



SOCIAL RESPONSIBILITY POLICY S.C. GEO – STING S.R.L.

A main concern of SC GEO-STING SRL is to realize and to prove the performance in the field of social responsibility, through a personnel competent for the execution of the job tasks, through performant equipment, as well as through an efficient management system.

SC GEO-STING SRL established a **Management System of Social Responsibility**, according to the requirements of the standard SA 8000.

By implementing the Social Responsibility System, the management at the highest level **undertakes** to realize the following **strategic objectives**:

- ❖ To lead the business with correctitude, honesty, integrity and respect towards all the interested parties;
- ❖ To assess and to review periodically the risks of accidents and professional illness, in such a way as to be able to identify and apply the necessary prevention and protection measures;
- ❖ To cherish each employee, acting as a team, by consultancy, involvement and awareness in the understanding and respecting the applicable legal and regulating requirements;
- ❖ To identify, to assess, to manage and to improve the aspects of the operations that have an impact on the environment, the labor health and safety and the social responsibility;
- ❖ To reduce the consumptions of fuel, energy and water and to use responsible practices for the recovery, recycling, reusing of the waste and for the elimination of the non recoverable ones;
- ❖ To prevent the use of children labor, not to use and not to encourage the use of forced labor, discrimination of any kind, abusive disciplinary practices and behavior, to improve the health and safety conditions of the employees and to ensure their freedom to collective bargaining and association;
- ❖ To act in the service of humanity, encouraging the suppliers and subcontractors to adopt the protection principles of the environment, labor health and safety and social responsibilities and to develop programs meant to support these principles.



SPECIFIC OBJECTIVES IN THE FIELD OF SOCIAL RESPONSIBILITY

The objectives of the company SC GEO-STING SRL are oriented towards the four categories of interested parties:

I. Towards the shareholders

GEO - STING acts for the purpose of protecting the investments made by the shareholders and ensuring a planned profit as well as for using the goods in an efficient manner.

II. Towards the employees

GEO STING - ensures working conditions at an appropriate and safe level.

- establishes, in the individual employment contracts, advantageous and competitive terms and provisions.
- develops the working and professional capacities of each employee.
- ensures an equal treatment in the working relationships for all employees.
- encourages the employees' involvement in the planning and management of their activity, as well as in applying these principles within the company.

III. Towards the clients, suppliers, subcontractors

GEO STING - acts with diligence for the purpose of gaining and keeping the clients, by quality products and services, with regard to the price, the execution terms, as well as the establishing of a fair and honest relationship with them.

- informs all subcontractors with regard to the content, requirements and legal regulations in the field of social responsibility and it ensures that they respect the provisions in the field of SR.
- employs contractors, subcontractors, suppliers and authorized persons to support and to participate in the monitoring of the application of the Code of Business Conduct and Ethics, by:



- supplying to SC GEO STING SRL relevant information regarding their activity,
- allowing the inspections of the work places at any moment,
- registering the names, age, working hours and salaries of all employees and providing the documentation on request,
- informing the interested employees, verbally and in written form, about the code of conduct,

In case a supplier, contractor or subcontractor violates one or more rules contained in the code of conduct, the involved company will be notified to take measures for the correction of this situation.

In case the requested measures are not applied, SC GEO-STING SRL may stop the activity, cancel placed and future orders, having the possibility to end the business relationship.

IV. Towards the society and the community where we live and work

GEO - STING performs its own activities as a responsible member of the society, obeying the legal regulations and paying the due attention to the norms of health, safety and environment protection.

These four types of objectives are inseparable, therefore, the duty of SC GEO-STING SRL management is to permanently assess the priorities and to exercise the responsibilities in an optimum manner.

In equal measure, no employee, representative of SC GEO-STING SRL or person from the company's management is allowed, for the execution of the work tasks, to unduly profit from another person by 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 this kind.

For the realization of the objectives regarding the social responsibility, material, financial and human resources are allocated. The objectives regarding the social responsibility are periodically analyzed and reviewed/updated by the management at the highest level in order to ensure their adequacy. By the authority delegated to the management's representative, by the activity of the person responsible with the labor health and safety, as well as by the responsible activity of each employee, the management at the highest level ensures the application of the Social responsibility policy.

The management at the highest level ensures that the Social responsibility policy is communicated and it is available to all the company's employees as well as to the interested parties.



PRINCIPLES OF SC GEO-STING SRL

1. INTEGRITY

We will act with integrity in everything we do, because this principle is the corner stone of the manner in which SC GEO-STING SRL leads its business.

The values serving to fulfill our commitment of integrity are:

-Responsibility: to be trustworthy for our shareholders, our employees and for the community.

-Transparency : to be honest and open in business, clear and concise in communication

-Efficiency: to create value and to obtain positive financial results.

-Competence: to exploit the knowledge and experience of each one, to be concerned with the continuous training and improvement of the employees.

Integrity at the work place:

- ❖ Obey all the laws, regulations, rules and policies governing the conduct in business.
- ❖ Avoid the conflicts of interests, both the real ones, as well as the possible ones.
- ❖ Don't use the goods, information or relationships of SC GEO-STING SRL in a personal interest.
- ❖ Avoid any kind of pecuniary or vengeful punishment on an employee that reported a problem of business conduct.
- ❖ Respect the rights of all employees to a fair treatment and equal opportunities;
- ❖ Lead all actions with honesty and correctitude.



2. CONFIDENTIALITY

Each employee of SC GEO-STING SRL is responsible for the safety and protection of the company's confidential information. No employee, clerk or director, while under the employment of SC GEO-STING SRL, can disclose confidential information, such as:

- ❖ Financial documents
- ❖ Business plans
- ❖ Data entrusted to the company by the clients, suppliers or consultants
- ❖ Lists of clients
- ❖ Costs
- ❖ Personal files
- ❖ Manuals and procedures.

3. THE USE OF THE COMPANY'S GOODS

Each employee of SC GEO-STING SRL has the responsibility to protect and to use efficiently the company's resources entrusted to them. The theft, negligence and waste have a direct impact on the company's profitability. All company's goods must be used only for the legal purposes of the business. This policy extends also to all the company's properties under the control of each employee.

4. LEGAL CONFORMITY

Each employee must obey the company's legal conformity directing lines and policies. Geo-Sting SRL especially underlines the responsibility towards the environment.

The objectives referring to the environment protection, a component of the management program of SC GEO-STING SRL are:

- ❖ To ensure the policy communication to all interested parties, internal and external.
- ❖ To identify and to keep under control the environment aspects and the risks associated to all activities performed within the organization, in order to ensure the conformity to the legal requirements and to prevent pollution / labor accidents / professional illnesses.



- ❖ To conform to the legal requirements and other applicable requirements to which the company subscribed, regarding its environment aspects.
- ❖ To support the execution of the provided products and services by approved suppliers that will obey the legal requirements and the regulations in force, as well as the requirements imposed by us through the contract, following especially:
 - Minimizing the quantity of generated wastes and their management under safe conditions when their occurrence can no longer be avoided – presenting with proofs the handing-over of the recyclable waste ;
 - The quality improvement of the evacuated residual water from contracted activities with min. 5 %;
 - Decreasing the pollution degree of the air by measures allowing a good protection of the air for the contracted activities with min. 2%;
 - Reducing the consumption of natural resources related to the contracted activities with 2% compared to the previous activities;
 - Ensuring an optimum working environment for the employees and the company.
- ❖ To create conditions for maintaining and continuous improvement of the Environment Management System by ensuring the competent human resources and the material resources necessary to maintain the Environment policy as well as to achieve the proposed objectives.
- ❖ To encourage all suppliers and clients of the company to adopt an Environment Management System .

5. COMPETITION

Each employee of SC GEO-STING SRL must respect:

- The relationships with the competition
- The relationships with the suppliers
- The relationships with the clients
- The communication methods of the company

SC GEO-STING SRL will not involve in any action or any other anti-competitive practice, individually or together with other companies, having the purpose of eliminating the competition or acting in another way conflicting with the legal provisions or the public interest.



The incorrect and immoral competition methods must be avoided by all our employees.

Any acquisition from the suppliers must be based on: quality of products, type of service, price, consistency and loyalty, criteria established within the integrated management system, requirement 7.4/4.4.6/4.4.6.

Recommended communication rules of the company:

- DON'T characterize negatively the competition
- DON'T denigrate the competitor's products
- DON'T make falsely positive advertisement to our products.

6. EXPECTATIONS OF THE EMPLOYEES AT THE WORK PLACE

SC GEO-STING SRL undertakes to respect the minimum standards and recommendations, as follows :

Voluntary labor – illegal constraints

The employment of the workforce is made exclusively based on voluntary consent (LO- Agreement 29 and 105).

Unions – freedom to negotiate the salary

Any employee has the right to affiliate to some unions and to negotiate the salary (ILO – Agreement 87 and 98).

The representatives of the employees must not be discriminated and they must have access to all work places in order to be able to watch according to their representation position (ILO – Convention 135).



Excluding juvenile labor

Children must not be employed. Only persons being 16 years old or which finalized the mandatory school can be employed (ILO – Convention 138).

Discrimination is forbidden

All employees are employed exclusively based on abilities and compatibilities. Any kind of discriminating treatment of the persons due to ancestry, race, religion, nationality or origin, political options or affiliation to a union or due to sex or age must be stopped (ILO – Convention 100 and 111).

Appropriate remuneration and promotion possibility

SC GEO-STING SRL guarantees to the employees an appropriate income according to the legal provisions (Labor Code, Collective Bargaining Contract).

Before the employment, all applicants receive explicit information about the salary conditions and exact details about the payment period.

The capable employees are supported and, to the extent of the possibilities, they are considered for future management positions. All the employees are provided with appropriate working conditions in conformity with the general working conditions created under the protection of the relevant national standards and regulations.

Labor safety

A safe and hygienic working environment is guaranteed. The labor protection measures are promoted considering the specific dangers within the industry. The bad physical treatment, threats, non-usual punishments or disciplinary measures, molesting or sexual intimidation or of any other kind are forbidden.



7. WORKING TIME

The working hours are according to the applicable laws and norms in the specific field of activity of the company. Generally, a working week doesn't have more than 48 hours and all employees receive at least one day off during a seven day period. The overtime is voluntary and, as a general rule, is restricted to not more than 12 hours per week. The overtime is compensated with a supplementary payment if it is not otherwise specified in the employment contracts.

8. HEALTH AND SAFETY AT THE WORK PLACE

The objectives referring to the health and safety at the work place are:

- Not to have any incident / accident resulting with the personnel death;
- To prevent the labor incidents and professional illnesses;
- To target the activities meant to improve the occupational health and safety;
- Ensuring resources 5% more compared to the previous year.

It is an obligation of all company's employees to actively involve themselves in the execution of all commitments assumed by this policy.

The responsibility and the authority to implement and maintain the policy in the field of social responsibility as well as to continuously improve the management system belong to the Management's Representative for Social Responsibility.

**Administrator,
ec. Traian Flucus**

**Administrator,
ing. Nicolae Roman**

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