

AZOMURES QUALITY, HEALTH, SAFETY, SECURITY POLICY AND ENVIRONMENTAL (QHSE POLICY)

Our policy

The QHSE Policy is to sustainably produce and deliver quality fertilizers for today's and tomorrow's agriculture. Azomures aims to become the most dynamic fertilizer company in the region – propelled by safety and quality – while building strong partnerships for the future.

Our Strategic Plan consists of being a Preferred Employer, Market Leader with safe deliveries and Increasing Profitability through Sustainable Production and Operational Excellence.

As part of our commitment to our employees, communities, and the environment, we shall ensure compliance with applicable legal requirements and regulations, and we pledge to create a mindset within Azomures to strive to have higher internal standards than external requirements in all our activities.

We are also committed to be among the world leaders in QHSE performance and to strive for **continuous improvement**. We shall implement world class processes and best practices for Process, Occupational Safety, Health, Industrial Hygiene, Security and Environment to operate our facilities in a safe, stable, and compliant manner. We will implement sound solutions to conserve natural resources and minimise adverse environmental impacts. In addition, we pledge to maintain rigorous and comprehensive security and emergency management systems designed to effectively respond to crisis and emergency events in all areas of our activities. We strive for excellence in all what we do.

Azomures SA "Major Accident Prevention Policy" is part of QHSE policy, aiming to ensure a high level of protection of the health of the employees, the community, and the environment. Azomures acknowledges that all QHSE accidents can be prevented.

Our responsibility

1. **Comply** with all applicable QHSES laws and regulations, Azomures QHSE management Standards, and other QHSE requirements to which Azomures subscribes;
2. **Create and maintain** a safe and secure working environment and prevent workplace injuries, illnesses, and violence. The use and being under the influence of alcohol and drugs while being at work is forbidden. We all have responsibility to stop any unsafe activity.
3. **Design and operate** the manufacturing facilities to have effective process safety and reliable operations, to reduce the possibility of incidents;
4. **Assess and manage** QHSE risks related to our operations, our current and future facilities, buying or selling new products/ chemicals, and acquiring a new business;
5. Sound **use of Product Stewardship and sustainability principles** in the design and production in our facilities, products and services;
6. **Continue to improve** our QHSE systems and programs to ensure the security of employees, persons at our premises, facilities and equipment, information, IT assets and business continuity and to prevent access to our facilities by the unauthorized personnel;
7. Ensure availability of effective **crisis and emergency response** capabilities to respond to incidents and/or emergency situations at our facilities and throughout our supply chain;
8. **Communicate** to management all concerns of any unlawful or unsafe conditions and security lapses;
9. Demonstrate **visible leadership, commitment and involvement** toward our QHSE objectives;
10. Maintain **openness, transparency and a continuous dialogue** with our employees, our communities, regulatory authorities, suppliers, customers and other stakeholders and report our sustainability performance;
11. Hazard prevention and **HS risk mitigation** is essential part of integrated management system and assures participation and consultation of the employees or their representatives through the correct allocation of responsibilities in IMS;
12. **Training** all personnel on QHSE aspects relevant to their roles and responsibilities;
13. Collaboration and action in **partnerships** with customers and other relevant stakeholders to ensure an active participation in achieving the general objectives in all aspects of quality, health and safety, environment and responsible product management;
14. **Monitoring** external suppliers' product and service performance quality, ensuring that they understand and observe our requirements and implicitly the customer's needs.

The management of Azomures SA is committed to maintaining and improving the integrated management system through continuously-monitored objectives for all relevant levels and functions through an ethical, transparent and open cooperation.

The QHSE Policy is communicated throughout the organization and is valid for all the employees and all the persons working for and on behalf of the Azomureș SA.

All employees are responsible for being familiar with, implementing and maintaining the QHSE Policy.

CEO: JOSH ZACHARIAS

COMMERCIAL DIRECTOR: JOSH ZACHARIAS

COO: ROB VENHUIZEN

ENERGY & GREEN TRANSITION DIRECTOR: AUREL BOTEZAN

CHEMICAL PLANT DIRECTOR: OVIDIU CRĂCIUN

FINANCIAL DIRECTOR: EMILIAN HURDUGACI

CFO: ANCA MEGAN

HR DIRECTOR: ILEANA ȘTEFAN

QHSE DIRECTOR: LUCIAN MUICA

SUPPLY CHAIN DIRECTOR: DRAGOȘ POPELCA