



Code of Ethics

The purpose of our Code of Ethics is to provide a framework for the behaviour we approach in accordance with the principles and values we have defined as our defining elements.

- A. We always operate in accordance with legal requirements and regulations.** This is translated into practice by a permanent concern for knowledge and compliance with the applicable legal framework (both at national and European level), in all its aspects, whether we are talking about regulations in the field of finance, work performance, occupational health and safety or environmental protection. As a consequence, we always ensure the accuracy of financial and other public reporting.
- B. We avoid conflicts of interest.** We aim to avoid any conflict of interest that may arise in the conduct of our business, in our relations with business partners, the State and society. Our employees are in line with this principle and, specifically, we will not delegate to audits personnel who have worked with the audited organisation for at least the last 2 years prior to the audit.
- C. We promote and support moral integrity.** We always uphold ethical and moral conduct in our dealings with our partners and collaborators. We strongly exclude practices such as giving and taking bribes, giving or receiving gifts and/or other benefits to condition behaviour, to conclude a deal or to circumvent legal requirements. We understand, however, that there are situations in the business environment where the giving or receiving of gifts is part of the protocol of the collaboration and supports the strengthening of the partnership relationship, but they will always be small in value and symbolic in meaning.
- D. We respect and promote fair competitive practices.** We are committed to the existence, maintenance and development of a fair competitive business environment in which the criteria for doing business are based on competence, professional performance, quality and fair pricing.
- E. We take care of the information we use.** We are always concerned about protecting the information we hold, whether it is our own organisation's, or that of our collaborators and partners, ensuring appropriate levels of confidentiality and security at all times.
- F. We do not use child labour.** We have not had, do not have and will never have employees or collaborators who do not meet the legal age requirements for employment, according to the specific applicable legislation. Instead, we support the idea of schooling, training and education of minors, professionally, culturally and morally.
- G. We do not use forced labour or disciplinary practices.** We do not tolerate or apply any form of coercion to employees or collaborators. Collaboration with our organisation is on the basis of freely expressed will. We extend this requirement to our partners and will terminate any collaboration if we identify a violation of this principle.



- H. **We apply a fair remuneration and respect the working hours.** We will always comply with the legal requirements in the field of employment, applying the correct remuneration for the work performed. We aim, as far as the organisation's financial situation allows, to be above the minimum remuneration limit required by law. We also respect employees' working hours and comply with legal requirements when overtime situations arise.
- I. **We do not tolerate discrimination.** We believe that all people are equal and therefore we do not tolerate discrimination or segregation on the basis of ethnicity, gender, religion, political affiliation or sympathy or other criteria. Our criteria for selecting employees are always professional, ethical and moral.
- J. **We are guided by occupational health and safety standards.** We aim to provide our employees with an environment where work is not subject to continuous stress. Where they occur, we aim to limit stressful situations as far as possible in terms of duration and extent. We are constantly concerned with providing a pleasant working environment under optimal ergonomic conditions.

**We extend all these principles and values to our collaborators and partners,
in order to create a competitive, ethical and fair network.**

Violation of any of the above will result in the termination of the collaboration with the entity concerned.

Managing Director

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May, 2020