Mission

*"Provide an **effective and efficient service**, inspired by the principles of quality, environment, energy, safety, ethics and social responsibility, with a view to sustainable growth and continuous improvement, taking into consideration the interests and satisfaction of all interested parties: the community, public authorities, clients, suppliers, and the Company itself with its workers".*

Vision

*"To be an **excellent partner** and a point of reference for sustainable, ethical and safe development for the benefit of all stakeholders in global logistics"..*

Value

***Reliability** of services and naval infrastructure.*

***Engagement** and enhancement of the sense of belonging of our human resources, ensuring inclusion, diversity and equity.*

***Compliance with** applicable and recommended statutory and regulatory provisions, voluntary or contractual requirements, and the principles of sustainable development in all areas of application, at local, national and international level.*

In defining the objectives and commitments of the Company, the interests and satisfaction of all interested parties have been taken into consideration with a view to continuous improvement.
The Management System for Quality, Environment, Energy, Safety and Social Responsibility (Integrated System) is based on a risk-based thinking approach that enables the organization to determine the factors that could generate process deviations from the requirements of UNI EN ISO 9001, UNI EN ISO 14001, UNI EN ISO 45001, ISO 50001 and PAS 24000, in their current editions.
The application of these standards makes it possible to implement preventive controls aimed at:

- *Continuously improving environmental standards, reducing the ecological footprint of maritime activities.*
- *Ensuring the highest levels of health, safety and collective well-being in the workplace, preventing accidents and occupational diseases.*
- *Seizing the opportunities offered by the market in terms of energy saving and optimization of energy consumption.*
- *Promoting fair working conditions, the elimination of all forms of discrimination or harassment, the rejection of forced or child labour, and respect for freedom of association and collective bargaining throughout the value chain (supply chain).*

The Company is committed to ensuring that this Policy is understood, shared, implemented and applied by all its employees and collaborators and, at the same time, to sharing it with all stakeholders.
The management of MedTug Spa operates at all levels with unity of purpose and common objectives, committed to creating the conditions for employees and collaborators to be in the best possible position to achieve the objectives set by the Integrated Management System. This enables strategies, processes and resources to be aligned in order to achieve the objectives established by the Company.
This Policy is disseminated to all Subsidiaries and Interested Parties and is periodically revalidated in the event of changes and modifications to contextual factors, processes or corporate strategies.