



LAB Security Systems Corp, Inc. Global Citizenship Policy

Introduction

At LAB Security Systems Corp, Inc., we know that our corporate values are an essential element of continuing success in the marketplace. These values – *Integrity. Leadership. Teamwork and Accountability* – are vital to the success of our corporation as a whole. Our corporate success is dependent upon our reputation with our co-workers, suppliers and community, in which we work and live.

This Global Citizenship Policy supports our corporate values by providing guidelines to ensure that LAB Security Systems respects human rights, workplace safety and protection of the environment in every community where we work and that we expect the same of our suppliers and contractors.

Indeed, by continuing compliance with this Policy we demonstrate our leadership within the business community. Further, we enhance our product, improve our ability to attract and retain the best talent and provide better supply chain management and performance.

LAB Security Systems Corp, Inc. Global Citizenship Policy Elements

- 1. Working Conditions/Health and Safety**
- 2. Child Labor**
- 3. Forced Labor**
- 4. Discrimination**
- 5. Working Hours**
- 6. Wages and Benefits**
- 7. Environmental**
- 8. Management Systems**
- 9. Anti-Corruption**
- 10. Suppliers/Contractors**
- 11. Conflict Minerals and Conflict Mining**

1. Working Conditions/Health and Safety

- Employees must be provided with a safe and healthy working environment. The Company will take adequate steps, as appropriate to reasonably minimize accidents and injuries to health within the workplace. The Company will provide adequate means of evacuation and train employees in emergency preparedness.
- Personnel should receive appropriate training on safety and health concerns in the workplace. Such training should be documented and include newly hired and reassigned employees.

2. Child Labor

- All workers must meet or exceed the local minimum age law requirements, but in no event shall workers under 15 years of age be employed. Depending on the nature of the work being performed, the Company may seek to limit employment to workers over 18 years of age.

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3. Forced Labor

- The Company will not allow the use of forced, bonded or involuntary prison labor.

4. Discrimination

- The Company prohibits engaging in or supporting discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national origin, caste, sexual orientation, religion, age, gender, disabilities, political affiliation or veteran status.
- The Company respects employees' observance of tenets or practices relating to race, national origin, caste, sexual orientation, religion, age, gender, disabilities, political affiliation or veteran status.
- The Company prohibits behavior, including gestures, language and physical contact that is sexually coercive, threatening, abusive or exploitative. These abuses include, but are not limited to, sexual harassment, corporal punishment, mental or physical coercion and physical abuse.

5. Working Hours

- The Company will comply with applicable local laws and industry standards on working hours; however, employees must not work more than 12 hours in a day and 6 days in a week for more than 3 consecutive weeks.

6. Wages and Benefits

- The wages and benefits offered to employees must meet or exceed the local legal minimum laws and standards.
- Deductions from wages will not be made for disciplinary purposes. However, suspensions without pay will be permitted when warranted.
- Employees must be provided with clear information about their wages and benefits on a regular basis.

7. Environmental

- The Company will conduct its business such that it is in compliance with applicable environmental laws, norms and regulations.
- The Company promotes protection of the environment and the conservation of natural resources.
- The Company promotes sustainable practices and products.

8. Management Systems

- Management will communicate this Policy to employees. Any local policy must be consistent with the requirements set forth in this Policy.
- The management system shall include practices to include investigating, addressing and responding to the concerns of employees with regard to compliance with this Policy. The Company shall refrain from disciplining or otherwise discriminating against any employee for providing information concerning the Company's compliance with this Policy.
- Management will periodically review the adequacy, suitability and continuing effectiveness of the systems implemented to meet the requirements of this Policy. The Company will implement appropriate corrective actions to address any identified non-conformance.

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9. Anti-Corruption

- The Company maintains a strict, zero-tolerance policy for bribery. No Company officer, employee or agent shall offer payments to any person, and in particular, to a government official, political figure, employee or officer of an NGO or any person claiming to have access to or influence over such person, to induce that person/official/candidate/politician/NGO officer to affect any act or decision in a manner that will assist the Company or any of its affiliated entities to obtain or retain business or secure any improper advantage.
- Every officer, employee and agent of the Company is obligated by the Policy to record, keep and maintain books, records and accounts that accurately and fairly reflect all transaction and disposition of Company assets.
- All contributions of money or services to foreign political parties or officials thereof or to candidates for political office are prohibited.
- The Company exercises care in selecting independent third parties such as suppliers, distributors and agents by employing only reputable persons not affiliated with any government and will pay only reasonable compensation for the services provided.
- The Company will maintain, at all times, complete and accurate records sufficient to show compliance with the Foreign Corrupt Practices Act and other anti-bribery laws.

10. Suppliers and Contractors

- The Company will establish and maintain appropriate procedures to evaluate and select suppliers and contractors based on their ability to demonstrate compliance with the requirements of this Policy.
- The Company will maintain reasonable evidence that the requirements of this Policy are being met by suppliers and contractors. This evidence may include certification forms, written questionnaires, audits, inspections or other appropriate documentation.
- The Company reserves the right to evaluate sub-suppliers and sub-contractors as needed to demonstrate compliance with the requirements of this Policy. However, it is the suppliers' responsibility for compliance of their sub-suppliers with this Policy.

11. Conflict Minerals and Conflict Mining

- The Company will not accept any material produced utilizing conflict minerals from the DRC (Democratic Republic of Congo). Any vendor producing with 3TG material must cease doing so or risk being dismissed as a vendor of the Company.