

The Corporate Social Responsibility Policy of CONPET SA

Introduction

CONPET S.A. is a company with a tradition of over 120 years in the transport of crude oil through pipelines in Romania, which carries out an activity of strategic importance, operating a network critically important network, of particular significance to energy security and the country's economy. Therefore, CONPET understands the important role of its, as well as the contribution it must have to **the development of a sustainable and high-performing Romanian society**.

Corporate Social Responsibility is an integral part of CONPET's vision and strategy, and its respect for people, its responsibility towards the environment and involvement in community life **are essential values and major priorities** for our company.

CONPET's management analyzes **the impact** of its decisions and activities on society and the environment, demonstrating an **ethical and transparent behavior** that:

- Contributes to sustainable development, including the health and well-being of society.
- Takes into consideration the expectations of the interested parties.
- Abides by the legislation in force and is in accordance with the international behavioral norms.
- It is integrated in the organization as a whole and employed in its relations.

The actions that CONPET undertakes in the field of CSR aim at both the **internal dimension**, which seeks to ensure a safe and healthy work environment, improving the life quality of employees at work and outside it, as well as the **external dimension**, that of the company's relationship with stakeholders, which aims to support the social development of the communities in which it operates.

The company CONPET applies and abides by the principles of the ISO 26000 standard regarding social responsibility, namely:

- **Responsibility for the impact of activities on society, the economy and the environment**
- **Transparency**
- **Ethical behavior**
- **Respect for the interests of the stakeholders**
- **Respect for the rule of law**
- **Respect for the international norms of behavior**
- **Respect for human rights.**

CONPET addresses the following main topics regarding social responsibility:

- **Organizational management**
- **Human rights**
- **Work practices**
- **Environment**
- **Equitable practices**
- **Involvement in and development of communities.**

CONPET's CSR policy establishes the general principles, strategic orientation and general framework of action that guide the socially responsible behavior of the company, being

implemented and complemented by all internal policies and regulations established in this regard.

Organizational management

Conpet's status as a strategically-important company in the Romanian energy sector entails the **company's responsibility towards the impact** that its activities have on society, the economy and the environment, as well as the desire to support the real needs of all the actors involved in the smooth running of its activity, as well as of the community.

By implementing and certifying the **quality management system as per the ISO 9001 requirements**, CONPET's top management promotes the process-based approach and risk-based thinking. Thus, CONPET's management also considers the integration of the principles of social responsibility in making and implementing decisions regarding the processes carried out and supporting a culture in which the principles of social responsibility are practiced.

CONPET's management:

- Views Social Responsibility as a **component of its sustainable development strategy**, which acts as an integrated policy in the company's activity and influences all decision-making, as well as the actions of the organization at all levels.
- It is committed to run a responsible business, reflected in all its actions, strategies and policies, whose mission is to **permanently increase the degree of responsibility of the company** towards employees, shareholders, customers, the community and the environment.

CONPET is thus committed to developing a **durable and sustainable business** that involves increasing efficiency, improving its own activity and economic performance, as well as making a positive contribution to the Romanian economy, the environment, employees and society in general.

Human rights and labor practices

CONPET employees represent the **company's greatest asset and most important resource**, and their well-being and development is always at the top of internal policy priorities.

CONPET treats its employees with respect, honesty and responsibility, and its commitments to them include:

- Providing a **work environment** that guarantees **equal opportunities**, eliminates any form of **discrimination** on illegitimate grounds, respects all **individual civil, labor, economic, social and cultural rights**.
- Ensuring **working conditions in accordance with national laws** and regulations and international standards.
- Ensuring a **safe working environment**, by establishing and implementing measures to control occupational health and safety risks.
- Fostering **professional development** and the use of the full potential, by providing the means and tools necessary to improve one's own skills, with the help of Annual Training Programs or other opportunities to learn and evolve.
- Promoting a **motivating work environment**, recognition of effort and performance, the possibility of growth in the hierarchy and an appropriate compensation system.
- Ensuring the **balance between professional and personal life**, which favors both efficiency at work and the human and social development of people.
- **Safeguarding** the employees' **personal data**.
- Encouraging the **free expression of opinions related to** the employees' **work**, in order to identify problems and solve them, following a fair and impartial analysis.

One of the objectives regarding the Human Resources policy is the **creation and loyalization of the CONPET professional body**. We expect employees to adopt the company's values and contribute to its mission through an effective professional activity and behavior that reinforces the organization's reputation.

CONPET has implemented and certified an **Occupational Health and Safety Management System, as per the ISO 45001 requirements**.

The company continuously improves the occupational health and safety management system by:

- Compliance with legal and other applicable occupational health and safety requirements
- Identification, evaluation and the permanent management of any potential risk situations related to occupational health and safety.
- Permanent implementation of measures to eliminate hazards and reduce risks.
- Continuous staff training based on annual OHS programs that cover all relevant aspects, to ensure a safe working environment.
- Promotion of health education and a healthy lifestyle among employees.
- The establishment of programs and benefits that contribute to maintaining and improving the health and life quality of employees.

Respect and responsibility towards the environment

CONPET has implemented and certified an **Environmental Management System, as per the requirements of ISO 14001** which creates the necessary conditions for the provision of transport services in accordance with legal and other requirements, applicable to its environmental aspects, to prevent pollution and increase environmental performance.

By implementing and certifying an **Energy Management System, as per the ISO 50001 requirements**, CONPET ensures the improvement of energy performance and the reduction of resource consumption, through monitoring and operational control of activities.

CONPET continuously improves environmental and energy management systems regarding:

- The operation of the company in accordance with the legal requirements in force and other applicable requirements for matters such as air pollutant emissions, solid and liquid waste generated by our activities, products and services.
- Permanent optimization of performance in the environmental protection activity, by preventing pollution, technological risks and accidents with negative repercussions on the environment.
- Effective use of energy, natural resources, materials and raw materials in the activities we conduct.
- Informing its own staff and those working on behalf of the company on the importance of strict compliance with the applicable regulations.

Equitable practices

CONPET commits itself to behave in an ethical, upright and honest manner when conducting its activities and in the relationship with the interested parties and **to ensure the adherence of its employees to this conduct**, by:

- Promoting **CONPET SA's** own "**Ethical and Integrity Code**", which establishes the principles and essential rules of conduct and ethics applicable to all staff employed within CONPET, in the activity carried out within and outside the company, as well as its partners.
- Training and ensuring the employees' awareness of the need for **professional ethics** based on clear principles regarding compliance with the legal framework and internal rules, quality orientation, confidentiality, avoiding conflicts of interest, respect and trust, responsibility towards the local community, responsibility towards the environment, transparency and loyalty.
- Promoting **CONPET's values** which the employees must adopt and incorporate in their behavior: Integrity, Loyalty, Responsibility, Objectivity, Transparency, Impartiality and Non-discrimination, Respect, Prioritizing the Interest of the company, Professionalism, Freedom of thought and expression.

CONPET SA has an **organizational culture** based on the awareness of the principles that underlie an honest, civilized and evolved society and world, conducting:

- **internal and external communication actions** that promote culture, prominent cultural figures, as well as the most important historical moments.
- **internal events** of a social, artistic and cultural nature in which CONPET employees are involved and where their own talents are promoted.

CONPET is a **trusted partner in all relationships and with all relevant stakeholders it interacts with**, committing to:

- Respect the **rule of law**, complying with all national laws and regulations, as well as international norms of conduct, paying particular attention to respecting the principles mentioned in the Universal Declaration of Human Rights of the United Nations.
- Act responsibly in business management and comply with **fiscal obligations**.
- Firmly rejecting any **acts of corruption and fraud** in carrying out its activity.
- Promoting **informational transparency**, practicing a truthful, clear, precise, complete and up-to-date communication with the aim of properly informing about all decisions and actions with an impact on society and the environment, which satisfy the information needs of the company's **interest groups**.
- Considering the requirements of the interested parties.

CONPET adhered to the fundamental values, principles, objectives and monitoring mechanisms of the National Anti-Corruption Strategy, making commitments to support the anti-corruption effort, to promote integrity, the priority of the public interest and that of the company, as well as the transparency of the decision-making process.

CONPET SA is committed to ensuring the implementation, maintenance and continuous improvement of the **anti-bribery management system, as per the requirements of ISO 37001**.

Community involvement and development

Being aware of its status as a bedrock company in the Romanian economy, with tradition and experience in the oil sector, CONPET set out to make its own contribution to society, through an open and involved attitude towards the requests received, which materialized by sharing knowledge and allocating financial resources to support the community's needs, projects and development.

CONPET is a company in sync with the communities, with a well-defined purpose of active involvement through sponsorship, which have intensified and have steadfastly been aimed at meeting certain identified needs or supporting projects with a special impact on society.

The sponsorship activity carried out by CONPET is conducted in accordance with Law No. 32/1994 on sponsorship and all applicable legal provisions.

CONPET's sponsorship activity is based on several general principles:

- Aims to carry out the activity of granting sponsorships as efficiently as possible, so that the financial aid constitutes a real and beneficial support for the applicant.
- Supports both projects with tradition, those that have an important and lasting impact on the community, as well as smaller-scale requests that come to the aid of special individual cases or promote, through ideas and actions, individual performance.
- Aims to cover a wide range of projects in the fields provided by the law, prioritizing: teaching, education, sports, scientific - fundamental and applied research, health and medical, cultural, artistic, environmental protection, social and community, philanthropic and humanitarian actions, assistance and social services, protection of human rights, etc.

Also, considering the vast professional experience in its field of activity, CONPET has undertaken the responsibility of participating in the **training of the young generation of experts in the oil sector, the economic field and other technical fields**, through collaborative actions with high schools and higher education institutions, including student internships (e.g. Ploiești Oil and Gas University, Ploiești "Lazăr Edeleanu" Technical College, Bucharest Academy of Economic Studies).

CONPET is also a company open to collaborations with various entities and organizations that request support for knowledge sharing and company presentations at events in its field of activity, etc.

CONPET values the importance of **volunteering activities** and participates by:

- Organizing **volunteering activities** either on its own or together with other partners.
- Promoting volunteering campaigns organized by local communities and encouraging employee involvement in such activities.

CONPET wishes that the social responsibility activities it undertakes have both a positive impact on the community and aim to increase employee alignment with its values and mission, linking the company and its employees to society.

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