

VISION, STRATEGY & INTEGRATED POLICY

*"Around here, however, we don't look backwards for very long.
We keep moving forward, opening up new doors and doing new
things...and curiosity keeps leading us down new paths."*

- WALT DISNEY



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1 VISION

The vision of Drass is to:

- Develop excellence in underwater and hyperbaric manned technology to challenge the industry standards, proposing innovative solutions, and improving safety, efficiency and effectiveness,
- Maintain and improve a wide range of manufacturing capabilities, from system, through equipment, to components,
- Support the entire life cycle of the proposed solutions

2 MISSION

The mission of Drass is the application of the company Vision:

To develop specific business lines in underwater and hyperbaric manned technology, such as:

- Diving and Simulator Systems, Equipment and Components;
- Defence Systems, Equipment and Components;
- Hyperbaric Oxygen Treatment, HOT, Systems, Equipment and Components;
- SCUBA Systems, Equipment and Components;
- Industrial Hyperbaric related Systems, Equipment and Components;
- Submarine Rescue Systems, Equipment and Components.

To pursue innovation targets through R&D programs relevant to:

- System Design;
- Equipment;
- Components;
- Material Technology;
- Software and Automation.

To maintain and develop the production units for:

- Main equipment;
- Electrical and electronic assembly;
- Mechanical and hydraulic parts.

To support its clients as a global service provider by:

- Projecting our capacity and organization in designated client locations to provide integration and commissioning services;

- Performing engineering and testing services in house;
- Providing the product with an advanced integrated logistic support;
- Maximizing the integration among procedures, components and equipment of the different business lines.

The annual review demonstrates the consistency of Drass strategy with Drass mission, and is defined in the Annual Report

Drass operates to follow the company vision, executing its mission whilst promoting:

- continuous improvement policy
- proper evaluation of lessons learned
- dedicated and harmonious working environment to achieve the strategic business targets with attention to meet the highest environmental and personal standards

Drass Strategy is structured in Objectives, which are organized in a tree structure of different levels depending on their complexity. For each objective, an Element of Organisation (EoO) is appointed as responsible to execute the Project (Job) aimed to the achievement of such Objective. The EoO are teams or individuals assigned to execute a project. Adequate budget and a relevant schedule of activities is assigned to the EoO in order to execute the Project.

The Board of Directors periodically assesses the status of the Projects and of the EoO (teams or individuals) taking into consideration the internal performance indicators and the concurrent external factors.

3 INTEGRATED POLICY FOR MANAGEMENT SYSTEM

The Board of Directors consider the implementation, use and continuous improvement of the Integrated Policy for Management Systems a fundamental principle of the business strategy.

Its use is promoted at all levels of organization and by stakeholders (any other entity which interacts with the organization, e.g. clients, suppliers, neighboring populations, governmental and non-governmental organizations etc.) aware of its leadership role.

The Board of Directors promotes the process approach and risk-awareness in all aspects of the organization, in order to evaluate and properly manage risks and opportunities.

Drass considers the social responsibility to all stakeholders related to its activities, as a fundamental value and a proper way of doing business and considers essential the involvement of every member of the organization and its stakeholders, in accordance with roles and responsibilities, to carry out Drass activities in the most economically and socially sustainable manner.

This Integrated Policy is declared both internally within the organization and externally, and is available for consultation both on the company intranet and on the website.

The Board of Directors endeavors to meet the requirements of its Clients, the applicable Standards (both legislative and non-legislative) and its Stakeholders, by means of the Management Systems.

It strives to continuously improve the efficiency of these Systems, underlining the importance of efficient management of information and communication (providing the right information, to the

right person, at the right time) and of the clear definitions of roles and responsibilities.

The following Management Systems have been put in place, being certified and managed in an integrated manner:

- Quality Management System, in accordance with Standard UNI EN ISO 9001:2015 and AQAP 2110:2016, with the scope of optimizing business activities in order to meet the requirements of the stakeholders, making Drass activities economically viable.
- Health & Safety Management System, in accordance with Standard ISO 45001:2018, with the scope of minimizing risk to the health and safety of employees, this makes Drass activities economically viable.
- Environmental Safety Management System, in accordance with Standard UNI EN ISO 14001:2015, with the scope of making Drass activities both economically viable and environmentally friendly.
- Trade Compliance, in accordance with EU new regulation nr 2021/821 EU on dual use and EU directives 2009/43/CE, 2010/80/UE, 2012/10/UE on armament and their National implementation.

When carrying out their duties, personnel are required to respect what is outlined in the Management Systems and explained in the various documents. IT support tools are all available on the company intranet. In addition, it is expected that all employees work to the best of their abilities by also reporting anomalies or opportunities for company and personal improvement.

It is requested that all employees collectively and individually in accordance with designated job role and responsibility, pay particular attention and respect to the contract and the company rules regarding the entire organization, the Normative Standards with reference to health, safety, environment and medical, specifically European Regulation MDR 2017/745 and following modification. Each and every employee has the responsibility to conduct themselves and respect their colleagues and place of employment in accordance with these standards and regulations.

The employer involves and consults the employees also through their Representatives.

The Board of Directors plan and ensure training and updating of necessary skills/qualifications for the continuous growth of personnel with the aim of having and maintaining an efficient System and enabling personnel to work in the most effective way possible.

A plan of defined and measurable targets and goals appropriate for the different level of organization has been created.

The Integrated Policy defined by the Board of Directors, in line with the policy and strategy of the organization has established the following points:

- Customer satisfaction;
- Improvement in the quality of the product/service provided;
- Company development, based on risk analysis and management;
- Research for the health and safety of personnel involved directly or indirectly with company activities and the adoption of measures to prevent accidents in the workplace and the occurrence of illness related to the workplace caused by the use of the best technologies and the adherence to appropriate work procedures, with the aim of optimizing scarce resources and reducing the production of waste and impact on the environment; In particular with a consistent reduction in the use of chemical products that have a significant impact on aquatic organisms and the external environment
- Continuous monitoring of accidents and near accidents and their consequences;
- Coordination with authorities and public facilities for the reduction of injuries in the workplace, the impact on the environment and for the management of emergencies;
- Continuous improvement of environmental performance, including prevention of pollution;
- Continuous monitoring of environmental impacts associated with use of dangerous substances and noise and in general the environmental aspects applicable to the job;
- improvement the "Green/Eco-friendly" of the company;
- Improvement in the quality of the service provided by suppliers.

Target indicators, programs and responsibilities respecting the economic sustainability have been defined for each objective.

The Board of Directors every year at the Management review, updates, on the basis of Manager proposals, the set of KPIs that is identified.

The Board of Directors is committed to making available resources and means adequate to the goals and targets set in terms of expertise, calibration, information, economic and financial resources.

The Board of Directors bases its decisions on the analysis of data and information within the organization, thereby promoting a methodological approach focused on the systematic collection of data and their timely analysis. For this purpose, the Board of Directors appoints the Manager of Quality, Health & Safety and Environment (QHSE) as the management representative responsible for the monitoring, maintenance, and improvement of the systems, in accordance with the defined objectives. The QHSE Manager may request the collaboration of appropriately trained assistants.

The management representative or the auditor appointed by him, shall carry out an audit to monitor the implementation and effectiveness of the management systems in achieving the targets and

eventual corrective plan actions. During the checks by the BOD representative, compliance with the punctual applications of what is prescribed in the effective adoption of the model, regarding corporate administrative liability as per Legislative Decree 231/2001, must also be verified

The Board of Directors commits itself to examining the adequacy of management systems at least once a year and gives indications on the eventual corrections and improvements to be made to their structure. It also takes the opportunity to verify the achievement of assigned objectives and analyses any deviations. This integrated policy is periodically reviewed (at the Management Systems Review, and when there are changes in the company organization) and when necessary, shall be revised.

In order to promote understanding of the company policy and the goals set, during the annual review the Board of Directors meet the managers of the various corporate functions in order to raise awareness of their role within the organization.

In addition, the members of the Board of Directors are committed to ensuring the circulation of company policy and targets with staff and stakeholders in order to increase awareness and understanding of roles and interactions within the organization.

The Board of Directors |