

**STATEMENT BY THE PRESIDENT - DIRECTOR GENERAL
OF THE NATIONAL AGENCY OF CADASTRE AND LAND REGISTRATION
ON ANTI-BRIBERY POLICY**

The anti-bribery policy applies to all departments, activities / processes, as well as to all employees and parties acting in the name and / or on behalf of and / or in the interest of the institution, enforces a set of rules that refer to ethics in conducting institution-specific processes and represents the commitment to combat and prevent bribery.

The successful enforcement of the anti-bribery policy primarily implies a change in mentality regarding the acts of corruption and the participation of each employee in the achievement of anti-bribery specific objectives at the highest management level, as well as the relevant objectives for the relevant levels and functions of the organization.

Failure to comply with this policy will result in criminal liability, in accordance with applicable law. The general anti-bribery objectives are:

1. Certification of the anti-bribery management system, at the level of A.N.C.P.I. and its subordinate institutions,
2. Permanent monitoring of compliance with the requirements of SR ISO 37001: 2017, Anti-bribery management systems. User guide requirements,
3. Encouraging the reporting of bribery cases,
4. Confidential handling of reported / detected bribery cases.

The anti-bribery policy applied within the National Agency for Cadastre and Land Registration and its subordinate institutions, provides a framework for establishing, analyzing and achieving anti-bribery objectives, prohibits bribery, requires compliance with applicable anti-bribery legislation, is appropriate for the purpose of the organization and explains the consequences of non-compliance with anti-bribery policy.

The anti-bribery policy is communicated within the organization and to its partners which represent a higher risk of bribery than that considered to be lower, it is available as documented information and is also available to the relevant stakeholders.

As President – Director General of the institution, I have appointed a person with adequate competence, status, authority and independence, who has the responsibility and authority to supervise the designing and implementation of the anti-bribery management system, to provide advice and guidance to the personnel regarding anti-bribery management system, to ensure that the anti-bribery management system complies with the requirements of SR ISO 37001: 2017 and to report to the highest level management the performance of the anti-bribery management system.

From the position of President - Director General of the National Agency for Cadastre and Land Registration, I declare my commitment to the anti-bribery management system, by ensuring that the anti-bribery management system, policy and objectives included, is established, implemented, maintained and analyzed in order to adequately address the

bribery risks of the organization, by ensuring that the requirements of this system are integrated into the organization's processes, by using the adequate and appropriate resources for the effective operation of the anti-bribery management system, by internal and external communication of anti-bribery policy, by internal communication on the importance of an effective anti-bribery management and importance of compliance with the requirements of the anti-bribery management system, by ensuring that this system is properly designed to achieve its objectives, by guiding and supporting the personnel to contribute to the effectiveness of the system, by promoting adequate anti-bribery culture and continuous improvement process within the organization, by supporting other relevant management roles in order to demonstrate their leadership in preventing and detecting bribery, according to their areas of responsibility, by encouraging the use of reporting procedures in case of suspected and real bribery cases, ensuring that no member of staff is subjected to retaliation, discrimination or disciplinary actions for reporting in good faith or for reasonable grounds to believe so, a real or suspected violation of anti-bribery policy of the organization or for refusing to take part in an act of bribery, even if this refusal could lead to a financial/business loss for the organization (unless the person has taken part in the policy violation), by periodical reporting related to the content and operation of the anti-bribe management system and to the favoring bribery factors.

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