



NUCLEARELECTRICA

COMPLIANCE GUIDE

Ethics and integrity

Equal treatment. Equal chances



Equality



Anti-corruption
policy



Conflict of
interest



Cooperation



Introduction

Dear Colleagues,

SN Nuclearelectrica carries out its activity in a responsible manner, in an environment of safety and sustainability, with the highest degree of integrity, in compliance with rules and legislation. We are guided by and dedicated to fundamental values, such as: professionalism, safety, integrity, respect and trust.

Professionalism is the guarantee of preserving the trust of our shareholders and partners. Environmental responsibility is approached in a uniform manner and is given the same importance as the company's financial goals and strategy. We are dedicated to full compliance with the laws and industry standards in the carrying out of our activities and processes.

The company promotes the principles of ethics and compliance among its employees, collaborators and business partners. To this end, we constantly formalize our best practices, in order to make them easier to understand and comply with, being convinced of the importance of always acting in accordance with the principles of business ethics.

The Compliance Guide must be a guide to ethics and integrity. It contains basic rules of behavior within the group, in relation to partners and the company.

The Board of Directors expects every employee and especially the executive management to strictly abide by the compliance standards and to always act in the interest of the company. In this manner, we intend to maintain and develop the international reputation we have earned among the producers in the field.

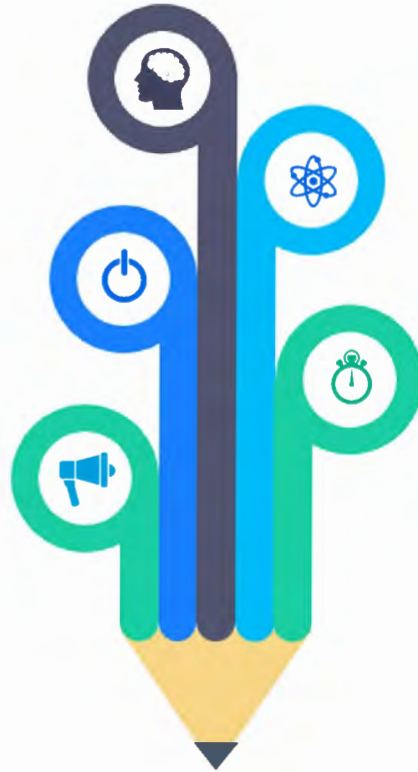
Cosmin Ghiță
General Manager



We promote and protect the values and reputation of Nuclearelectrica. They are essential to the success and sustainable development of the company. Illegal or non-compliant actions can cause considerable damage to the company.

Managers at all levels are responsible for the implementation of and compliance with the requirements of the anti-corruption management system, both at the level of the positions they hold and within the departments they lead.

Anyone can make mistakes in the workplace and we deal with them openly, in order to learn from them and prevent them from recurring. Most mistakes are minor, but others can have serious consequences and must be reported. In most cases, timely reporting is important to avoid or minimize adverse effects. If we notice any breaches of the conduct codes, we will take a stand.



Purpose

This guide is aimed at the employees, collaborators, executive management and any person acting on behalf of the company and it was drawn up to promote the right attitude, to facilitate comprehension and the implementation of the principles of ethics and integrity. The decisions we make must prioritize correctness.

We mention that any law takes precedence over the rules mentioned in this guide, subject to cases where the guide contains provisions or conduct rules that are stricter.



Non-discrimination



The principles of equal opportunities and treatment are complied with, irrespective of social or ethnic origin, religion, age, disability, gender, political beliefs or any other criteria.



We respect the personal dignity, confidentiality and rights of every individual. We treat our colleagues, employees and business partners in a professional, friendly and fair manner. We do not tolerate sexual discrimination, any other form of harassment or inappropriate conduct towards individuals or groups.



We take these principles into account upon recruitment, in career advancement, as well as in the objective assessment of employees, which only considers their skills, conduct and performance.

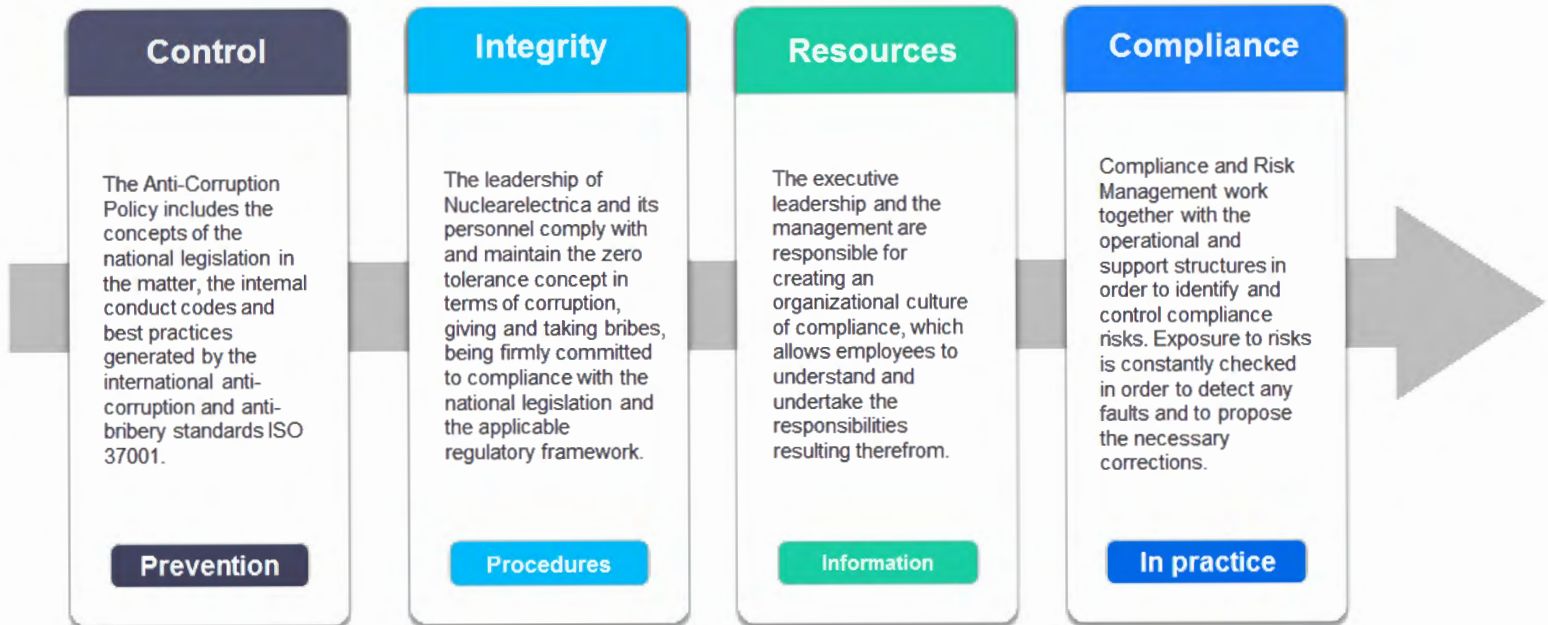


It is prohibited to favor or disfavor the access or promotion to any position based on discriminatory criteria, kinship, affinity or other criteria which are not compliant with the principles of ethical conduct.



Anti-corruption policy

To promote and strengthen integrity in the carrying out of its activities, Nuclearelectrica has developed a compliance program comprising policies and principles meant to encourage and facilitate the activity of prevention, detection and fight against corruption, in order to achieve the goals set by adhering to the National Anti-Corruption Strategy.



Anti-corruption policy



Anti-corruption policy



The periodic and specific training program is aimed at raising awareness regarding the anti-corruption issues at all levels, as well as providing guidance with regard to specific compliance topics and relevant risks. Training materials are constantly improved, and our branch offices actively participate in the development and implementation thereof.

The effectiveness of the anti-corruption program is assessed by the compliance officers on the basis of information related to key performance indicators, the assessment of business partners, remedies and anti-corruption training. Conclusions give rise to the opportunity to discuss compliance with the branch office management or with any other internal stakeholder.

The company provides internal control mechanisms and methods of identification of breaches for compliance assessment purposes.

SNN personnel must report in good faith unlawful actions or known, potential or suspected breaches, without fear of reprisal. This includes the violation of any applicable laws or regulations or breaches of the SNN Code of Business Ethics and Conduct, and of its basic policies and procedures. When in doubt about whether an issue should be reported or not, employees may request clarifications from the ethics advisor or the compliance representative.

Managers must encourage the reporting of breaches, create an environment in which employees may raise issues or ask questions without fear of reprisal, and make sure that employees know where to report any compliance issues.



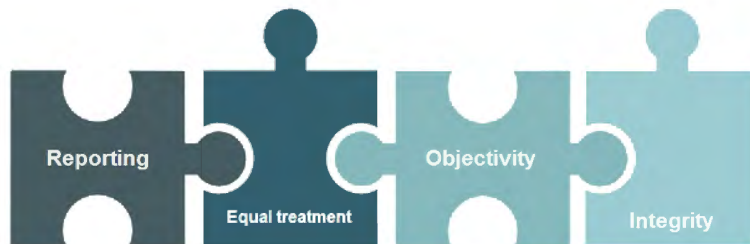
Anti-corruption policy

Employees have access to various channels for reporting any suspected breaches or for requesting recommendations. Such channels allow employees to report potential breaches of the SNN Code of Business Ethics and Conduct, and of any company policy or law, without fear of repercussions.

The response to compliance incidents has regard to the assessment, documentation and, if applicable, the expeditious investigation thereof, being aimed at remedying and taking the necessary measures to avoid recurrence. The Compliance Desk conducts its investigations in an objective manner, protecting confidentiality and dignity, ensuring the equal treatment of all parties involved.

SNN applies consistent and significant disciplinary measures when breaches are discovered. Sanctions are fair and are quickly applied against the employees at fault, and their consequences are impartial, regardless of the position held within the company or previous performance.

In its assessment and merits reward and recognition programs, the company includes the employees' contributions in terms of integrity.



The most common form of corruption is the giving or taking of bribes. Nuclearelectrica does not tolerate bribery in any form.

Anti-corruption policy

Bribery – is the offering, promising, giving, acceptance or claiming of an undue advantage of any value (which could be financial or non-financial), whether directly or indirectly, regardless of location, in violation of the applicable legal provisions, as an incentive or reward for a person who acts or refrains from acting in connection with the conduct of the company's activity.

Do not offer, promise or authorize undue payments and do not offer undue benefits in order to gain a non-compliant business advantage.

Undue benefit – means any mark of favor to which the recipient is not entitled and which objectively contributes or can be perceived as likely to contribute to an improvement in the financial, legal or personal situation of the recipient. The term "benefit" is defined in a broad sense, including, for instance, business meals, the financing of travel expenses, vacation invitations, promotional materials, goods, monetary gifts, discounts, free of charge products/services, rewards, granting special privileges (e.g., for private transactions), granting disproportionately large remunerations (e.g., for personal or secondary activities such as holding lectures or auditing), etc.

Treat with caution any suggestion to conduct business operations through a certain representative or partner on account of a "special relationship".

Employees must understand the limits of their authority to represent the company and not take measures outside the limits of their authority.



Conflict of interests

The personnel must fulfill their tasks in a manner that reflects the company's best interests. In any situation in which the employees' capacity to fulfill their duties may be affected by personal interests or considerations, there might be a conflict of interests.

The leadership of SNN supports and promotes, through its decisions and through personal example, the ethical values, the professional and personal integrity of its employees.

Business partners include any person or legal entity with whom SNN maintains or initiates a business relationship.



A conflict of interests is a situation in which the employee has a personal direct or indirect interest that is contrary to the interests of SNN, so that it affects or might affect his/her objectivity and impartiality in decision-making or in fulfilling his/her duties in the exercise of his/her job in a timely manner.

A personal interest is any advantage of a pecuniary or other nature, pursued or obtained by an employee or a member of the executive management, whether directly or indirectly, for oneself or for others, by making use of one's reputation, influence, facilities, relations, information to which one has access, by virtue of fulfilling one's job-related duties.

A financial interest is any potential source of financial advantages for the employee, such as directly or indirectly holding shares/partnership interests or exercising a position within a company (whatever its form of organization).



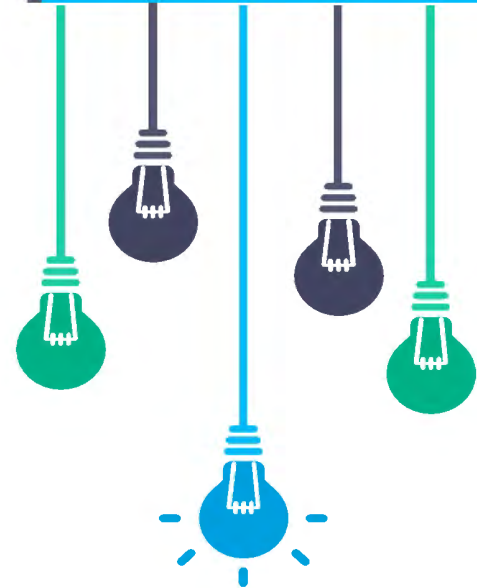
Conflict of interests

The company applies the principle of transparency as regards the declaration and recording of conflicts of interests by consolidating the statements regarding conflicts of interests made by the SNN personnel. Such information is relevant for decision-making, contract management, and providing advice with regard to the applicable policies.

The Company seeks to refrain and withdraw from making decisions, when a person's participation in the decision-making process places him/her in a position of conflict.

If the conflict cannot be settled otherwise, divestiture, recusal, transfer, the restriction of activity or resignation may be resorted to.

If conflicts of interests are not handled in an effective manner, the company might face civil lawsuits challenging the decisions it makes - e.g., if it has not disclosed interests of its own that are relevant for bidding or contract execution. In extreme cases, the personal civil liability of the employees and of other persons may be engaged, for example in the case of a claim of abuse of power.



The concept of conflict of interests in practice

We make decisions in the interest of the company, not according to our personal interests, and we avoid situations in which conflicts of interests might occur;

Prior to participating in decision-making or carrying out activities that fall within the category of current or potential conflicts of interests, we must act in a transparent and impartial manner by declaring the conflict of interests to the line manager and the Compliance Office, in order to prevent it from materializing. Not all apparent conflicts of interests materialize. An analysis of the peculiarities of each situation might remove existing suspicions or provide solutions.

Business relations with relatives, spouses, with other close persons or friends might result in a conflict of interests. Close relationships between co-workers can result, depending on the roles and positions they have within the company, in a conflict of interests.

If we notice a conflict of interests in relation to a co-worker, we ask him/her to contact his/her manager or the Compliance Office, if, for various reasons, he/she does not do so, it is up to us to notify the issue.

If, for some reason, you cannot discuss certain issues with your manager, you can use the reporting lines **sesizari@nuclearelectrica.ro** and **conformitate@nuclearelectrica.ro**

An employee who does not disclose his/her interests that are relevant to or that breach in any way the company's rules and policies in the matter of conflict of interests management, may be subject to an investigation and, where appropriate, suffer the sanctions provided for by labor law, civil or criminal penalties, as the case may be.



Without the list below being exhaustive, here are some examples of **prohibited actions**

Conflict of interests

Accepting special discounts or other personal benefits from business partners or competitors of the company, if the discounts or benefits concerned are not offered to all the employees of the company according to approved programs;

Adopting or participating in the adoption of a decision regarding the hiring of certain persons from whom you have drawn or are going to draw certain benefits of any kind, or taking part in the process of hiring some relatives or friends;

Involving a company in which we hold a personal interest, directly, indirectly, through relatives, in-laws or partners, in the carrying out of our daily activities;

Using the company's resources, such as time, property, money, equipment or company insignia for personal or political activities;

Carrying out certain activities, under an employment or professional contract, for one of our competitors or partners (suppliers, client, etc.);

Supplying sensitive information to a competitor or a third party, to persons outside the company;

Participating in a decision-making process concerning a relative or a company in which we have a personal interest.



Conflict of interests

You have the obligation to report to your line manager and to the Compliance Office:

02 The relatives or in-laws up to the fourth degree who work at SNN and its branches

04 Relatives or in-laws up to the second degree included, who hold managing or decision-making positions, the position of administrator or partner, holdings of more than 5% in commercial entities, institutions or NGOs and others of the like, in cases where you are asked to make a decision that might result in a benefit of any kind for yourself, as well as for such relatives.

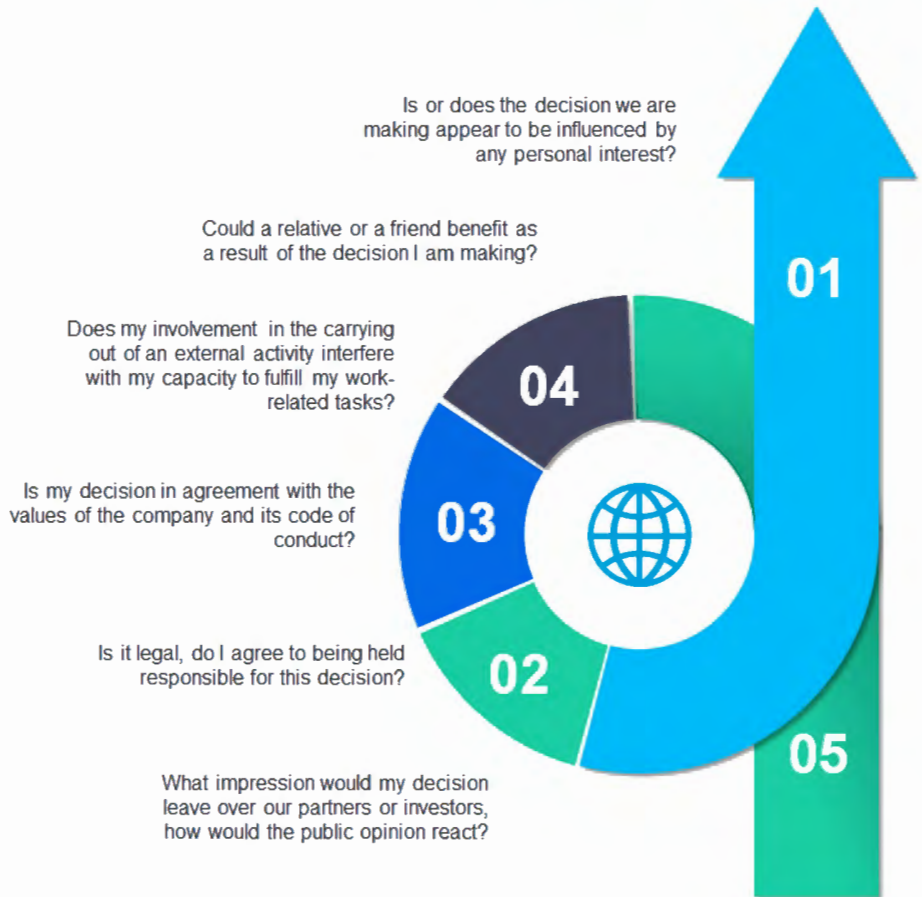
01 Any other activity that is similar, ancillary or connected to the company's activity, which you undertake as shareholder, partner or member in the Board of Directors of another entity

03 Any close relationships you have with persons who go through the recruitment process, if you have any power of influence over the recruitment or contract assignment decisions



Conflict of interests

The following questions can help us determine whether we find ourselves in a potential or current conflict of interests:



Frequent questions



Q: I work part-time in a family business. Must I declare an interest?

A: Yes. Even if the family business is not related to the company's activity. According to law, there are restrictions regarding the maximum number of hours you are allowed to work. The breach of these rules might damage your health and quality of work, and might also entail fines for the company. Therefore, you must report to your manager and to the Compliance Office any other commitment you have or whether you hold membership in the Board of Directors of other companies.



Q: A close friend of mine applies for a job in the company, is it all right?

A: We encourage you to recommend our company as an employer. However, you must make sure that you are not involved in the recruitment process and that the position in question is not directly subordinate to you. You must not be involved in the hiring, supervision or management of any of your relatives or friends.



Q: An employee in the procurement department has selected a supplier in relation to whom he had an undeclared interest. The supplier was a company fully owned by the wife of the employee from the procurement department. Is this a situation of conflict of interests and, if so, why?

A: Yes, this is an obvious case of conflict of interests, because the employee in the procurement department has a direct financial interest in contracting with the company owned by his wife.

Q: What should you do when suspecting a potential conflict of interests?

- a) nothing;
- b) report the case to your manager and to the Compliance Office;
- c) get more information, to have a better understanding of the situation;
- d) cease the activity.

A: You should always notify the case and inform your line manager and the Compliance Office. Given that situations might vary from case to case, solutions may be different, too: recusal (permanent or temporary withdrawal from exercising one's duties) or divestiture (removal, sale of the employee's private interests, and transfer of ownership).



Hypothetical situations

1

The economic operator in which both the employee and the members of his/her family own shares participates in the procurement procedure carried out by the employee's company



2

An employee who is in charge of providing repair and maintenance services for the company, having a personal interest, selects a company to provide such services which is owned by the employee's family or by persons from whom he/she has drawn or is drawing benefits of any kind



3

A company is trying to win over, by granting him benefits, an employee of the company who, in light of his position, can, in turn, influence the decision of the supervisor in charge of selecting the company concerned in a procurement procedure



4

Two people, husband and wife, work in the same department, the wife being the head of the department, in which context, without performing an objective assessment of subordinates, she decides to promote her husband so that the latter may receive a higher pay



5

An employee of the Procurement Department, being aware of the fact that the husband/wife/relatives/other persons from whom he/she has drawn or is drawing benefits of any kind owns/own a company that provides services in a particular field, makes all diligence for that company to obtain a contract for services



6

An employee facilitates the hiring of a relative or of another person from whom he/she has drawn or is drawing benefits of any kind;



Hypothetical situations

7

A manager alters the organizational chart to have a relative or another person from whom he/she is drawing benefits of any kind hired.

8

An employee has intentionally postponed fulfilling a supplier's order so as to cause delay in the delivery of that supplier's products, while favoring another supplier in which he/she has a personal interest.

9

An employee works part-time for a supplier or client of the company.

10

Using the company's resources, such as time, property, money, equipment or company insignia for political activities.



A. Disclosure of business interests

Case: You are in charge of the preparation of a Tender Book and you are part of a team working on a project. A close friend has found out about the project and asks you whether he can participate in the tender with the company he is managing. How do you handle the situation?

Solution: You are not allowed to award or participate in the awarding of contracts to a company in which you, a member of your family or a friend of yours have/has an interest, without reporting this in advance.

If your friend has the intention to participate in the tender, you must report your case to your manager and to the Compliance Office, and they will find a solution to avoid the appearance of a conflict of interests.



B. Unfair competition and the supply of activities outside the company

Case: In order to achieve additional income, you are thinking of finding employment as a part-time consultant at one of the company's competitors. Is there any reason that prevents you from doing so?

Solution: Yes, there is. As long as you work for the company, you should refrain from any action that could benefit a competitor of the company you work for.

Case: Your spouse is a shareholder in a company that provides consulting services for the department you work in. Is this a situation of conflict of interests?

Solution: You are under the obligation to report the situation to your manager and to the Compliance Office, which, in order to assess the case, will analyze your position within the company and whether you can fulfill your work-related duties, without being affected by the connection with your spouse's company. The analysis will estimate whether you were involved in the assessment of the company concerned or in the negotiation of the contract and whether you have any duties with regard to the assessment of the quality of services provided by the company.

Not all conflicts of interests materialize. The analysis of the peculiarities of each situation might remove the existing suspicions, so that you can continue your normal activity within the company.



C. Discounts and other benefits

Case: The company you work for benefits from repair and painting services. In a conversation you had with an employee of the company providing those services, you mentioned the fact that you were going to buy an apartment. The company's manager is offering to get your apartment painted, without asking for a fee in return. Is this a correct procedure?

Solution: You must report this to your manager and to the Compliance Office. Do not accept the offer, the intention of the company concerned is to influence you in decision-making to secure future orders for it.

You must not accept special discounts or other personal benefits from business partners or competitors of the company, if the discounts or benefits concerned are not offered to all the employees of the company, as part of an approved program.

Please check carefully whether there are any potential conflicts of interests in your area of activity. Timely reporting such conflicts might help to avoid any possible suspicions, penalties or additional costs.

D. Procurement (tendering)

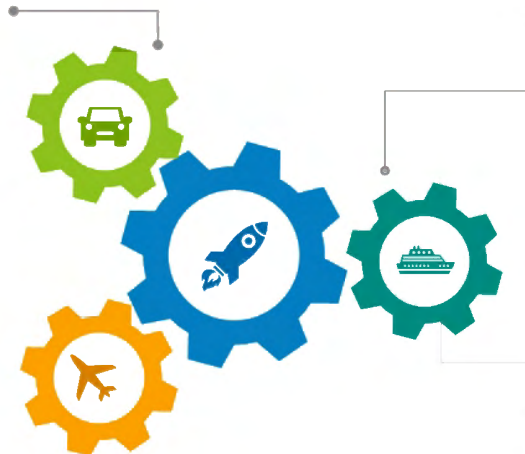
Case: Ramona is a specialist in the company's technical department. Her department must develop a special product for the company. The department estimates that the purchase of services amounting to RON 375,000 is needed. A tender must be organized, according to the procedure. Ramona is entrusted with the tasks of preparing the call for tender and assessing the tenders received together with two other co-workers. Ramona does not disclose the fact that her sister owns a company operating in the field and that the latter might participate in the tendering procedure, as a tenderer. However, the moment her sister's company submits a tender, Ramona declares the current conflict of interests.

At the meeting with the line manager, where the conflict of interests is discussed, the team agrees that there is no one else with experience in the field, who could replace Ramona in the tender assessment stage. The line manager decides to personally supervise the tender assessment process.

Following the assessment of the tenders, the contract is awarded to the company owned by Ramona's sister. One of the rejected tenderers challenges the tendering procedure on the grounds that the procedure was flawed. Are there any conflicts of interests that were not addressed?

Solution: After the company owned by Ramona's sister announced its intention to participate in the awarding tender, Ramona acted appropriately, by reporting a current conflict of interests.

However, Ramona did not report her potential conflict of interests at the stage of preparation of the call for tenders. This means that anyone can subsequently claim that Ramona could have arranged the content of the call for tender so as to suit her sister. The subsequent involvement of the management in the assessment process cannot change the opinion that there was a conflict of interests.



Cooperation

Cooperation with business partners

Openness and transparency ensure credibility and trust between partners during trade negotiations. We protect the interests of our clients and of the company through a careful selection of our suppliers and partners.

We expect our business partners to manage their processes in an ethical and responsible manner, by acting with integrity. We consider that abidance by the compliance standards is a particularly significant factor in promoting our business relationships and we insist, including through contractual clauses that our partners comply with the rules and regulations in force.

Suppliers will implement a management system and a governance structure meant to facilitate compliance with laws and regulations, to promote the constant improvement of products, services and processes.

We request our business partners to inform us of any situation that might be considered a conflict of interests, such as the situation in which the employees of Nuclearelectrica were to draw any personal advantages from collaborating or owning interests in those partners' business. Business partners shall not offer to our employees gifts or personal advantages that might be considered as bribery.



Gifts and Hospitality



The acceptance and granting of benefits is subject to certain rules intended to protect the company from ethical violations and any other non-compliance issues which could cause reputational, commercial, financial damages or could lead to legal sanctions, thus lowering the prestige and profitability of the company, in the short term, as well as in the long term.

Regardless of the nature and value of such benefits, the following are prohibited practices:

A. With regard to the receipt of benefits:

- Requesting benefits from a business partner in the context of its duties, or leaving the impression that a benefit is expected to be received;
- Within the limits of the procedure, benefits must not be accepted if they are sent by a business partner at the home address of an employee. Such benefits must be returned immediately;
- Benefits must not be accepted in cases where the employee knows or anticipates that, by offering or promising such benefit, the relevant business partner is expecting or is hoping for a preferential treatment, in close connection with a business decision or official action;
- Benefits should not be accepted if their nature, value and timing might raise suspicions of favoritism, influence on a business decision or official action.



Gifts

B. As regards the granting of benefits, such an action must occur within the limits of appropriate business and comply with the following requirements:

- Benefits must not be offered, promised or granted to business partners for the purpose, with the expectation or hope of obtaining or influencing a business decision or official action in favor of SNN;
- Benefits of any kind must not be promised, offered or granted to business partners in relation to their role, if they have requested or given the impression they are expecting benefits.
- Within the limits provided by the procedure, benefits (invitations, gifts, etc.) shall not be sent to the home address, but to the address of the recipient's company (in the case of business partners in the private or public sector),
- Benefits must not be promised, offered or given to a business partner in violation of the internal regulations/policies of the said business partner. If in doubt, the SNN employee must perform the necessary checks before making an invitation. This provision applies especially in case of granting benefits to public sector employees;
- Benefits must not be offered, promised or granted to business partners if their nature, amount or scheduling might be interpreted as an undue influence on the business decision or an official action.

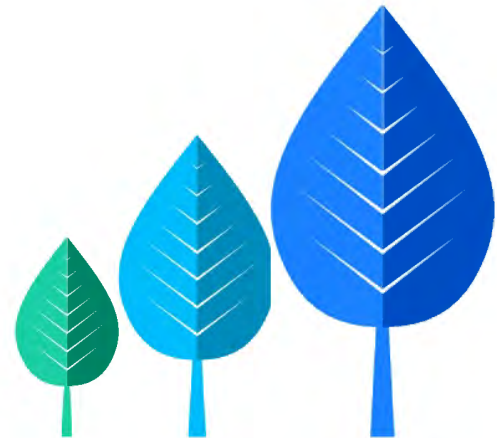


Gifts

To conclude, benefits may be received/granted when such activities are carried out in an honest, transparent and verifiable manner, when their frequency does not raise suspicions related to any conflict of interests, and when they do not breach professional ethics, are in a reasonable amount and are not the result of expectations to influence business decisions. Employees may find further details in the **Procedure on Granting and Accepting Benefits Code: AF-00-03**.

Employees are under the obligation to notify their line manager, immediately and without delay, about any attempt to unduly influence the business decisions of the business partners, to promise or grant undue benefits. Also, if an employee wishes to report an incident of undue influence in relation to his co-worker or manager, he shall refer to the Compliance Desk.

For all such cases, employees can also use the communication channel **conformitate@nuclearelectrica.ro**



We treat insider information as strictly confidential and make sure that unauthorized persons cannot have access to it.

Company assets are essential in the conduct of the activity. We make sure that such assets are used in a responsible manner and that appropriate measures are put in place to protect them. The assets and resources of the company, including premises, equipment, devices, computers, e-mail, data bases, intellectual property rights, etc., are not to be used in the personal interest of employees.

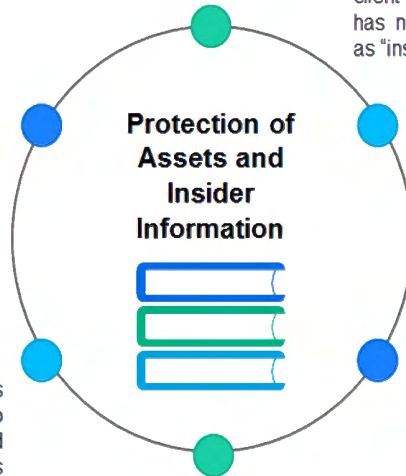
Employees treat the intellectual property rights of third parties with the same respect, access to the confidential information provided by third parties is only permitted after the obligations incumbent thereon have been understood.

The confidential information of the company shall not be disclosed to third parties or the media.

In the conduct of our activity, we have access to confidential information, some of which might have a significant impact on the price of shares of Nuclearelectrica or of another company, client or supplier. As long as such information has not been published, it may be considered as "insider information" (privileged information).

Insider information is information of a precise nature that has not been made public, that refers directly or indirectly to one or more issuers or one or more financial instruments, and which, if publicly disclosed, might have a significant impact on the price of those financial instruments, or on the price of the derivative financial instruments to which they are related.

Insider information may consist of financial or strategic plans, financial results or volume of dividends, sales or purchases of assets, changes in top management, conclusion or cancelation of a partnership or strategic contract.



Reporting irregularities

SNN takes very seriously all notices regarding issues which could be deemed as irregularities. The main irregularities whose immediate reporting is recommended concern: non-compliance with the Code of Conduct, non-compliance with policies and procedures, issues of inappropriateness of financial statements and employee relations, abuse, discrimination, corruption cases, thefts, money laundering, and any inappropriate behavior that could damage the company's reputation or any attempts to hide any of the above. The company starts from the premise that all problems and reports are submitted in good faith, are real and legitimate. In this regard, SNN:



- Encourages its employees and third parties to feel confident about discussing the problems occurred, to question them and to act ethically;



- Makes available to employees and third parties methods of bringing into discussion and obtaining appraisals with regard to any measures undertaken as a result;



- Makes sure that employees and third parties receive a response with regard to the problems raised and that they know what to do next if they are not satisfied with the measures taken;



- Reassures employees and third parties that, if they raise in good faith the problems they identify, they will be protected against reprisals or victimization.



Acknowledging the critical significance of a clear and updated process for internal reporting, as well as for the protection of whistleblowers, SNN has established various channels of communication which can be used by employees and by third parties to submit their complaints, as follows:

- A dedicated portal, available on the website: **www. nuclearelectrica.ro**, in the section **"Flagging irregularities"**, where the Irregularity Report Form can be accessed;
- E-mail addresses **sesizari@nuclearelectrica.ro** and **conformitate@nuclearelectrica.ro**, managed by the Compliance Desk;
- Postal address;
- Representatives in charge of compliance appointed at the level of SNN branches.

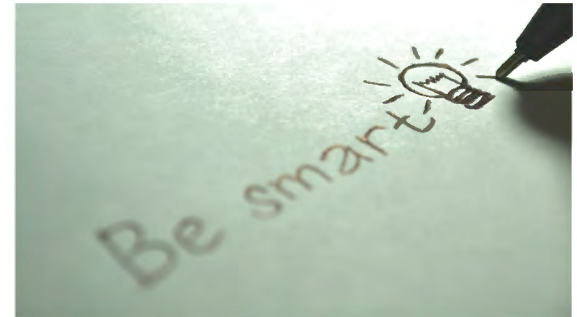


Reporting irregularities

All reports received are carefully investigated by the Compliance Desk, while preserving their secrecy and confidentiality, and taking all actions required in order to guarantee to the persons who provided such information in good faith that they will not suffer any personal, professional or financial disadvantage. When irregularities are reported, any person can presume that only the employees dealing with the complaint will know that person's identity. The identity of the persons who bring an accusation will be confidential as long as this does not hinder or limit the investigation. All items disclosed are treated in the same way as confidential and sensitive information. The person submitting a notification of an irregularity is advised to limit the communication to other persons, of the aspects reported by him/her, because such an action could have a negative impact on any future investigation.

Persons who draw up complaints may remain anonymous, but they are encouraged to identify themselves (name and contact details), especially if further investigations are needed. If, following investigations, constituent elements of criminal offenses are identified, SNN has the legal obligation to notify them to the authorities, as well (e.g., to criminal investigation and prosecution authorities).

Additional aspects related to the notification of irregularities are available in the Procedure for Reporting Irregularities applicable within Nuclearelectrica S.A. National Company, Code: AF-00-02.





Our code of Ethics is applicable to all employees



External communications: your opinions are strictly personal and should not involve SNN



Discrimination and harassment are strictly forbidden



Violence is strictly forbidden



Kinship: direct reporting relationships are strictly forbidden



Drugs and alcohol are strictly forbidden



Offering and accepting bribery are strictly forbidden



Gifts and hospitality: you must never offer or receive money gifts

Ask us!

Any question or request for suggestions regarding compliance and integrity issues in our daily business, can be addressed to the Compliance desk at, conformitate@nuclearelectrica.ro

Tell us!

About any trespassing and complaints about infringement on our code or applicable laws – it is your duty! sesizari@nuclearelectrica.ro



Facilitation payments are strictly forbidden



The assets of the company: using the assets of the company for personal uses is strictly forbidden



We must apply solid environment protection practices



Personal information of the employees is strictly protected



NUCLEARELECTRICA