

DECLARATION OF THE GENERAL DIRECTOR CONCERNING SOCIAL RESPONSIBILITY

The management of S.C. REKORD SRL has become aware that the social responsibility and the working conditions are of a fundamental importance for the development of the organization, at the same time as respecting the national and international legislation regarding the conditions and labor force, this being the responsibility of every employee of the organization and also of the entire community.

Given the above, as well as the managements desire to prove that the customer and the beneficiaries satisfaction the profit and the competitive actions on the market must be realized without neglecting the rights, needs and expectations of the employees and of the community, it was taken the decision to implement a management system in accordance with the requirements of SA8000:2014 standard.

To achieve the above, the organization's management commits itself:

-To provide all the necessary resources for the proper implementation of the management system;

-To comply with all the requirements of this standard regarding:

- Child labor – to ensure that no child labor is used by the organization and by the suppliers and that will be created special working conditions for the under-aged personnel, to ensure their protection.
- Forced and compulsory labor – avoiding the use of forced and compulsory labor in any of its form.
- Health and Safety – ensuring a safe and healthy work environment without danger of injury or professional diseases.
- Freedom of association and the right to collective negotiation – respecting the right of forming or membership to unions and collective negotiation structures.
- Discrimination – prohibiting discrimination in all its forms at the workplace.
- Disciplinary Practices – prohibiting the use of corporal punishment, mental or verbal abuse.
- Work Timetable – compliance with applicable laws and with industry standards.
- Remuneration – providing salaries that meet the legal requirements and that are sufficient to meet the minimum standard of living of the employees and their families.

– To comply with the national legislation and other applicable laws or requirements for which the company subscribes, and to follow other international instruments and their interpretation provided in the SA 8000;

– To regularly analyze the policy and the performance of the system to ensure the continuous improvement, taking into account the changes legislative framework, and any other requirements of the organization;

– To ensure that the policy is implemented, maintained, communicated and accessible to all the personnel working for or on its behalf;

– To allow the realization of announced and unannounced audits and to make available all the reasonable information to prove compliance with the requirements of SA 8000 for the certification;

– To use suppliers that meet the requirements of this standard;

The policy will be made available upon request of interested parties.

The entire staff of the organization has the obligation to actively involve itself in the achievement of all the commitments assumed by this policy.