

## ENVIRONMENTAL POLICY

TRANSFOND S.A. management has adopted an environmental policy applicable to the nature of activities, dimensions and impact on the environment, which contributes to the maintenance and improvement of the position and image on the local market, the increase in the quality of developed activities, motivation and effectiveness of the personnel, continuous improvement of environment protection for the developed activities and a durable and efficient use of resources. The principles based on which TRANSFOND S.A.'s environmental policy is formed stand on the "total quality" and "durable development" concepts. TRANSFOND S.A. shall ensure that its policies and business activities promote durable development and fulfilment of the current needs without affecting future ones. TRANSFOND S.A. is continuously interested in minimizing the impact of its activities on the environment, to raise the environmental and social standards, as well as the standards for an increasing the activity efficiency and quality principles promotion.

TRANSFOND S.A. management undertakes to:

- comply with the effective legislation and environmental regulations concerning to the environmental aspects, of the national and international environment standards and of any related evolution, referring to the developed activities;
- continuously improve the environment policy;
- prevent the pollution and the environmental risks.

The environmental general objectives are:

- decrease of waste quantity produced at the organization level and the efficient and ecological exploitation of the recyclable waste;
- preservation, protection and improvement of the environment quality;
- improvement of the company's environmental performance, the prevention of the environment pollution, the promotion of "non-polluting" technical solutions and technologies, the environmental costs reduction in the content of services within its own activity fields;
- employee's health protection;
- efficient use of raw materials, materials and utilities for saving the natural resources, and any time possible, the use of recoverable or recyclable materials with a minimum environmental footprint;

- a greater attention to the needs for training, sensitization and awareness of the entire personnel regarding the environmental issues and the encouragement for a behaviour as "friends of nature";
- a tight collaboration with the authorities and public interest groups for the application of a strong policy favorable to the environment;
- application of the principle of control and responsibility at the level of the entire organization and at the level of each employee.

TRANSFOND S.A. management is committed to carrying further the stated environmental policy and the environmental objectives proposed, allocating for this purpose material, financial, resources, documentation and trained personnel with responsibilities in environmental matters. The environmental objectives are periodically analyzed by top management for establishing if the environmental policy is adequate, or if measures must be assigned as a consequence, as well as for ensuring their performance. TRANSFOND S.A. ensures the transposition of the Environmental Policy into practice by the responsible activity of each employee. The company's management ensures that the Environmental Policy is communicated, understood, followed and maintained by all the employees, at each level of the organization.

By the nature of its activity, TRANSFOND S.A. uses state-of-the-art technological solutions, with a low environmental footprint (servers, communication equipment etc.), and moreover, it supports the public's education in using electronic services, against those paper-based. By the services provided by the company (The Electronic Payment System - SENT - low value payments, e-Factur@ - "Cut costs, not trees", e-Arhiv@), TRANSFOND S.A. encourages both its clients and partners as well as the final consumers to reduce the carbon footprint and the paper consumption.

We are convinced that the durable development of the organization can be achieved only by respecting the community in which we develop our activity and by respecting the environment.