

TITLE	SPECIFIC CORPORATE POLICY ON HUMAN RESOURCES MANAGEMENT WITHIN THE SNN GROUP
PURPOSE	The goal of this policy is to develop an efficient human resources management function and to ensure the competence of the personnel that will contribute to the sustainable development of the organization and promote an environment based on performance and excellence within the companies of the SNN Group.
APPLICATION	All SNN Group officers
REQUIREMENTS	- In human resources management, training and staff development, all legal requirements, regulations issued by regulatory bodies and best practices applicable to the nuclear field, such as: - Law no. 53/2003 - the Labor Code, as subsequently amended and supplemented; - Law no. 111/1996 on the safe performance, regulation, authorization and control of nuclear activities, as subsequently amended and supplemented; - Basic Nuclear Safety Standards for Nuclear Installations (NSN-21), approved by Order of the President of CNCAN no. 86/2020 and published in the Official Gazette. Part I, no. 597 of 8 July 2020; - Nuclear Safety Standards on the training, qualification and authorization of personnel of organizations operating nuclear installations (NSN-23), published in the Official Gazette, Part I no. 438 of 13 June 2017; - Rules on the issuance of exercise licenses for operating personnel, management personnel and specific training personnel of nuclear power plants, research reactors and other nuclear installations (NSN-14 rev. 1) of 01/05/2014 published in the Official Gazette, no. 350/bis of 13/05/2014; - INPO 12-012, Traits of a Healthy Nuclear Safety Culture, Revision 1, Institute of Nuclear Power Operations, 2013; - INPO 20-005, Leadership and Talent Development, Institute of Nuclear Power Operations, 2020; - Law no. 176/2018 on internship; - MMSS Order no. 64/2003 for the approval of the framework model of the individual labour contract; - GD no. 905/2017 on the general record of employees - Developing and implementing in an uniform way policies and procedures on human resources management, training and staff development; - Establishing the need of competent personnel for the realization of the activities within the company processes in SNN Group; - Efficient development and utilization of human resources using human resources management tools in order to attract, retain, motivate, develop and increase the individual performance of employees, in order to achieve the strategic objectives of the SNN Group companies; - Development and implementation of HR processes and procedures as well as building a high performing team; - Identification and fulfilment of the competence requirements for the staff to the nuclear specific requirements in order to perform the service tasks to the requirements of excellence; - Identifying and ensuring training needs through the development and implementation of training and development programs; monitoring the effectiveness of the training programs; - Ensuring staff qualification and authorization requirements in accordance with legal and regulatory requirements;

- Maintaining competence through knowledge refresher programs;
- Evaluation of individual employee performance;
- Managing succession/rotation plans;
- Administration of human resources databases;
- Establishing common indicators for monitoring and reporting performance in human resources management at the level of SNN Group companies;
- Periodic presentation and information to DSRU on the activity, objectives, data and specific information for reporting / centralization / control at group level or to the relevant ministry according to the legislation in force;
- Ensuring an exchange of information and best practices between organizations, a vital component for targeted and effective actions.

ASSOCIATED
PROCEDURES

N/A

EFFECTIVE DATE

On the date of approval

APPROVAL

SNN Board of Directors