



# ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) ROADMAP

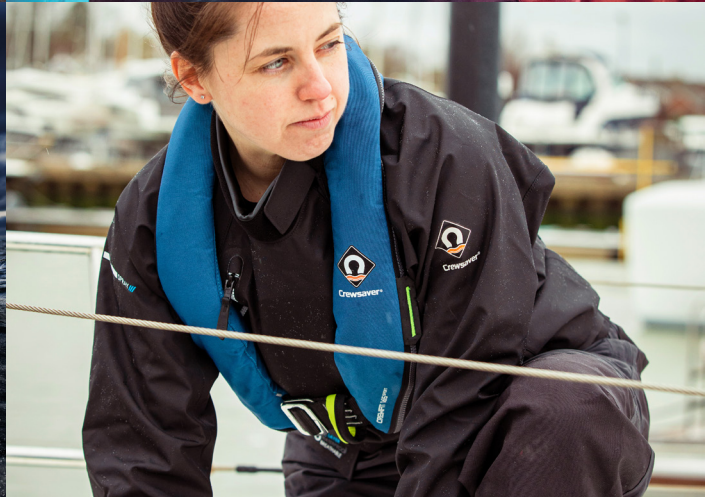
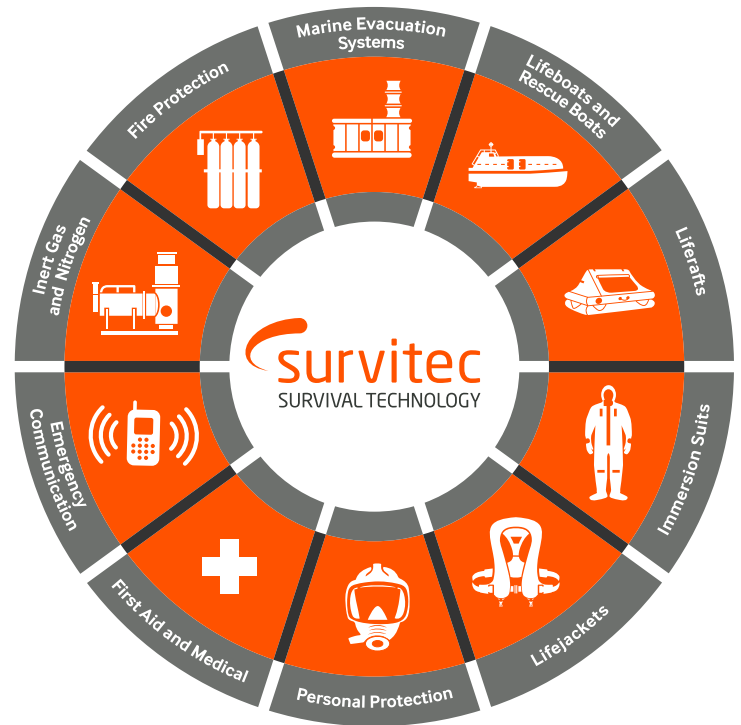
Our commitment to positive change



# TRUSTED TO PROTECT LIVES

We are pioneers of Survival Technology. Our wearable survival equipment, fire solutions and survival craft technology keep people safe when their life depends on it. We have 3,000 people that work with our partners in 96 countries to provide trustworthy solutions that reduce risk and help protect lives.

**Why? Because We Exist to Protect Lives**



# FOREWARD



**Robert Kledal**  
Chief Executive Officer



**Julian Henley Price**  
General Counsel & Chair of ESG Committee

Environment, Social and Corporate Governance (ESG) is one of the most quickly evolving and comprehensive business developments in recent decades.

ESG will shape how businesses, including Survitec, develop and operate for years to come and how companies, employees and investors will view and evaluate each other.

Global movements such as #MeToo and Black Lives Matter have raised issues for an equal society, despite the 50+ years since the adoption of the United Nations Declaration of Human Rights.

Similarly, the governance and transparency of business dealings and responsibility to all stakeholders are primarily important.

Our diverse group of stakeholders expect to be informed of our commitment and actions in advancing our ESG priorities.

Our ESG roadmap reflects Survitec's vision of not only being the world's most trusted company for critical safety and survival solutions but to be recognised for playing our part in local and international social, governance and sustainable development.

# OUR VALUES

**Our ESG vision is to ensure that issues we wish to tackle and improve are intertwined with our values.**



## **Safety** and reducing risk are integral to everything we do

You promote a supportive and accountable culture, raising issues, admitting errors without fear, and highlighting your own mistakes. You work consistently to improve the safety and wellbeing of yourselves and others.



## We are committed to delivering real value and confidence to our **customers**

You put the customer first, be it your internal or external customer, in your decisions and actions. You constantly seek opportunities to improve the customer experience. You manage expectations in the right way, being open and transparent.



## We care for our **people** and invest in their development as individuals and teams

You consistently perform at your best and always do the right thing, even when it's difficult. You continue to develop yourself, your team and the teams around you. You are empathic and self-aware and understand how your behaviours impact others.



## We seek to **innovate** at every opportunity

Change is what helps us learn and grow. You have a continuous improvement mindset. You are comfortable with and accept change and have a willingness to try out new methods, processes, ways of working or techniques. When you seek to innovate at Survitec, failure is acceptable when acted upon, "fail fast, learn quick"



## **Integrity** - we do what we say we will do

You can explain Survitec Values and describe the ethical standards required, as per the Survitec Code of Conduct. You consistently practice and encourage the right Survitec behaviours and avoid double standards



## We aim for **excellence** in everything we do

You understand that as the world's leading Survival Technology solutions provider, "that is good enough," is never good enough. Within your role, you maintain accountability, consistently achieving targets. You adopt a proactive approach driving yourself and others to seek continuous improvement. You continuously look to solve problems and avoid using workarounds

# OUR ESG OBJECTIVES

At the core of our business objectives lies ESG. Our Board oversees its implementation at the governance level, while our colleagues actively monitors it. We collectively share accountability for areas that we believe we can positively impact. We track progress and performance using key indicators specific to each objective area.

Ensure that we are in line with regulatory requirements and, where possible exceed the legal threshold for mandatory action

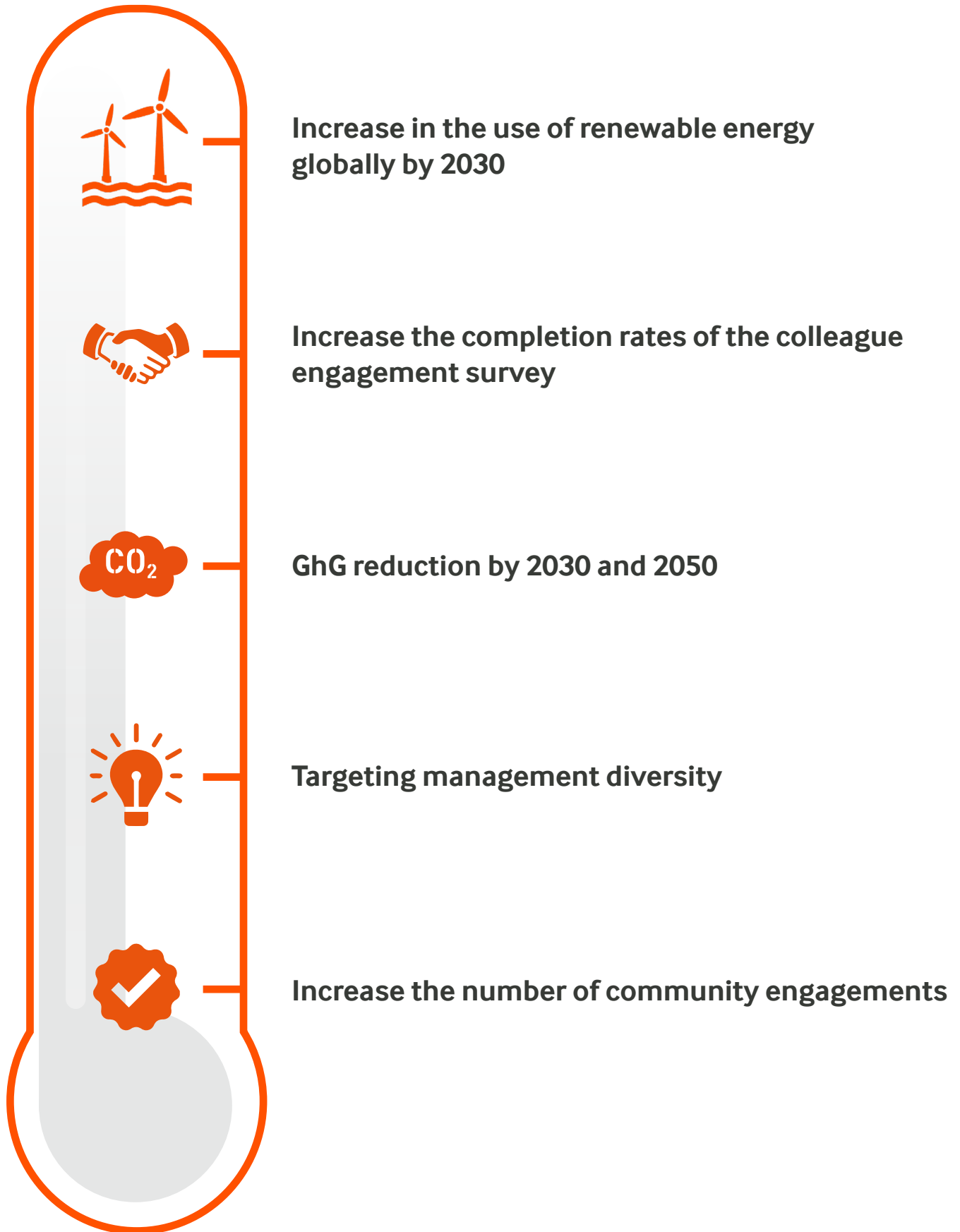
Enhance control over the supply chain



Implement relevant ESG measures globally

Ensure actions to reduce global footprint are initiated and implemented

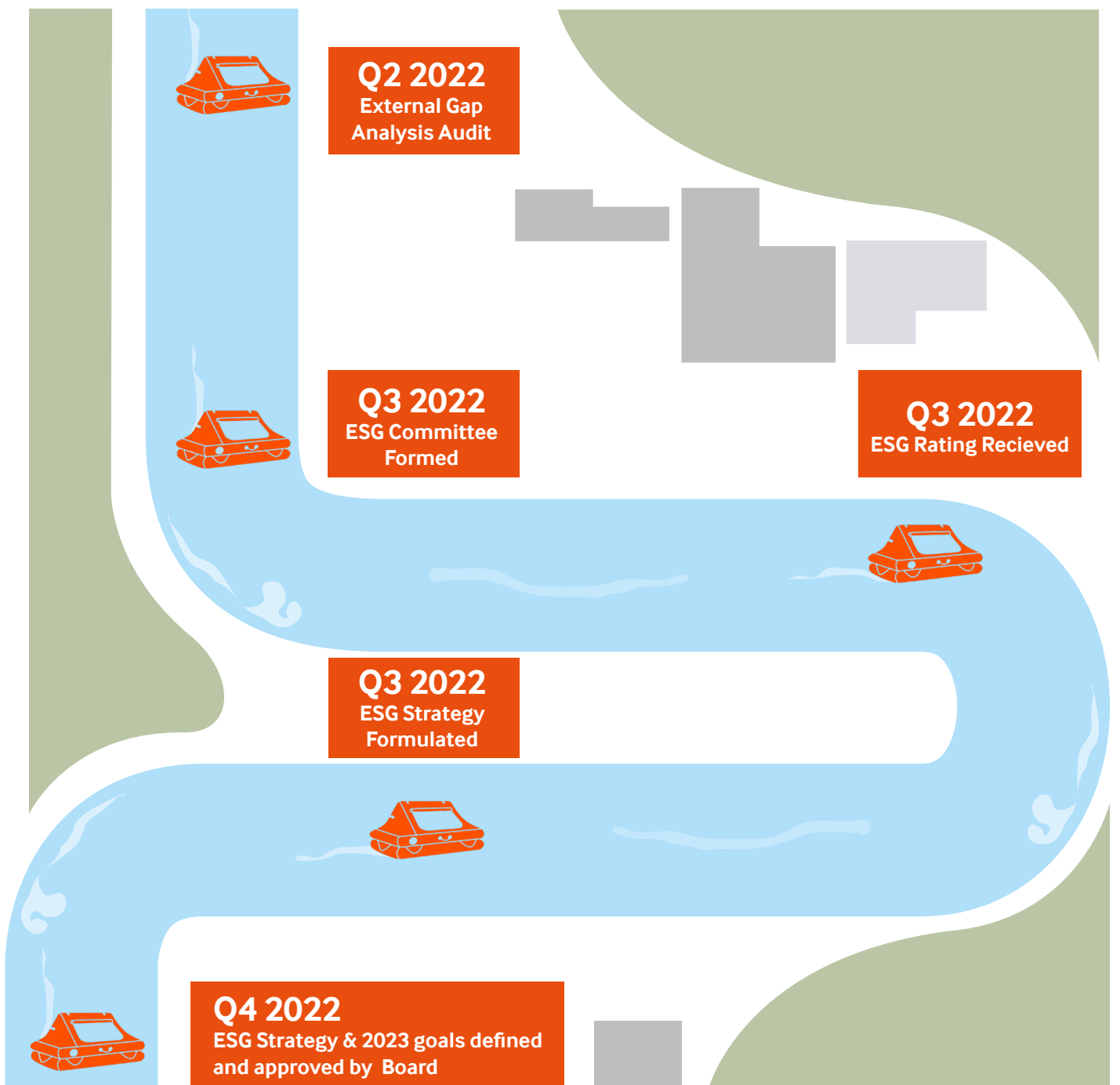
# OUR ESG COMMITMENTS



# PASSAGE PLAN

Environmental, social and governance have been long embedded in Survitec through various pioneering initiatives. In 2022 we commenced a journey of analysing our efforts, setting benchmarks, and forming an ESG committee responsible for driving forward our future vision.

As our ESG strategy develops, we are proactively working with multiple stakeholders across our business to improve our processes and procedures to ensure transparent reporting. Our initiatives focus on transparent governance and our commitment to the world we live in through a fairer society, a healthier planet and a more sustainable business. Through all our decisions and actions, we have a responsibility to think about the legacy we leave behind.



# ENVIRONMENTAL

**Environmental activities relate to the environment, living and non-living natural systems, including land, air and water ecosystems.**

We have adopted a strategic, joined-up approach working towards a group-wide sustainability vision. In partnership with our stakeholders, we are consciously responsible for our footprints on our planet.

We have opportunities to improve our performance in reducing our carbon footprint year after year, being mindful of air, land and sea ecosystems and increasing our use of renewable energy sources.



To support our vision to be the world's most trusted company for critical safety and survival solutions, we have obtained Global ISO (International Organisation for Standardisation) 45001 and 14001.

ISO 45001 is the standard for management systems of occupational health and safety and ISO 14001 relates to environmental management to help us minimise how our operations affect the environment.

These certifications are significant achievements for Survitec. They demonstrate to our stakeholders the importance we place on our commitment to quality, health and safety and the environment.





### We won the Wescom Innovation Award

Our engineering team developed reusable pouches for protecting pyrotechnics and other survival equipment packed into our popular range of MK4 liferafts. Wescom Group, a pyrotechnics supplier, awarded Survitec an innovation accolade at their distributor awards held at METSTRADE 2022. Our sustainable approach has resulted in approximately ten tonnes less plastic being sent to landfill annually.

### Plastic lifejacket packaging reduced



Crewsaver, a Survitec brand and leading lifejacket provider, spearheaded a fundamental shift in how it designs and produces its Survival Technology by embracing a circular product lifecycle. Crewsaver's EXO lifejacket modular design allows the cover to be changed to extend the product lifespan.

The brand has reinvented the packaging experience by eliminating plastic offering a robust and fully biodegradable alternative to plastic bags. The annual reduction in plastic packaging of 16,400m<sup>2</sup> is the equivalent surface area of 13 Olympic-sized swimming pools. This follows an initiative that removes 94,000 plastic hangers per year from Crewsaver's entire portfolio of products.



### Immersion Suits given new lease of life

Hansen Protection, Survitec's leading immersion suit brand recycles ten-year-old and unrepairable SeaAir transfer immersion suits. In partnership with a Norwegian rehabilitation services provider, the suits are given a new lease of life by turning them into sustainably produced handbags, holdalls and backpacks.

# GHOST LEADERS

## Survitec's Global Health and Occupational Safety Team (GHOST)

GHOST aims to equip all areas of our business with the tools and knowledge to drive consistent and best-in-class safety practices. GHOST assists in training, developing and upskilling our teams across various HSE (Health and Safety and Environmental) topics, including the relevant legislation and regulations.

Each Survitec location globally is assigned a dedicated GHOST Leader tasked with ensuring a culture of working in a safe, secure and environmentally conscious way. We actively encourage ideas from colleagues in order to improve our management systems. Regular training and development workshops are held to discuss important topics. We have also obtained ISO 9001, an international standard for creating a quality management system, demonstrating our ability to provide our Survival Technology that meets customer and regulatory requirements.



### ESG Shipping awards win

We took home the Health and Safety award at the ESG shipping awards.

This award is given to companies demonstrating best practices concerning Health and Safety. Our Global Health and Occupational Safety Team (GHOST) impressed judges - an important initiative going above the standards to drive a zero-incident workplace.



survitec  
**GHOST**  
LEADER



# SOCIAL

**Our social activities are related to our relationship with our stakeholders from our colleagues, suppliers to working with those in the areas we operate in.**

We place human rights at the cornerstone of our philosophy, caring deeply and investing in our people. We operate within diverse societies worldwide and foster relationships with our colleagues, customers, suppliers and the communities in which we do business.

We actively seek advanced ways to promote diversity, equity, inclusion, safety, and quality of life for our people and the communities we impact.

We aim to continuously improve Survitec's ability to attract and retain talented colleagues and boost productivity through increased internal morale and engagement.

## Annual Colleague Engagement Survey

Our latest engagement survey aimed to learn and understand more about colleague problems, identify steps to tackle these, and what leaders need to improve the colleague experience at Survitec. The survey also helped us understand what we do well and how we continue to build on our strengths.

We discuss the results with our teams and produce action plans to improve in the areas that have been identified as challenging for our colleagues. The engagement survey is issued to all colleagues annually, with pulse surveys conducted throughout the year.

Research reports that colleagues with a sense of satisfaction and connection perform better by up to...

**56%**



## Purpose Day

Positive social impact correlates with higher job satisfaction when companies “give back”. Purpose Day at Survitec is one-half day per year where our colleagues unite as one to volunteer in the communities we live and work in. This initiative is linked to our purpose: We Exist to Protect Lives.

By supporting the environment, organisations and people who may be less fortunate than we are, we are united in giving our time and resource with a common purpose of helping one another and our planet.



## Diversity, Equity and Inclusion Committee

Our Diversity and Inclusion Committee monitors, reviews and tests social factors, policies and issues and provides a safe space for discussing, exchanging information and finding solutions for a more conducive equal, diverse and inclusive work environment.

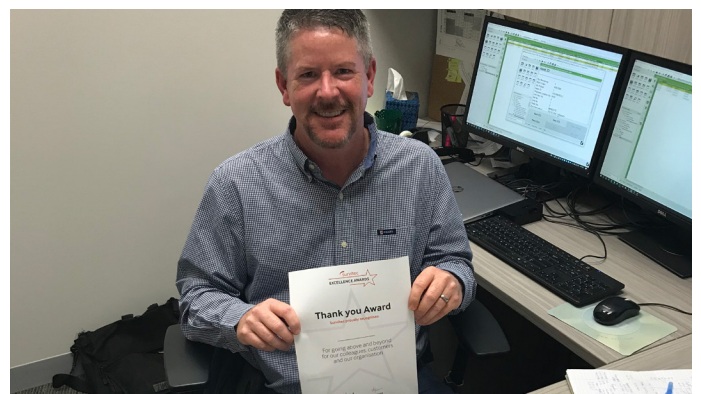
Survitec is committed to ensuring our workplace is committed to equality and fairness. Our Group is compliant with conventions that relate, amongst others:

- Freedom of association
- Combating forced labour
- Ensuring equal remuneration
- Freedom from discrimination
- Protecting colleague's occupational health and wellbeing

## Survitec Excellence Awards – rewarding and recognising our colleagues

The Excellence awards is our reward and recognition programme to recognise colleagues who go above and beyond in serving our customers, living our values and supporting other colleagues.

The Thank You Awards are awarded monthly and are an opportunity for colleagues to thank another colleague. The Values Awards are awarded quarterly and are an opportunity for line managers to recognise team members who have exceeded in demonstrating one or more of our values.





## Learning & Development



Survitec offers a fast-paced, challenging and incredibly rewarding career with the opportunity to develop and progress. We offer training and development opportunities to support career growth, rewarding our people for living our values and building a culture where everyone can thrive and feel empowered to be their best. Our Service Technicians are one example who are the heartbeat of Survitec, responsible for maintaining and servicing our Survival Technology delivering the highest product safety standards and operational efficiency. An integral part of the team Trusted to Protect Lives, we showcase our Service Technicians' exciting career journeys, from Apprentice Technician rising through the ranks to Managing Director.

**AN EXTRA  
DAY OFF  
FOR YOUR  
BIRTHDAY**



## A day off for your birthday

All our colleagues receive an extra day's leave entitlement for their birthday. This gesture is just one of the ways we thank our colleagues for their continued hard work and dedication to helping realise our vision of becoming the world's most trusted company for critical safety and survival solutions.

## Supporting those displaced by the conflict in Ukraine

For those displaced by the Russian invasion of Ukraine, we established a fast-tracked recruitment process matching an applicant's skillset to a suitable vacancy. We can support the visa application process and assist with location-moving fees in Europe. Survitec welcomes all applicants to apply for job openings. If you have been displaced for any reason, please indicate this in your application so that we can give appropriate consideration to your circumstances, and we will endeavour to prioritise your application. We welcome everyone!



# GOVERNANCE



## At Survitec, we pledge to honour our Purpose: We Exist to Protect Lives.

Our values, Code of Conduct and Trust Pledge align to ensure we are working together as One Survitec, so we can deliver on our purpose and realise our vision of being the world's most trusted company for critical safety and survival solutions.

We are committed to delivering for our people, planet, and prosperity requires governance, integration, collaboration, agility, trust and transparency.

Our ESG strategy will cascade throughout the business at different levels from the Board, Executive Leadership Team through to colleagues operating in our service stations, office locations and manufacturing sites in Aberdeen, Dunmurry, Gosport, Ellesmere Port, Chevanceaux, Eschershausen, Sharon Centre, Grosseto, Kristiansand, Szezecin and Moss.

Colleague collaboration and our ESG roadmap, aligned to ISO standards, will provide the framework for putting us on the right path towards achieving our goals and bringing our stakeholders on our ESG journey of transformation.



## ESG Committee

The ESG Committee was established to assist the Board in promoting long-term sustainable success with regard to ESG matters and to fulfil the Company’s mandatory and, where applicable voluntary ESG responsibilities / best practices.

The Committee has cross-functional membership from Human Resources, QHSE, Legal and Compliance, Risk and Audit, Innovation, Finance and Marketing, Communications and Engagement. Dimitra Kourmatzi, Regional Compliance Officer EMEA, is the **Head of ESG**.



## Learning and Development

To ensure that all colleagues are up-to-date and knowledgeable about legal and compliance matters, a series of training videos have been developed. These videos cover a range of important topics such as Anti-Bribery, Competition, Money Laundering, Conflict of Interest, Export Control and Sanctions, Modern Slavery, Money Laundering and Anti-Tax Facilitation. The training videos have been created by Viscom, a Survitec brand and are designed to provide continuous initial and refresher training for all colleagues. By providing comprehensive training on legal and compliance matters, Survitec can ensure that all colleagues are equipped with the necessary knowledge and skills to adhere to regulatory requirements and maintain the highest standards of ethical behaviour.

**survitec**  
SURVIVAL TECHNOLOGY

**IF YOU SEE SOMETHING, SAY SOMETHING.**

Contact the Survitec Hotline. Completely safe, secure and can be anonymous  
<http://Survitec.ethicspoint.com>

SAFETY CUSTOMERS PEOPLE EXCELLENCE INNOVATION INTEGRITY

For guidance on how we operate as Survitec, read our **Code of Business Conduct and Ethics**.  
[www.survitecgroup.com/CodeofConduct](http://www.survitecgroup.com/CodeofConduct)

**survitec** Ethics Hotline Code of Conduct

## Ethics Hotline

Survitec upholds its Values and Code of Conduct which guide the Company to conduct business with the highest ethical standards. Any concerns or questions regarding possible wrongdoing or activities that may harm the Company’s reputation are taken seriously. Survitec promotes an open and honest communication environment where colleagues can ask questions or raise concerns without fear of retaliation. Colleagues can report concerns to their supervisor, HR or Legal and Compliance. If they wish to remain anonymous, they may use the Survitec Ethics Hotline, hosted by a third-party provider. The hotline is available 24/7, and reports can be made confidentially and in the language of choice. When a report is made, it is sent to the appropriate person in Survitec for review and investigation.





## GET IN TOUCH

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V1