



CSR POLICY AT ESSA

ESSA Sales & Distribution



1. Introduction

At ESSA Sales & Distribution Romania, we are committed to integrating sustainable and ethical practices into our business operations. Our CSR policy reflects our dedication to creating long-term value for our employees, customers, partners, and the communities in which we operate.

2. Alignment with Global Standards

We reaffirm our commitment to the 10 Principles of the United Nations Global Compact, encompassing:

- Human Rights: Upholding and promoting fundamental human rights.
- Labour Standards: Ensuring fair labour practices and conditions.
- Environment: Minimizing our environmental footprint and promoting sustainability.
- Anti-Corruption: Conducting business with integrity and transparency.

3. Human Rights and Employee Well-being

- Health and Safety: We prioritize the health and safety of our employees by providing access to quality medical services and promoting preventive health measures.



- **Stress Management:** Recognizing the impact of stress on occupational safety, we have incorporated stress management strategies into our workplace policies.
- **Inclusive Employment:** We support the inclusion of vulnerable social groups in the labour market, exemplified by our participation in the Wings4Youth project, aiding young individuals transitioning from the child protection system.

4. Labour Practices and Fair Compensation

- **Working Conditions:** We adhere to Romanian labour laws, ensuring a standard working week of no more than 48 hours, with at least one day off every seven days.
- **Overtime:** Overtime is voluntary and compensated accordingly, unless otherwise specified in flexible work arrangements.
- **Leave Entitlements:** Employees are entitled to annual and medical leave without repercussions.
- **Fair Salaries:** We provide salaries that comply with Romanian legislation and are sufficient to meet employees' basic needs.
- **Career Development:** We support the professional growth of our employees, considering them for future management positions where appropriate.

5. Environmental Responsibility

- **Sustainable Transportation:** We have adopted environmentally friendly vehicles within our fleet, including electric cars, and encourage car-sharing among employees to reduce emissions.

- Route Optimization: We implement efficient transport routes to minimize fuel consumption and greenhouse gas emissions.

6. Anti-Corruption and Ethical Conduct

- Zero Tolerance Policy: We maintain a zero-tolerance approach to all forms of corruption, applicable to all employees and third parties acting on behalf of ESSA Sales & Distribution.
- Ethical Standards: All contracts with business partners include business ethics and anti-corruption clauses, reinforcing our commitment to integrity and transparency.

7. Community Engagement and Social Impact

- Youth Empowerment: Through initiatives like the Wings4Youth project, we support young individuals in their transition from the child protection system, providing them with employment opportunities and life skills.
- Social Inclusion: We actively participate in programs that promote social inclusion and community development.

8. Implementation and Monitoring

- Policy Communication: This CSR policy is communicated to all employees and stakeholders, ensuring awareness and adherence.
- Continuous Improvement: We regularly review and update our CSR practices to align with evolving standards and stakeholder expectations.



ESSA SALES & DISTRIBUTION S.A.

Our team, our power!

- Reporting: We publish an annual Communication on Progress report detailing our CSR activities and outcomes.

9. Conclusion

ESSA Sales & Distribution Romania is dedicated to conducting business responsibly, with a focus on ethical practices, environmental sustainability, and social impact. We believe that our CSR initiatives contribute to the well-being of our employees, the community, and the environment, while also enhancing our business performance.

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