcement Officer has now completed all required training and is working with Land Management in SE. This commitment is anticipated to be Green at the end of the financial year. The Protocol work will be picked up by the new team leader in October and a review of whether completion can be achieved by the end of March will be carried out.		

Annex 2 – Internal Performance Report

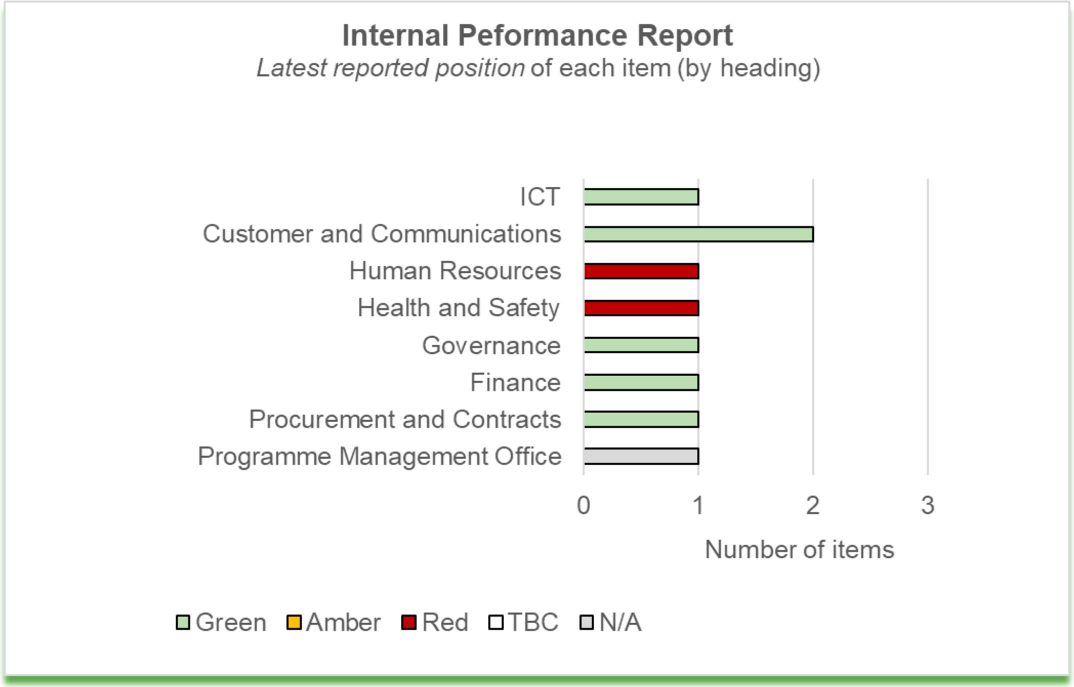
The following pages provide the performance snapshot at the end of quarter two in relation to key measures relating to the 'health' of our organisation.

Summary

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

- Six green
- Zero 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

ICT:

- **Information Commissioner's Office (ICO) reported incidents** is Green at the end of the quarter with no investigations ongoing. One reported to ICO during the quarter on a precautionary basis.

Customer and Communications:

- **Access to Information requests** responded to within 20 days is Green at the end of the quarter at 91%.
- **Complaints** responded to within service level is Green at the end of the quarter at 97%.

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 Green at 92% at the end of the quarter.

Finance:

- **Payments performance** to our suppliers remains Green at the end of the quarter at 97%.

Procurement and Contracts:

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

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. Last reported 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.

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

Amber or Red

No reported Ambers

Human Resources:

- **Sgwrs in place** (staff priorities and development agreement) is Red at the end of the quarter, at 39% (at least 90% would be considered Green). This has been discussed at Executive Team. Collective action is being taken by staff and managers across our organisation to address this. Green is anticipated by the end of 2025/26

Health and Safety:

Health & Safety Near Miss reporting is Red with 24 near miss reports for September, which is a decrease from September last year. Near Miss training is being rolled out for line managers and Team leaders. Licences have been approved for operations staff to have access to an app for reporting via mobile phones. Green is anticipated by the end of 2025/26 (i.e. more than 25 near miss reports anticipated in March 2026) due to likely increase in near miss reporting by ops staff through using the app.

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