

# DECLARATION OF S.C.ELECTROMAGNETICA S.A.

## POLICIES REGARDING QUALITY, ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY, SOCIAL RESPONSIBILITY, RESPECT OF THE HUMAN RIGHTS , ETHICS AND INTEGRITY IN BUSINESS

### 1. POLICY IN THE FIELD OF QUALITY

*ELECTROMAGNETICA provide a TOTAL CONFORMITY to the explicit requirements and expectations of the customers, but we also take into account their implicit expectations, with the permanent respect of the regulations and the legal provisions.*

*In order to ensure that the products and services we provide to our customers will be produced and delivered at the same level of quality throughout the duration of the contracts, ELECTROMAGNETICA aims to:*

- *Maintaining the Integrated Management System certifications according to the reference standards: SR EN ISO 9001: 2008 - "Quality management systems REQUIREMENTS", SR EN ISO 14001: 2005 - "Environmental management systems - User guide requirements", OHSAS 18001: 2008 - "Occupational Health and Safety Management Systems - Specification"; ISO / TS 16949: 2009 - "Quality management systems; : 2001 - "General Requirements for Competence of Testing and Calibration Laboratories";*
- *Continuously improve the effectiveness of the Integrated Management System to fulfillment of the policy and the achievement of the proposed objectives;*
- *Monitoring, measuring and continually improving the level of customer satisfaction;*
- *Encouraging all suppliers and customers of the organization to adopt an Integrated Quality, Environment and Occupational Health and Safety Management System;*
- *Design, development, execution, marketing and after-sales support of our products and services to fully meet our customers' requirements and expectations of quality, legal and regulatory requirements as well as reasonable expectations of stakeholders, using clean and secure technologies that lead to Improving environmental performance - occupational health and safety, taking into account the economic efficiency of the actions undertaken;*
- *Maintaining the conformity of manufactured electricity meters with the type described in the EC type-examination certificate and with the legal requirements (requirement H 711/2015);*
- *Involvement of the Chief Executive Officer, of the other Directors, of the Chiefs of Departments and Services, and of the Chiefs of Production Departments for:*
  - *increasing the competence level of the personnel with responsibilities in quality management, environment and occupational health and safety through training and employee awareness;*
  - *motivating individual and collective involvement in actions to optimize the quality of production and products, to reduce environmental risks and to reduce incidents on occupational health and safety;*

*This can be achieved due to the Administration Council commitment, through the General Manager, to provide the necessary resources for the functioning, maintenance and improvement of the Integrated Management System in order to achieve optimal performance in the relations with the clients and stakeholders and to implement and supervise the respect of all policies declared.*

### 2. ENVIRONMENT POLICY AND HEALTH AND OCCUPATIONAL SECURITY

*The basis of environmental and occupational health and safety policy is to identify and keep under control the environmental and risk aspects associated with all activities carried out in the organization, in order to ensure compliance with legal requirements and other applicable requirements to which the organization subscribes and to prevent pollution , work accidents and occupational illnesses, but also to respect the right of all interested parts to live in an unpolluted environment, by:*

- minimizing the amount of waste generated and managing it safely when its occurrence can not be avoided;
- reducing the consumption of natural resources;
- reducing the environmental impact associated with the present and future activities and products of society through the gradual replacement of technologies and raw materials with others that have a low environmental impact;
- designing and developing ecological and economic products that decrease their environmental footprint during their use;
- pursuit of a positive influence regarding a sustainable and durable development in the upstream and downstream of the both supply chains, for raw material and for final products;
- preventing the occurrence of emergencies with an impact on the environment and occupational health and safety by establishing and applying coherent and effective measures to prevent major accidents involving hazardous substances;
- adopting a preventive environmental pollution behavior to continuously improve environmental performance;
- a continuous analysis of risks and of elements of major importance in all processes;
- ensure an optimal work environment for employees to preserve, mainly through preventive activities, the health and safety of employees;
- continuously monitoring the health of employees and undertaking actions to improve their health and to prevent accidents and illness.

### 3. SOCIAL AND PERSONAL POLICY

Electromagnetica management develops and implements a system of internal regulations to organize the company's activities so they can be efficiently performed by assuring the necessary resources, by identifying the risks and by taking the necessary actions to cancel / reduce them to an acceptable level.

The most important resources required to achieve the objectives are the well trained, well motivated, honest and appropriate equipped employees.

From a **social** point of view, we intend to maintain a constructive collaboration relationship with the employees organizations and the other interested parties, based on the legislation in the field, **by**:

- supporting a constructive trade union activity and signing a Collective Labor Contract specific for Electromagnetica employees;
- keeping a permanent communication on all major aspects of organizational and business development with the trade union organizations, considering employees as a third party interested in the business;
- establishing and implementing ways of helping disadvantaged people and / or in difficult familial situations;
- establishing and implementing various facilities for all employees, depending on the organization's potential and the identified needs;
- monitoring the health of employees by performing periodic inspections;
- supporting employees and their families when they are in difficult health situations;
- covering 50% of the cost of balneal treatment tickets for employees;
- assuring meal vouchers;
- supporting disadvantaged people and / or communities through sponsorships and, at Electromagnetica's employees disposal, targeting 2% of the tax to be paid to Red Cross and / or NGOs.

Electromagnetica ensures **equal opportunities for current or potential employees** through:

- recruitment / promotion of personnel in a transparent manner, taking into account the necessary professional competence and experience and the honesty of the candidates;
- ensuring the conditions for continuous training and improvement in the professions in which they operate, but also for the protection of environment and health and occupational safety;
- activity and skills evaluation only on the basis of objective, sustainable, measurable, goal-oriented performance criteria that are consistently monitored and transparent to all employees.

- *creating optimal working conditions to stabilize employees.*

#### 4. HUMAN RIGHTS POLICY

*Electromagnetica guarantees human rights compliance, in accordance with legal provisions, for its employees and collaborators, but also for the interested parties, through:*

- *the assurance of working conditions that respect the dignity of the individual and the appropriate employment and occupational health;*
- *respecting the right of all interested parts to live in non-hazardous environments;*
- *interdiction for any form of intimidation through language, attitude, gestures, any other form of attack to person;*
- *eliminating any form of gender / age / race / religion / political discrimination;*
- *prohibition of children exploitation;*
- *rejecting collaboration with any organization that do not respect human rights.*

#### 5. THE POLICY OF ETHICS AND INTEGRITY IN BUSINESS

*Electromagnetica sustains correctitude in business, law respect and attitude against corruption, business intimidation, monopoly or evasion by:*

- *implementation of mechanisms for declaring conflicts of interest and reporting of employees unethical or illegal behavior or deviations from the honesty. Electromagnetica ensures through internal regulations efficient mechanisms for reporting and managing unethical behavior and conflicts of interest, company transactions with affiliated persons and transactions in financial instruments issued in the name of the company by persons having access to privileged information. These internal regulations detail both how to report and how to investigate the unethical behavior of employees and company representatives. The reporting paths offer the possibility for any employee, customer, supplier or subcontractor to report deviations, so as to ensure the confidentiality of referrals and investigations. Electromagnetica respects the rights of the investigated person and protects against any repercussions on those who are in good faith who report deviations.*
- *prohibiting any form of bribery or corruption in business or service relationships;*
- *the prohibition of any form of monopoly practice, participation in monopolies or collaboration with companies likely to have monopolistic practices;*
- *compliance with all forms of legally installed embargoes;*
- *prohibiting any form of evasion and avoiding any form of collaboration with companies or individuals proven to make evasion;*
- *implementation of mechanisms for declaring conflicts of interest and reporting of employees unethical or illegal behavior or deviations from the honesty. Electromagnetica ensures through internal regulations efficient mechanisms for reporting and managing unethical behavior and conflicts of interest, company transactions with affiliated persons and transactions in financial instruments issued in the name of the company by persons having access to privileged information. These internal regulations detail both how to report and how to investigate the unethical behavior of employees and company representatives. The reporting paths offer the possibility for any employee, customer, supplier or subcontractor to report deviations, so as to ensure the confidentiality of referrals and investigations. Electromagnetica respects the rights of the investigated person and protects against any repercussions on those who are in good faith who report deviations.*
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