

Corporate Social Responsibility (CSR)

Annual Report 2022-23



Overview

This is the first annual report from the CSR Committee since its formation in January 2022.

The report covers Viper's CSR activities and achievements from January 2022 to March 2023. It also includes an update from the Stogumber Committee on the Woodlands Project which is Viper's major environmental investment initiative.

CSR Committee

The CSR Committee was formed in January 2022 with representation from across Viper including both Portishead and the Aberdeen offices. Viper also appointed a CSR Officer with key responsibility to lead on CSR and coordinate activities and initiatives as well as chairing the CSR Committee.

In the first few months, the Committee agreed to its Terms of Reference and updated Viper Connect, Viper's internal communication platform, with the latest CSR information. Although membership of the Committee has evolved, the Committee is now well established with five members and with monthly meetings in place as well as an annual plan.

Annual Plan/Priorities

Our plans and priorities are based on our four key CSR pillars, namely, our staff, our communities, our environment and our marketplace.

Key priorities for 2022-23 included:

- Measuring our carbon footprint
- Developing a CSR Strategy
- Creating an annual plan of CSR initiatives



Achievements and highlights

Our main achievements include:

- Created calculation sheets for carbon footprint and baselined emissions for 2021-22.
- Carbon footprint for 2022-23 in progress.
- CSR Strategy drafted and launch planned for 2023-24.
- Quarterly plan of CSR initiatives developed for 2022-23.
- Planning for 2023-24 completed.



Our Communities

Education

- Supporting the science week at a Portishead Primary School.
- Sponsorship of three students being supported in their further education: Lewis (Swansea University), Nathan (Birmingham University) and Tim (Bath University). All looking to join Viper after they have finished their degrees.
- Work Experience: In FY22, five students from the local community spent the week working on a Wildlife Cam IoT Project and presented this to the business. The project was well received as it aligned to activity on-going at Stogumber.
- Arkwright Foundation: Robert from Clifton College received the "Viper Innovations Arkwright Engineering Scholarship" for FY23 which was presented at IET, Savoy House, London. Have also supported the interviewing process of the students.
- Two engineering apprentices – (third year at University) have focused on production engineering and customer support. They are now on a rotation plan to help further widen their Engineering skills.
- Viper provided a judge for the area final of Young Enterprise.



- Attended a careers fair at Gordano School for Y11 and A Level leavers.
- Supported Viper Innovations first T-Level in Joe completing his required hours for his course.
- Supported coding skills bootcamp in Bath and Edinburgh.
- Attended and supported careers and apprenticeship events organised by Weston College.
- Agreed to sponsor a PhD student at Bath University.
- Supported Exeter University in their applications for further research into Non-Destructive Testing (NDT) in the windfarm renewable sector.

Charity

- Walking Month of May. Charity 'Care for the Family'. Amount raised £1,017.
- Macmillian coffee and cake morning in September raised over £350.
- Christmas Raffle raised £1,000, which was split between Aberdeen Action for Disability and The Julian Trust.
- Christmas toy collection for Salvation Army.



Our Staff & Workplace



New Initiatives

- Introduction of lunchtime wellbeing sessions for staff with external provider.
- Menopause awareness session for female staff and training for line managers.
- Arranging massage sessions for Aberdeen office so that sessions are now offered in both offices.

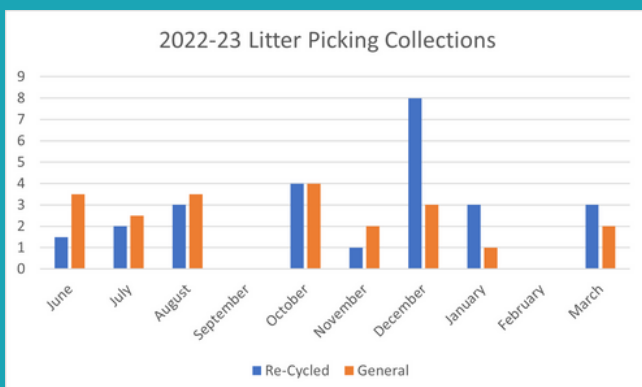
Our Environment

Stogumber 'Woodlands Project'

- Staff from the Woodlands Committee attended a variety of training courses including SSV driving, winching and towing, herbicide spraying, tree felling and chain saw maintenance.
- 80% of plastic tree guards cleared.
- Old pheasant fencing and posts cleared.
- Felled diseased ash trees (approximately 30).
- Installed 12 bird boxes.
- Undertaken 'Ecology Survey'.
- Submitted 'Woodland Management Plan' to Forestry Commission.
- Applied for planning permission for onsite cabin and pond.
- 'Woodland Creation Plan' submitted to, and approved by, the Forestry Commission.

Carbon update

- Transition to 100% green electricity supply at Portishead.
- Installed EV chargers at Portishead office.
- Calculated draft figures for CO2 absorption of the trees at Stogumber.



Litter Picking

- Department rotas in place for litter picking.
- See graph for number of bags of litter collected.

CSR and Ethics

- The equal opportunity policy was updated to the 'Equality, Diversity and Inclusion Policy' with some significant changes to this.

Summary

Overall, 2022-23 saw a large number of CSR activities contributing to our staff wellbeing as well as benefitting our local communities and charities.

There has been significant work carried out at Stogumber on our Woodland project along with staff training. The completion of our CSR Strategy has been a key achievement and will give focus to Viper's CSR plans and priorities over the next few years.

Our CSR Committee



Alan



Shelley-Anne
Committee Chair



Andrew



Jo



Steph

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