



SOCIAL RESPONSIBILITY POLICY

By implementing the social responsibility system, the management at the highest level is committed to achieving the following strategic objectives:

- Carrying out fair, honest business, carrying out all our activities in conditions of respect both towards our partners and towards our own employees, to whom we ensure safe, healthy and sustainable jobs, and adequate training both in the professional field and and social responsibility;
- Management of health and safety aspects to ensure that related risks are identified and treated, as well as prevention and limitation of damage in emergency situations;
- Carrying out risk assessments to identify and prioritize areas where non-compliance with all SA8000 requirements exists or may occur;
- Respecting the right of employees to choose a representative for communication in the field of social responsibility and participation in dialogues with all parties interested in our performance in the field of social responsibility: suppliers, subcontractors, subcontractors, customers, local, national authorities, etc .;
- Ensuring the rigorous application of the legislative provisions, so that the labor relations are carried out correctly and equitably, to function according to the principle of equal treatment and opportunities, without any discrimination of any kind;
- We are committed to encouraging suppliers and subcontractors to adopt the principles of social responsibility and to develop programs designed to support these principles.

The Social Performance Team established within S.C. SILNEF S.R.L. has the task of monitoring and ensuring the correct and effective implementation of the Social Responsibility Management System of the organization.

The organization S.C. SILNEF S.R.L. aims to provide transparency and open communication in relations with stakeholders through:

- publishing the company's commitment regarding the observance of the requirements in the field of social responsibility;
- stakeholder awareness of the requirements of the SA8000 standard;
- stakeholder involvement to achieve sustainable compliance with the SA8000 standard;
- involvement and support of the company's management in analyzing and reviewing the liability management system as a result of monitoring performance indicators.

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ADMINISTRATOR
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