



## Environmental Management Policy

QBS LEARNING is vigilant in all its activities to protect the environment. The Company is committed to operate in a way that ensures high environmental performance which takes into account optimal economic and technical choices, national and community environmental legislation, as well as any related regulations.

At QBS LEARNING, we apply an established Environmental Management System, according to the **ISO 14001**. This system acts as the main stimulus to:

- continuous monitoring of the impact of the company's activity on natural environment, as well as activating measures -- primarily preventive and secondarily repressive ones.
- setting measurable targets for all programs to constantly improve the Company's environmental performance.
- informing all stakeholders -- employees, suppliers, local community, and companies in the same industry of environmental issues, which cover the entire range of the Company's activities. This is aimed at assessing all relative environmental data.

In order to ensure stable operation and effectiveness of the environmental management system, the Company provides for:

- a) regular briefings and training of its employees
- b) systematic reviews of its operations
- c) constant improvement of its environmental performance

The Company's vision is to strive for maximum contribution towards sustainable development and protection of the environment.

Director