



AS AQUASTAR

MECHANICAL, ELECTRICAL & PLUMBING

Devoted to Quality Works



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CORPORATE SOCIAL RESPONSIBILITY POLICY

1. Purpose

At **AS AQUASTAR**, we are committed to conducting our business in an ethical, responsible, and sustainable manner. This Corporate Social Responsibility (CSR) policy outlines our commitment to integrating environmental, social, and governance (ESG) considerations into our business operations. As a leading Mechanical, Electrical, and Plumbing (MEP) services provider, we recognize our responsibility to contribute positively to society, minimize environmental impact, and support our employees, clients, and the communities we serve.

2. Scope

This policy applies to all employees, contractors, and partners of AS AQUASTAR. It covers key areas of corporate responsibility, including environmental stewardship, ethical business practices, community engagement, and employee welfare.

3. Environmental Responsibility

As a company providing MEP services, we understand the impact our industry has on the environment. We are dedicated to reducing our carbon footprint and promoting sustainable practices in all areas of our business.

3.1. Energy Efficiency

- AS AQUASTAR prioritizes the design and installation of energy-efficient systems in all mechanical, electrical, and plumbing projects.
- We encourage the use of renewable energy sources, where possible, and promote the adoption of green building standards (e.g., LEED, BREEAM) in our designs.

3.2. Waste Management

- We commit to minimizing waste generation by reducing, reusing, and recycling materials wherever possible.
- All hazardous materials, including those used in plumbing and electrical work, will be disposed of according to regulatory requirements to prevent environmental contamination.

3.3. Water Conservation

- Our plumbing projects are designed to optimize water efficiency, using advanced systems that reduce water consumption in commercial and residential buildings.
- We actively promote water-saving technologies and educate clients about sustainable water usage.

3.4. Sustainable Procurement

- AS AQUASTAR is committed to sourcing materials and services from suppliers who share our commitment to sustainability, prioritizing environmentally friendly products and services.

4. Ethical Business Practices

We strive to maintain the highest standards of ethical behaviour in all aspects of our business, ensuring that our operations are transparent, fair, and responsible.

4.1. Compliance with Laws and Regulations

- AS AQUASTAR is fully compliant with all local, national, and international laws and regulations, particularly those relating to labour, environmental protection, health and safety, and business ethics.

4.2. Anti-Corruption and Anti-Bribery

- We uphold a zero-tolerance policy toward bribery and corruption in any form. Employees, contractors, and partners are required to comply with anti-corruption laws, and any violation will result in disciplinary action.

4.3. Supply Chain Responsibility

- We ensure that our suppliers and partners adhere to the same ethical standards that we uphold. This includes respecting human rights, fair labour practices, and avoiding practices that harm the environment or communities.

5. Social Responsibility

At AS AQUASTAR, we are committed to positively impacting the communities in which we operate. We strive to create jobs, support local economies, and contribute to the well-being of society.

5.1. Community Engagement

- We actively engage with local communities by supporting initiatives that promote education, environmental sustainability, and economic development.
- AS AQUASTAR will allocate a portion of our annual profits to charitable donations and community projects in the areas where we operate.

5.2. Education and Training

- We invest in the future by providing technical training programs, internships, and scholarships for young people interested in pursuing careers in mechanical, electrical, and plumbing services.
- Our employees regularly participate in volunteer work and knowledge-sharing initiatives to support community development.

6. Employee Welfare and Development

Our people are at the heart of our business, and we are committed to creating a safe, inclusive, and rewarding work environment.

6.1. Health and Safety

- AS AQUASTAR places the highest priority on the health and safety of our employees, contractors, and clients. We strictly follow industry best practices and regulations to maintain a safe working environment on all job sites.
- We provide regular health and safety training to ensure all team members are aware of the risks and know how to mitigate them.

6.2. Employee Development and Well-being

- We are committed to the ongoing professional development of our employees through continuous learning opportunities, training programs, and career advancement.
- AS AQUASTAR fosters an inclusive workplace that encourages diversity and equal opportunities for all, regardless of gender, race, religion, or background.

6.3. Work-Life Balance

- We promote a healthy work-life balance through flexible working hours, mental health support, and family-friendly policies.
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7. Governance and Accountability

7.1. Transparency and Reporting

- AS AQUASTAR will publish an annual CSR report outlining the progress we've made in achieving our sustainability goals, community contributions, and workforce development.

7.2. Accountability

- All employees, from senior management to operational staff, are responsible for adhering to the CSR policy. We encourage all stakeholders to provide feedback and recommendations for improving our CSR initiatives.

7.3. Continuous Improvement

- This CSR policy will be reviewed regularly and updated to reflect changes in laws, regulations, and industry best practices. We are committed to continuously improving our corporate responsibility efforts to meet the evolving needs of society and the environment.
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8. Conclusion

AS AQUASTAR believes that good corporate citizenship is not just an obligation but a key factor in achieving long-term success. Through this CSR policy, we aim to integrate sustainability, ethical business practices, and social responsibility into the core of our operations. By doing so, we will create value for our employees, customers, shareholders, and society at large.

Approved by: *Liviu Ciobanu*
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