

LINCOLN EDUCATIONAL SERVICES CORPORATION

Environmental Policy

Lincoln Educational Services Corporation (the “Company”) is committed to promoting high standards of honest and ethical business conduct and compliance with applicable laws, rules and regulations. This is reflected in many of the Company’s existing policies including our Code of Conduct. In furtherance of this commitment, the Company has adopted this Environmental Policy (this “Policy”) setting forth our dedication to managing our corporate headquarters and campuses in an environmentally responsible manner. Lincoln believes that a safe and healthy environment is important to the lives of our employees, students and communities and we strive to improve our environmental practices with respect to energy and water consumption, waste generation and greenhouse gas emissions.

Scope and Commitment

This Policy applies to all of our facilities, corporate offices and campuses alike, and relates to the conduct of our business in all aspects including day-to-day operations, the development and renovation of our campuses and the activities conducted in our offices. Lincoln is dedicated to the principles contained in this Policy and encourages its vendors, and business partners to dedicate themselves to similar policies to the extent reasonable and appropriate for their businesses.

Environmental Opportunities

Lincoln regularly evaluates its operations from an environmental perspective with the objective of identifying, monitoring and managing risks, determining opportunities to mitigate or eliminate risks and developing and implementing environmentally sustainable practices, including with respect to water consumption, energy consumption, paper consumption, conservation and waste management. Among the Company’s current practices are the following:

- Reduction of Energy Consumption, Water Usage and Waste Generation through More Efficient Workspaces. Lincoln has reduced the physical footprint of its corporate offices into a LEED Gold certified building, and has endeavored to incorporate more efficient workspaces in its newly-renovated campuses and eliminate underutilized facilities. Additionally, many of our programs are now taught on campus four days per week rather than five days, thereby minimizing energy use and greenhouse gas emissions from commuting. Additional improvements in this regard are continuously under consideration.
- Compliance with Law. We endeavor to comply with all environmental laws and regulations applicable to the conduct of our business.
- Identification of New Opportunities for Improvement. Through the coordinated efforts of various departments within Lincoln, we continuously seek to identify new opportunities for improving our energy consumption, water consumption, waste generation, storage and disposal including recycling, energy efficiency and preference to renewable resources when appropriate.
- Education. We educate our employees and students about our environmental efforts.

- Sustainability. We promote sustainable environmental practices to the extent feasible as evidenced in our more recently renovated campuses which include programmable heating and cooling systems, water conservation equipment and energy-saving interior design options. Additionally, we are currently reviewing our existing lighting and energy efficiencies across all of our campus locations as we aim to reduce our energy consumption as well as introduce greener and cleaner alternatives. Further, in order to ensure the proper disposal of electronic devices, third party vendors utilized for disposal must be EPA certified.

This Policy is a further statement of the fundamental guiding principles to which Lincoln subscribes and will be periodically reviewed and updated as deemed necessary or appropriate. Questions or concerns regarding this Policy and any non-compliance may be reported to the Company's Real Estate Department.