

ENVIRONMENTAL POLICY

The Management team of Comtrade System Integration declares following Environmental Policy that ensures focus on sustainability as integral part of the culture of our company.

The ENVIRONMENTAL MANAGEMENT SYSTEM (EMS) for us is IMPORTANT because it enables us to create social, environmental and economic value for long-term business success and responsible global development. We are focused on identifying all aspects of our business that may have an impact on the environment and conducting, controlling and reviewing these identified aspects.

We respect ISO 14001 international standard for Environmental Management Systems and we believe that our business strategy and operational methods should be aligned with the requirements of the standard. The scope of the EMS is *Provision of ICT services, project management, consulting and services in system integration, implementation and development of software solutions.*

ENVIRONMENTAL OBJECTIVES and TARGETS are aligned with business requirements and they are reviewed on regular basis by our Management team and clearly communicated to our employees. Main environmental goals of our company are:

- Reduction of wastes and improvement of recycling rate,
- Promotion of energy and resource conservation,
- Purchasing and development of environmental friendly products and materials,
- Improvement of employee's awareness.

We are focused to PREVENT POLLUTION, reduce waste and ensure that, wherever practical, adequate measures are implemented to protect environment.

We are committed to fulfil COMPLIANCE OBLIGATIONS specified in environmental legislation and other obligations, and we believe that our responsibility to the environment extends beyond legal and regulatory requirements.

We work on CONTINUAL IMPROVEMENT of the EMS to manage our environmental performance efficiently by assessing, monitoring, managing and reviewing ecological impact of our operations and products.

We have established EFFECTIVE COMMUNICATION with all stakeholders in order to promote company's environmental responsibility:

- All our employees are encouraged to manage their environmental impact, to take responsibility for implementation of this policy and enhancement of the EMS, and to be engaged in initiatives for environmental protection.
- We constantly recommend environmental awareness amongst our suppliers, contractors and partners by implementing operational procedures.

This policy is communicated to employees via the corporate intranet, and is available to all other interested parties via our internet site.

Miloš Mirjanić
General Manager



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