



ENVIRONMENTAL SOCIAL GOVERNANCE (ESG) REPORT 2024



Contents

3 Introduction	4 ESG team	5 Who are we	6 Group certifications	7 Our stakeholders
	8 Safety in practice	9 Statistical breakdown	12 Internal Communications	14 Awards
16 Sponsoring bee hives	17 Energy efficiency campaign	18 Rooftop solar PV system APAC	19 Well-being hub	20 New DE&I operating model
21 ESG training	22 The S Word Podcast	22 Voice Ambassadors	23 Compass	24 White Papers
26 Decarbonisation	29 Social	31 Purpose Day		34 Supplier Code of Conduct
35 ESG risk		36 KPI breakdown	40 Thank you	41 Future target areas

How to read this report

Our **ESG** pillars have been colour coordinated to ensure content is easily recognisable

Message from Robert Kledal, Chief Executive Officer



As our sustainability journey continues, we recognise that we have an important duty to ensure good environmental performance in all our business operations and to provide the necessary commitment, resources, and training to fulfil this obligation. Survitec resolves to support sustainable development combined with environmental sensitivity and responsible sourcing.

Environmental Stewardship

As a Group we are aware of our Global environmental footprint. This footprint is at the forefront of our decisions whether it is the provision of innovative products such as fluorine free foams, ensuring that we campaign for better energy use such as rolling out Group wide energy campaigns, prevent environmental releases or perform better in terms of carbon emissions such as installing solar panels on our sites

Social Responsibility

People First. In Survitec we take great pride in our workforce and are sensitive to the potential impacts we may have on local communities.

Our relationships, both internal and external, are important to us. It is why we collaborate to safeguard;

- A diverse equal and fair working place
- Respect worldwide the rights of our partners
- Give back to local communities through our Purpose Day and
- Ensure our People are recognized and rewarded (which has been strengthened by the launch of the YouROCK reward platform).

Governance Structure

Our Board maturity is strong however we are not complacent in relying on our already existing internal organisational structures. We continue to evolve our internal procedures and adapt them to the geopolitical issues we all face. 2025 will be a year where we gear up for the EU CSRD reporting. Whilst we understand the need to document actions and metrics through the form of auditable reports, our drive and dedication lies with ensuring we are doing the right thing for the environment and our people.



Robert Kledal
Chief Executive Officer

STAY SAFE



ESG team

Robert Kledal
Chief Executive Officer



Julian Henley Price
General Counsel and Chair of ESG Committee



Dimitra Kourmatzi
Head of ESG
Regional Compliance Officer



ESG committee members

Ashleigh Hamilton
Director of People & Culture



Ryan Schmidt
Director of Internal
Audit and Risk



Steve Pickering
Group Director and
Chief Safety Officer
Global QHSE



Chris Love
Head of Communications
and Public Relations



Shona Meehan
QHSE Compliance Officer



Farhad Ahmad
Director of Group
Accounting and Consolidation



Richard Kerrigan
Director of Engineering
and R&D



Declan Horrox
Audit Manager



WHO WE ARE

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.

Our Vision

Survitec is the customer's **most trusted partner** in Survival Technology - Trusted to Protect Lives by **leading on innovation and quality**, and by offering a **seamless experience**.

Our Purpose

We Exist to Protect Lives

Our Values

Our values of Drive, Collaboration, Innovation and Resolve form the framework for achieving our vision and purpose.

We are the world's largest manufacturer and supplier of liferafts, Marine Evacuation Systems (MES) and offshore rental PPE. We remain a leading supplier of fire solutions to the maritime industry and hold a market-leading position for Pilot Flight Equipment in the aerospace & defence market.



3000+
COLLEAGUES



700
TRAINED SERVICE
ENGINEERS



8
MANUFACTURING
FACILITIES



410
ACCREDITED
SERVICE STATIONS

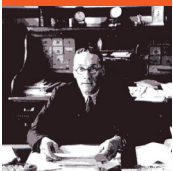


COVERAGE AT
2,000 PORTS
WORLDWIDE



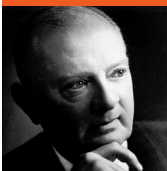
INTERNATIONAL
PRESENCE IN
96 COUNTRIES

1920



RFD founded by
Reginald
Foster Dagnall

1931



DSB (Deutsche
Schlauchboot) is
founded

1952



Beaufort designs the
world's first submarine
escape suit

1998



Survival-One is
founded

2000



Survitec is formed

2003



RFD and Beaufort
merge to become RFD
Beaufort

2006



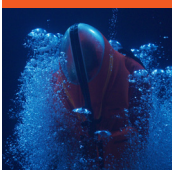
Novenco Fire Fighting
is established

2008



World's first liferaft
rental programme is
launched

2013



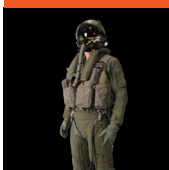
Releases the only
validated suit that
escapes from 180m

2015



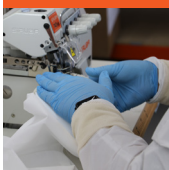
World's first lifejacket
with Emergency
Breathing System

2018



Survitec launches next
GEN Integrated Aircrew
Ensemble

2021



Survitec delivers
1,000,000 gowns for
the NHS

2022



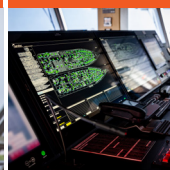
Seahaven successfully
passes heavy weather
sea trials

2023



Survitec equips
2,000th F-35 pilot
with aircrew flight
equipment ensemble

2023



SMARR-TI, interactive
graphical monitoring
solution

2024



Introduced Pressure
Swing Adsorption
(PSA) solution



Group certifications

ISO-9001



ISO-14001



ISO-45001



NEW ENTRY

Adherence to the new ISO 23678:2022 1-4 technician's training standard expands our certificate's scope, allowing us to inspect and test a wider range of equipment. The acceptance of our work by Lloyds Register class surveyors reinforces our commitment to high-quality service, aiding the sales team in securing global lifeboat service agreements.

Our certifications are proof that our policies and procedures are given a seal or approval from a third party.
Amongst our policies are :

Environmental and Sustainability Policy

Quality Policy

Health and Safety Policy

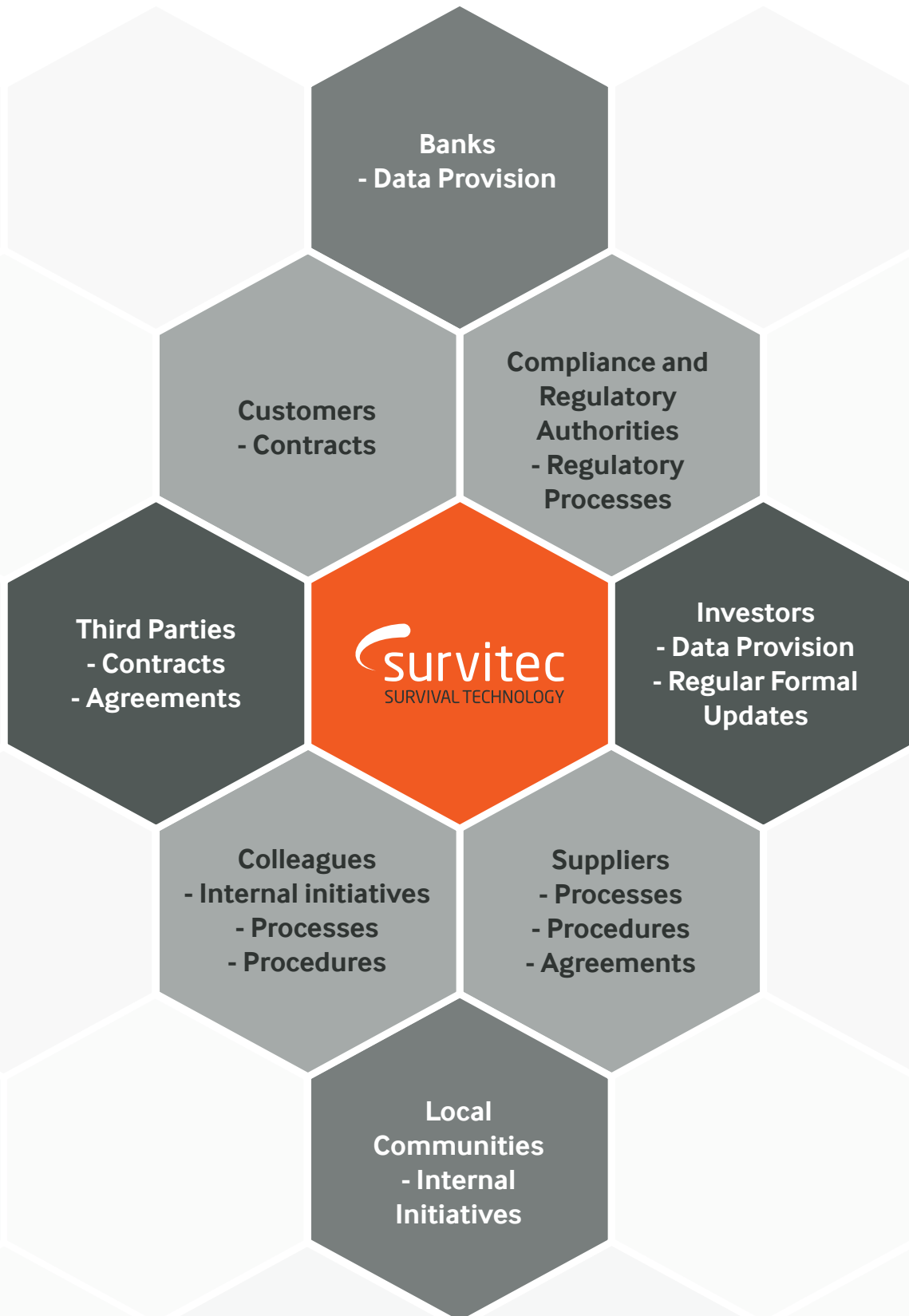
Diversity and Inclusion Policy

Modern Slavery Policy

ISSETA Limited member: International Safety and Survival Equipment Technical Association.



Our stakeholders and how we protect them



Safety in practice

We Exist to Protect Lives. May no one ever be in the position to have to use our equipment but if they are we hope that they feel safe and protected. We pack and stow our liferafts with care so that they can take care of you.

The 27-meter stern whitefish trawler began taking on water amidst rough seas off the coast of the Shetland Islands in Scotland. At the time, winds were northerly, force six to seven, and the air temperature was around five degrees Celsius.

The crew swiftly transitioned to two ten-person Mk4 Survitec liferafts. Despite challenging conditions, the crew issued an emergency radio call, followed by the activation of a distress beacon, which facilitated the swift response of emergency services.

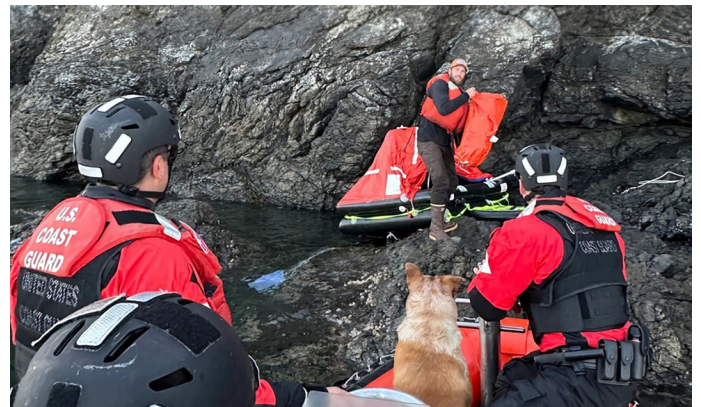
All crew members were successfully airlifted to safety and transported to Sumburgh Airport, where they were confirmed to be safe and well.

Our Survival Technology in Action



The U.S. Coast Guard received a report that a 14.5-metre (48-foot) commercial fishing boat, was taking on water. The fisherman and his dog had to abandon their sinking boat into one of our 4 person liferafts, and a marine salvage operation began.

The U.S. Coast Guard dispatched a helicopter and two rescue boats, successfully rescuing the castaways after their liferaft washed ashore on Henry Island, east of Vancouver Island. They safely transported the fisherman and his dog to Port Angeles, Washington, who were in stable condition.



Rescue of three fishermen from a trawler fire off the coast of Port-en-Bessin, Normandy.

The crew safely evacuated into our liferafts and were later recovered unharmed after the vessel measuring 16 meters in length and 6 meters in width, caught fire in the Bay of Seine one evening.



These stories showcase the efficacy of our Survival Technology solutions, reinforcing our purpose

We Exist to Protect Lives.



Statistical break down

Environmental



10x External audits completed – DNV audited 9 x locations and Head office



12x Internal audits completed



36% completion of Environmental Trainings rolled out in 2024 (QHSE induction based. Refresher postponed to Mar/ Apr-25)



0x accidental environmental releases



Social



30 sites participated in Purpose Day



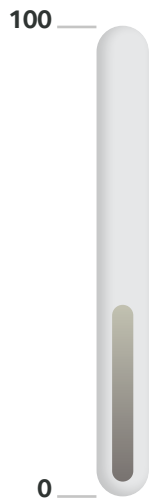
450 colleagues participated in Purpose Day (1876 hours approx)



75% of people within our organisation believe we have an inclusive environment at work



120x Thank You Awards issued in 2024



40x Value awards issued in 2024



36% completion of OHSAS training rolled out in 2023



Ghost (Global Health and Occupational Safety Team) meetings = 10 x Americas 6 x Europe (plus 6 x HSE Mtgs) 12 x APAC



55% completion of DEI Trainings



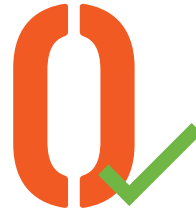
Governance



**0 anti-bribery
breaches reported**



**0 anti-money
laundering breaches reported**



**0 anti-competition
breaches reported**



**55% of newcomers has
completed their compliance
induction training**



**6455 +/- of
compliance screenings**



**15x high risk
movements followed up**



Internal Communications

February

03

Celebrating Lunar New Year

We celebrated the Year of the Dragon as we embraced the spirit of renewal, unity and optimism that the Lunar New Year embodies. We wished all of our colleagues prosperity, joy and fulfilment.



March

06

International Woman's Day

We came together to honour and celebrate the achievement and contributions of women globally. In our spirit of commitment to diversity, equality and inclusion our Executive Leadership Team joined forces to take an International Women's Day pledge. They pledged to forge visibility of women, to try and inspire others about inclusion, to challenge gender stereotypes discrimination and bias, to celebrate women's achievements, to maintain an inclusive mindset, to help forge a gender equal world, to promote positive visibility of women and to ensure inclusion and equality is a priority.



June

10

Celebrating Pride Month

Pride Month is often seen as a celebration solely for the LGBTQ+ community, but it is also an opportunity for all of us to pause, celebrate acceptance, and push for progress.

Celebrating events like Pride Month is crucial in promoting tolerance, acceptance, and equality for all, helping to combat bias and discrimination.

This time of year, allowed us to share and learn lessons and stories from Pride that can help us improve our organisational culture.



October

10

World Mental Health Day

2024's theme, "It is time to prioritise mental health in the workplace," resonated more than ever as we navigate the increasing pressures in working environments.

As a business, we are deeply committed to fostering a positive and supportive environment where mental health is a priority.



November

10

International Men's Day

International Men's Day served as a reminder for all men to take care of themselves – both physically and mentally.

This year's testimonial reminded our colleagues of the importance of checking themselves and keeping their mental health strong.

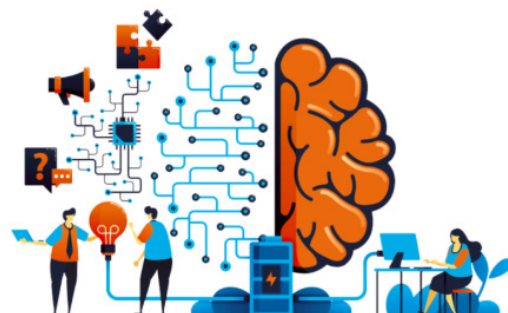


November

10

Unlocking Inclusive Workspaces

A new training module aimed to empower access was designed to enhance the workplace by making computer environments more accessible for all colleagues including those with visual, hearing and physical impairments



Awards

Compliance Awards 2024

Small Team

Silver Award for the Team to watch



IBJ Awards 2024

Safety in bulk handling

Survitec won the Safety in Bulk Handling (Marine) category at the prestigious International Bulk Journal (IBJ) Awards held in Antwerp.

This recognition was for our industry leading white paper, "Why Are the Fires Not Going Out? Unveiling the True Cost of Inadequate Fire Safety Inspections." The white paper links the increase in high-value insurance claims and ship losses related to fires with a rise in fire-safety-related deficiencies found during port state control inspections.

Winner of Best New Journey

At the Enboarder Journey of the Year Awards 2024, we beat off competition to win Best New Journey.

This award recognised our revitalised onboarding experience for new colleagues joining the team Trusted to Protect Lives. Judges noted that in just a few months, we set the benchmark for effectively communicating purpose, vision, and values to new colleagues before their first day.

With engaging videos, clear content for both hires and managers, and leadership introductions, the results have been exceptional.



Ship Technology Awards

Innovation and Safety

Survitec won two Ship Technology Excellence Awards for Seahaven, the world's largest inflatable lifeboat.

Seahaven earned top honours in the Innovation and Safety categories at the annual awards, powered by GlobalData's business intelligence platform, which celebrates individuals and companies spearheading industry change.



Internal
initiatives
for

ESG



Sponsored beehives

Around the world there are opportunities to participate in biodiversity initiatives. As a small part of our biodiversity and sustainability project, Survitec adopted bee hives, one in Scotland and one in France.

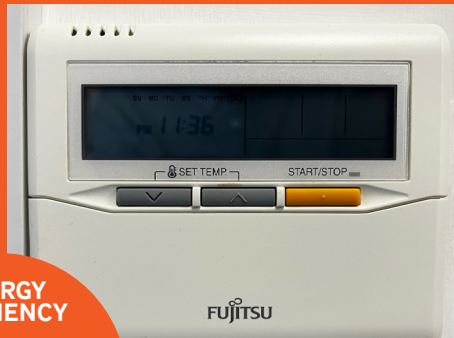
In France we have sponsored a beehive (pictured below) in the Parc Naturel du Perche area, between Val de Loire and Normandy. In addition to the sponsorship, our site in Calais received a welcome box containing small jars of honey. At the end of the season, they reaped the benefits of the work of the bees, i.e. 8kg of honey in 500g pots (16 pots)



Energy efficiency campaign



**ENERGY EFFICIENCY IS
EVERYONE'S RESPONSIBILITY**



**ENERGY
EFFICIENCY**



One laptop/computer left on standby each day after work costs £116 per year



Turning down your heating by 1 degree can save up to 8% on energy bills



When fully turned off, each laptop/computer saves 69kg CO₂ per year



Renewable energy creates 3x more jobs than the fossil fuel industry



Return unused equipment to IT Services – It can be redeployed!



Install Passive Infrared Sensors for rooms with infrequent uses (bathrooms, corridors, etc.)



survitec

GHOST

LEADER

DRIVING YOU TOWARDS AN **ENERGY EFFICIENT** WORKPLACE

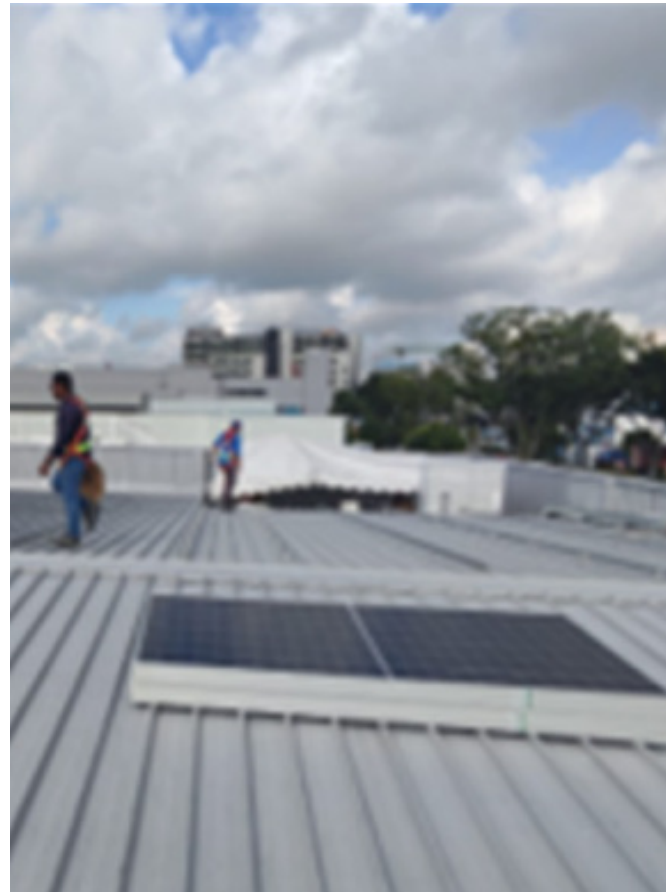
Rooftop solar PV system (APAC)

The solar initiative was undertaken with the environmental roadmap in mind to support the Group's ESG targets.

The focus was to complete the solar initiative by the end of Q4 2024. Installing them demonstrated our commitment to taking steps to reduce our impact on the environment.

Benefits of this activity include:

- Renewable energy source - Minimise the use of fossil fuels and the impact on the environment.
- Environmentally friendly - Reduce carbon footprint and help to combat climate change.
- Improved corporate social responsibility (CSR) - Demonstrates our commitment to CSR by taking steps to reduce our impact on the environment.
- Improved reliability and low-maintenance costs - Reliable and require very little maintenance compared to traditional energy sources.
- Save on energy costs - Reduce the reliance on traditional energy sources and lower monthly electricity bills. 79% of our energy needs will be generated by the solar system, this translates to a monthly saving of £7,362, which is approx 60% saving to our energy costs.



Wellbeing Hub



Our People and Culture Library is centred around colleagues' career journey and is organised into key people processes, with specific content to provide support. The Wellbeing Hub is dedicated to supporting those who need support.

The hub includes a variety of resources to support and aid. From seminars to publications to useful contacts, there is an array of resources to educate and assist.

Supporting cancer research



Crewsaver launched a special edition lifejacket to help raise awareness and support for cancer research. The vibrant pink Crewfit 165N Sport model proudly displayed the iconic pink ribbon — a powerful symbol of hope and unity in the battle against breast cancer.

More than just a statement, Crewsaver donated 100% of the proceeds from every sale directly to Cancer Research UK, raising £19,000 so far to fund vital research.



New DE&I operating model

The DE&I Network was rebranded and updated into a Working Group.
To facilitate dialogue and focus on specific DE&I elements focus teams were introduced.

Executive Leadership Team Sponsors (ELT)

Endorses DE&I objectives and plans. Monitors progress against DE&I plan. Visibly sponsors and leads DE&I across Survitec. Holds ELT and leaders accountable to support the strategy.

People Experience Department

The DEI Working Group brings initiatives to the People Experience Team for approval to ensure that all we do is compliant, aligned to our strategy and optimised to ensure our DE&I ambitions are achieved.

DE&I Team Leaders

Elected annually from within the working group.



Leads their respective DE&I team to support initiatives, champion ideas, propose and support the delivery of approved initiatives. They bring team initiatives to the Director of People Experience for approval to ensure that all we do is compliant, aligned to our strategy and optimised to ensure our DE&I ambitions are achieved.

DE&I Champions



**Champion
Team 1**
Gender

Focus points to be
aligned to strategy
2024/25

**Champion
Team 2**
Accessibility

Work together to coordinate and deliver on planned DE&I initiatives.

Marketing & Communications

Networks



ESG training



Where innovation meets colleagues training needs

Following our initial ESG Awareness Training booklet, we expanded our training and delved deeper with an ESG video that covered all the necessary theory and how Survitec implements aspects of ESG in practice.

The S Word Podcast

The S Word podcast was created following our successful Ask the CEO video series.

The podcast aims to answer insightful questions raised by our colleagues and delve into topics and stories that matter to our colleagues. The podcast serves as a dedicated space for us to share and learn through an engaging way of staying connected.



Voice Ambassadors

The VOICE Ambassadors comprises dedicated individuals committed to enhancing our colleagues' experience and cultivating an exceptional workplace environment. Their work is guided by the results of our VOICE annual colleague engagement survey.

Serving as liaisons between colleagues and the organisation, we collaborate with Centers of Excellence and engage senior leaders to proactively address concerns, advocate for positive change, and amplify the collective voice of our workforce.

Guided by transparency, empathy, and accountability, our network strives to foster a culture of excellence, inclusivity, and continuous improvement, ensuring that every colleague feels valued, heard, and inspired to thrive.



VOICE ambassadors
Engage and Inspire





COMPASS

THOUGHT LEADERSHIP PORTAL

Navigate your safety with Compass!

Whether navigating complex challenges or seeking to stay ahead in the maritime sector, Compass is your trusted resource that keeps your safety on course.

What is it?

Compass is our thought leadership hub designed to foster high-quality content, offering deep industry insights, innovative solutions, and expert knowledge to those in our industry. Our material during events can have a vital impact, providing attendees with valuable, in-depth knowledge, establishing our authority, and starting conversations.

Compass serves as a central online hub, offering curated content, expert perspectives, and discussions on industry trends and challenges. It brings together our resources and insights to guide you through the evolving world of marine safety.

Why is it innovative?

Creating a thought leadership hub means we collate content into one place, enhancing visibility, improving engagement, and streamlining communication. It will strengthen Survitec as an industry leader, driving business growth and engaging and educating our customers. It also supports areas of the business by enhancing our brand visibility and credibility in our market.

Compass focuses on providing thought-provoking content that addresses practical and regulatory challenges. It blends commentary and real-world case studies and sets it apart as a knowledge-sharing resource.

What are the benefits?

We offer the tools to stay informed about emerging technologies, understand regulatory shifts, and engage with cutting-edge safety practices. Compass enables organisations and individuals to make informed decisions and foster a culture of continuous improvement.

You can dive into expert insights, thought-provoking content, and in-depth industry knowledge—all in one place. As the marine industry evolves, so will Compass. Explore what we have to offer and stay on course with the future of maritime safety.

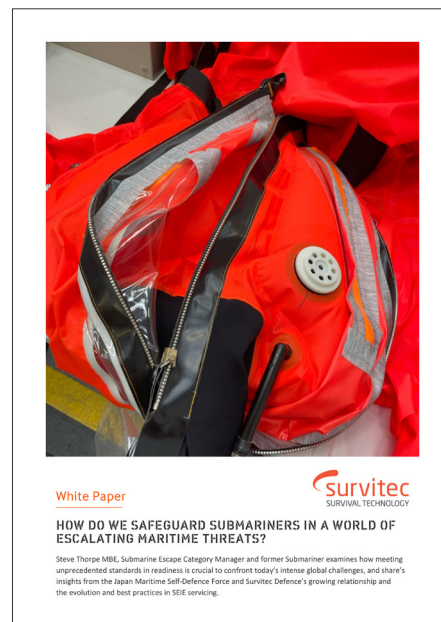
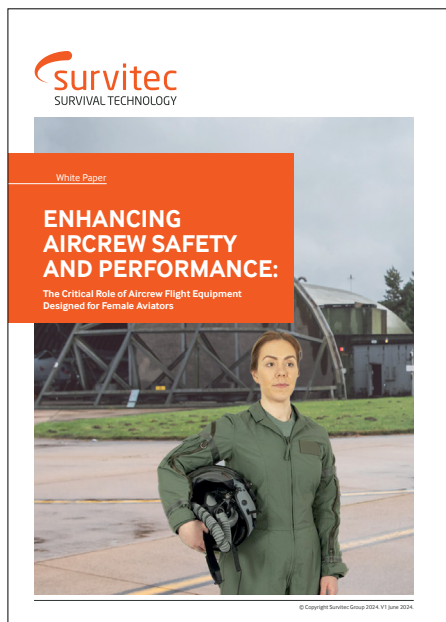
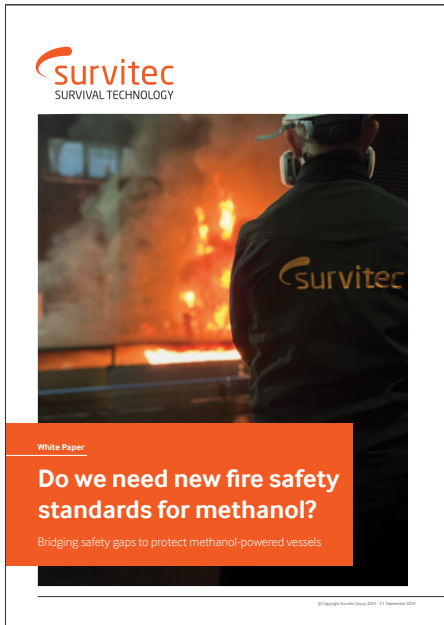
- Establish expertise and authority
- Enhance brand visibility
- Engage and educate
- Drive business growth
- Foster innovation and collaboration
- Highlight & centralise resources
- Support events

Content types: White papers, articles, opinion pieces, case studies, research, advice, interviews, FAQ's, etc.



White papers

This year we issued a number of white papers to educate, inform and update stakeholders to important trends.



E



Customer's Journey to Decarbonisation

The drive to reduce greenhouse gas admissions has picked up speed in the maritime industry in recent years, bringing alternative fuels high on the agenda for many ship owners. Furthermore, electrical cars and other lithium ion (li-ion) based cargoes pose new hazards and risks onboard many ships.

Survitec's global reach and continuing investment in research and development has enabled our centres of expertise to develop, trial and implement highly effective new programmes with three key objectives:

- ✓ Address new fire hazards from alternative fuels and energy storage
- ✓ Leverage digital technology to design and deliver integrated safety systems and enable remote access and support
- ✓ Drive the development of new safety regulation to support the safe use of sustainable and autonomous ship designs

Over last few years Survitec have successfully developed, tested & implemented into market the following solutions:

- **Dry Chemical Powder solution for LNG bunkering stations for large size ships with dual fuelled engines (diesel/LNG).**

A newly upgraded system design, proven by extensive performance discharge tests, extended the discharge capability of the system to optimise fire protection for bunkering stations on larger vessels, such as large cruise ships, containerships and tankers.

Working with the Class societies, we successfully passed the tests defined in the rules and regulations and received type approval certification. This entitles us to support the marine industry with challenges coming from alternative fuels, with LNG being one of the most popular choices for greenhouse emission reduction programmes today.



- **Fire Suppression Solutions for Methanol**

We have adapted existing technologies, such as low-pressure water mist and low-expansion foam, to address the challenging fire risk conditions posed by methanol and support ships with dual-fuel engines (diesel/methanol).

We conducted several test programs at a certified fire laboratory (Rise, Norway). As a result, new system requirements have been defined in collaboration with Class Societies and selected customer groups. We have successfully implemented this solution, passing rigorous fire tests. This was a significant milestone for the maritime industry, helping to set the foundations for new safety standards for alternative fuels.



- **Digital solutions for smarter onboard safety management.**

Our pioneering approach to enhancing early fire detection, and ensuring a rapid response to fire, has been the foundation of this development. Our digital solution SMARR-TI (Safety Management and Rapid Response Technology Interface) is an interactive safety management solution that allows crews to monitor and control their onboard fire safety systems with one integrated solution.

The solution has received very positive feedback from the shipowners, especially from ferries, ropax and ro-ro segments. In 2023 SAMRR-TI has received from Safety 4 Sea the award for innovation. [here](#)



Maritime Protection's Entry into the PSA Market

Maritime Protection has developed a new PSA solution to meet new demands for high-purity gas, more cost-effectively. While membrane technology is efficient, its high energy use makes it expensive for large-scale, high-purity gas production. PSA solves this by using less energy, offering a quicker and more affordable way to produce high-purity gas.

Our system can generate nitrogen with up to 99.99% purity at capacities of up to 7500 m³/h, helping shipowners meet the growing demand for cleaner fuels as the maritime industry moves toward decarbonisation.



S



Social

People first approach

We are committed to ensuring we are focused on continuously improving all colleagues' career journey. In line with this approach the People team was fortified with a People and Culture Team with an aim to spearhead initiatives and enhance the overall people experience and engagement throughout our colleague's employment lifecycle.

Recognising long and dedicated service

Inclusive for all

Our programme is designed to be fully inclusive, ensuring that every colleague from all corners of Survitec is recognised for their dedication and hard work.

More than just a pat on the back

We're not just stopping at a high-five. We have worked hard to look at what great businesses offer and what our colleagues value the most.

People before process

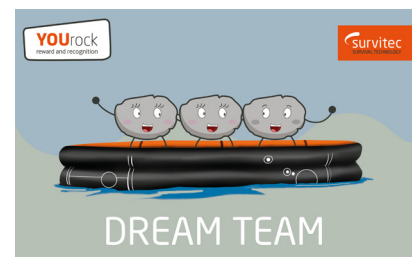
This programme reflects our "people before process" approach. It is not just about the numbers; it is about our colleagues, and the contribution each of them make in ensuring Survitec is the best place to work for everyone.

Becoming an employer of choice

This is not just a programme; it's a step towards our ambition of becoming an employer of choice. We want Survitec to be a place where everyone feels valued, appreciated, and excited to be a part of our journey.

Reward and recognition

Reward Gateway – YouROCK is our new recognition platform that will benefit our colleagues globally and allow them to not only access great resources and benefits, but it will also enable colleague recognition through e-cards.



Engagement Survey

Survitec's latest VOICE Engagement Survey saw 2,148 colleagues participate, demonstrating our commitment to listening and acting on feedback.

As a recognition, we **donated £2,148** to The Mission to Seafarers, supporting 1.89 million seafarers globally.

Our overall engagement score rose by 7%, marking a 12-point increase since 2022 and moving us from the 4th to the 2nd quartile in rankings.

To sustain progress, the Executive Leadership Team (ELT) is developing targeted action plans based on functional and regional insights.

Survey results were transparently shared via Survitec People, with managers receiving briefing packs and action guidance to drive meaningful local improvements.

The VOICE Ambassadors played a crucial role in driving change, leading initiatives such as our award-winning onboarding journey and Learning & Development programs.



New award winning onboarding process

Survitec launched a new platform this year to make a significant positive impact on the way in which we onboard new hires.

Manager support tools

From automated checklists to real-time progress tracking, managers have everything they need to ensure new hires are supported every step of the way.

Community building

Our platform includes features that encourage new hires to connect with their peers and mentors, fostering a sense of community from day one.

Progress tracking

Both managers and new hires can easily track onboarding progress, ensuring nothing falls through the cracks.



A HUMAN APPROACH TO ONBOARDING. STEERED BY YOU



Our new 60-day onboarding journey is all about creating a welcoming, supportive start, with a friendly buddy to guide every new colleague.

It's designed to help new hires connect, build confidence, and feel at home from day one.

Agree? (or not). Share your feedback in the VOICE engagement survey!

YOUR
VOICE
MATTERS

Purpose Day

Our Half Day Heros

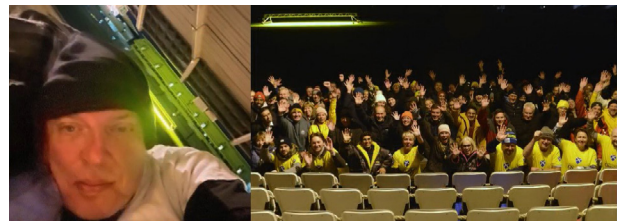
Purpose Day is an annual event that embodied our Purpose: We Exist to Protect Lives. It was an opportunity to roll up our sleeves and make a difference together!

Purpose Day was more than just volunteering. By contributing to the communities where we lived, worked, and played, we made a real difference in the lives of those around us. Everyone who wished to participate was given a half day off to do so.

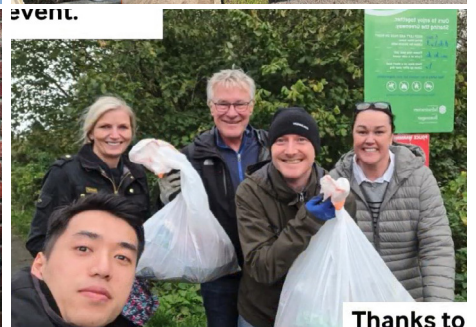
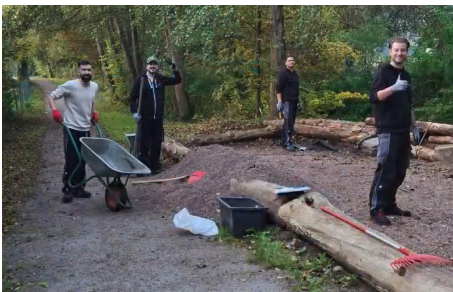
Volunteering made a real difference, positively impacting the people who needed it most and the environment. From environmental sustainability to social responsibility, every action counted.

Leading by example – CEO Sleepout

Our CEO spent a night sleeping outdoors to raise visibility into the harsh reality of homelessness with an aim to raise funds which will be utilised food and shelter, support services, and long-term solutions to help individuals and families escape homelessness and poverty.



Cross-pillar actions



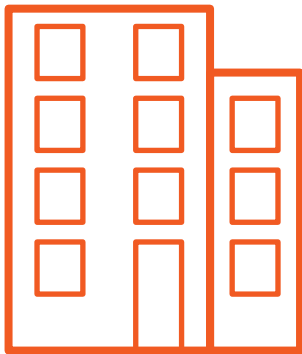
Purpose Day



The equivalent of 78
days helping others



1876 hours donated
to good causes



30 sites participated
in Purpose Day

G



Supplier code of conduct

The code of conduct was revised and updated to modernise our processes and include additional regulatory protection.

A security and privacy section was newly included to ensure that information provided and utilised is properly secured.

The updated version is now available on our website allowing all suppliers, customers and third parties can access the latest version.

The new onboarding forms which will apply to new suppliers will now also include the prerequisite of signing off on the supplier code of conduct prior to acceptance.

About this code

Corporate integrity, responsible sourcing and the safety and wellbeing of workers in the countries where we do business is of paramount importance to Survitec. These core principles are reflected in this Supplier Code of Conduct (code), which establishes the minimum standards that must be met by any entity that supplies products or services to Survitec.

The code ensures that our suppliers are :

Made aware of their obligations

Confirm compliance with the code

Operate in line with the supplier code of conduct prerequisites

Our statements



Third-party compliance
code of conduct



Supplier code of conduct



Norwegian transparency act reports

Cross-pillar actions



ESG risk

2024 enterprise risk management activities



















During 2024 several activities took place to maintain, formalise, and elevate the maturity and consistent application of the Enterprise Risk Management (ERM) framework. This has included the development of a group risk management policy, revisions of our risk registers, deep dive workshops and risk facilitation exercises with the Executive Leadership Team. From an ESG perspective, our risk assessment for 2024 continues to facilitate the identification, measurement, and mitigation of key ESG risks that may exist at an operational level. The extent to which these risks compound to form a greater risk to the business is also considered as part of our “top-down” evaluation of group key risks. Furthermore, the assessment methodology from our ERM framework has been used, where appropriate, in our ESG-specific endeavours to meet Corporate Sustainability Reporting Directive (CSRD) requirements. This ensures that ESG risks are defined and appraised with the same risk language already used by the business and subject to the same effective processes.

Deep dives



During 2024 two risk deep dives were held. These exercises are designed to provide a communication line between the bottom-up operational risk management process and the top-down group key risk assessment, as well as to stress test some of the assertions made during those assessments. Specifically, the deep dives are split into workshops with key stakeholders, supplemented by data-gathering, during which various risk scenarios are defined and explored in order to confirm or adjust the existing gross and net severity scores. Outcomes are reported to Executive Leadership and the Audit & Risk Committee. These might include revised definitions, emerging risks, requests for resourcing, actions to enhance mitigations or proposed assurance work. It is expected that ESG or a subset will be subject to a deep dive exercise in 2025.











KPI breakdown

ESG Factor	ESG Pillar	Risk Category Low - Medium - High (Current Group Position)	ESG KPI	Target - from 2023 and onwards	Data Type	KPI Purpose	KPI Objective	Alignment with SDG Goals	Target Met Y / N	Comments
E	Carbon Own Emissions	High	% Reduction of Total Carbon emissions	30% reduction by 2030, and 80% reduction by 2050	Quantitative	Mandatory Requirement	Regulatory Compliance	 	No	10% reduction not achieved due to acquisitions in US
	Resource Use	High	Tons vs Landfill	<40%	Quantitative	ISO Requirement	Sustainability Action	  	Yes	
	Emissions, Effluents and Waste	High	Hazardous Environmental releases	Zero	Quantitative	ISO Requirement	Sustainability Action	  	Yes	
	E & Impacts of Products and Services	High	Maintain ISO 14001 global certification	No Major NCR's	Qualitative	Internal Company Goal	Stability in Performance		Yes	
	Carbon Products and Services	Medium - Low	Removal of legacy/duplicated product portfolio Pilot program to reduce Marine and A&D product lines (Marine Products & Operations only)	Expand program to further product lines and BU 2024/25 Critical Suppliers providing Scope 3 Data 2024/25	Quantitative	Mandatory Requirement	Regulatory Compliance	  	No	Scope 3 emissions will be spend based for now
	Renewable Energy Consumed	Medium	Improve % of sites using renewable energy	20% YoY	Quantitative	ISO Requirement	Sustainability Action	 	No	All GB sites will be 100% renewable as of 01/04/25. NI sites increased to 46% renewable content
	Sustainability Management	Low - Medium - High	Environmental purpose day	1 purpose day to be set for environmental action	Qualitative	Company's Best Practice	CSR implementation		Yes	
	Environmental Awareness (internal company pillar)	Low	GHOST program	Implement min. 3 x specific environmental topics for GHOST program in 2023	Semi Qualitative	Company's Best Practice	Continuous Improvement	  	Yes	Only APAC completed 2 but the majority of areas competed this target
				Annual refresher training 100% of members		Company's Best Practice	Continuous Improvement		No	Poor completion rates for training



ESG Factor	ESG Pillar	Risk Category Low - Medium - High (Current Group Position)	ESG KPI	Target - from 2023 and onwards	Data Type	KPI Purpose	KPI Objective	Alignment with SDG Goals	Target Met Y / N	Comments
S	Human Capital	High	Turnover Rate	<16% of voluntary turnover	Quantitative	Internal Company Goal	Performance Improvement		Yes	
	OHSAS	Medium - Low	Targets on accidents /incidents	10% reduction	Quantitative	For benchmarking purposes	Performance Improvement	 	No	Not achieved due to acquisitions in US
			DART	1.8					No	Target for 2024 1.75 Achieved 1.81
			TRI Rate (Total Recordable Incidents)	2					Yes	Target for 2024 1.5 Achieved 1.1
			Maintain ISO 45001 global certification	No Major NCR's	Qualitative	Internal Company Goal	Stability in Performance		Yes	
	Customer Satisfaction	Medium	Customer Survey	Customer NPs score of 70% or higher for Services provided on board end users (Vessels)	Semi Quantitative	Internal Company Goal	Continuous Improvement		Yes	
	Colleague Satisfaction	Medium	Colleague Survey	70% of staff to respond to the global wide survey	Semi Quantitative	Internal Company Goal	Continuous Improvement		Yes	
				52% overall satisfaction score	Quantitative	Internal Company Goal	Continuous Improvement		Yes	5 % increase from last year
	Job Growth	Low	PDR	85 % of completed PDR goals end of year goals	Semi Qualitative	Internal Company Goal	Continuous Improvement	 	Yes	
				85% of completed objectives					No	84% of connected colleagues completed objective setting
			Promotions	4% of Job Change	Semi Quantitative	Company's Best Practice			Yes	
			Training	At least 6 hours annual training per colleague	Semi Qualitative	Internal Company Goal			No	Relates to connected colleagues only
	Community Engagements	Low	Purpose Day	> 3 Community Engagement per year	Semi Qualitative	Company's Best Practice	Sustainability Action	  	Yes	Annual Purpose Day - Sponsorships and our Breast Cancer Support via our pink lifejackets are included within this KPI
	Diversity	Medium	ELT	20% of gender diversity ELT (Executive Leadership Team) and board	Quantitative	Shareholder's Expectation	Representation	 	No	In 2024 a shift in the ELT meant that there were reduced females as ELT members



ESG Factor	ESG Pillar	Risk Category Low - Medium - High (Current Group Position)	ESG KPI	Target - from 2023 and onwards	Data Type	KPI Purpose	KPI Objective	Alignment with SDG Goals	Target Met Y / N	Comments
G	Product Governance	Medium	Maintain 9001 ISO accreditation	Less than 2 Major Non-Conformities	Semi Qualitative	Internal Company's Goal	Stability in Performance	  	Yes	
			CC	14% reduction based on previous year on The total number of all customer concerns raised			Continuous Improvement		No	Due to US acquisitions
	Business Ethics	Medium	Whistleblowing Reported Cases	<20 per 3000 colleagues	Quantitative	Regulatory Best Practice	Continuous Improvement	 	Yes	
			Voluntary Disclosures	0 cases of AML - ABAC – ATF	Semi Qualitative		Regulatory Compliance		Yes	
			Training	60% of newcomers trained for Compliance Induction within the Year	Quantitative	Regulatory Compliance Alignment	Continuous Improvement		No	Although for a second year in a row we did not reach this KPI our percentage increased by 5%. We shall be implementing a more interactive form of training in 2025 in the hopes that we are able to engage more colleagues into completing their training.
				70% of refresher trainings conducted					Yes	
	Corporate Governance	High - Medium	ESG Ratings	.5 numerical increase on rating exercise (bi -annual due 2024)	Quantitative	Internal Company's Goal	Sustainability Action		N/A	This KPI will be deleted as due to changes in legislation not all ratings agencies will be providing their services to non - publicly listed businesses
			Meetings	No more than 25% - ESG Committee outstanding tasks	Semi Qualitative	For ESG performance improvement reasons			Yes	
				100% Number of board meetings and unexcused attendance rate	Quantitative	Regulatory Best Practice	Stability in Performance		Yes	
	Data Security	Low	External Cases	0 cases of Reportable Breaches	Semi Qualitative	GDPR compliance purposes	Regulatory Compliance		Yes	
		<3 per year Voluntary Disclosures								
	Risk Management	Medium	Group Risks	All Group Risks assessed annually	Semi Qualitative	Regulatory Best Practice	Continuous Improvement		Yes	
	Shareholder's Satisfaction	Medium	Shareholder Survey	Above portfolio performance on 75% of KPI's	Quantitative	Company's Best Practice	Continuous Improvement		No	Rate was 66% as new KPI's were introduced
	3rd Party Compliance	High	Code of Conduct	85 % of 3rd Party Representatives (distributors, service stations, agents) have approved the 3rd Party Suppliers Code of Conduct	Quantitative	Company's Best Practice	Regulatory Compliance	 	Yes	Onboarding forms for suppliers have now been updated and to be tracked in 2024
				75% of Key Suppliers to have approved the Supplier Code of Conduct					Yes	KPI was altered to be in line with our new online onboarding procedure - As of October 100% of new suppliers are signing off on our Supplier Code of Conduct



Interested in our KPI's and want to learn more?

Our Group ESG KPI's are linked to our business's operational and strategic performance. They cover a wide spectrum of topics spanning across our E, S and G pillars. Although not all of our KPI's can be directly linked within our publicly available information you can read about aspects of each KPI as per the below chart easily referenced for you benefit.

KPI	Website Link
Carbon Emissions Resource Use Emissions, Effluents and Waste	Environmental, Social and Governance (ESG) Survitec
Impacts of Product and Services	Corporate Governance Survitec
Carbon Products and Services	Survitec SuitXChange Removes Compliance Burdens And Reduces Port Delays
Renewable Energy Consumed	Environmental, Social and Governance (ESG) Survitec
Sustainability Management	Environmental and Sustainability policy
Environmental Awareness	Global Health, and Occupational Safety Team Survitec
Human Capital	Work with us Survitec
OHSAS	Contents
Customer Satisfaction	What our customers say Survitec
Employee Satisfaction	survitec-trust-pledge.pdf
Job Growth	Work with us Survitec
Community Engagements	Purpose Day 2022 Survitec Purpose Day 2023 Survitec Purpose Day 2024 Survitec
Diversity	Diversity, Equity & Inclusion (DE&I) Network Survitec A win for gender equality
Product Governance	What our customers say Survitec
Business Ethics	survitec_codeofconduct.pdf EthicsPoint - Survitec Group Ltd Survitec Lifesaving Equipment Crew Training Survitec Training Courses Survitec Group - Extended Service Raft Portal
Corporate Governance	Corporate Governance Survitec
Data Security	Privacy Policy Survitec
Risk Management	survitec_codeofconduct.pdf
Shareholder Satisfaction	Our Directors Survitec
3rd Party Compliance	survitec-appendix-a-third-party-compliance-code-of-conduct.pdf survitec-suppliers-code-of-conduct.pdf



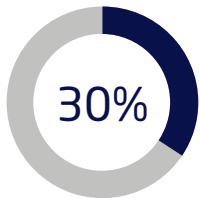
Thank you

Thank you our volunteers that make up our Employee Resource Groups and elevate our E-S-G standards.

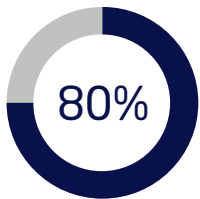


Future target areas

Environmental



Reduction of emissions by 2030



Reduction of emissions by 2050

Social



Colleague engagement scores



Employer of choice



Great place to work

Governance



Increased board effectiveness



GET IN TOUCH

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The Group ESG report is presented on discretionary basis and is aligned with internal ESG strategy. The Group is not in scope for any key UK and European frameworks for FY24/25. The Group will continue to do a detail assessment of these requirements and formulate a strategy for FY25 and onwards. Based on the outcome, the report and the underlying metrics/targets are subject to change and will be aligned with applicable frameworks.

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