

ANTI-BRIBERY POLICY

PROJECT1 GENERAL CONTRACTING SRL undertakes to carry out its activities in accordance with the anti-bribery legislation in force, in accordance with the documents of the anti-bribery system implemented in the organization, correctly from a professional and ethical point of view. PROJECT1 GENERAL CONTRACTING SRL establishes, maintains and improves an anti-bribery policy, which imposes a culture of zero tolerance towards bribery.

In order to achieve the anti-bribery policy and objectives, the management of PROJECT1 GENERAL CONTRACTING SRL is committed to:

- ensure that the anti-bribery management system, including policy and objectives, is established, implemented, maintained and reviewed to adequately address bribery risks;
- ensure the resources necessary for the effective functioning of the anti-bribery management system;
- ensure that the requirements of the anti-bribery management system are integrated into the organization's processes;
- ensure that the anti-bribery management system is adequately designed;
- communicates the anti-bribery policy within the organization and business partners;
- raise the awareness of the organization's staff to contribute to the effectiveness of the anti-bribery management system by emphasizing the importance of compliance with its requirements;
- promotes the anti-bribery culture within the organization;
- create and maintain a mechanism for reporting bribery concerns, encourage their reporting, ensuring that no staff member who reports such concerns is subject to retaliation, discrimination or disciplinary action.

All employees are aware that non-compliance with anti-bribery legislation, as well as non-compliance with this anti-bribery policy and the documents of the organization's anti-bribery management system, attracts the disciplinary, administrative, criminal and civil liability established by the legislation in force and the internal documents of PROJECT1 GENERAL CONTRACTING SRL.

Top management has identified and delegated duties to the person holding the anti-bribery compliance function, granted him the authority and independence necessary to perform the duties in line with the anti-bribery management system.

The top management of PROJECT1 GENERAL CONTRACTING SRL is committed to maintaining and continuously improving the anti-bribery management system in accordance with the requirements of the SR ISO 37001:2017 standard.

Reviewed and approved by the CEO of Project1.

17.01.2024

