



Advanced Labelworx, Inc.

GLOBAL COMPACT COMMUNICATION ON PROGRESS

The period covered by this Communication on Progress (COP) is:

From: November 2017

To: October 2018

Statement of Continued Support by the President

I am pleased to re-confirm that Advanced Labelworx, Inc. supports the ten principles of the Global Compact with respect to human rights, labor, environment and anti-corruption.

Human Rights Principles

Advanced Labelworx, Inc. supports and respects the protection of internationally proclaimed human rights. Advanced Labelworx, Inc. is diligent in making sure we are not complicit in human rights abuses. Advanced Labelworx, Inc. holds high the relevance of human rights. Advanced Labelworx, Inc. has an open door policy for any Human Rights violations. Abuse of these policies is not tolerated.

Implementation: Section 1.2 of the Employee Handbook addresses human rights principles. Every employee is required to read and sign an acceptance form annually.

Measurements of Outcomes: Advanced Labelworx, Inc. is proud of the fact that no human rights violations have been reported during the period covered by the COP.

Labor Principles

Advanced Labelworx, Inc. acknowledges the freedom of association and the effective recognition of the right to collective bargaining of its employees and diligently follows all federal, state and local laws regarding this. Advanced Labelworx, Inc. supports the elimination of all forms of forced and compulsory labor and diligently follows all federal, state and local laws regarding this. Advanced Labelworx, Inc. supports the effective abolition of child labor and diligently follows all federal, state and local laws regarding this. Advanced Labelworx, Inc. supports the elimination of discrimination in respect of employment and occupation and diligently follows all federal, state and local labor laws.

Implementation: Section 1.3 of the Employee Handbook addresses discrimination and harassment in the workplace. Every employee is required to read and sign an acceptance form annually. Additionally, all employees receive an annual review which allows employees to voice any concerns or issues they may have in this area.

Measurements of Outcomes: Advanced Labelworx, Inc. is a female-owned business that is proud of its diversity of workforce.

ADVANCED LABELWORX

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Environmental Principles

Advanced Labelworx, Inc. supports a precautionary approach to environmental challenges and diligently follows all federal, state and local environmental laws. Advanced Labelworx, Inc. supports initiatives to promote greater environmental responsibility and diligently follows all federal, state and local laws regarding this. Advanced Labelworx, Inc. supports and encourages the development and diffusion of environmentally friendly technologies.

Implementation: Advanced Labelworx, Inc. currently recycles corrugated cardboard and steel that is a by-product of the manufacturing process, as well as paper records. Advanced Labelworx, Inc. also disposes all hazardous materials according to federal and state laws and obtains a Certificate of Compliance and Disposal. We continually strive to achieve higher levels of energy efficiency through the review of and implementation of improvements in our facilities to that end.

Measurements of Outcomes: The President of Advanced Labelworx, Inc. reviews the Certificates of Compliance and Disposal to ensure that the company is following environmentally proper disposal methods. Advanced Labelworx, Inc. was also audited in 2011 by an independent environmental company to ensure that no environmental issues exist. Advanced Labelworx, Inc. engaged an independent auditor, in 2016, to review energy usage and provide actionable recommendations to reduce consumption, which we have implemented.

Anti-Corruption Principles

Advanced Labelworx, Inc. rejects all corruption in all of its forms, including extortion and bribery, and diligently follows all related federal, state and local laws.

Implementation: Section 5.10 of the employee handbook addresses Business Ethics. Every employee is required to read and sign an acceptance form annually.

Measurements of Outcomes: The President of Advanced Labelworx, Inc. closely monitors the company purchasing practices for irregularities. Advanced Labelworx, Inc. also hires an independent accounting firm to complete an annual review of the financial statements.

Lana Sellers, President

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