



Taking action to make **POSITIVE CHANGE**




**Corporate Social Responsibility
Strategy 2023-2028**

 **VIPER
INNOVATIONS**



“We are determined to ensure that Viper Innovations remains a resilient business and becomes an exemplary beacon of how CSR can be delivered.”

Hello



Corporate Social Responsibility or CSR covers a wide range of initiatives and responsibilities where our actions, as a business and individuals, will have an impact on our employees, each other, our community, and the environment. This document lays out our strategy for the next five years for our CSR framework and builds on the good work **Viper Innovations** has carried out over recent years.

In our framework we focus on what we can do to deliver our five ‘strategic priorities’ that we have identified, and how, beyond that, we are on a continuous journey. We are pleased to say that our own CSR strategy aims to ensure Viper are carbon neutral and in addition is aligned with the government’s Ten Point Plan for a Green Industrial Revolution with our product and service offerings.

The Board of Directors and Operational Management Board will continue to ensure that staff are empowered to deliver this CSR strategy and that our CSR ethos is cascaded to all staff and shared with our stakeholders. We are determined to ensure that Viper Innovations remains a resilient business and becomes an exemplary beacon of how CSR can be delivered, and that we can make a positive impact on the lives of our staff, our community, and the environment.

As far as our initiatives for our staff, the community and the environment are concerned, there is little I want to add that is not covered in this document, other than to say that the Board of Directors and Operational Management Board are fully supportive of this strategy and recognise the importance of it to a wide range of Viper’s stakeholders.

**Corporate Social
Responsibility
Strategy 2023-2028**

Edward Davies
Managing Director

Introduction to our CSR strategy



The success of our CSR strategy is important to our business and all our stakeholders. Our CSR programme is managed by our CSR committee and will be regularly reported to, and reviewed by our Operational Management Board. We will also report progress and new initiatives through regular and open communications which are accessible to all our staff, stakeholders, and the wider community.

As well as setting out our CSR strategic objectives, this document follows our CSR journey to date and details a plan of action and priorities for the period up until 2028.

This document details our ambitious commitments and the principles that we will adopt to support the sustainable development of our business. Our diverse programme of work spans five strategic priorities, from which our plan of action has been developed. The strategy also aligns with our key focus areas as shown on the next page.

Our CSR promise

The Directors and Operational Management Board have made a promise that 'our staff, the regional community, and the environment will benefit as a result of the actions of Viper. That promise underlines the commitment of the Company towards delivering against the CSR plan and how it will be an integral part of business decision making and actions.



Our staff & workplace

In our workplace we want to create an environment where employee health and wellbeing and both personal and professional development is of utmost importance to Viper and ensure that we treat employees fairly.

Our communities

A key strategic value of the business is that we contribute positively to the social, educational, and economic wellbeing of our communities, and that we are a good neighbour and community member - locally, regionally, and nationally.



Our environment

Our Environmental Management Systems will remain compliant and certified to ISO 14001, and we will conduct operations through efficient use of materials and energy with minimum waste coupled with prevention of pollution and damage to the environment.

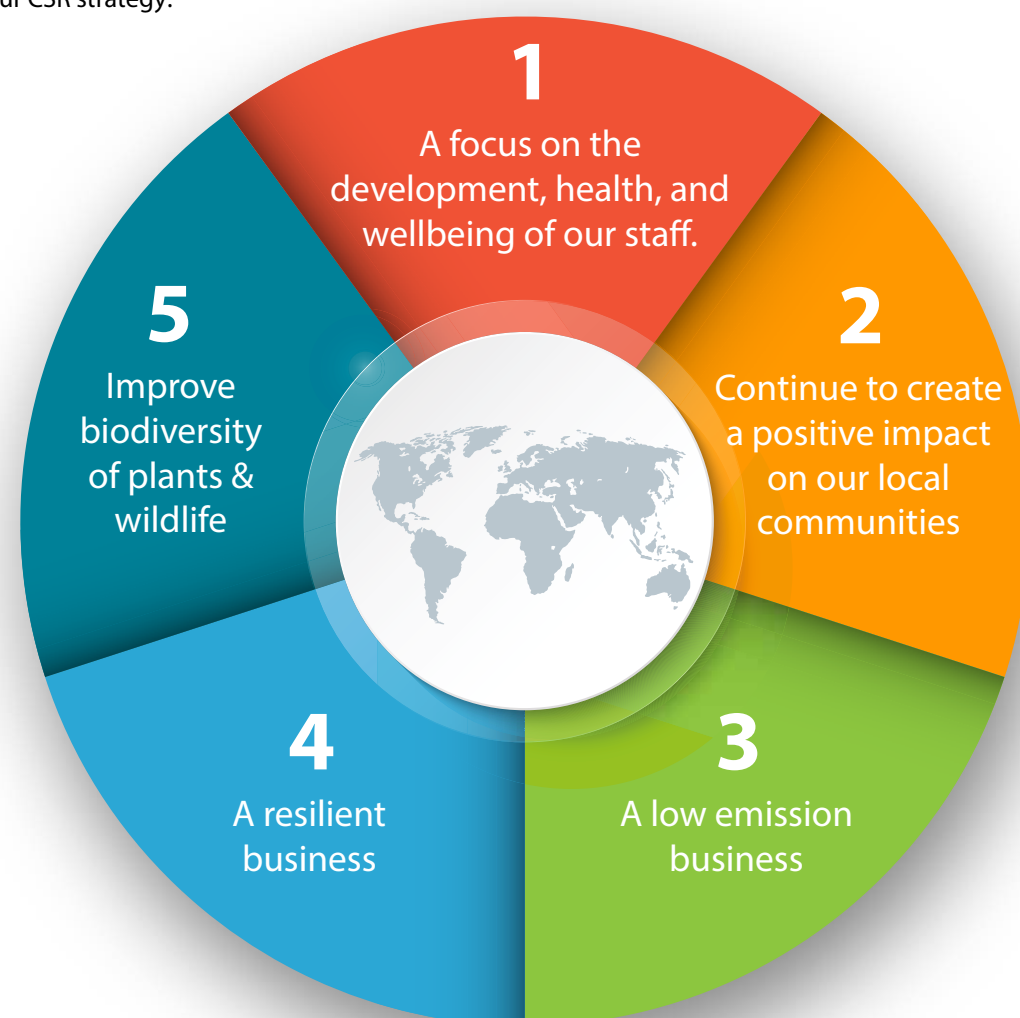
CSR & ethics

As part of our Company standards, we maintain compliance to modern slavery, anti-bribery and conflict minerals regulations and have an Ethics Policy in place.



Our **5** strategic priorities

We have set five strategic priorities which we believe address all the fundamentals that we are trying to achieve under our CSR strategy:



How are we going to deliver against the Strategic Priorities?

A focus on the health, well-being & professional development of our staff

The Company will continue to invest in its staff and facilities. We want to make sure that staff are developed, enjoy their work, their place of work, and remain healthy in body and mind.

We will encourage a healthy lifestyle for our employees, both in and outside of work. We will continue to ensure that our staff have access to a range of benefits such as flexible and hybrid working, yoga, free fruit in the office, private healthcare and an Employee Assistance Programme.

We will increase the capabilities of staff, cultivate talents, communicate, and create the culture to support the Company's CSR focus.

We will ensure that our annual performance review process addresses development needs of staff and we will invest in training to enable staff to grow throughout their career. The Company will continue to use surveys to seek ideas for improvement in the workplace and wellbeing initiatives.

We will ensure that risk assessments are undertaken for all work-related activities and that mitigation and training is provisioned to practically minimise health and safety risks.

We will ensure that we remain an inclusive organisation with no discrimination and maintain the benefits of a diverse workforce.



2

Continue to create a positive impact on our local community

We will contribute positively to the social, educational, and economic wellbeing of our community and we will endeavour to remain a good neighbour and community member – locally, regionally and nationally. We will invest in the communities where we live and work.

We will support education locally through initiatives such as student sponsorship, apprenticeships, work experience and other programmes such as Young Enterprise where we can offer benefit and opportunities in our communities.

Local charities will predominantly be the beneficiaries of our donations and staff fund raising initiatives rather than national and international organisations.



Local volunteering opportunities will be sought out and staff will be encouraged to participate with the Company providing some paid time for such volunteering.

We will form partnerships with local schools and scout groups for them to benefit from our investment in the site in Stogumber. We will create the on-site facilities and environment that supports education in woodland, fauna, and wildlife, woodland crafts, and woodland well-being.

3

A low-emission business

To achieve a carbon neutral position there are several parallel actions that we need to take that will contribute to reducing the emissions and also offsetting any residual emissions. However, we must first establish a baseline for our carbon footprint. This will be calculated using emissions based on the financial year ending March 2023. The initial baseline will be based on Scope 1 and Scope 2 calculations (as defined in the Greenhouse Gas (GHG) Protocol) but we will commit to also baselining and tackling Scope 3 emissions as part of our plans to become carbon neutral by 2030.

In order to minimise waste and the use of materials, we will embark on a number of mini projects in order to analyse the amount of physical waste, the type of waste, and the source of the waste. We will set annual targets for reducing our 'waste to landfill'. We will also analyse our energy and water usage and assess how that usage can be reduced. Design reviews of equipment will incorporate questions and challenges about material usage and packaging. In addition, our vendor selection process shall include an evaluation of the carbon footprint impact of utilising different suppliers, packaging specifications and the proposed supply chain.

By 2024 all our electricity will be from an authentically green supplier that offers 100% green and sustainable energy.

We will encourage the take-up of the cycle to work incentives and we will attempt to create a positive carbon reduction ethos for staff and wider stakeholders around the three relevant R's: Reduce, Reuse, Recycle.

We will plant 9,000 more trees at our 'Stogumber' site by March 2024 in order to offset carbon emissions. Further offsetting will be considered as a final solution to achieve our carbon neutral target once all other carbon reduction initiatives under scope 3 have been completed.



Improve biodiversity of plants & wildlife at Stogumber

We intend to have a positive impact on the biodiversity of plants and wildlife through direct investment and the creation of suitable environments, specifically at our woodland site at Stogumber. We will also create a programme of education, for our staff and their families, about wildlife and the required ecology for creating the biodiversity. We will also open our woodland for local schools or scouting groups to utilise the facilities.

Viper staff, via a 'woodland committee' will act as custodians of the woodland that we have acquired and will create in Stogumber. We will also work with the adjacent landowners and stakeholders to create a plan to optimise the habitat over a greater area in order to create and encourage a diverse ecology in, on, and around that site. For the land that remains 'open' we will allow natural wilding or encourage a flower meadow habitat with wildflower seed distribution/planting. We will also work with local beekeepers to establish a hive on site to support pollination.

We will, subject to planning approvals create and establish a pond on the site to encourage an ideal habitat for pond wildlife.

We will use trained ecologists to study the site, undertake surveys and create Biodiversity Net Gain Assessments.

The Company will publish blogs and press releases to demonstrate the benefits and learnings of the Stogumber site, in terms of the biodiversity and carbon sequestration effects. The company will use this case study along with papers at seminars and general networking to encourage other like-minded companies and organisations to follow similar paths or include wildlife and plant diversity in their own CSR plans.

In addition to the significant Stogumber project, we will invest in selected local school projects who are creating their own wildlife habitats to improve ecology and the associated awareness and training of school children.

Investing in the environment & biodiversity at Stogumber Woodland Project, West Somerset



5

A resilient business



To ensure that the business grows and continues to be a sustainable entity providing secure employment to our staff and surety of supply to our customers, the Company will continue to increase the re-investment of profits into Research and Development and sales and marketing. In addition, the Company will invest in stock and the supply chain to ensure the continuity of supply of our products and services and to minimise the impact of disruptions by third-parties, macro-economic and global events. We will promote CSR within the supply chain.

As well as enhancing product capability we will also ensure that product reliability considerations and improvement is a key focus for engineering.

Financial controls and management will be maintained to ensure that the Company always operates with sufficient working capital and cash flow so that we are not impacting on any of our suppliers with the need for extended payment terms.

We will be committed not just to CSR but ethics at the highest levels throughout the business. We will ensure all our business affairs are conducted through robust compliance with standards, policies, and legislation such as the conflict minerals regulations, modern slavery act, and anti-bribery and corruption regulations.



Our Commitments

- ✓ All our leadership team will support and participate in volunteering programmes.
- ✓ We will commit a budget to invest and achieve our CSR goals.
- ✓ We will maintain accreditation to appropriate benchmarks.
- ✓ We will continue to build a culture of volunteering, allowing all staff members time to support selected projects in our local community.
- ✓ We will continue to promote the wellbeing of our staff.
- ✓ We will continue to provide work experience for local school children and provide apprenticeship and intern opportunities.
- ✓ Reach a carbon neutral position by 2030.
- ✓ We are committed to creating quality employment providing opportunities for all in a safe, inclusive, and inspiring environment.
- ✓ We will identify, measure, and analyse data to monitor and demonstrate change.



Taking action to make positive change



Our goals

What does future CSR success look like for Viper innovations...

More female engineers

Going beyond carbon neutral

Embedded CSR culture, engaging all staff

Encouraging the next generation of STEM students

Become a local community leader in CSR best practice

Embedding CSR values throughout our supply chain

Encouraged other SMEs to invest in ecological initiatives

The majority of staff participating in the volunteering programme



For more information visit:
www.viperinnovations.com/csr



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