

Date: 28.03.2012

## SOCIAL RESPONSIBILITY STATEMENT OF ROMRADIATOARE S.A.

This statement presents the fundamental social rights and principles which are the pillars of ROMRADIATOARE S.A. principles. The rights and social principles described in this agreement meet the requirements and recommendations of United Nations Global Compact.

ROMRADIATOARE S.A. firmly believes that social responsibility is an important element for the company's continuous success, relating to shareholders, business partners, customers and employees. This is a premise to contribute to peace and global development.

The sustainability of ROMRADIATOARE S.A. and its employees results from managing the conflicts in a cooperative spirit, with the main goal to ensure the economic and technological competitiveness. A particular expression of this social commitment is shown by the sustained efforts to continuously ensure and develop new employment opportunities.

However, for ROMRADIATOARE S.A. to exercise this responsibility, it's current and future sustained competitiveness is essential. Furthermore, social responsibility is an indispensable part of a value-oriented management.

The development of ROMRADIATOARE S.A. is essential for international competitiveness and also for ensuring future of the company and its employees.

ROMRADIATOARE S.A. and its employees are handling together the challenges of globalization, using the opportunities for success and limiting all the existing or potential risks. Achieving these goals is made with the proper consideration for the international applicable laws and recommendations.

ROMRADIATOARE S.A. respects and supports human rights internationally recognized, as follows:

- **Freedom of association:** We recognize the right of all employees to establish or join unions or other professional organisations. ROMRADIATOARE S.A., the unions and the employees' representatives are working together in the spirit of a constructive and cooperative management for defusing potential conflicts.
- **No discrimination:** We provide equitable opportunities and treatment, regardless of race, color, sex, religion, nationality, sexual orientation, social origin or political beliefs, as long as this is based on democratic principles and on tolerance for the people that think differently. Employees will be selected, hired and promoted only based on their qualifications and abilities.
- **Free choice of the workplace:** ROMRADIATOARE S.A. denies any use of forced, bonded or involuntary labor.
- **Abolition of child labour:** Child labour is prohibited. The minimum age for employment is in accordance with applicable laws.
- **Compensation / Remuneration:** The paid remuneration provided for a standard working month complies with the principle: "equal payment to equal work".
- **Working hours:** The working hours and paid holidays are at least according to national legal requirements.
- **Safety and health protection at workplace:** ROMRADIATOARE S.A. meets all national standards for a hygienic and safe working environment. Following this, the company takes all the required measures to provide health and safety at the workplace, and to maintain healthy working conditions.
- **Qualification:** ROMRADIATOARE S.A. supports the qualification of its workforce as to facilitate increasing levels of performances and high quality work standards.

### Final directives

These principles are compulsory for ROMRADIATOARE S.A. and will be available to all employees and to all those who represent them in a proper manner.

The audits will be monitoring the compliance with these principles and they will be included in the audit criteria.

ROMRADIATOARE S.A. supports and encourages its business partners to take into consideration this statement in their own company policy. This is a fundamental base in mutual relations.



GENERAL MANAGER  
Dipl. Eng. Oliviu NICULESCU