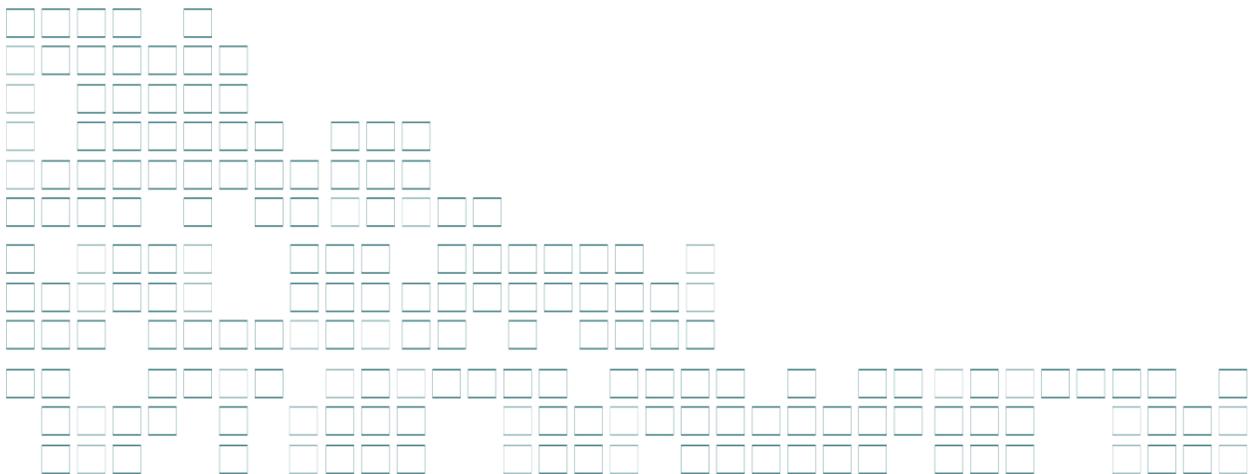




Adrian Sistem SRL

Business Principles Policy



STANDARD OF CONDUCT

The business operations that our company conducts are done in an open and honest fashion. We fully respect our employees human rights and guide ourselves by the United Nations Global Compact's (UNGC) principles on labour and human rights in all our business processes.

OBEYING THE LAW

Adrian Sistem and it's employees have the obligation to comply with Romania's laws and regulations.

EMPLOYEES

Adrian Sistem is ubiquitously promoting a healthy working environment full of opportunities and trust while respecting human rights and no discrimination whatsoever.

Our company recruits, employs and develops employees only based on their abilities and qualifications which the company is in need at one particular moment.

Adrian Sistem provides a safe and healthy working environment to all employees.

We provide remuneration that is equal or higher the minimum standards or industry standards.

We will not use any form of forced, compulsory, trafficked or child labour.

We are committed to working with employees to develop and enhance each individual's skills and capabilities.

We respect the dignity of the individual and support the right of employees to freedom of association and collective bargaining.

Adrian Sistem will provide a fair and confidential environment for the employees to express their needs and their concerns regarding the company and their own position in it.

CONSUMERS

Adrian Sistem through its brands commits to offer the highest possible value to its customers, while not sacrificing quality. The products are properly branded and presented.



INTERNATIONAL BUSINESS PRINCIPLES

Adrian Sistem will operate in accordance with internationally accepted business principles.

BUSINESS PARTNER

Adrian Sistem commits to having mutually beneficial relations with its suppliers, customers and business partners.

Our business partners are expected to show the same dedication to developing strong relations as we do.

COMMUNITY INVOLVEMENT

Adrian Sistem is acknowledged as a trustworthy and helpful company in its community and shall continue its path on the road to helping others.

PUBLIC ACTIVITIES

Adrian Sistem will co-operate with the Romanian government and organisations in whatever matters are necessary. Adrian Sistem is not supporting any political party and is not funding any other group.

THE ENVIRONMENT

Adrian Sistem is committed to perpetually better its management of waste and care for the environment. Achieving a new level of environmentally consciousness will take place while developing a sustainable business.

INNOVATION

Adrian Sistem will continue its research and innovation for the benefit of its clients.

COMPETITION

Adrian Sistem respects competition and competitiveness as it empowers businesses to better themselves and also brings out the best in our company. We adhere to every legal and ethical rule concerning fair competition.

BUSINESS INTEGRITY

Adrian Sistem receives or gives no bribes directly or indirectly for any business or financial gain. No employees may offer or benefit from any gift payment which is, or may be construed as being, a bribe. Any demands or offers of a bribe must be rejected immediately and reported to management. Adrian Sistem's financial documents will reflect the reality accurately at any given moment.

CONFLICTS OF INTEREST

Adrian Sistem employees have the obligation to avert personal activities and financial interests which could conflict with their responsibilities to the company.

COMPLIANCE - MONITORING - REPORTING

Respecting these principles is one of the pillars of our company's present and future achievement. Adrian Sistem's owners are responsible for ensuring these principles are utilized in every part of our company.

The General Director is responsible for implementing these principles alongside the managing board.

Any breaches of the Code must be reported.

Date 01.04.2017

General Manager
Ștefănescu Petru-Ioan