

## CASE STUDY

# Supporting the Wellbeing of Employees at Viper Innovations

**At Viper Innovations, employee wellbeing is central to organisational values. Wellbeing encompasses mental, emotional, and physical health, and is relevant to everyone at different points in life. Promoting a supportive and open environment helps individuals feel valued and equipped to manage challenges both personally and professionally.**

Viper Innovations recognises the importance of fostering a culture where employees feel heard, supported, and empowered to prioritise their wellbeing. Open conversations and awareness are encouraged to create a workplace in which all employees can thrive.

### **Prioritising Mental Health for Employees:**

In October 2025, Viper Innovations hosted a Mental Health Awareness month focused on supporting and educating employees through a series of sessions dedicated to wellbeing, reflection, and accessible support.

The month began with an engaging session from Steven Harris, Managing Director of Integrity HSE and a guest speaker local to the Aberdeen office with extensive experience in the oil and gas industry. Drawing on his own experiences, including navigating challenging moments following the loss of a colleague, Steven highlighted practical strategies for supporting mental wellbeing, building resilience, and fostering self-awareness in both personal and professional context.



A company-wide litter pick was organised to encourage employees to spend time outdoors, engage in physical activity, and connect with colleagues and the community. The event was supported by the mental health first aiders team, who provided guidance and reassurance. Activities such as this, demonstrate how being active and spending time outside can contribute positively to mental wellbeing.

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Deanna Bleakman, HR Manager provided a session on the Employee Assistance Programme (EAP). This confidential service is an employee benefit that provides additional support for individuals experiencing personal challenges, offering professional guidance, emotional support, and practical advice.

The month concluded with a session from Dr. Julie Hunt, Integrity HSE's Director of Medical Services. Dr. Hunt shared practical strategies for maintaining wellbeing, emphasising the importance of treating mental health with the same priority as physical health and highlighting actionable steps for employees to look after themselves and support colleagues.



Viper Innovations continues to demonstrate a strong commitment to the health, safety, and wellbeing of its workforce. Mental Health Awareness Month offered an opportunity to reflect, learn, and strengthen support systems, while employee wellbeing remains a long-term organisational priority.



[www.viperinnovations.com](http://www.viperinnovations.com)

or contact Viper on:

[enquiries@viperinnovations.com](mailto:enquiries@viperinnovations.com)