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POLICY STATEMENT
IN THE FIELD OF QUALITY, ENVIRONMENT, OCCUPATIONAL HEALTH & SAFETY

Lemacons S.R.L. has implemented, certified, and maintained the integrated management system for quality, environment, occupational health and safety, information security, and anti-bribery, in accordance with the following standards: SR EN ISO 9001:2015, SR ISO 10005:2021, SR EN ISO 14001:2015, SR ISO 45001:2023, SR EN ISO/IEC 27001:2023, SR ISO 37001:2025, RS–8000.

As General Manager of Lemacons S.R.L., I assume responsibility for the effectiveness of the quality, environment, and occupational health and safety management system implemented within the organization.

The policy and objectives established for the management system are compatible with the organization's context and strategic direction.

I commit to ensuring that the services and works we perform meet customer expectations, through timely execution, efficiency, and by respecting the protection and safety of clients, our own employees, and the surrounding environment.

Our management system is subject to continuous improvement and has as its main objectives customer satisfaction, safety, measures to prevent environmental incidents, and the prevention of health risks and workplace accidents.

To achieve the objectives, top management's commitment consists of:

- Ensuring that the products / services / works provided are the result of well-established processes based on understanding customer requirements, thereby gaining their trust in the quality, environment, and occupational health and safety management system;
- Ensuring that our certified management system complies with the requirements of the standards SR EN ISO 9001:2015, SR EN ISO 14001:2015, SR ISO 45001:2023, SR EN ISO/IEC 27001:2023, SR ISO 37001:2025, RS-8000;
- Continuous improvement of the business and processes through monitoring and evaluation, to ensure the fulfillment of both employee and customer expectations;
- Maintaining competitive advantages over competitors by understanding customer expectations and the need for change;
- Equal treatment for all employees, with integrity and respect;
- Providing safe and healthy working conditions to prevent work-related injuries and illnesses, appropriate to the purpose, size, and context of the organization, as well as to the specific nature of OHS risks and opportunities;
- Implementing effective and concrete measures to eliminate hazards and reduce OHS risks;

Consulting and involving workers and their representatives. We will achieve these objectives through:

- Ensuring that the Policy is known, understood, and implemented;
- Establishing effective objectives, business targets, and continuous performance evaluation;
- Cultivating working relationships with clients, suppliers, and our own employees to find positive solutions, maintaining focus on quality;
- Hiring appropriately qualified, competent, and experienced personnel and providing training for employees to continuously improve their skills, ensuring awareness and knowledge of the management system and relevant information for process operation;
- Using exclusively evaluated, approved, and established suppliers, monitoring their performance and maintaining effective communication regarding the products and services they provide;
- Proactively reducing identified risks and ensuring the health and safety of employees;

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- Identifying, reporting, investigating, and resolving all nonconformities and incidents, and taking action to prevent their occurrence;
- Fulfilling all relevant business, quality, environmental, health, and occupational safety requirements at all locations where we operate;
- Commitment to maintaining a safe, non-discriminatory working environment, with minimized environmental impact.

I believe that the success of the organization and the achievement of objectives can be attained through the involvement of all employees; I will ensure the material, financial, and human resources necessary to carry out the works in a stimulating and constructive environment based on collaboration among the organization's entities.

Delegate the Integrated Management Representative for the design, implementation, maintenance, and improvement of the management system, having the authority and responsibility to ensure the implementation of the system's requirements. This representative will coordinate the objectives in the fields of Quality, Environment, and Occupational Health & Safety and will report on the functioning of the system for analysis and improvement.

Each employee has the obligation to be aware of the objectives related to quality, environment, occupational health and safety, and the requirements of the implemented management system, and to make continuous efforts to improve their knowledge and activity.

The integrated management system covers all departments of the company and ensures control over the quality of the works performed.

The integrated management system will be used, continuously improved, and extended with the aim of achieving total quality within the company.

The Policy Statement in the fields of Quality, Environment, Occupational Health & Safety is implemented and maintained within the organization and communicated to all employees and stakeholders by being displayed at the company's headquarters and on the website www.lemacons.ro..

I will periodically review and update the Policy Statement to ensure that it remains relevant and appropriate for the organization.

CEO
Constantinescu Alin

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