

Management Policy and Commitment in Terms of Quality, Occupational Health and Safety, Environment and Information Security

We, **IMSAT S.A.**, a company operating at national and international level as an integrator of the best quality multi-technical solutions, in the sectors of activity in industry, energy, building or transport infrastructure, we are committed to continuously improving business performance and integrated management system performance, as well as provide safe solutions, services and products to our business clients and partners, in observance of the following:

- The principles of sustainable growth
- The health of our employees, working conditions and the environment
- The requirements of all parties involved in IMSAT activity
- The development of employees' professional skills, raising awareness about their role and importance in achieving safe products and services

In this respect, we pledge to:

- Meet the requirements of our clients and other stakeholders, observe the stipulations of the laws in force, the existing standards, as well as the group's internal requirements
- Prevent labour accidents and occupational diseases, by promoting the "Zero accidents" objective and by consulting and involving the employees
- Eliminate hazards and reduce OHS risks in order to provide safe and healthy working conditions
- Build an adequate working environment, intended to encourage occupational development and motivate own employees, thus leading to an increase in satisfaction level
- Use resources efficiently in all activities performed within the organization
- Protect the environment
- Improve waste management by increasing its recovery / valorisation level
- Protect information against unauthorized access

The entire staff of IMSAT S.A., irrespective of one's position within the company, gets effectively involved in the implementation of the integrated management system policy.

In my quality of General Manager, along with the management team, take full responsibility to define and implement the integrated management system policy as well as to regularly analyse it, in view of its continuous adequacy to the company's objectives and strategic development.

Dated: 17.10.2024
General Manager,
Ligia Ionescu

