

survitec

# VISION, MISSION VALUES AND STRATEGY

- HOW TO PUT SURVITEC VALUES INTO PRACTICE - MARINE



# VISION

“ TO BE THE WORLD’S MOST TRUSTED COMPANY FOR CRITICAL SAFETY AND SURVIVAL SOLUTIONS ”

# MISSION

“ TO ENSURE OUR CUSTOMERS OPERATE WITH THE MOST APPROPRIATE SAFETY AND SURVIVAL EQUIPMENT FOR THEIR PEOPLE AND THEIR CUSTOMERS ”

# VALUES

- ✓ **Safety** and reducing risk is integral to everything we do
- ✓ We are committed to deliver real value and confidence to our **customers**
- ✓ We care for our **people** and invest in their development as individuals and teams
- ✓ We aim for **excellence** in everything we do
- ✓ We seek to **innovate** at every opportunity
- ✓ **Integrity**: we do what we say we will do

# STRATEGY

- ✓ Define the markets and customers that we can best serve to create value
- ✓ Deliver and continuously improve operational excellence to our customers
- ✓ Invest in the organisational capability to execute for our customers
- ✓ Deliver the right innovation process and pipeline
- ✓ Ensure we realise the full returns of our investment and effort to deliver value



# VALUES AND BEHAVIOURS

It is crucial that we are all working to achieve the same goal. Our personal objectives must be aligned with the company objectives in order for the business to grow. While we are working to achieve these objectives, we must also be clear about what is important to us and how we will behave.

Our company values are fundamental to our business and how we conduct ourselves. We want people to live and breathe the values in their working environment. We firmly believe that if we are all delivering on these values, our products and services will be second to none. **Positive behaviour can help us achieve our values, below are a few examples:**

## SAFETY AND REDUCING RISK IS INTEGRAL TO EVERYTHING WE DO

- ✗ **NOT MET:** Takes shortcuts or unsafe acts. Does not highlight own mistakes. Does not raise near misses or concerns regarding safety of other.
- ✓ **MET:** Promotes a supportive and accountable culture, raising issues/admitting errors without fear, highlighting own mistakes. Works consistently to improve the safety and wellbeing of themselves and others.

## WE ARE COMMITTED TO DELIVER REAL VALUE AND CONFIDENCE TO OUR CUSTOMERS

- ✗ **NOT MET:** Disregard for customer, does not consider the customer when making decisions or taking actions (internal or external customer).
- ✓ **MET:** Understands the importance of being the customer's representative, whether an internal or external customer, taking on feedback to improve future interactions. Open and transparent with regards to delivery of service to their customer, only promises what they can deliver.

## WE CARE FOR OUR PEOPLE AND INVEST IN THEIR DEVELOPMENT AS INDIVIDUALS AND TEAMS

- ✗ **NOT MET:** Does not invest in self or others. Works in isolation and is unaware of the impact of own poor behaviour on the wider team.
- ✓ **MET:** Consistently seeks to develop themselves, others and own team. Is empathic and is self-aware, understanding how one's own behaviours impact others.

## WE AIM FOR EXCELLENCE IN EVERYTHING WE DO

- ✗ **NOT MET:** Lacks accountability for actions. Poor time management, regularly misses deadlines. Strives for results at all costs.
- ✓ **MET:** Maintains accountability, consistently achieving targets. Proactive approach, drives self and others to seek continuous improvement. Looks to solve problems and avoids using work arounds.

## WE SEEK TO INNOVATE AT EVERY OPPORTUNITY

- ✗ **NOT MET:** Misses opportunities to take advantage of change, reaction is negative/resistant. Uses work arounds or procrastinates/avoids making improvements in job role.
- ✓ **MET:** Has a continuous improvement mind-set; comfortable with and accepts change. Willing to try out new methods, processes, ways of working or techniques to make improvements.

## INTEGRITY - WE DO WHAT WE SAY WE WILL DO

- ✗ **NOT MET:** Sets own rules, rather than working to Survitec norms and rules. Behaves inconsistently across different situations / says one thing but does another, is insensitive to others. Says different things to different people.
- ✓ **MET:** Can explain Survitec Values and describe ethical standards required. Practices what they preach, encouraging right behaviours from others. Consistently demonstrates Survitec behaviours, avoiding double standards.

# LIVING THE VALUES

**How can you 'live the values' in your role?** Values can be delivered no matter what position you work in. From production to servicing, sales to customer services, or finance through to compliance, our values are fundamental in every role.

**Here are some examples of how our colleagues are 'living the values'...**





## **SAFETY AND REDUCING RISK IS INTEGRAL TO EVERYTHING WE DO**

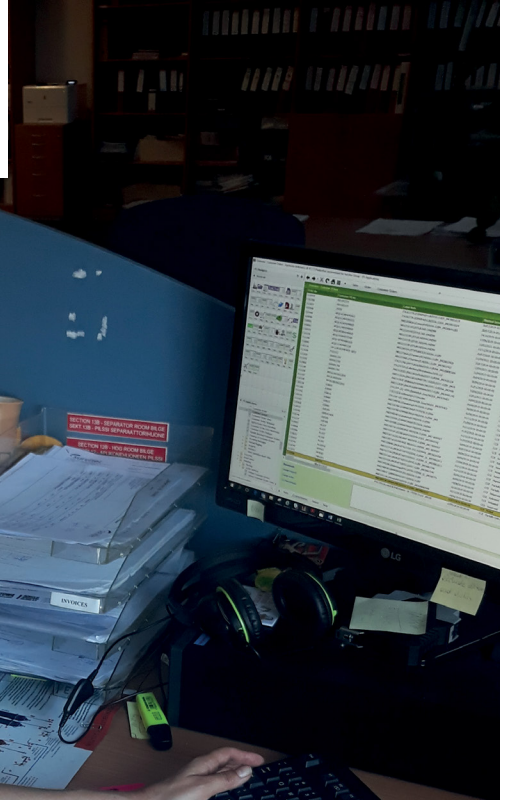
**Name:** Nadia Portron  
**Position:** Deputy Team Leader,  
Welding Workshop  
**Location:** Chevanceaux  
**Division:** Marine  
**Length of Service:** 37 years

For Nadia, safety and reducing risk is integral to everything that she does. She is involved in all the projects around security and improvement on the shop floor. Nadia is continuously focused on reducing risks and is known for her great patience, listening and understanding of every type of situation that could arise. She is an expert in safety and her knowledge is invaluable.

# WE ARE COMMITTED TO DELIVER REAL VALUE AND CONFIDENCE TO OUR CUSTOMERS.

Agnieszka's priority is deliver real value and confidence to our customers by build strong relationships and giving our customers confidence in Survitec. Her focus is to always try to be flexible to their needs and provide solutions to satisfy their requirements, ensuring her customers always receive an excellent service.

**Name:** Agnieszka Antkiewicz  
**Position:** Project Coordinator  
**Location:** Poland  
**Division:** Marine  
**Length of Service:** 5 years





## WE CARE FOR OUR **PEOPLE** AND INVEST IN THEIR DEVELOPMENT AS INDIVIDUALS AND TEAMS

**Name:** Warwick Mallise  
**Position:** Team Leader & Liferaft Technician  
**Location:** Darwin  
**Division:** Marine  
**Length of Service:** 30 years

Warwick cares for his team and invests in their development. He installs pride in his colleagues and continually leads by example. Warwick maintains a very clean and professional site and is always prepared to go above and beyond to meet the needs of the company and our customers.



# WE AIM FOR **EXCELLENCE** IN EVERYTHING WE DO

Amanda strives for excellence in everything that she does. She is a team player who consistently offers support for projects and works tirelessly to ensure all sales activities and reports are delivered on time and to an excellent standard, however tight the time scale.

**Name:** Amanda Jones  
**Position:** MES Coordinator  
**Location:** Dunmurry  
**Division:** Marine  
**Length of Service:** 6.5 years





## WE SEEK TO **INNOVATE** AT EVERY OPPORTUNITY

**Name:** Michal Sadzynski  
**Position:** Application Engineer  
**Location:** Poland  
**Division:** Marine  
**Length of Service:** 4 years

Michael seeks to innovate at every opportunity. His desire to design fire fighting systems that keep our customers safe around the clock is integral to the work he does. Michael also conducts practical training sessions to discover ways in which the system design can be made even better.

# INTEGRITY: WE DO WHAT WE SAY WE WILL DO

Jablan does what he says he is going to do. He undertakes his work with the highest of integrity and always goes the extra mile, even when out of office hours, to ensure he continually offers our customers an excellent service.

**Name:** Jablan Milenkovic  
**Position:** High Pressure Gas Team Leader  
**Location:** Sydney  
**Division:** Marine  
**Length of Service:** 18 years





# INVESTING IN OUR PEOPLE

We value our people. We are committed in investing in our colleagues and that's why we have introduced a robust PDR process and Learning & Development plan. Survitec People provides a structure for a clear objective setting and appraisal process. It also includes a training programme to support career development and improve skills and knowledge through the training portal.

Visit Survitec People to access your PDR and Training Portal and learn more about how positive behaviour can help you grow in your career and help us achieve our vision, mission, values and strategy.

<https://survitec.csod.com/client/survitec/default.aspx>



## FOR INFORMATION ON SURVITEC PEOPLE

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Do you know someone who excels in delivering  
Survitec's Values?

Email: [communications@survitecgroup.com](mailto:communications@survitecgroup.com)

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