

# Corporate Social Responsibility

Annual Report 2023-24



# Overview

This report covers Viper's CSR activities and achievements from April 2023 to March 2024. It includes updates on our key CSR strategic priorities and an update on progress at 'Viper Woods' from the Stogumber Committee.

## CSR Committee

The CSR Committee continues to meet monthly to plan initiatives and review progress against our CSR priorities and goals. The Committee includes representatives from across Departments and Offices including HR, Marketing, Engineering and Product & Service Delivery as well as representation/support from the Directors.

The CSR Officer continues to Chair the Committee and lead on CSR work and activity.

## CSR Strategy

We launched our Corporate Social Responsibility Strategy for 2023-2028 at our annual Summer Conference in July 2023 to all Viper staff and then subsequently, externally. The Board of Directors and the Operational Management Board are fully supportive of the Strategy and committed to the Company delivering against the CSR plan and priorities.

## Our CSR Priorities & Goals

Part of our CSR Strategy for 2023-28 includes five key priorities and some longer-term goals. Within our planning process we look at these priorities and goals annually to ensure that our CSR initiatives are fully aligned.





# Achievements & highlights

Our main achievements included:

- Launching and publishing our CSR Strategy for 2023-2028.
- Reporting and publication of our Carbon emissions for 2022-23.
- Becoming a 'Young Person's Guarantee' Pledge Partner in Aberdeen.
- Supporting the Southwest 'Stem Challenge' competition.
- Including our new USA office in our CSR initiatives.
- Involvement of local school children in planting and installing nest boxes at our Stogumber Woodland Project.



# Our Staff & Workplace:

**'A focus on the development, health & wellbeing of our staff'**

- Summer Conference Theme - 'A focus on development, health & wellbeing' with staff having the opportunity to participate in a variety of activities including painting, yoga and stress management.
- Online wellbeing session for Aberdeen staff.
- Line dancing taster session.
- Mental Health First Aider and Line Manager mental health training organised by HR.





# Our Communities:

'Continue to create a positive impact on our local communities'

## Education

### Portsmouth:

- Participation in Southwest STEM Challenge.
- Work Experience:
  - During the year, Miles from Priory School and Harris from Bedminster Down School were involved in engineering project work in the week they have spent with **Viper Innovations**.
- **Viper** provided a judge for the area final of Young Enterprise.
- Arkwright Foundation: Sohan from Marling School received "The **Viper Innovations** Arkwright Engineering Scholarship" for FY24 presented at IET, Savoy House, London.
- Attended a Career's Convention at Gordano School for Y12 and Y13.
- Provided Interviewer of future Arkwright scholars.
- Provided Engineer for Y10 Secondary school mock interviews.
- Supported student bursary's:
  - Final year bursary of MSc Electronics student at Swansea University.
  - 3rd year student on Computer Science at Birmingham University.
- Hosted Sohan (Arkwright Student) for one week's work experience.
- Provided a student from Clifton College three week's work experience.
- Employed an apprentice where they have completed a BTEC Level 3 Diploma in Advanced Manufacturing Engineering, and are now undertaking a HNC in Engineering.
- Took on a one Year Industrial Placement – for an Electrical Engineering Intern - working in the Research Team.



# Our Communities

## Aberdeen:

- Viper was accepted as a 'Young Person's Guarantee' Pledge partner in Scotland.
- Over the course of the last year, a number of team members have been involved in career related activities with students from local secondary schools, including the following:
  - Attended careers Fairs organised by Developing the Young Workforce where senior stage students and parents were able to discover a range of career and further education opportunities available within the local community and the wider city.
  - Supported Pathway Planning events where junior stage students were able to discover what sort of subject choices were required for various careers and industries.
  - Supported 'Inspiring Futures' – Careers Carousel where students were able to explore the different ways of getting into a particular career or industry.
  - Attended Mock interviews where senior students were able to practice answering the sort of questions they would likely be asked when applying for a particular job vacancy.



## Sponsorship

- Support to North Somerset's first girls academy team the U14s, also known as the Warriors.
- Sponsorship of the Bridge of Don Amateur Swimming Club (BODASC).

## Charity

- Walking Month of May-£500 raised for The Julian Trust and Aberdeen Cyrenians with staff walking around 4,000 miles.
- Macmillan Coffee Morning-£420 raised.
- Christmas charity raffle £1222 raised for Scotland's Charity Air Ambulance and the Quartet charity initiative for helping elderly, families on low income and vulnerable people who find themselves in fuel poverty over the winter.
- Food and clothing collections for The Julian Trust (Bristol) and Lighthouse charity (Aberdeen).
- Sponsored the Houston Rodeo Run with a \$500 contribution to the Houston Children's Charity.





# Our Environment

**'Improve biodiversity of plants & wildlife'  
& 'A low emission business'**

## Stogumber Update:

Our Stogumber Woodland Project is our main environment project and one of our strategic priorities to 'Improve biodiversity of plants and wildlife'. Some of the key achievements over the past year include:

- (i) Thinning of the woodland by removal of more dead ash.
- (ii) A hedge was thinned and re-laid
- (iii) Planning permission obtained for the erection of a cabin and the creation of a pond.
- (iv) 'No-dig' foundations installed for the cabin base.
- (v) Rubbish removal from site (17m3).
- (vi) Compacted approx. 500Kg of plastic tree guards for recycling.
- (vii) Felling licence obtained and trees overhanging the road (creating a hazard) removed.
- (viii) Deer fencing installed around all fields to be planted.
- (ix) 8900 saplings and shrubs planted. (200 planted by local school children)
- (x) 34 nest box kits made.
- (xi) Nest box kits assembled by local school children and installation sites selected by the children.
- (xii) Five wildlife cams installed.
- (xiii) Raptor perches installed in the open fields
- (xiv) Site map created with woodland and field names by local school children.



## Carbon Update:

Our first formal Carbon Report was published internally and externally in December 2023. Overall, our carbon emissions for 2022/23 had decreased by 35% since 2019/20. Work is now underway to calculate our carbon footprint for 2023/24.

## Litter Picking:

Our litter picking initiative continues both in Aberdeen and Portishead with teams going out each month. A total of 72 bags of waste were collected during the year.



## CSR & Ethics

In Supply Chain we have been actively engaging with our suppliers to uphold our CSR goals. This includes initiatives such as conducting supplier assessments during onboarding, working to remove the polystyrene used in our packaging, and choosing local suppliers where possible.





# In Summary

Overall, 2023-24 saw continued work in our communities including ongoing support in education through offering opportunities within Viper as well as participation in local activities.

Work has continued on our Woodland Project involving not only staff, but the local schools in Stogumber. We also continue to support charities through donations and financial contributions from events. Staff and wellbeing have also continued to be a priority within Viper.

Over the next year we will continue to focus on our priorities and delivering our goals in our Strategic Plan with the ongoing support of our staff.



# Our CSR Committee



**Andrew Paterson**



**Shelley-Anne Douglas**  
Committee Chair



**Alan Watson**



**Jo Stewart**



**Hauwa**



**Hugo**



**Edward Davies**



For more information visit:

[www.viperinnovations.com/csr](http://www.viperinnovations.com/csr)



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