



TRUST PLEDGE

Working together with purpose



TRUSTED TO PROTECT LIVES



When you wear this pin badge, you proudly represent the **Survitec brand**. Demonstrating that you Exist to Protect Lives by delivering on our vision to be the world's most trusted company for critical safety and survival solutions.

WE EXIST TO PROTECT LIVES



A pledge is defined as a solemn promise or undertaking. At Survitec, we pledge to honour our Purpose, “We Exist to Protect lives”.

Our customers trust us to protect the lives of their passengers, crew and military personnel whose lives depend on the design, quality and servicing of the solutions we provide.

It is our responsibility to ensure those who rely on our solutions continue to trust us for their Survival Technology needs and feel well-protected if the worst happens.



OUR VALUES

Only when we live by our value, working as one Survitec team, can we deliver on our purpose and realise our vision of being the world's most trusted company for critical safety and survival solutions.

Positive behaviour aligned with our values, can help us achieve our vision. Below are some examples:



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.



OVER 100 YEARS OF BEING BUOYANT IN SURVIVAL



Our heritage of Survival Technology began in 1920 with a chance encounter between airship balloon expert Reginald Foster Dagnall and an old friend.

The friend needed flotation solutions to save aircraft ditched at sea, and Dagnall needed a new challenge – so the deal was done. Dagnall founded RFD, the original Survitec company, in a garden shed in Surrey, England.





HOW OUR HERITAGE SHAPED OUR PURPOSE

Our technology quickly evolved to protect lives, rather than aircraft.

For Reginald, protecting lives was more important than salvaging aircraft, a vision the world would quickly agree with.

Reginald experimented with inflatable technology and perfected a mechanism for reliable, automatic inflation in water - this quickly evolved into the world's first inflatable liferaft.

RFD, now Survitec, continues to build on the strong foundations Reginald had built, innovating market leading Survival Technology solutions to protect lives.

Our customers count on us to protect their passengers, crew and military personnel with Survival Technology solutions drawn from Reginald's vision.

WE ARE PIONEERS OF INDUSTRY FIRSTS, CREATING UNRIVALLED SAFETY & SURVIVAL SOLUTIONS



1932 World's 1st inflatable liferaft



1950 World's 1st Fast Jet escape suit



1979 World's 1st Marine Evacuation System



1980 World's 1st Gas operated lifejacket



2007 World's 1st combined helicopter and offshore suit



2008 World's 1st liferaft rental programme

To learn more about our history,
scan the QR code to visit our
Virtual Museum



Scan me!



1952 World's 1st Submarine escape suit



1965 World's 1st SOLAS approved liferaft



1985 World's 1st Nitrogen System using hollow fibre membranes



2000 World's 1st full coverage Anti-G suit



2012 World's 1st lifejacket with emergency breathing system



2022 World's 1st alternative Evacuation System, Seahaven

COLLEAGUE PROFILES

We recognise to be the most trusted company for critical safety and survival - we need people who work together as one Survitec team to be the best at what we do.

Here are some outstanding examples of colleagues who won a Survitec Excellence Award for their commitment to living the Survitec values.



COLLEAGUES TRUSTED TO PROTECT LIVES

Name: Paul Wulff
Location: Europe
Line of Business: Survival Craft

Paul is always determined to deliver excellence in his role. He never stops providing outstanding financial information at critical times. Paul has become the go-to person for queries and is always willing to support whoever needs it. His friendly and supportive attitude helps ensure no issues for business leads. Paul's determination in his role helps us operate efficiently.

Name: Sasindran Pattathil
Location: Middle East
Function: Service Delivery

Sasindran Pattathil excels in delivering a high level of value to our customers. His dedication and professional approach are highly appreciated. He even received comments directly from a customer thanking him for his work. He demonstrates the importance of the Survitec values to our customers and represents why we are the world's most trusted company for critical safety and survival solutions.

Name: Kirsty Chesters
Location: UK
Function: IT

Kirsty operates with the highest integrity. She demonstrates our Survitec values daily by supporting and guiding customer service team members and managers. She has been integral to the system improvements we have put in place, allowing us to track the speed of responses, the due date monitoring of liferafts, and quotation follow-up rates, all information we did not have previously. Kirsty is always available to help others, improving our performance and, therefore, our customer journey.

Name: Clifford Jones
Location: UK
Line of Business: Survival Craft

Clifford understands that safety is integral to everything we do. Clifford, along with his team, managed to record 976 accident-free days. It beat the previous record of 756 days. Every team member is encouraged to report hazards as part of their role. Clifford ensures safety is at the forefront.

COLLEAGUES TRUSTED TO PROTECT LIVES

Name: Agnieszka Antkiewicz

Location: Europe

Line of Business: Fire

Agnieszka continuously delivers real value to our customers. By coordinating project deliveries, contacting customers daily, and aiming to provide the best service possible. Any problem faced becomes a challenge and a chance to develop. She always finds a solution, organises recourse, motivates her colleagues, and helps our customers reach a satisfying conclusion. Agnieszka learnt Spanish to allow her to communicate with her customers more easily. The relations and benefits she built go above and beyond.



Name: Amanda Jones

Location: UK

Line of Business: Survival Craft

Amanda aims for excellence in everything she delivers. Her role helps keep our liferaft service network compliant and certified. We have over 410 service stations, and these must be audited every three years. With dedication, persistence, and patience, Amanda and a small team of auditors support keeping the business running. Alongside this, Amanda supports the application for certification and drives further development of other service areas. She is never afraid of going the extra mile for her colleagues or our service network.



Name: Andrea D'Angelo
Location: USA
Line of Business: Aerospace & Defence

Andrea aims for excellence even when faced with complicated scenarios. She works diligently to address exceptionally complex customer challenges. Andrea makes sure to find solutions that satisfy all involved. By doing so, she not only helps the business succeed, but she also portrays to our customers a level of excellence that makes us stand out in our industries.



Name: Sow Peng Joycelyn Chee
Location: APAC
Function: Finance

Jocelyn aims for excellence in her role. Despite unexpected challenges, Jocelyn still inspected her site and supervised our premises. Through this, she ensured we met a vital sales requirement on time. Her efforts provided us with timely and relevant information and were valuable insights into our site's business health. Our customers believe in our commitment to excellence when we deliver actions like this.



COLLEAGUES TRUSTED TO PROTECT LIVES

Name: Justin Stout
Location: USA
Line of Business: Aerospace & Defence

Justin always puts safety first as Pilot Fit Facility Field Engineer. He ensures all pilots who get fit receive the best fit experience of their flying careers. Justin's main goal while fitting pilots with their below-the-neck flight gear is to ensure their safety. He is always looking for safer and better ways to fit pilots. Justin aims for the highest safety and comfort for pilots while flying. By explaining each item of below-the-neck flight equipment, he ensures confidence for the pilots to complete each mission without flight equipment issues.



Name: Chris Love
Location: UK
Function: People and Brand

Chris achieves excellence in his role and helps those around him to do the same. Chris delivers excellent internal and external communications. He is passionate, embodies professionalism, and he never stops trying to assist in all areas. His passion and dedication ensure we achieve excellence in everything we do.



Name: Aleksandra Gugalka
Location: Europe
Line of Business: Fire

Aleksandra always seeks to innovate to help us succeed. Led by her initiative, she learned procedures and rules for purchase orders and payments in APAC. These rules are highly complex and specific, but she managed to develop new knowledge and skills, bringing value to the business. Her ambitions led her to impart the information to other colleagues, so her team will also have a grasp of the intricate details. We can be sure of success with innovative and supportive people such as Aleksandra.



Name: Anna Generalova
Location: Europe
Function: Sales

Anna cares for the people around her. She supports the Nordic sales and customer service team during holidays, peaks, and weekend periods. Her knowledge of Salesforce allows her to train new joiners in the various systems and processes. Anna embodies our values and understands that people are what make our business.



COLLEAGUES TRUSTED TO PROTECT LIVES

Name: Emma Lambe, Zoe Collins and Elaine Curson

Location: UK

Line of Business: Wearables & Leisure

A team committed to fulfilling confidence in our customers. They did everything they could and gave the highest level of service to one of our biggest customers. During the height of the COVID-19 pandemic, the team kept working to ensure the UK lifeboat stations could keep operating. They see their roles as more than a job. They see it as a commitment to protecting lives.



Name: Zbigniew Dymerski

Location: Szczecin

Line of Business: Fire

Zbigniew delivers confidence to our customers. His automation skills support the achievement of our contracts. Zbigniew develops technical solutions that improve functionality and exceed customer expectations. At the same time, he actively supports engineering departments in preparing documents to meet critical deadlines. His ability to support and engage with all areas delivers real value to our customers.



Name: David Littlejohn
Location: UK
Function: People and Brand

David goes above and beyond to achieve excellence in his role. David works incredibly hard to ensure our recruitment processes can operate smoothly. He manages this while maintaining his other responsibilities for HR. David is always willing to help his team and still answer any queries that come his way. He ensures excellence in all areas of responsibility.







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Don't forget to read the Survitec Code of Conduct

The Survitec Code of Conduct and Ethics sets the standard of how we operate our business and how each of us conducts ourselves and makes decisions.

Scan the QR code or [click here](#)



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