



## GLOBAL COMPACT COMMUNICATION ON PROGRESS

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

From: November 2019

To: December 2020

### 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 allocated to organizations who are aligned with our principles and ethics.

*Implementation:* Advanced Labelworx, Inc. works with customers in other countries and uses these interactions as a platform to export its commitment to human rights. In addition, we hold our foreign suppliers and customers to the same standards as our own company.

*Measurements of Outcomes:* The President of Advanced Labelworx, Inc. has been involved with all foreign vendors, customers and employees to make sure they meet company standards. In addition, site inspections have been done to ascertain real working conditions.

### Labor Principles

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

*Implementation:* Advanced Labelworx, Inc. has spent much of 2020 focusing on providing a safe and stable place of employment for its workers during the Covid-19 pandemic. We ensure the staff are able to keep adequate distance from each other during working hours, make use of remote conferencing to interface with customers and have severely limited access to our facilities by outside personnel. In addition, we make use of face masks and plexiglass dividers to increase safety. We have on staff cleaning personnel who continually maintain high standards to reduce the chance of any infection.

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## **Advanced Labelworx, Inc.**

Finally, Advanced Labelworx, Inc. worked diligently to continue to provide work, even during a significant slowdown, so that our employees could support themselves and their families.

*Measurements of Outcomes:* Advanced Labelworx, Inc. is proud to say that no employee was laid off or had their hours cut below full time during a period when unemployment was at historic highs.

### **Environmental Principles**

Advanced Labelworx, Inc. supports a cautionary approach to environmental challenges. In addition, Advanced Labelworx, Inc. supports initiatives to promote greater environmental responsibility. Advanced Labelworx, Inc. diligently follows all federal, state and local laws in these areas.

*Implementation:* Advanced Labelworx, Inc. has engaged with an electrical engineering firm and the local power company to identify ways to reduce power consumption. In addition, Advanced Labelworx, Inc. has invested in energy efficient equipment in every area of the organization, from production to general facilities.

*Measurement of Outcomes:* The President of Advanced Labelworx, Inc. along with senior management actively implements and reports savings through conservation measures.

### **Anti-Corruption Practices**

Advanced Labelworx, Inc. rejects corruption in all its forms, including extortion and bribery, diligently following 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. Advanced Labelworx, Inc. holds employees operating in foreign countries to the same high standards.

*Measurement of Outcomes:* Many of Advanced Labelworx, Inc. signs agreements with customers that 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

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