

## Social Accountability Policy

At Celestica Romania, our Social Accountability Policy is based on a set of strong principles that reflects our dedication to ensuring a healthy, safe and ethical workplace that upholds the highest standards for our employees.

## **Our Commitment**

We establish policies and practices to protect our workers' rights and continuously improve our workplace conditions to comply with local laws, regulations and the SA8000 Standard, which includes child labour, forced or compulsory labour, health and safety, freedom of association and right to collective bargaining, discrimination, disciplinary practices, working hours and remuneration.

We take an active role in preventing the use of child labour to ensure compliance with applicable laws, regulations and the SA8000 Standard.

We establish social accountability targets and objectives each year to maintain a healthy and safe workplace for our employees.

We perform rigorous internal audits to ensure compliance with our Social Accountability Policy.

We comply with applicable laws and regulations to ensure our workplace is safe for our employees.

We periodically review our Social Accountability Policy and communicate the policy with our internal and external stakeholders.

