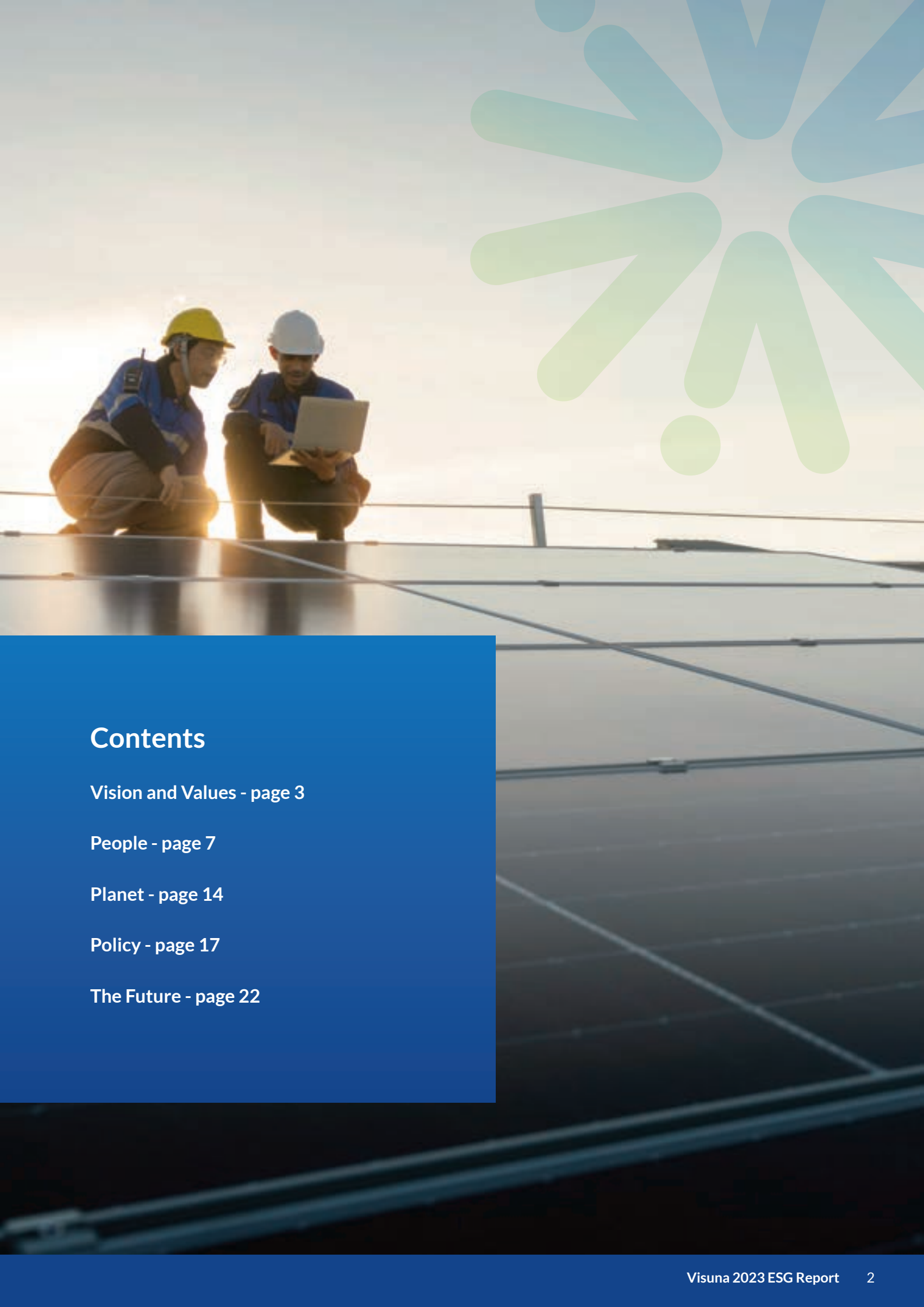




Visuna ESG Report

July 2024





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VISION AND VALUES

In 2023, we continued to support the dynamic changes in the energy industry around the world. Alongside our existing skills and experience in the oil and gas sector, we are always developing our expertise in the renewable energy and tech sector.

“On our journey, we remain to honour our commitment to achieve greatness”.

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 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 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 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.

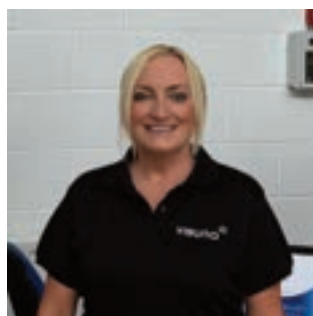
As the world of energy changes, we will too. We believe that together we can make a difference. We're harnessing our years of experience and skill to push forward our boundaries and enter a new era.

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 continued 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.



Kelly Walker,
Operations Director

Kelly Walker



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 prioritise align most closely with, include;



Zero Hunger – creating a world free of hunger.



Good Health and Well-being – ensure healthy lives and promote well-being for all at all ages.



Gender Equality – achieve gender equality and empower all women and girls.



Responsible Consumption and Production – ensure sustainable consumption and production patterns.



Decent Work and Economic Growth – 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 are 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 68% 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.



57

Total global number of employees



8

Number of females in manager or above positions



48

Total number of UK employees



39

Female employees



6

Internal promotions in 2022



3

Mental Health First Aiders

In 2023, we undertook the onboarding of an apprentice. We understand the importance of being able to begin a career and providing a supportive environment for this. Moving forward, we are looking forward to hopefully onboard more apprentices in different department of the business.

Communication and Feedback

Throughout 2023, we have continued to distribute our internal newsletter which shares business and personal news with our workforce. As we have offices around the globe, this provides as a regular update to help promote inclusivity around our various locations.

Each year, we sent out an annual survey to the clients and candidates that we have worked with throughout this year. This survey asks them a variety of questions about the service that they have been provided. Finding out this information is useful for feedback purposes as we want to ensure that we are providing the most effective service possible.

Internally, we ask our employees to always be honest and open with the feedback that they have. We utilise internal feedback for training purposes by reviewing quarterly objectives and progress.

Alongside this, each month we ask employees to share feedback about their colleagues which is used for employee of the month. This is a great chance to recognise our staff and hear about the great work that they are doing.



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

“FAB PLACE TO WORK AND FAB NEW REBRAND.”

“IT FEELS LIKE FAMILY.”





Reward and Recognition

During 2022, we introduced our 'Team Member of the Month' and this has continued throughout 2023. This allows for colleagues to nominate their peers based on our values and their achievements.

Alongside this, we recognise and reward team members with a formal length of service programme, to embed our ethos that the business offers sustainable, long-term careers.

Both inside and outside of the office, the team enjoys a range of social events. This helps to support our reward programme and facilitates employee engagement.

As a celebration for hitting sales targets, in September 2023, employees visited Barcelona for a long weekend as reward. This was a great experience to bond as a team whilst taking in some of the culture.

Finally, after some development, we have continued to implement parts of our employee benefit package, as well as add in some new elements. Some new elements include:

- Salary Sacrifice including continuous financial wellbeing support.
- Additional day of annual leave for birthday.
- Christmas shutdown.

Wellness at Work

We recognise the importance of promoting good health in the workplace and providing support for our employees. Throughout 2023, we had various speakers – Miss Menopause and Andy's Man Club – visit our Washington office to educate our employees.

In the business we have three Mental Health First Aiders who have undergone the necessary training to support our employees if needed. Alongside, we are a member of the Workplace Mental Health Charter.



To further support our commitment to health and wellness at work, we have been working toward the 'Better Health at Work' award and during 2023 we achieved Bronze status. This accreditation takes into account all of the small things we do to improve wellbeing at work, for example our weekly fruit deliveries for the team and investing in plants for the office to bring the outside in.

We are proud of the work that we have achieved and are continuing to work towards gaining Silver status.



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 these areas. This means creating sustainable careers for local people and helping our communities to thrive.

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

Throughout the year, we support and organise charity events. This includes days in the office supporting charities such as 'Breast Cancer Awareness' and 'Macmillan'. This particular event seen £460 being raised which was split equally between the two charities.

Our huge accomplishment was installing a defibrillator outside of our Washington office. In partnership with London Hearts, we raised the money for this internally. This is a public access defibrillator, so in the event of an emergency, anyone in the local area or for any of the businesses on the estate can make use of this life saving equipment.

December saw the team support Norah's North Pole for a second year in a row. 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.

We approach the team for charity suggestions to ensure that we choose causes that are close to our people's hearts.



Can for a Can-didate

To help eliminate food poverty in local communities, we pledged to donate one item of food for every candidate that we placed throughout 2023.

After visiting the Cedarwood Trust in North Shields, we could immediately see the difference that they are making to the local community and knew it was something we wanted to be a part of.

On the day, we donated over 2000 items of food which will stock their Nourish Store. The Nourish Store is a place for the community to go and get fresh food, drinks, and household items for a reduced price.

After donating the items, we have decided to continue a long-term partnership with The Cedarwood Trust which includes regular volunteering days and helping out in the center.

This is something we will be continuing year on year as the difference that this donation makes to the community is huge.

What's Next?

Our focus areas are:

- > To introduce an E-learning platform for team members and to create clear development and progression pathways.
- > To always promote from within where possible.
- > To establish external training and development programme for employees to develop personally and professionally.
- > Remain committed to supporting local charities.

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 looking into options to expand this further through the use of car sharing initiatives and/or cycle to work scheme.

When allocating personnel 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.

We are continuing to reducing paper usage by only printing when it is essential, alongside the removal of paper hand towels from the bathrooms. Throughout the office, we have a 'lights out' initiative for meeting rooms as well as the needed signage to remind our staff.

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.

During 2023, some of the team got involved with some conservation activity such as a beach clean in partnership with The Marine Conservation Society's Great British Beach Clean. This was a great opportunity to engage the UK team with making a positive impact on our oceans, particularly as we are so close to many coastlines.



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:

- > Continue to partner with organisations providing innovation in the renewable energy sector.
- > To ensure we support working practices that improve environmental sustainability.
- > To continuously work towards ISO14001 and improve our environmental policy.



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 environment.



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 group and protect our employee and contractor rights is details 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 Procedures, 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 ran 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 continuously review and update our policies when necessary, whilst also working to ensure all policies are accessible and distributed 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, 68% of our team are women.

We're keen to work with global energy and tech sector clients who demonstrate the valued roles of women within their organisation, 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 focus as we look to the long term future of the company is to continue to diversify both our client and market mix, which allows us to be 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.

We distribute an annual client and candidate survey to help us understand the level of service that we provide and facilitate the feedback into improving our processes.

To improve and structure our processes, we have our QMS manual which is available and fit for purpose. This manual is essential to shaping our quality management. Alongside this, we follow the quality cycle for setting our guide to Plan-Do-Check-Act. Any process document is filed away as a Controlled Document.

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

Acknowledge of industry achievements are demonstrated by Visuna being shortlisted as a finalist in The Global Recruiter Award UK Award 2023. During 2023, we won North East Business Awards, in the 'Growth Award category' in the Durham, Sunderland and South Tyneside Heat.



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.

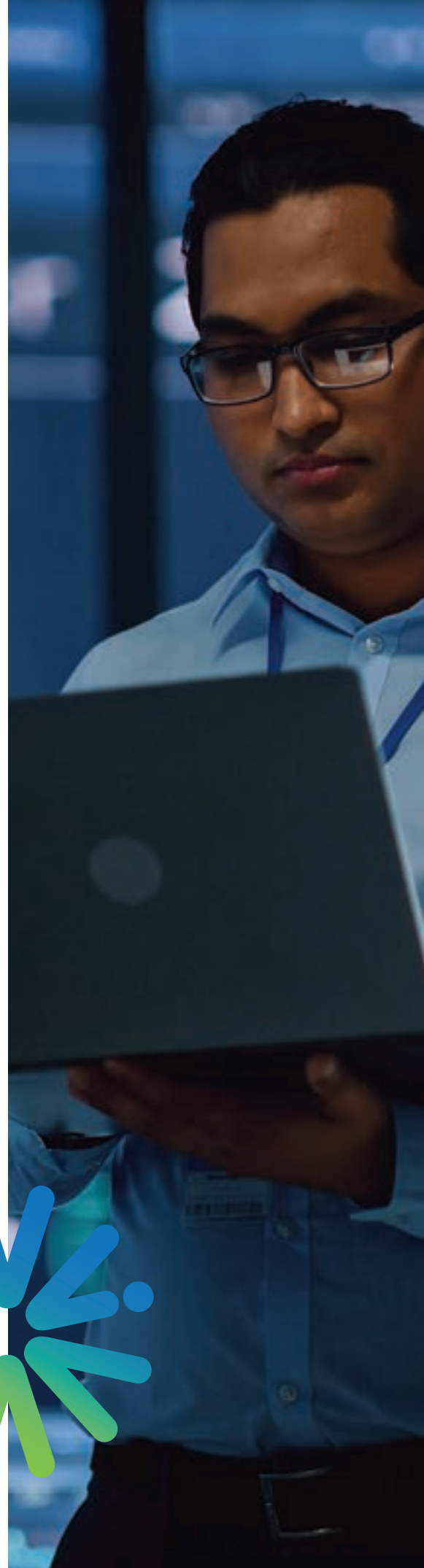
Information Systems

Secure and compliant information systems are integral to our business, so we are constantly improving and enhancing our ways of working by working towards gaining our Cyber Essentials Plus certification.

It is important that we maintain our high privacy of data provide 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.

Our Digital Transformation Manager provides further support with our cyber security process. During the year, they have improved awareness of cyber security risks amongst the team and strengthened our system.

In 2023, we will work towards obtaining our ISO 27001 which is an international standard on how to manage information security.





What's Next?

As our business grows, the need 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 membership, whilst investigating and implementing relevant additions.
- > To continue to make ethical and transparent decisions.
- > To promote safety and risk minimiation across all areas of our business.
- > To maintain the high standard of security of our IT systems.
- > Work towards obtaining our ISO27001.



The Future

To facilitate momentum on our sustainability journey throughout 2024, 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.

