

Euro Gas Systems, as a reliable packager of natural gas compressors, acknowledges that the processes and operations we carry out might have a great impact on people (fellow employees, customers, suppliers) their natural environments and their communities throughout all the phases of packaging and delivering our products. Therefore, **Euro Gas Systems'** top-management recognizes the corporate responsibility that we have to take to ensure that our business is carried out in a safe and sustainable manner that is respectful of the environment and also socially and economically responsible. **Euro Gas Systems** is committed to continuously improve its activity with responsibility and integrity in order to maintain a competitive advantage, a reputation as an employer of choice and a reliable partner for all interested parties.

This code of conduct includes principles and values which **Euro Gas Systems'** management embraces in its commitment to integrate them in all its business decisions and plans. This code applies to all **Euro Gas Systems** employees, is consistent with the company's integrated management systems' commitment, the company's Bylaw as well as its other related policies.

Regulatory compliance

Euro Gas Systems is committed to develop all processes in compliance with applicable laws and regulations without duplication of effort and activity from resources. Due to the complexity of our final products we take particular care to ensure that all applicable laws, regulations and standards are properly identified, updated, presented to employees and implemented. Assessment of compliance with applicable regulations is thus part of our activity. We each take responsibility to know the laws and regulations that govern our activity and thus meet **Euro Gas Systems'** ethical standards.

Investing in our people

Euro Gas Systems is committed to further invest in its team of dedicated and enthusiastic employees. They are the driving force of our business operations and that is why top management is committed to ensure appropriate education and training so that **Euro Gas Systems'** employees can enhance their skills and abilities. We want our employees to further develop their careers and feel proud to be part of what we call '**EGS team**'.

Respect for human rights

Having a compact team of individuals of various ethnic backgrounds, we strongly believe that this cultural diversity has helped promote a more tolerant and understanding workplace in which we respect people's differences. Top management is committed to ensure a work environment free of harassment and discrimination whilst promoting an inclusive workplace. We are committed to ensure freedom of association and right to collective bargaining in the company, encouraging employees to express their opinions. In conformity with the Romanian Labor Code, **Euro Gas Systems** management shall not tolerate any breach in human rights, discrimination, infringements of rights at work or the use of forced or child labor.

Ensuring a healthy and safe working environment

Consistent with its IMS Policy, **Euro Gas Systems**, through its top management, is committed to planning and carrying out all operations in a manner that ensures the health, welfare and safety of all our employees and partners (suppliers and customers, neighbors and regulatory agencies' representatives, the general public). Safety is a top priority which is why our approach to health and safety is proactive. We encourage our employees to take individual responsibility and promote a positive safety culture through safe work behaviors.

Ethical behavior

Integrity and responsibility, respect, fairness, dignity and honesty are key moral principles that Euro Gas Systems holds true for its business. Consistent with its Bylaw, as well as with the Romanian applicable regulations, **Euro Gas Systems** is committed to prevent corruption and bribery, illicit payment and any type of action that could rise a conflict of interest. No employee or representative of **Euro Gas Systems** may, directly or indirectly, offer or provide a bribe to any person or entity, and all requests or demands for bribes, gifts or offer of entertainment, the acceptance of which could be reasonably perceived to compromise **Euro Gas Systems'** ability to make objective, impartial and fair business decision must be expressly rejected.

Each employee shall abide by this code of conduct, complying with the anti-corruption laws applicable in our community as well as in other communities in which Euro Gas Systems does or intends to do business.

Protecting the environment

Acknowledging the impact our activities have on the environment, we have a responsible and proactive attitude and are committed to minimizing the harmful effects of our operations. This includes making the most efficient use of natural resources, reducing waste, keeping pollutants and VOC to a minimum, prohibiting the use of restricted materials and finding the most suitable controls for activities with potential impact on the environment.

Supporting local communities

Euro Gas Systems is committed to make a positive contribution to the communities within which we work by supporting educational initiatives, engaging in sports events, encouraging youngsters to develop their talents, engaging in business relationships with companies that can afford to hire handicapped personnel due to its low risk line of business, sponsoring artistic events and encouraging interaction with young students that could benefit from visiting our facilities and getting familiar with latest techniques and tools in pressure equipment manufacturing.

Euro Gas Systems is committed to integrating all these principles, values and visions into our business decisions, plans and programs and we will look to exceed all legislation, regulations and codes of practice in relation to sustainability. We will measure our progress regularly as part of our commitment for continuous improvement and will make this code available to all interested parties.

Data: 21.11.2016

GENERAL MANAGER



A handwritten signature in blue ink, appearing to be "R. R. R.", positioned to the right of the stamp.