

# Occupational Health and Safety Policy

Here in Romania we believe that all the accidents and professional diseases can be avoided and that health and safety of the people from the plant area have the same importance like quality, cost and performance of the deliveries.

ACS ROMANIA adopts the following steps in the field of Occupational Health and Safety:

<p><b>Continuity</b> We shall ensure that all the members of the organization are involved into activities of occupational health and safety. We shall be persistent in fulfilling our wish for Zero dangers, accidents and occupational diseases total compliance of conformation obligations.</p>	<p><b>Variety</b> We widely accept and expect opinions, ideas and thoughts linked to our effort in obtaining of the best practices. Occupational Health and Safety is responsibility of every one of us and all we are responsible of our actions.</p>	<p><b>Knowing of facts</b> Our strategy regarding Occupational Health and Safety and our actions will be based on correct information and analyses. We shall ensure that all our employees are fully trained for following the code of conduct of our company.</p>
<p><b>Lesson learned by others</b> We shall ensure all the resources and support in order to obtain the continuous improvement of the performance in Occupational Health and Safety domain, working together and developing tight relations with other plants and ACS Group – CIE Automotive quarters.</p>	<p><b>Transparency</b> We shall honestly report all the details of the Occupational Health and Safety problems. We shall present strategies and action plans and we shall assign responsibilities based on workers consult.</p>	<p><b>Training</b> We shall encourage all the employees to perform immediate actions for stopping unsafe practices and process. All the employees shall adopt and follow safe practices of work. We shall do our best to learn from our mistakes.</p>
<p><b>The best</b> We shall initiate establishing of the standards for sustain a change based on global level of safety practices. We shall eliminate systematically the identified risks, like this, we will continuously improve performances of occupational health and safety.</p>	<p><b>Results</b> We shall establish the best possible standards and we shall put them to practice those standards in every moment. We shall report the base of those standards to all workers.</p>	<p><b>Originality</b> We shall do our best for improve our expertise and to create possibilities such that all employees to participate to improvement of Occupational Health and Safety level.</p>
<p><b>Involvement</b> The power of ACS RO is made by the involvement and performances of every employee.</p>	<p><b>We shall continuously improve the system of Occupational Health and Safety.</b></p>	<p><b>Challenge</b> We shall be passionate, efficient and effective in creations a health and safe workplace.</p>

ACS Romania – through top management – engage and is responsible for the directions defined through the policy. We shall do our best for ensure the materials and necessary resources for ensure the success of those steps.

Sorin ȘTEFAN – Plant Manager | Advanced Comfort Systems Romania, Pogoanele, **27 September 2021**