

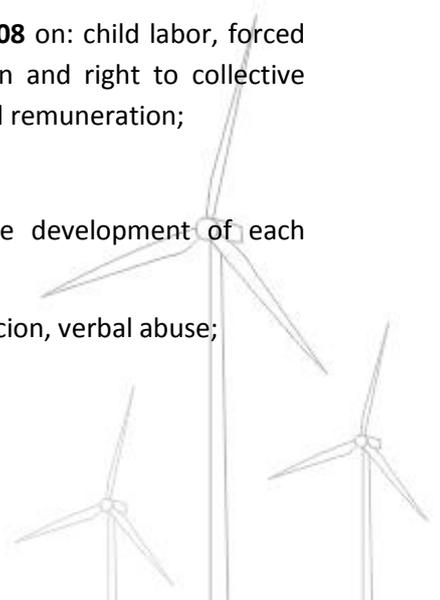
## SOCIAL RESPONSIBILITY POLICY

**MONSSON OPERATION** observes and supports the compliance of human rights declared at national and international level and considers the protection of integrity, health, rights and welfare of their own employees, the environment, the primary and fundamental elements during the operation and conduct of activity.

The sustainable development strategies of **MONSSON OPERATION** assume, inter alia, involving a continuous improvement of issues relating to environment, health and safety at work, in connection with its own activities, firmly respecting and supporting the content of the "International Bill of Human Rights", "ILO Declaration on Fundamental Principles and Rights at Work", "Rio Declaration on Environment and Development" and the "United Nations Convention against Corruption".

Customer satisfaction, achieving profit and market competition actions are performed by respecting the rights, needs and expectations of employees and of the local community. In this regard it was decided to implement a management system according to the requirements of **SA 8000: 2008**, establishing the following commitments:

- To conduct the business with fairness, honesty, integrity and respect for all stakeholders;
- To apply the best practices on the workplace;
- To provide all the necessary resources for proper implementation of the management system on social responsibility;
- To comply with national laws, other applicable laws as well as other requirements to which the organization has subscribed;
- To permanently review the policy for continuous improvement, ensuring that this is documented, implemented, maintained and communicated to all staff;
- To comply with all the requirements of the standard **SA 8000: 2008** on: child labor, forced and compulsory labor, health and safety, freedom of association and right to collective bargaining, discrimination, disciplinary practices, working hours and remuneration;
- Not to use or support the use of child labor and forced labor;
- To ensure equality and freedom of association, promoting the development of each individual;
- To oppose the use of corporal punishment, mental or physical coercion, verbal abuse;



## SPECIFIC OBJECTIVES ON SOCIAL RESPONSIBILITY

**MONSSON OPERATION SRL**'s objectives are oriented towards the four categories of stakeholders:

### I. Shareholders

**MONSSON OPERATION SRL** acts in the sense of protecting the investments performed by the shareholders and to ensure a planned profit as well as to use the assets effectively.

### II. Employees

**MONSSON OPERATION SRL** - ensures working conditions in an appropriate and safe environment.

- Sets, in the individual employment contracts, the competitive and advantageous terms and provisions.
- Develops work and professional capabilities of each employee.
- Ensures equal treatment in labor relations for all employees.
- Encourages employee involvement in the planning and conduct of their activity as well as the application of these principles within the company.

### III. Customers, Suppliers, Subcontractors

**MONSSON OPERATION SRL** - acts with diligence in the sense of winning and retaining customers through quality services in terms of price, deadlines, as well as to establish fair and honest relationships with them.

- Informs all subcontractors on the content of legal requirements and regulations on social responsibility and ensures that they comply with the provisions of the RS field.
- Employs contractors, subcontractors, suppliers and licensees/ authorized people in order to support and participate in the monitoring of the application of the Code of Conduct and Business Ethics by:
  - Providing **MONSSON OPERATION SRL** with relevant information on their activity,
  - Allowing inspection of work places at any time,
  - Registration of the names, age, working hours and wages of all employees and providing documentation upon request,
  - Informing the employees concerned, verbally and in writing, about the code of conduct.

If a supplier, contractor or subcontractor violates one or more rules contained in the code of conduct, the company involved will be ordered to take measures to correct this situation.

If the required measures are not implemented, **MONSSON OPERATION SRL** can stop the activity and can cancel active and future orders, being able to cease the business relationships.

#### **IV. Society and the community where we live and work**

**MONSSON OPERATION SRL** carries out its own activities as a responsible member of the society, respecting legal regulations and giving the proper regard to health, safety and environmental protection regulations.

These four types of goals are inseparable therefore the duty of **MONSSON OPERATION SRL's** management is to continuously evaluate the priorities and to exercise their responsibilities optimally.

Equally, no employee, representative of **MONSSON OPERATION SRL**, or person from the company's management is allowed, in the performance of its official duties, to profit unfairly of any other person through manipulation, concealment, abuse of confidential information or any other unjust practice. In conclusion, it is the duty of each employee to report any situation of such kind.

In order to achieve the objectives on social responsibility: material, financial and human resources are assigned. The social responsibility objectives are reviewed and revised/ updated periodically by the management at the highest level in order to ensure their adequacy. Through the authority delegated to the management's representative, through the activity of the responsible person for the safety and health at work as well as through the responsible activity of each employee, the management at the highest level ensures the implementation of the Social Responsibility Policy.

The Management at the highest level ensures that Social Responsibility Policy is communicated and available to all interested parties and to all company employees who are required to be actively involved in achieving all the commitments undertaken through this policy.

The responsibility and authority for implementing and maintaining this policy on social responsibility as well as the continuously improving of the management system is the duty of the Management's Representative for Social Responsibility.

CEO

Ana – Mihaiela Aldea



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