

## Declaratia Managerului general privind Politica de sanatate si securitate in munca

### Noi acordam cea mai inalta prioritate sanatatii si securitatii in munca.

Ne concentram pe oameni. Fiecare angajat ar trebui sa poata sa-si desfasoare activitatile de munca in conditii bune in cadrul companiei noastre si sa se intoarca in siguranta acasa. Obiectivul nostru este deci de a evita accidentele, bolile profesionale, solicitarile fizice si psihice la locul de munca, precum si reducerea sau unde este posibil eliminarea riscurilor de accidentare si imbolnavire profesionala. Noi incurajam toti angajatii care lucreaza pentru noi sa actioneze intr-un mod sigur si sanatos.

### Noi impreuna dorim sa realizam o cultura de viitor in sanatate si securitate.

Noi promovam o cultura in care ne asumam responsabilitatea pentru ceilalti. Fiecare contribuie la acest obiectiv. Managerii creeaza conditiile generale. Ei servesc ca un model prin actiunile lor si isi executa indatoririle in mod responsabil. Promovarea sanatatii si securitatii in munca sunt actiuni de conducere.

Angajatii isi asuma responsabilitatea si joaca un rol activ.

Reprezentantii angajatilor joaca un rol activ in dezvoltarea culturii organizationale de sanatate si securitate in munca.

Departamentele de Sanatate si securitate in munca si Resurse Umane ofera sprijin managerilor, angajatilor si reprezentantilor angajatilor in indeplinirea atributiilor.

Dezvoltarea abilitatilor de securitate si sanatate in munca este o componenta integrala a dezvoltarii resursei umane.

### Noi lucram sistematic pentru realizarea imbunatatirii continue.

Noi respectam legile in vigoare si indatoririle pe care ni le-am asumat pe parcurs. Noi vom aplica masurile potrivite in caz de nerespectare. Respectam aceleasi standarde ca si companiile partenere si terte parti. Acest lucru este luat in considerare atunci cand ne alegem si lucram cu companiile partenere. Actiunile noastre sunt concentrate pe obtinerea imbunatatirii continue in managementul sanatatii si securitatii in munca si a rezultatelor noastre.

Promovarea sanatatii si securitatii in munca sunt o parte integrata a tuturor proceselor si sunt incluse inca din start - inceputul fazei de planificare - in toate considerentele tehnice, organizatorice, economice si sociale. Unde este posibil, noi prevenim accidentele si imbolnavirile si acordam prioritate masurilor tehnice in fata masurilor organizationale si personale.

Principiile si liniile de actiune precizate constituie baza de referinta dupa care se stabilesc obiectivele de securitate si sanatate in munca pe care ni le propunem.

Intra in responsabilitatea conducerii sa se asigure ca aceasta politica este cunoscuta, inteleasa, urmata si mentinuta de catre toti salariatii, la toate locurile de munca si la toate nivelurile organizatiei.

Aplicarea prezentei politici de siguranta si sanatate in munca reprezinta o prioritate pentru managementul de la cel mai inalt nivel al societatii.

Director General  
Nicolae Viasu

Ianuarie, 2025

## General manager declaration regarding the Occupational Health and Safety Policy

### We give the highest priority to Health and Safety at work .

Our focus is on people. Within our company every employee should be able to carry out their work activities on good conditions and return home safely. Our objective is therefore to avoid work related accidents, occupational diseases, physical and mental overloads, as well as reducing or, where possible, eliminating the risks of accidents and illnesses. We encourage all our employees to act in a safe and healthy manner.

### Together we want to create a forward looking culture of health and safety

We advance a culture in which we assume responsibility for others. Everyone contributes to this goal. Managers create the general conditions. They serve as a role model through their actions and perform their duties responsibly. Promoting health and safety at work are management actions.

Employees assume responsibility and play an active role.

The representatives of the employees play an active role in the development of the organizational culture of health and safety at work.

Human Resources and Organizational Health and Safety Departments provide support to managers, employees and workers representatives in performing of their tasks.

The development of occupational safety and health skills is an integral component of human resource development.

### We work systematically to achieve continuous improvement

We abide the current legislation and respect the duties we have assumed along the way. We will apply the appropriate measures in case of non compliance. We respect the same standards as partner companies and third parties. This is taken into account when we choose and work with partner companies. Our actions are focused on achieving continuous improvement of the management of occupational health and safety and of the results.

Advancing occupational health and safety is an integrated part of all processes and are included from the beginning in all technical, organizational, economic and social considerations. Where possible, we prevent work related accidents and illnesses and prioritize implementing technical measures over organizational and personal protective measures.

The specified principles and lines of action constitute the reference base according to which our objectives of occupational safety and health are established.

It is the management's responsibility to ensure that this policy is known, understood, followed and maintained by all employees, at all workplaces and at all levels of the organization.

The implementation of this occupational health and safety policy is a priority for the management of the company.

Director General  
Nicolae Viasu

January, 2025