



ROMRADIATOARE[®] S.A.

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Nr. R.C. J08/180/1991 C.I.F. RO1108834 Capital social subscris si varsat: 24.450.000 lei
Cod IBAN: RO59BRDE080SV06093260800 (LEI) RO90BRDE080SV04273890800 (EUR)



Date: 28.02.2015

SOCIAL RESPONSIBILITY STATEMENT OF ROMRADIATOARE S.A.

In this statement are mentioned the fundamental social rights and principles which represents the bottom lines of ROMRADIATOARE S.A. principles. The rights and social principles described in this agreement meet the requirements and recommendations of United Nations Global Compact.

ROMRADIATOARE S.A. firmly believes that social responsibility is an important element for the company continuous success, this relates to shareholders, business partners, customers and employees. This is a premise to contribute to peace and global development.

The reliability of ROMRADIATOARE S.A. company and its employees results from managing the conflicts in a cooperative spirit, with the main goal to ensure the economic and technological competitiveness. A particular expression of this social commitment is shown by the undertaken efforts to continuously ensure and develop new job opportunities.

However, for ROMRADIATOARE S.A. to exercise this responsibility, it's current and future sustained competitiveness is essential. Furthermore, social responsibility is an indispensable part of a value-oriented management.

The development of ROMRADIATOARE S.A. is essential for international competitiveness and also for ensuring future of the company and its employees.

ROMRADIATOARE S.A. and its employees are handling together the challenges of globalization, using the opportunities for the company success and limiting all the existing or potential risks. Achieving these goals is made with the proper consideration for the international applicable laws and recommendations.

ROMRADIATOARE S.A. respects and supports human rights internationally recognized, as follows:

- **Freedom of association:** It is recognized the right of all employees to establish or join unions or other professional organisations. ROMRADIATOARE S.A., the unions and the employees' representatives are working together in the spirit of a constructive and cooperative management for defusing potential conflicts.
- **No discrimination:** There are provided equitable opportunities and treatments, regardless of race, color, sex, religion, nationality, sexual orientation, social origin or political beliefs, as long as this is based on democratic principles and on tolerance for the people that think differently. Employees will be selected, hired and promoted only based on their qualifications and abilities.
- **Free choice of the workplace:** ROMRADIATOARE S.A. deny any use of forced, bonded or involuntary labor.
- **Abolition of child labour:** The child labour is prohibited. The minimum age for employment is in accordance with legal laws.
- **Compensation / Remuneration:** The paid remuneration is provided for a standard working month and comply with the principle: "equal payment to equal work".
- **Working hours:** The working hours and paid holidays are at least according to national legal requirements.
- **Safety and health protection at workplace:** ROMRADIATOARE S.A. meets all national standards for a hygienic and safe working environment. Following this, the company will take all the required measures to provide health and safety at work, so that to be maintained healthy working conditions.
- **Qualification:** ROMRADIATOARE S.A. supports the qualifying of its workforce as to facilitate achieving high levels of performances and standards of high quality work.

Final directives

These principles are compulsory for ROMRADIATOARE S.A. and will be available to all employees and to all that represents them into a proper manner.

During internal audits will be monitored the compliance with these principles and will be included in the audit criteria.

ROMRADIATOARE S.A. supports and encourages his business partners to take into consideration this statement in their own company policy. This is a fundamental base in mutual relations.

GENERAL MANAGER

Dipl. Eng. OLIVIU NICULESCU

