

Document title: ESMP FRAMEWORK MANAGEMENT PLAN

Document number: 1062-TGN-MNG-PLN-PJM-22-00001

Project: THE DEVELOPMENT OF THE ROMANIAN GAS TRANSMISSION SYSTEM ALONG BULGARIA-ROMANIA-HUNGARY-AUSTRIA ROUTE, PODISOR – GMS HORIA AND 3 NEW COMPRESSOR STATIONS (JUPA, BIBESTI AND PODISOR) (PHASE 1) (REFERENCE NUMBER IN EU LIST: 6.24.2)

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Rev 2	20.03.2017	Butnaru Iulian HSSE Manager PMU BRUA	Popescu Paul Project Manager PMU BRUA	Ion Sterian Director General SNTGN Transgaz SA

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Abbreviations

Abbreviations	Description
BRUA	Bulgarian-Romanian-Hungarian-Austrian (Natural Gas Transmission Corridor Project)
CMP	Contractors Management Plan
CESMP	Construction Environmental and Social Management Plan
CLA	Collective Labour Agreement
CSR	Corporate Social Responsibility
EPC	Engineering, Procurement and Construction
ESIA	Environmental and Social Impact Assessment
F-CESMP	Project Framework Construction Environmental and Social Management Plan
HSE	Health, Safety and Environment
HSE-MS	Health, Safety and Environment Management System
KPI	Key Performance Indicator
NGO	Non-Governmental Organisation

1 Introduction

1.1 Document Scope and Purpose

This document is the BRUA Project Framework Construction Environmental and Social Management Plan (F-CESMP), reference number 1062-TGN-MNG-PLN-PJM-22-00001.

It provides an overarching framework for managing (and avoiding) potential environmental and social risks and impacts during the construction phase of the BRUA Project and is intended to help ensure that the project complies with all related project requirements. As such it outlines the generic approach (and control processes) to be applied by BRUA in the development and implementation of the topic and activity-specific CESMPs that sit underneath it. This document also provides an outline of the key elements that should be contained within the CESMPs and individual sub-plans that will be prepared for the Project.

Further details of the project itself are provided in Section 2 of this document. The CESMPs are described further in Section 3.

1.2 Link to Transgaz's HSE-MS

The F-CESMP and the associated CESMPs form an integral part of the project Health, Safety and Environment Management System (HSE-MS) managed by UMP-BRUA and should be read in conjunction with these other HSES-MS elements. As such they are also closely connected into the Transgaz corporate HSE-MS documentation as outlined in Figure 4.1 which provides the overarching philosophy and processes to be applied to the project. A list of key documentation for the Project is given in Appendix 1.

1.3 Application to Project contractors

This document (and the CESMPs that sit beneath it) is applicable to UMP-BRUA and project related Transgaz employees, BRUA's contractors and all sub-contractors involved in the construction phases of the Project.

UMP-BRUA is responsible and accountable for the implementation of this F-CESMP, and are ultimately accountable for ensuring that the CESMPs and associated plans are delivered.

BRUA contractors will be required to develop and implement on site, for the duration of the construction phase, their own CESMP and detailed management plans in a way that meets the objectives, requirements and commitments identified in this F-CESMPs, and associated CEMPs.

To help achieve this, Transgaz proposed to include model CESMPs in the "work statement document" which will be agreed with the Contractor for each site, and where any special conditions will be defined.

1.4 Document Management

The HSE-MS will be reviewed and updated as required during the construction phase and at least once a year or when significant changes deem it necessary, whichever is soonest. The same shall apply to the other plans and the Contractors' plans.

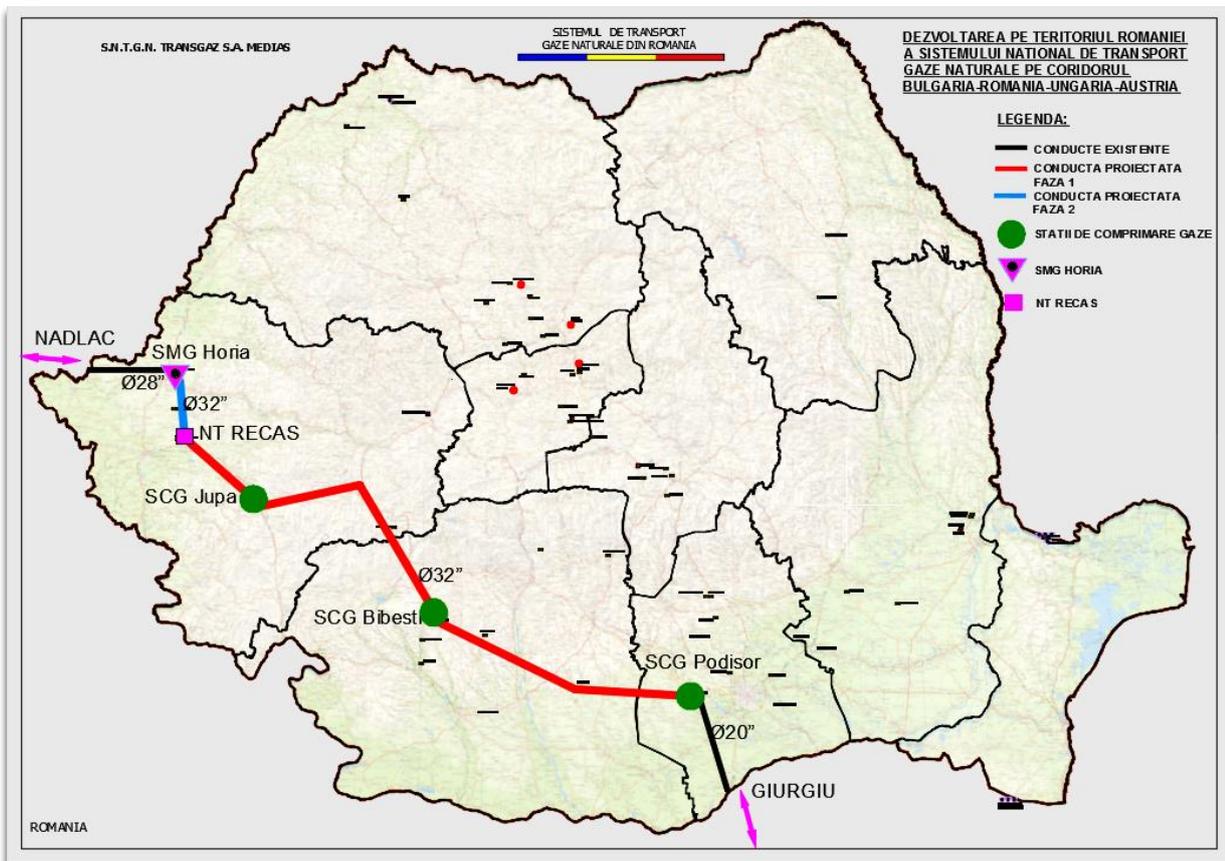
This and the other documents owned by UMP-BRUA will be managed in line with the requirements of the Transgaz's integrated management system and the UMP-BRUA management of change process will be developed by UMP-BRUA to address material project changes.

2 The BRUA Project

2.1 Project Overview

SNTGN Transgaz SA Medias (“Transgaz”, “the Company” or “the Beneficiary”), the licensed operator of the Romanian National Gas Transmission System, is developing a 529km natural gas pipeline between Podisor in southern Romania and Horia in the west of the country (the “Project”). The pipeline, which for much of the route will be buried and will upgrade or run alongside existing pipelines, represents the Romanian section of the Bulgaria-Romania-Hungary-Austria Natural Gas Transmission Corridor. In addition to the pipeline itself, the Project will also require construction of three new Gas Compressor Stations at Podisor, Bibesti and Jupa, as well as a range of supporting infrastructure including block valve stations, construction camps, pipe storage areas, watercourses and infrastructure crossings and access roads.

Figure 2.1 BRUA Route



Whilst the majority of the route is on land currently used for farming, it does pass through a number of specifically sensitive areas, including seven Natura 2000 Sites, and the nationally important Dinosaurs Geo-Park. It also passes close to a number of sites of archaeological value including the ancient city of Tibiscum near Jupa. The pipeline route crosses a number of major roads and railways as well as eight major rivers with certain crossing involving the use of horizontal directional drilling. In other areas in the mountains special “hammering techniques” may also be applied.

3 Project Standards

The Project and its Contractors are required to meet a number of key environmental and social standards as outlined below. This F-CESMP and the underlying CEMPs are intended to help ensure that such standards are met. Where standards are inconsistent or contradictory, the Project is committed to applying the most stringent standard unless otherwise justified to its stakeholders. Further information on the regulatory regime that pipeline construction will be obliged to meet is outlined in Chapter 2 of the Supplemental Environmental Impact Assessment (SEIA).

3.1 Company Policies

Transgaz has adopted an HSE policy and a Corporate Social Responsibility policy, which are presented in Appendix 2. These policies apply to all activities carried out by or on behalf of Transgaz, including those delivered by UMP-BRUA and its Contractors as part of this Project.

3.2 National Legislation

The General Commitments Register will outline the relevant national legislation that all project proponents must ensure the project abides by, this includes all EU directives that have been transposed into Romanian National law. Individual CESMPs will also list in their appendices an indicative account of the legislation relevant for that plan.

3.3 National Permits

Construction permits for the Project are issued by Romanian regulatory authorities. Key permits to be considered by the Project and its contractors are listed in Table 3.1 and contractors must ensure that all relevant environmental and social requirements of these permits are addressed. Any requirements arising from the revision/amendment of those permits will also be applied.

Table 3.1 Necessary Permits for Construction

Asset/Activity	Title
Construction phase	Building Permit
Report to INEA	Exhaustive Decision
Pre-construction phase	Environmental Agreement/Permit
Pre-construction phase	Archaeological Discharge
Pre-construction phase	Urban Certificate

3.4 International Standards

The international standards to be applied to the Project are categorised as follows:

- Relevant international industry practice guidelines;
- Relevant international conventions ratified by Romania;
- Relevant inter-governmental agreements ratified by Romania; and
- Any other additional Project-specific standards adopted for the Project.

Furthermore, the Project must be in compliance with the European Bank of Reconstruction and Development Performance Requirements (PRs). The PRs identified as relevant to the BRUA pipeline project are as follows:

- [PR 1: Assessment and Management of Environmental and Social Impacts and Issues](#)
- [PR 2: Labour and Working Conditions](#)
- [PR 3: Resource Efficiency and Pollution Prevention and Control](#)
- [PR 4: Health and Safety](#)
- [PR 5: Land Acquisition, Involuntary Resettlement and Economic Displacement](#)
- [PR 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources](#)
- [PR 8: Cultural Heritage](#)
- [PR 10: Information Disclosure and Stakeholder Engagement](#)

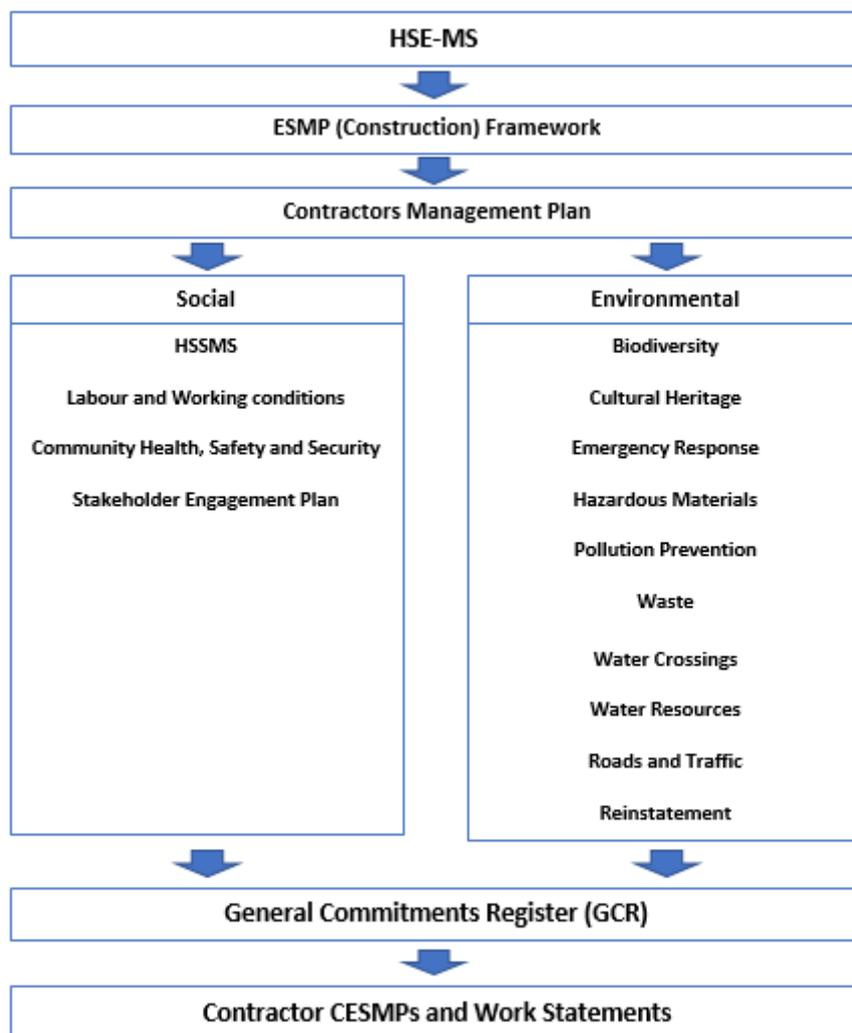
A list of applicable standards is described in the Project's SEIA. Commitments made by the Company as part of the Environmental and Social Impact Assessments (ESIA) process and Stakeholder Engagement process are also considered relevant standards.

4 The Project Environmental & Social Management Plans

4.1 Overview

This F-CESMP and the detailed CESMPs that sit beneath it address the various environmental and social requirements to which the Project is subject. The overall implementation of these requirements will be managed by Transgaz through the application of its integrated HSE-MS which incorporates this F-CESMP and the detailed CESMPs as well as any future Operational Environmental and Social Management Plans (ESMPs). UMP-BRUA will manage all phases of the Project. The relationship between the HSE-MS, F-ESMP, the topic and/or activity-specific Framework CESMPs, and the EPC Contractors' "umbrella" or General CESMP and detailed CESMPs, as well as Project Control Documents is shown in Figure 4.1.

Figure 4.1 ESMP Document Map



The topic and/or activity-specific CESMPs outline both the management actions and the priority monitoring actions to be carried out by Transgaz and/or its Contractors. These documents shall therefore be used as guidelines for the EPC Contractors to write their own CESMPs (including any F-CESMP). These shall explain in detail how exactly the management, mitigation and monitoring actions are expected to be implemented by the contractors (i.e. exactly what will be done, where, by who, and with which resources).

4.2 The CESMPs

This F-CESMP is intended to control the development and implementation of several topic and activity-specific, CESMPs, as shown in Table 4.1 below.

Table 4.1 CESMPs covered by this F-CESMP

Plan Type	Plan Name	Document Reference
Control/Assurance	Contractors Management Plan	1062-TGN-MNG-PLN-PJM-22-00002
Environmental	Reinstatement Management Plan	1062-TGN-MNG-PLN-PJM-22-00014
	Pollution Prevention Management Plan	1062-TGN-MNG-PLN-PJM-22-00003
	Waste Management Plan	1062-TGN-MNG-PLN-PJM-22-00005
	Hazardous Materials Management Plan	1062-TGN-MNG-PLN-PJM-22-00004
	Roads and Traffic Management Plan	1062-TGN-MNG-PLN-PJM-22-00012
	Water Management Plan	1062-TGN-MNG-PLN-PJM-22-00007
	Cultural Heritage Management and Monitoring Plan (includes Chance Finds Procedure)	1062-TGN-MNG-PLN-PJM-22-00013
	Biodiversity Management Plan	1062-TGN-MNG-PLN-PJM-22-00006
	River/Water Crossing Plan	1062-TGN-MNG-PLN-PJM-22-00008
Social	Stakeholder Engagement Plan	1062-TGN-MNG-PLN-PJM-22-00016
Health and Safety	HSSMS	1062-TGN-MNG-PLN-PJM-22-00009

Plan Type	Plan Name	Document Reference
	Community Health, Safety and Security Management Plan	1062-TGN-MNG-PLN-PJM-22-00011
	Labour and Working Conditions (includes Worker code of conduct- included on Labour and working conditions and Occupational Health, Safety and Security Management Plans))	1062-TGN-MNG-PLN-PJM-22-00010
	Emergency Response Plan	1062-TGN-MNG-PLN-PJM-22-00015

Each CESMP has been developed to consolidate and specify all relevant topic- and activity-specific commitments, actions and legal/permit requirements. As such each CESMP identifies:

- Mitigation measures and management actions to address potential risks and impacts.
- Key environmental and social monitoring requirements.
- Roles and responsibilities for management and monitoring measures.
- Key competency and training requirements.
- Key Performance Indicators (KPIs) for assessing CESMP performance.
- Additional verification procedures to ensure that the objectives of the plan are met.

In addition to the above, the Project also has a specific **Stakeholder Management Plan** which outlines the approach to be taken to identifying and interacting with affected parties. This includes a project **grievance mechanism** to enable concerns regarding the Project to be raised and addressed.

As outlined earlier, each CESMP outlines tasks to be undertaken by both Transgaz (and UMP-BRUA) and its Contractors. The Contractors themselves will be required to develop their own detailed management and action plans, that reflect the commitments in these CESMPs and which demonstrate how they will meet these commitments. Work statement documents will also be required to define how the contractors will manage special conditions or procedures within their lot. Approval for both Contractor CESMPs and work statements will be required from UMP-BRUA prior to construction.

5 Roles, Responsibilities and Competencies

Delivery of the project commitments referenced in this F-CESMP is the responsibility of both Transgaz (specifically BRUA-UMP) and its contractors. The responsibilities for implementation of the specific actions identified in the individual CESMPs are clearly distinguished between Transgaz and relevant contractors in the Appendices to the CESMPs. Further, an organogram will be produced by Transgaz and its Contractors once tender is completed, that will identify all role and responsibilities across the Project, this document will be dynamic and updated as required.

5.1 Company Roles and Responsibilities

Health, safety and environment (HSE) management roles and responsibilities during the construction phase of the Project are set out in the:

- Company Standard "Health, Safety and Environment Management System,
- Guidelines for the integrated management system in the field of occupational safety and environmental protection
- Other documents listed in Table 3.1.

The primary responsibility of Transgaz should be to ensure that sufficient number of competent staff and management resources are made available to adequately address all HSE issues across the Project. Transgaz will develop an organigram(s) for the Project that will identify all roles and their respective responsibilities, supplemented by the identification of all contact points with the Contractors. Transgaz will approve and incorporate all Contractor management systems into their systems to allow for the identification of the management structure throughout the entire Project.

5.2 Contractor Roles and Responsibilities

Requirements for Contractors in relation to health, safety and environmental protection are defined in the relevant articles of their contracts and associated mandatory annexes (as defined in Work statement documents.) This requires that each contractor shall develop an HSE Plan (as part of the overall contractor implementation plan) that shall be submitted to Transgaz for approval, and that the contractor shall ensure that the HSE Plan is implemented. In addition, each contractor is required to ensure that it meets all topic-specific requirements outlined in each CESMP that is relevant to its scope of work. The contractor is also responsible for ensuring that any relevant subcontracted work meet these requirements.

The primary responsibility of the Contractors should be to ensure that they provide a sufficient number of competent staff and management resources to the Project to ensure all HSE issues are adequately addressed. Contractors will provide Transgaz with the proposed management structure for the Project for approval which will identify staffing roles, staff quantities and the relevant responsibilities.

5.3 Competency and Training

Both Transgaz and Contractors must establish a process to ensure the necessary training and competency is provided to manage all environmental, social, health, safety and cultural heritage risks. Both will need to develop a training plan identifying all competency training and requirements that are considered necessary of

their staff, dependent on role. Contractor plans will require approval from Transgaz prior to implementation, with Transgaz further responsible for the supervision of Contractor's compliance to the training regime.

6 Mitigation, Management, Monitoring and Verification Activities

6.1 Mitigation and Management Activities

Management actions and mitigation measures that are to be implemented before and during construction activities in order to minimise environmental, social, health, safety and cultural heritage impacts are summarised in each CESMP with the actions themselves detailed in tabular form in Appendix 1 of each CESMP. A General Commitments Register (GCR) will also be made available to contractors which will include commitments across all Management Plans.

6.2 Environmental and Social Monitoring Activities

The monitoring provisions for the construction phase of the Project have been developed by Transgaz in a staged process, as follows:

Table 6.1 Approaches to Monitoring

Objective	Approach
Stage 1: Risk Management	Use of the 'source-pathway-receptor' approach in the ESIA to determine monitoring requirements for significant construction activities that are commensurate with: <ul style="list-style-type: none"> • The scale and nature of the activity; • The assessed potential level of impact (and uncertainty thereof); and • The sensitivity of the local environment within the activity area of influence
Stage 2: Regulatory Compliance	Regulatory monitoring programmes have also been defined that are fully consistent with the principles developed in Stage 1.

The above approach ensures that monitoring plans are developed that meet both:

- Transgaz's judgement on the necessary monitoring required to adequately understand and manage the Project's potential impacts during each construction activity and at each location; and
- Any specific requirements of the Romanian authorities.

The monitoring requirements specifically associated with each CESMP are presented in Appendix 2 of each CESMP.

6.3 Verification Monitoring – Transgaz audit Procedure

Transgaz's audit procedure for the Project is outlined in key documents such as the internal methods for organizing and conducting internal environmental audits and on planning and conducting internal audits of HSE MS. These include procedures for example regarding the monitoring of:

- Production control in the field of waste management (MSMI-CMSSO-Ed.03/Rev.0);
- Compliance with the requirements of industrial safety in the operation of hazardous production facilities; and
- Production control in the field of environmental protection (self-monitoring).

Structurally the audits and inspections are divided into three levels:

- Tier 1: Transgaz management system audits. These audits are aimed at assessing the Transgaz HSES management system elements and assessing their continued suitability throughout the project life cycle;
- Tier 2: BRUA CESMP audits. These audits are undertaken by the BRUA-UMP team to confirm compliance by the Company and its contractors with the CESMPs; and
- Tier 3: Contractor self-audits. These audits are to be undertaken by contractors to confirm compliance by themselves and their sub-contractors with the CESMPs and their own HSE management systems. The managing contractors shall ensure that audit reports are provided to Transgaz.

In addition to these Transgaz-led audits and Contractor audits there are also expected to be regulatory audits and lender compliance monitoring visits. The nature and structure of the latter are to be confirmed as part of loan documentation. Specific auditing requirements for the verification of Project compliance with the HSE-MS and CESMPs are included within each CESMP Appendices. This includes identification of the relevant audit tier level (1 to 3) to be undertaken.

6.4 KPIs

KPIs are quantitative or qualitative measurements used to gauge performance over time. They can be used to assess the effectiveness of control measures and demonstrate performance improvements during steady state operations. Relevant KPIs are presented in each of the CESMPs.

Where relevant, Transgaz has set minimum environmental and social standards and associated threshold values for environmental and social factors. If any of the KPI values exceed the levels predicted in the Project Standards document then the need to refine mitigation measures will be investigated and implemented as necessary.

6.5 Contractor Auditing Activities

In line with Transgaz's HSE requirements for contractors, each Contractor's HSE management plans shall include a description of how the Contractor will monitor its own HSE performance related to the work scope. Depending on the nature of the work scope, this could include:

- The method of measuring performance against objectives and targets (including KPIs)
- Routine reports (e.g. weekly, monthly)
- Arrangements for HSE inspection and audits (by the Contractor)
- Reporting of incidents (actual and near-miss)
- Final HSE report at end of contract.

Specific Contractor self-auditing (Tier 3) requirements are identified in Appendix 1 of each CESMP.

6.6 Non-Conformance

Non-conformances and progress on associated corrective actions will be identified, recorded and managed in line with the HSE-MS procedures and action tracking system.

7 Appendices

7.1 Appendix 1: List of Key Relevant HSE-MS Documentation

Document Reference	Title (English)	Title (Romanian)
MSMI-CMSSO-Ed.03/Rev.0	Transgaz HSE Policy	Manualul de management integrat calitate, mediu, sanatate si Securitate ocupationala
-Collective labour agreement- CLA-112/23.06.2015 -TRANSGAZ Corporate Social Responsibility Policy/2014-Manual	Transgaz Policy on Corporate Social Responsibility	Contract colectiv de munca-112/23.06.2015 Politica de responsabilitate sociala integrata a Transgaz-link-www.transgaz.ro-social responsibility-manual CSR
SR-EN ISO 9001/2007 SR-EN ISO 14001/2007 SR-OHSAS 18001/2008	Guidelines for the integrated management system in the field of occupational safety and environmental protection	Standarde nationale si europene
SR-OHSAS 18001/2008 MSMI-CMSSO-Ed.03/Rev.0 http://10.50.1.53.8888-SMICM	Company Standard "Health, Safety and Environment Management System"	Politici si standarde aplicate de catre Transgaz
CSR Manual/D 2/2012 CLA 112	Company Standard "Project Social Standards" (45-StO.1.0.13.83)	Manual Responsabilitate sociala integrata
All legal requirements are mentioned in the tender documents. Underline few of them: Law 319/2006, Law 307/2006, GUO 195/2005, Law 107/1996, Law 104/2006, GD1425/2006, GD300/2006,GD 571/2016,GD/445/2009	Requirements on occupational safety, process and fire safety and environmental protection, for contractors' activities at the client's site	Toate cerintele legale sunt mentionate in documentele de licitatie Aici sunt mentionate principalele acte normative.
GD 300/2006, GD 445/2009, MO 19/2010, MO132/2006, MO 210/2007	Standard on "Identification and evaluation of environmental aspects, hazards and risks to health of personnel"	
GD 1051/2006, MO 210/2007, MO 135/2010	Regulations on the risk management process	
On TRANSGAZ site-Public consultation BRUA-contact and procedures	The procedure for consideration of requests of stakeholders of Transgaz	Procedura TRANSGAZ pentru consultari publice
MSMI-CMSSO-Ed.03/Rev.0	Company Standard "Procedures for planning and conducting internal audits of integrated management system of Transgaz	Manualul de management integrat calitate, mediu, sanatate si Securitate ocupationala
MSMI-CMSSO-Ed.03/Rev.0	The procedure for interaction management	
MSMI-CMSSO-Ed.03/Rev.0	The procedure for production control of waste management in Transgaz Regulation on production monitoring compliance with the requirements of industrial safety in the operation of hazardous production facilities	
Regulation of Organisation and Fucntioning of UMP BRUA	Regulation on production control in the field of environmental protection (self-monitoring) of BRUA	Regulament de organizare si functionare a UMP-BRUA
MSMI-CMSSO-Ed.03/Rev.0	Methods of organizing and conducting internal environmental audits at Transgaz	

7.2 Appendix 2: Transgaz corporate HSE and Social Responsibility policies

The crucial role that Transgaz plays in the energy field of Romania and Europe, is naturally supplemented by its willingness to support the real needs of all those who bring their permanent contribution to the smooth running of its business.

Part of its strategy of sustainable development, the social responsibility policy aims to increase permanently the accountability of the company towards its employees, shareholders, partners, community and environment impact and to make CSR programs initiated for this purpose more efficient.

TRANSGAZ' policy regarding corporate social responsibility is based on a set of principles that define the interaction between the company, on the one hand, and employees, shareholders, partners, community and environment on the other.

TRANSGAZ is involved in the community life both through actions of sponsorship and financial aid and humanitarian assistance provided through corporate social responsibility projects initiated since 2010.

The priority areas where TRANSGAZ was involved, participates and gets involved from a social point of view are: sustainable community development, education, sport, arts and culture, humanitarian, health and environment.

Following implementation of the principles of Corporate Governance Code of the Bucharest Stock Exchange, which, following the stock market listing of the company shares, TRANSGAZ joined in 2008, the company aims to gradually adopt and integrate into its business model the best practices in CSR, so as to increase both the efficiency of its management and the value of the company, by strengthening the employees', shareholders', partners' and the community's confidence in its economic and social potential.

Part of the goals of the company's strategic objectives of economic development the strategic objectives in the field of internal and external communication, public relations and CSR come to shape and to implement practically TRANSGAZ' vision regarding its capability to become involved in community life in the field where it develops its activity and thus to highlight that through effective communication and responsible involvement one can improve not only the financial performance but also the social performance of the company.

The development of the company, then, is represented by highlighting the following objectives: an economic one (the creation of wealth for all, based on production and sustainable consumption), an ecological one (conservation and resource management) and third, a social one (equity and participation of all social groups).

The creativity and innovation should dominate the economic activity of any entity;

The social responsibility is a form of knowledge which should comply with the principles of organizational management;

Social responsibility is an important pawn of knowledge management;

Knowledge management is in an inter-relationships with corporate social responsibility;

Knowledge management and corporate social responsibility are not just attributes of companies, whether local or multinational, but also basic conditions of the economic game on an open market;

The phenomena of knowledge and social responsibility must be constantly monitored and managed;

By CSR any company contributes to the development of modern society based on sustainability;

CSR may be voluntary or imposed by law;

CSR must comply with the fundamental principles regarding human rights, labor rights;

CSR is a commitment whereby any Company undertakes standardized care for the environment, employees and the community;

CSR is a modern practice through which all parties involved (stakeholders) must win;

CSR is an eligibility criterion for the financial and capital market;

CSR is a source of competitive advantage and a strategic approach;

Corporate social responsibility and marketing of the parties involved in the process are part of the traditional commercial practices used to better support the operating environment.

Through the communication strategy and corporate social responsibility, TRANSGAZ sets its strategic objectives and ways to implement concrete actions of public relations, internal and external communication and social responsibility, so that they support the achievement of the strategic goals of development and modernization of the company.

Why do we do CSR? What motivates us?

We are a responsible company that is thinking about its future!

We want greater social cohesion, solidarity, sustainability!

We care about those who support us every day in achieving our business!

CSR keeps awake the social awareness, the ethics in business and our corporate values!

We believe in our reputation and we want to do well to the others around us!

Through CSR we do not forget to be human, we remember that financial performance is not everything!

We want motivated employees, happy children, a clean and healthy environment, we want performance, we want more and we want to make the change we need. Change for the better!

We employ CSR because we believe in this means to bring about change!

The commitment undertaken by the management of our company by "The Policy Statement on integrated quality - environment management system" is still a definite proof of the fact that TRANSGAZ

empowers the importance of ensuring an organizational climate in which all stakeholders: employees, shareholders, customers, suppliers, community and environment can interact effectively and responsibly both economically and socially.

TRANSGAZ' policy with regard to social responsibility is based on a set of principles that define the interaction between the company, on the one hand, and employees, shareholders, partners, community and environment, on the other. Priority areas where TRANSGAZ operates and will continue to carry out social responsibility programs are: community development; education; sports; arts and culture; cults; humanitarian actions; health; environment.

HEALTH

Health is the most precious gift!

We take care of the health of others as we take care of our health and give local communities the necessary support for the improvement of the health system and TRANSGAZ' employees financial aid to solve situations resulting from serious health problems

ENVIRONMENT

We all want a healthy life and a clean environment, and therefore we are concerned about everything around us!

Financial support through partnerships with Non-Governmental Organisations (NGOs) with public schools or institutions for projects for environmental protection and development of green areas; support greening projects initiated by local government as well as those initiated by other municipalities in the country, where Transgaz has units.

COMMUNITY DEVELOPMENT

We are where there is a real need!

TRANSGAZ supports through financial aid construction and/or reconstruction works for places of worship (churches, monasteries); restoration of national heritage remains; construction and/ or reconstruction, renovation of buildings of schools.

EDUCATION

We believe in the potential of the younger generation and therefore invest in their education!

Granting financial and social support to educational construction of the young generation; support through financial partnership of technical projects, symposia and conferences on natural gas organized by University of Oil and Gas in Ploiesti and Lucian Blaga University of Sibiu; professional and social partnerships for training purposes of the new generation of employees in the gas field; financial and material support in providing teaching material in schools, so necessary for the continuous education.

HUMANITARIAN ACTIONS

TRANSGAZ was, is and will always be with those who need real help!

Granting financial support and involvement in solving life problems of the disabled, needy, people without possibilities, or people requiring medical attention; financial and material support to those who are our employees or not and suffered human and material losses due to natural disasters; providing financial support for cultural, sporting, artistic activities of pupils and students with disabilities in Medias and to NGOs and foundations dealing with these people.

As can be seen in 2014 as well, TRANSGAZ' social responsibility projects cover the areas of:

HEALTH

DEVELOPMENT

COMMUNITY

SPORTS

EDUCATION

ENVIRONMENT

EMPLOYEES' MOTIVATION

EMPLOYEES' LOYALTY

Transgaz developed the communication and corporate social responsibility program for 2014 based on the considerations below:

- ▯ The principle to increase the effectiveness of the corporate management through the application of the best practices in the field of communication and CSR;
- ▯ Development and improvement of the internal and external organizational communication relations so that the company successfully copes with the rules of the competitive game and with the challenges arising from a permanently changing environment;
- ▯ increasing the competitiveness of the company's business, its visibility and reputation in the field of activity;
- ▯ strengthening the trust of employees, shareholders, partners, community in the economic and social potential of the company and increase its value this way;
- ▯ continued implementation of general and specific principles of the corporate management (centralization, coordination, transparency, loyalty, reality, responsibility, legality);
- ▯ orientation of the activities related to CSR in particular to areas such as: employees, company/community, market, environment, complex approach to undertake the real concept of corporate social responsibility;

▯ **remodelling the purely economic business into a social-economic and even in an eco-business one by the development and integration of the social responsibility component and by implementing corporate governance principles in the overall development strategy of the company.**

Permanent improvement of the internal and external organizational communication

Planning external communication events (press conferences, representation activities, workshops, roundtables, participating as a partner in national and international events on energy, economic, social, legal, capital market issues) in the context of the anniversary of one century of gas transmission.

Reviewing the company's visual identity manual

Reconstruction of the company's website

Defining the company's communication strategy in crisis to allow its reconsideration in case of unfavourable factors

Improving the general communication procedure within Transgaz

Modelling the company's economic business into a social, economic and even in an eco-business one

Developing a modern relational system of social involvement, focused on ethical transparent and fair business principles and practices

Permanent increase in the accountability of the company to employees, shareholders, partners, community and environment

Increasing the visibility and reputation of the company in the national and international business environment

CSR Policy



Consistent with the responsible management application principle in fulfilling its mission, TRANSGAZ realize the importance of the fact that, sometimes, a financial support for a good cause or for an important purpose, is vital and that the social responsibility programs and projects (CSR) initiated, are actively involved in the community life, demonstrating in this way its "good citizen" status.

The essential role played by TRANSGAZ in the energy field from Romania and Europe is completed naturally with its willingness to support the real needs of all those who permanently contribute to the smooth running of its activity.

Component part of its sustainable development strategy, the social responsibility policy has as objective permanent increase of company accountability degree towards its employees, shareholders, partners, community and environment as well as the impact effectiveness of CSR programs initiated for this purpose.

TRANSGAZ policy regarding corporate social responsibility is based on a set of principles that define the interaction between the company on one hand and employees, shareholders, partners, community and environment, on the other hand.

TRANSGAZ is involved in the community life both through actions of sponsorship and humanitarian financial support as well as through corporate social responsibility projects initiated since 2010.

Priority areas where TRANSGAZ was, is and will be socially involved are: sustainable development of the community, education, sport, arts and culture, humanitarian actions, health and environment.

TRANSGAZ, following the implementation of the principles of Bucharest Stock Exchange Corporate Governance Code, to which it joined in 2008, after listing the company's shares on the stock exchange, aims to gradually adopt and integrate into its business model the best CSR practices, in order to increase both the efficiency of the management and the company's value by strengthening the level of confidence of its employees, shareholders, partners and community in its economic and social potential.

Through all objectives proposed as regards the corporate social responsibility, as well as by sponsorship, volunteering actions and donations made, TRANSGAZ undertakes ethically and shall contribute through transparent and responsible business practice to sustainable development of economy and to social cohesion, improving at the same time, both the quality of life of its employees and their families and of the local communities and society in which it operates.