

# INTEGRATED HEALTH, SAFETY, ENVIRONMENTAL & QUALITY POLICY STATEMENT

**AS METAL COM** represents one of the main companies in Romania which activates in the fields of production of secondary aluminum alloys, recovery of ferrous and nonferrous metallic scrap, pretreatment and treatment of end of life vehicles and trade of waste and scrap.

The mission of our company is to provide products and services that will satisfy the customers' needs in terms of quality and accessibility of price, to promote a policy for reducing the negative impacts of its activities on the environment, to monitor the occupational hazards on health and safety, both for its employees and visitors, collaborators, customers, suppliers, in compliance with regulations concerning its field of activity.

For this purpose, **AS METAL COM** has implemented, certified and continues to maintain an Integrated Management System, in accordance with the standards: **SR EN ISO 9001:2008**, **SR EN ISO 14001:2005**, **BS OHSAS 18001:2008**, as well as with **EU Regulation No. 333/2011**.

Thus, the quality management system implemented in our company can any time demonstrate the conformity with the criteria specified on the art. 3 and 4 of the UE Regulation no. 333/2011.

Among the principles of our quality policy are: customer focus, direct involvement of people, process approach, the company prestige, and the continual improvement of the processes, products and quality management system. Also, the maintaining of a continuous training level among the people is an important aspect of our activity.

*Being aware of the impact generated by its activities on the environment and on its employees' health and safety, **AS METAL COM** intends to achieve the following strategic objectives:*

- Creating a competitive advantage on the national and European market by improving of the environmental and business performance;
- Improvement of the image and the enhancement of public credibility with customers, partners, investors and local community;
- Customer satisfaction;
- Improvement of qualitative characteristics of supplied products/services;
- Providing the products/services on time and in a manner which involves the innovative methods for costs optimizing, in accordance with the defined specifications, and active legislation and regulations;
- Compliance with legislation and other requirements applicable in activity field for continuous improvement of integrated management system effectiveness.
- Continuous improvement of environment performance, especially regarding the waste management and emission of pollutants into the water and air.
- Achieving an appropriate waste management, hazardous substances and residues, so that impact of this activities on the environment to be minimal;
- Promoting an open and continuous dialogue with our customers, governmental authorities, organizations, media and other interested parties on environment and health & safety issues.

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- Employees involving;
- Continues improving of OH&S performance and managerial practices to ensure safe conditions for staff at work.
- Prevention of pollution/ecological risks by managing the possible emergency situations.
- Ensuring the prevention of work accidents and illnesses by a continuous and permanent identifying of injury risks or occupational illnesses, assessment and control them, establish measures for eliminate or reduce them;
- Full attention will be given to each employee and their training needs and awareness regarding the quality issues, environment and OH&S, because each employee represents the key of our success.

Another aim of our company, as important as the quality, environment and OH&S, is the respect of the fundamental human rights (as they are mentioned in the EU Charter of Fundamental Rights and the Labor Code) by:

- Exclusion of practices which violate the human rights in general and those of workers, in particular (work with minors, forced labor, discrimination in the workplace);
- Adoption of procedures and ways of behavior in order to respect the human rights (freedom of association and collective contracting, fair retribution, protecting health and safety);
- Elimination of any possible discriminatory practices and promotion the equality of opportunities and treatment (at the time of employment, the fee, access to training, career promoting) based on criteria of race, nationality, religion, disabilities, sex, etc.
- The fight against corruption, in all its forms, including extortion and bribery.

Every employee of our company is encouraged to pursue professional development through a continuous information in order to maintain the professional standard at the same level with international standards.

Every employee of our company should be aware to assure the functioning and improvement of the integrated management system of the quality, environment, occupational health and safety throughout organization, the concern of all employees being the positioning the customer in the center of attention of all the processes of the firm.

To achieve these goals, the Management of the organization is committed to ensure the resources needed for continual improvement of the integrated management system of the quality, environment, occupational health and safety, in compliance with SR EN ISO 9001:2008, SR EN ISO 14001:2005, SR OHSAS 18001:2008 and to ensure the permanent communication with: employees, customers, suppliers, public opinion and other interested parties.

The Management representative, named by decision, is directly responsible for the design, implementation, maintaining, assessment and continual improvement of the AS METAL COM SRL integrated management system of the quality, environment, occupational health and safety.

**GENERAL MANAGER,  
Constantin APOSTOL**