

## **Environmental, Health and Safety at Work Policy** **applicable to the Group of Companies:** **MONSSON OPERATION**

The protection the health, safety and well-being of people and the protection the environment are fundamental values of **MONSSON Group** in the performance and development of Monsson activities.

The **MONSSON Group** activities for Sustainable Development aim to continuously improve environmental, safety and health at work aspects and the well-being according to Company values, the Ethical and Professional Code, and also according to the sustainability model foreseen in the "Global Compact" initiative of the United Nations Organization, the "Declaration of International Labor Organization (ILO) on Fundamental Principles and Rights at Work" and the "Rio Declaration on Environment and Development".

### **MONSSON Group:**

- commits to manage their own environmental and occupational health and safety activities in accordance with the applicable laws and all assumed commitments, as well as in accordance with the highest international management standards;
- pursues the objective of "Zero Body Injury/ Zero Accidents, Incidents and Professional Injury" by implementing prompt measures in order to identify, assess and prevent occupational health and safety risks with the main purpose of initiating health monitoring plans designed to ensure that workers are protected against specific risks associated with their jobs;
- seeks to reduce the impact of Group operations on the environment by identifying, assessing and promptly preventing the environmental risks, thus allowing the identification of appropriate action plans;
- develops and implements contingency management plans designed to prevent and avoid people's injury and environmental damage in case of accidents;
- defines, monitors and informs *stakeholders* about the specific objectives for the continuous improvement of safety and health at work and also on the environmental *performance* associated with its processes, products and services throughout their lifecycle;
- is committed to develop safe products and work processes designed to minimize to the minimum the polluting emissions, waste production - also by reusing and recycling materials, consuming the existing natural resources and causes of climate change, in order to protect the environment, biodiversity and ecosystems, with a priority focus on the regions in which they operate;
- Encourages, forms and motivates its own employees with regard to the solutions available for working in a safe and environmentally friendly manner, involving all levels of the organization

through a continuous training and information program, aimed at promoting a culture of safety at work and the respect for the environment, and to ensure that responsibilities and procedures in these areas are properly updated, communicated and understood;

- promotes the initiatives of information and awareness concerning the terms of: security, health and environment issues;
- constantly provides practical support to facilitate the balance between professional and personal life of the employee;
- manages the supply chain in a responsible way, including the compliance with environmental, occupational health and safety issues in terms of supplier selection criteria, contract provisions and audit criteria. It also requires its own suppliers to implement a similar management pattern within their supply chains, one that complies with international standards and also with environmental, health and safety laws and regulations in the countries in which they operate;
- shares its own culture of workplace safety and environmental protection with *stakeholders* and actively collaborates at national and international level with institutional and academic organizations dealing with these issues.

In order to apply the values of this *policy*, **MONSSON Group** has implemented an integrated, structured and dynamic environmental, health and safety at work management system, based on international best practices and standards.

**MONSSON Group's** top management, with the permanent support of the Health, Safety and Environmental Department, has a strategic role in fully implementing this Policy, ensuring that all staff and employees of MONSSON are involved and that their behavior is consistent with the values set out in this policy.

Administrator,  
Aldea Ana – Mihaela

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