



Advanced Labelworx, Inc.

GLOBAL COMPACT COMMUNICATION ON PROGRESS

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

From: November 2018

To: December 2019

Statement of Continued Support by the President

I am pleased to re-confirm that Advanced Labelworx, Inc. continues to support 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 both at our facilities and with customers and vendors with whom we do business. We strongly believe that through carefully qualifying our vendors, making sure that their operations support Human Rights Principles, is a way to insure that our funds spent on products/services are purchased from organizations who are aligned with our principles and ethics.

Implementation: Advanced Labelworx, Inc. is a 100% woman owned business. The owner strongly supports a diverse workforce, has an open door policy for any Human Right issues and has each employee annually sign acknowledging they received each year a copy of the Advanced Labelworx, Inc. employee handbook in which human rights principles are stressed.

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. Any Human Rights issues going forward will continue to be monitored closely.

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 which is distributed each year to every employee of Advanced Labelworx, Inc. addresses discrimination and harassment in the workplace. Every employee is required to read and sign an acceptance form annually. In calendar 2019 the President and owner of Advanced Labelworx, Inc. instituted monthly "lunch with the President" events. Small groups of up to seven employees from each plant location and from different levels of responsibility will have lunch and conduct a roundtable discussion of not only ideas but also any issues that may be present in the organization. In the course of the calendar year all employees of Advanced Labelworx, Inc. will have attended a roundtable lunch meeting with the President and owner of the

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company. It is strongly emphasized that these events are an open forum to discuss topics of concern at all levels within the organization.

Measurement of Outcomes: Improvement in employee retention has been experienced by Advanced Labelworx with three employees who had retired asking to return to work. Each year a company celebration by location is scheduled to recognize a number of employees with 30, 20 and 15 years of continuous employment with Advanced Labelworx, Inc.

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 invests in environmentally friendly technologies.

Implementation: In 2019 Advanced Labelworx, Inc. engaged an electrical engineering firm to review with the respective utility companies ways to reduce cost through more efficient use of electrical power. Plastic shrinkwrap previously used in final packaging of many of Advanced Labelworx, Inc.'s finished products was 100% eliminated in 2019 in all facilities. LED lighting has replaced conventional lighting wherever possible to reduce electrical usage and disposal costs. Two new digital presses were purchased in 2019 to reduce electrical usage along with ink usage and reduce raw material waste. Dies are sold for scrap metal, plate make ready chemicals are recycled to recover silver content and computer equipment is disposed of through certified recycle firms.

Measurement of Outcomes: The President of Advanced Labelworx, Inc. along with senior management actively implements and reports savings through conservation measures. Weekly meetings are conducted by the senior management staff to report savings accomplished and to review status of ongoing projects.

Anti-Corruption Principles

Advanced Labelworx, Inc. rejects all corruption in all 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 each year when they receive a new copy of the Employee Handbook to insure they always have a current copy.

Measurements of Outcomes: Many of Advanced Labelworx, Inc. customers require an annual statement acknowledging that no gifts, bribes, etc. have been offered or awarded to their employees. The President of Advanced Labelworx, Inc. closely monitors any business corruption or ethical misconduct with suppliers. Annual Supplier meetings are conducted with many of our raw material suppliers which the President of Advanced Labelworx, Inc. attends. Any business corruption or ethical misdeed that is found by an employee of Advanced Labelworx, Inc., will not be tolerated. If suspected, a thorough investigation will be conducted and if found, constitutes grounds for immediate employment termination. As a condition of employment all applicants must submit to and pass a thorough background check. If unethical behavior is discovered through this background check, employment is denied.

Signed:



Lana E. Sellers
President