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POLICY STATEMENT IN THE FIELD OF SOCIAL RESPONSIBILITY

Lemacons SRL has implemented and maintains the Social Responsibility Policy.
As the General Director of Lemacons S.R.L., I assume responsibility for the effectiveness of social responsibility within the organization. The policy and the objectives established are compatible with the organization's context and strategic direction.
I am committed to ensuring that the organization's success and the achievement of its objectives can be attained through the involvement of all employees in matters of social responsibility.
Our management system is continuously improving and has as its main objectives customer satisfaction, safety, environmental incident prevention measures, and the prevention of illness risks and workplace accidents.
The Policy includes the commitment of LEMACONS SRL to comply with and fulfill the legal obligations regarding social responsibility, covering the following commitments:

- Promoting active and two-way communication that enables understanding of employees' expectations and opinions, as well as adapting the solutions offered by Lemacons SRL to their needs;
- Ensuring safe working conditions, with fair working hours and equitable remuneration;
- Ensuring respect for human rights and labor rights.

We will achieve these objectives through:

- Ensuring that the Social Responsibility Policy is known, understood, and implemented;
- Increasing employee satisfaction and demonstrating a commitment to responsible business practices.

I will ensure the material, financial, and human resources within a stimulating and constructive environment based on collaboration among the organization's entities.
I delegate the Human Resources Inspector to design, implement, maintain, and improve the policies regarding social responsibility, having the authority and responsibility to ensure the implementation of the system's requirements.
Each employee has the obligation to be aware of the objectives related to social responsibility and to make efforts to continuously improve their knowledge and performance.
The Social Responsibility Policy Statement is implemented and maintained within the organization and is communicated to all employees and interested parties by being displayed at the company's headquarters.
I will periodically review and update the Policy Statement to ensure that it remains relevant and appropriate for the organization.

General Director,
Ing. Constantinescu Alin

S.C. LEMACONS S.R.L