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**ROMBAT S.A.'s Policies on Antitrust Compliance, Corruption&Bribery Prevention and Child Labour&Forced Labour Prevention**

In our endeavors as Romania's sole manufacturer of lead-acid car batteries, ROMBAT S.A. has set itself on a path to fully committing to a set of core values and ethical principles in conducting its business operations, in respecting individual's rights and in ensuring a full compliance with the applicable legislation in the matter.

I. Consequently, by issuing this document, we can attest that neither ROMBAT S.A. nor its employees, we shall never, under no circumstance, engage in or support Antitrust practices that may violate any applicable antitrust or competition laws pertaining to monopolistic or anti-competitive practices.

II. Moreover, ROMBAT S.A., as a company that values principles such as honesty, transparency and *bona fide* – good faith in our business practices, we are affirming that, as a responsible organisation, we will make sure to never take part in any activities that are conducting in creating an environment that may be favourable to Corruption&Bribery activities.

Specifically, ROMBAT S.A. nor its employees, we will never tolerate any type of activity, practice or conduct that would imply:

- a.) the use of any corporate funds for any unlawful contribution, gift, entertainment or other unlawful expenses relating to political activity by us or our business partners;
- b.) that we would take part in any act in furtherance of an offer, promise, or authorization of any direct or indirect unlawful payment or benefit to any foreign or domestic government official or employee, including of any government-owned or controlled entity or public international organization, or any political party, party official, or candidate for political office;
- c.) that we would take part in any act in furtherance of any unlawful bribe, rebate, payoff, influence payment, kickback or other unlawful payment or benefit,

in order for us or our business partners, to obtain or retain business or to secure an improper advantage.

III. Furthermore, ROMBAT S.A. is a company that, in the execution of its business, will never use any type of child labour or forced labour.

"Child Labour" refers to work that deprives children (any person under 18) of their childhood, their potential and their dignity, and that is harmful to their physical and/or mental development.

"Forced Labor" means all work or service exacted from a person under threat or penalty (including slavery, servitude and forced recruitment), which includes penal sanctions and the loss of rights and privileges where the person has not offered himself or herself voluntarily.

ROMBAT S.A., as a pioneer in the process of developing and manufacturing lead-acid batteries for over 40 years, both ourselves and our agents, we will always commit to maintaining a working environment in which child labour or forced labour shall be totally excluded, these type of activities being undoubtedly extremely harmful and degrading for the persons involved. We will ensure that both ourselves, our agents, and our business partners, we will fight against the aforementioned practices, and we will always comply with all laws and regulations governing the matter.

**ALIN-ROMULUS IOANES**

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Certificate: IATF 16949:2016, ISO 14001:2015 / 9001:2015 / 45001:2018 / 50001:2019

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