

Laguna Technology SRL

VAT RO24724116

Billing address: 2C Ovid Densusianu Street, Pitesti City, Romania

Mailing address: 52-54 I.C. Bratianu Bvd, Business Forum, B building, 1st Floor, Pitesti City, Romania

Account number: RO88BTRLEURCRT0437838101, **SWIFT:** BTRLRO22

Bank name: BANCA TRANSILVANIA (48-52 I.C. Bratianu Bvd, Business Forum, Pitesti City, Romania)



Corporate Social Responsibility

Laguna Technology Overview

Laguna Technology is a sole-proprietorship company funded in 2008. We started small with big ambitions and clear objectives. Despite challenges and obstacles, we might have faced in our early days, we have benefited from the endeavor, motivation of our young team and faced everything with success.

Laguna was created and has its headquarters in Pitesti, a city in the heart of Romania, well-known for its strong automotive sector and quality education sector,

Sixteen years later, Laguna Technology is a strong company, led by a well-prepared and ambitious team of management, with now over 230 employees across entire Romania. We are internationally known for providing exceptional transport quality and customer service and certified safety to the transported goods. We are still committed to maintaining and developing the reputation we have built so far, that of a trusted carrier, delivering good on time and in perfect condition.

Laguna's success is the result of honest tradesmanship and communication with our partners, suppliers and employees. Everybody plays a very important role and contribution to our sustainable growth and business success; therefore Laguna is very keen in giving back to the community and making sure we all adhere to the same core values in order to play an essential role in the circular economy and create growth and development possibilities for our employees, their families and the local community.

We actively pursue policies that ensure the impact or any risk of our transportation processes and related activities on the environment are avoided as much as possible, continuously reduced and controlled.

United Nations Global Compact Principles

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure that they are not complicit in human rights abuses.
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. The elimination of all forms of forced and compulsory labor.
5. The effective abolition of child labor.
6. The elimination of discrimination in respect of employment and occupation.
7. Businesses should support a precautionary approach to environmental challenges.
8. We undertake initiatives to promote greater environmental responsibility.
9. We encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against corruption in all its forms, including extortion and bribery.

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Human Rights

With our activities, Laguna Technology has the potential to impact- positively and negatively – virtually all human rights.

Laguna respects and supports these rights. We work together with everyone on a safe environment every day. This is not only related to aspects of work-safety, but also to a safe working environment, where everybody is treated with respect and inclusion. Gender, sexual orientation, ethnicity, religion, disability, marital or family status, age or any other characteristic protected by the law is not tolerated in our company.

We support and encourage fair pay and labor. We distance ourselves from partners or potential customers that do not respect and have the same set of values as Laguna. We do not operate in markets and services that we reject ethically.

Labour

We strive to be a reflection of our society, we support and want to contribute to current and future generations in terms of education and development. We embrace and uphold the local, national and international laws, collective agreements and apply the highest standards to all our locations.

Laguna does not have a necessarily hierarchical organization, as we encourage everyone to think independently, as we trust them the ownership of their activities, tasks and responsibilities. We encourage open and straight-forward communication within all of our team members, regardless of their role and/or position (managers, freight-forwarders, drivers, mechanics, etc.).

We work on a “no-meeting-request” policy, where everybody can discuss with whoever they need from the company in order to efficiently and easily solve their issues, get the information they need, without making a prior appointment, just by simply addressing directly the person.

We make sure that everybody’s responsibilities, tasks, activities and information are transparent and easy to access, this way we facilitate confidence and trust and easiness to work with everybody.

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Anti-discrimination is a concept we apply all over the activities and processes, including recruitment, remuneration, maternity and paternity protection, training and opportunities, social security, occupational health and safety.

We take measures to promote equality within our organization and we proactively communicate to our partners and customers that we reject all forms of slavery, child labor and discrimination and ask of them to commit to the same cause. Deviation from our policy will lead to counter-measures and possible exclusion from doing business with Laguna Technology.

Prohibition of Underage Employment

We strictly comply with all local, national, and international labor standards regarding the employment of minors. Consequently, we do not employ or otherwise engage individuals below the legal minimum working age.

Environment

Laguna Technology believes that a business can only be truly sustainable when respecting the environment. We continuously take into consideration the impact our activities may have and aim to reduce negative effects if present. On management level, environmental risk analysis is performed and, we promote risk-based thinking through our entire organization.

We strive for continuously improving our transport-related activities, as well as the activities of the administrative and maintenance staff. Our entire fleet is renewed every 2 years and the trucks we use are CO2 efficient, therefore the CO2 emission is low. We monitor, control and do our best to adjust the emissions. In terms of administrative office and mechanical shop, we use only eco-friendly electrical lighting, all office equipment is new and consumption-efficient.

Anti-corruption

Engagement and trust are one of Laguna's main values. Hence, we focus highly on eliminating all forms of corruption, including extortion or bribery. We expect our employees and business partners to identify and prevent situations where there is a conflict of interest, or even the appearance of one. Our company has anti-corruption policies aiming for transparency, but also a whistle-blowing policy which protect the safety and integrity of the person reporting the incident or the suspicion. We expect that our employees do not accept, nor offer valuable gifts from and to our business partners, as well as not favor business partners as a result of a personal benefit. Our drivers are also regularly trained to not accept such gifts, nor offer gifts or bribes to authorities, or even employees of our business partners, nor other third-party personnel that handles the goods, etc.

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Any deviation from our policy—including but not limited to violations of equal-opportunity principles or the use of child labor—will lead to countermeasures and may result in exclusion from doing business with Laguna Technology.

PUBLIC INFORMATION