



POLICY

**Regarding quality,
environment, health and
safety**

(P-GEN-13.2)

The main objective of the Integrated Management System policy is to meet customer requirements by providing quality services and products at a reasonable price, which meet customer requirements and also the applicable legal requirements regarding environmental protection, health, and safety of employees.

AROBS TRANSILVANIA SOFTWARE – AROBS Group is a provider of IT and software solutions, offering both internal products and outsourced services, namely customized software based on the latest technologies, operating in business domains such as: Automotive, Travel & Hospitality, IoT, Life Science, Medical Devices, Aerospace, and Enterprise Solutions, GPS monitoring and Telemetry, HR, Payroll, etc. adopted an Integrated Management System model, according to the requirements of **SR EN ISO 9001:2015, SR EN ISO 14001:2015, SR EN ISO 45001:2018** standards, which cover all organization activities.

Through the Integrated Management System, we guarantee that the processes and activities carried out are planned, controlled, and continuously improved to provide customers with confidence and satisfaction that the services and products offered by **AROBS TRANSILVANIA SOFTWARE – AROBS Group** consistently meet quality, environmental, health and safety requirements.

The quality, environmental, health and safety policy targets the following objectives:

1. Real-time satisfaction of customer requirements regarding deadlines and quality requested by them.
2. Overcoming competition and strengthening market position by achieving quality products (software products, web applications) / services that ensure effective competitiveness compared to the competition.
3. Process optimization within the organization and ensuring the necessary resources to achieve the established objectives.
4. Providing decent, motivating, and attractive working conditions for employees
5. Recognition and appreciation of employees' activity results for achieving the proposed quality
6. Continuous improvement and development of the Integrated Management System and the quality of products (software products, web applications, etc.) and IT services.
7. Continuous compliance with legal requirements and other requirements to which the organization subscribes regarding environmental protection and health and safety.
8. Providing the necessary infrastructure and work environment for the proper conduct of all processes, considering H&SE approach
9. Ensure an ESG program within the organization, by applying within others: (1) implementation of a sustainable resource management; involvement in social actions / events that will have a positive impact over biodiversity, land use (deforestation), all contributing to the reducing the carbon footprint and generating a positive environmental impact

10. Pollution prevention through rational use of resources and reducing environmental impact upon environmental factors such as water, air, soil, noise, by waste & resource reduction, reuse & recycling, usage of the energy in an efficient way (including reusable), adequate/limited usage of chemical substances
11. Prevention of injuries and professional illnesses of staff, including ensuring: (1) the necessary personal protective equipment, where applicable; (2) the proper usage of handling chemical substances; (3) dedicated training to personnel with different H&SE subjects, such as machine safety, according to the context and the applicable legislation in this domain
12. Ensure emergency preparedness for the organization (such as fire prevention, etc.), by training and appropriate testing
13. Elimination as much as possible of workplace hazards and reduction of health and safety risks at work, implicitly work incidents and accidents; the applicable target is “zero accidents”
14. Staff participation and consultation regarding health and safety at work as well as significant environmental aspects
15. Continuous training and motivation of all staff to improve professional knowledge, as well as the responsible and conscious involvement of all in achieving good quality products (software products, web applications, IT services, etc.) / services executed, to comply with internal regulations, Integrated Management System requirements, and job-related tasks.

We aim to achieve these objectives by implementing, maintaining, and continuously improving the Integrated Management System. Compliance with the provisions of the integrated management system documents, applicable legal requirements, and standard requirements is mandatory for all organization personnel.

The quality, environmental, health and safety policy is communicated to all employees, and the level of understanding is evaluated during internal audits.

As representatives of the senior management of AROBS TRANSILVANIA SOFTWARE – AROBS Group, we rely on the active participation of the entire team to develop, implement, and comply with all programs and measures that lead to the full achievement of the established objectives.

Date: 19.02.2024

Executive Management,

