

Corporate responsibility statement

At Quantum Proing Ltd, we recognize our responsibility to contribute positively to the world around us. Our Corporate social responsibility (CSR) policy outlines our commitment to sustainable and ethical practices that benefit society. This policy serves as a testament to our dedication to integrating social, environmental, and economic considerations into every aspect of our business operations.

The purpose of the CSR policy is to:

- Align the company's operations with societal values and expectations.
- Promoting positive social contributions.
- Enhance the company's reputation and build trust with stakeholders, including customers, employees, investors, and the community.
- Ensure compliance with legal and regulatory requirements related to social and environmental responsibility.

This policy applies to all employees, management, and stakeholders of Quantum Proing Ltd. It encompasses all aspects of our operations and interactions with the community. By adhering to this policy, we aim to foster a culture of responsibility and stewardship that permeates every level of our organization.

The Corporate Social Responsibility Policy core is made of:

Social Responsibility

- **Employee Well-being:** We prioritize the health, safety, and well-being of our employees through safe working conditions, and support for work-life balance.
- **Community Engagement:** We support community development through volunteer efforts, charitable contributions, and partnerships with local organizations. We encourage our employees to volunteer their time and skills to support community projects and initiatives. We also provide financial support to local charities and non-profit organizations that align with our CSR goals.
- **Diversity and Inclusion:** We promote a diverse and inclusive workplace where all employees are valued and respected. We are committed to creating an environment where everyone feels welcome and empowered to contribute their best work. We will implement programs and policies to ensure equal opportunities for all employees, regardless of their background or identity.

Ethical Business Practices

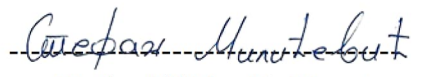
- **Integrity and Transparency:** We conduct our business with integrity, ensuring transparency in our operations and decision-making processes. We will uphold the highest standards of honesty and fairness in all our interactions with stakeholders, including customers, employees, suppliers, and investors.
- **Compliance:** We adhere to all applicable laws, regulations, and ethical standards in all our business activities. We will regularly review and update our policies and practices to ensure compliance with legal and regulatory requirements.
- **Anti-Corruption:** We maintain a zero-tolerance policy towards bribery and corruption. We will implement robust policies and procedures to prevent, detect, and respond to instances of bribery and corruption. We will also provide training and resources to help employees understand and comply with anti-corruption laws and regulations.

Economic Responsibility

- **Economic Development:** We support economic development in the communities where we operate by creating job opportunities and fostering local businesses. We will prioritize hiring locally and sourcing goods and services from local suppliers whenever possible. We will also support initiatives that promote economic growth and development in our communities.
- **Fair Trade:** We engage in fair trade practices, ensuring that our business partners and suppliers adhere to ethical labor and environmental standards. We will work with suppliers to ensure they comply with our ethical standards and provide fair wages and safe working conditions for their employees.

All of our employees share responsibility for implementing this policy.

All employees are required to abide by this policy and to report any occurrence which threatens the environment, health and safety, in order to take quick corrective action.


Stefan Milićević, Director
Belgrade, Serbia, 15.08.2022