Environmental, Social and Governance Report

2024/25

VISUNA

Together in ENERGY & TECH





Vision and Values

In 2024, 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 sectors.

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.

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Welcome

> 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 are 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 Values

Visuna's mission is to deliver maximum value to our clients and enabling opportunity insight

> Our five values are our **commitment** to providing the right solutions for both our candidates and our clients.

Providing an honest, flexible and proactive service.

It has been consistently important to us to provide the best service to our clients and key strategic partners over the years. At Visuna we believe we owe confidence and loyalty to those that we work with. We provide a friendly and sincere service to those we meet along the way.

It is important to us to provide a down to earth, no nonsense, and sincere foundation for interactions with the energy & tech communities. Visuna stand as a passionate and proactive organisation on the world stage. We stand together moving into powering the energy transition to a greener world overall via renewable energy sources.



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 closely with five of the United Nation's (UN) Sustainable Development Goals.

We are 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 align most closely with Visuna's priorities include:



Zero Hunger

End hunger - achieve food security and improved nutrition



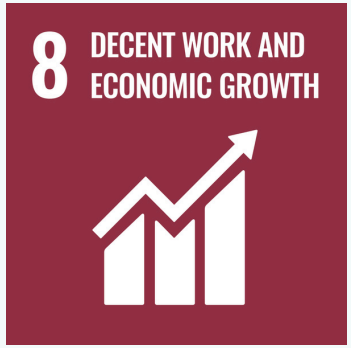
Good Health and Well-Being

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



Gender Equality

Achieve gender equality and empower all women and girls



Decent Work and Economic Growth

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



Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

People

We are 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 case 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 69% 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.



Careers at Visuna

45

Total number of global employees

67%

of employees are based in the UK

18%

Percentage of females in manager and senior positions

69%

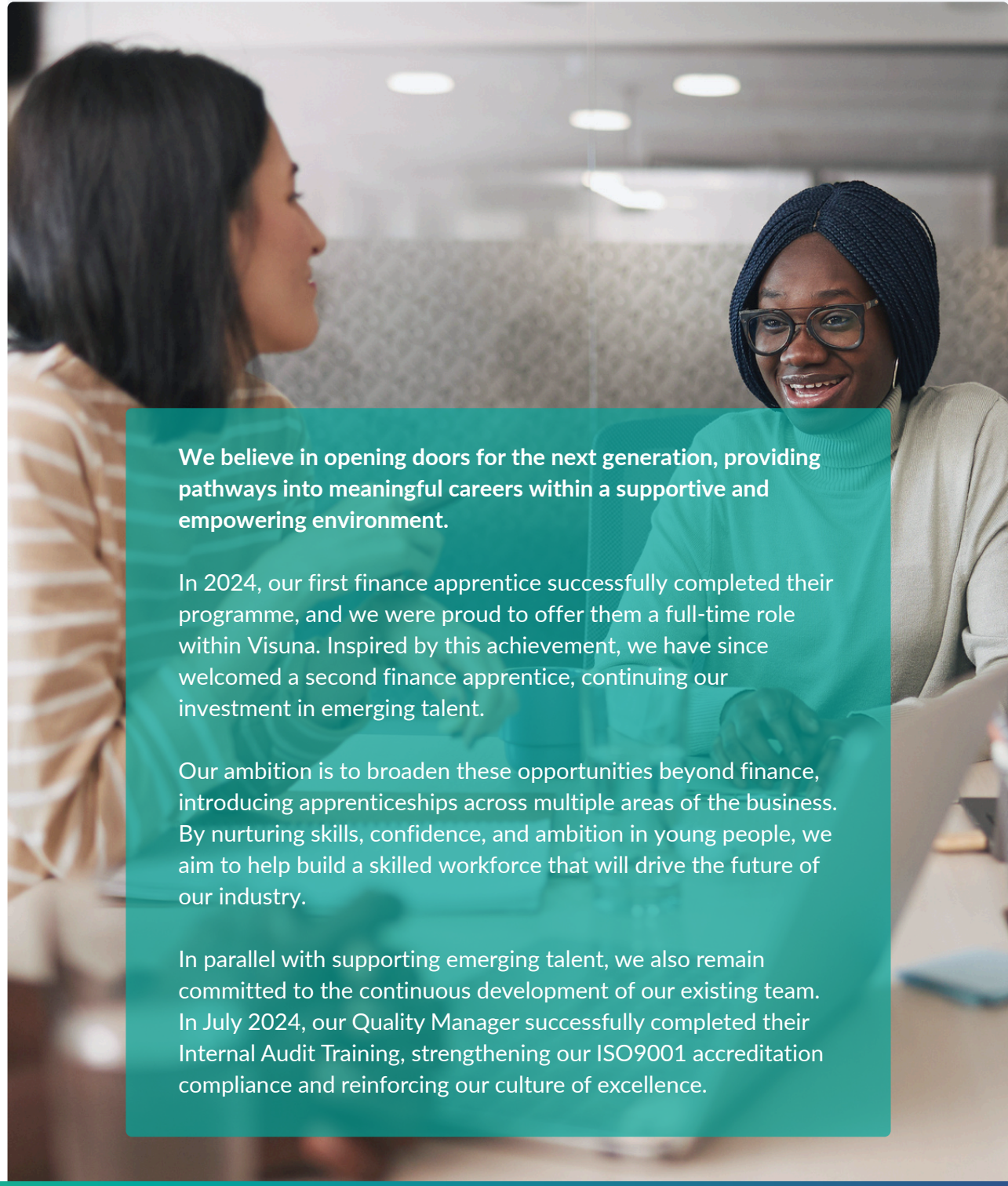
of employees are female

5%

of promotions in 2024 were internal

2

Mental Health First Aiders



We believe in opening doors for the next generation, providing pathways into meaningful careers within a supportive and empowering environment.

In 2024, our first finance apprentice successfully completed their programme, and we were proud to offer them a full-time role within Visuna. Inspired by this achievement, we have since welcomed a second finance apprentice, continuing our investment in emerging talent.

Our ambition is to broaden these opportunities beyond finance, introducing apprenticeships across multiple areas of the business. By nurturing skills, confidence, and ambition in young people, we aim to help build a skilled workforce that will drive the future of our industry.

In parallel with supporting emerging talent, we also remain committed to the continuous development of our existing team. In July 2024, our Quality Manager successfully completed their Internal Audit Training, strengthening our ISO9001 accreditation compliance and reinforcing our culture of excellence.



Communication and Feedback

We recognise that open, transparent communication and regular feedback are key to building a connected, engaged, and high-performing workforce.

In 2024, we continued to publish our internal newsletter, sharing both business updates and personal news with our global workforce. With offices across multiple regions, this regular communication plays a vital role in fostering connection, inclusivity, and a shared sense of community across all our locations.

We also distributed our annual client and candidate survey, inviting those we have worked with throughout the year to provide detailed feedback on the services they received. This insight is invaluable in helping us assess performance, identify opportunities for improvement, and ensure we continue to deliver the most effective and responsive service possible.

Internally, we encourage employees to be open and honest with feedback. This input is actively used to support learning and development, inform training programmes, and guide quarterly objective reviews.

In addition, we run a peer-to-peer feedback initiative as part of our employee recognition programme. This provides team members with the opportunity to acknowledge and celebrate each other's achievements, helping to highlight the exceptional work happening across Visuna and reinforcing a culture of appreciation and respect.

> "Knowing that my work contributes to a more sustainable future gives me real pride in what I do."

> "There's a genuine sense of belonging here, we're all working towards something bigger than ourselves."

> "The opportunities for learning and progression here are endless, and you're encouraged every step of the way."

Reward and Recognition

At Visuna, we believe recognition should come not just from leadership, but from colleagues who see each other's efforts every day.

In 2022, we introduced our Team Member of the Month programme, a chance for employees to nominate and celebrate one another for their hard work, collaboration, and positive impact. This peer-led recognition has become a valued tradition, helping to create a culture of appreciation and mutual respect.

As we continue to grow, we are evolving the programme to better reflect our values and the contributions of our team. Moving forward, recognition will be awarded quarterly, with winners celebrated not only for their achievements but also for how they embody our company values in their everyday work.

We are proud to recognise and celebrate the dedication of our employees through a formal length of service programme, underscoring our commitment to sustainable, long-term careers.

Beyond the workplace, a variety of social events allow our team to connect, celebrate achievements, and build relationships across the business. These initiatives not only reward excellence but also foster engagement, well-being, and a strong sense of community, key elements of our commitment to supporting people and nurturing a positive workplace culture.

We are committed to creating a workplace where our people feel supported, valued, and empowered to thrive. In 2024, we continued to enhance our employee benefits package, adding initiatives that promote well-being, development, and financial security.

These include:

- Salary sacrifice schemes with ongoing financial well-being support.
- An additional day of annual leave to celebrate employees' birthdays.
- Pension 1:1 sessions, providing personalised guidance to help employees plan for the future.
- Our Employee Ownership Trust (EOT) initiative, giving team members a direct stake in the company's success.

Together, these initiatives reflect our commitment to nurturing a sustainable, engaged, and motivated workforce, supporting both individual growth and the long-term health of our organisation.

Health & Well-being in the Workplace

At Visuna, we recognise that promoting health and well-being in the workplace and providing ongoing support for our employees is central to our People ESG pillar.

Throughout 2024, we have continued to build on our existing well-being initiatives. We introduced a 'Menopause' policy and revised our 'Maternity' and 'Family Leave' policies to offer greater flexibility and enhanced support to expecting parents.

To provide a visible and welcoming resource for mental health, we established a dedicated well-being space in the office, known as the 'Comfort Corner'. This area offers employees access to information about mental health charities and support services, encouraging help-seeking behaviour and creating a culture of care.

Our commitment to mental health is further strengthened by our team of two trained Mental Health First Aiders, available to provide support as needed. As members of the Workplace Mental Health Charter, we actively promote a psychologically safe and supportive environment for all colleagues.

We also focus on proactive physical health initiatives, offering prostate testing and hosting three health screening programmes in our UK office, including breast screening, abdominal aortic aneurysm, and bowel screening, delivered in partnership with the Gateshead NHS Trust.

In addition, we continue to work toward the Better Health at Work Award, achieving Bronze status in 2023. This accreditation recognises the everyday actions we take to enhance well-being, such as weekly fruit deliveries and bringing the outside in with office plants, small initiatives that together create a healthy and positive workplace culture.

We are proud of the progress made and remain committed to continuous improvement, with the goal of achieving Silver status, further embedding employee health and well-being at the heart of our People ESG pillar.



Diversity, Equality & Inclusion

At Visuna, creating an inclusive workplace is a core commitment, embedded in our Diversity, Equality, and Inclusion (DE&I) Policy (CD094).

We value diversity and strive to create an environment where every employee has an equal opportunity to thrive, regardless of background, identity, or personal circumstances.

Our approach includes:

- **Inclusive Recruitment and Representation:** We actively recruit, develop, and promote individuals from diverse backgrounds. Our current global workforce of 45 employees is 69% female and 31% male, representing a broad range of nationalities, religions, and lived experiences.
- **Cultural Awareness and Respect:** We encourage employees to share their cultural practices and beliefs, building understanding and appreciation across the business.
- **Learning and Development:** We provide ongoing training to promote inclusivity, empathy, and cultural awareness.
- **Celebrating Diversity:** We actively mark cultural, religious, and awareness events throughout the year, ensuring all employees feel recognised, included, and valued.

Our goal is to cultivate a safe, supportive, and inclusive environment where everyone can thrive. We believe that through these initiatives, we are a workplace where employees feel respected, empowered, and are able to bring their authentic selves to work.



Supporting our Local Communities

At Visuna, we are committed to making a positive impact in the communities where we operate and supporting initiatives that matter to our employees. We actively encourage sustainable practices, such as recycling at home, through multiple channels including verbal reminders, newsletters, and email communications.

We regularly support local charities through practical initiatives. Employees are encouraged to donate unwanted clothing, which we then deliver to local organisations. In 2024, for UK Clothing Poverty Awareness Week (3–9 June), we partnered with the Bradley Lowery Foundation and Hebburn Helps to support those in need.

Throughout the year, we supported and organised charity events for 'Breast Cancer Awareness' and 'Macmillan'. These initiatives reflected both our people's generosity and our commitment to causes that matter within the communities where we live and work.

Our annual charitable Christmas donations continue to be an important part of our community engagement. In 2023, we supported Norah's North Pole, and in 2024 we proudly donated to Ward 4 at the RVI Children's Cancer Ward.

We also worked with Andy's Man Club, a local organisation that encourages men to openly talk about their mental health challenges. We hosted several talks with representatives from the club, promoting a culture where employees feel empowered to discuss their struggles and seek help without fear of stigma.

To ensure our efforts resonate with our team, we actively seek charity suggestions from employees, choosing causes that are close to their hearts. Through these initiatives, we aim to embed community support and social responsibility into our everyday business practices.





A Can for a Can-didate

At Visuna, we are committed to making a tangible difference in the communities where we operate. To help combat food poverty, we pledged to donate one item of food for every candidate placed throughout 2024.

Our partnership with the Cedarwood Trust in North Shields began in 2023, when we were inspired by the real impact they make in the local community. That year, we donated over 2,000 food items to their Nourish Store, a vital resource that provides fresh food, drinks, and household essentials at reduced cost to those who need it most.

Encouraged by this experience, we established a long-term partnership with the Cedarwood Trust, which includes regular volunteering days and ongoing support for the centre.

In 2024, we continued this initiative, delivering 1,400 food items. For every candidate we place, we provide a food item to the Nourish Store, ensuring our work in recruitment translates directly into positive impact for underprivileged populations. Through these efforts, we aim to create lasting support and strengthen the well-being of our local community.





King’s Award for Enterprise

In 2024, Visuna was honoured as one of just 252 organisations across the UK to receive the prestigious King’s Award for Enterprise, recognising our commitment to excellence and innovation.

The King’s Awards, formerly known as the Queen’s Awards for Enterprise, continue the legacy of HM Queen Elizabeth II by celebrating UK businesses that lead the way in innovation, social impact, and sustainable practices.

Since their establishment in 1965, the awards have recognised over 7,000 outstanding companies. Receiving this accolade reflects Visuna’s dedication to delivering pioneering services, supporting social mobility, and embedding sustainability at the heart of our business.

This award is a testament to the hard work and vision of our team, and it reinforces our commitment to continue driving innovation and positive impact across the energy and recruitment sectors.



Looking to the Future - What's Next?

At Visuna, our focus on people remains central to our vision.

Looking ahead, we aim to:

- **Enhance learning and development:** Introduce an E-learning platform for team members and create clear development and progression pathways to support personal and professional growth.
- **Promote from within:** Continue to provide internal career opportunities wherever possible, recognising and rewarding talent from across the business.
- **Expand training opportunities:** Establish an external training and development programme, helping employees build new skills and achieve their full potential.
- **Strengthen community engagement:** Maintain our commitment to supporting local charities, ensuring we continue to make a positive impact on the communities where we operate.

Through these initiatives, we will continue to develop a culture of growth, opportunity, and purpose, embedding our People ESG pillar at the heart of everything we do.



Planet

We are 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 helps reduce our team's carbon footprint, and we are committed to continuous improvement by adopting best practices to lower it further. For example, when allocating personnel to projects, we prioritise local talent wherever possible to minimise travel and associated emissions.

Conservation, Responsible Consumption and Waste Management

At our UK head office, we encourage employees to separate recycling, ensuring waste is handled responsibly. We are also actively reducing paper usage, printing only when essential.

To further reduce energy consumption, we have implemented a 'lights out' initiative in meeting rooms, supported by clear signage to remind employees.

In promoting responsible consumption and production, we use a local clothes bank to recycle clothing and shoes, benefiting the community while reducing waste.

Looking ahead, we are developing a volunteering policy to empower employees to make a positive impact on the local community, aligning our environmental efforts with social responsibility initiatives.

Looking to the Future - What's Next?

At Visuna, we are committed to continuously improving our environmental sustainability practices across all our global office locations.

Our focus for the future includes:

- **Energy efficiency and waste management:** Developing and implementing more efficient solutions to reduce energy consumption and minimise waste.
- **Partnerships in renewable energy:** Continuing to collaborate with organisations driving innovation in the renewable energy sector.
- **Sustainable working practices:** Ensuring that our working practices support and enhance environmental sustainability across the business.
- **Environmental management and standards:** Progressing towards ISO 14001 certification and further strengthening our environmental policy.

Through these initiatives, we aim to embed sustainability deeper into our operations and ensure Visuna continues to minimise its environmental impact while contributing positively to the planet.



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 groups 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 (CD101) 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 (CD041), and our Whistleblowing Policy (CD004) and Procedure, plus Maternity Policy and Procedures (CD004B), and Harassment and Bullying Policy (CD004G).

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 employees are supported in terms of the care and respect they are shown, demonstrated by our Diversity, Equality and Inclusion Policy (CD094). Despite our position as recruitment specialists in sectors traditionally dominated by male workforces, at Visuna, 69% of our team are women.

We are 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.

Leadership



At Visuna, strong governance underpins the way we operate. Our clear organisational structure promotes consistent, compliant, and accountable business practices. The leadership team brings together diverse experience from a range of industries, enabling well-informed decision-making that supports the long-term success of the business and the trust of our stakeholders.

Integrity and ethical conduct are at the core of our leadership approach. Decisions are made transparently and grounded in evidence, with careful consideration of potential risks. This ensures we safeguard the resilience of the company, protect our people, and create sustainable value for all stakeholders.

Our long-term growth strategy is centred on diversification across both markets and clients. This approach strengthens our adaptability to global geopolitical and economic shifts, while reinforcing job security and stability for our workforce.

We are committed to transparency and accountability in how we operate. Regular updates are shared with colleagues across our global offices, and our annual ESG report provides a clear account of our governance practices, business performance, and progress towards our sustainability objectives.

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 (CD002B) 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 Version Controlled Document.

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.

ISO 9001
Certificate No. GB2002939

Information Systems

Secure and compliant information systems are fundamental to our business. We are committed to continually strengthening our practices and are actively working towards achieving and maintaining ISO 27001 accreditation.

Protecting the privacy of the data entrusted to us is of the highest importance. We ensure all information is used strictly in line with the purpose for which it was provided.

Our Information Security Management System (ISMS) policies and procedures set out how we safeguard personal data, while also ensuring employees understand the governing rules and their responsibilities when handling sensitive information as part of their roles.

Our Digital Transformation Manager plays a key role in driving this agenda, supporting the development of our cybersecurity framework. Over the past year, we have introduced a range of new ISMS policies, procedures, and technological enhancements designed to strengthen our overall cybersecurity maturity.

In addition, we are progressing towards achieving Cyber Essentials and Cyber Essentials Plus, UK Government-backed certifications that independently verify an organisation's cybersecurity capabilities.

These steps form part of our ongoing journey towards ISO 27001, the international standard for information security management. Together, these initiatives reinforce Visuna's commitment to cybersecurity, data protection, and the highest standards of privacy.

Looking to the Future - What's Next?

As Visuna continues to grow, maintaining a rigorous approach to governance becomes increasingly important. We are committed to compliance, safety, security, and sustainable leadership. Our key focus areas moving forward include:

- **Accreditations and memberships:** Retaining our current certifications while exploring and implementing relevant new accreditations.
- **Ethical and transparent decision-making:** Ensuring all business decisions uphold the highest standards of integrity.
- **Safety and risk management:** Promoting safety and minimising risk across all areas of our operations.
- **IT security:** Maintaining the high standards of security for our IT systems and data.
- **Environmental management:** Continuing progress towards achieving ISO 14001 certification.

Through these initiatives, we aim to strengthen our governance framework, ensuring Visuna operates responsibly, securely, and sustainably as we grow.



The Future

To facilitate momentum on our sustainability journey throughout 2024, we have 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 are fully committed to where we want our organisation to be and appreciate the work we will need to put in to get there.

Our approach to ESG is like our business - flexible, transparent and adaptable. We are 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.



About Visuna

We offer end-to-end workforce solutions tailored to the unique demands of the energy and tech sectors

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

We deliver maximum value to our clients and enable opportunity insight. By providing an honest, flexible and proactive service, we find the right solutions for both our candidates and clients. We have the agility and drive to power forward together.

At Visuna, we are on a journey with you in the energy transition. We are here to work with you and to offer support to transition into sustainable markets at such a crucial and exciting time for energy and IT sectors.



25+ years' experience in staffing services

4 key regional hubs
UK, Australia, USA, Saudi Arabia

Mobility solutions to >140 countries

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