

VIKING EMEA

20
23

CSR PROGRESS REPORT

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A word from the Managing Director

At Viking EMEA, we recognize that our success is not solely measured by our financial achievements, but also by the positive impact we have on society and the environment.

Our CSR initiatives are rooted in our core values. We strive to operate responsibly across all facets of our business, ensuring that we contribute to the well-being of the communities we serve and the planet we all share.



Our Corporate Social Responsibility (CSR) commitment is founded on four key pillars:

- Environmental Responsibility
- Social Equity
- Ethical Governance
- Community Engagement

These pillars guide our efforts to make a positive impact on society and the environment.

We are proud of the progress we have made, but we recognize that there is always more to be done. As we move forward, we will continue to integrate CSR into our strategic objectives, ensuring that it remains a fundamental aspect of our identity and operations.

ALAN ARELLI
MANAGING DIRECTOR

About Viking EMEA

Viking EMEA is a key player in the fire protection industry across Europe, the Middle East, and North Africa. We proudly cater to 2,100 clients in 74 nations, offering comprehensive solutions from sprinkler and deluge systems to water mist, foam, gas extinguishing, and detection & control technologies, for both commercial and industrial needs.

From the smallest project to the largest undertaking, Viking EMEA is a dedicated partner in the safety journey of our clients. Our passion for fire protection drives us to deliver the right products and solutions precisely when and where they need them.

With us, clients are getting more than just the components for a fire protection system – they can rely on a partner who is devoted to their success. Our expert team provides our clients with the safety and peace of mind they need to focus on what matters most - their business.

Viking EMEA's success can be attributed to our commitment to developing long-term customer relationships. By understanding their specific needs and providing proven solutions, we create added value for our customers and strengthen our position as a trusted partner in the fire protection industry.



“We create added value for our customers and strengthen our position as a trusted partner in the fire protection industry”

CSR Priorities

There are 4 pillars of our CSR strategy

At Viking EMEA, we are dedicated to not only safeguarding lives and properties through our fire protection services but also to conducting our business in a socially responsible manner



ENVIRONMENTAL RESPONSIBILITY

We are committed to sustainable practices that reduce our environmental footprint. This includes adopting green technologies, minimizing waste, and conserving natural resources to ensure a healthier planet for future generations.



SOCIAL EQUITY

We strive to foster a diverse and inclusive workplace where everyone is treated with respect and given equal opportunities. Our initiatives focus on promoting social justice and improving the well-being of all individuals connected to our operations.



ETHICAL GOVERNANCE

Integrity and transparency are at the heart of our business. We adhere to the highest ethical standards in all our dealings, ensuring that our practices are fair, accountable, and in line with both legal requirements and our moral principles.



COMMUNITY ENGAGEMENT

We are dedicated to giving back to the communities we serve. Through volunteer efforts, environmental impact awareness, and strategic partnerships, we strive to play a proactive role in educating the public about fire safety and prevention.

Environmental Responsibility

We recognize the critical importance of
environmental stewardship in our
operations and services

At Viking EMEA, we operate by following 4 core environmental principles:

Sustainability

We strive to integrate sustainable practices into every aspect of our business, minimizing our ecological footprint and promoting a positive long-term environmental impact of our operations.

Compliance

We commit to adhering to all relevant environmental laws, regulations, and standards, ensuring our operations meet or exceed legal requirements.

Innovation

We foster innovation in developing and implementing fire protection solutions that reduce not only their direct impact on the environment, but the impact of a fire event.

Responsibility

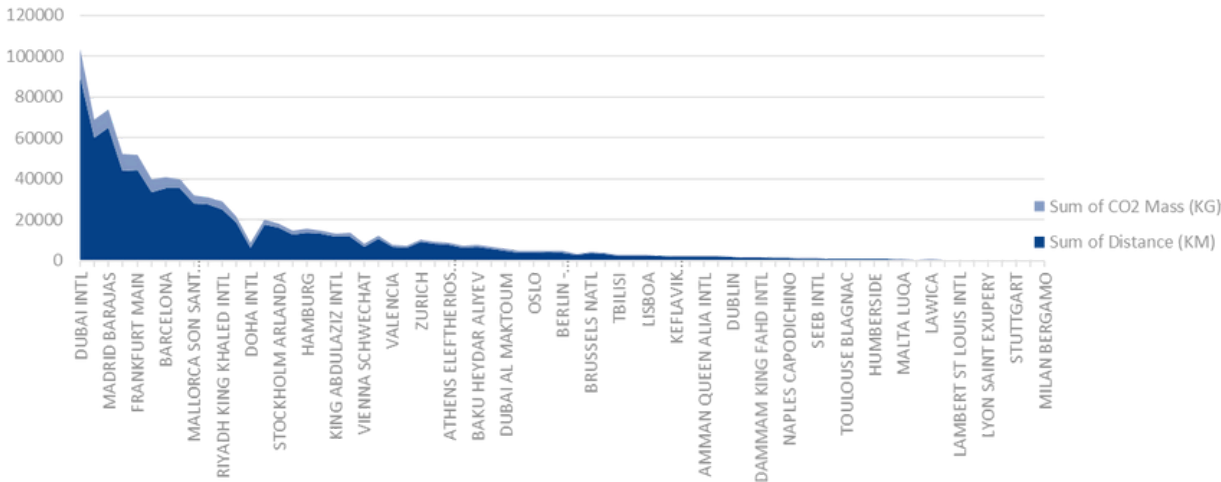
We take responsibility for the environmental impacts of our activities and are dedicated to continuous improvement in our environmental performance.

OUR FOOTPRINT

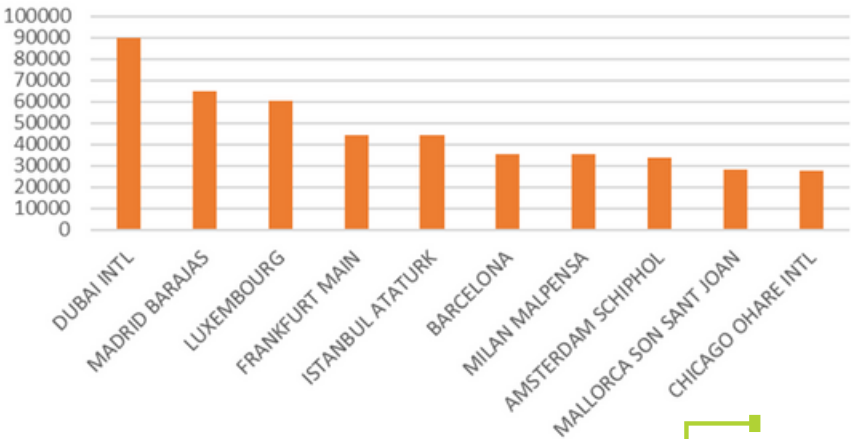


Air transport

Due to the nature of our business travel is often required. However, we recognise the impact on the environment and to this end we recommend that employees choose eco-responsible companies and favour direct flights, where air travel is unavoidable.



TOP 10 / kms



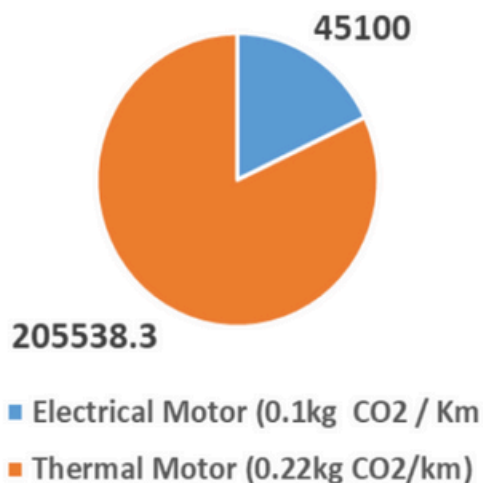
Air Transport CO2 Footprint
115,5 T



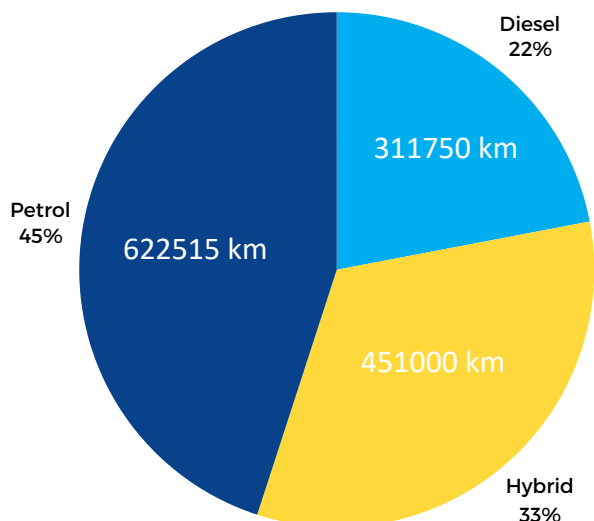
Car transport

Viking EMEA is committed to reducing its carbon footprint in its professional vehicle fleet. Eco-responsible driving is part of our Environmental policy, and our drivers are regularly made aware of environmental issues. In addition, a significant portion of our fleet is made up of hybrid or electric vehicles.

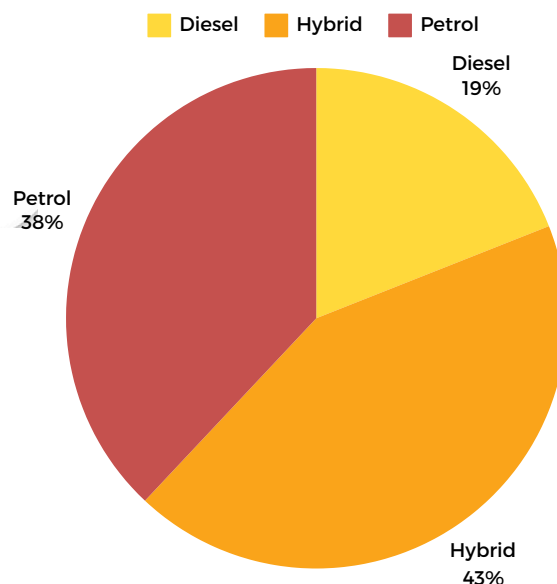
Kg CO2



Mileage



Cars in Viking EMEA

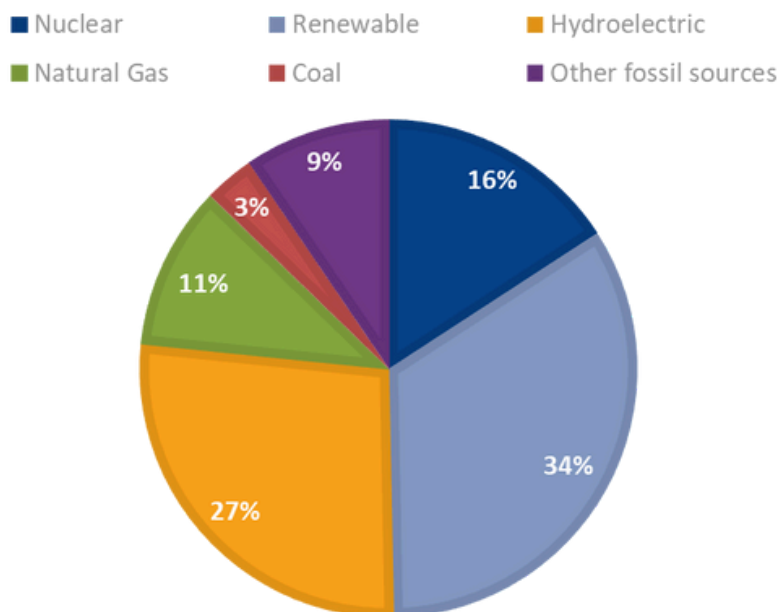


Car Transport CO2 Footprint
255.7 T

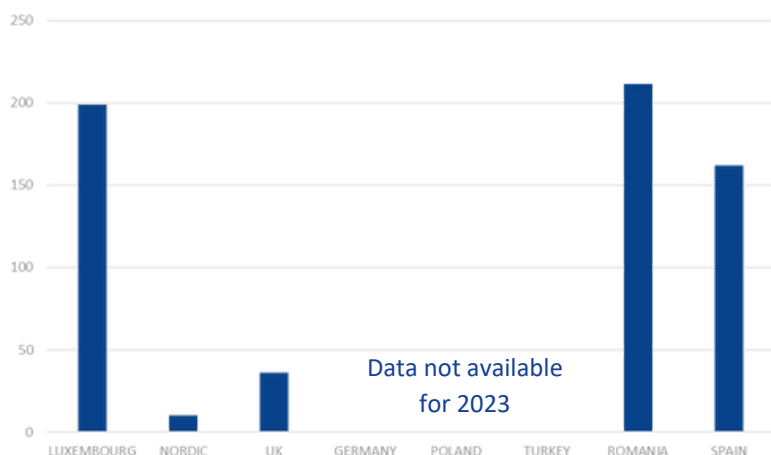


Energy consumption

Viking EMEA is committed to reducing energy consumption at our sites and to raising employee awareness of good energy use practices in order to have a significant and positive impact on the environment and the communities in which we operate.



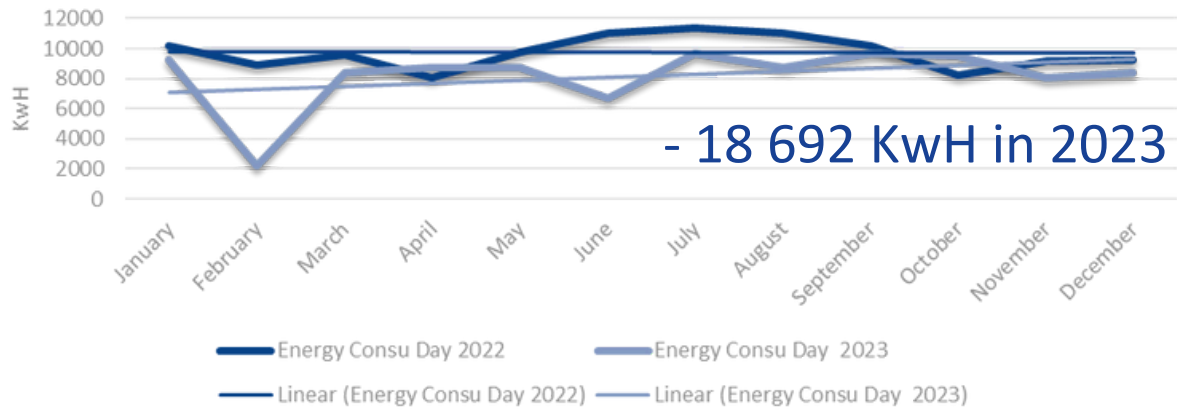
CO2 emission g/Kwh



**CO2 emissions
618.45 g/Kwh**

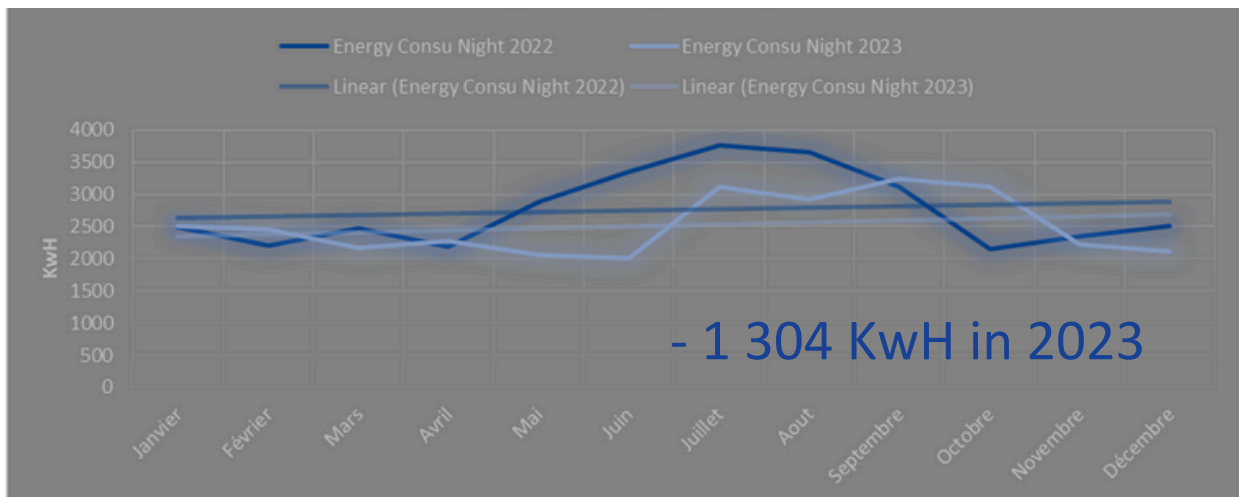
Energy Consumption 2023 vs 2022

Energy Consumption Daytime



CO2 emissions
- 8.4 T in 2023

Energy Consumption Nighttime



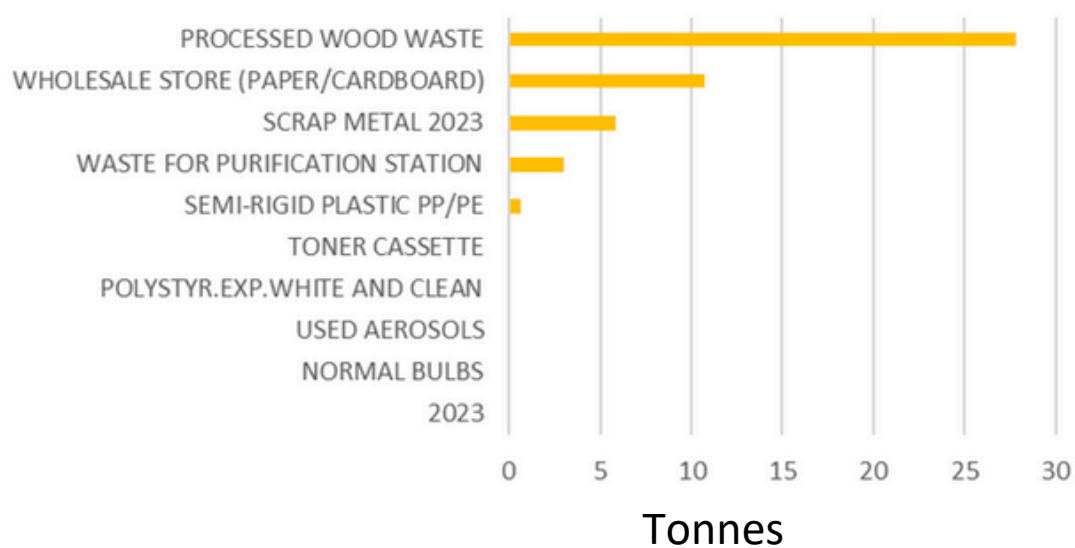
CO2 emissions
- 1.3 T in 2023



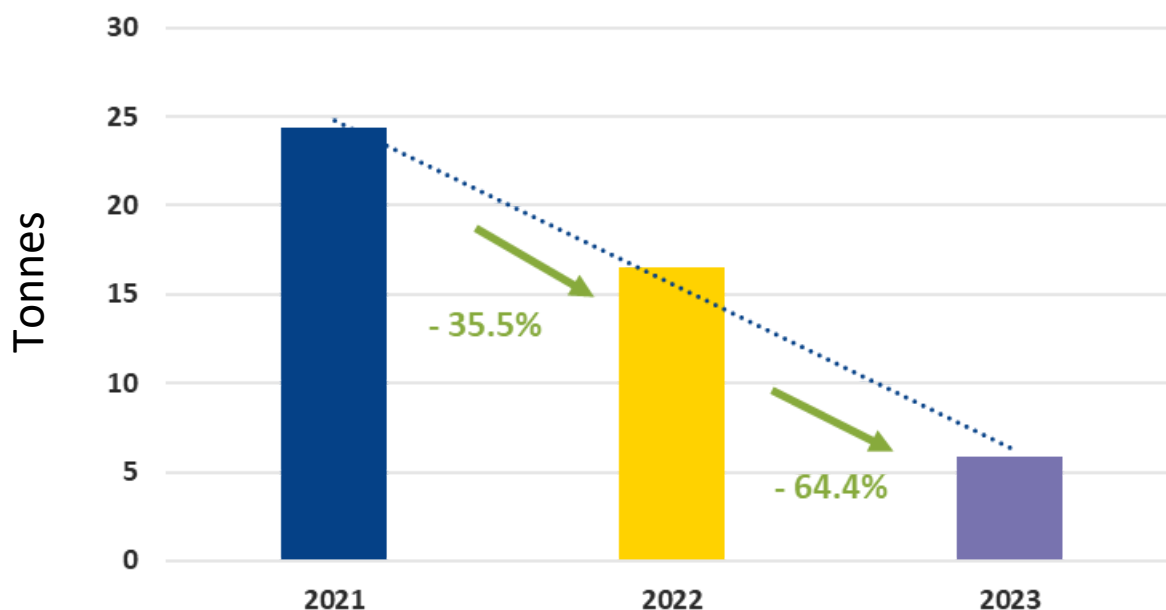
Waste management

Viking EMEA is committed to not only reducing waste at our sites but to promoting good waste reduction and management strategies through educating our staff. To further improve our waste impact we expect our supply chain to follow our lead and manage their waste stream responsibly.

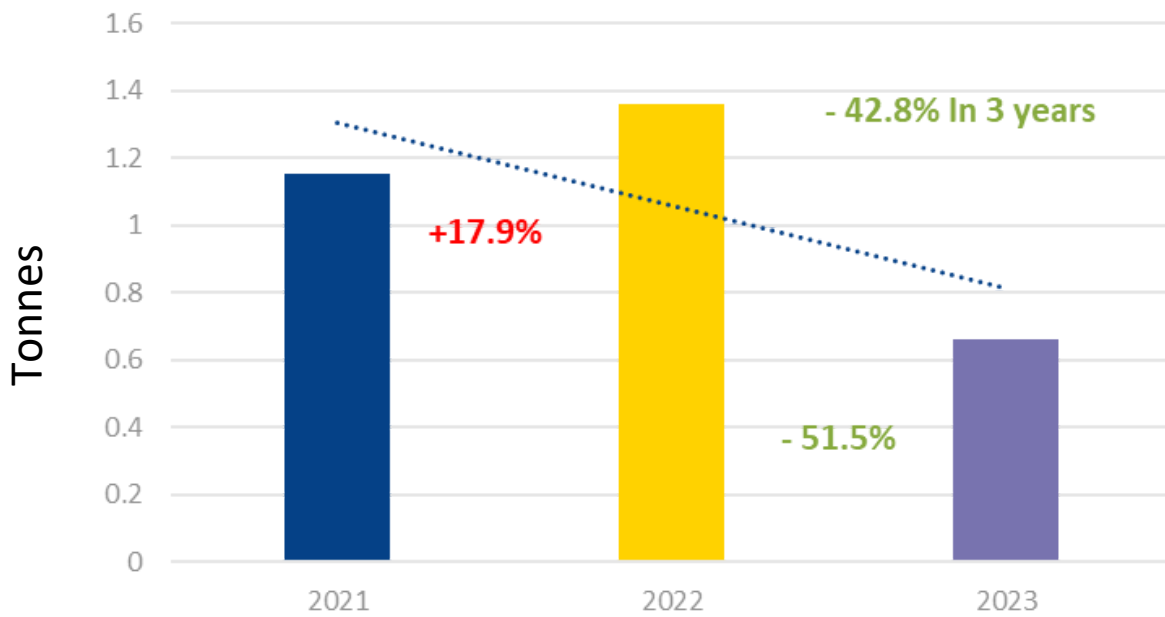
Waste recovery



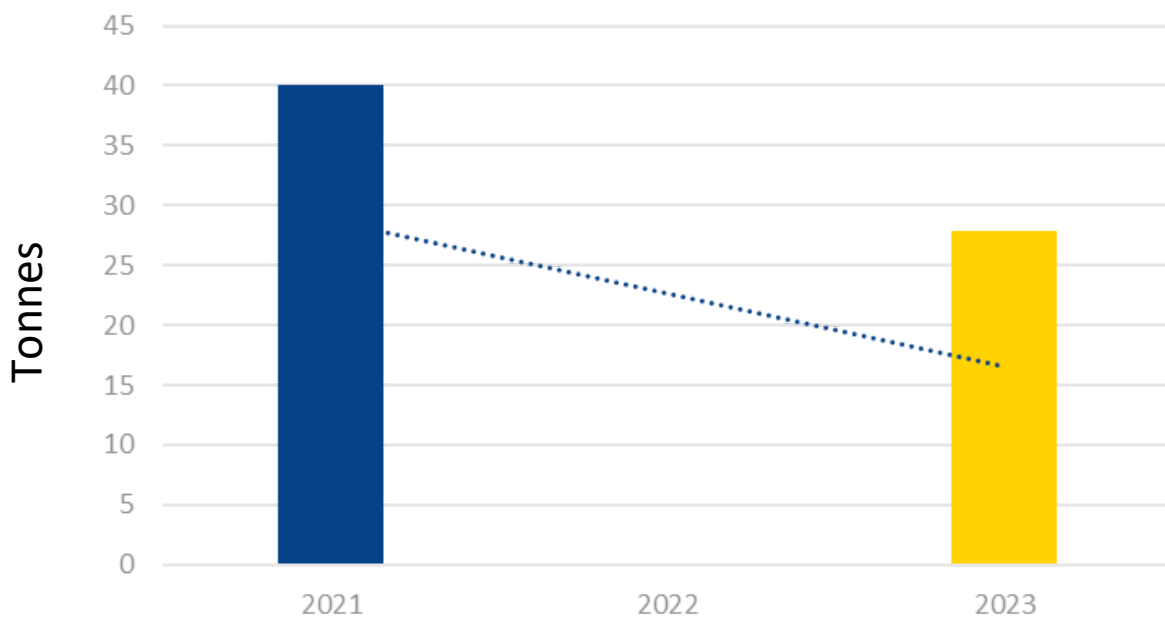
Scrap metal



Semi-rigid plastic PP/PE waste



Treated wood

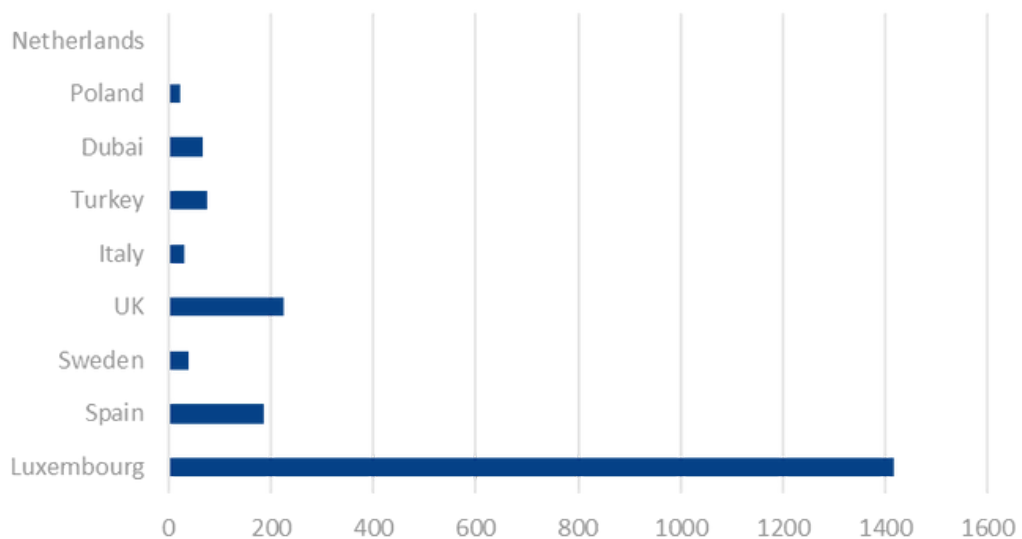




Paper and water use

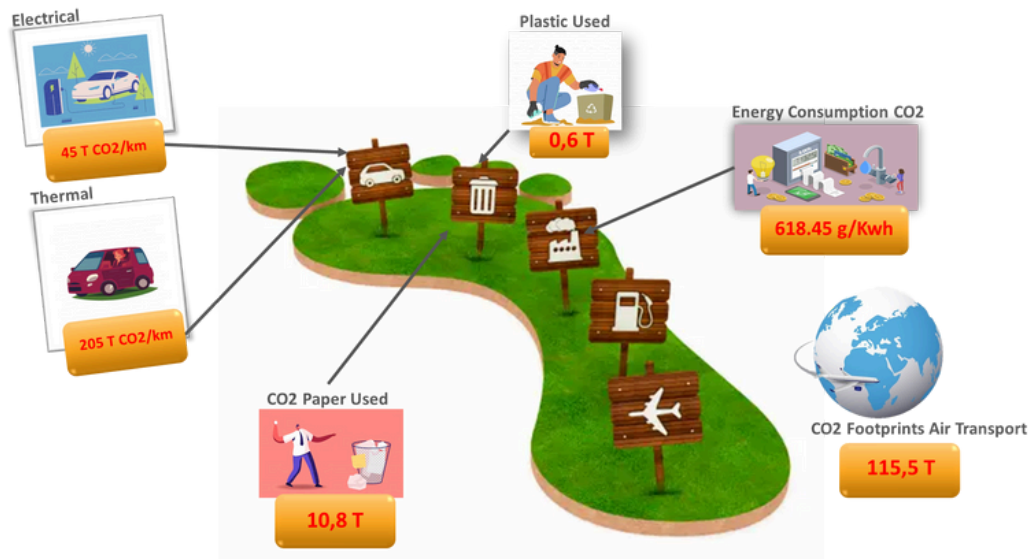
As a distribution company, a certain amount of paper/cardboard in packaging is currently inevitable, yet we do reduce this by using reusable wooden cartons. Our commitment is to further increase our sustainable packaging while at the same time working within our own facilities to stop the use of paper wherever possible. Our water usage is limited to toilet and shower usage and is monitored to avoid wastage.

VIKING (Kg of Paper Used)



	2023
Total CO2 (Kg)	10809.3
Total paper (kg)	2056
Total sheets A4/A3 (pcs)	404786
Paper ream (Qty)	810
Wood (kg)	5667
Water (L)	401488.3
Shower	5736
1 T = 25 Trees	51

OUR FOOTPRINT



OUR ACTIONS

At Viking EMEA we recognise our footprint's impact and actively work to reduce it. This is why we take action, specifically in four areas:

Green Initiatives

- Implement programs to reduce energy and water consumption and enhance energy efficiency in our facilities.
- Develop and promote the use of fire protection systems that minimize environmental impact, such as those that use clean agents or water mist technology.

Sustainable Operations

- Optimize our logistics and transportation to reduce fuel consumption and emissions.
- Ensure that waste materials from our operations are disposed of responsibly, prioritizing recycling and safe disposal methods.

Stakeholder Engagement

- Collaborate with clients, suppliers, and industry partners to promote and implement sustainable practices.
- Transparently communicate our environmental performance and progress to stakeholders.

Research and Development

- Invest in research and development of sustainable fire protection technologies and solutions.
- Stay abreast of emerging trends and technologies in environmental sustainability and integrate them into our practices.

Social Equity

At the core of our success is our people.
At Viking EMEA, we foster an entrepreneurial spirit within our teams, recognizing that the best fire protection solutions are born from collective intelligence.

We are always eager to collaborate, brainstorm, and refine ideas with our colleagues.

We have an informal company culture that values performance at its true worth. Offering international career prospects, we provide a positively challenging work environment with ample opportunities for personal growth.

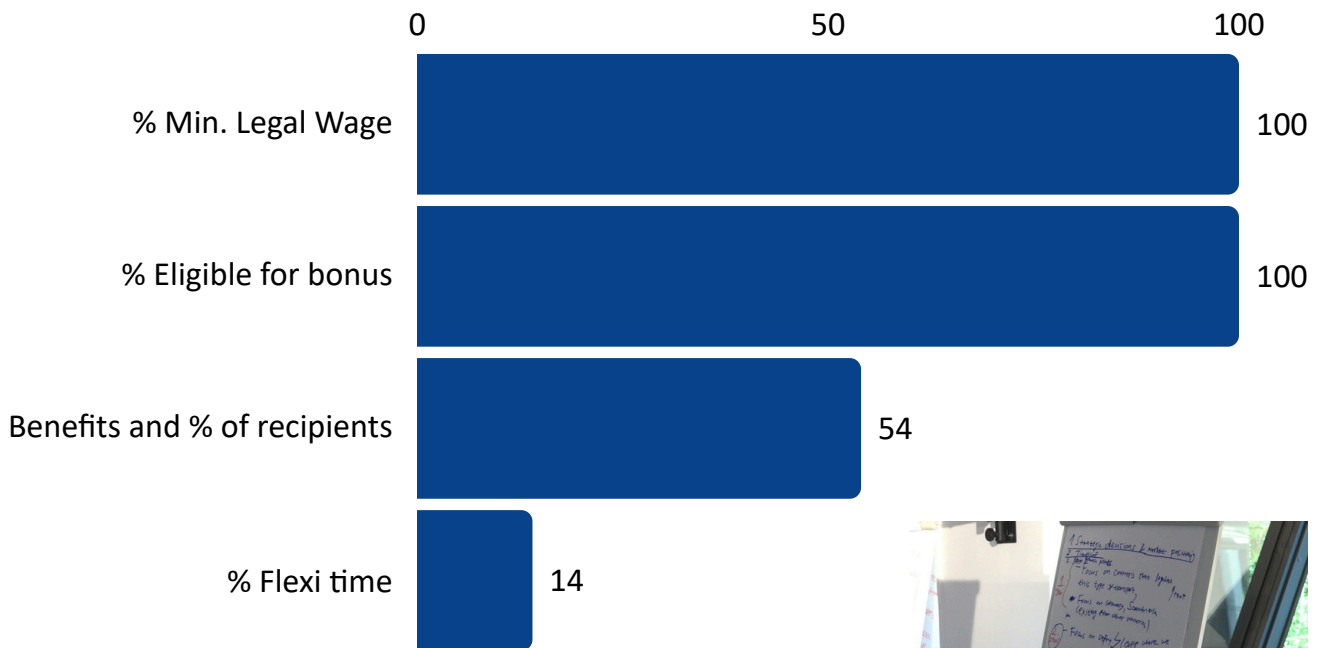
We do not only propagate cultural diversity, it is a true part of our DNA.

At Viking EMEA, it is not just our skilled technicians and engineers who play a vital role in our and your success; it is every member of our team.

We foster a strong commitment to personal growth and turning ideas into reality.



Salary and Benefits



Training and Development

Viking is proud to support staff in their journey through further education, like we did with Srecko Timotijevic as he studied through his MBA



% Eligible for training

100%

% Eligible for training on Learning platform (VEEC)

72%

% Attended training eLearning

75%

% Attended training with Instructor

37%

Mentorship

12%

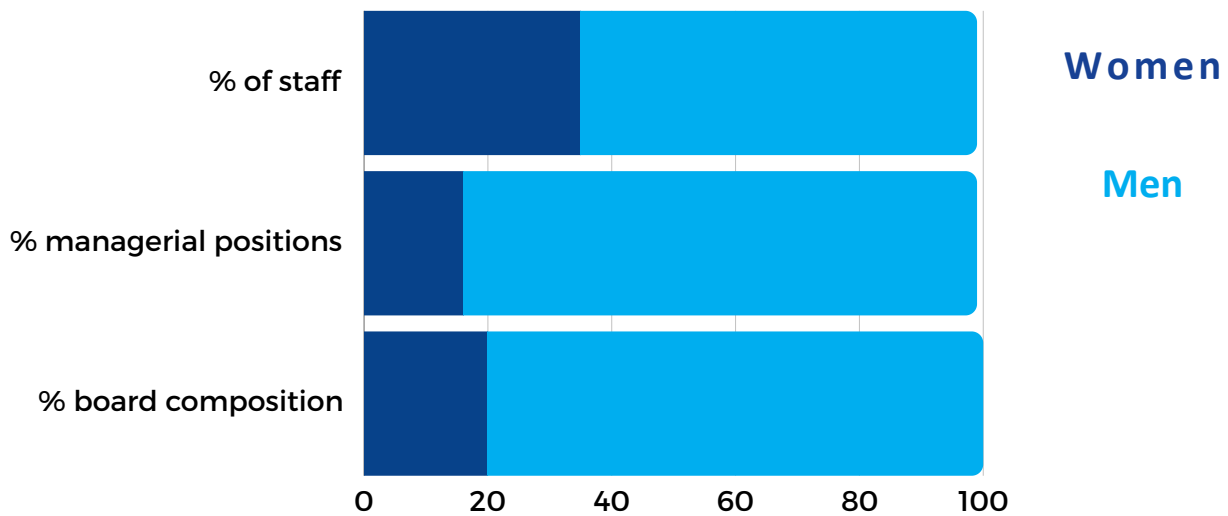
% Attended Training on Ethics

60%

Training and development are crucial for staff as they enhance employees' skills, knowledge, and competencies, leading to improved performance and productivity. At Viking EMEA we offer programs to help staff stay updated with industry trends and technological advancements, fostering innovation and adaptability. Additionally, we believe that investing in employee development boosts job satisfaction and retention, as individuals feel valued and see clear paths for career growth within the company.

Since 2023 we have also launched a mentoring programme for all new employees to help them integrate with the rest of the team.

Gender balance



Achieving gender balance in a heavily male-dominated industry is a significant challenge but we believe diversity is key.

This is why Viking EMEA is striving to make progress by fostering an inclusive workplace culture that encourages diversity and equal opportunities for advancement.

We maintain focus on identifying any disparity between the level of salary between our female and male employees with equivalent functions and experience, and we are determined to address and resolve any possible inequality.

Social Metrics

22

Nationalities

90%

Participants in
internal survey

1

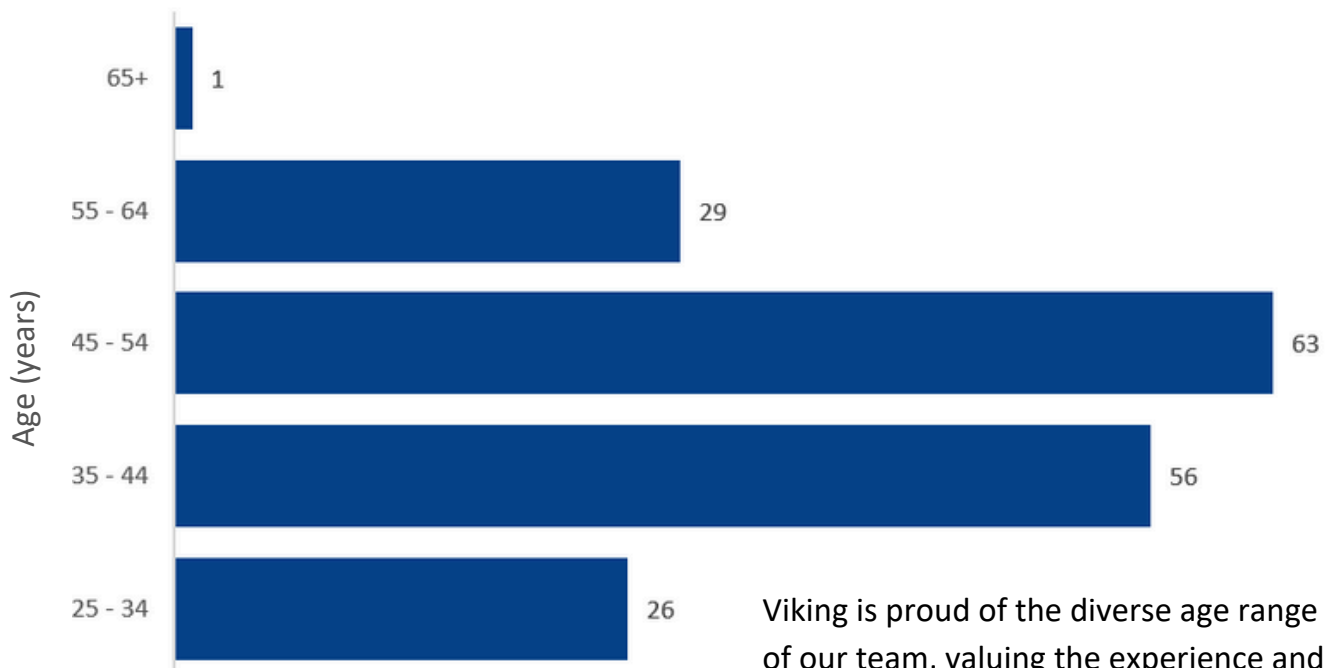
Accident*

94%

Engaged employees**

13%

Employees turnover



Viking is proud of the diverse age range of our team, valuing the experience and wisdom of our longer-serving staff while welcoming the fresh perspectives and innovative ideas brought by our younger members.

*Number of incidents that result in injuries or consequent ill health

**As per the latest survey people who are willing to go above and beyond for the company

Ethical Governance

Success in the long term can only be attained if Viking EMEA has a strong reputation across the board, not only in terms of the quality of our products and services or our competitiveness, but in ensuring that our business ethics meet the highest standards too.

We believe that ethical governance is vital for maintaining a company's integrity and reputation. It involves implementing transparent, fair, and accountable practices that ensure compliance with laws and ethical standards.

By prioritizing ethical governance, we believe that we can build trust with stakeholders, foster a positive work environment, and mitigate risks associated with unethical behavior, ultimately contributing to sustainable long-term success.

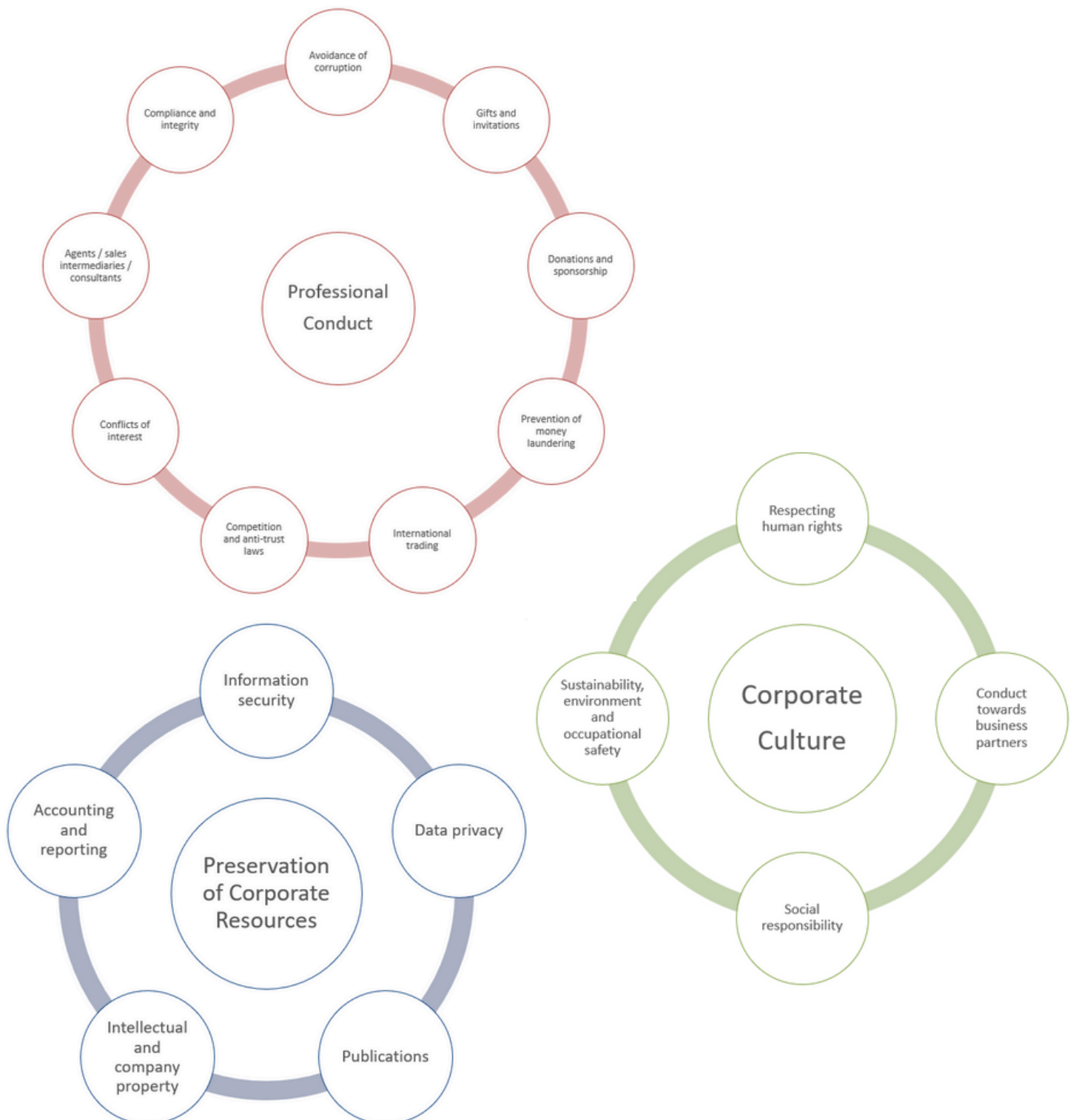
Our commitment is two-fold:

- **Transparency and Accountability:** We conduct our business with the highest standards of integrity and transparency. We are committed to ethical decision-making, accountability, and compliance with all applicable laws and regulations.
- **Responsible Sourcing:** We strive to ensure that our suppliers adhere to ethical practices, including fair labour conditions and environmental stewardship. We select partners who share our commitment to social and environmental responsibility.

Our Code of Conduct

At Viking EMEA we strive to do what is right and 'practice what we preach'.

We are committed to coherent principles, which are to be practiced by all employees at all times while acting on behalf of the company. These principles are articulated across 3 pillars: Professional Conduct, Corporate Culture, and Preservation of Corporate Resources



Our Business Partner Code of Conduct

Our Business Partner Code of Conduct describes what we expect from the cooperation with suppliers, subcontractors, consultants, sales agents and other suppliers of goods and services. In particular with regard to the safeguarding of human rights and environmental protection, the observing of ethical standards, and the applicable law and integrity.

We expect from our business partners that they implement and adhere to the principles stated in our Partner Code of Conduct in all of the business areas on a global scale.

Based on our Code of Conduct, we have the aim of implementing the principles of the International Labour Organisation (ILO), those of the United Nations Global Compact and national and international acts of law and branch standards, in our upstream supply and service chain. This Business Partner Code of Conduct serves as a basis for all of the contractual relationships of all of the group companies around the world.

Our Commitment to high standards



Obtaining ISO 9001 certification is important to us because it demonstrates our commitment to quality management and continuous improvement.

This certification is a proof of our commitment to our clients by ensuring consistent product and service quality.

Additionally, it shows our efforts to improve operational efficiency, reduce waste, and increase competitiveness in the market.

Community Engagement

Community engagement is vital because it helps build strong relationships with local communities, share best practices, and foster goodwill.

At Viking EMEA we focus on community engagement because this plays a crucial role in helping the industry progress by fostering collaboration, sharing knowledge, and addressing common challenges, while using our expertise to support the communities we operate in.

Our commitment applies to our own people, the community we operate in and the fire protection industry as a whole.



Our Commitment



Public Safety Education

We strive to play a proactive role in educating the public about fire safety and prevention. Through workshops, seminars, and community events, we aim to raise awareness and equip individuals with the knowledge to protect themselves and their properties.



Martin Gutzmann, a member of our staff actively taking part in a volunteer fire service brigade.



Volunteerism & Philanthropy

We encourage our employees to volunteer their time and skills to support community initiatives. Additionally, we allocate resources to philanthropic activities that align with our CSR goals.



**MEDECINS SANS FRONTIERES
ÄRZTE OHNE GRENZEN e.V.**

Träger des Friedensnobelpreises

Viking EMEA donates annually to Medecins sans Frontiers.

Pour qu'un enfant

Reste un enfant



L'association

Nos Actions

Nous Soutenir

Nos Partenaires

Plus



Offrir le meilleur à des enfants qui
ont connu le pire.

Qui sommes nous ?

L'association Une Main Pour Un Espoir, dite UMPE, est une association locale, reconnue d'intérêt général, oeuvrant pour les enfants placés sous les services de protection de l'enfance.

Carlos Martins, a member of our staff volunteers for “Une main pour un Espoir”.



Partnerships

We collaborate with governmental and non-governmental organizations to enhance fire safety standards and to support broader social and environmental causes.



Our staff join National (e.g. DIN & BSI), European (EN) and International (ISO) standard committees on a regular basis to help write standards.

This not only keeps the industry at the forefront of innovation by using industry experiences to keep standards updated, but means that when developing countries adopt fire protection standards, then they have easy access to the best available information as they can immediately choose a standard with the best up-to-date information within



Environmental Impact Awareness

We take the lead in working with industry associations to help educate markets as to the environmental benefits of installing fire protection systems



Chris Gill, a member of our staff
talking at:

- FSI Amsterdam – 31 May & 1 June 2023
- IWMA Copenhagen – 10 & 11 Oct 2023
- FSI Dublin – 24 & 25 April 2024



Continuous improvement

At Viking EMEA, our commitment to CSR is unwavering.

We recognize that our responsibilities extend beyond our business operations and that we have a role to play in fostering a safer, more equitable, and sustainable world.

Through our dedicated efforts in environmental responsibility, social equity, ethical governance, and community engagement, we strive to make a positive impact on society and the environment.

We are committed to continuously improving our CSR practices and to leading by example in the fire protection industry.

Contact

Viking S.A.
21, Z.I. Haneboesch
L-4562 Differdange/Niederkorn
Luxembourg

+352 58 37 37 1
vikinglux@viking-emea.com