



A M E R O P A

R O M A N I A

S U S T A I N A B I L I T Y
R E P O R T 2 0 2 0



COVID-19 is the largest health and economic crisis in recent history. It has made us face **unprecedented challenges** in protecting the health and safety of our employees, while at the same time fulfilling our role in the complex food supply chain in which Ameropa Romania is active. On top of the pandemic, Romania also faced one of the worst droughts in 100 years this year.

It fills me with pride that our management, our staff and our organization have risen to the challenge and shown exemplary **resilience and competence** in dealing with these two crises. Operations have continued, there has been no spread of infection in any of our sites and all of our staff has been in full employment throughout the year.

We have also achieved the goals we set ourselves for 2020, in terms of sustainable development and the realization of a series of **energy efficiency** actions. We shall increase the number of such actions to reduce

greenhouse gas emissions in the coming years and will achieve the **European Union Green Deal target** of a 55% reduction by 2030.

We have started to embed the new EU Farm-to-Fork policy in our efforts to promote sustainable agriculture, by developing new products and promoting best practices among our customers.

One of our key goals remains to be a preferred employer. We are committed to **building a safety culture**, investing in our employee development and providing equal opportunities to meet this goal.

This report outlines the details of our commitment, actions, and **progress made in 2020**. At the same time, we are working on a comprehensive sustainability strategy for the whole Ameropa group, which aims to update, accelerate and align our sustainability efforts across the group.

William Dujardin
CEO, Ameropa Group

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Introduction

Sustainable Business, Corporate Social Responsibility, Environmental and Risk Assessments were on our 2020 agenda, and despite the COVID-19 pandemic, most of the activities have been carried out as planned. The 2020 Ameropa Romania Sustainability report covers most of the activities implemented and presents information about the company’s progress regarding our environmental footprint, health and safety results, our ongoing social engagement towards the surrounding communities and beyond, and the relationships with employees and stakeholders.

We can proudly report, and are grateful, that in this difficult period we have been able to keep our entire staff in full employment. Our business activity has not forced us to take measures that could have affected our staff in a negative way. We did not have to lay off staff, nor put people on technical unemployment.

This report is an update of the one from the previous year, focused on actions and performance in 2020. For more general information, please visit www.ameropa.com or the local company websites.

Ameropa Romania’s award-winning Sustainability Report 2019

In 2019, we were awarded ‘Best in the World’ in Category C07 Eastern & Central Europe by The Hallbars Awards. A total of 702 reports from 78 countries participated in The Hallbars Awards for the Food and Drink sector.



Our Values

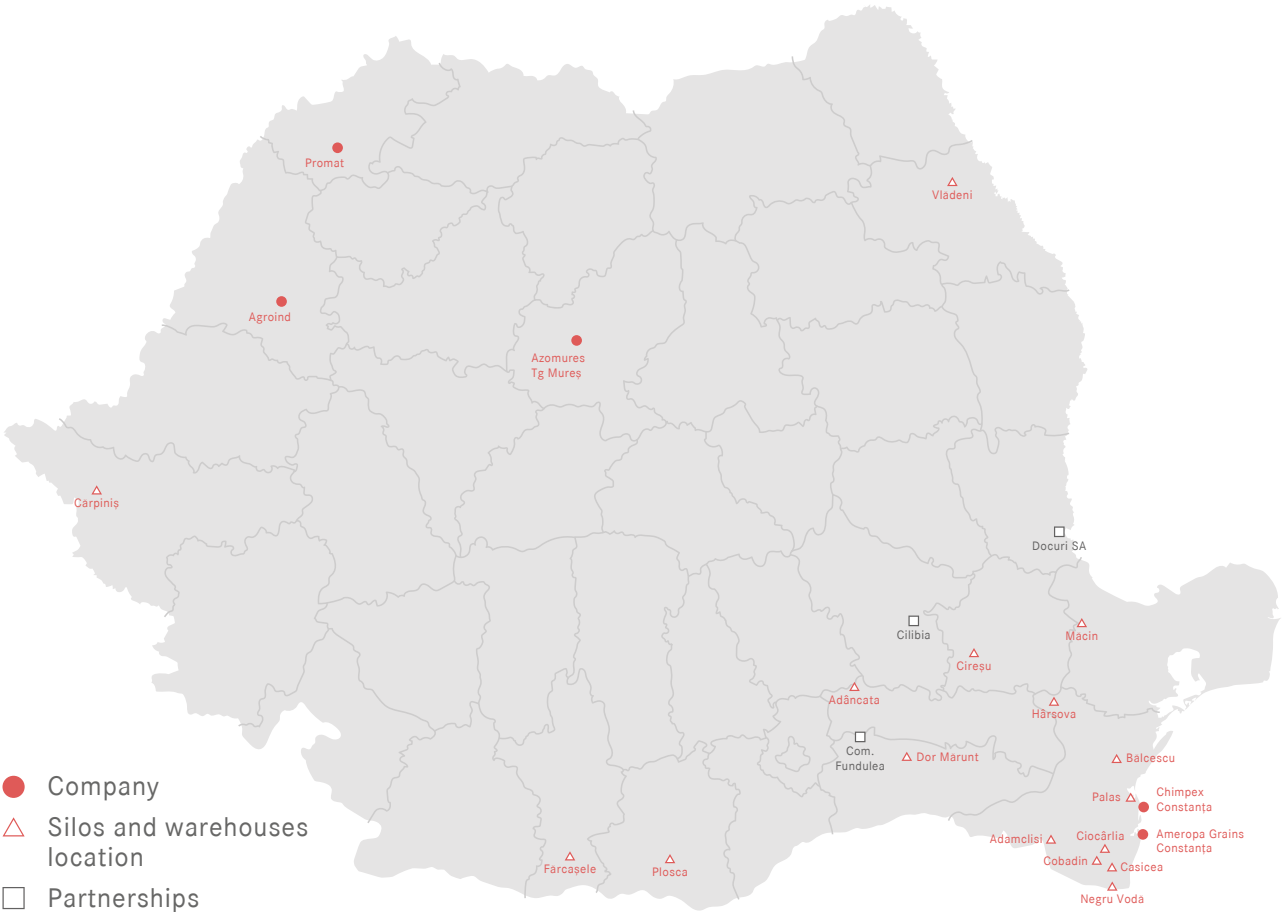
The organisation’s values “**ENTREPRENEURSHIP – INTEGRITY – FAMILY**” describe the core principles of the Ameropa Group, more details for which can be found at the Ameropa website (www.ameropa.com). The different Ameropa Romania operations have adopted the Ameropa principles into their local values which can be visited on the specific websites of **Azomures**, **Chimpex** and **Ameropa Grains**.

About Ameropa

Ameropa is a Swiss based agri-business founded in 1948 with world-wide activities that span the full supply chain, ranging from production, through logistics and merchandising, to distribution. A key activity is the global merchandising and distribution of fertiliser, food & feed products, supported and enabled by complementary assets, such as silos, warehouses and port facilities, as well as upstream assets such as fertiliser production plants.

About Ameropa Romania

Azomures in Targu Mures is part of the supply chain ensuring food security, being the leading Romanian producer of mineral fertilisers for agriculture. Annual capacity of production is 1.8 million tonnes, out of which 70% is for local farms. Products range from (calcium) ammonium nitrate, urea and UAN to complex NP and NPK fertiliser and melamine. Distribution is done in bulk or bagged and transported by trucks, wagons or tankers.



Chimpex in Constanta is one of the leading and most dynamic operators at the port as well as being the main port operator for grains, solid chemical products in bulk and packaged. It operates 10 berths and has a storage capacity of 600,000 tonnes. Intake possibilities are via sea, rail and road. The maritime traffic (export, import, transit) for 2020 amounted to almost 4 million tonnes.



Ameropa Grains, also based in Constanta, is one of the largest collectors and exporters of grains and oilseeds, as well as one of the largest distributors of fertilisers, seeds and plant protection chemicals for agriculture in Romania. In recent years it succeeded to sell over 280,000 tonnes of fertiliser yearly, and over 3.6 million tonnes of grain. It operates a network of grains and fertiliser storages across Romania, and their field agents provide commercial and technical assistance to the farmers.

Azomures, Ameropa Grains and Chimpex continually work towards enhanced cooperation and integration so as to contribute to a better communication, higher efficiency of the whole supply chain and ultimately create a more sustainable organization.



Ameropa Strategy project 2021 – 2025

In 2020, Ameropa launched a process, called “Feeding our Future Together”, to map out the strategy for the coming years (2021–2025) across its various clusters of activities, including the Danube Cluster, in which the activity in Romania is included. Sustainability will also be embedded in the strategic priorities and a specific working group has been set up on this topic.

This process involves the participation of colleagues in various entities and functions in Romania to take into consideration their expertise in the local markets. Key trends, such as changes in demographics and regulations, climate change, digitisation and new technologies are analysed.

Sustainable agriculture

Ameropa Romania is contributing to a sustainable agricultural system.

Strategic partnerships with our customers, farmers, universities and research institutes help us to raise awareness, apply best management practices, and improve fertiliser and fertiliser application efficiency.

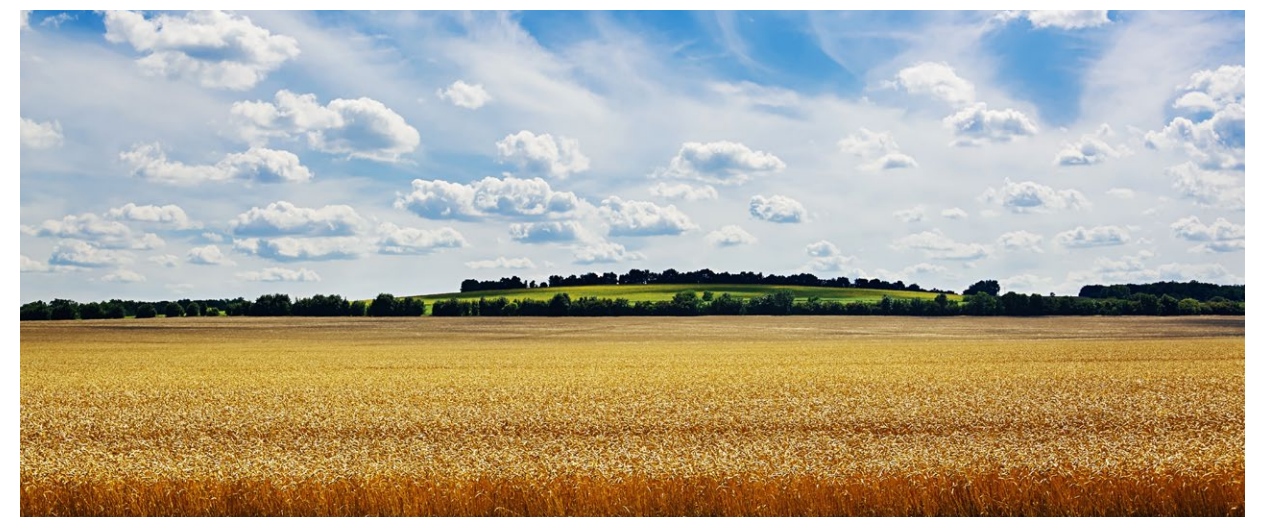
Azomures developed a new storage guide with best practices for safe storage of fertilisers on farms. The guide was drafted in 2020 with the endorsement and participation of the General Inspectorate for Emergency Situations.

In Azomures, innovation is part of the strategic objectives of the Company. We have established a ‘stages and gates’ - based model for the product development process, including a market and economic review, operational testing and production and ultimately marketing and supply chain support for customers. As part of this, we also consider sustainability parameters and the products that can address the EU and Romanian sustainability initiatives (e.g., Farm to Fork) These products will be identified and trialled through the same process.



Farm to Fork

The Farm to Fork strategy is at the heart of the European Green Deal, aiming to address Europe’s challenges of producing and consuming food in a sustainable way. By 2030, the European Commission aims to reduce nutrient losses by at least 50%, while at the same time ensuring there is no deterioration in soil fertility, and to reduce fertiliser use by at least 20%. Ameropa Romania, being part of the fertiliser industry and thus engaged to deliver crop solutions for improving farming practices, remains faithful to the declared mission of the efficient and responsible production of fertilisers. Together with Fertilisers Europe, we promote nutrient use efficiency and balanced crop fertilisation through the 4R Principles for correct fertiliser application: right rate, right time, right place, right source. We are focused on developing new product ranges that are easy to use and more focused on specific crops.





Product Development and Marketing

In 2020, Azomures innovation was focused on several projects, notably the introduction of our AzoGrow NPK granular products with High-Nitrogen content plus secondary elements (Sulphur, Calcium and Magnesium) and micro-nutrients (Zinc and Boron). We also are reinvigorating the calcium nitrate offering, which is of particular interest to the horticulture and greenhouse sectors. Finally, we are working on trials with nitrogen inhibitors (mostly for coating urea) to be able to introduce an option to the Romanian and regional markets in the coming years.

Ameropa Grains launched the third authorised Ameropa Branded Product, AMERMAIZE-ZINC COMPLEXED TO AMINO ACIDS; a highly efficient product, even in severe drought conditions.



GROW
WITH US

READ Foundation

Our cooperation with the READ Foundation has the main purpose to provide consultancy for the best agricultural practice and management for farmers.

In 2020 the following activities took place within our partnership with the READ foundation:

- Development of the AGRIM-SMART Farming Application, which aims to increase the economic efficiency of farms, applying integrated management and streamlining all crops technologies applied on farms by promoting sustainable agriculture;
- Webinars were organised with the purpose to promote sustainable practices and 176 partners and farmers attended to these webinars;
- A new guide was launched for sustainable agricultural technologies.

Health, safety and environmental management systems

Health and safety

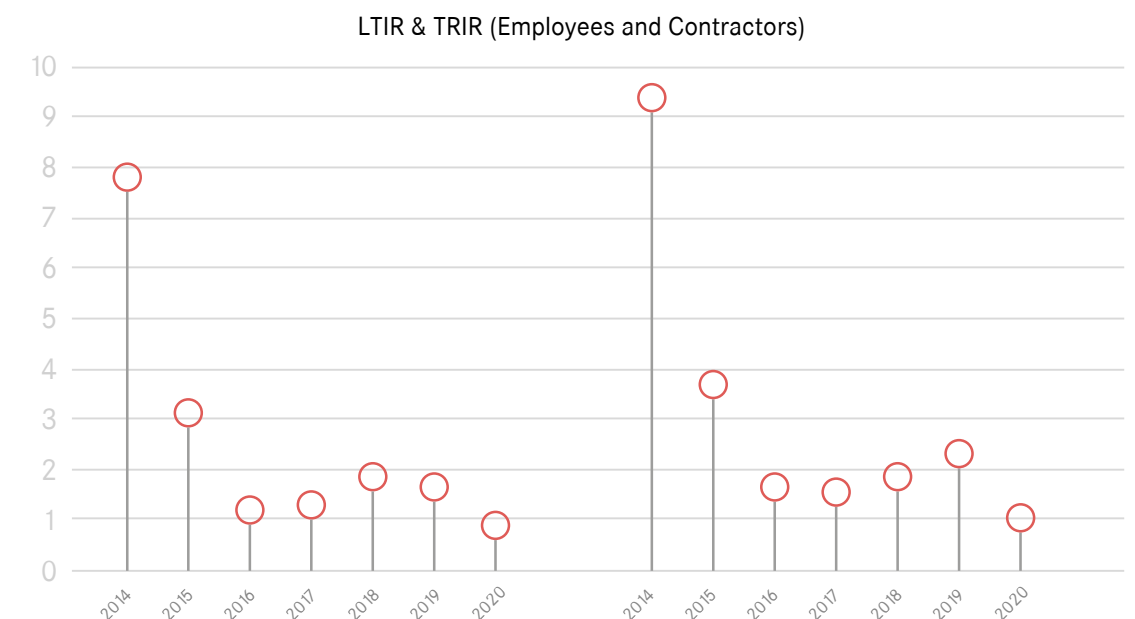
With the onset of the COVID-19 in March most of our effort went into prevention and the implementation of action plans to protect the health of our employees and contractors, as well as our business. Despite the pandemic, we achieved a 93% execution of our Health and Safety (HS) action plan. All non-finished actions from 2020 were moved into the 2021 action plan.

In 2020, we achieved our targets on Lost Time Injury Rate (LTIR) and our Total Recordable Injury Rate (TRIR) per entity, but we regret to report a fatal accident at our Azomures site with one of our contractors. The contractor's legs were seriously injured, and due to a combination of unrelated unfortunate events when moved to the hospital, he died a few days later. Azomures has performed a thorough Root Cause Analysis (RCA) and is in the process of implementing the necessary actions to avoid a similar accident in the future.













Our Ameropa Romania Lost Time Injury Rate of 0.58 and Total Recordable Injury rate of 0.76 are well below the European Fertiliser Industry average, which was calculated by Fertilisers Europe to be 3.81 and 7.41 respectively in 2019.



Lost time injury rate and total recordable injury rate Ameropa Romania



Health and safety highlights

	Safety Targets	Programs in place	Achieved  Ongoing 
AZOMURES	Management visibility and workplace involvement.	• Safety walk and talk visits	
	Improve compliance of Permit-to-Work and personal protective equipment (PPE)	• Implementation of a Safety-Performance-Indicator to check the compliance.	
	Improve contractor safety for long and short-term contractors	• A new contractor procedure was issued with clear rules and regulations	
	Improve safe working at heights	• Specific on field actions were taken to improve safe working at heights	
	Zero Accidents program	• Organising on-line meetings to increase self-awareness.	
AMEROPA GRAINS	Operational Excellence Implementation	• Implementation and continuous improvement of processes, policies, and procedures in accordance with applicable national legislation, international standards, and digital transformation and E-Signature • AntiEX Certification of 8 Constanta County Sites	
	Review all the procedures and processes of Ammonium Nitrate and dangerous substances handling	• Update with legal department. and Authorities Inspections all requirements of processes and procedures for handling, storing, and disposing of Ammonium Nitrate and handling, storing, and disposing of Phostoxin and Quickphos	
	Improve Zero-accident culture	• Installing safety devices at locations where people need to work from heights	
CHIMPEX	Monitoring of technical, organizational aspects and responsibilities for health and safety	Actions which were closely monitored: • Traffic safety • Personal Protective Equipment • Electrical safety and electrical classification • Storage of AN • Slip-Trips & fall risks • Working at heights • Working and moving on barges and vessels • Steps to implement permit to work • Lessons learned and actions from accidents	
	Improve safety awareness at middle management	• Safety KPI's set for different departments set. • Personal safety KPI's set • Results will be analysed and communicated and will be used to improve situations	

Environmental Management System

Air emissions (CO₂, Dust, NO_x and NH₃), waste disposal and water effluent are in line with our permits. In 2020, our Azomures production site received 6 unannounced internal audits with a compliance result of 95.8%, and only 10 improvement opportunities which were implemented.

Environmental Highlights 2020:

Azomures:

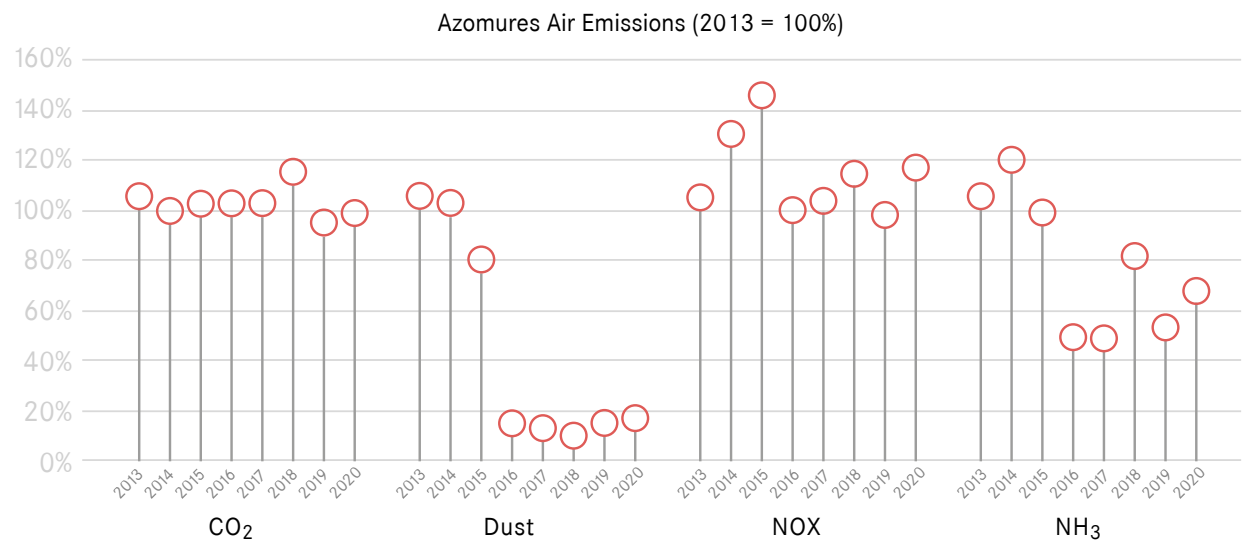
- Has implemented a modernisation of the environmental data acquisition system, which allows easier and more accurate data acquisition from the environmental analysers;
- Has organised a workshop with production and engineering departments with the intention to reduce impact of operational activities on the environment;
- Has introduced an “Environmental Alert” system to analyse, evaluate and communicate all negative effects of uncontrolled discharge of pollutants into the environment. In 2020, five environmental alerts were issued;
- Has introduced an evaluation system for new investments and new products to estimate the possible environmental impact.

Ameropa Grains has reduced the dust emissions at their locations by one percent and efforts will be taken to achieve further reductions. They also reduced the consumption of paper by 30%, by employing electronic signatures in the organisation.

Chimpex:

- Has put in place a strict environmental monitoring system to keep all environmental parameters within the limits;
- Has provided inhouse training to people in order to better understand the environmental issues including the disposal of protective equipment, such as masks and gloves and to make sure all instructions and procedures are in line with it;
- Has taken special efforts to train their people about how to efficiently manage waste with special attention for dangerous waste;
- In line with the previous years has invested 456.610 in new rolling equipment such as bobcats, front loaders, forklifts to continuously reduce the CO₂ emissions from combustion engines.





The main reason for the increased quantities of emissions in 2020 compared to 2019, is the longer operating time and consequently higher throughput of all the production plants.

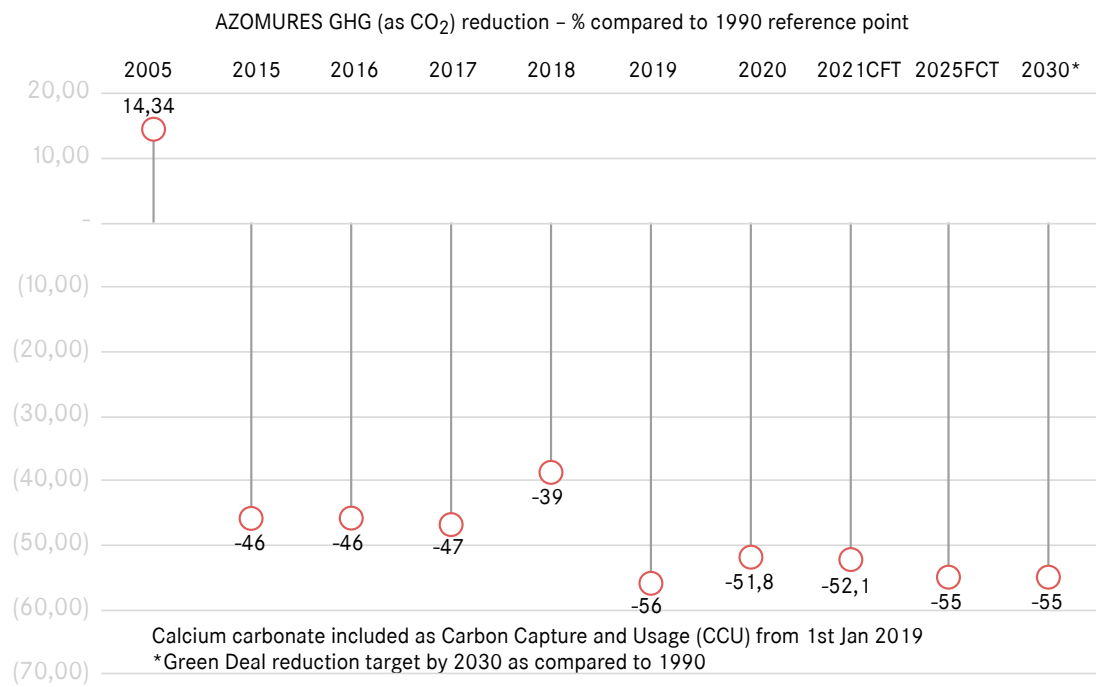
Life cycle of CO₂.

Agriculture is responsible for 10 to 12% of the total global greenhouse gas (GHG) emissions. The production and use of mineral fertilisers contribute to the carbon footprint of agricultural crops, but at the same time fertilisers enhance agricultural productivity and stimulate CO₂ assimilation by the crop. Another important fact is that fertilisers increase yield and reduce the necessity to cultivate new land, thus avoiding greenhouse gas emissions from land use change.

In our production processes, 32% of CO₂ generated by the ammonia production process is captured to produce urea and complex NP and NPK fertilisers.

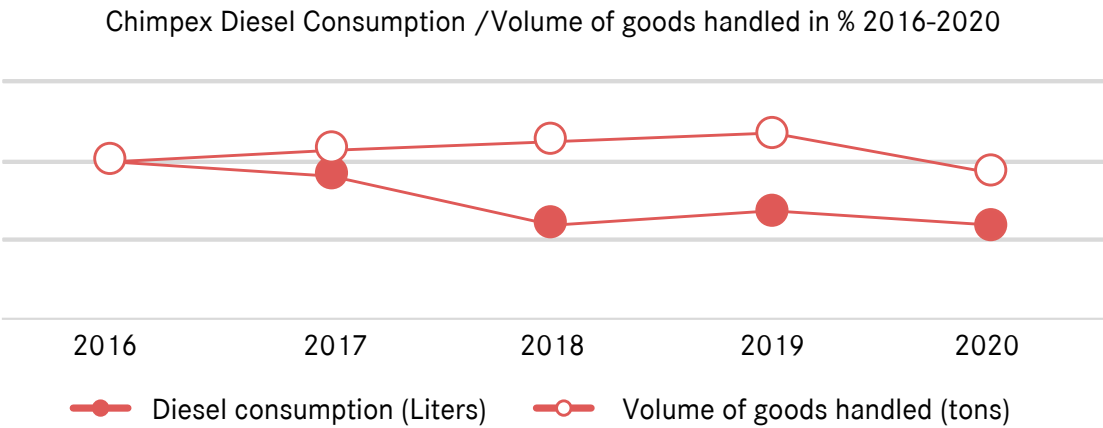
In 2020, we registered higher emissions overall because of increased production compared with 2019, but a lower carbon footprint per ton of fertiliser produced.

CO₂ footprint



Carbon footprint of fertilisers 2020, kg of CO ₂ eq/kg product	
Ammonium nitrate granules	0.964
Ammonium nitrate prills	0.739
CAN	0.855
Urea	1.427
UAN 32	1.048

Chimpex has reduced its fuel consumption since 2016 by 58%, despite the increasing utilisation of the equipment over the years. The main contribution to this reduction was the programme to renew the machine park with more economical and environmentally friendly machines which is still ongoing.



Energy Efficiency Azomures

Energy efficiency is important in both the daily activities of AZOMURES as well as a major consideration in the longer-term strategy Path to Excellence 2025. In this sense, every year a series of efficiency projects are implemented that aim to reduce the specific energy consumption per tonne of finished product, thereby reducing the carbon footprint of our industrial platform.

During 2020, a series of energy efficiency projects were successfully implemented as part of our Path to Excellence 2025:

- Installation of a frequency converter for the nitric acid supply pumps in the NPK Plant; the frequency converter reduces the amount of electricity consumed by 25MWh/year and increases safety in the supply of nitric acid to the NPK production process;
- Installation of a pilot station to reduce voltage fluctuations in the electrical power supply to the treatment plant, resulting in a reduction of 3-5% in consumption and a reduced demand for electricity of 40 MWh/year;
- Gradual modernisation of exterior lighting on the entire platform, leading to noticeable reduction of electrical consumption with 93 MWh/year and improved visibility at night on interior roads.

During 2020, an important project commenced, namely installation of a condensing turbine supplied with excess steam from the ammonia plants, with the aim to produce electricity. After the implementation of this project, internal electricity production will increase by 14,000 MWh/year which represents 3.3% of the annual consumption. The electricity imported from the National Energy System will thereby decrease by 4%, and the carbon footprint of Azomures will be reduced by 4,400 tonnes of CO₂ per year.



Another important project launched in 2020 was the installation of five frequency convertors in the Ammonia 3, Urea, Nitrate 2 and NPK installations; optimizing the technological processes to reduce energy consumption with 6975 MWh/year, and CO₂ emissions by 2134 tons/year. This project received a grant 601.000 euros from the innovation management authority (Norway innovation) of 37% of the total value of the project.

Self-Assessments and Audits

AZOMURES	Audit/Inspection	Internal	External	Important High or Lowlights / Results
	ITM audit to verify the compliance of the legislation against COVID-19		●	No non-compliance issues
	Internal audits Safety-emergency situation and environmental aspects in Azomures and at permanent contractors	●		107 non-compliance issues. 100 were solved and 7 are in process of being solved.
	Internally compliance audit	●		Awareness of training, updating / preparation of documented information, completion of non-conformities-opportunities in the Register of Complaints-Non-Conformities-Opportunities (RNO), preparation / updating of job descriptions
	Internal Environmental audits	●		25 non-comformities, all resolved
	Environmental authorities' inspection		●	Checking legal compliance

AMEROPA GRAINS	Audit/Inspection	Internal	External	Important High or Lowlights / Results
	National Sanitary Veterinary and Food Safety Authority (ANSVSA)		●	Re-authorizing and re-certifying at 5 Locations in veterinary and food safety issues.
	Emergency Inspectorate		●	Inspections on Ammonium Nitrate Storage and Emergency preparedness and equipment at 8 locations. Re-authorizing and re-certifying at 5 locations.
	Environmental Agency		●	
	Inspectorate for Boiler Control, Pressure Vessels and Lifting Installations (I.S.C.I.R)		●	
	SGS Certification Audit GMP+FC		●	Good manufacturing practices Certification Audit at 11 locations.
CHIMPEX	ISCC – International Sustainability and Carbon Certification		●	Certification for operating with organic products (sale-purchase, handling, storage, and processing).
	Labour Audit	●		Check the compliance with Labour legislation in the field by management.
	HSE Audit	●	●	Silos Manager that are members of QHSE team are inspecting and coordinating any activity within silos from Health and Safety perspectives. HSE internal Team and the External Auditor are inspecting each silo from Health and Safety, Environmental and Emergency perspectives.
	Port of Constanta authority		●	Audits and effective certification for compliance with the International Ship and Port Facility Security code
	NAVAL authority		●	Re-certification audit concerning the condition of the Crude Vegetable Oil Terminal
	ITM		●	Inspection to verify the compliance with the legislation against COVID-19 and safety legislation
	Seveso inspection after the Beirut AN-explosion		●	An unannounced inspection was performed by the Seveso authorities concerning the storage and handling of AN
	Many other Legal inspections		●	No major nonconformities were signalled

Certifications

	Audit/Inspection	Internal	External	Important High or Lowlights / Results
AZOMURES	SR EN ISO 9001	1999	2020	Following the 2020 re-certification audit, one minor non-compliance and several opportunities for improvement were identified, which were solved
	SR EN ISO 14001	2008	2020	Following the 2020 re-certification audit, one minor non-compliance and several opportunities for improvement were identified, which were solved
	Product stewardship	2011	2020	The 2020 re-certification audit established that there were no non-compliances, only opportunities for improvement, all achievable on the basis of an action plan
	GMP+	2015	2021	Surveillance audit performed in 2020 without non-conformities
AMEROPA GRAINS	ISO 9001	2019	2022	Surveillance on-line audit without non-conformities.
	ISO 14001	2019	2022	Surveillance on-line audit performed in 2020 without non-conformities.
	OHSAS 18001	2019	2021	Surveillance on-line audit performed in 2020 without non-conformities.
	ISO 27001 & GDPR	2019	2022	Surveillance on-line audit performed in 2020 without non-conformities.
	ISCC	2015	2019	Surveillance audit performed in 2020 without non-conformities.
CHIMPEX	REC No. 834/2007 and REC 889/2008 – Organic Products	2020	2021	The organisation met all requirements for trading and export of organic products - unprocessed vegetable products / Trading, Export
	ISO 9001	2008	2021	Successful re-certification took place without non-conformities
	ISO 14001	2008	2021	
	ISO 45001	2008	2021	
	ISO 22000	2008	2021	

People and Organizational Culture

In 2020, we continued to invest in our employees by adapting our strategies to the particularities of this period in order to grow their skills and experience necessary to perform their jobs in the most efficient and safe way. The main directions were:



A. Prevention

As a prevention against COVID-19 infection, teleworking/home-working was implemented in all our Romanian entities; where it was not possible due to the specific work (e.g. the production area), compulsory physical distance and hygiene measures as recommended by health care professionals were implemented in line with the legislation in force.

B. Adapting

Associated with the mentioned Covid-19 measures, we organised cross-training and continuous support so that employees could learn different functions outside of their specific role, and adapt to teleworking/working from home (Online Training on Office 365 functionalities including Teams Platforms, Yammer – for internal social environment, using of SES (Simple Electronic Signature) and QES (Qualified Electronic Signature)).

In all our Romanian entities, we run Digital Communication Programmes (Agility - Transformation starts with us! Programme) in order to create a culture of open-mindedness and agility by developing digital skills. Our Teleworking Programme facilitated moving all office activities online in a record time.

C. Consolidation

In addition to the resources allocated to adapt to the pandemic, we continued to consolidate our ongoing HR strategies, focusing on some specific directions: Recruitment and Development; Succession Planning; Talent Management; Alternative Programmes; Internship Programmes.

Also, within the Ameropa Group-wide concept “Grow with us”, we continued not only the main directions (Attract New Talent, Retain and Grow High Potential), but also collaborated with universities, vocational high schools and training institutes; based on this specific theme, the following programmes are ongoing:

- recruitment of fresh graduates/internship/mentoring (Employer Value Proposition / Employer of Choice / Ameropa Grains Silo Trainee Programme / Fresh Graduates Programme / Graduate Trainee Programme)
- Organisational culture consolidation (Employee of the Month / Seniority Programme / Reward Recommendation Programme / Your Idea Matters for Us Program Employee Loyalty Programme / Empowering People Programme / Chimpex Retiree Programme)
- Leadership (Life Quality Improvement Programmes / Annual Meeting Programme / Operational Excellence).

Our Involvement in Local Communities and Social Activities

Throughout 2020 our entities adapted their activities in this difficult period to support our local communities in Târgu Mureş and Constanța. Due to the restrictions, such as 2m spatial distancing, and not being able to organise public events as in the past, we directed our resources to specific programmes; aiming to help local communities with:

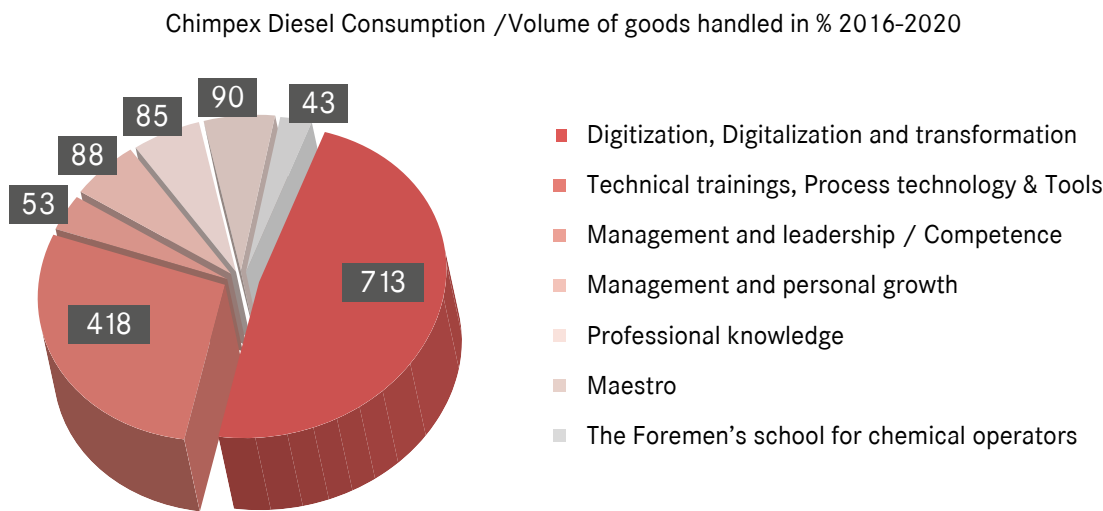
- **Medical equipment** offered to local hospitals of Târgu Mureş, Constanța and Măcin/Tulcea; also, for the Emergency Clinical Hospital in Constanța we organised a complete set of theatre equipment (i.e. two high-performance intensive care beds, aspiration systems, cardiac monitoring and high-performance mechanical ventilation).
- **Devices necessary for online networking** - our entities were involved in donation of PC's, tablets, and mobile phones for local community members with health and financial difficulties.
- **New technologies skills** - In addition to the electronic device donation, we organised “Happy Teachers for Romania”; this online training programme addressed to Romanian teachers is designed to reduce teachers’ stress and strengthen their physical and emotional health.

On the other hand, during the winter holidays with the wish to bring joy and hope to the local community, Ameropa Grains and Chimpex in partnership with the Local Municipality organized an unforgettable Christmas Spectacle of Lights “The Light from the Heart of Constanța”.

Training overview

As in previous years, our Romanian entities had planned sessions for the growth of high potential employees, linked with appropriate succession plans and a clear career path. Unfortunately, due to the covid-19 pandemic, most of the classroom trainings were cancelled or postponed, but some sessions were conducted online however.

Despite the specific current conditions we adapted and started online workshops and e-trainings.



2021 Action Plan



Action	Program
Zero incidents culture (2021-2025)	<ul style="list-style-type: none">• HSE meetings held by direct managers (12 Life Saving Rules)• Optimal use of Near Miss Reporting and Analysing
Risk Register Implementation (2021)	<ul style="list-style-type: none">• Data Collection about risk, accidents, incidents, unsafe situations, and related actions
Life Saving Rules: (H&S) - Confined Space Entry (2021)	<ul style="list-style-type: none">• Training about confined space• Hazards of confined space• Risk assessment• Role of Permit to Work and confined space entry
Improve safety behaviour of contractor (2021)	<ul style="list-style-type: none">• Safety Walks & Talks as a monthly KPI• Check contractor standard conformity on field and use it as a target (>90% conformity)
LOTO-system implementation (2021)	<ul style="list-style-type: none">• In nitric acid and melamine plant
Environmental monitoring (2021)	<ul style="list-style-type: none">• Develop a new monitoring system for environmental factors
Environmental issues (2021)	<ul style="list-style-type: none">• Improving internal communication to make staff more responsible for environmental issues (e-learnings)

	Action	Program
AMEROPA GRAINS	Digital transformation of Learning and Testing (2021-22)	<ul style="list-style-type: none"> • Develop an internal on-line platform for accessing all the procedures, processes, learning and testing. • All Sites will be equipped with Share Point and Internal News destined Desktops.
	Integrate and adapt Ameropa Standards with the Legislative and ISO Standards requirements (2021-23)	<ul style="list-style-type: none"> • Integrate Standard for Risk Assessment, Route Cause Analysis, Communication and for MoC
	Maintain the GMP+FC and ISCC Certifications and ISO Standards requirements (ISO 9001; ISO 14001, OHSAS 18001/45001, ISO 27001 (2021-25)	<ul style="list-style-type: none"> • Integrate the ISO Standards with the new standard (adapted) 45001. • Perform all actions and continual improve, monitoring and controlling Standards requirements. • Integrating Ameropa Standards with ISO Standards
	Reduce dust pollution with 1%	<ul style="list-style-type: none"> • Review and renew all procedures regarding pollution.
CHIMPEX	Zero-accident mission (2021-23)	<ul style="list-style-type: none"> • Promoting the zero-accident strategy by evaluating, implementing, and monitoring procedures, instructions, policies, standards, etc.
	Increasing safety awareness by promoting the "Proposals and Complaints" Program (2021-23)	<ul style="list-style-type: none"> • Minimal 3 P&C cards/month (including permanent contractors) • one employee awarded/three months (Chimpex and contractors) • During audits, workers will be encouraged to report unsafe actions/conditions. Personnel will be trained to identify and report near miss events
	Permanently Emergency preparedness and response (2021)	<ul style="list-style-type: none"> • At least one drill each three months • Drills will be set according with product type, storage, and activity • Each type of drill will be performed with all operating shifts
	Purchase of new equipment. (2021)	<ul style="list-style-type: none"> • Reducing CO₂ emission by further decreasing the fuel consumption.

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Subject: Ameropa Romania Sustainability Report 2020

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