



## **GLOBAL COMPACT COMMUNICATION ON PROGRESS**

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

From: December 2021

To: December 2022

### **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: Advanced Labelworx, Inc. has diligently complied with the United States Centers for Disease Control and Prevention (US CDC) and Occupational Safety and Health Administration (OSHA) approved guidelines for providing a safe, stable and

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secure workplace for the protection of our employees and their families during this extended COVID-19 pandemic and subsequent Delta and Omicron variants. We provide regular testing opportunity and support for employees and their families during this time of crisis including scheduling for testing, time off for vaccinations and boosters and recovery time. We ensure our employees maintain adequate distances, have facilities cleaned regularly to maintain high standards of cleanliness and reduce chances for infections. We employ technology to interface with customers via remote conferencing and other electronic means and strictly limit access by outside personnel. We continue to participate with state of SC and Tennessee with annual, voluntary OSHA inspections to ensure the safety of our employees.

Measurements of Outcomes: Advanced Labelworx, Inc.'s employees have been minimally impacted by COVID-19 and no employee has suffered loss of job resulting from COVID-19 while the world wide economy suffered.

### **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. plans to increase the energy efficiency of our operations by installing new HVAC equipment upgrades in 2023 alliance with the U.S. Department of Agriculture Rural Energy for America Program.

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. will hire an internal auditor in 2023 to assist in reviewing energy usage and providing additional recommendations to reduce consumption.

### **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. Advanced Labelworx, Inc. holds our employees operating in foreign countries to the same high standards.

Measurements of Outcomes: The President of Advanced Labelworx, Inc. closely monitors the company purchasing practices for irregularities. Any business corruption or ethical misdeeds suspected within or related to Advanced Labelworx, Inc., is thoroughly investigated and if any misdeed is found, the participants are terminated. Potential employees submit to a thorough background check which they must pass without exception, otherwise employment is denied. Advanced Labelworx, Inc. also contracts an independent accounting firm to complete an annual review of the financial statements.

A handwritten signature in blue ink, appearing to read 'Lana Sellers', with a stylized flourish at the end.

Lana E. Sellers

President

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*Lana E Sellers*

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President