
S.C. BAT BASCOV S.A.

Our quality, environment, health and workplace security policies and our social responsibilities

1. Our vision

Our organization has developed continuously, promoting excellence in its field of activity. We wish to maintain partnerships with our clients by continuously improving the performance of our products and our services and also the performance of our integrated management system.

2. Our mission

Our assumed mission is to provide products and services at a high quality and to maintain a steady development of our company by obeying law, respecting our clients, employees, partners and society. Our main service categories offered to our clients are:

Manufacturing, repairing and selling components, parts and machinery for the oil and gas extractive industry:

- ✓ recovery, recondition and rental of tubes for the oil and gas extractive industry
- ✓ usage, reconditioning and fixing of trucks and trailers for internal and external transportation
- ✓ construction of metal buildings and components for metallic structures, construction of tanks and large metal containers.

3. Strategy

We are always acting as a trustful partner for our clients, a promoter of performance, of obeying the law, respecting people, employees, partners or our community.

We are looking forward to reduce the risks that our organization is exposed to to a low level, so we can assure the success of our business with a strong regard for the environment, health, workplace security and ethics.

We consider quality to be the definitory element for a continuous improvement of the economic performance planned to assure a stable and trustworthy climate.

By quality we understand manufacturing our products and offering our services in conformity with our clients requirements, legal requirements and applicable rules, also keeping cost terms as agreed with our clients.

Protecting the environment is essential for creating a healthy climate for our employees and also for our community. Protecting the environment it is our duty to do for present and future generations.

By protecting the environment we understand the reduction of the use of nonrenewable resources, the reduction of the usage of raw materials, the control of emissions and waste management to avoid pollution.

Mankind is the most important part of our society. Health and life are most valuable. That is why we are not to spare any effort to protect health and life and we are continuously acting towards identifying dangers and evaluating risks by taking the right measures to limit them to a low level. It is essential for these measures to be successful to make our employees aware and disciplined.

Work force is the essential resource of an organization, the work force must act in synergy with in the conglomerate of factors that condition the performance of the organization.

We understand that the performance of our employees is influenced by providing a safe and suitable work place environment, a salary that reflects the importance, the quality and the quantity of the work. The salary must assure a decent wage and must reflect equal chance and to be nondiscriminatory.

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The quality, environment, health and workplace security benchmarks for the integrated management system are SR EN ISO9001 2015, API Spec Q1. Ed. 9/2013, SR EN ISO 14001.2015, SR OHSAS 18001.2008 and SA 8000.2014.

4. S.C BAT BASCOV SA is committed to:

- realize quality products and services in accordance with the legal, regulated and contractual requirements to satisfy the clients' exigencies;
- establish the objectives in the field of quality, environment, SSO and social responsibility that lead to the improvement of the performances of processes, products, environment and SSO, objectives updated annually and monitored by performance indicators;
- provides the necessary resources for the implementation of the objectives;
- monitor the degree of customer satisfaction in order to continuously improve the SIM;
- involves all staff to identify the best solutions to quality, environmental and SSO issues;
- permanent evaluation of the risks / opportunities generated by the context in which the organization evolves, of the risks and opportunities related to the processes, environmental aspects and the establishment of actions for their treatment.
- ensures compliance with legal requirements in the field of quality, environment, occupational health and safety and social responsibility;
- evaluates the suppliers of products and services with great attention regarding the quality of the purchased products and services;
- ensures the promotion of a long-term partnership with suppliers;
- prevents the occurrence of pollution by using the best techniques in the production activity and adopting technologies and equipment with low impact on the environment;
- maintains a program of continuous improvement in order to minimize the risks of accidents and work incidents;
- ensures a safe and healthy working environment for employees, visitors, subcontractors, contractors, etc;
- encouraging workers to report their health problems in advance, and to ensure a safe return;
- develop and implement programs to minimize resource consumption;
- develop and implement waste collection, reuse and recycling programs.
- respects the rights of employees to choose representatives for communication in the field of social responsibility and participation, within the Social Performance Team, in identifying and assessing risks, on social responsibility, dialogues with all other partners in the field of social responsibility: unions, suppliers, subcontractors, customers, local and national authorities.
- encourage our suppliers and contractors to apply the principles of social responsibility and to spread the values of SA 8000 among their own employees.
- ensures favorable conditions for the exercise of the right of association and collective bargaining, the observance of the legally provided working time, of the legal holidays and the assurance of the annual paid leave.
- ensures the continuity of the process of identifying hazards, assessing risks and keeping them under control in order to eliminate or minimize them, transparency, facilitating consultation, participation and awareness of employees in order to protect their health and safety at work.

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The management at the highest level is committed to fulfill the applicable compliance obligations and to ensure all the necessary resources for the implementation, maintenance and continuous improvement of the effectiveness of the integrated management system, respecting the requirements of SR EN ISO 9001: 2015, API Spec Q1, ed . 9/2013, SR EN ISO 14001: 2015, SR ISO 45001/2018 and SA 8000: 2014, customer requirements, applicable legal and regulated requirements.

The policy corresponds to the nature, size and environmental impacts of the organization's activities, products and services and is reviewed periodically to ensure that it is implemented and maintained. The policy is communicated and understood and is accessible to all staff and all stakeholders.

This policy is communicated displayed and assimilated by all staff, available to all interested parties and can be completed / modified whenever needed and is maintained as documented information.

GENERAL MANAGER,

ADRIAN PANTEA

