

## **HUMAN RIGHTS POLICY STATEMENT**

Inter-Con Security Systems, Inc. acknowledges and respects the principles contained in the United Nations Declaration of Human Rights, which are consistent with Inter-Con's core values and commitment to be a force for good. Inter-Con endeavors to conduct its business operations in a manner that seeks to promote and enhance human rights within its sphere of influence. This commitment is aligned with and supported by its Code of Business Ethics; and the principles of the United Nations Global Compact.

### **ETHICAL BUSINESS CONDUCT**

Inter-Con believes that it is defined both by the results it achieves, and the way it achieves them. Inter-Con is committed to maintaining a high standard of business ethics, integrity and honesty in full compliance with all applicable laws. The Company's Code of Business Ethics contains rules and guidelines, and serves as a reminder of its policies and commitment to do what is right and ethical for Inter-Con and all of its stakeholders. All Inter-Con employees, subcontractors, and vendors shall comply with the laws and agreements applicable to operations and positions in the countries and jurisdictions where they operate.

### **PROTECTION OF THE RIGHTS OF CHILDREN**

Inter-Con supports every child's right to a safe and secure childhood and is committed to the principle that all people have the right to grow up and develop without fear of exploitation or harm. Inter-Con condemns all forms of exploitation of children. The Company does not recruit child labor, in accordance with the applicable International Labor Organization Conventions, and supports the elimination of exploitive child labor. Inter-Con and its employees shall comply with all applicable laws and regulations regarding the prevention of the commercial sexual exploitation of children, including the prevention of the use of its premises for such exploitation.

### **COMBATING HUMAN TRAFFICKING**

Inter-Con is committed to combatting modern-day slavery through the adoption and promotion of business practices that seek to protect victims of human trafficking, and the development of proactive measures to educate employees and encourage its partners and the broader business community to take a stand against human trafficking.

### **PROTECTION OF THE RIGHTS OF EMPLOYEES**

Inter-Con seeks to maintain a culture that supports the well-being and inclusion of all employees and is committed to encouraging a positive working environment which meets and exceeds legal requirements. Inter-Con recruits employees without regard to race, gender, gender identity, age, disability, marital status, pregnancy, sexual orientation, nationality, political affiliation, veteran status, religious beliefs, union organization, minority group or any other characteristic protected by law. Inter-Con supports the elimination of forced labor, prison labor, indentured labor or exploited bonded labor and the freedom of association and the right to choose a collective bargaining representative.