

ANNUAL REPORT 2024

PUBLISHED IN APRIL 2025



World Institute for
Nuclear Security

The colours used in the front cover were selected to recognise the flags of the countries with whom WINS signed MoUs in 2024: Colombia, Kenya and Thailand.



www.wins.org



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Landstrasser Hauptstrasse 1/18, 1030 Vienna, Austria

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In the face of rapidly evolving global situations, only an organisation with a deep understanding of the context and a focus on finding solutions can make a serious impact. WINS is a trusted partner everywhere in the world – from Eastern Europe to Latin America, the Indo Pacific and Africa – as well as a respected ally in multilateral institutions. WINS’ innovative and inclusive approach brings unparalleled international expertise and insight together in pursuit of our common goal: a more secure world.

I would particularly like to highlight Norway’s partnership with WINS on the Voices of Ukraine project, where we hear the voices of women and men affected by war in Ukraine. Voices of Ukraine also presented women and men working for nuclear security at the Zaporizhzhia nuclear power plant.

I am proud that starting in 2025, Norway will support a WINS project for West Africa in order to make nuclear security a unifying issue for the States and societies of the region.

– H.E. Ms Susan Eckey, Ambassador and Permanent Representative, Kingdom of Norway



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CHAIR'S REPORT

Dr John Barrett
Chair of the WINS Board



As the incoming WINS Board Chair, I would like to begin this preface by saluting the work of the WINS Team – management and staff – over the past year.

The Annual Report provides an insight into the many and various activities of WINS. These are impressive in their scope and success. They range from specialised workshops designed and coordinated by WINS through to capacity-building projects in numerous regions of the world, to certification programmes for a growing international cadre of nuclear security professionals, to International Best Practice Guides, publications, webinars and reference material.

All these are united by one purpose: To be of service to the entire world and to address all security issues related to nuclear and other radioactive facilities, activities and materials, whether under or outside of regulatory control.

Nuclear security is not an add-on or an afterthought when considering the peaceful uses of nuclear technology. Rather, it is a prerequisite for improving lives and enhancing the prosperity of countries.

Why is this important? Because of the development of advanced nuclear reactor technologies and fuels, the emergence of new isotopes and radiological instruments for medical treatment, the astonishing

demand for power in a digitised world, the projected expansion of countries utilising nuclear energy – these trends are undeniable.

Governments, industry and the general public must therefore be assured that the civil use of radiological sources is secure – that is, protected from malign actors and illegal activities – and that this assurance is underpinned by the highest professional standards and practices.

It is an endeavour to which WINS is fully committed. However, it is also a shared endeavour – one that invites support from governments and the nuclear and radiological industry.

The Annual Report 2024 takes us into WINS' role in greater detail. It shows how a relatively small international non-governmental organisation – with support from government agencies, industry and stakeholders – can work collaboratively in building strong nuclear security awareness and practices.

In a rapidly changing world, this work becomes all the more important. I cordially invite you to examine this report, which sets out how we achieve this.

THE WINS BOARD



Dr John Barrett

Chair

Ambassador of Canada (ret'd)
Former President & CEO, Canadian Nuclear Association



Mary Alice Hayward

Vice Chair

Former Deputy Director General, IAEA



Chris Chater

Board Member

Chief Technical Officer of URENCO Enrichment Group



Ambassador Piet de Klerk

Board Member

Lead Sherpa for 2014 Nuclear Security Summit, Former IAEA Director



Kathleen Heppell-Masys

Board Member (Elected Feb 2025)

Vice-President, Nuclear Operations Oversight, Atomic Energy of Canada Limited



Will Tobey

Will Tobey stepped down as the Chair of the WINS Board in December 2024. Over more than a decade of service, he helped WINS to expand its global reach, strengthen international collaboration in nuclear security and achieve key milestones in capacity building and innovation in the nuclear security sector.

EXECUTIVE DIRECTOR'S REPORT

Lars van Dassen

WINS Executive Director



In November 2024, I attended a tabletop exercise that WINS held in Bogotá, Colombia, focusing on key elements of nuclear security including cyber, transport and response to nuclear incidents. Witnessing the engagement and achievements of the participants was a great pleasure, and other important events happened while I was in the country. I was invited to be the opening speaker at Colombia's first national nuclear energy conference. This was a great honour for me and for WINS. When I asked the organisers why I was invited, their answer was, "You are WINS. Your organisation is the one that speaks about nuclear security. Given our country's decades of civil war, nuclear security is the opening premise for anything nuclear."

Colombia's perspective is incredibly important. It is the reverberation of a general undercurrent that is turning into a wave. In a world marked by ever-increasing conflict and with the peace dividend depleted, the new trends are war, civil strife, tensions, competition among power blocs and a decline in the number of people in the world who live in democracies. Security concerns are coming to the fore. Climate change is taking a back seat to the pursuit of reinvigorated economic power across continents and regions.

This is, of course, a sweeping overview, and there are variations to the different impacts of these new circumstances. We still have to evaluate their effect on our collective endeavour to strengthen nuclear security at every opportunity. Nevertheless, Colombia's perspective is perhaps a harbinger of things to come in the nuclear and radiological domain.

This has profound consequences for WINS as we continue to be of service and contribute to safety, capacity building, and better lives and livelihoods around the world. WINS is a small organisation and cannot deliver the world to any kind of normalcy. WINS will have to make sure to stay on an even keel and navigate well in these turbulent seas. We stay on course by balancing between the reliable anchors of our work and new areas of innovation and development.

The proven mainstays of our work represent what WINS has always done, namely to make sure that our nuclear security tools are sharp, up-to-date and available. Together with our members, alumni and WINS Academy Ambassadors we will continue to organise workshops online, in Vienna and all over the world for the purpose of sharing operational experience. In 2024 we organised 23 workshops and conferences, including our biggest online event ever

on AI and nuclear security with some 700 registered participants. For 2025, our ambitions are growing. We continue to innovate and we welcome new topics and approaches to extend our influence.

In 2024, WINS upgraded its International Best Practice Guide (BPG) series. These BPGs are tools that can be directly applied by the people most closely and directly working in nuclear security. The new BPGs encourage self-assessment and then measurement of progress towards strong, effective security. They allow the reader to assess and address various issues and measure their organisational maturity against best practices that support strong, effective nuclear security measures. Taken together, they represent the handbook of professional competence in the complex and vitally important world of nuclear security. They include best practices for facilities that utilise radioactive materials, whether for generation of power, production of medical isotopes or for research as well as radioactive material in transport and other topics.

Our Benchmarking and Evaluation Services provide an external review of a facility's nuclear security accomplishments, offering recommendations for improvements and capacity-building where needed. We are available and ready at short notice to visit organisations utilising and responsible for radiological sources to conduct a nuclear security evaluation.

WINS' certified training programme is gaining momentum in many ways. Increasing numbers of learners are enrolling in the ten different specialisations that we offer. Organisations and facilities in the nuclear domain can purchase certified training in nuclear security for their management and staff.

WINS is also committed to addressing new issues and audiences. WINS has, since the beginning of the Russian war against Ukraine, addressed how nuclear security is affected in Ukraine – and what the ramifications are on a global scale. The issue of nuclear security in conflict zones is gaining increased interest from WINS Members, States and the nuclear industry. Nuclear security threats have moved beyond the realm of non-State actors. WINS will continue to be at the forefront of developments impacting the security of nuclear materials and sources.

A truly new dimension in WINS' work is now in the planning. With the support of Norway, WINS will, in 2025 and 2026, implement a regional project in West Africa. The basic tenet is to use WINS' network of members, alumni and WINS Academy Ambassadors creatively to make nuclear security a unifying theme at the national and regional levels. This will be a new way of working for WINS, but it is one that will open a door to greater impact and reach.

My colleagues and I look forward to keeping in touch and exchanging more with all those in the community of people interested in nuclear security. We will do so in our member newsletter but also by offering our availability for any inquiries and suggestions that you may have. So rest assured that WINS will be sustaining its momentum in the coming years.

There is plenty happening at WINS – and we invite you to work closely with us. Nuclear security is more important and relevant than ever. With your support, we can keep a steady hand on the tiller together.

2024 HIGHLIGHTS



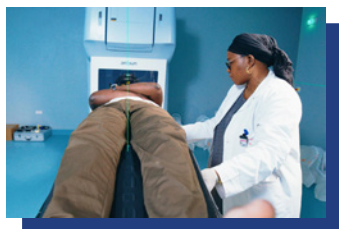
Engaging with Nuclear Security Challenges: WINS at ICONS

WINS actively participated in many ways during the IAEA's International Conference on Nuclear Security (ICONS) in May 2024. The WINS team co-authored three papers addressing multiple aspects of nuclear security that were presented during the conference. WINS also hosted two side events: a networking event for the next generation of nuclear security professionals and a panel on how the next generation is shaping the future of nuclear.



WINS Executive Director Highlights the Importance of Collaboration at a FIRST Conference

WINS Executive Director Lars van Dassen provided opening and closing remarks at the Foundational Infrastructure for Responsible Use of Small Modular Reactor Technology (FIRST) conference held in Seoul, South Korea, in June 2024. During his opening remarks, Mr van Dassen underscored the significance of collaboration in nuclear energy development.



WINS Showcases Senegal's Successful Transition to Linacs

During the IAEA Ministerial Conference on Nuclear Science, Technology, and Applications in November, WINS launched a video showcasing Senegal's successful transition from cobalt-60 teletherapy devices to linear accelerators (Linacs) for cancer treatment. The video highlights how Linacs not only eliminated radiological security concerns but also provided more effective and efficient patient care.



WINS Announces First Winner of the Charles Curtis Award

In September, WINS announced Jasmin Diab, Partner and Managing Director of Global Nuclear Security Partners (GNSP) and President of Women in Nuclear Australia, as the first recipient of the Charles Curtis Award, which recognises individuals who have made significant contributions to advancing nuclear security.

2024 ACHIEVEMENTS

1

WINS completed the update of its International Best Practice Guide series.

2

The number of WINS Academy Alumni increased by more than 30%.

3

Satisfaction rates for WINS events rose to 99%.

4

The participation rate of industry representatives at WINS events remained steady at 22%.

5

The participation rate of female speakers at WINS events was 40%.

6

We've increased our social media presence on all platforms, for example attracting nearly 30% more followers on LinkedIn.

7

WINS completed one Benchmarking and Evaluation Service.

8

WINS signed three MoUs with international partners: the Kenya Nuclear Regulatory Authority, Thailand's Office of Atoms for Peace and the Colombian Ministry of Mines and Energy.

Members

WINS Members lie at the heart of the organisation. Once a member joins the WINS community, they have access to WINS’ public events (such as webinars and workshops), the monthly newsletter and the publications available in WINS’ online Knowledge Centre.

In 2024, WINS offered a broad range of events and performed extensive outreach, resulting in membership growth of 15% and bringing the total to 9,213. That figure averages to 117 individuals per month in 2024. WINS’ member network includes professionals from 166 countries.

1,411 Total New Members in 2024

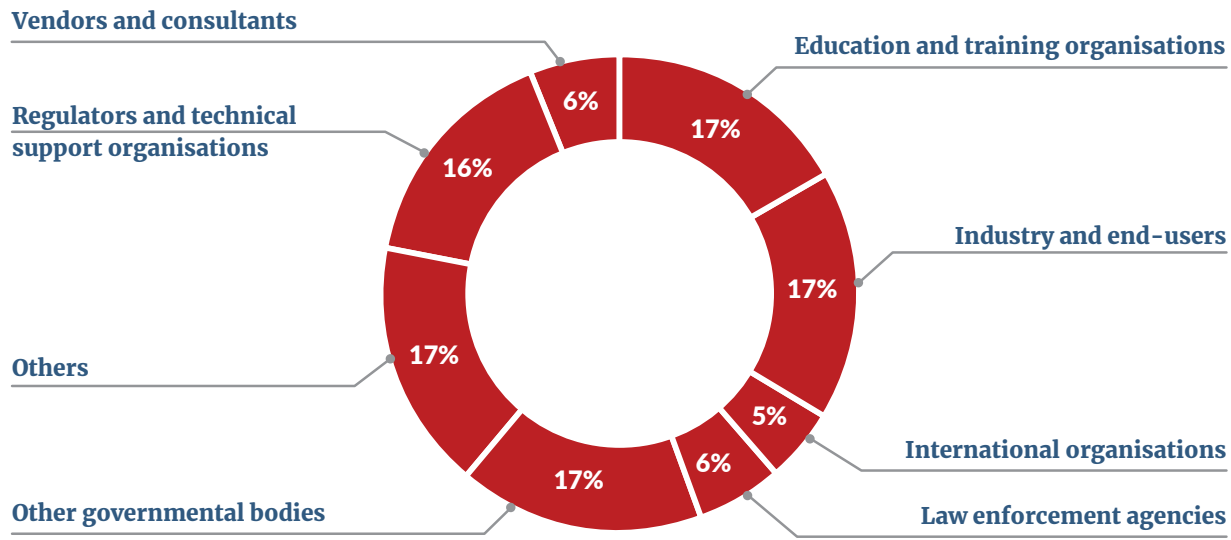
9,213 Total Members (end 2024)

166 Total Countries

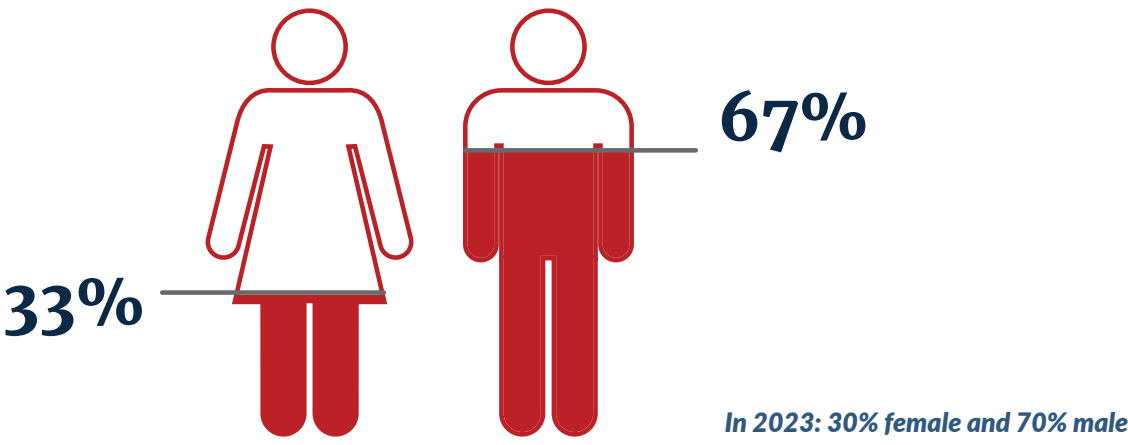
Top 5 Countries of New Members



WINS Members by Organisation Type



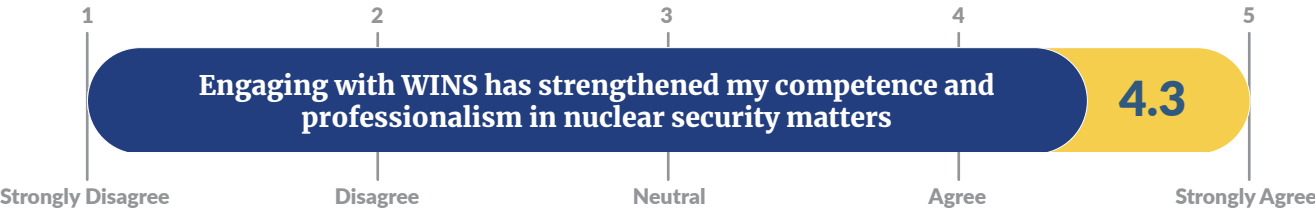
Percentage of Male and Female Members



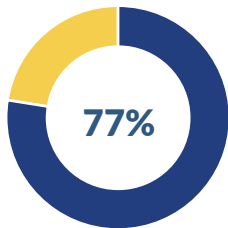
2024 Membership Survey Results

One of the most important ways in which WINS gains feedback from its network of members is through an annual survey. The WINS team then incorporates this information into our programme of work to best serve the global nuclear security community. The survey is distributed at

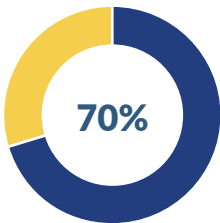
the beginning of each year through the member newsletter. Members are asked a series of questions ranging from benefits of WINS membership to topics that should be covered by WINS in the future. The 2024 member survey received nearly 800 responses. Here are the results:



Attending a WINS event has...

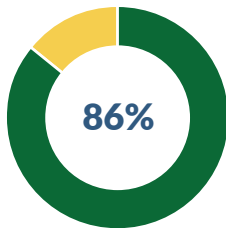


Encouraged me to continue learning about nuclear security

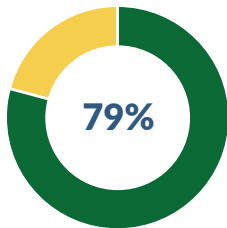


Enabled me to help inform others about nuclear security

WINS' publications (Best Practice Guides, Special Reports, etc)



Contain quality information

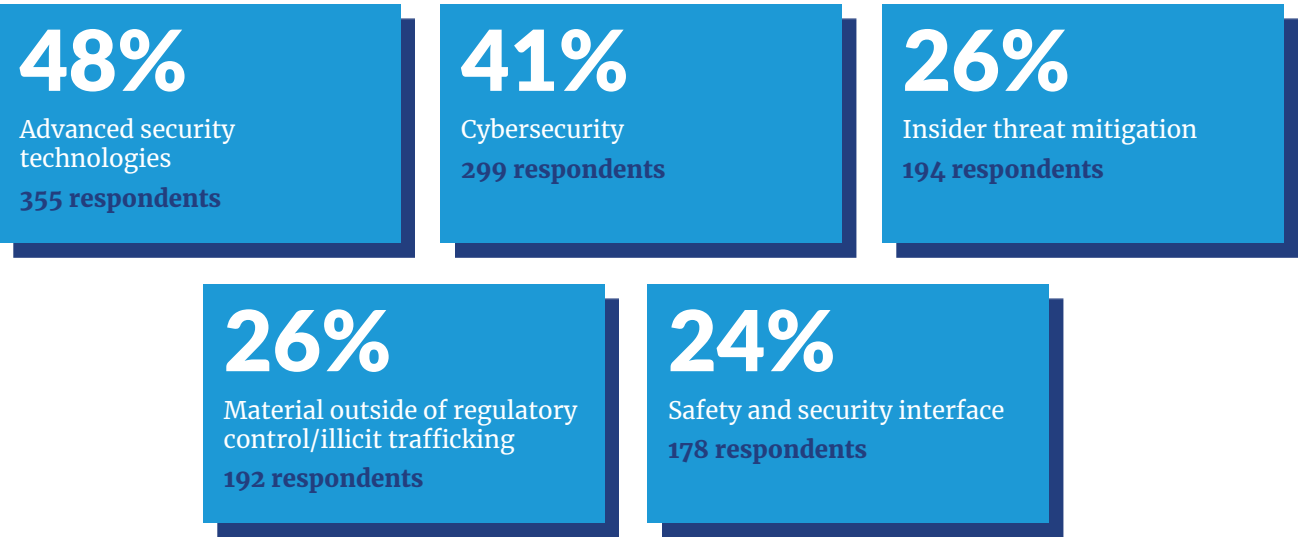


Cover relevant topics

How have you participated as a WINS Member?



Top 5 Topics WINS Should Engage with in the Future



Updates to the Knowledge Centre in 2024

The Knowledge Centre is WINS' library of publications, providing both our WINS Members and Academy Alumni instant access to up-to-date, practical, well-researched and high-quality information. These documents and tools provide individuals involved in the security of nuclear and other radioactive materials with information relevant to implementing their responsibilities and contribute to the development of their competencies in nuclear security.

In 2024, WINS refreshed its International Best Practice Guide series to meet the changing needs of the global nuclear security community and to provide current best practices. The revision also ensured the content, self-assessment questions and maturity scale are very clearly connected to improve their utility as an actionable tool for our members.

We also published a *Methodology for Assessing the Effectiveness of Security Arrangements at Gamma Irradiation Facilities* jointly with the International Irradiation Association.

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WINS has helped me to understand nuclear security in plain and simplified language

- Comment from the 2024 Member Survey



WINS Publications in 2024

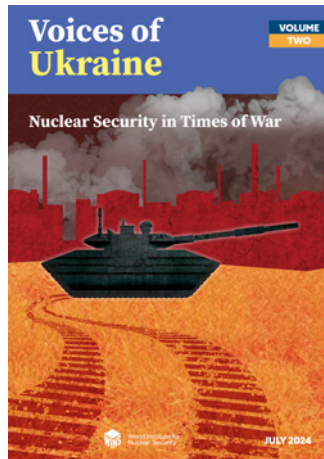
2,832 Prints

1,251 Downloads

Voices of Ukraine Volume Two: Nuclear Security in Times of War

In July 2024, WINS launched *Voices of Ukraine Volume Two: Nuclear Security in Times of War* in Washington, DC, at the Embassy of Sweden with the support of the Government of Norway.

Voices of Ukraine Volume Two: Nuclear Security in Times of War comprises extensive interviews with senior officials, competent authorities and nuclear sector workers from Ukraine. The publication contains testimonies associated with the occupation of the Zaporizhzhia Nuclear Power Plant and the Chornobyl Exclusion Zone. These are stories of cruelty and captivity, resilience and courage.



The launch event featured esteemed speakers, including the following:

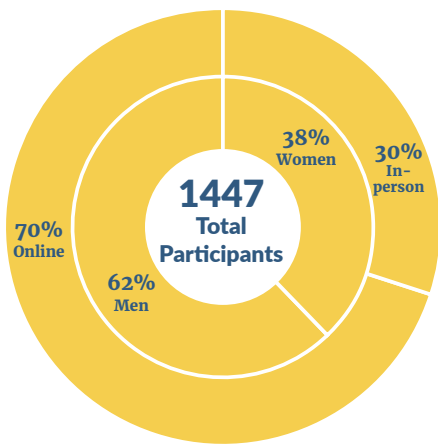
- Ambassador Urban Ahlin (Sweden), Ambassador Anniken Krutnes (Norway) and Ambassador Oksana Markarova (Ukraine)
- Mr Lars van Dassen, Executive Director, WINS
- Dr Alina Polyakova, President and CEO, Center for European Policy Analysis (CEPA)
- Mr Petro Kotin, Acting Chief Executive Officer, Energoatom
- Ms Nataliia Klos, Senior Project Manager, WINS

The event was moderated by Ms Mariana Budjeryn from the Belfer Center at Harvard University.

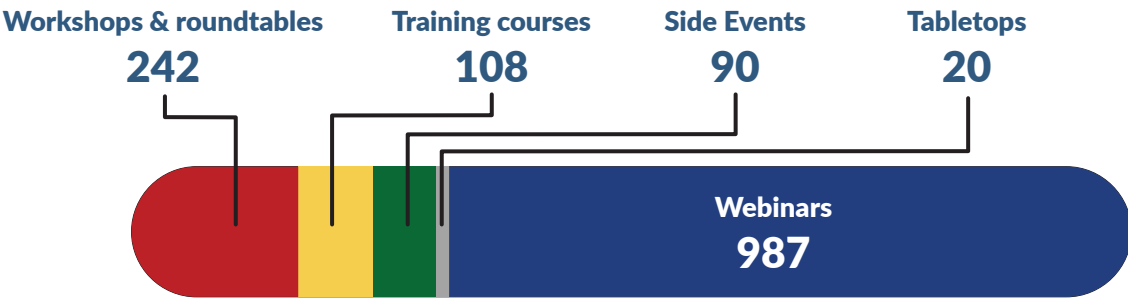
WORKSHOPS AND EVENTS: AN OVERVIEW OF 2024

WINS targets its events to the needs of nuclear security professionals, covering both fundamental subjects and developing topics. They take place online, in Vienna, and all over the world to reach participants in a format that is convenient for them.

In 2024, WINS held 23 events, nine of which were online and 14 in person. Subjects ranged from artificial intelligence and cybersecurity to sustaining the next generation of nuclear security professionals. These workshops and roundtables are designed around expert presentations with interactive polls and innovative methods to engage with participants. Professionally facilitated discussions promote best practices and knowledge sharing between participants.



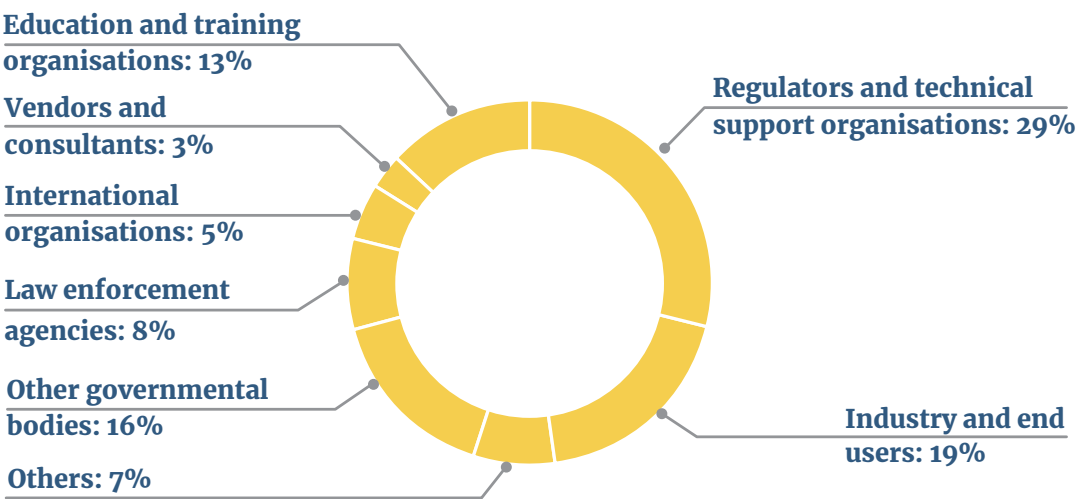
Participants by Type of Event



Participant Satisfaction in 2024



Participants by Sector



SUPPORTING THE NEXT GENERATION OF NUCLEAR SECURITY PROFESSIONALS

Supporting the Next Generation of Nuclear Security Professionals: An African Perspective

WINS hosted a roundtable on supporting the next generation of nuclear security professionals in Nairobi, Kenya in June 2024. Organised with the support of the Kenyan Nuclear Regulatory Authority, the event brought together 30 participants (18 women and 12 men) from nine African countries: Kenya, Cameroon, Ghana, Nigeria, Namibia, South Africa, Tanzania, Uganda, and Zambia. The attendees represented a mix of regulators, operators, law enforcement agencies, and research institutions, reflecting a broad spectrum of expertise in nuclear security.



The roundtable highlighted the role of regional and national networks, including Women in Nuclear Kenya, the Kenyan Young Generation in Nuclear, and the African Young Generation in Nuclear. These networks showcased the growing commitment across Africa to strengthening the field and engaging the next generation of professionals.

Discussions focused on strategies to build a dynamic nuclear security workforce, addressing key challenges and exploring future opportunities in the sector. Participants engaged in meaningful dialogue on innovative solutions, knowledge sharing, and regional collaboration.

Attendees particularly valued the event's interactive format, citing the networking opportunities, coaching sessions, group activities, and high-quality speakers as standout elements. These aspects not only enriched their learning experience but also fostered a collaborative environment essential for professional growth and long-term engagement in nuclear security.



Side Event at ICONS 2024: Networking for Young Professionals

In partnership with United Nations–Nuclear Young Generation, WINS hosted a dynamic networking event at ICONS 2024. Approximately 60 attendees joined, including members of the Youth Delegation for the Future at ICONS.

The event provided a unique platform for young professionals, experts and leaders in nuclear security to connect, exchange insights and explore opportunities for collaboration. It facilitated discussions on career pathways, mentorship opportunities and industry trends, fostering meaningful connections between emerging professionals and seasoned experts.

Additionally, participants engaged in conversations on key workforce topics, including talent attraction, retention, knowledge management, and workforce composition, while also gaining insights into WINS' Young Professionals Programme and future initiatives. The interactive format ensured an engaging experience, strengthening professional networks and encouraging continued dialogue beyond the event.

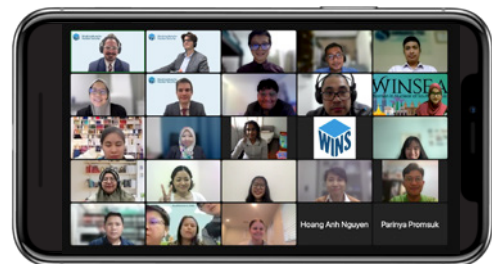


WINS Online Roundtable: The Role of Young Professionals in Nuclear Security in Southeast Asia

WINS brought together 46 young professionals from nine Southeast Asian countries for an online regional roundtable in January 2024. The event provided a dynamic platform to explore key challenges and opportunities in nuclear security for early-career professionals in the region.

Participants – from the Philippines, Vietnam, Malaysia, Indonesia, South Korea, Laos, Cambodia, Singapore and Thailand – engaged in interactive discussions on knowledge transfer and career development to strengthen the nuclear security workforce. Networks such as Women in Nuclear Southeast Asia and Women in Nuclear Malaysia outlined strategies to enhance engagement in the field.

The growing potential of small modular reactors and the anticipated expansion of nuclear energy in the region were highlighted as valuable opportunities for young professionals in nuclear security in Southeast Asia. The roundtable reaffirmed WINS' commitment to empowering the next generation and fostering global conversations on nuclear security.



WORKSHOPS ON AI AND NUCLEAR SECURITY

Introduction to the Role of Artificial Intelligence in Strengthening the Security of Nuclear Facilities

 FEBRUARY 2024

In February 2024, WINS organised a workshop in Vienna, Austria, to review and discuss the role of artificial intelligence (AI) in strengthening security arrangements at nuclear facilities. The event gathered 57 participants from 19 countries and two international organisations, the IAEA and VCDNP. Three vendors also showcased demonstrations of video equipment using AI technology.

The workshop provided participants with valuable insights from practitioners already leveraging AI to enhance physical protection and cybersecurity at nuclear facilities. It also offered an opportunity to explore effective strategies for integrating AI-based technologies into existing security programmes, sharing lessons learned, and discussing best practices from industries already implementing these technologies.



Virtual Workshop: Exploring the Role of AI in Strengthening the Security of Nuclear Facilities

 DECEMBER 2024

Building on the success of its February 2024 in-person event, WINS hosted an online workshop focused on the rapidly expanding role of AI in strengthening nuclear facility security. The two-day event, held during three-hour sessions each day, attracted around 300 participants from across the globe.

Attendees gained valuable insights from experts already using AI to enhance security, both within and outside the nuclear sector. The workshop provided a platform to explore strategies for integrating AI-based technologies into existing security programmes, while also sharing lessons learned and best practices from other industries.

The event delved into the challenges and potential pitfalls of AI adoption, offering solutions and recommendations for overcoming these hurdles. A detailed event report is available in the WINS Knowledge Centre for those seeking further insights.



WORKSHOPS AND EVENTS: IN PERSON

Responding to a Security Incident Involving Radioactive Sources in Use or Storage *Manila, the Philippines*

 FEBRUARY 2024

Experience has shown that developing effective response arrangements and guaranteeing timely and effective support from external response forces is challenging and requires particular efforts and sustained attention. In too many cases, physical protection arrangements are designed without input from response stakeholders; therefore, many detection and delay measures are designed on non-demonstrated response assumptions.

To address these challenges faced by licensees operating in Asia, WINS and DOE/NNSA collaborated on a regional event dedicated to response arrangements where practitioners in several countries were able to share their experience and lessons learned in designing security response.



Side Event at ICONS 2024: The Next Generation in Nuclear Security *Vienna, Austria*

 MAY 2024

During the week of ICONS 2024, WINS organised a side event focused on fostering the engagement of the next generation of nuclear security professionals.

A panel discussion aimed to amplify voices from the Global South, with experts addressing the unique challenges faced by young professionals in their respective regions. Camilo Prieto (Colombia), Mercy Muriithi (Kenya), and Jasmin Auda (Jordan) provided valuable insights into the specific barriers and opportunities within their regions, highlighting initiatives that can play a crucial role in the development and empowerment of young nuclear security professionals.

This event underscored the critical need for a new perspective, since the Global South can play a crucial role in shaping policies and practices that support this goal. The panel discussion served as a powerful reminder of the ongoing efforts required to achieve important results in this vital field.



WORKSHOPS AND EVENTS: IN PERSON

Mitigating the Cyber Insider Threat in the Nuclear Sector Vienna, Austria

 SEPTEMBER 2024

In September 2024, WINS organised a three-day workshop to review the latest information on cyber insider threats and best practices for mitigating them. It reviewed and discussed all steps and elements of a comprehensive cyber insider threat mitigation programme. In particular, this event explored the types and characteristics of potential cyber insiders, the specific risks for selected groups of individuals, insider threat detection opportunities, and incident response strategies and the specific impact of insider threats. Participants were encouraged to identify immediate steps that can be taken to strengthen nuclear security programmes and mitigate cyber insider threats in their organisations and countries.



Regional Workshop on Strengthening Security Culture Jakarta, Indonesia

 NOVEMBER 2024

The National Research and Innovation Agency (BRIN) of Indonesia and WINS jointly organised a regional workshop on strengthening security culture.

The workshop was designed to review and discuss all steps and elements of a comprehensive nuclear security culture including the process for assessing the level of awareness in an organisation and practical guidance for improvement.

The workshop activities included a visit of the RSG-GAS research reactor and of the industrial gamma irradiation facility located at the BRIN nuclear site in Serpong, South Tangerang city, Banten province, Indonesia.



WINS TTX Focused on Transport Security, Cybersecurity and Response in Latin America Bogotá, Colombia

 NOVEMBER 2024



WINS conducted a tabletop exercise (TTX) on the secure transport of a microreactor 27–28 November 2024 in Bogotá, Colombia. This event, held in collaboration with the Ministry of Mines and Energy of Colombia, brought together female professionals from Latin America to strengthen their technical capabilities and promote female leadership in the nuclear sector. The participants represented many regional countries, including Mexico, the Dominican Republic, Panama, Colombia, Peru, Brazil, Paraguay, Argentina, and Ecuador, as well as different professional backgrounds such as law enforcement, emergency

response, regulation, operators, and research institutions.

The exercise was facilitated by female subject matter experts in transport security, cybersecurity, and response. Each of them played a crucial role in leading discussions, providing insights, and ensuring that participants gained hands-on experience in responding to real-world security scenarios.

The main objective of this exercise was to inspire female professionals in Latin America to pursue careers in nuclear security, particularly in advanced reactor technology, cybersecurity, and transport security. It provided opportunities to analyse potential threat actors and assess the importance of planning and preparation for incidents, as well as for strengthening connections between key regional institutions and networking among regional professionals. Additionally, one of the key outcomes of the TTX was to highlight real female role models working in nuclear security in the region.



WORKSHOPS AND EVENTS: ONLINE

Webinar Series on Competency Framework Development and Training Needs Analysis for the ASEAN Region

 ONGOING

WINS has conducted a series of webinars on competency framework development and training needs analysis for the ASEAN region, addressing the critical role of competencies in the safe management of nuclear and radioactive materials. Participants from ASEAN countries – including Cambodia, Indonesia, Laos, Malaysia, Philippines, Singapore, Thailand, and Vietnam – engaged in interactive discussions and posed insightful questions, fostering a dynamic learning environment.

International Women's Day 2024 #InvestInWomen

 MARCH 2024

The WINS team conducted an extensive campaign in celebration of International Women's Day 2024 during the entire month of March. The campaign was based on the UN Women's theme, #InvestInWomen, and included 12 posts on each of our social media channels.

The posts described how WINS continually invests in women through professional development via the WINS Academy. Both WINS Academy Ambassadors and Alumni were included in the campaign, providing quotes and videos.

Online Launch: WINS International Best Practice Guide Cybersecurity in the Nuclear Industry in Spanish

 APRIL 2024

Following the translation of the International Best Practice Guide: *Cybersecurity for the Nuclear Industry* into Spanish, WINS hosted a high-impact webinar on 11 April 2024 to officially launch the updated guide. The webinar, which marked the culmination of this effort, featured four distinguished female cybersecurity experts and attracted 138 registrants from across Latin America. The session underscored the critical role of cybersecurity in nuclear security and positioned the Spanish-language guide as a key resource for the region.



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WINS activities are a great way to gain knowledge in nuclear security for those looking to enter the profession or for current professionals to enhance their competency and stay current on international best practices

– Comment from the 2024 Member Survey

Virtual Workshops on Mitigating Internal Threats for Category 2 and 3 Radioactive Sources

 APRIL & JUNE 2024

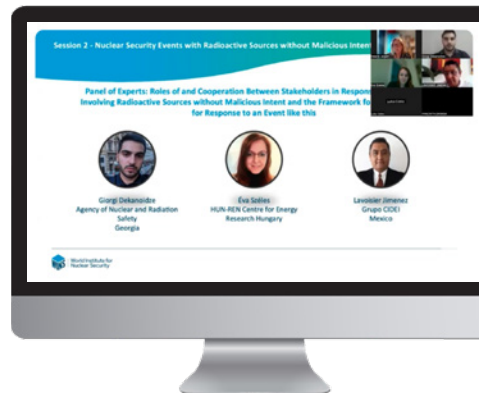
Building on its series of events and activities supporting the development of robust and comprehensive arrangements for the security of all radioactive sources worldwide, WINS organised two virtual workshops focusing on mitigating internal threats to Category 2 and 3 radioactive sources. The objective of these events was to exchange experience and lessons learned by various stakeholders on developing and implementing security measures for Category 2 and 3 radioactive sources as well as addressing the internal threats to these sources.



Encouraging Dialogue Between Law Enforcement, Regulators and Operators to Strengthen Radioactive Source Security

 JUNE 2024

This virtual roundtable gathered experts from competent authorities responsible for regulation, as well as for detection and response to nuclear and other radioactive material out of regulatory control (MORC), end users of radioactive materials, and law enforcement officials from over 50 countries. The event discussed several aspects of response to nuclear security events involving radioactive sources. Participants also looked at how and to what extent these stakeholders used lessons learned from detection and response to MORC to improve prevention, including the protection and control of radioactive sources.



IN-PERSON TRAINING

Cybersecurity in the Nuclear Industry

 APRIL & SEPTEMBER 2024

WINS, in partnership with Lancaster University, UK, and the Austrian Institute of Technology in Vienna, held two five-day training courses on cybersecurity in the nuclear industry in 2024, responding to the increasing demand for cybersecurity expertise. The training provided support for the UK Government Cybersecurity Strategy, building awareness of the risk to nuclear facilities from cyberthreats and discussing the implementation of cybersecurity to reduce the risks from cyberattack.

UK participants attended the training course from organisations covering the full spectrum of the nuclear fuel cycle. The training was also attended by European participants. All participants benefitted from the opportunity to share operator experience related to implementing cybersecurity and developing a cyber-aware culture at their nuclear facilities.



Train-the-Trainer: Secure Transport of Radioactive Material

 NOVEMBER 2024

This introductory-level course covered the technical material on the secure transport of radioactive sources and the instructional skills required to run the technical course for others. It targeted all professionals involved with the transportation of radioactive sources, from licensees and carriers to regulators and law enforcement. The representatives of different organisations were brought together in interactive, practical exercises to build each other's understanding of the different perspectives during the transport process.



Radioactive Source Security Training

 DECEMBER 2024

Training in radioactive source security management is fundamental to support Ukraine. In partnership with the Igor Sikorsky Kyiv Polytechnic Institute (KPI), the George Kuzmich training centre, and Ukrainian subject matter experts, WINS developed and delivered a two-day introductory training course at KPI. With a balanced approach of theory and practical application, the training provided a basic understanding of security concepts for medical, industrial and practical facilities using sealed radioactive sources. The course underpins the security of sources, preventing inadvertent safety and security incidents, and the protection of facilities and materials from unlawful attempts by terrorists and criminals to carry out malicious acts.

TRAINING AND CERTIFICATION

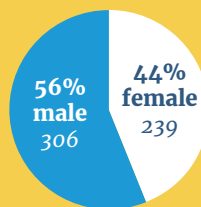
The WINS Academy Expands its Appeal in 2024

2024 was a year of growth and greater need for nuclear security training. Outreach by the WINS team and the great efforts of the WINS Ambassadors have seen learner numbers, certification achievements and the Alumni Network grow at pace. Greater collaboration with Women in Nuclear (WiN) chapters has also raised awareness, encouraging more participation from women continuing their professional development in nuclear security.

Importantly, the benefits of the unbundling of WINS Academy self-paced learning programmes for certified nuclear security professionals has been instrumental and a catalyst, encouraging new learners and returning alumni to broaden their understanding of specialised aspects of nuclear security.

2024 WINS Academy Achievements

Scholarships awarded in 2024



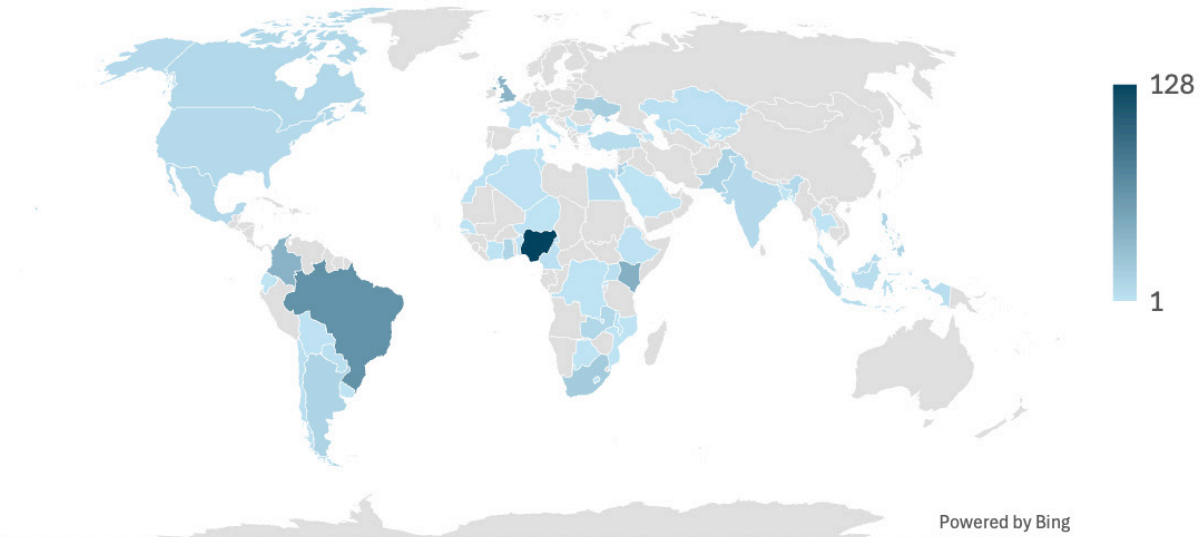
New certifications in 2024

39% female

61% male

The WINS Academy has also continued its commitments in Ukraine. In partnership with the Igor Sikorsky Kyiv Polytechnic Institute and Ukrainian subject matter experts, the WINS Academy has supported and provided Radioactive Source Security Management self-paced WINS Academy learning and certification, including digital credentials. Plans for exams to also be conducted at KPI have been agreed and will be implemented in 2025.

Scholarships by Country

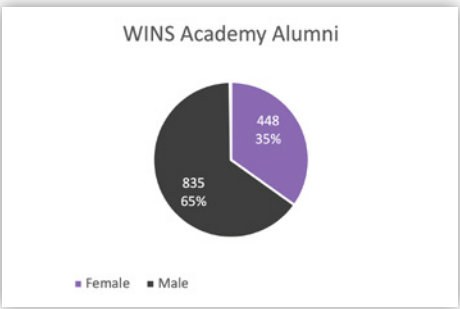


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Alumni and the HIVE Portal

The importance of INFIRC 901 for countries to make commitments towards certification in nuclear security and the programmes offered by the WINS Academy fuelled continued growth in the WINS Academy Alumni network in 2024. At the end of 2024, the network included 1,228 alumni. This represents growth of 34%, with the proportion of female alumnae rising to 35% (13% growth over the year). The WINS programmes to encourage more female learners are pivotal for this, and WINS remains committed to continuing efforts towards raising the rate of women among WINS Academy Alumni to 40%.



The growth of the WINS Academy Alumni network has brought greater opportunities for alumni to engage in the HIVE by participating in the forum and connecting with other alumni interested in similar areas of nuclear security. Over 2024, we encouraged participants to share external news items, post papers and articles and circulate new and updated guidance, as well as promoting opportunities for continued professional development and career progression for new alumni.

Dashboard

Dashboard | **LEARNING** | **ALUMNI** | **CAREERS** | **FORUM** | **EVENTS**

Roland Fletcher
Head of Certification and Training
WINS

Vienna, Austria
roland.fletcher@wins.org
+437106519

My Badges

My Network

LATEST NEWS

WINS field visit to Sievert S.A.S, a leading radiation protection company based in Medellin, Colombia

20 OCTOBER 2024

[READ MORE](#)

RECOMMENDED READING

NEW UPLOAD

Day 1 - Best Practices for the Secure Transport of Radioactive Material

BEST PRACTICE GUIDE

Day 1 - Best Practices for the Secure Transport of Radioactive Material

MY EVENTS

[SEE ALL EVENTS](#)

UPCOMING

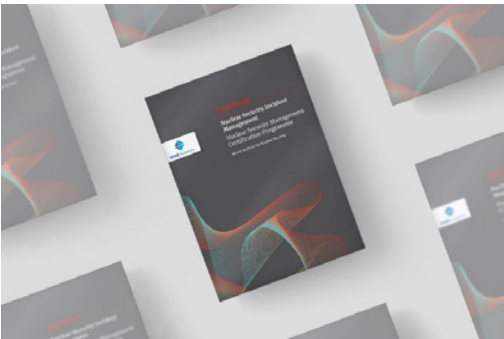
20 MAR Webinar de Lanzamiento: Guía de Mejores Prácticas "Garantizar la Eficacia de la Ciberseguridad en las Instalaciones Nucleares"

31 MAR WINS Training Course on Cybersecurity in the Nuclear Industry (2850.00 GBP per delegate)

08 APR International Best Practices Workshop on Supply Chain Security

Academy Module Updates in 2024

In 2024, the WINS Academy learning programme for Nuclear Security Incident Management was revised with the support of industry subject matter experts and published in October for new learners. The revision includes the latest guidance, providing the essential insights into the protocols required at the international, national, and facility levels to ensure that countries are fully prepared to prevent and respond effectively to nuclear security incidents.



The WINS Academy Ambassador Network

In 2024, we saw the WINS Academy Ambassador network increase to a total of 54 ambassadors, further strengthening our global outreach across 31 countries, providing a valued and

voluntary service to share the benefits of continued professional development and certification for nuclear security, reaching new WINS Members and learners.



WINS Academy Ambassador Stats



The WINS Academy Ambassador Network

”

By augmenting our knowledge and expertise through the WINS Academy, we can confidently advocate for nuclear security.

– Ms Mary Gold Bulos –
Philippines



”

I believe having the underpinning knowledge becomes a skill when applied and provides the foundations required to embed a strong community and great culture. The WINS Academy Programme provides this underpinning knowledge, and I am delighted to advocate for the Academy, workshop and training.

– Ms Hayleigh
Dowsett – UK



”

Obtaining a certification with WINS made me aware of the crucial and much-needed positive impact WINS brings to the nuclear sector.

– Mr Fabián Barrios
Eufrasio – Mexico



WINS Academy Ambassadors in the Spotlight at ICONS 2024

During the IAEA's International Conference on Nuclear Security (ICONs) 2024, several WINS Academy Ambassadors participated in and contributed to the week-long event.

First, the Academy Ambassadors were active in both of WINS' side events, helping to bring a unique perspective to topics vital to the future of nuclear security.

Several WINS Academy Ambassadors also shared their work at the conference ranging from participation in a plenary session on the development of the nuclear security workforce of the future to presenting papers on their projects such as tracking of mobile radioactive sources, needs assessments, and nuclear security.



BENCHMARKING AND EVALUATION SERVICES

WINS is well aware that in order to demonstrate that nuclear security risks are being effectively managed and mitigated, measuring the performance of nuclear security arrangements and benchmarking it against other organisations' achievements is necessary. In nuclear security, very few avenues exist for industry-to-industry peer reviews of security arrangements. WINS' Benchmarking and Evaluation Services (BES) aims to help fill that gap.

In 2024, WINS conducted one BES project for a large nuclear operator under commercial contract. We also developed a self-assessment tool for the security of nuclear materials in transport. Looking forward to 2025, WINS plans to revise our nuclear security culture BES guidelines to take into account the growing importance of cybersecurity and implement them in upcoming projects.

WINS' BES builds on existing guidelines already published by WINS and on the experience gained while developing WINS' series of International Best Practice Guides. Each guide includes a maturity scale and questions that the reader can use as initial self-assessment or that could form the basis of an external assessment.



COMMUNICATIONS – EXTERNAL RELATIONS

WINS continues to build partnerships and relationships around the world. We strive to work with local and expert organisations as they are best placed to help us target our support and services.

WINS Signs Memorandum of Understanding with Colombian Ministry

WINS has signed a memorandum of understanding with the Colombian Ministry of Mines and Energy with the aim of strengthening nuclear security in the country.

The agreement addresses areas of mutual interest, such as cybersecurity, insider threats, security management, the secure transport of nuclear and other radiological material, security culture and supply chain security.

“We are positioning ourselves to be a regional leader in this field!” The Ministry of Mines and Energy posted on its social media channels.



Kenyan Authority and WINS Sign Memorandum of Understanding

The Kenya Nuclear Regulatory Authority (KNRA) and WINS have signed an MoU to establish cooperation in areas related to nuclear security relevant to the use of nuclear energy, applications and technology.

Under this new MoU, WINS and KNRA will be able to support information sharing and exchange, encourage networking and proactively facilitate the wider awareness and understanding of nuclear security issues in the region.



Memorandum of Understanding Renewed Between WINS and Thailand's Office of Atoms for Peace

WINS and Thailand's Office of Atoms for Peace have renewed our MoU as we launch a series of new activities to further strengthen nuclear security capacity in Thailand and in the Southeast Asia region.

Under this new MoU – which will last until 2025 – WINS will assist Thailand in sustaining its nuclear security training programme and facilitate a regional role for Thailand in the ASEAN region. This will be done through several regional activities which will be implemented by WINS.

This collaboration would not have been possible without the generous financial assistance of Global Affairs Canada.



Cyber-Nuclear Forum Moves to WINS

After five years of hosting the Cyber-Nuclear Forum (CNF), Nuclear Threat Initiative has passed the torch to WINS.

The CNF's mission is to support the mitigation of the risks of cyberattacks on nuclear facilities globally by providing its members with a venue for the exchange of cybersecurity information and practices to enhance their knowledge and expertise.

Since 2019, the CNF has brought together cybersecurity experts from nuclear facilities or industry-related organisations around the world, enabling the exchange of information and best practices around cybersecurity. It is the only forum of its kind, solely focused on identifying practical measures to prevent a cybersecurity lapse that could jeopardise not only the facility's safety, but also global confidence in civilian nuclear power as a safe and reliable energy source.



Sustaining Ties with WINS Members

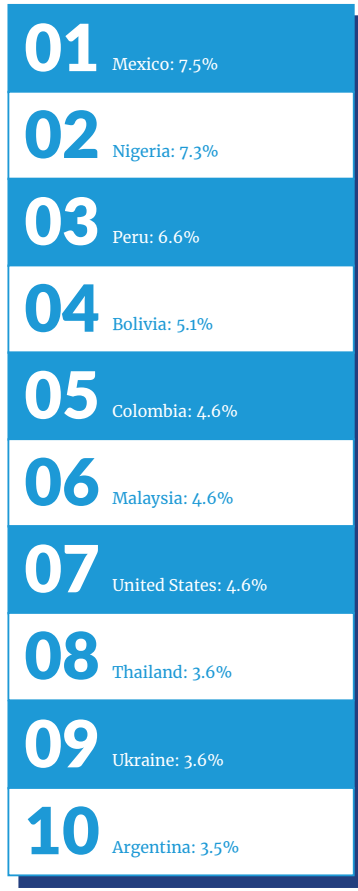
WINS Members are the backbone of our organisation. Our relationship with our members is a top priority. We maintain this relationship through several social media channels and our regular newsletter highlighting recent events and upcoming opportunities.

As an organisation dedicated to improving the professionalism and competence of all those involved in nuclear security, professional network LinkedIn is naturally our strongest social media presence. Our more than 9,000 followers come from all over the world and represent all aspects of the industry.

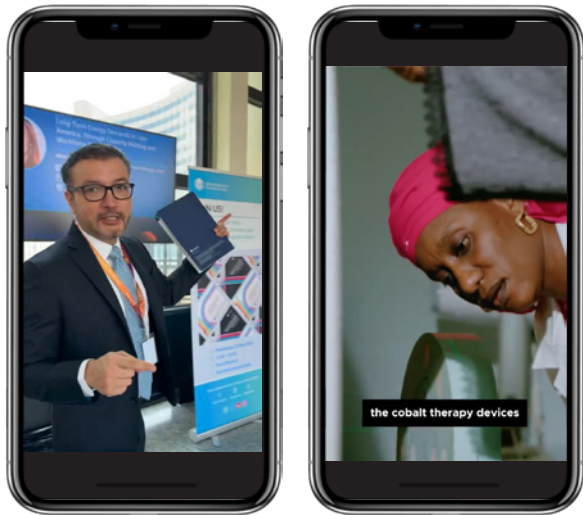
Top ten locations of LinkedIn followers



Top countries of Facebook followers



Our Facebook and Instagram presence lets us reach a younger audience, including more female professionals. Nearly a quarter of our Instagram followers are women between the ages of 25 and 34. We are proud to connect young, female professionals in the spaces where they prefer to network. These platforms also strengthen our communications with the Latin American and Southeast Asian regions.



We use our event postings to promote role models, showing the opportunities WINS can offer to develop nuclear security competence and support stronger security practices.

Instagram followers

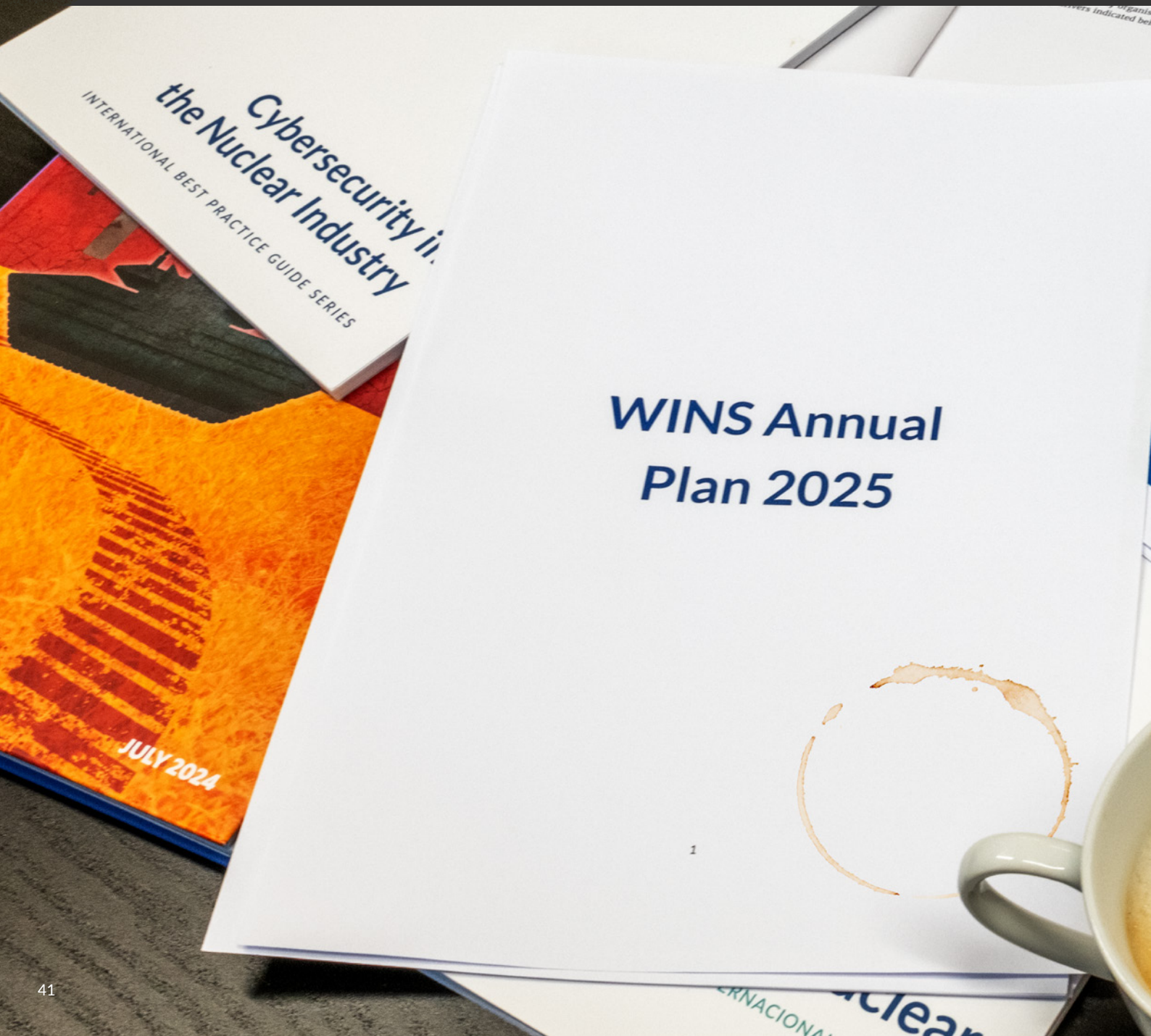


58% women

42% men

We've been working to ensure our members benefit fully from our services and we can mutually assist each other. Often our members are best placed to share our service offerings with those who can benefit from them or new experts to inform our work. This year we've developed strategies to better target our members with special invitations to relevant events and using our social media network to recruit experts. We've also added steps to continue our engagement with workshop attendees, sharing the research report and other publications that come out of our collaboration.





WINS Annual Plan 2025

WINS' overarching goal is to be of service to the entire world and to address all security issues related to nuclear and other radioactive facilities, activities, and materials, whether under or outside of regulatory control.

To achieve this overarching objective, WINS has the following three operational goals:

1. To be an international forum for nuclear security professionals and stakeholders
2. To extend WINS' influence to a broad range of stakeholders involved in all areas of nuclear security
3. To further develop WINS as a high-quality professional institute and ensure the continuous improvement of WINS' in-house capabilities to provide high-quality services

These three operational goals overlap, intersect and together strengthen WINS' performance and contribution. They are supported by WINS' four pillars or programmatic areas. These are exchanging operational experience, the Knowledge Centre, certification and training, and benchmarking and evaluation. In addition, WINS has cross-cutting themes including encouraging more women into nuclear security and maintaining an ongoing watching brief on the developments in the world that impact nuclear security.

To measure our performance each year, we set targets for our performance in our Annual Plan which we measure as part of WINS' Balanced Scorecard.

Each year we will share our achievements and successes through our Annual Report to ensure that we communicate widely the impact of our programmes.

SUPPORT PROCESSES

WINS' work is supported by a system of internal controls, quality management arrangements, financial services and human resources as well as IT services, administration and professional development processes. As an organisation, we also pursue external and independent assurances about the quality of our systems.

To verify the integrity of our processes, WINS also looks to external certification, such as the Board Assurance Statement, published on an annual basis; ISO standards for quality management; and external IT penetration testing of our systems.

The WINS Board Assurance Statement for 2024 was approved by the Board.

In December 2024, WINS passed the ISO recertification audit for compliance with ISO 9001:2015 and the surveillance audit for ISO 29993:2017. ISO 9001:2015 is designed to help organisations ensure that their quality management system and processes meet the needs of their customers and other stakeholders. ISO 29993:2017 certification is to assure quality and continuous improvement in WINS Academy and WINS' other professional training activities.

WINS conducts regular IT penetration tests using external certified consultants. Any recommendations are implemented as a matter of priority in the continuous effort to address new threats. We consider this a matter vital for our reputation.

FINANCIAL PERFORMANCE

Deloitte conducted an independent audit of WINS' financial accounts in March 2025 and the results are expected in mid-April. The audit examined both the financial systems and controls, as well as the programmatic controls.

BALANCE OF FINANCIAL POSITION ON 31.12.2024

WINS assets (A)	€5,654,555
Restricted funding for programme deliverables	€4,132,761
Unrestricted funding for corporate development	€287,171
Outstanding liabilities and provisions	€1,084,622
Total liabilities (L)	€5,504,555
Operating reserves (A-L)	€150,000

OVERVIEW OF INCOME AND EXPENSES IN 2024

Income from delivered programme	€3,576,155
Corporate donations and other income	€472,923
WINS income	€4,049,078
WINS expenses	€3,650,587

WINS STAFF MEMBERS

Lars van Dassen

Executive Director



Bethany Woodward

Manager of Visual Design
Currently on maternity leave



Aleksandra Zilic

Finance Manager



Leyla Amur

Social Media &
Communications Consultant



Anastasiia Nechytailo

Project Officer
Currently on maternity leave



Luka Čekić

Project Administrative Assistant



Anida Čeliković

Manager of WINS
Programme Functions



Mehri Avlyakulova

Executive Assistant
Currently on maternity leave



Anubhav Shrivastava

IT Manager



Michael Goldrei

Manager of Visual Design



Asali Lugu Khamzayeva

Senior Project Manager



Nataliia Klos

Senior Project Manager



Pierre Legoux

Head of Programme Oversight
and Implementation



Tatjana Todic

Project Assistant



Polina Nechytailo

WINS Academy Assistant



Viviana Espinosa Moreno

Senior Project Manager



Przemyslaw Michalski

Head of Internal Services and
Organisational Development



Whitney Kathryn Isaacs

WINS Academy Project Manager



Rhonda Evans

Head of Programme
Development and
Implementation



Roland Fletcher

Head of Certification
and Training



Suzanne Carlson

Communications and
Learning Strategist



Álvaro Acevedo, Tomás Bieda
and **Abdel Sharabati** left WINS
in 2024. We thank them for their
outstanding service at WINS and
wish them the best in their careers.



WINS (25)08

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GZ: StF: BGBl. II Nr 593/2021

