



# Visuna ESG Report

March 2023





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## VISION AND VALUES

In 2022, we identified a rapid change in the energy industry worldwide and we decided to evolve and diversify Oil Consultants to reflect this evolution. We made the decision to utilise our skills and experience in the oil and gas sector and apply it to the renewable energy and tech sectors.

## “We’re on a journey. To evolve and diversify our organisation to be the best we can be.”

With our new found purpose and vision we required an alignment more fitting to our name and brand. We therefore rebranded Oil Consultants to our new name of Visuna.

As well as strength, force and power, the new Visuna branding also represents nature, harmony and sustainability. The sun symbol in the logo is aimed at creating a sense of unity, movement and energy, as well as incorporating the V and the I from the brand name. The three dots in the symbol create the look of people and also represent the ocean, land and air.

Whilst we will continue to work in the oil and gas sectors, Visuna are exceptionally proud to focus on the areas of renewable, clean, green energies and technologies. We have a vast history and experience of traditional energies, but we recognise that the world is moving in a different direction, and certainly for the better. Whilst we will of course still offer our services to the maintenance of those traditional energy sources, we are dedicated to helping bring about fully, the energy transition.

As the world of energy changes, we will too. We believe that together we can make a difference.

We’re harnessing our years of experience and skill to push forward our boundaries and enter a new era.

We want to shape a future where people and communities thrive. Sustainability is everyone’s responsibility and Visuna want to help drive forward this agenda. Our approach to ESG is linked closely to our mission, purpose and values, and supports the sustainable delivery of our business strategy.

The three pillars of our ESG pathway are People, Planet and Policy. All of which are underpinned by our business vision and culture.

This document sets out Visuna’s commitment to our ESG priorities and provides a snapshot of our progress and key initiatives.

Our approach to ESG mirrors the way we do business – it is proactive, honest, agile and reliable.



Ford Garrard, CEO

A blue ink handwritten signature of Ford Garrard, consisting of a stylized 'F' and 'G'.

## Our Vision

To be the global leading provider of workforce solutions in energy and tech recruitment, by serving as a strategic partner to our clients and connecting the best talent to the right opportunity.

## Our Values

Values provide the business and the people within it with direction. We live and breathe these values in everything that we do to ensure we stay on the right path.



### **Growth**

We thrive on evolving and pushing our boundaries



### **Reliability**

We honour our commitment to finding the right solution



### **Agility**

We are proactive and flexible in challenging circumstances



### **People**

We believe that together we can make a difference by showing care and being respectful



### **Honesty**

We are straightforward and build our reputation on trust

# Sustainable Development Goals

Visuna's approach to ESG aligns with a number of the United Nation's Sustainable Development Goals.

We're pleased to be able to support the UN in their universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

The goals to transform our world that Visuna's priorities align most closely with, include;



Creating a world free of hunger.



Achieve gender equality and empower all women and girls.



Ensure healthy lives and promote well-being for all at all ages.



Ensure sustainable consumption and production patterns.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



## PEOPLE

We're on a journey to evolve and diversify our organisation to be the best we can be. This also means transforming the way we look after our people to ensure we have a motivated, engaged, productive and diverse team.



Our business has always thrived as a people-centric organisation. Our people will be fundamental to our success. By maintaining and expanding a developed, diverse and engaged team we will deliver on our goals. Ultimately, becoming an employer of choice in our region and beyond.

We encourage an open door policy for all of our employees, so they can talk freely about any concerns, or share ideas to improve culture and wellbeing. This will allow us to continue to develop our people strategy in the long-term.

## Life at Visuna

One of our values is 'People - we believe that together we can make a difference by showing care and being respectful', so we support the work/life balance of all of our employees with hybrid working and flexible start times as standard.

We support equality and diversity in the workplace and are proud that 75% of our team are women. All team members have been recruited fairly and consistently through a clear recruitment process.

We have a structured but relaxed workforce where individuals feel comfortable to express their feelings and interests to benefit the business and their own self development.



56

Total global number of employees



53%

Number of females in manager or above positions



75%

Female employees



46

Total number of UK employees



4

Internal promotions in 2022



2

Mental Health First Aiders



## Communication and Feedback

As our rebrand meant we've gone through a period of significant change, we were aware of the need to engage the whole team with the new company vision and goals. With that in mind, we held an internal brand launch to explore our new values, mission and direction for the company. The day was a great success with 81.5% of the team rating overall experience of the session as 'Excellent' within an employee survey.

Prior to our rebrand and diversification, we held an offsite brand workshop session to involve our people in the sharing of ideas around our future mission and vision. We included team members from a range of departments, locations, roles and levels in the business to get a true representation of opinions. This fact finding session facilitated the development of our transformation.

We have and will continue to utilise employee surveys to monitor engagement and identify areas for improvement. Recent comments from team members on the new company culture have been:



**“IT IS BECOMING VIBRANT AND LOVED AGAIN. IT IS BECOMING A COMPANY.”**

**“FAB PLACE TO WORK AND FAB NEW REBRAND.”**

**“IT FEELS LIKE FAMILY.”**



In 2022, we introduced a digital HR platform to improve our processes and an internal newsletter to promote engagement and open communication. The newsletter features business and personal news to support our focus on work/life balance. As we have offices around the globe, these regular updates help to promote inclusivity across our various locations.



## Reward and Recognition

During 2022, we introduced our 'Team Members of the Month' who are nominated by their colleagues based on our values and their achievements. We're also celebrating our very first end of year awards.

We've begun to recognise and reward team members with a formal length of service programme, to embed our ethos that the business offers sustainable, long-term careers.

The team enjoy a calendar of social events and activities in and outside the office. This helps to support our rewards programme and facilitates employee engagement.



We give our people the freedom to progress and develop internally. 2022 saw a number of internal promotions and 2023 will see a member of the team transition from the UK office to the Brisbane office with our support.

## Wellness at Work

We recognise the importance of promoting good mental health in the workplace and providing support for our employees. That's why we now have several of our team members certified as mental health first aiders, having completed essential training with St John's Ambulance on the subject. We've also signed the Workplace Mental Health Charter and commit to talk openly, respectfully and positively about mental health.



To drive our commitment to health and wellness at work, we're working towards the 'Better Health at Work' award. This accreditation takes into account all of the small things we do to improve wellbeing at work, for example, weekly fruit deliveries for the team and investing in plants for the office to bring the outside in.



## Community

The majority of our teams, particularly in the UK, live in close proximity to the office so it's important to us as a company that we remain in and invest in the area. This means creating sustainable careers for local people and helping our communities to thrive.

We make the choice to shop local, for example, in the UK our weekly milk and fruit deliveries to the office are both from independent local suppliers.

We enjoy supporting and organising charity events. Our Coffee Morning in aid of MacMillan Cancer Support in September saw us raise over £630 for this essential cause. In November the goods from our 'Donation Station', and purchased with the money raised at team events, were taken to the Washington Community Food Project. These items went towards creating short-term emergency food parcels for local people in need.

December saw the team support the amazing charity Norah's North Pole. Every year they work closely with families, social workers and schools in the North East of England to ensure that as many children as possible will wake up with a gift from Santa on Christmas morning. We were thrilled to be able to fulfil so many wishes.

Approaching the team for charity suggestions ensures we choose causes that are close to our people's hearts.

2023 will see the purchase of a defibrillator to be located outside the UK office, funded by team charity activities. This will be a public access defibrillator, so in the event of an emergency, anyone in the local area or from any of the businesses on the estate will be able to make use of this life saving equipment.

## What's Next?

The placement of a People and Culture Manager within the business during 2022 provides us with the opportunity to structure and deliver our people targets throughout 2023.

Our focus areas will be:

- > To further develop our benefits package, using team member feedback to shape our decisions.
- > To introduce an E-learning platform for team members and to create clear development and progression pathways.
- > To continue to use employee surveys and other communication channels to provide our team members with a voice.
- > To always promote from within where possible.
- > To ensure we continue to be an equal opportunities employer and to broaden our activity to other protected characteristics.
- > To remain committed to supporting local charities.



**Helping to eliminate food poverty in  
our local communities.**

**Our 2023 pledge:  
A 'Can' for a 'Can'-didate.**

**We will donate a tin of food to a local food bank  
for every person that we find a job in 2023.**



**Donation  
Station!**

# PLANET

We're all dependent on the planet, so we want to make a positive environmental impact on the world around us to ensure a sustainable future for the next generation and beyond.



## Cutting Carbon

Our hybrid working model means our team have a reduced carbon footprint, but we'd like to look into options to expand this further through the use of car sharing initiatives and/or a cycle to work scheme.

All work-related travel is pre-approved by a member of the management team and only occurs when necessary. We've embraced the technology and communication methods available to ensure travel is kept to a minimum.

When allocating contractors to jobs, we always aim to use local personnel where possible in order to minimise travel requirements.

## Conservation, Responsible Consumption and Waste Management

Within our UK head office we encourage our team members to separate their recycling waste so we can ensure this is dealt with appropriately.

Small changes, such as, the removal of paper hand towels from the bathrooms and reducing paper usage by promoting double sided printing and printing only when essential have also been implemented. To broaden our efforts, future plans include a 'lights out' initiative for meeting rooms, introducing eco-cleaning products and energy efficient lightbulbs where possible.

In order to promote responsible consumption and production, we've identified a benefit to the local community of placing a clothes bank collection point in our UK office car park, therefore, we will be investigating the feasibility of this proposal in 2023.

There's appetite amongst team members to get involved with some conservation activity during 2023, such as, tree planting or beach cleans. The Marine Conservation Society's Great British Beach Clean in September will be the perfect opportunity to engage the UK team with making a positive impact on our oceans.



UP TO  
**90%**

The reduction in water consumption that the introduction of a waste water management system at our UK office creates.



## What's Next?

We're looking forward to developing more energy efficient and waste management solutions across our global office locations.

Our focus areas will be:

- > To continue to partner with organisations providing innovation in renewable energy.
- > To ensure we support working practices that improve environmental sustainability.
- > To get involved with conservation projects across the world.
- > To investigate and implement travel related carbon cutting measures.
- > To introduce a minimum standard for waste reduction and management throughout our offices around the world.

2023 will see Visuna work towards achieving ISO14001 standard.

This process will allow us the practical tools to manage our environmental responsibilities.





## POLICY

We promise our colleagues and our customers integrity, reliability and honesty from a highly trusted brand, so we take our governance responsibilities very seriously. We pride ourselves on behaving fairly and honestly and maintaining high standards of conduct, whilst creating safe and risk-free working environments.



## Compliance and Human Rights

**Visuna fully complies with all governmental and international laws, rules and regulations which are applicable to our business. This is across every country that we operate in.**

Our commitment to recognise worker groups and protect our employee and contractor rights is detailed in our Freedom of Association and Collective Bargaining Policy and Procedure.

Visuna's Bribery, Corruption and Facilitation Payments Policy sets out the responsibility of the company (and everyone who works for the company) to adhere to high standards set for conducting our business affairs. The company is committed to absolute integrity and fairness across all our operations.

We have a range of policies to support our people at work, for example, our Health and Safety Policy and our Whistleblowing Policy and Procedure, plus Maternity Policy and Procedure, and Harassment and Bullying Policy.

## Leadership

**We have a clear organisational structure to promote consistent and compliant operations. Our experienced and diverse leadership team use their expertise from a variety of sectors to ensure decisions are made that maintain our position as a reliable business that our shareholders, customers and team members can count on.**

The business is run with strong ethics. Balanced and informed decisions are made based on facts, with the aim of minimising risk to ensure a sustainable future for the company and our people.

We are continually reviewing and updating our policies where necessary, whilst also working to ensure all policies are accessible and trained out across the business.

Our company has a particular focus on creating an environment where all our staff are supported in terms of the care and respect they are shown, demonstrated by our Diversity, Equality and Inclusion Policy. Despite our position as recruitment specialists in sectors traditionally dominated by male workforces, at Visuna, 75% of our team are women.

We're also keen to work with global energy and tech sector clients who demonstrate the valued roles of women within their organisations, promoting female mentors and role models within STEM careers to encourage the next generation of women into these industries.

We have ambitious growth plans and our focus as we look to the long term future of the company is to continue to diversify both our client and market mix, which will allow us to be more flexible to deal with any potential future global issues, subsequently providing job security for our team.

Our goal is to be as transparent as possible with our business operations and financial transactions. We provide regular company updates to our team members across the world. Additionally, we have committed to producing an annual ESG report to detail our progress.



## Quality Management

**At Visuna, we strive to uphold our reputation for quality. We treat our colleagues and customers fairly and actively work to avoid potential conflicts of interest.**

Our annual client and candidate surveys help us to understand the level of service we provide and facilitate our continuous improvement processes.

The Achilles accreditation and APSCO membership that we hold ensure we are meeting and exceeding regulatory standards.

Acknowledgement of industry achievements are demonstrated by Visuna being shortlisted as a finalist in the Sunderland Echo Business Excellence Awards 2022, in the 'Best Large Business' category, and Recruiter's Investing in Talent Awards 2022, in the category of 'Most Inspiring Recruitment Company Transformation'.



**We're proud to have once again retained ISO9001 certification.**

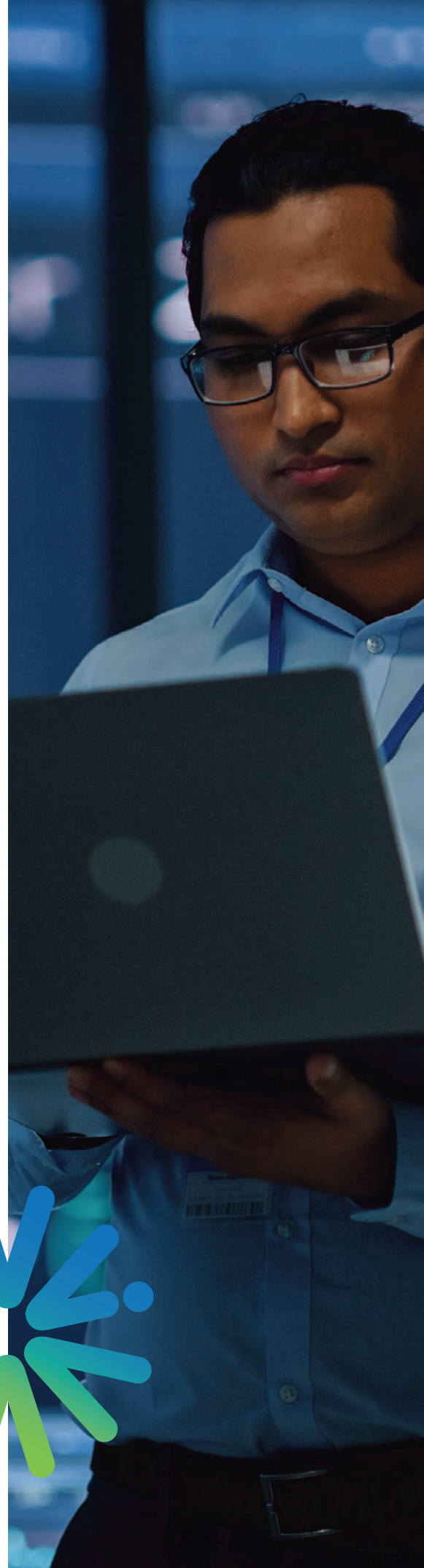
**This quality management system demonstrates our commitment to providing services at the high standard our clients have come to expect from us.**

## Information Systems

Secure and compliant information systems are integral to our business, so we are constantly improving and enhancing our ways of working.

It's important that that we maintain privacy of data provided to use and use it in accordance with the intent that it has been provided to us. Our Information Security and Data Protection Policy sets out how we seek to protect personal data and ensure that our employees understand the rules governing their use of the personal data to which they have access to in the course of their work.

To increase our resource within this area, we are taking on an additional IT Technician for the business during 2023 to provide further support with our cyber security processes. We also have plans to improve awareness of cyber security risks amongst the team.





## What's Next?

As our business grows, the needed for a rigorous approach to governance increases. We're committed to compliance, safety, security and sustainable leadership.

### Our focus areas will be:

- > To retain our current accreditations and memberships, whilst investigating and implementing relevant additions.
- > To ensure the training out of our policies across the business.
- > To continue to make ethical and transparent decisions.
- > To promote safety and risk minimisation across all areas of our business.
- > To maintain our commitment to offering a quality and reliable service to our customers.
- > To further develop the security of our IT systems.

# Our Commitments: 23 for 23

## PEOPLE



Attract, develop and retain the diverse talent we need for the future



Live our company values every day



Support team member wellbeing



Recognise and reward performance



Achieve 'Better Health at Work' certification



Build sustainable relationships with our local communities.



Continue to support charitable causes



Reach the funding target for a shared community defibrillator at our UK office



A 'Can' for a 'Can'-didate  
Donate a tin of food to a local food bank for every person that we find a job in 2023

## PLANET



Establish our reputation as a key staffing partner in the energy transition

ISO 14001

Achieve our ISO14001 standard



Support conservation projects across the world, such as, tree planting and beach cleans



Implement recycling facilities at our office locations around the world



Use licensed contractors to dispose of waste at all of our offices



Reduce paper usage by promoting double sided printing and printing only when essential

## POLICY

ISO 9001

Protect our ISO9001 standard



Maintain Achilles accreditation



Retain our APSCO membership



Undertake annual client and candidate surveys to ensure customer satisfaction



Ensure all of our policies are accessible and communicated across the company



Promote compliant and secure information systems



Provide safe and risk-free working environments



Publish an annual ESG report



## The Future

To facilitate momentum on our sustainability journey throughout 2023, we've established a dedicated ESG committee to drive activity and help us remain focused on our objectives.

Our ambitious goals set out our promises to make things better in the world for the greater good. We're fully committed to where we want our organisation to be and appreciate the work we'll need to put in to get there.

Our approach to ESG is like our business - flexible, transparent and adaptable. We're on a journey and our future vision is to implement a structured approach with quantifiable targets. This will further unite our people and our culture, whilst providing direction to all involved. Our ESG policies and practices are integrated into our purpose and will support us in achieving our business strategy.

