



CORPORATE SUSTAINABILITY

STRATEGY FRAMEWORK 2023/24



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1. INTRODUCTION

The Desert Vipers are focussed on promoting sustainability within the United Arab Emirates (UAE) and the broader cricket community, aligning our efforts with the United Nations' 2030 Agenda for Sustainable Development to work towards the "Global Goals." Our goal is to place sustainability at the heart of our operations. The Desert Vipers understand the potential of the cricket community in promoting a sustainable world, acknowledging the relationship between environmental, social, and economic aspects. Our motivation comes from moral responsibility, awareness of climate change challenges, pollution, and natural resource depletion, and the chance to establish sustainability standards early in our business operations.



The Desert Vipers (Desert Vipers) are committed to promoting sustainability within the global cricket and broader sports community, aligning our actions with the United Nations Framework Convention on Climate Change (UNFCCC) Sports for Climate Action Framework. The main reason for our Sustainability Strategy is clear: operating sustainably is the right approach for society. This effort is more than a gesture towards responsible stewardship; it also positions Desert Vipers for better brand recognition, sponsorship opportunities, and overall organisational strength. Our dedication to sustainability is reflected in our endeavour to integrate it into our core operations.

Our strategy also prioritises people and the communities where our cricket events are held – Dubai and the UAE. We acknowledge that social responsibility goes beyond charitable actions, and we strive to treat our employees, suppliers, and local communities with respect and fairness.

Why a twelve-month Sustainability Strategy rather than a five- or ten-year plan?

We are at the beginning of our sustainability journey and the targets we have set ourselves are long-term. In this context, it makes initial sense to follow a one-year strategy, and thereafter in increments to be determined, allowing for the business to be nimble-footed over time. The Desert Vipers want to be in a position to respond to changing market conditions, regulations, and stakeholder expectations. Our Sustainability Strategy is being crafted in a way that allows for flexibility to adjust to emerging technology, and realignment based on new sustainability trends and unforeseen challenges. The idea is to have more concrete, measurable targets that can be directly tied to specific actions within a defined timeframe. It's easier to measure progress and demonstrate achievements within a shorter period, which can be motivating for employees and reassuring for stakeholders. We also believe that resources can be more effectively allocated and managed over a shorter timeframe. It allows for a focussed effort on priority areas, leading to more significant impact in the short term. We will learn from the outcomes of our strategy, make necessary adjustments, and continually improve our sustainability practices. We believe that short-term goals are easier to communicate and engage with stakeholders, as they can see the direct impact and progress more quickly, which will help in building trust and credibility through transparent reporting and immediate action.

However, long-term sustainability strategies are crucial for setting the overall direction and long-term objectives of The Desert Vipers' sustainability plan. A balanced approach, where a long-term vision guides annual sustainability strategies, is the approach Desert Vipers is looking to adopt, making our actions more effective and driving our sustainable business practices.



2. DESERT VIPERS' SUSTAINABILITY MISSION STATEMENT:

We are committed to acting responsibly towards Dubai communities and its environment, aiming to minimise negative impacts and maximise positive outcomes as we develop a sustainable cricket operation. We promise:

To prioritise sustainability as we establish our franchise, combining on-field elite performance with social and environmental responsibility.

To lead by example in sustainable business practices, using our resources to encourage sustainable living within Dubai's community.

To follow the UN Sustainable Development Goals as our guiding framework.

To work towards having a net positive impact on Dubai's environment and its people through our sustainability programme.

3. CHARTING OUR COURSE TOWARDS SUSTAINABILITY: THE DESERT VIPERS' JOURNEY SO FAR

The Desert Vipers have actively embraced the mission of sustainability by enrolling in the UN Sports for Climate Action Framework. This marks our commitment to join a global community of sports entities with two main aims: to outline a clear strategy for the global sports community against climate change; and to utilise sports as a tool to promote climate awareness and action globally.

A cornerstone of this Framework is “educating for climate action,” which now forms a pivotal part of our immediate strategy. Here are the concrete steps we’ve committed to:

- **Transparent Emissions Reporting:** We have showcased our baseline emissions, with a pledge to formally report these figures within six months. This will be followed by an annual reporting routine, making our efforts measurable and open for review.
- **Engagement and Mobilisation:** Our fans, cricketers, and supply chain are integral to our sustainability journey. Mobilising them towards best-practice climate action is a central part of our plan.
- **Emission Reduction Goals:** We have set ambitious targets to reduce our greenhouse gas emissions by 50% by 2030, achieving net zero greenhouse gas emissions by 2040.
- **Stretch Target:** Demonstrating our heightened commitment, we’ve set a stretch target to reduce our greenhouse gas emissions by 50% by 2028.

Our progress reflects a steadfast commitment to a sustainable sports environment. With each step, we move closer to our goals, aiming to leave a lasting green legacy that extends beyond the cricket field and resonates with the global community. Through this journey, we aim to play cricket responsibly, championing a sustainable future.

4. REPORTING SCOPE AND BOUNDARY

Our reporting covers environmental and social aspects extensively. We focus on themes such as climate action, aimed at reducing greenhouse gas emissions and environmental impact, responsible resource management, and safeguarding the rights and well-being of communities and individuals affected by our activities. We are aware of potential risks, including the health and well-being impacts on staff and cricketers, and reputational risk from external campaigns. Conversely, we are open to the various opportunities that partnerships, advocacy, and a credible sustainability plan can bring, enhancing support from different stakeholders.

TRANSPORT	GOODS AND SERVICES	UTILITIES
TEAM AIR TRAVEL	TEAM KIT PURCHASES	HOTEL (AIR-CONDITIONING COOLANTS)
TEAM TRAVEL (IN DUBAI)	HOTEL (ELECTRICITY, WATER, AND LAUNDRY)	ENERGY USED FROM THE GRID
FAN TRAVEL (IN DUBAI)	COMPUTER PURCHASES	
	STADIUM (ELECTRICITY & FERTILISER USE)	

The table above lists the categories which are included within the Desert Vipers' carbon footprint calculation for Season One. However, there are some other elements which do not feature, for reasons such as a lack of data, or being outside of our reporting boundary. For example, we have not reported emissions from food and beverage consumed in our hotel, as currently there is no methodology to accurately collect this data. Going forward, we will strive to work with suppliers and partners so that more data is available, which will then be included in our carbon footprint calculations. This may serve to increase our carbon footprint, simply as more elements are reported on, so highlighting what is and is not included within our carbon footprint in a transparent manner will help explain any fluctuations in our carbon footprint from year to year.

DESERT VIPERS' BASELINE CARBON FOOTPRINT CALCULATION – ILT20 SEASON ONE 2022/2023

CARBON FOOTPRINT DATA

CARBON SUMMARY

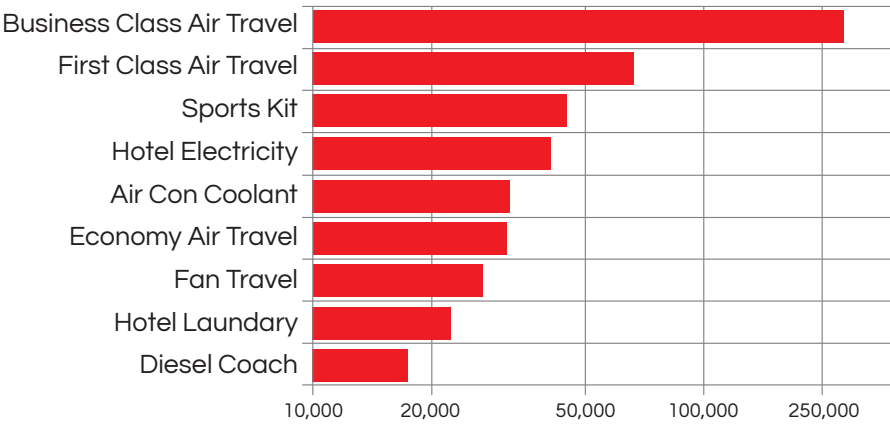
573290.579 kgCO₂e

- Transport
- Goods and Services
- Utilities

2022 OVERVIEW



TOP POLLUTANTS 2022



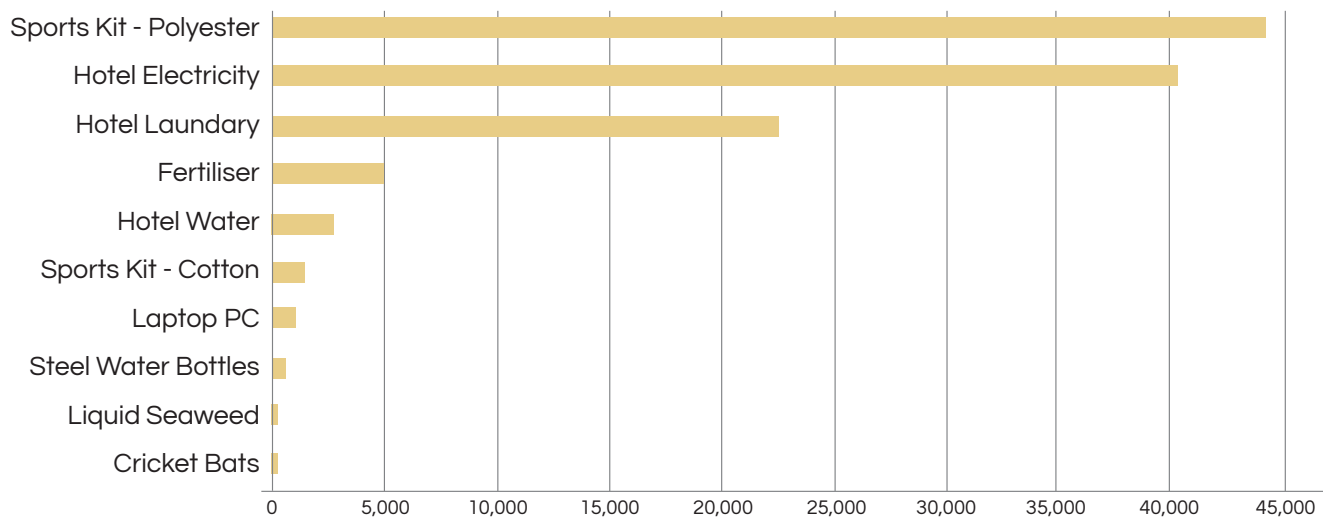
SCOPE 1 & 2, SCOPE 3

- Scope 1 & 2
- Scope 3



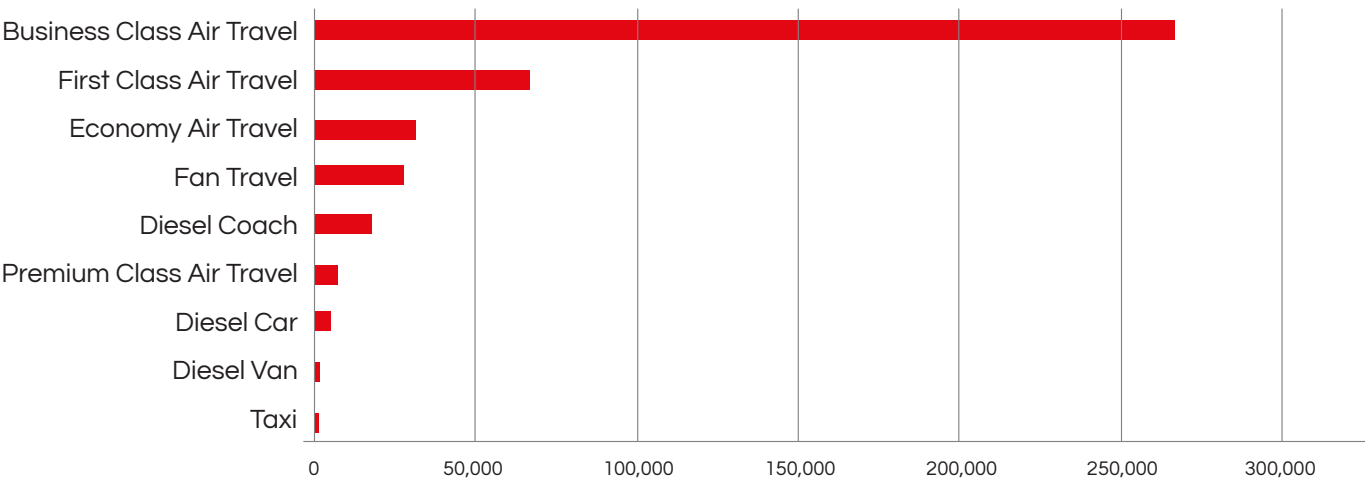
GOODS & SERVICES

117419.268 kgCO₂e



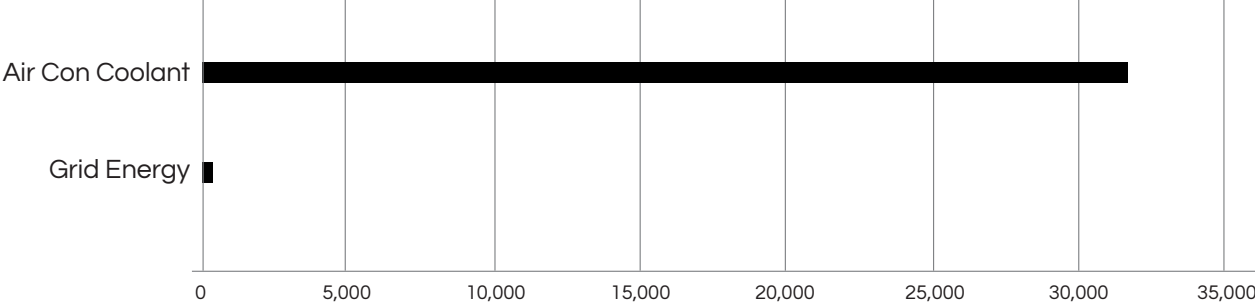
TRANSPORT

423811.445 kgCO₂e



UTILITIES

32059.866 kgCO₂e



SCOPE 3 EMISSIONS kgCO₂e

CATEGORIES	2022
Purchased Goods and Services (1)	117419.268
Business Travel (6)	395695.445
Downstream Transport & Distribution (9)	27000
Upstream Transport & Distribution (4)	1116
Fuel & Energy Related Activities (3)	31783.6
Total Emissions	573014.313

6. GOVERNANCE AND MANAGEMENT STRUCTURE



The senior leadership at Desert Vipers, including Mr. Avram Glazer, Paul Voigt, Phil Oliver, Tom Moody, and others, express their commitment to sustainability through solid policy development and various public-facing advocacies. The leadership promotes sustainability by setting a good example and allocating resources to the sustainability programme, which instils accountability within the management hierarchy. The organisation operates on principles of transparency, ethical governance, and inclusivity, with adherence to anti-bribery and anti-corruption policies. We also prioritise diversity, equity, and inclusion, aiming for a non-discriminatory work environment, respect for human rights, and collaborative partnerships. Our strategy is designed to be both people-centric and environment-conscious, aiming for overall well-being and responsible management of environmental resources.

DESERT VIPERS SUSTAINABILITY BOARD

Recognising the critical importance of sustainability and its increasing prominence in our operations, Desert Vipers has officially instituted a 'Sustainability Board'. This board will convene biannually to deliberate, strategise, and guide the organisation towards its sustainability goals.

OBJECTIVES OF THE DESERT VIPERS SUSTAINABILITY BOARD

- **Accelerate Action on Climate Change:** Target to align with the Paris Climate Agreement by achieving a 50% reduction in emissions by 2030 and striving for this goal by 2028.
- **Ensure Accountability and Transparency:** Act as a beacon of trustworthiness by ensuring full transparency in all sustainability activities, thereby increasing stakeholder confidence.
- **Oversee Financial Commitments:** Ensure appropriate budgetary allocation and financial management for all sustainability projects.
- **Annual Reporting:** Conduct and release comprehensive annual reviews detailing our progress, challenges, and future plans.
- **Facilitate Effective Communication:** Ensure seamless internal and external communication regarding Desert Vipers sustainability efforts.
- **Establish Organisational Policies:** Shape and approve policies that guide Desert Vipers sustainability journey.
- **Data-Driven Decision Making:** Prioritise the collection and analysis of pertinent data to inform strategies and actions.
- **Refine Procurement Processes:** Ensure that Desert Vipers procurement activities are in line with our sustainability ethos.
- **Vet Suppliers and Partners:** Implement rigorous vetting processes to ensure our collaborators share our commitment to sustainability.
- **Build Workforce Capacity:** Commit to the development and training of a qualified workforce equipped to handle Desert Vipers sustainability challenges.
- **Drive Carbon Offset and Credit Initiatives:** Implement and manage initiatives around carbon credits and offsets, ensuring Desert Vipers remains at the cutting edge of environmental responsibility.

BOARD MEMBERS AND THEIR RESPONSIBILITIES

- **Matt Bailey (Lead/Chair):** Matt will steer the overall direction of the board, focusing on commercial and sustainability efforts.
- **Paul Voigt (Board Representative):** Paul will be responsible for maintaining a connection between the board's decisions and the organisation's ownership. He will ensure accountability, board sign-offs, and represent ownership interests.
- **Phil Oliver (CEO of Desert Vipers):** As the CEO, Phil will provide the necessary oversight, ensuring all decisions align with Desert Vipers' broader organisational goals.
- **Karan Ravishankar (External Consultant):** Karan is tasked with examining, reporting, and advising on carbon metrics, offering data-driven insights.
- **Sam Charnley (Head of Operations, Desert Vipers):** Sam is responsible for the practical application of decisions, ensuring swift and efficient implementation of the board's directives.
- **Bikram Lath (Finance):** Bikram will oversee all financial aspects, including budgeting and procurement, ensuring financial feasibility and integrity.

*Further board members to be identified.



7. STAKEHOLDER ENGAGEMENT

In developing our sustainability plan we recognise the importance of engagement with our stakeholders. These are the people and organisations with whom we interact, either because our activities affect them in some way, or because we need their input and support. First, we set out to identify exactly who our stakeholders are, then we analysed the nature of our relationship: what they need or expect from us, as well as how they can help us achieve our sustainability objectives. Identified stakeholders include:

- Internal Stakeholders (Staff / Players)
- ILT20
- Emirates Cricket Board
- Dubai Sports Council
- Sponsors
- Vendors and Suppliers
- Fans
- NGOs - The next 12 months will be spent mapping out our partner NGO network, while we take on projects as much as capacity permits

Having mapped out who our stakeholders are, we are undertaking a series of initiatives to inform them about our Sustainability Strategy and to seek their opinions and suggestions on how we can cooperate in this area. We are doing this in a number of ways:

- Direct Meetings on Relevant Issues
- Sustainability Campaigns / Activations
- Corporate Partnerships
- Advice and Guidance
- Questionnaires on Supplier Sustainability Vision

Through these efforts, we aim to gather insight and recommendations, ensuring a collaborative approach to address sustainability challenges.

8. MATERIALITY ASSESSMENT

Our materiality analysis includes issue identification based on our organisational screening. Through a visual matrix, we have demarcated priority sustainability concerns. With clear zones of influence and control, we've developed a strategic framework that centres on these priority issues. This framework is engineered to identify, manage, and communicate the sustainability-associated risks and opportunities which are substantially material to the business operations of our team. This assessment trajectory encompasses both direct and indirect repercussions. The fundamental premise of this initiative is to orchestrate a meticulous categorisation and detailing of these material risks into a coherent table.

This table will be a key tool in steering the Desert Vipers' Sustainability Board and all other Desert Vipers stakeholders towards a clear understanding of the sustainability challenges and prospective impacts relating to the Desert Vipers' business operations. The narrative of this framework extends beyond mere identification; it is about fostering a pre-emptive culture where our business is empowered to anticipate, mitigate, and efficiently manage the environmental and social concerns that arise. This proactive approach is reflective of Desert Vipers' commitment towards upholding sustainability standards and responsible corporate behaviour.



9. ENVIRONMENTAL MATTERS

Climate change is an issue of existential importance for global society. It is increasingly apparent that climate change is affecting sport. Unseasonal and extreme weather episodes are causing disruption and even cancellation of sports events, damage to sports grounds, and additional costs to manage and mitigate such effects.

Climate change is especially pertinent for young people throughout the world as it greatly affects their future. Young people are also the future of cricket in the UAE and across the world. Twenty20 cricket is a sport designed to appeal to the next generation of cricket fans. Therefore, as a responsible cricket franchise, we embrace the need to do whatever we can to minimise our greenhouse gas emissions and other environmental impacts, and to ensure we take sensible precautions that avoid exposing cricketers, fans, and employees to dangerous conditions such as extreme heat or polluted air and water.

The basis for our actions can be categorised through the following approaches:

- Reduction
- Adaptation
- Advocacy
- Education

Various initiatives have been established in this domain for the next twelve months which are detailed further in this document.

10. SELECTED 2023/24 DESERT VIPERS' ENVIRONMENTAL & SOCIAL INITIATIVES

Carbon Emissions Reduction Plan



Working with our team members, stakeholders, and our agency, Carbon Happy World, we will identify opportunities and implement carbon emission reduction plans across our business operations. Key aspects of this over the next twelve months will include, but are not limited to: measures aimed at reducing the impact of air and ground travel; the procurement and delivery of goods and services; our residency at JA Resorts Lakeview Hotel; and fan attendance at our cricket matches.

Dubai Schools Outreach Program



The Desert Vipers have created an 'Introduction to Cricket' Schools Outreach Programme that will combine education on basic sustainability themes with cricket coaching, physical education, and health and wellness. We are initially targeting 40 schools with a target demographic of 8-13 year old boys and girls. We hope to grow this programme over the next few years, taking it to all schools in Dubai. Instilling sustainability and sports values early in life contributes to lasting change and behaviours that will have long-term impacts.

Dubai University Outreach Program



Desert Vipers will appoint campus ambassadors at ten Dubai universities who will be tasked with objectives both during the pre-season and ILT20 season – our aim is to build our brand and generate awareness and community engagement with the Desert Vipers' Sustainability Strategy at university and city level. Campus ambassadors will form the base of our "fan army" and coordinate efforts of the fan army at matches. These ambassadors will mobilise our "sustainability squad" which will be tasked with encouraging walk-in audiences at the stadium, recycling single-use plastic, as well as participating in other sustainability-themed activations during matches to encourage sustainable behaviour amongst our fan base.

The Viper Cup



The Desert Vipers will hold "The Viper Cup" – an annual cricket event held during Q4 of each year in Dubai. In 2023 this flagship property championing sustainability will be held in the run-up to and during COP28 in November / December. We will choose a format each year that suits the Desert Vipers' objectives, involving different stakeholders, including corporations, schools, women, migrant workers, etc. The main objective of The Viper Cup is to engage with different communities within Dubai and create a case study for the sustainable sports industry in the UAE.

Desert Vipers' Sustainability Summit & Awards Dinner



The Desert Vipers' Sustainability Summit & Awards Dinner is envisaged to be held on 8th February 2024 in Dubai and will bring together speakers, stakeholders, and corporations with interests in sustainability and sport. Our vision for the event is to promote sustainability in sport and play an active part in developing a sustainable sport industry in Dubai. The summit will serve as a platform to build a UAE-wide network and agenda for sustainability in sport

Desert Vipers' Sustainability Match



The Desert Vipers' "Sustainability Match" – a home, afternoon ILT20 match dedicated to promoting sustainability – is pencilled to be held on Saturday 3rd February 2024 at the Dubai International Stadium. We are creating a range of sustainability-related activities, challenges, competitions, and communication opportunities. In addition, other elements of the sustainability programme will link up to the match (e.g., all schoolchildren / students from our Outreach Programme will be invited to the match with their families). This match will be used to inform how future cricket matches for The Desert Vipers can be made more sustainable.

Sustainability Blog



The Desert Vipers will publish a Sustainability Blog, updated fortnightly leading up to and during the ILT20 season. With an informal and educational tone, we aim to tell the story of the Desert Vipers' sustainability journey, while also providing insight into sustainable practices. Through our blog, we will not only share our own path towards a sustainable future but also educate and inspire by showcasing other sustainability initiatives of note within the UAE sports community and beyond.

C-Suite Sustainability Breakfasts



The Desert Vipers will run monthly "C-Suite" Sustainability Breakfasts where we will bring together leaders and decision makers from the UAE, international businesses, sports organisations, athletes, and relevant third parties to network and discuss sustainability, elite sport, and how these topics are relevant to business. The programme is designed to ensure that sustainability in sport is an agenda for key figures who may contribute to the Dubai Sports Council's ten-year strategy / the Desert Vipers' Sustainability Strategy. The breakfasts will be hosted by Sean Morris – a sustainability in sport leader and Dubai resident.

1.5 Degrees Cricket Carbon Credits



We are excited to announce the launch of our pioneering 1.5 Degrees Cricket Carbon Credits (CCCs), which forms a critical part of the Desert Vipers' journey to net zero. In line with offsetting principles, such as The Oxford Offsetting Principles, the Desert Vipers will prioritise emissions reductions, so that the need for offsets will be reduced. However, for those residual emissions where reductions are not yet possible, 1.5 Degrees CCCs will form a key part of our strategy to offset these. The 1.5 Degrees CCCs selects internationally-verified offsetting projects which benefit local communities in key cricket-playing

nations represented by players of the Desert Vipers, including the United Kingdom, Pakistan, Sri Lanka, India, and the UAE. These credits are assessed, monitored, and collated by 1.5 Degrees Sport into a single sport-specific carbon credit that teams and their partners can participate in as part of their carbon-offsetting activities. Brands and businesses are therefore provided with a new way to access sport through their sustainability strategies as opposed to traditional sponsorship investments.

JS Wright & Sons Partnership



The Desert Vipers, its partners, and players will have the opportunity to invest in cricket's future through our partnership with JS Wright & Sons, the world's leading willow farming family, based in Essex in the United Kingdom. JS Wright & Sons have been the leading willow farmers for four generations and supply 75% of the world's English willow bats. Cricket depends on the supply of willow – with an individual tree taking 15 years to mature, and each tree creating around 50 bats. In a commitment to future players, Desert Vipers have secured an initial 12 trees to reflect the 12 matchday players, and additional trees will be made available to partners of the Desert Vipers through the innovative new sustainability partnerships that the team will be offering. Although this does not form a part of Desert Vipers' offsetting strategy, the willow project will play a role in carbon dioxide sequestration, and farmers and local communities will benefit from this additional investment.

The University of Oxford - Environmental Change Institute Internship



The Desert Vipers have partnered with the Environmental Change Institute at the University of Oxford as part of its Sustainability Education programme created by 1.5 Degrees Sport. As well as giving the Desert Vipers access to world leading climate change research, the partnership includes a mature student, Ben Hardy-Jones, joining the Desert Vipers team for a six-month period. The output of the work undertaken by the student will be tailored to focus on themes that are important to the development of and strategy for sustainability in sport in Dubai, and areas of importance identified by Desert Vipers.

St Edward's Oxford Partnership



The Desert Vipers have partnered with St Edward's School, Oxford, a secondary school in the United Kingdom, to contribute content for sport sustainability courses at GCSE / A-Level, or equivalent.

11. CIRCULARITY & RESOURCE MANAGEMENT

Desert Vipers will evaluate the business' resource usage impact, focussing on non-renewable depletion and renewable regeneration, aiming to decouple growth from natural resource extraction.

- Desert Vipers will review the adaptation of its business model to circular economy principles, targeting waste elimination and value retention of products and materials over the next few years.
- Desert Vipers will examine the lifecycle of materials, and the risks and opportunities tied to resource use and circular economy transition, considering potential negative impacts during the net zero period.
- Working with partners, Desert Vipers will assess the effects of circular economy dynamics on the project's progress and value creation across short- to long-term operations and commercial activities.

Our "Sustainable Sourcing Code" will be based on the following six key questions:

- **Need?**
We will rigorously examine the need for each item we intend to buy and the quantities proposed in order to cut down on waste.
- **Where does it come from?**
We will give preference to goods of local origin produced in a sustainable manner to minimise the impact of long-distance freighting.
- **Who made it?**
We want to ensure all goods and services we procure come from suppliers operating in safe and decent working conditions in order to safeguard human rights.
- **What's it made of?**
We will favour products and materials that have a low, or preferably zero impact during their manufacture, in relation to health and safety, environmental protection, and animal welfare.
- **What's it wrapped in?**
We seek to minimise packaging and will encourage suppliers to use sustainable, reusable packing materials to cut down on waste and pollution.
- **What happens to it afterwards?**
Whatever we buy, we will ensure we have a plan for its re-use (e.g., resale or donation), repurposing, or recycling after we have finished with it in order to minimise waste.

12. ECONOMIC INITIATIVES

By placing sustainability at the heart of our operations we will:

- Strengthen our brand
- Increase sponsorship revenue
- Future-proof our business
- Optimise human resources
- Create a transferable brand and business positioning for future Lancer Capital assets in cricket
- Increase the overall value of the Desert Vipers franchise as ESG considerations become increasingly important to investors

To bolster our economic engagement in sustainability, we offer multiple avenues for sustainability partnerships, each with its unique benefits and contributions to Desert Vipers' sustainability journey in line with UN Sustainable Development Goal 17:

"Show how diverse public and private sector partners can come together to address common issues of local, national and international concern"

Lead Sustainability Partners – Lead partners who will join us on our journey for the long-term and lead from the front

Sustainability Impact Partners – Businesses / entities that will work with us to help us meet our emission reduction targets and tell their brand's sustainability story in context

Sustainability Activation Partners – Businesses / entities that will work with us to engage fans on sustainability themes relevant to their business, service or product

Sustainability Suppliers – Businesses / entities that will provide a product or service relevant to our sustainability journey

Cricket Carbon Credit Partners – Businesses / entities that will buy our 1.5 Degrees Cricket Carbon Credits as part of their offsetting programme to access sport in an entirely new way

13. EMPLOYEE-RELATED MATTERS

Employee-related matters take into account various aspects of safeguarding employees of the Desert Vipers and making sure the organisation is a fair and equitable place to work. It is important within sustainability and the wider ESG perspective to have a robust set-up that looks after the people of Desert Vipers. We must consider Desert Vipers is still early in its journey as a full-scale employer.

The points listed below encompass a wide range of policy areas that will be integrated into our organisation over the course of the next few years. Desert Vipers will discuss and decide which of the below policies are most relevant to implement in the next twelve months.

Employee Well-being and Safety:

- Desert Vipers is fully committed to ensuring the safety and well-being of its employees at all times. Reporting mechanisms will be put in place to capture information on the measures taken towards ensuring safety and enhancing employee well-being. These reports will be evaluated regularly to ensure continual adherence and improvement in promoting a safe and healthy work environment. We will work with ILT20 and other stakeholders to ensure best practice is observed at other locations, such as stadiums and training grounds.

Diversity and Inclusion:

- Desert Vipers is devoted to cultivating a diverse and inclusive workplace. Policies and practices will be enacted to promote diversity and inclusion throughout all levels of the organisation. A regular review of these policies will be carried out to ensure their effectiveness and to make necessary adjustments in alignment with our diversity and inclusion objectives.
- Disclosures to be made regarding the diversity of our workforce, encapsulating gender, age, ethnicity, and other pertinent indicators.

Training and Education:

- Programmes for skill management and lifelong learning will be made available to ensure the continuous professional development of our employees.
- Reports on any ongoing training and development programmes to be generated, outlining their contribution towards employee and organisational growth.

Recruitment and Retention:

- The Desert Vipers endeavours to position itself as an employer of choice by creating a progressive work environment. Strategies for recruitment and retention will be formulated and regularly reviewed to ensure alignment with organisational goals and industry best practices.

Employee Feedback and Grievance Mechanisms:

- The organisation values the feedback from its employees and will respond to grievances in a timely and effective manner. This process is aimed at ensuring employee satisfaction and continual improvement in our workplace environment.

Supply Chain Labour Standards:

- Disclosure of labour standards within our supply chain will be made to ensure adherence to human rights and anti-child labour practices. The Desert Vipers is committed to maintaining a supply chain that is free from exploitation and operates in compliance with national and international labour standards.

14. RESPECT FOR HUMAN RIGHTS

Human rights form another vital pillar under the highest international disclosure standards*, specifically under the social aspect of corporate responsibility. From an ESG perspective, it has relevance and policies will be designed within the organisation to ensure that human rights are considered in all its dealings. Similar to employee-related matters, the depth into which Desert Vipers wants to create relevant policy will be discussed and agreed upon internally before we implement any policies to this effect.

Policy Commitment:

- Disclosures regarding how Desert Vipers is committed to respecting human rights in line with international standards and principles to be published.

Engagement and Consultation:

- Reports on how Desert Vipers engage with affected stakeholders and seek to understand their concerns and perspectives on the franchise's human rights performance.

Supply Chain Disclosures:

- Information on human rights performance within the supply chain, including how human rights due diligence is conducted in supply chains, and how human rights risks are managed.

* CSRD reporting guide

15. MEASURING OUR PROGRESS

It's crucial to articulate how we plan to monitor and evaluate our progress, including the timeline and frequency, to ensure a trajectory of continuous improvement within the scope of our sustainability programme. This evaluation will encompass both quantitative and qualitative data.

- **Carbon Tracking & Reporting by Third Party Carbon Auditor:** This involves the recording and analysis of GHG emissions associated with the franchise's operations. This encompasses emissions from travel, energy consumption at facilities, waste management, and the production and disposal of merchandise. The objective is to understand the franchise's carbon footprint, identify opportunities for reduction, and monitor progress towards sustainability goals, aligning with broader environmental commitments within the sports sector.
- **Resource Consumption Monitoring:** Utility bills (energy, water, and waste collection), fuel consumption, travel, and procurement records will serve as primary resources for monitoring our resource consumption.
- **Equipment and Goods Tracking:** Records of equipment and goods that are sold, donated, or otherwise unable to be reused will be maintained.
- **Workforce Diversity Assessment:** Tracking the diversity of our workforce, such as gender balance, age profile, and representation of people with disabilities will be a routine task.
- **Compliance and Grievance Recording:** Any complaints regarding working conditions, harassment, discrimination, health and safety, and other legal compliance issues will be documented thoroughly.
- **Partner Contributions:** Our partners will compile and submit records of their contributions towards our Sustainability Strategy to us.
- **Stakeholder Feedback:** We will implement satisfaction / feedback questionnaires for our workforce and other stakeholders to obtain insights into their perception of our progress.
- **Event Debriefs:** Post-event debrief sessions will be conducted to ascertain lessons learned and to strategise improvements for future endeavours.
- **Progress Review:** Every six months, the sustainability team will engage with senior management to review the progress and delineate the forthcoming steps.

16. ANTI-CORRUPTION AND BRIBERY MATTERS

Desert Vipers remain compliant with all legal and regulatory frameworks, reflecting our dedication to ethical operations.

17. COMMUNICATIONS AND REPORTING

We will share updates on our sustainability endeavours and advancements through our website, social media, and stakeholder briefings. Internally, our Sustainability Board & Working Group will report to the Management Board with regular updates, reporting on our progress annually, allowing us to document our activities. We will review our strategy and objectives every six months, setting targets in a revised strategy for the following two years.

18. ASSURANCE AND VERIFICATION

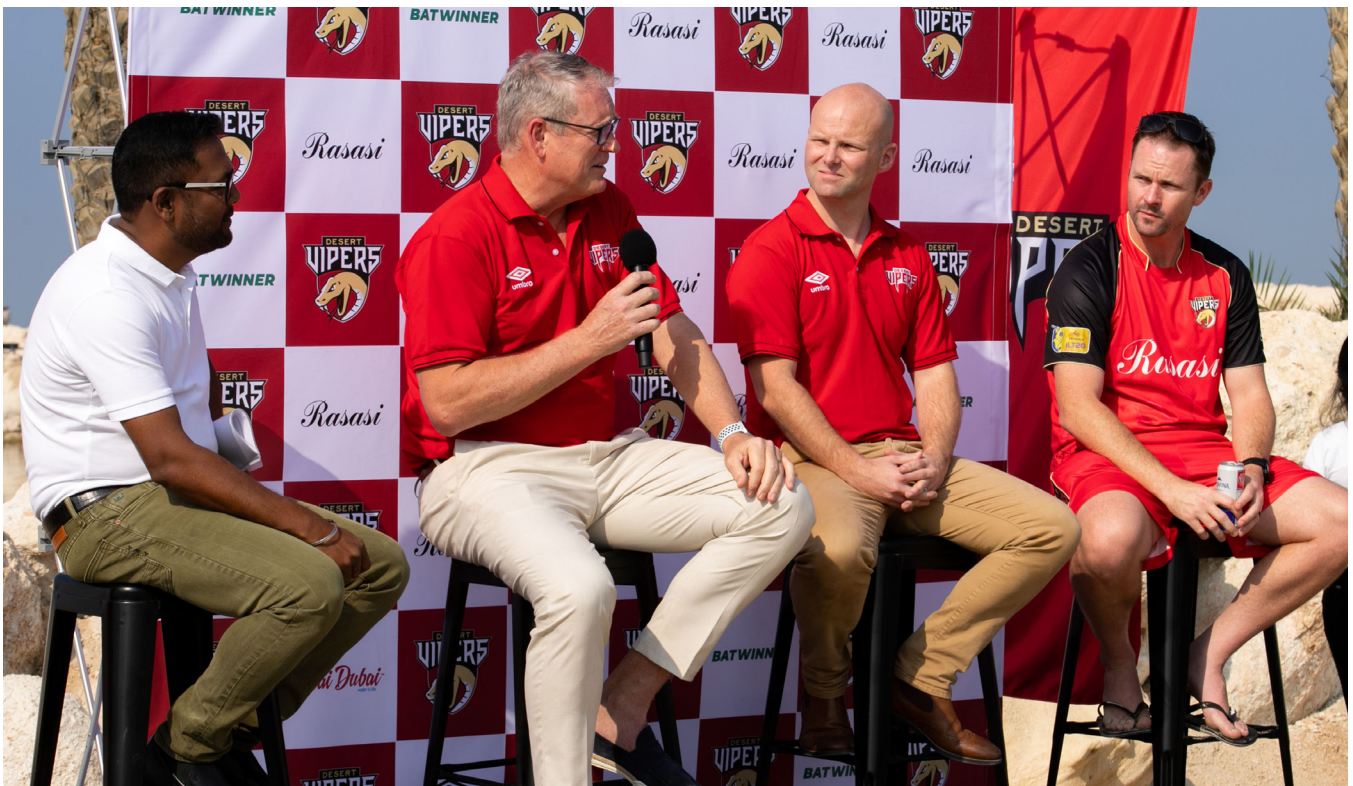
We emphasise the need for a robust management system that includes regular reviews of our strategy. Ensuring both internal and external verifications are in place is crucial for the credibility and efficacy of our approach.

19. FUTURE OUTLOOK

Envisioning a future where sustainability isn't just an option but a business imperative, Desert Vipers is focussing on crucial themes such as climate action and resource management. We plan to venture into proactive partnerships and leverage the advocacy of cricketers to foster awareness and encourage positive action. Our plan is designed to enable us to embody the principles of reduction, adaptation, and education, and to make a tangible impact on society through sustainable practices in infrastructure and resource usage.

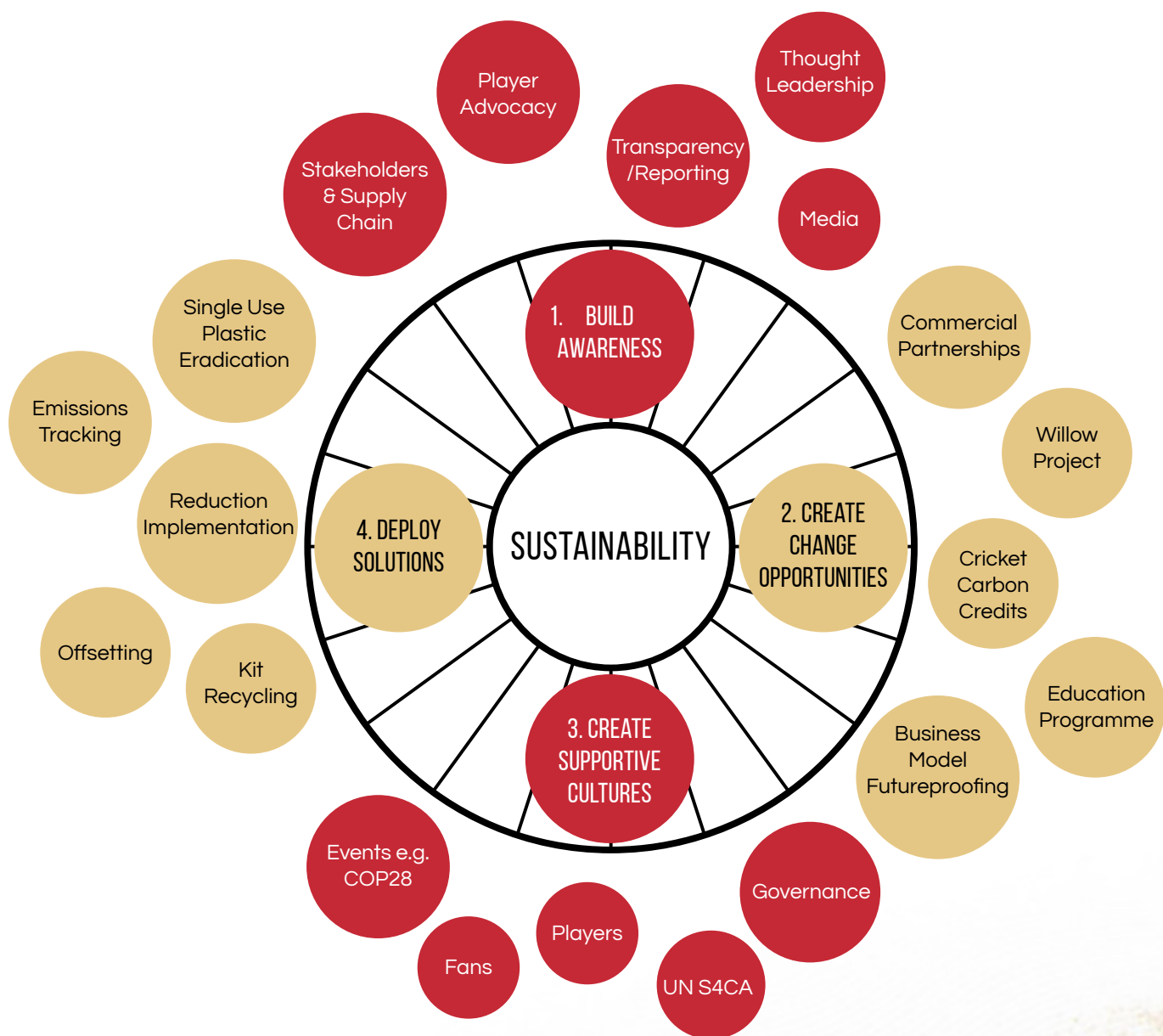
By aligning with the pressing needs of today's world and creating a blueprint for a sustainable future, we are not just preparing to meet the challenges head-on but are futureproofing the business to thrive in a world that is continuously evolving.

We envision aligning our future strategy to other Sustainable Development Goals such as "Health and wellness" and "Diversity and Inclusion", building upon our achievements over the course of the next twelve months which are primarily focused on climate-related projects and our own emissions reduction plan. With a specific focus on events in Dubai, we are geared towards creating a lasting impact locally, both in the world of cricket and beyond.



20. CONCLUSION

In conclusion, The Desert Vipers stand committed to walking the path of sustainability, driven by an acute understanding of the pressing environmental challenges and a deep-seated responsibility towards society and the cricket community. Through strategic actions encompassing reduction, adaptation, and leveraging opportunities to turn potential risks into collaborative solutions, Desert Vipers is gearing up to not only foster a sustainable brand but to champion the cause of sustainability in the cricketing world.



AUTHORS & CONTRIBUTORS

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