



IMPACT'S POLICY FOR OCCUPATIONAL HEALTH, SAFETY AND RIGHTS, AND ENVIRONMENT

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

IMPACT considers protection of the integrity, health and welfare of its employees and the environment as one of the primary needs to be satisfied in organising and developing its activities.

IMPACT's activities are governed by IMPACT's Core Ethical Values and comply with the Sustainability Model envisaged in the United Nations Global Compact that was signed in 2004.

IMPACT's sustainable development strategies pursue various objectives, including continuous improvement in the environmental and occupational health and safety conditions affected by its own activities, in firm compliance with and support of the “Universal Declaration of Human Rights,” the “International Labour Organization's Declaration on Fundamental Principles and Rights at Work,” the “Rio Declaration on Environment and Development” and the “United Nations Convention against Corruption.”

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,

POLITICA IMPACT PENTRU SECURITATE SI SANATATE LA LOCUL MUNCA, DREPTUL MUNCII, MEDIU

IMPACT DEVELOPER&CONTRACTOR SA, România, jud. Ilfov, oraş Voluntari, şoseaua 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**”);

IMPACT considera protectia integritatii, a sanatatii si a bunastarii propriilor angajati si a mediului elemente primare si fundamentale in cursul exercitiului si in desfasurarea activitatii.

Activitatile IMPACT sunt guvernate de Valorile Etice Esentiale ale IMPACT si se desfasoara in conformitate cu Modelul de Sustenabilitate prevazut de Global Compact al Natiunilor Unite, semnat in 2004.

Strategiile de dezvoltare durabila ale IMPACT au mai multe obiective, inclusiv imbunatatirea continua a aspectelor referitoare la mediu, securitate si sanatate la locul de munca, in legatura cu propriile activitati, respectand ferm si sustinand continutul „Declaratiei Universale a Drepturilor Omului”, al „Declaratiei Organizatiei Internationale a Muncii referitoare la Principiile si Drepturile Fundamentale ale Muncii”, al „Declaratiei de la Rio referitoare la Mediu si Dezvoltare” si al „Conventiei Natiunilor Unite impotriva coruptiei”.

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,

**IMPACT'S POLICY FOR OCCUPATIONAL
HEALTH, SAFETY AND RIGHTS, AND
ENVIRONMENT**

**POLITICA IMPACT PENTRU SECURITATE SI
SANATATE LA LOCUL MUNCA, DREPTUL
MUNCII, MEDIU**

and to all those natural and legal persons who have business relations with IMPACT (the "Recipients")..

All collaborators 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.

To these ends, IMPACT is committed to:

- (a) management of its activities by adopting occupational health, safety and rights and environmental policies in compliance with the highest international standards;
- (b) the dissemination of occupational health, safety and labour rights and environmental information to its internal and external stakeholders, both by communicating with them and actively co-operating with national and international government and academic bodies;
- (c) promoting use of the most advanced technologies to achieve excellence in occupational health and safety and environmental protection;
- (d) assessing and reducing the environmental impact of its own services;
- (e) responsible use of material resources, in view of achieving sustainable growth that respects the environment and the rights of future generations;
- (f) not using or supporting the use of child labour and forced labour;
- (g) ensuring equal opportunity, freedom of association and promotion of the development of each individual;

angajatilor si auditorilor IMPACT si tuturor persoanelor fizice si juridice care au relatii comerciale cu IMPACT („Colaboratorii”).

Toti Colaboratorii sunt obligati sa respecte principiile consfintite in prezentul document sau sa explice in scris intr-un mod satisfacator 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.

In acest scop IMPACT se angajeaza:

- (a) sa conduca propriile activitati prin adoptarea unor politici privind securitatea si sanatatea la locul de munca, dreptul muncii, si de mediu, in conformitate cu cele mai inalte standarde internationale;
- (b) sa comunice si sa difuzeze informatii cu privire la securitatea si sanatatea la locul de munca si protectia muncii, mediu, tuturor factorilor interesati („stakeholders”) interni si externi, comunicand cu acestia si colaborand activ cu organismele academice si legislative nationale si internationale;
- (c) sa promoveze utilizarea celor mai avansate tehnologii, pentru a excela in domeniile securitatii si sanatatii la locul de munca, si a protectiei mediului;
- (d) sa evalueze si sa reduca impactul asupra mediului al propriilor servicii
- (e) sa utilizeze, in mod responsabil, resursele, cu obiectivul de a atinge o dezvoltare durabila, care sa respecte mediul si drepturile generatiilor viitoare;
- (f) sa nu utilizeze, sau sa sprijine folosirea muncii minorilor si a muncii fortate;
- (g) sa asigure egalitatea de sanse si libertatea de asociere, promovand dezvoltarea fiecarui individ in parte;

**IMPACT'S POLICY FOR OCCUPATIONAL
HEALTH, SAFETY AND RIGHTS, AND
ENVIRONMENT**

**POLITICA IMPACT PENTRU SECURITATE SI
SANATATE LA LOCUL MUNCA, DREPTUL
MUNCII, MEDIU**

(h) opposing the use of corporal punishment, mental or physical coercion or verbal abuse;

(i) compliance with applicable laws and industry standards on working hours and ensuring that wages shall be sufficient to meet the basic needs of personnel;

(j) establishing and maintaining appropriate procedures to evaluate and select suppliers and subcontractors based on their commitments to social and environmental accountability;

(k) not tolerating corruption in any way in any jurisdiction, even if such activities are allowed, tolerated or non-prosecutable;

(l) involving all levels of the organisation and all employees by assuring that responsibilities and operating procedures are precisely defined, appropriately communicated and clearly understood.

IMPACT is committed to continuously improving its policy and programmes and to implementing the procedures, rules and instructions designed to ensure that the values embodied in the policy are reflected in the conduct of each of its employees and collaborators.

IMPACT believes that through the application of this policy, it will help to ensure that present and future generations will enjoy the conditions and possess the tools necessary for a better quality of life.

(h) sa se opuna utilizarii pedepselor corporale, coercitiei mentale sau fizice, abuzului verbal;

(i) sa respecte legile si standardele industriale in materie de program de lucru si sa garanteze ca salariile sunt suficiente pentru a satisface nevoile elementare ale personalului;

(j) sa stabileasca si sa mentina proceduri corespunzatoare de evaluare si selectare a furnizorilor si subcontractantilor in baza angajamentelor acestora in domeniul responsabilitatii sociale si de mediu;

(k) sa nu tolereze niciun tip de coruptie sub nicio forma, in oricare jurisdictie, nici macar acolo unde activitatile de acest tip sunt permise, tolerate sau nu sunt urmarite in justitie;

(l) sa implice toate nivelurile de organizare si toti angajatii, garantand ca responsabilitatea si procedurile operative sunt definite cu precizie, comunicate in mod adecvat si clar intelese.

IMPACT se angajeaza sa-si imbunatateasca continuu politica si programele si sa implementeze proceduri, reguli si instructiuni menite sa garanteze ca valorile expuse in aceasta politica sunt reflectate in comportamentul fiecarui angajat si colaborator al sau.

IMPACT, prin aplicarea acestei politici, considera ca va contribui la asigurarea, pentru generatiile prezente si viitoare, a conditiilor si instrumentelor necesare unei mai bune calitati a vietii.