

Integrated Management System (IMS) Policy of s.c. KUMA ROMANIA s.r.l.,

Regarding quality - environment - occupational health and safety - responsible sourcing

(sustainability policy)

This policy has been documented taking into account: adequacy with the purpose, specificity and context of the organization; the nature, dimensions and environmental impacts of the organization's activities and products; the specific nature of the occupational health and safety risks and opportunities, as well as the sustainability aspects associated with responsible sourcing, including addressing climate change. Thus, the IMS policy is applied in the company's current practice, in all the organization's activities, at the level of each workplace - it is assumed, followed, by each employee of the organization; it constitutes a benchmark for all stakeholders and, in this sense, is available - has a public nature - to anyone interested in the organization.

The SMI policy consists of guiding the organization's activities focused on satisfying the requirements and expectations of those interested in the organization's results, on ensuring effective control of the impact on the environment, on ensuring safe and healthy working conditions for all employees, on ensuring the systematic application of the principles of responsible sourcing, on an adequate response to climate change - ensuring sustainability, positive socio-economic and environmentally friendly.

The sustainability policy (SMI policy) is a support for establishing and analyzing quality objectives, environmental objectives and targets, occupational health and safety objectives, objectives derived from the application of the principles of responsible sourcing and commitment to climate change. Thus, as a policy of the SMI, the following directions are established:

- maintaining the SMI in accordance with the requirements of ISO 9001:2015, ISO 14001:2015, ISO 45000:2018

, as well as continuously improving its effectiveness - by focusing on continuous improvement, by focusing on pollution prevention and by involving the customer and third parties interested in the organization, by mobilizing personnel towards meeting quality, environmental, occupational health and safety requirements, and requirements derived from the application of the principles of responsible sourcing.

- constant concern for ensuring the equipment, working environment and infrastructure necessary to carry out activities at the required and expected quality level, as well as to ensure controlled conditions in terms of environmental impact, occupational health and safety risks and opportunities and/or derived from sustainability aspects associated with responsible sourcing.
- orienting the organization's activities towards a sustainable response to climate change: by focusing on energy efficiency and the use of renewable resources - solar energy -, by using recycling practices to reduce water consumption and for minimal impact on water resources, by responsible waste management - recycling, reuse -, by ensuring a supply chain resistant to climate change - ensuring sustainable sources, durable and recyclable materials -, by raising employee awareness of climate change, of the role they can play in maintaining a physical environment suitable for life.

- permanent monitoring of compliance/fulfillment of legal and regulatory requirements, customer requirements and expectations, of all requirements assumed by the organization regarding quality, the environment, health and safety at work, derived from the application of the principles of responsible sourcing.
- developing among staff those values and norms that support the maintenance and consolidation of a strong organizational culture, oriented towards quality, environment, health and safety at work, which implies attitudinal and behavioral application of the principles of responsible sourcing, ensuring sustainability.
- maintaining and continuously improving the level of competence of staff who influence quality and/or who may cause an impact on the environment or/and may have an impact on health and safety at work or/and may influence the application of the principles of responsible sourcing in the company.
- constant monitoring of environmental aspects, such as greenhouse gas emissions (GHG), occupational health and safety hazards, sustainability aspects associated with responsible sourcing² in order to initiate early actions to reduce the impact on the environment, prevent pollution, reduce waste, reduce health risks, etc.

The SMI policy contains the commitment of the organization's management to determine and provide the organizational framework and resources for the proper conduct of all activities, the commitment to the consistent application of the SMI policy and monitoring its compliance. The organization's management undertakes: to promote/make employees aware of the importance of meeting the requirements of the customer and all stakeholders, of the requirements related to quality, environment, health and safety at work, the importance of applying ethical principles, of the principles of responsible sourcing - focusing on sustainability (consistently obtaining positive results from a socio-economic point of view, friendly to the physical environment, adapted to climate change); to ensure consultation and involvement of employees in the application of the SMI requirements; to monitor the fulfillment of legal and assumed obligations; to continuously improve the SMI.

As part of the SMI policy, s.c. KUMA ROMANIA s.r.l., through its management, strictly supports ethical business behavior in all its activities and declares its firm opposition to human trafficking and slavery, as well as to any type of discrimination, violation of human rights. Ethical business behavior is a fundamental direction of SMI policy and is considered by the management of the organization as the basis for the sustainable development of s.c. KUMA ROMANIA s.r.l..

The management of the organization assumes the responsibility to update, review and develop the SMI policy, to periodically examine and evaluate the objectives (and targets) derived from it.

(last update/approval)

05.06.2026

Camelia Olesen-Executive Director



Addendum to KUMA Policy 2025/ 05.06.2026

Physical climate risk assessment

The company has assessed the physical climate risks associated with the storage and handling of resins, gelcoat, accelerators and hardeners used in production activities.

The main risks identified are:

- high ambient temperatures that can affect the chemical stability and shelf life of the products;
- increased risk of fire during hot weather;
- flooding or water infiltration that can affect storage spaces;
- disruption of operational activities caused by extreme weather events.

To reduce these risks, the company has implemented the following measures:

- storage in ventilated and controlled spaces;
- separation of incompatible chemicals (accelerators and hardeners);
- fire prevention and spill containment/management measures;
- periodic inspections of storage conditions and containers;
- emergency response procedures and employee training.

This assessment is reviewed periodically as part of the company's environmental and occupational health and safety management practices.

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