

Annual Corporate Social Responsibility Report for Omicron Research Limited 1st June 2023 to 31st May 2024

Scope of Report

This report applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

Absenteeism

Commitment: Omicron is committed to providing all employees with good working conditions to minimise the causes of absenteeism and staff turnover. This is achieved by ensuring all employees have adequate salaries, working hours, and full health insurance coverage alongside an active wellbeing policy.

Measure: Days of absenteeism

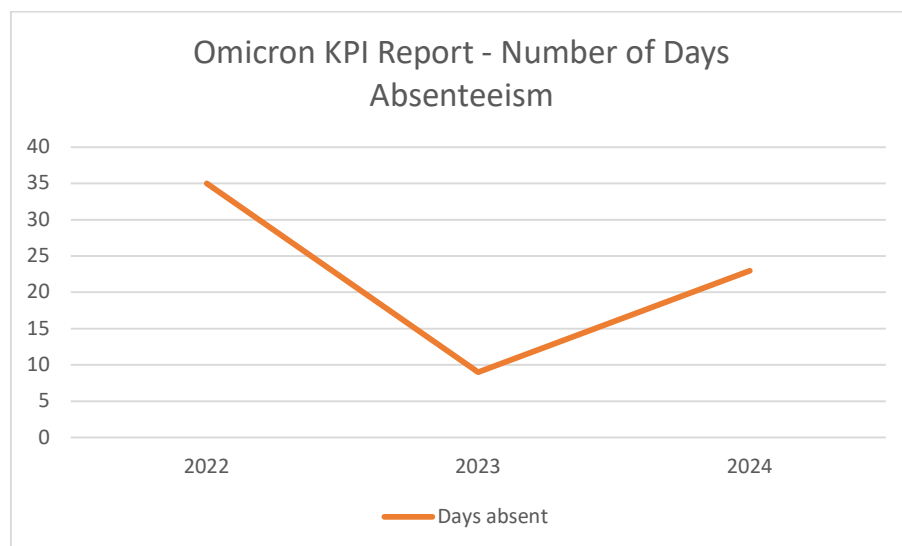
Target: Less than or equal to 1.5% absenteeism per annum.

Total: 23 out of a potential 2,032 working days.

Rate: 1.13% absenteeism.

Comments

Last year's percentage was lower at 0.5% but this year one member of staff had two weeks off for a scheduled operation.



Accidents

Commitment: Omicron is committed to providing all employees with a safe working environment both at our offices and at our customer sites. This is achieved by conducting frequent health and safety risk assessments of our offices, carrying out risk assessments of on-site working and providing effective personal protective equipment.

Measure: Reported accidents

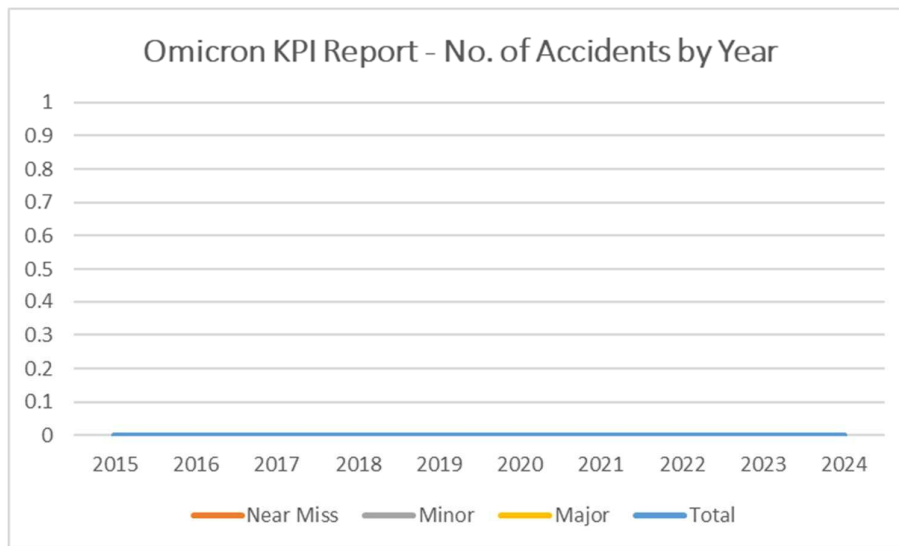
Target: Less than or equal to 1 per annum

Total: Zero

Rate: 0%

Comments

There have been no accidents reported in the last ten years of trading. The frequency and severity rate is zero, as shown in the chart below.



Energy Usage

Commitment: Omicron commits to reduce scope 1 and scope 2 GHG emissions 42% by 2030 from a 2021 base year, and to measure and reduce its scope 3 emissions. (SBTi target of 1.5°C by 2030.)

Measure: Electricity and Gas kWh

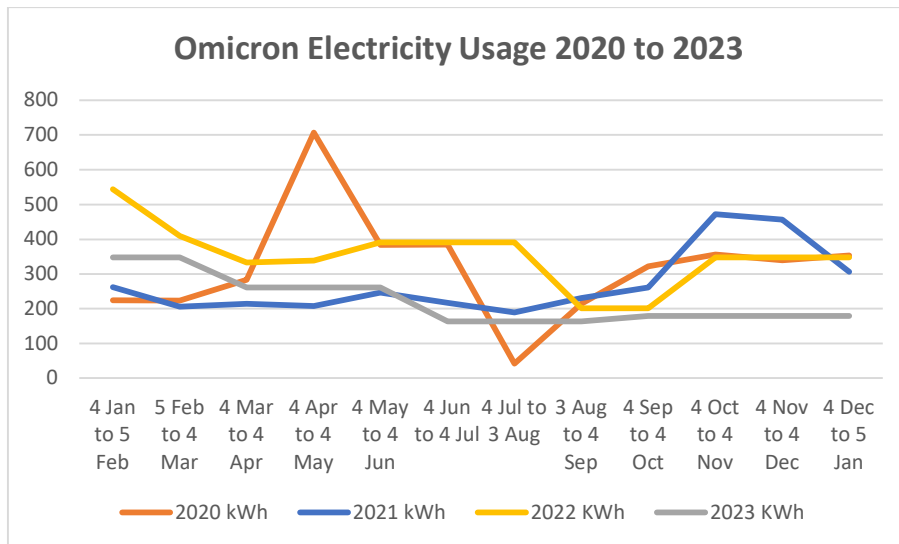
Target: To reduce year on year usage.

Comments: Figures are reported for calendar years only.

Totals:

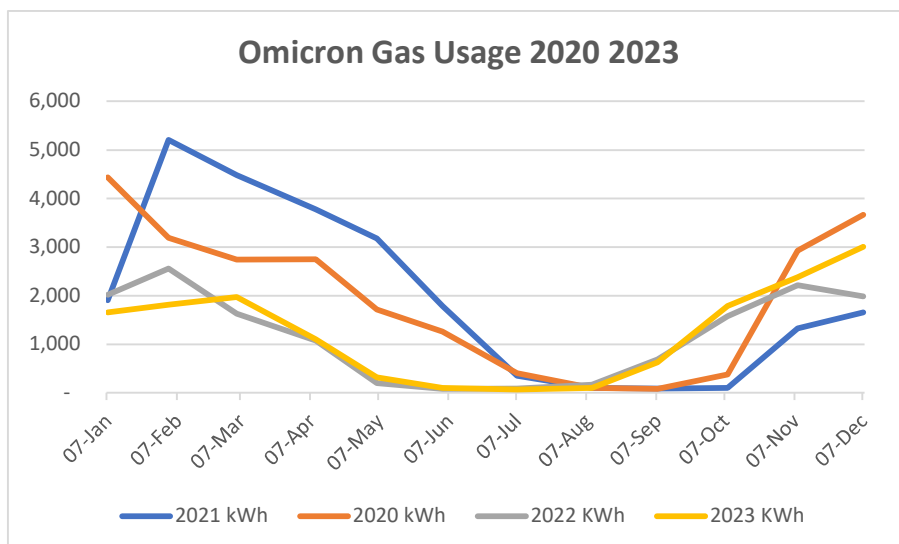
Electricity Usage KWh

2020	2021	2022	2023
3,830	3,268	4,242	2,681



Total Gas Usage KWh

2020	2021	2022	2023
23,631	23,955	14,280	14,927



Career Management and Training

Commitment: Omicron is committed to the training and development of all its employees to ensure they can carry out their jobs to the best of their ability. To achieve this, employees are encouraged to undertake training to develop skills and knowledge for theirs and other jobs in the company and to equip them for promotion, should the possibility arise.

Measure: Average hours of training per employee

Target: Training hours per employee at 15 days or above per annum.

Total: So far this year, employees have received an average of 15.44 hours of training. This is slightly down on 17.33 hours of training in 2023 but up on the 13.61 hours for 2022. Training, as defined in comments below, largely depends on when suppliers run their courses. Internal training and knowledge sharing is continuous.

Comments

As per EcoVadis guidance, training refers to all types of vocational training and instruction and/or external education which is paid fully or partly by Omicron.

Omicron Staff Training 1st January 2024 - 31st December 2024

Name	Date	Training	Delivered By	Training Hours
Crista Lau	19/01/2024	Emergency First Aid at Work	British Red Cross	7
Hayley Bailey	06/03/2024	Online Workplace First Aid Training	High Speed Training Online	4
Hayley Bailey	15/03/2024	Environmental Training	High Speed Training Online	2
Hayley Bailey	19/03/2024	Control of Substances Hazardous to Health (COSHH) training	High Speed Training Online	3
Jamie Macvicar	11/03/2024	CAMAG HPTLC Pro training	CAMAG	32
Cheryl Athawes	04/04/2024	Fire Marshal Level 3	Training Express	2
Kelly Brasenell	25/04/2024	Online Workplace First Aid Training	High Speed Training Online	4
Cheryl Athawes	04/06/2024	Help To Grow Management Essentials Course 2024	Small Business Charter	2
Kelly Brasenell	04/06/2024	Asbestos Awareness (Category A) Online Course	Vital Skills.co.uk	3
Cheryl Athawes	11/06/2024	Asbestos Awareness (Category A) Online Course	Vital Skills.co.uk	3
Jacob Burkitt	01/07/2024	Riggtek Training	Riggtek GmnH Dissolution Test Systems	7
Jamie Macvicar	08/07/2024	Riggtek Training	Riggtek GmnH Dissolution Test Systems	7
Cheryl Athawes	10/09/2024	CSR Policies and Supply Chain Management	Reed Courses	2
Crista Lau	12/09/2024	Fire Warden Online Training	KSI Online	5

Kelly Brasenell	20/09/2024	CAMAG Training	CAMAG	32
Jacob Burkitt	23/09/2024	CAMAG Training	CAMAG	24
Total hours of training provided in the year:				139
Average hours of training per employee:				15.44

Diversity Equality, and Inclusion

Commitment: Omicron is committed to eliminating discrimination and encouraging diversity amongst our employees. To achieve this regular training on diversity discrimination and harassment is provided to all employees, training, development and progression opportunities are made available to all employees subject to aptitude and all new and existing employment practices and procedures ensure fairness.

Measure: Employee training delivered on diversity, anti-harassment and anti-bullying

Target: 100% of employees training annually

Total: All employees trained

Rate: 100%

Waste Management

Commitment: Omicron is committed to reducing the use of all commodities where possible and to continuing to find new opportunities for expanding its recycling activities. The table below details how this is achieved, the partners we work with and the amount of waste recycled.

Waste Partner	Waster Description	Measure
Hills Waste Solutions Ltd Wiltshire House, County Park Business Centre, Shrivenham Road, Swindon, Wiltshire, SN1 2NR	General waste and dry mixed recyclables Specifically, this comprises paper, magazines, cans, bottles and cardboard.	Fortnightly emptying of 660 litre bin contacting approximately 144 kg of mixed, dry waste.
Wastecare Group Richmond House Selby Road LS25 1NB	Large, electronic and hazardous waste	Collection 7 th December 2023 1 x box mixed electronics 169 kg
Terracycle Sabichi House, 5 Wadsworth Road, London, UB6 7JD	Coffee pods	Collections of 1 x 8kg box in May 2023 and April 2024
HP	Printer cartridges	One box collected between June 2023 and May 2024, holding 15 ink toner cartridges.
Valpak Limited	Batteries	No collections between May 2023 and June 2024

Unit 4, Montague House, Stratford-upon-Avon Business and Technology Park, Banbury Road, Stratford-upon-Avon, Warwickshire, CV37 7GW		
Terracycle Sabichi House, 5 Wadsworth Road, London, UB6 7JD	Plastic vials	Collections of 1 x 8kg box in November 2023, February 2024 and April 2024

Prepared by: Cheryl Athawes, Operations Director

Signed:



Date: 7th November 2024