

## IMPACT'S CORE ETHICAL VALUES

**IMPACT DEVELOPER&CONTRACTOR SA**, Romania, Ilfov County, Voluntari, 4C Pipera-Tunari Av., Construdava Business Center, 6<sup>th</sup> and 7<sup>th</sup> Floor, registered with the Register of Commerce under No. J23/1927/2006 ("**IMPACT**");

This document contains IMPACT's "**Core Ethical Values**".

IMPACT conducts its operations in accordance with the principles set out herein in the belief that responsible behaviour and leadership is required for success in the greater business community.

No business relations will be initiated or continued by IMPACT with any person who does not intend to respect these principles.

This document applies broadly to all directors, managers, employees and auditors of IMPACT, and to all those natural and legal persons who have business relations with IMPACT (the "**Recipients**").

All Recipients are obligated to comply with the principles embodied in this document or explain in writing in a manner satisfactory to IMPACT why they cannot do so. Otherwise, a breach of these principles by any Recipient may lead to disciplinary measures as provided in the offender's employment agreement or commercial contract, including termination thereof.

### 1. FAIRNESS

IMPACT strives to exhibit fairness and professional courtesy in all its internal and external operations.

### 2. INNOVATION AND OPENNESS

IMPACT constantly seeks opportunities to improve existing processes. We encourage

## VALORILE ETICE ESENTIALE ALE IMPACT

**IMPACT DEVELOPER&CONTRACTOR SA**, România, jud. Ilfov, oraș Voluntari, șoseaua Pipera-Tunari nr. 4C, Centrul de Afaceri Construdava, etaj 6 și 7, cod poștal 077190, înregistrată la Registrul Comerțului de pe lângă Tribunalul București sub nr. J23/1927/2006 („**IMPACT**”)

Prezentul document contine „**Valorile Etice ESENTIALE**”.

IMPACT isi desfasoara activitatile in conformitate cu principiile din prezentul document, cu convingerea ca managementul si comportamentul responsabil sunt necesare pentru succesul intr-o mai mare comunitate de afaceri.

Nicio relatie de afaceri nu va fi inceputa sau continuata de catre IMPACT cu o persoana care nu intentioneaza sa respecte aceste principii.

Prezentul document se aplica in sens larg tuturor administratorilor, directorilor, angajatilor si auditorilor IMPACT si tuturor persoanelor fizice si juridice care au relatii comerciale cu IMPACT („**Colaboratorii**”).

Toti Colaboratori sunt obligati sa respecte principiile consfintite in prezentul document sau sa explice in scris intr-un mod satisfactor pentru IMPACT contrariul. Altfel, o incalcare a acestor principii de catre orice Colaborator poate conduce la aplicarea masurilor disciplinare astfel cum prevede contractul de munca sau contractul comercial al acestora, inclusiv la reziliere.

### 1. LOIALITATE SI CORECTITUDINE

IMPACT urmareste sa isi desfasoare toate operatiunile interne si externe dand dovada de corectitudine si curtoazie profesionala.

### 2. INOVATIE

IMPACT cauta in permanenta oportunitati de a imbunatati procesele existente. IMPACT

and tolerate debate and reasoned disagreement with decisions by management where there is a better alternative. We are open to positive change.

**3. COMMUNITY**

IMPACT seeks long-term sustainable growth in full awareness of the interdependence of economic, social, and environmental factors, being mindful of the effects that a decision in one such area has on the others.

**4. CONFIDENTIALITY**

IMPACT exhibits professionalism in running its business and ensures the utmost confidentiality regarding information acquired through its commercial operations.

**5. CUSTOMER FOCUS**

IMPACT's primary commercial commitment is to anticipate customers' needs and meet their demands with an immediate and professional response.

**6. EXCELLENCE**

IMPACT pursues personal, professional and technical expertise and applies the leverage they provide to perform its operations with excellence and confidence.

**7. ENVIRONMENT**

A key consideration in IMPACT's capital investment and business decisions is environmental sustainability. IMPACT controls its operations and utilizes methods and technologies that reduce waste and conserve natural resources.

**8. PROACTIVE RISK MANAGEMENT**

IMPACT ensures that internal and external audit bodies receive direct and unfettered

incurajeaza si tolereaza confruntarea, si dezacordurile justificate fata de deciziile superiorilor, atunci cand exista o alegere alternativa considerata mai buna. IMPACT incurajeaza schimbarile pozitive.

**3. COMUNITATEA**

IMPACT urmareste garantarea unei dezvoltari responsabile pe termen lung, cu constiinta legaturilor si interactiunilor existente intre dimensiunea economica, sociala si cea legata de mediu, luand in considerare efectele unei decizii luate referitor la unul dintre acestea, asupra celorlalte.

**4. CONFIDENTIALITATE**

IMPACT da dovada de profesionalism in desfasurarea afacerilor si asigura confidentialitate maxima referitor la informatiile obtinute in cadrul operatiunilor sale comerciale.

**5. ORIENTAREA SPRE CLIENT**

Angajamentul comercial primar al IMPACT este de a anticipa exigentele propriilor clienti si de a le satisface cererile prin intermediul unui raspuns imediat si profesional.

**6. EXCELENTA**

IMPACT urmareste experienta personala, profesionala si tehnica, utilizand aceasta pentru a-si desfasura operatiunile cu excelenta si incredere.

**7. MEDIU INCONJURATOR**

Durabilitatea mediului reprezinta un element cheie in deciziile IMPACT cu privire la afaceri si investitii. IMPACT isi controleaza operatiunile si utilizeaza metode si tehnologii care reduc risipa si conserva resursele naturale.

**8. MANAGEMENT PROACTIV AL RISCULUI**

IMPACT se asigura ca organele de audit interne si externe au acces direct si

access to all personnel, operations, documents and assets of IMPACT to assess, avoid and mitigate commercial risks.

#### 9. ANTI-CORRUPTION POLICY

IMPACT has a robust anti-corruption policy and it does not tolerate corruption in any form in any jurisdiction, even in places where such activity is admissible in practice, tolerated, or not challenged in the courts.

#### 10. EMPLOYEES

IMPACT recognizes that the key to success of any business is the professional input of its employees that work in a climate of fairness and mutual trust. IMPACT safeguards employees' health, safety and hygiene and the prevention of occupational risk.

#### 11. SUPPLIERS AND OUTSIDE SERVICES

Suppliers and outside services play a key role in improving the competitiveness of IMPACT's business. IMPACT requires that its suppliers and outside services comply with the principles of these Core Ethical Values.

#### 12. FAIR COMPETITION

IMPACT acknowledges that proper and fair competition is essential in the marketplace. Consequently, no Recipient may justify conduct that is at variance with these Core Ethical Values by claiming that they are acting in the interest of IMPACT.

neconditionat la toate persoanele, operatiunile, documentele si bunurile IMPACT pentru a evalua, evita si reduce riscurile comerciale.

#### 9. POLITICA ANTICORUPTIE

IMPACT are o politica anticoruptie robusta si nu tolereaza niciun fel de coruptie sub nicio forma, in nicio jurisdictie, nici macar acolo unde acest tip de activitati sunt admise, tolerate sau nu sunt urmarite in justitie.

#### 10. ANGAJATI

IMPACT recunoaste ca acea cheie a succesului oricarei afaceri este data de contributia profesionala a angajatilor sai care lucreaza intr-un climat de corectitudine si incredere reciproca. IMPACT protejeaza sanatatea, securitatea si igiena angajatilor sai si previne riscurile de accident in munca.

#### 11. FURNIZORI SI SERVICII EXTERNE

Furnizorii si serviciile externe au un rol fundamental in imbunatatirea competitivitatii globale a IMPACT. IMPACT le cere furnizorilor si serviciilor externe respectarea principiilor acestor Valori Etice Esentiale.

#### 12. CONCURENTA LOIALA

IMPACT recunoaste ca o concurenta loiala este esentiala pe piata. In consecinta, niciun Destinatar nu poate justifica o conduita care este in contradictie cu aceste Valori Etice Esentiale sustinand ca actioneaza in interesul IMPACT.