

Following high business principles

The Petrom Code of Conduct

By adhering to the spirit and principles of the 'OMV Code of Conduct', our company, in accordance with the entire OMV Group, declares that all its objectives and actions will be in line with the principles of the United Nations Global Compact. This forms a fundamental commitment to making efforts directed towards compliance with high standards in business ethics and the applicable legal requirements wherever we operate.

The Code of Conduct provides rules and clear guidance in the key areas relating to Employees, Human Rights, Environmental Management, Social Responsibility, and Governance.

The Code of Conduct constitutes the compass that helps the company live its values. Our values and the Code of Conduct are guides for our corporate culture and they are applied in any activity conducted within the company.

Driving Values

Petrom is driven by **Professionalism, Pioneering, and Partnership**:

- ▶ **Professionalism** - Professional excellence ensures lasting success. In this regard, we learn, we perform, we succeed.
- ▶ **Pioneering** - Spirit of change aids continuous development. In this regard, we explore, we move, we grow.
- ▶ **Partnership** - Responsible relationships for mutual benefit. In this regard, we respect, we connect, we care.

Shaping behaviours to values

Petrom strongly believes that translating these values into action creates long-term benefits for our stakeholders - shareholders, clients, employees, suppliers, as well as for the interested communities.

Living Petrom's values

Demonstrating high levels of professionalism, pioneering and partnership is an important part of being successful in our company. These driving values support our development

as individuals and as a team. At Petrom we constantly encourage people to think about these values and their relevance to their own personal activities. We think that being a good professional, a good partner and a pioneer lie at the heart of inspiring people, creating a team and delivering high performance, on a continuous basis.

In 2009 we continued to ensure, through communication, a climate where people are encouraged to live the values in their day-to-day activity and support the development of the company through personal change. In order to generate clarity regarding the role of the values at Petrom, we used the sports metaphor in a series of interactive workshops for managers and a caravan touring the main locations in the country. Our message was that success depends on our attitude and values, and it was delivered as a parallel between sport and professional life.



Customized activities built around the values allowed interaction with the people and were supported by two powerful external endorsers: Octavian Belu – a role model for managers, and the boxing champion Leonard Doroftei – a true role model for the blue collar staff.

For people working in the field we rediscovered the pride of being part of the oil workers' community and talked about how the values support them in their activity. Over 360 oil workers proudly shared their working life stories as inspired by their greater experience developed in our company. The most touching