



Policy on Corporate Social Responsibility (CSR) in Transelectrica

- Social Responsibility is a management process by which Transelectrica intends to contribute to developing a sustainable and performing Romanian society;
- We get involved in solving the social problems of the community where we carry out our business;
- Transelectrica is taking into consideration the societal interests and is accountable to the employees, shareholders, community and the environment;
- Social responsibility is an integral part of the Company's business strategy;

Our CSR vision consists in promoting the national values such as innovation, team spirit, diversity deference and commitment. These constitute the background of our performance.

We have chosen to get involved in certain domains such as: **art and culture, education, humanitarian activities, environment, community development, responsibility towards employees, and corporative volunteering.**



1. Art and culture

Diversity and creativity are values that we cherish and promote in the artistic and cultural domains

- We cooperate into organising theatre and classical music festivals, different events of students' associations and cultural foundations, to the artistic creation development etc.

2. Education

Young people are the most important asset for Romania in the near future. We are involved in the academic environment as well under partnerships with students' associations and other initiatives.



- We provide assistance to young generations by getting involved into their professional education in financial and social terms.
- We cooperate with the Polytechnic University of Bucharest providing them with research lab equipment in the Electric Power Faculty.
- We provide the financial support in awarding the Paul Dimo prize – outstanding personality of the

Romanian electric power science and engineering – to stimulate and sustain the interest in scientific and technical creation. The prize is awarded by IRE (Romanian National Institute for the Study on Developing and Utilising Energy Sources) once every two years, with a view to promote scientific contributions of the young people up to 35. Scientific papers are doctorate theses published in the specific literature and sustained at universities from abroad.

➤ We offer books to the libraries of educational institutions and constantly enlarge the book stocks of such school libraries (manuals, volumes in the power field), which represent the resource-centre in the education, training and development of young generations.

3. Humanitarian activities

People are at the core of our concerns and we constantly endeavour to support the unprivileged ones.

- Associations providing support to retired people from the power field, foundations and organisations for disabled children are the targets of our grants.
- We also get involved, whenever possible, in charitable missions assisting the persons in distress from areas hit by natural calamities.



4. Environment

We take into consideration the environmental impact of our activities and try to reduce pollution below admissible limits at national and European level. The environmental management system is complying with the requirements of the international standard ISO14001/2004 and it is certified by SRAC

- The practical application of the Company's environmental policy and the achieved results are as follows:
 - Proper management of the waste resulting from maintenance and refurbishment activities;
 - Reducing and measuring the pollutant emissions into the environment;
 - Rational utilisation of natural resources;
 - Periodical monitoring of environmental factors (water, air, soil, noise, electromagnetic field, waste)
 - Modernising and refurbishing the installations using the latest technologies with which environmental pollution is prevented or reduced;
 - Providing the learning and observance of environmental legislation by all Company employees by means of information, training and motivation;
- Transelectrica as transmission and system operator considers it has a great responsibility towards future generations and permanently strives to find sustainable economic solutions for the development and modernisation of its installations in accordance with EU requirements of environment protection.

Preventive and corrective activities

- Transelectrica aims at reducing the future negative impact of its installations over the environment by means of:
 - Sizing the installations so as to reduce the intensity of the electromagnetic field at ground level, as well as the land areas taken up and the impact on birds;
 - Replacing the equipment containing electro insulating oil;
 - Replacing the porcelain insulators by composite ones;
 - Reducing the sulphuric acid emissions by replacing the accumulator batteries;
 - Reducing the pollutant emissions in flue gas;
 - Installing bird repellent devices on the newly built OHL;
 - Reducing the acoustic pollution by installing low noise fans (on autotransformers); installing power generating groups with noise and vibration dampers;

5. Community development

Transelectrica is providing financial support to building and refurbishing schools and religious monuments (churches, monasteries), priority being given those in the areas where Transelectrica has its transmission branches.



6. Responsibility to our employees

The Company's success depends on the worth of its employees



➤ To Transelectrica employees are its main development resource and primordial concern.

The Company personnel benefit of:

- stable jobs and safe working conditions;
- opportunities to grow;
- acknowledgment of their contribution;
- opportunities of internal promotions;
- training and development opportunities under the Annual training plan for the professional improvement of employees, so that people can promote to the position they desire in the Company;
- the Company appreciates and defends the

health of its employees; there are annual campaigns to assess the employees' health- general medical tests; lab tests; flue and liver health shots; examinations to prevent cardio-vascular illnesses; examinations to avoid invalidating illnesses;

- optionally, employees also benefit of volunteer health security, co-financed by the employee;
- in case of serious diseases Transelectrica provides financial support to its employees for special medical treatments, flexible or reduced working hours during the time interval recommended by the doctor;

7. Corporate volunteering

Employer-sustained volunteering means any Company effort to encourage its employees and/or former ones (now retired) to get involved in community volunteer activities and to support them in their efforts to commit in solving community problems

“Transelectrica’s volunteers” is an ambitious Company project for 2011. The top management of Transelectrica will encourage employee participation as volunteers into different activities and will provide concrete projects with which they can spend their time in sharing.