



GATEKEEPER[®]
SYSTEMS

2024

**Environmental, Social,
and Governance
(ESG)
Report**

GATEKEEPER SYSTEMS ESG REPORT

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1. CEO WELCOME

At Gatekeeper Systems, we are committed to delivering innovative solutions that address the evolving challenges faced by retailers today. I am excited to introduce our advanced Purchek® technology, a revolutionary loss prevention tool designed to enhance asset protection in the retail industry.

Purchek® technology is a cornerstone of our comprehensive suite of products, developed to empower retailers in maintaining secure and efficient operations. This technology employs state-of-the-art algorithms to monitor and prevent theft, ensuring the safety of customers and associates. The system provides real-time data and analytics, enabling retail managers to make informed decisions and implement proactive measures against shrinkage.

In addition to Purchek® technology, Gatekeeper Systems offers various solutions to elevate the retail experience:

- **Cart Containment - CartControl® Technology:** Shopping carts are the longest point of interaction between a customer and your brand. Once your shopping cart is removed from a location, the costs start piling up, leading to a substantial drain on revenue. Cart loss is widespread and expensive. This technology prevents shopping cart theft and reduces stray carts, enhancing the shopping environment and minimizing costs associated with cart replacement and retrieval. It is designed with sustainability in mind, reducing the environmental impact of manufacturing and maintaining shopping carts.
- **Business Intelligence:** This technology harnesses information collected from our in-store devices and provides turn-key solutions for robust reporting on system performance, shopper behavior, cart usage, and system health. Full-solution theft investigative services address the challenge of collecting, managing, sorting, and classifying video data across hundreds of stores. Our services can quantify merchandise value for reporting, identify repeat offenders or suspected ORC activity, and provide videos for your case management systems.
- **Cart Management - CartManager® Ultra:** Carts are nested together and pushed by the CartManager® Ultra. Its compact design optimizes space usage and reduces the need for multiple collection trips while minimizing energy consumption and lowering the environmental footprint.

Our commitment to innovation and sustainability drives us to develop technologies that protect assets and contribute to a superior shopping experience and a more sustainable world. By prioritizing environmental, social, and governance (ESG) principles, we ensure that our solutions deliver lasting value for our customers, employees, stakeholders, and the communities we serve.

We strive to make a positive impact through our innovative technologies and ESG initiatives, continually seeking ways to improve and sustain the environments in which we operate.



Robert Harling
CEO

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2. ABOUT GATEKEEPER SYSTEMS

2.1 Our Business

Gatekeeper Systems® was founded in 1998 on the principles of innovation, quality, and service. Our initial solution, The Wheel® Cart Containment system, was designed to reduce cart loss and ensure ample carts for store patrons. This solution was quickly adopted by major retailers. In the mid-2000s, we leveraged our locking wheel technology to address the growing issue of pushout theft, creating the pioneering Purchek® technology.

Today, Gatekeeper Systems offers a comprehensive suite of solutions tailored to improve safety, minimize merchandise loss, reduce labor costs, and increase store profits. Our loss prevention and cart containment solutions utilize patented locking technology to eliminate cart-based shoplifting and shopping cart loss. Cart management solution enhances safety and productivity, contributing to a positive store image.

Our Business Intelligence solutions provide increased visibility for informed decision-making, optimizing efficiency, fleet size, and the overall customer shopping experience with detailed analytics at both store and enterprise levels.

Committed to environmental, social, and governance (ESG) principles, Gatekeeper Systems integrates sustainability into our innovative technologies. Our solutions not only protect assets but also promote responsible business practices, ensuring lasting value for our customers, employees, stakeholders, and the communities we serve.



Pushout Prevention



Cart Retention



Business Intelligence



Cart Management



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2.2 Corporate Social Responsibility

We provide our customers worldwide with a broad portfolio of innovative, energy-efficient, and environmentally friendly loss prevention solutions. Our ESG efforts focus on improving our business practices, governance and ethics, our people, our environment, and our communities.



In 2023, Gatekeeper Systems proudly achieved the EcoVadis Silver Status for our Environmental, Social, and Governance (ESG) Sustainability Rating. This recognition reflects our commitment to sustainable business practices and responsible corporate citizenship.

This accolade fuels our passion to drive positive change and create a lasting impact on our world. United as a team, we will continue pursuing excellence in Corporate Social Responsibility, taking bold steps toward a better future. As we advance on our CSR journey, Gatekeeper Systems looks forward to the next EcoVadis assessment, aiming for continuous improvement in the years to come.

2.3 Global Key Figures



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2.4 Core Values

- 01 Take Care Of Our Customers**
 - Be a Trusted Advisor
 - Work proactively & Anticipate Outcomes
 - Solves Problems
- 02 Do The Right Thing**
 - Be Respectful
 - Act with Empathy, Honesty & Integrity
 - Take Ownership & Be Accountable for Delivering on Our Commitments
 - Work Safely
 - Ensure Quality
- 03 Create Excellence**
 - Drive Innovation & Change
 - Execute With a Sense of Urgency
 - Be Tenacious & Deliver
- 04 Embrace Diversity & Inclusion**
 - Respect & Value Opinion, Experience & Differing Perspectives
 - Recognize and Invest in Others through our Core Value Shout Out Challenge
 - Actively Communicate Honestly & Professionally
 - Build Quality Relationships Through Responsible Actions
- 05 Have Fun**
 - Be Positive & Energetic
 - Celebrates Successes through our Core Value Shout Out Challenge
 - Be a Team Player
 - Keeps a Sense of Humor



2.5 Company Vision & Mission Statement

Company Vision

A Gatekeeper Systems solution in every store around the world

Mission Statement

We are passionate about delivering innovative retail solutions and exceptional service which empower our customers to protect people and enhance profits.

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3. MATERIALITY ASSESSMENT AND RISK MANAGEMENT

3.1 Materiality Assessment

To focus efforts on CSR priorities, Gatekeeper Systems constructed a materiality matrix in liaison with its key stakeholder groups.



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The topics most often cited by our stakeholders have formed the basis of Gatekeeper Systems’ material topics in recent years. In reviewing and ensuring that Gatekeeper Systems ESG Strategy remains connected to its stakeholders in a present-day context, we have identified the following priority material topics that we can measure, manage, and improve over the next few years:

Gatekeeper Systems ESG Importance

		Operations	Products & Services	Supply Chain	Employees	Communities
The 5 Gatekeeper Systems Cares pillars	Communities					Human Rights & Suppliers Relations
	Environment	Environmental Compliance	Product Design & Lifecycle Management			
	People				Employee Diversity & Inclusion	
	External Stakeholders			Product Sourcing & Transparency Supply Chain Management Supplier Relations		
	Ethics	Data Security			Employees Health & Safety Labor Practices	

3.2 Understanding and Managing Risk

Gatekeeper Systems identifies the risks arising from its activities and outlines how the company anticipates these risks, how it assesses them, and what steps are being taken to protect the company from them. Risk mapping is under the management of the Gatekeeper Systems Internal Control Team. In addition to the risks associated with the identified ESG Materiality matrix topics, the company may face other risks that could threaten its business. These risks, that could impact our ability to serve our clients, are subject to rigorous identification and mitigation plans: Cyber security, supply chain, business continuity plan, compliance, and fraud.

Operations

Environmental compliance

Avoidance of environmental responsibility could result in a risk to the health and safety of employees or consumers, damage to the region of our operations, financial penalties, non-compliance with legal obligations, reputational risk, lack of availability of critical resources, environmental risk, as well as damage to our attractiveness as an employer.

➤ Policies and actions

Gatekeeper Systems’ global environmental program outlines the essential actions required at each site, the responsibilities of every employee in contributing to environmental protection, and the key performance indicators that sites must support.
- SEE SECTION 6 (ENVIRONMENT)

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Data Security

Central to our values is the utmost importance we place on the security of our products and customer information. We are dedicated to safeguarding the data entrusted to us through the implementation of industry-recognized data security software, systems, training, and testing. We ensure compliance with industry-standard regulations such as the General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA), where applicable.

» Policies and actions

Gatekeeper Systems has set up a full organization to control data usage in all activities including human resources, customer intelligence, and activities related to business intelligence. Training on Security Awareness (Artic Wolf Managed Security Awareness - **SEE SECTION 9 (ETHICS)**)

Products and Services

Product Design and Lifecycle Management

The decision to focus on sustainable innovations meets a large consensus of Gatekeeper. We believe to make the world a safer place through cutting-edge technologies, for the benefit of society and the planet. The greatest risk of failing to address this is the unsustainability of the organization through an inability to consider our responsibilities for future generations, whilst meeting the needs of today. The potential outcomes of this could be an impact to Gatekeeper Systems' completeness, reputation, and a loss of business in the face of more sustainable solutions.

» Policies and actions

We offer technology solutions which can offset carbon emissions and provide clients with sensitive product, and solution options. One example is our CartControl® system generates real savings for our customers by reducing shopping cart loss and, at the same time, reduces the overall waste and carbon footprint associated with cart loss, retrieval, and replacement. Our continued evolution of our SmartWheel® low power RF technology has resulted in a longer life span for our wheels which reduces, on an annual basis, battery waste and consumption of various raw materials. Our CartManager® Ultra incorporates new motor and battery technologies resulting in a dramatically smaller footprint, both physically and environmentally, and delivers long-term operational efficiency at lower life cycle costs for our customers. - **SEE SECTION 6 (ENVIRONMENT)**

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Supply Chain

Product Sourcing & Transparency, Supply Chain Management

The risk in supply chain management (SCM) has attracted attention from businesses and stakeholders, as companies increasingly need to consider their impact on stakeholders and the environment. The risk involved in the supply chain engages in the efficient and economic management of the flow of goods and services, including all processes that transfer raw materials into final products.

» Policies and actions

Build a system to supply your products and services in a stable manner, while ensuring their market competitiveness in terms of quality, pricing, and delivery deadlines. At the same time, cooperate with your suppliers and help them ensure their market competitiveness in terms of quality, pricing, and delivery deadlines. – **SEE SECTION 8 (STAKEHOLDERS)**

Employees

Labor Practices, Employee Health & Safety, Employee Engagement, Diversity & Inclusion

Gatekeeper Systems has about 465 employees worldwide and has deployed solutions in 58 countries. We must comply with all local laws and regulations while delivering a consistent model for all employees. Companies must set standards for operations that satisfy the expectations in the home country as well as the host countries. Operating in many production centers worldwide, Gatekeeper Systems needs to optimize working conditions everywhere so that all employees and sub-contractors feel highly protected. The skills and commitment of our workforce ensure that customers trust us with business.

» Policies and actions

Gatekeeper Systems has formalized health and safety precautions in a Health & Safety Program on how to protect employees. The whole HR cycle of an employee is addressed through a suite of HR guidelines and procedures, covering recruitment, promotion, terms of employment, and anti-discrimination. A focus on diversity is one of the objectives of Gatekeeper Systems Core Value program starting with the Diversity & Inclusion declaration shared both internally and externally. – **SECTION 7 (PEOPLE), 9 (ETHICS)**

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Communities

Human Rights & Supplier Relations

Operating in many countries, directly or with partners or suppliers, Gatekeeper Systems is focused on human rights. Supplier relations should ensure that none of the existing policies and procedures generates risks for adverse human rights impacts. Gatekeeper Systems must anticipate any type of risk such as a lack of proper management of supplier relationships and the ESG Performance within the supply chain, could pose a risk of non-compliance with both regulatory obligations and customer requirements. Thus, there is the potential for brand image damage through risk by association, should a supplier be involved in a scandal because of its ethical, environmental, or social actions.

» Policies and actions

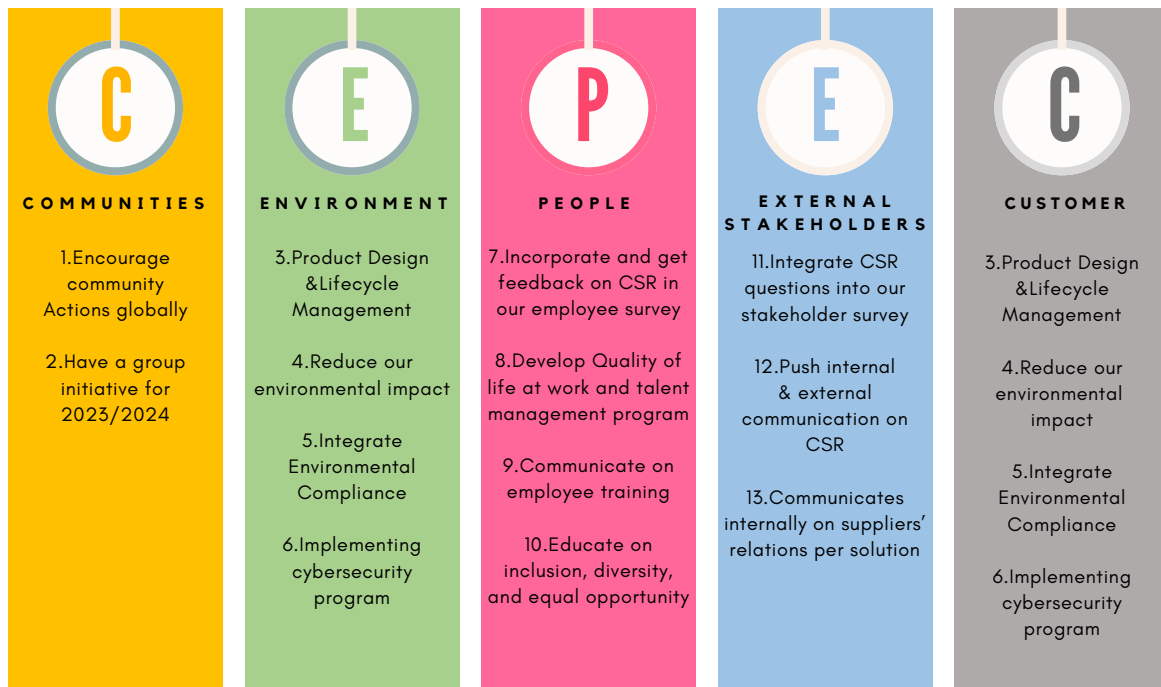
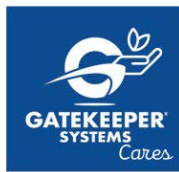
Gatekeeper Systems promotes and complies with all legal provisions related to upholding the freedom of association and the right to collective bargaining, as well as the provisions contained in all international laws, international treaties, and agreements. In the spirit of transparency, Gatekeeper Systems maintains open communications with all those concerned by its business activities. The Supplier Code of Conduct, human resources policies, and other policies outline the ethical behavior expectations of everyone at Gatekeeper Systems. This code lays out clear expectations of suppliers in terms of ethical conduct and forms part of the contract. This is supported by specific ESG clauses within the general purchasing conditions. Gatekeeper Systems avoids the risks of doing business with countries where its technologies might be diverted from their original and legitimate use. - **SEE SECTION 7 (PEOPLE), 9 (ETHICS), 8 (STAKEHOLDERS)**

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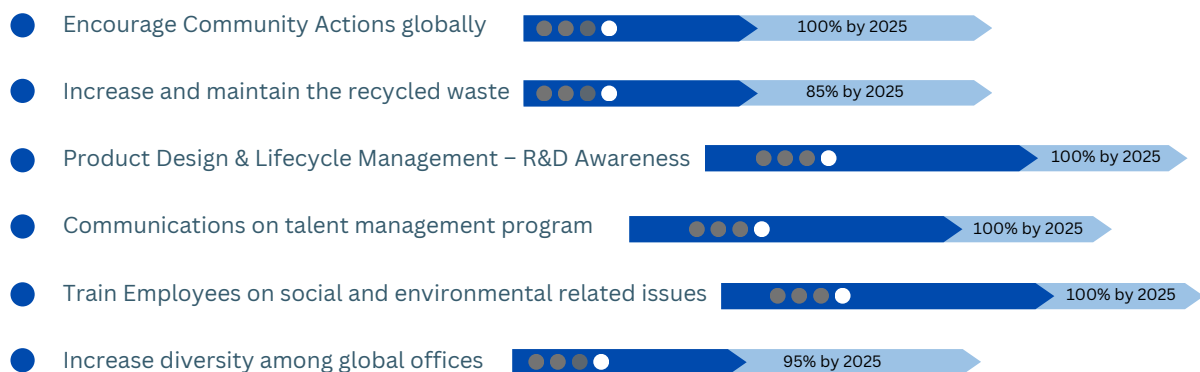
4. GATEKEEPER SYSTEMS ESG PROGRAM

4.1 Reinforcing our commitment to ESG

Gatekeeper Systems ESG program brings together all the efforts across our business to secure a sustainable business with positive impacts on the environment and society. Together with the priority material issues, the 5 pillars and 17 objectives have enabled us to build a roadmap for the coming years.



4.2 Gatekeeper Systems extra objectives and progress



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4.3 Performance Assessment

Starting in 2023, Gatekeeper Systems undertook numerous assessments of its ESG performance.

In 2024, we significantly enhanced our ESG assessment on a global scale, reflecting our commitment to our five core pillars: Communities, Environment, People, External Stakeholders, and Ethics. We focused on fostering stronger relationships with our communities through various outreach programs and initiatives while implementing robust environmental practices to reduce our carbon footprint.

In 2024, we launched our ESG website to reinforce our commitment to environmental, social, and governance (ESG) assessment. For more information, visit www.gatekeepersystems.com/ESG.

Our people-centric approach was reinforced with increased training, comprehensive employee engagement surveys, and education on inclusion and diversity. We also prioritized transparency and collaboration with external stakeholders to ensure alignment with our ESG goals. Furthermore, we maintained the highest standards of ethics across all operations, ensuring integrity and accountability in everything we do.

These efforts underscore our dedication to sustainable growth and responsible business practices. By continuously improving our ESG initiatives, we aim to create a positive impact within our organization and the broader community and environment. Our proactive approach ensures that we remain at the forefront of industry standards and set a benchmark for excellence in ESG performance.

Gatekeeper Systems - Pillar	2023-2025 Objectives	2023 Progress	2024 Progress	Gatekeeper Systems CSR Materiality Matrix Topic
COMMUNITIES	1. Encourage community Actions globally	●●●○	●●●○	Communities
	2. Have a group initiative for 2023/2024	●●●○	●●●○	Communities
ENVIRONMENT	3. Product Design & Lifecycle Management	●●●○	●●●○	Products & Services
	4. Reduce our environmental impact	●●●○	●●●○	Operations
	5. Integrate Environmental Compliance	●●●○	●●●○	Operations
	6. Implementing cybersecurity program	●●●○	●●●●	Operations
PEOPLE	7. Incorporate and get feedback on CSR in our employee survey	●●●○	●●●●	Employees
	8. Develop Quality of life at work and talent management program	●●●○	●●●○	Employees
	9. Communicate on employee training	●●○	●●●○	Employees
	10. Educate on inclusion, diversity, and equal opportunity	●●●○	●●●●	Employees
EXTERNAL STAKEHOLDERS	11. Integrate CSR questions into our stakeholder survey	●●○	●●●○	Supply Chain
	12. Push internal & external communication on CSR	●●○	●●●○	Supply Chain
	13. Communicates internally on suppliers' relations per solution	●●○	●●●○	Supply Chain
ETHICS	14. Develop a cybersecurity program	●●●○	●●●○	Operations
	15. Educate on Employee Health and Safety Program	●●○	●●●○	Employees
	16. Communications on global labor practices and protection of human rights	●●○	●●●○	Employees
	17. Develop training on an-corruption, business ethics and trade compliance	●●○	●●●●	Employees

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5. COMMUNITIES

Gatekeeper Systems is a global leader in loss prevention technologies, dedicated to being a responsible corporate citizen and employer. We drive innovation and support local initiatives to help businesses succeed in a competitive marketplace. Committed to positive community impact, we build strong, lasting relationships with customers and partners worldwide.

5.1 Community Engagement

Gatekeeper Systems is deeply connected with society through our loss prevention technologies and our role as a responsible corporate citizen and employer in local communities worldwide. We pride ourselves on fostering local initiatives, driving innovation, and advancing technology to help businesses thrive in a competitive global marketplace. More than just a company, we are an integral part of the communities we serve, committed to making a positive impact through our products, services, and community initiatives. We are eager to build strong, enduring relationships with our customers and partners around the world.

Global and local community actions

Here are some of the social and environmental actions that Gatekeeper Systems' team members participate in.

USA

- Second Harvest Food Bank of Orange County
- LPF Swing for Certification
- LPBF - IOSS Prevention Benevolent Fund
- The Home Depot Foundation
- FLEPRU - Florida Law Enforcement Property Recovery Unit
- HEB/Texas Department of Public Safety
- Shoprite LPGA Classic
- Michael R. Gulli Memorial Golf Tournament

Canada

- Loblaw's Children's Charity

United Kingdom

- Walking Snowdon for Cancer Research
- Local Food Bank Donation

Germany

- KGS Eislingen - Culture & Sports Community
- ASV Eislingen - Soccer clubs dedicated to girls



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6. ENVIRONMENT

At Gatekeeper Systems, our environmental responsibilities are a priority during our product development. We focus on reducing the energy and raw materials required to make our products, increasing the utilization of recycled materials, and ensuring our solutions meet global sustainability goals. This focus allows us to deliver solutions to our customers to help them meet their internal sustainability objectives.

6.1 Respect for the Environment

Gatekeeper Systems has a global presence with manufacturing plants, service centers, headquarters, sales offices, and data centers. Despite their different functions, all sites follow common environmental objectives:

- Minimize the environmental impacts of processes and services.
- Achieve environmental goals through eco-friendly solutions.
- Help customers meet their environmental goals with our products and advice.
- Encourage environmental responsibility within the supply chain.
- Regularly communicate actions and results on environmental matters to stakeholders.
- Educate and train employees on environmental issues.



1 site certified ISO14001:2015



Raising awareness and getting everyone involved



At Gatekeeper Systems, we believe environmental protection is everyone's concern. As part of our commitment to Environmental, Social, and Governance (ESG) principles, we regularly update our employees on ESG initiatives and environmental topics through our quarterly Global Connect meetings, intranet site, and the Gatekeeper Systems newsletter, launched in 2023. These updates ensure that our team is informed and engaged with our ongoing efforts to promote sustainability and responsible business practices.

6.2 Environmental management

Our company encourages employees to consider the impact of everyday activities on the environment. We recognize that commuting options can be costly. Many of our sites offer various hybrid work solutions for our employees.

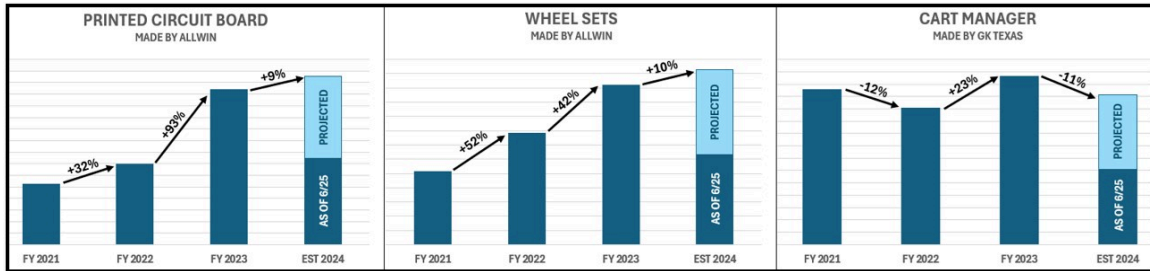
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Energy Consumption and Energy Management

At Gatekeeper Systems, we are dedicated to managing our energy use efficiently, and implementing best practices to conserve energy across our operations. This commitment helps us minimize our carbon footprint, control costs, and foster a company culture that values environmental sustainability. We upgraded six machines in our China facility to new energy-efficient injection molding machines, reducing operational and chemical costs while conserving and recycling water and increasing production.

We meticulously collect and analyze energy consumption data from all our sites to identify opportunities for reduction through innovative techniques and technological improvements. Despite increased electricity consumption in 2023, our production volume increased significantly across various product categories (see graphic below). This efficient scaling was supported by initiatives such as installing high-efficiency air compressors, which reduced energy use by 36%, and transitioning to LED lighting in our warehouses.

Annual Production Growth by Category (%)



Summary of Total Usage and Emissions

These figures reflect our ongoing efforts to monitor and optimize our energy consumption and emissions. By implementing advanced technologies and sustainable practices, we strive to reduce our environmental impact and contribute to a more sustainable future.

Company	Electricity kWh	Natural Gas MTBU	Propane Gas gallons	Water gallons
Gatekeeper	1,442,303.0	411.4	46.8	16,153,608.3
Total	1,442,303.0	411.4	46.8	16,153,608.3

Portfolio Company	Scope 1 (NG and propane only) (lb CO2e)	Fugitive Emissions (mtCO2e)	Scope 1 (NG and propane only) (mtCO2e)	Total Scope 1 (mtCO2e)	Scope 2 (Electricity only) (lb CO2e)	Total Scope 2 (mtCO2e)	Total Water Usage (gallons)	Total Water Usage (m3)
Gatekeeper	50,356.0	375.7	398.5	774.2	1,557,017.0	706	16,153,608	61148

Total Emissions			
Company	Scope 1	Scope 2	Total
Gatekeeper	50,356	1,557,017	1,607,374
Total	50,356	1,557,017	1,607,374

Total Usage:

- Electricity: 1,442,303.0 kWh
- Natural Gas: 411.4 MMBTU
- Propane Gas: 46.8 gallons
- Water: 16,153,608.3 gallons

Total Emissions:

- Scope 1 (Natural Gas and Propane only): 50,356.0 mtCO2e
- Scope 2 (Electricity only): 1,557,017.0 lbCO2e
- Total Emissions: 1,607,374 mtCO2e

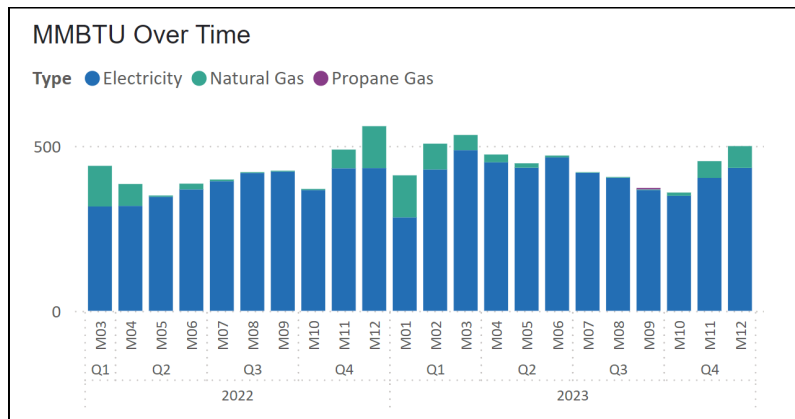
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Advancing Sustainability: Upgrading to Energy-Efficient Injection Molding Machines

In 2024, we are replacing six aging molding machines at AllWin (our manufacturing facility in China) with energy-efficient injection molding machines. These new machines offer low energy consumption, featuring highly efficient servo motors that reduce energy usage by up to 80%. They provide high precision and operate with minimal noise, aligning with our ESG commitment to sustainability and environmental responsibility.



Energy Consumption Trends and Sustainability Initiatives

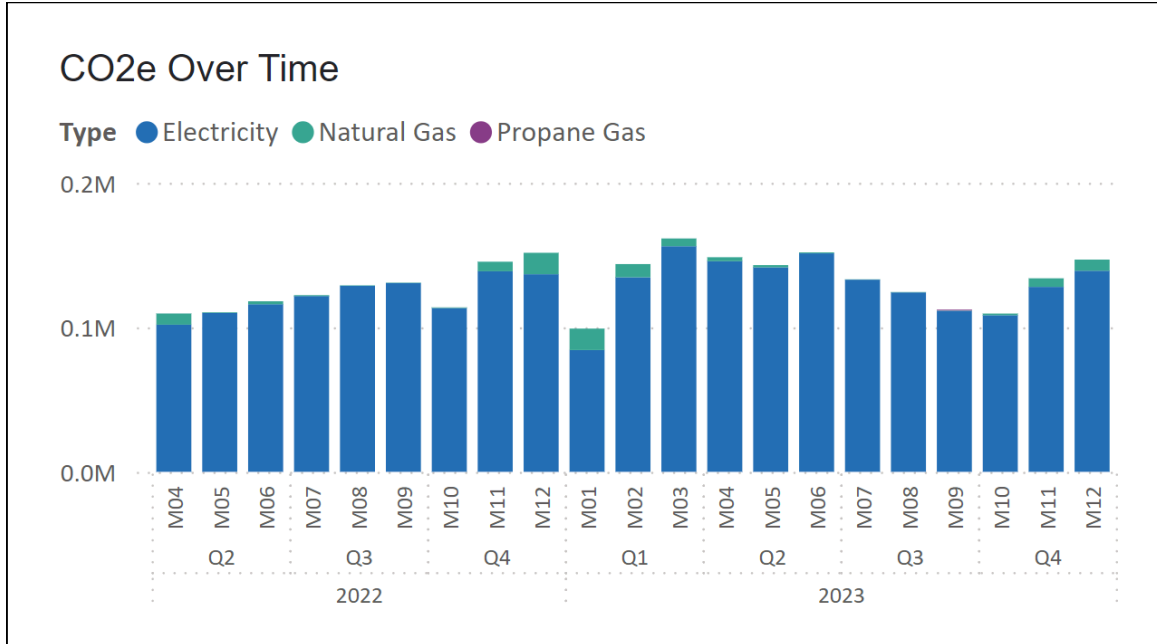


The graph shows the monthly energy consumption in MMBTU over the period from 2022 to 2023, categorized by Electricity, Natural Gas, and Propane Gas. Throughout this period, electricity consistently constitutes the largest portion of energy use, with natural gas and occasional minimal use of propane gas supplementing the total consumption. Notable peaks in total energy consumption occur in March 2022, December 2022, and December 2023, indicating increased energy demand during these months. Overall, the data highlights seasonal variations and a general stability in energy use across the two years.

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CO2e Emissions Over Time and Sustainability Initiatives

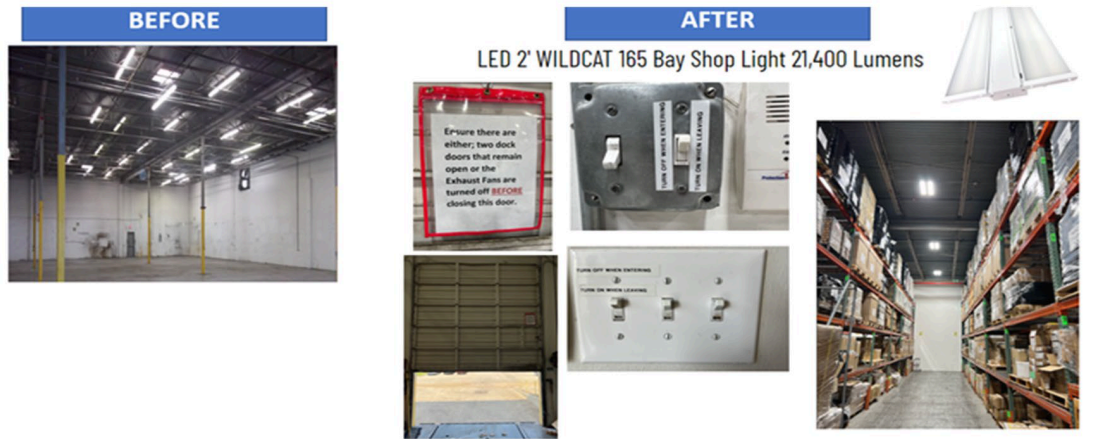
The graph illustrates CO2e emissions over time, categorized by sources including Electricity, Natural Gas, and Propane Gas, from 2022 to 2023. The emissions consistently hover around 0.1 million metric tons, with occasional increases primarily driven by electricity usage. Notable peaks are observed in December 2022, March 2023, and the end of 2023. These increases correspond to a rise in our total units produced during this period. Despite these peaks, the overall trend remains relatively stable, indicating consistent management of CO2e emissions.



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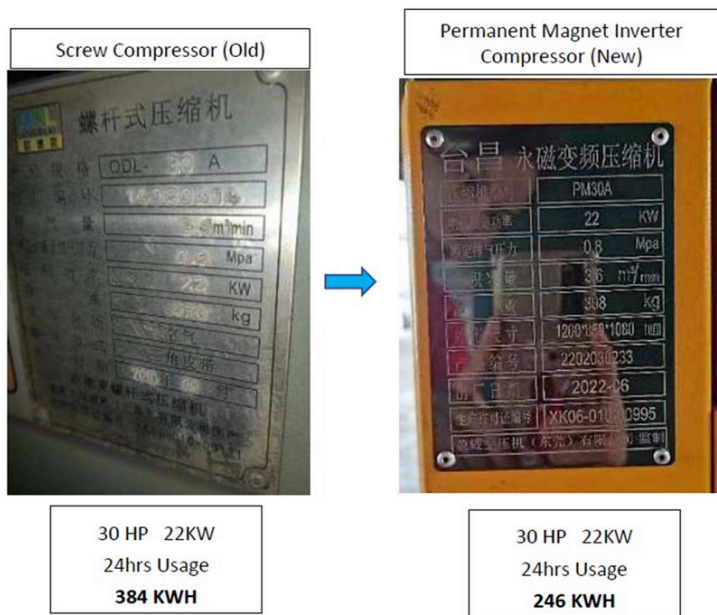
Optimizing Energy Consumption: Transition to LED Lighting for Enhanced Sustainability

At Gatekeeper Systems, we are always looking to make positive changes to optimize energy consumption and operate more sustainably. At one of our sites, we changed the lighting in the warehouse to LED lighting.



Significant Energy Savings with High-Efficiency Air Compressor Installation

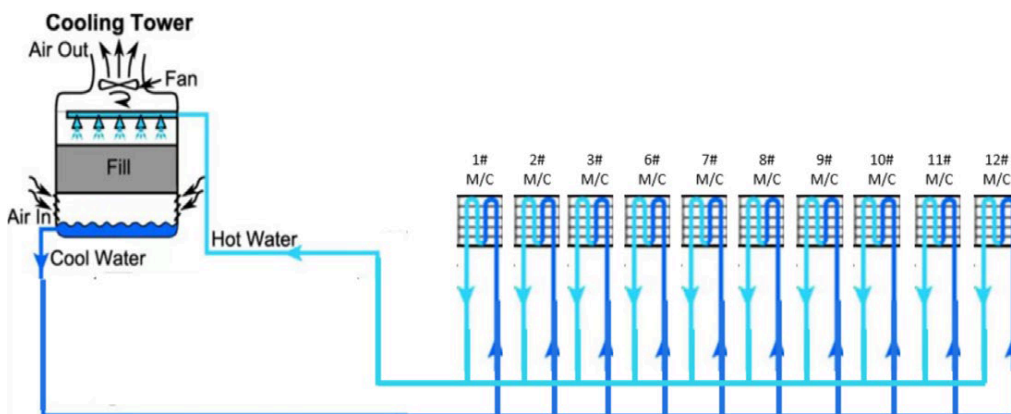
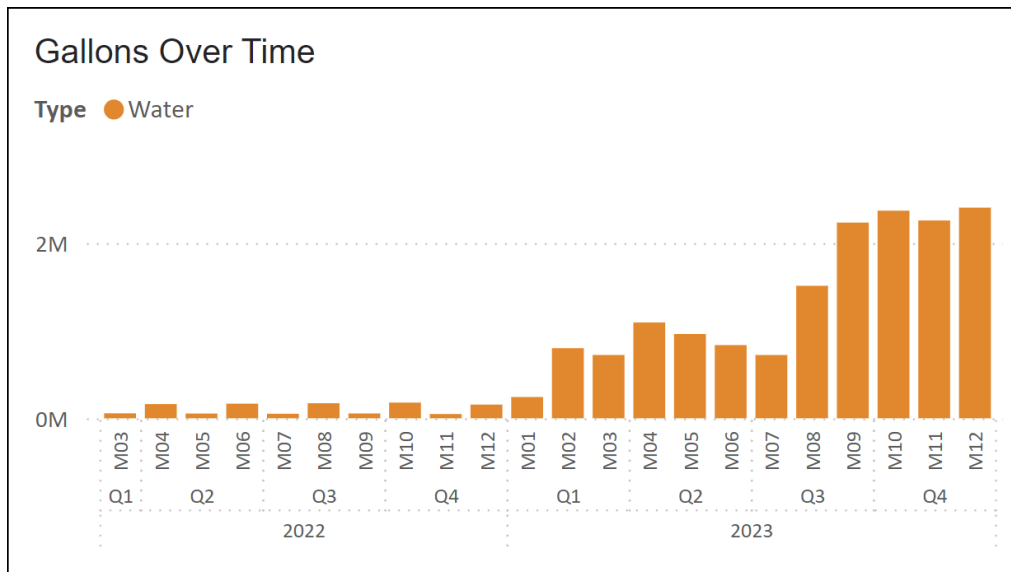
In December 2022, we installed a high-efficiency air compressor at our manufacturing site, leading to a 36% reduction in energy consumption. This installation decreased our usage from 384 KWH per 24 hours to 246 KWH per 24 hours, demonstrating our commitment to optimizing energy efficiency and sustainability.



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Water Usage Trends and Conservation Efforts

The graph illustrates the monthly water consumption in gallons from 2022 to 2023. It shows a relatively low and stable usage throughout 2022, with a significant increase beginning in early 2023. Notable peaks in water consumption are observed in April, September, and the last quarter of 2023, indicating higher water usage during these periods. This increase is attributed to our rise in total units produced from 2022 to 2023. As a result, we reduced our operational and chemical costs, and overall conserved and recycled water (reuse water) while increasing our total units produced. This data underscores the importance of ongoing water conservation efforts and the implementation of strategies to manage increased water demand effectively.



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Waste Management

Our sites have implemented projects that contribute to waste reduction, including decreasing chemical consumption and increasing recycling efforts. The waste generated from our offices and sites is managed in compliance with all government directives and regulations. Gatekeeper Systems is dedicated to minimizing landfill waste and will continue to prioritize this goal in the years to come, focusing on sustainable practices for a better future.

With our shredded office paper program, Gatekeeper Systems is proud to provide a valuable source of paper for recycling into high-demand products while also purchasing products made from recycled content.



08/01/2021 to 05/31/2023
RECYCLING RESULTS
8,767 Pounds
4.38 Tons

Certificate of Environmental Accomplishment

Awarded to:
GATEKEEPER SYSTEMS
90 ICON, FOOTHILL RANCH, US 92610-3000

By shredding and recycling with Shred-It, we estimate you saved :

80 Trees	0.00 Cubic Yards of Landfill	0.00 Barrels of Oil	0.00 Gallons of Water
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Shred-it congratulates staff members on the positive impact this initiative has made towards saving our environment. Thank you for your business. 800-697-4733 | shredit.com

Southern California Shredding Inc.

is Hereby Granted **NAID AAA Certification**[®]
by **i-SIGMA**[®]



i-SIGMA is the non-profit trade association recognized globally as the secure data destruction and records and information management industry's standards setting and oversight body.

*The certificate holder has met the rigorous requirements of the NAID AAA Certification program and demonstrated through announced and unannounced audits that its security processes, procedures, systems, equipment, and training meet the standards of care required by all known data protection regulations.**

As a result, NAID AAA Certification also serves to meet all data controller vendor selection due diligence regulatory requirements.

The certificate holder is NAID AAA Certified for the following services and media types:

- Mobile Operation Endorsement for Paper/Printed Media, Micro Media, Physical Hard Drive, Non-Paper Media, Solid-State Device Destruction
- Facility-based Operation Endorsement for Paper/Printed Media, Micro Media, Physical Hard Drive, Non-Paper Media, Solid-State Device Destruction

Applicable to the following location(s):

- 20492 Crescent Bay Drive #112, Lake Forest, CA 92630 USA

Valid Through: 31 October 2024



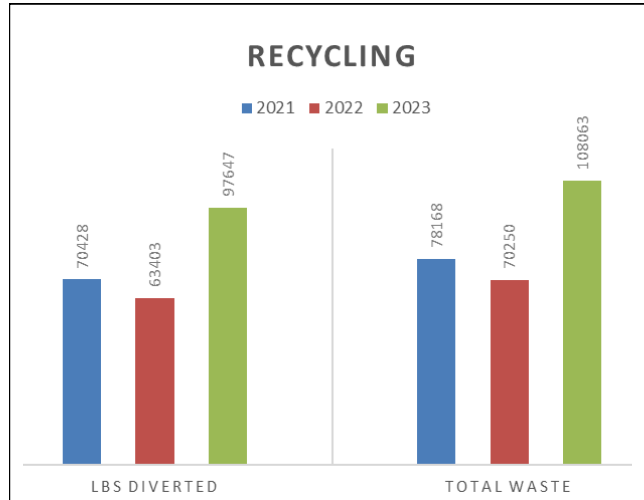
Nathan Campbell
i-SIGMA Chief Executive Officer

*NAID AAA Certification specifications are regularly evaluated/updated as necessary and service provider compliance is verified to ensure ongoing conformance with all known data protection regulations including The Privacy Act (Australia), GDPR (Europe), HIPAA, GLBA, FACTA, State-level requirements (USA), and PIPEDA, PPA, PHIPA (Canada) in their relevant jurisdiction(s), as well as with related risk assessment, incident reporting and data breach reporting procedures and training as required therein or separately.

GATEKEEPER SYSTEMS ESG REPORT

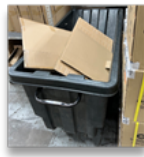
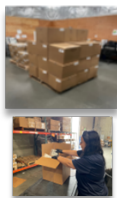
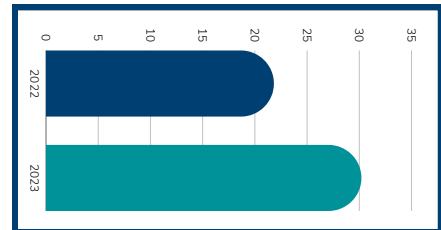
Recycle and Reclaim

Our global reclaim objectives reflect our commitment to environmental sustainability and resource conservation while optimizing our network, protecting our intellectual property, and maximizing re-capturing profits. Our manufacturing sites have adopted measures to reduce waste directed to landfill through various programs such as recycling non-hazardous metal bearing material, waste recycling program for injection molding runners, and with our wheels take-back program.



Cardboard Recycling Program Process

At Gatekeeper Systems, our commitment to sustainability is evident through our cardboard recycling efforts. In 2023, we increased our cardboard recycling by 15.26% compared to 2022. This consistent performance underscores our dedication to reducing waste and enhancing our recycling processes as part of our Environmental, Social, and Governance (ESG) strategy.



Receiving & Unpacking
Products received into warehouse and products are being unpacked from their original boxes.

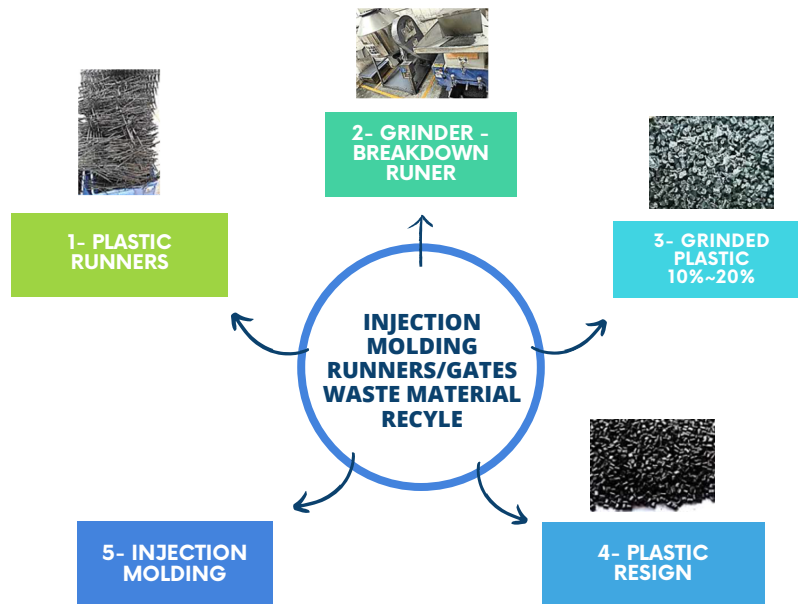
Heavy Duty Tilt Cart
Original Boxes are placed into the heavy duty tilt cart.

Recycle Bin
Once it is full, all boxes are moved from the heavy duty tilt cart to the recycle bin.

Recycle Pick Up
Once recycle bin is full, local vendor (Smurfit Kappa*) removes the bin, and bring back the empty bin.

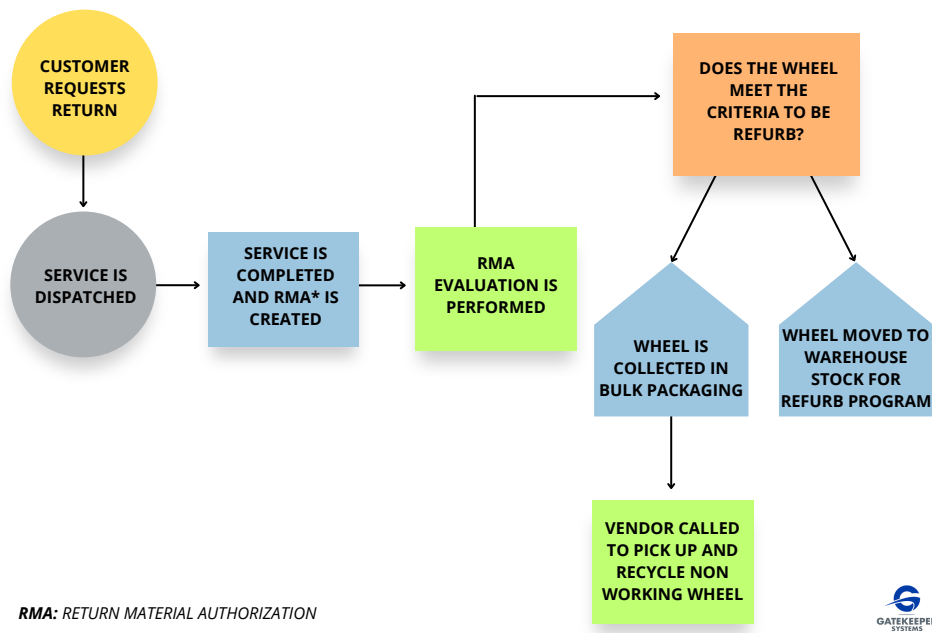
GATEKEEPER SYSTEMS ESG REPORT

At Gatekeeper Systems, we aim to reduce scrap produced during the injection molding process to increase the efficiency of the operation while also enhancing sustainability and conservation of the environment.



Our take-back program for return wheels offers our customers an environmentally responsible solution for returning, recycling, and disposing of their used end-of-life wheels. This program ensures compliance with current and forthcoming regulations. Since 2021, we have recycled a total of 94,942 wheels through this program, with significant contributions in 2023.

TAKE-BACK PROGRAM



GATEKEEPER SYSTEMS ESG REPORT

6.3 Sustainable Innovation

Gatekeeper Systems Research & Development

At Gatekeeper Systems, our Research & Development (R&D) team leads the way in innovation, creating advanced technologies that address the complex challenges faced by the retail industry. Our dedication to R&D is evident in our state-of-the-art Purchek® technology, which uses sophisticated algorithms, machine learning, and real-time analytics to enhance loss prevention and asset protection, empowering retailers to operate securely and efficiently.

Our R&D efforts focus on developing innovative, sustainable, and customer-centric solutions. By investing in cutting-edge technologies such as machine learning and artificial intelligence, we create smarter, more effective solutions. Sustainability guides our R&D, driving us to design energy-efficient, environmentally friendly solutions. Through continuous improvement and close collaboration with industry partners, we ensure our offerings meet real-world challenges and deliver superior value, maintaining our leadership in the retail technology sector.

“At Gatekeeper Systems, sustainability is a core principle in our R&D and product development. We continuously focus on minimizing the materials and resources required for our products. Our advanced system design concepts enhance system effectiveness while reducing the time, energy, and raw materials needed for deployment, installation, and support.”



David Wagstaff
VP
of Engineering

Innovative and Sustainable Solutions at Gatekeeper Systems

At Gatekeeper Systems, we believe that technology can be a powerful tool for positive change. Our commitment to sustainability drives us to offer cutting-edge solutions that not only protect assets but also promote environmental responsibility. We are proud to lead the way in this important area.

The **Purchek® technology** is a highly effective tool for retaining merchandise, deterring theft, and eliminating the need for confrontation, ensuring the safety of both employees and shoppers. This fully automated, behavior-based system prevents shopping carts from leaving a retail store unless authorized at a point of sale (POS). Unauthorized carts trigger a wheel lock, video event, and audible alarm, typically resulting in the thief walking away without incident.

The **CartControl® solution** generates real savings for our customers by reducing shopping cart loss. This system not only saves money but also reduces overall waste and the carbon footprint associated with cart loss and replacement.

The **CartManager® Ultra** exemplifies our dedication to sustainability. By incorporating new motor and battery technologies, this innovative product significantly reduces its environmental footprint while delivering long-term operational efficiency and lower lifecycle costs for our customers.

Our SmartWheel® technology uses low power RF to ensure a longer lifespan for our wheels, reducing battery waste and the consumption of plastic resin annually. Our commitment to sustainability is evident in every aspect of our business, and we are proud to offer solutions that benefit both our clients and the environment.

Business Intelligence ensures remote monitoring for efficient operations and maximum return on investment. It provides critical data to drive efficient purchasing decisions regarding the deployment and utilization of store assets, such as shopping carts.

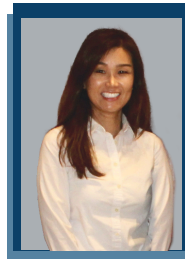
GATEKEEPER SYSTEMS ESG REPORT

7. PEOPLE

Gatekeeper Systems' policies provide a comprehensive framework for our global operations, encompassing various aspects such as employee well-being, recruitment, onboarding, performance management, talent development, rewards, and off-boarding. To ensure compliance with local regulations, we have established specific policies for each country where we operate. These policies are communicated to all employees worldwide, ensuring consistency and alignment with our organizational values and objectives. Our commitment to upholding these policies underscores our dedication to fostering a positive and productive work environment for all our employees.

- Code of Ethics and Business Conduct
- Child Labor, Forced Labor and Human Trafficking
- Work-Life Balance
- Health and Safety

"At Gatekeeper Systems, we prioritize fostering a culture that deeply appreciates and recognizes the efforts of our employees. We believe in providing them with a supportive environment that nurtures their personal and professional growth, aligning their individual journeys with the collective growth and success of our organization."



Silvia Jung
VP of Global
Human Resources

7.1 Company Commitment for Creating a Positive Work Environment

At Gatekeeper Systems, we highly value the skills and dedication of our employees. We recognize the critical role they play in our company's success. Our driving force is a spirit of openness, equality, fairness, and safety for all. We strive to create vibrant and rewarding working environments that make Gatekeeper Systems a great place to be. Our goal is to provide an environment where people can deliver their best work, learn, grow, and achieve their full potential. We believe that investing in our employees is the key to our continued success.

Respect Human Rights at Work

Gatekeeper Systems is committed to respecting and upholding human rights at work. We firmly believe that every employee deserves to be treated with dignity, fairness, and respect within our organization. This commitment encompasses providing a safe and inclusive workplace, ensuring fair remuneration and reasonable working conditions, and fostering a culture that encourages open dialogue and freedom of expression. We actively promote diversity, equality, and non-discrimination, ensuring that all employees have equal opportunities for growth and development, regardless of race, gender, religion, or other protected characteristics. By prioritizing human rights at work, we foster a culture of respect, compassion, and social responsibility, which not only benefits our employees but also contributes to the overall success and sustainability of our organization.

GATEKEEPER SYSTEMS ESG REPORT

Child Labor, Forced Labor, and Human Trafficking

Gatekeeper Systems strictly prohibits the use of child labor in any form. No individual under the legal minimum age for employment shall be employed or engaged in any activities within our organization or supply chains. We will comply with all applicable laws and international standards regarding the employment of children and take proactive measures to prevent and address any instances of child labor.

Forced labor, including any form of slavery, debt bondage, or human trafficking, is strictly prohibited. We will not tolerate or engage in any practices that force individuals to work against their will or under exploitative conditions. We will actively implement measures to identify, prevent, and address any instances of forced labor in our operations and supply chains.

As part of our commitment to firmly uphold this policy, the grievance mechanism is detailed on page 39 of this report, and our company intranet page.

Work-Life Balance

Gatekeeper Systems recognizes the importance of work-life balance and is dedicated to creating a supportive and flexible work environment for our valued employees.

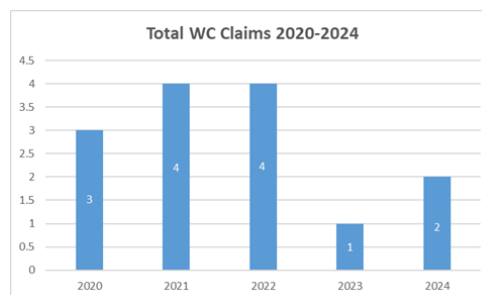
To accomplish this, we provide a range of options, including hybrid and remote work schedules, which grant our employees the freedom to work from home or select a blend of office-based and remote work. By embracing this approach, we empower our employees to effectively manage their personal obligations while fulfilling their work duties. Furthermore, we offer flexible work schedules that enable our employees to adjust their working hours according to their personal needs and preferences. Employee Assistance Program (EAP) is also provided to support the well-being and mental health of employees. It offers confidential counseling services, resources, and referrals to help employees address personal, professional, or emotional challenges they may be facing, promoting a healthier and more productive work environment.

Health and Safety

At Gatekeeper Systems, we prioritize the health and safety of our employees, customers, and the communities in which we operate. We are committed to providing a safe and healthy work environment, free from hazards that could cause harm or injury. All employees are expected to adhere to applicable health and safety laws, regulations, and company policies. This includes reporting any potential hazards or unsafe conditions promptly and taking necessary precautions to prevent accidents, injuries, and occupational illnesses. We encourage all employees to actively participate in health and safety training programs, promote a culture of safety, and take personal responsibility for their own well-being and that of their colleagues. In addition, based on the specific job duties of employees, certain employees may be required to complete safety training tailored to their roles and responsibilities. By maintaining high standards of health and safety, we aim to create a workplace that fosters well-being, productivity, and the overall success of our organization.



2 sites certified ISO45001:2018



GATEKEEPER SYSTEMS ESG REPORT

Activities for Team Building and Appreciating Our Employees' Hard Work

At Gatekeeper Systems, we understand the value of team building and recognize the hard work of our employees. That's why we organize a wide range of events aimed at fostering camaraderie, collaboration, and appreciation. These events can take different forms, such as team-building exercises, and hiking adventures. By engaging in these activities, employees have the opportunity to bond with their colleagues, develop strong relationships, and enhance teamwork. Additionally, we regularly acknowledge and appreciate our employees' hard work through recognition programs like the Anniversary Appreciation, and Gatekeeper Impact Awards. These events and initiatives not only create a positive and supportive work environment but also motivate our employees to continue giving their best and contribute to the overall success of our company.



GATEKEEPER SYSTEMS ESG REPORT

7.2 Efforts for Diversity, Equity, and Inclusion

Employee Engagement Survey & Suggestion Box

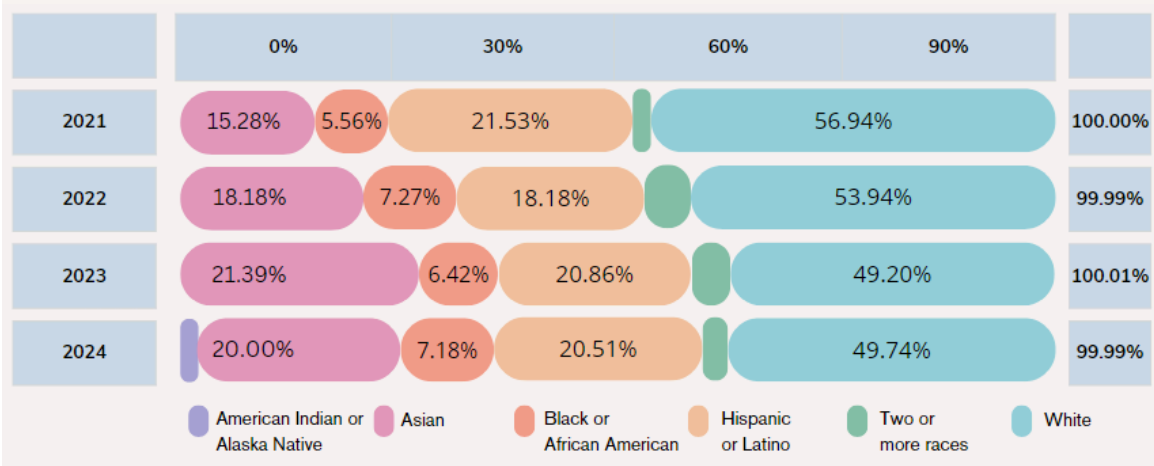
Gatekeeper Systems is deeply committed to cultivating a positive work environment. Understanding and addressing the needs and experiences of our employees are paramount. Every year, we invite all employees to participate in the Employee Engagement Survey, providing an anonymous platform to share their valuable opinions, suggestions, and concerns. Employees' feedback will play a crucial role in assessing overall employee satisfaction, identifying areas for improvement, and developing strategies to enhance our workplace culture and elevate the employee experience.

The Employee Suggestion Box serves as another vital platform for employees to voice their opinions at Gatekeeper. Our team actively utilizes this channel to anonymously share concerns and innovative suggestions with our leadership team. Our leadership team takes employees' suggestions seriously and strives to provide support whenever possible.

Recruitment

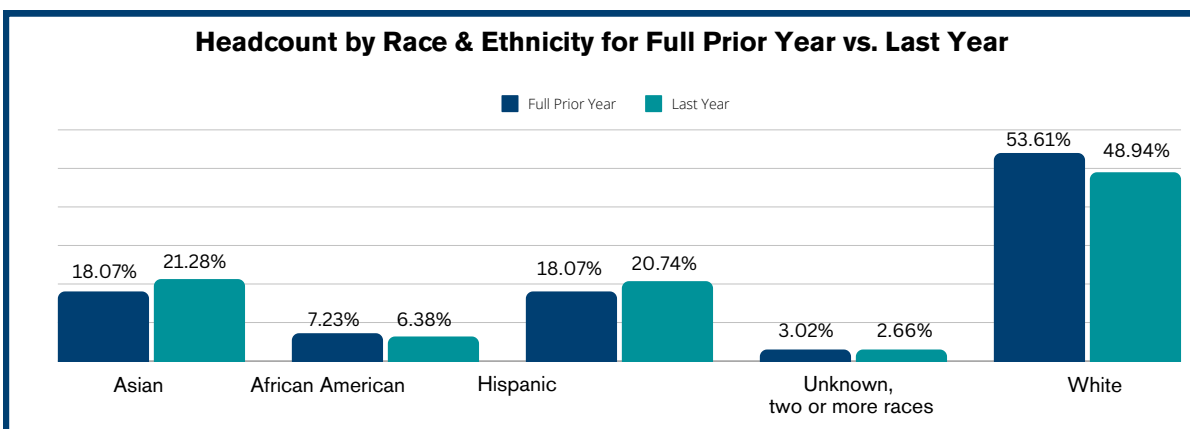
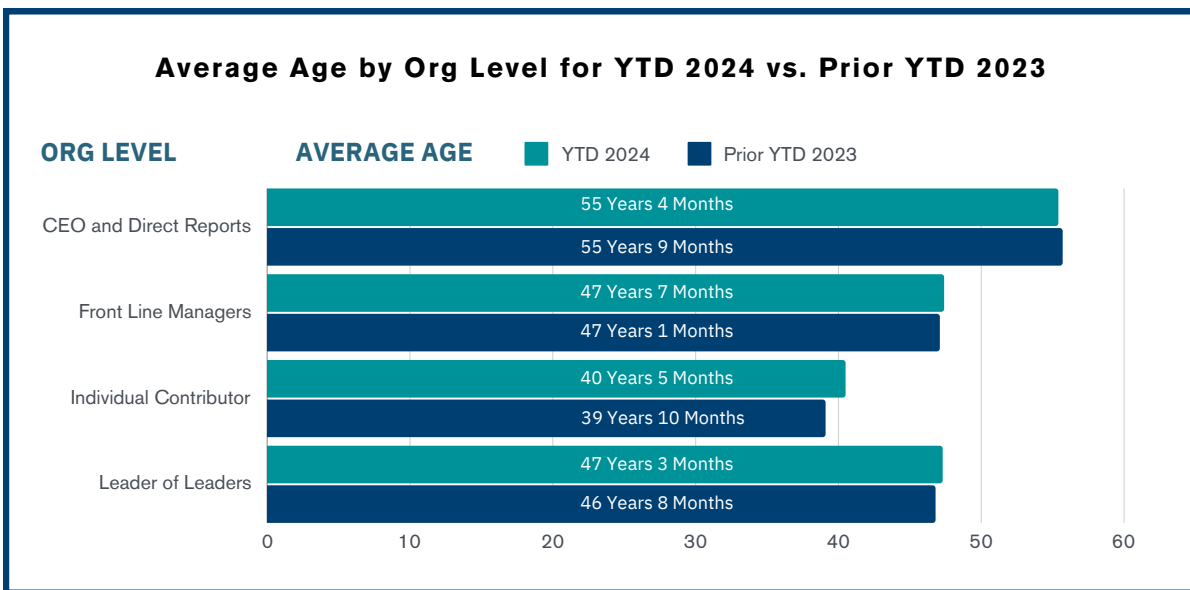
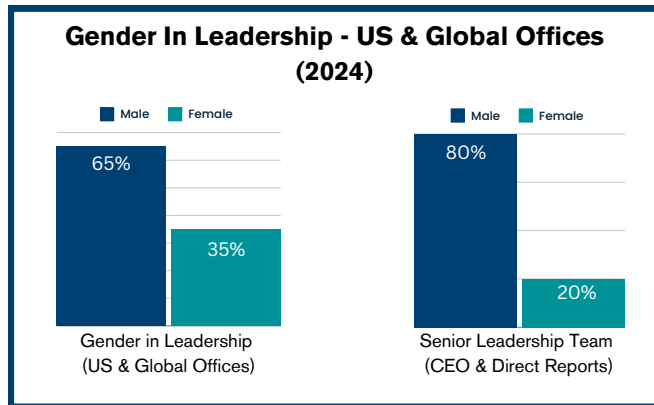
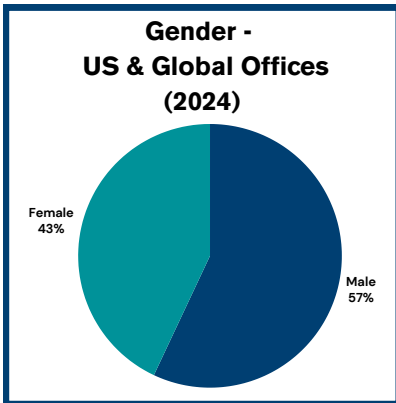
Gatekeeper Systems is an equal opportunity employer committed to providing a work environment that is free of unlawful discrimination, harassment, bullying, or abusive conduct and retaliation. We appreciate the diversity of perspectives and thought, and we strive to ensure that all applicants and employees feel they can bring their true selves to an interview or to their daily work as valued members of our team. We welcome applicants from all backgrounds, and we hire without regard to age, religion, race, national origin, ethnicity, marital status, sexual orientation, or any other recognized characteristics. Following these rules helps us to attract the most talented and capable employees in the job market.

Headcount by Time, distributed by Race/Ethnicity for Current Rolling 4 Years



GATEKEEPER SYSTEMS ESG REPORT

Gatekeeper Systems is dedicated to fostering gender and generational diversity. By cultivating a workforce encompassing a broad range of generations, the company promotes the exchange of diverse ideas and knowledge, resulting in enhanced talent engagement and retention. Gatekeeper Systems has established a comprehensive diversity and inclusion program, designed to address these priorities and ensure a progressively more diverse and inclusive organization in the future.



GATEKEEPER SYSTEMS ESG REPORT

7.3 Talent and Performance Management

At Gatekeeper Systems, we prioritize seamless onboarding by providing new employees with comprehensive training aligned with our core values, mission, and vision. As part of this process, new employees meet with our CEO for a thorough company overview and participate in various training sessions. These include software training for company-wide applications, an Employee Handbook review, mandatory harassment and safety training, DE&I training, and position-specific courses such as Human Trafficking and Anti-Bribery training. Additionally, employees receive job-specific training from their managers and experienced colleagues, as well as on-site training at customer locations to further develop their skills and knowledge.

TECHNICIAN RECRUITMENT IMPROVEMENT & RETENTION, WHILE DEVELOPING PROFESSIONAL SKILLS AND PERFORMANCE

Company sponsored, flexible program for Qualified Field Service Technician III and Field Service Engineer, must be in good standing and at least 1 year of service.

A pay increase once completed, LPT credential will align with your current role.

Four Main Training Areas:

1. LPQ course and certification from Loss Prevention Foundation
2. Online safety courses
3. Professional service skill (Soft skills)
4. Proficiency on Gatekeeper Systems devices and process

Technology Proficiency	Safety
Completion of on-site and field training. Certified by FSE	OSHA 10
Wired Installation	Slack Duct
Core Customer Installation and Program/Repair Services	Slip and Fall Prevention, Lifting
Provide Installation and Reprogram/Repair Services	Construction safety and work environment safety
Complete 10 system installations (total 6 months of service)	Delicious Dining
Complete 10 service calls (total 6 months of service)	Acid Life & any other on-site safety training

Professional Field Service Technician - Customer Service Skills

- Completion of The International Field Service Engineer Course
- Completion of The Evaluation Assessment and Communication Course
- Current Gatekeeper FSE II level or above and good standing to qualify as an LPT

Loss Prevention Foundation (LPQ) Certification

- Completion of all education and passing of exam

For More Details:
Contact HR
HR@gatekeepersystems.com
or
Benz Dech@akul
Senior Field Service Engineer & Project Leader, Field Development
ddech@akul@gatekeepersystems.com

In 2023, we developed and launched the Loss Prevention Technologist (LPT) Program, providing a professional development pathway for our field service technicians and engineers to expand their knowledge and skills. This program includes a certification process through the Loss Prevention Foundation, resulting in a Loss Prevention Qualification (LPQ or LPC) certification and a recognition bonus for those who complete it.

In 2024, we introduced the "Knowledge is Power Sessions", a series designed to fuel our employees' professional growth and success. These sessions cover a wide range of topics, including our products and processes, software skills, scope of work, and more. Held on the first Thursday of every month, the sessions are also recorded and saved in the Gatekeeper Data Library for employees to access anytime.

Knowledge is Power 2024 Sessions

At our core, we believe that knowledge is power. To empower our team, we are excited to offer monthly training sessions designed to enhance skills and foster professional growth. **These sessions are scheduled for every first Thursday of the month from 10 am to 11 am PST.** You are encouraged to attend and seize the opportunity to advance their expertise. **Please RSVP to HR at hr@gatekeepersystems.com to secure your spot.** Let's grow together and continue to harness the power of knowledge!



DAVID WAGSTAFF
VP of Engineering
Unlocking Insights - Data Lakes, Rule Engines & Machine Learning
May Session



GREG GIERE
Global Manager of FP&A
Advanced MS Excel Skills
Session: June 06th



RITCHIE TAYLOR
VP of Global Supply Chain
ASupply Chain - Scope of Work from China to US
Session: July 11th



TRACINE MARROQUIN
VP of Product Management & Marketing
ORC - Organized Retail Crime, What is it, and How is it Being Combattd
Session: August 1st

Gatekeeper Systems' commitment to employee development extends beyond onboarding, consistently offering a variety of training programs designed to enhance the skills and knowledge of our employees throughout their careers with the company.

GATEKEEPER SYSTEMS ESG REPORT

Performance Management

At Gatekeeper Systems, we are dedicated to the growth and advancement of our employees through effective performance management and professional development processes. Our Annual Performance Evaluation, held in January, provides employees with a valuable opportunity to engage in meaningful discussions with their managers regarding their annual objectives, action plans, and target completion dates. We strongly encourage ongoing dialogue between managers and employees to ensure regular progress checks throughout the year. During the evaluation, employees receive a comprehensive assessment of their performance and goal achievement. By placing a strong emphasis on performance management, we cultivate an environment that promotes continuous improvement and supports the professional growth of our employees.



GATEKEEPER SYSTEMS ESG REPORT

8. EXTERNAL STAKEHOLDERS

We are committed to treating all workers with respect and dignity, ensuring safe working conditions, and conducting environmentally responsible, ethical operations. At Gatekeeper Systems, we believe that the views of our stakeholders are important in making operational and strategic decisions. We identify stakeholders that either have a significant impact on or are significantly impacted by our operations.

Supplier Conformance with Gatekeeper Systems Supplier Code of Conduct



"At Gatekeeper Systems Inc, we recognize the procurement function has a decisive role to play in shaping our organization's ESG footprint. We are evolving beyond the traditional cost/quality/delivery metrics, weaving Sustainable Procurement practices into our DNA. Our Supplier Corporate Social Responsibility (CSR) code of conduct defines our expectations, this includes ensuring our supply partners uphold the human rights of workers, follow ethical business practices & environmental guidelines with respect to material sourcing, whilst promoting supplier diversity".



Ritchie Taylor
VP Global
Manufacturing
& Supply Chain

8.1 Responsible partnerships with suppliers

To serve its customers and meet its internal needs, Gatekeeper Systems relies on several suppliers and contractors based around the world.

To build a chain of confidence, we prefer to engage with third parties that share our ethical, social, and environmental values. We welcome opportunities to share best practices and learning with our more mature CSR partners, whilst encouraging a focus on responsible business in those who are less advanced. All third parties with whom we engage must demonstrate that they are prepared to meet our fundamental expectations for reasonable corporate behavior. We have defined the framework for a trusty supply chain in our Supplier Code of Conduct and key CSR principles are also set out in our general purchasing conditions.

We ensure that our commitments are met throughout the supply chain:

- Supplier Code of Conduct
- Supplier Quality Audit



1 site certified ISO14001:2015



1 site REACH Compliant



GATEKEEPER SYSTEMS ESG REPORT

8.2 Product Sourcing & Transparency

Supplier Code of Conduct

This Supplier Code of Conduct articulates Gatekeeper Systems expectations of the conduct of suppliers and business partners doing business with Gatekeeper Systems. This Code is based on our corporate values for responsible and sustainable products and operations. Suppliers are expected to understand and act consistent with Gatekeeper Systems' approach to integrity, responsible sourcing, and supply chain management. Gatekeeper Systems expects suppliers will cascade similar expectations through their own supply chains. Gatekeeper Systems endeavors to do business with suppliers that meet our standards and behave consistently with, and positively reflect, Gatekeeper Systems' values throughout the supply chain. Gatekeeper Systems expects that suppliers will satisfy contractual requirements, comply with laws, regulations, and Gatekeeper Systems policies, and act consistently with the principles and values of our Gatekeeper Systems Code of Conduct.

Supplier Labor and Humans Rights

Gatekeeper Systems is committed to upholding the human rights of workers and treating them with dignity and respect. This applies to all workers, including temporary, migrant, student, contract, direct employee, and any other type of worker. As a result, suppliers must manage their own workforce to achieve the following results:

- Freely Chosen Employment and Combating Modern Slavery
- Young Workers and Student Interns
- Wages
- Working Hours
- Fair Treatment, non-discrimination, diversity, and inclusion
- BILL S-211 Canada Forced Labor - For more information, please visit our ESG site and the Public Safety Canada Site.

Supplier Environmental Responsibility

Gatekeeper Systems recognizes that environmental responsibility is integral to producing world-class products. In manufacturing operations and construction, suppliers will strive to create regenerative processes and will minimize adverse effects on the community, environment, and natural resources while safeguarding the health and safety of the public.

- Environmental Permits and Reporting
- Resource Efficiency and Clean Energy
- Hazardous and Restricted Substances.
- Waste Mitigation

Supplier Diversity

Gatekeeper Systems is committed to making diversity, equity, and inclusion part of everything we do – including how we buy goods and services and the suppliers we partner with. We know that more diversity in our supply base means better products, and more innovation, whilst driving companion and migrating both country of manufacture & supply risk.

A diverse supplier is a business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group. Gatekeeper Systems welcomes working with small-business enterprises (SBEs), minority-owned enterprises (MBEs), and woman-owned enterprises (WBEs), LGBTQ, veterans, and proprietors with disabilities.

GATEKEEPER SYSTEMS ESG REPORT

Conflict Minerals

Gatekeeper Systems supports the efforts of human rights organizations to end violence and atrocity in conflict-affected and high-risk areas. We work with our supply chain to positively influence ethical behavior through the application of a conflict-free sourcing process. We check a list of mineral sourcing partners, to ensure that our products and components originate from conflict-free smelters for gold, tungsten, tantalum, and tin.

Based on corporate social responsibility and respect for international human rights, Gatekeeper Systems does not accept metals from conflict-affected mining areas

Supplier Health and Safety

Suppliers will integrate the following health and safety management requirements into business processes to provide workers with a healthy and safe work environment:

- Occupational Safety and Health
- Emergency Preparedness

Supplier Ethics and Compliance

Suppliers will uphold the highest standards of ethics to promote honesty and integrity in business operations, including:

- Business Integrity
- Intellectual Property
- Responsible Materials Sourcing
- Privacy and Information Security
- Accessibility
- Corruption and Bribery
- Gifts, Gratuities, and Business Courtesies

Supplier Management System

Suppliers are expected to adopt or establish a management system to fulfill these responsibilities. The management system will be designed to ensure suppliers' operations: (a) comply with our requirements and applicable laws and regulations; (b) conform to these responsibilities; and (c) identify and mitigate operational risks related to these responsibilities. It should also facilitate continual improvement:

The management system should contain the following elements: executive-level commitment and accountability; processes to identify, monitor, and comply with all applicable laws, regulations, standards, and requirements; risk management processes; communications and training for all workers and suppliers as determined by suppliers; ongoing assessments, monitoring, and continued improvement, including corrective action processes; a program that provides workers with a means to report grievances anonymously and without fear of retaliation, unless prohibited by law; and a program to ensure suppliers will continuously monitor these reporting processes, record issues raised, investigate as appropriate, and take appropriate action.

GATEKEEPER SYSTEMS ESG REPORT

8.3 Customer relations

Even with the best products, services, pricing, quality, and cutting-edge technologies, a sustainable business must ensure the ongoing confidence of customers to place their trust in it as an honest, transparent, reliable, and ethical partner. At Gatekeeper Systems, we want to be THE supplier of choice for our customers, naturally based on the innovations and services we offer, but also influenced by the reassurance that our moral compass is fixed on doing the right thing. For us, corporate social responsibility guides how we behave and constantly pushes us to be better. Because we have put in place the necessary resources and expertise and continue to strengthen cross-departmental collaboration on CSR-related topics, we are seeing progress in our performance year on year. Fundamentally, we are committed, always, to conducting our business with honesty and integrity in compliance with the laws of all the countries in which we are active. Technology is progressing faster now than ever before and with this comes new actors in the market and positional shifts that we must prepare for and respond to. Our customers are among our key stakeholders and on certain subjects we work together in collaborative groups to improve our industry conditions, including those relating to CSR, such as environmental legislation and product compliance. We demonstrate, through our policies, procedures, and training, our intention to always do business within the law, including when seeking to win business. We are against price fixing, creating market restrictions, imposing geographic quotas, or any other kind of anti-competitive behavior that would limit the effects of market completion. We want to ensure that potential risks are anticipated and managed.

8.4 Quality products and services

Gatekeeper Systems deeply understands that trust is the cornerstone of all our relationships with our stakeholders, permeating every interaction, product, and service we provide. Recognizing this, we prioritize our corporate social responsibility (CSR) and our commitment to quality as crucial mechanisms to build, reinforce, and sustain this trust. Our Manufacturing Quality Manual, a comprehensive resource that guides us in these efforts, embodies everyone's pledge to customer satisfaction, continuous improvement, and regulatory compliance. Updated to reflect the latest industry standards and best practices, this manual, in conjunction with our robust quality management processes, ensures that we consistently deliver high-quality products and services, reaffirming our stakeholders' trust in our organization.



1 site certified ISO14001:2015



1 site certified ISO9001:2015



1 site REACH Compliant

"We integrate quality assurance into the fabric of our organization, extending it to every facet of our business - from the meticulous refinement of processes, the growth, and empowerment of employees, to the careful selection and continuous evaluation of our suppliers. Quality, for us, is an all-encompassing endeavor. Excellence is not an act, it's a habit. In every product and service, we deliver, we embed our commitment to quality, manifesting not just in satisfaction, but in the delight of every customer we serve."



Sano Marsiano
VP of Quality,
Regulatory, and
Process
Engineering

GATEKEEPER SYSTEMS ESG REPORT

9. ETHICS

Trust is at the heart of Gatekeeper Systems' business, so retaining the trust of all stakeholders is of the utmost importance. Gatekeeper Systems will always conduct business with integrity and respect to human rights in line with appropriate law, legislation, and our own internal policies.

9.1 Code of Conduct

The purpose of the Code of Ethics Policy is to establish a set of guidelines and principles that govern the conduct and behavior of individuals within an organization. The policy outlines the expected standards of ethical behavior, integrity, and professionalism that all employees, contractors, and stakeholders should adhere to in their interactions and decision-making processes. It sets a clear standard for conduct, helps build trust with stakeholders, and contributes to the long-term success and sustainability of the organization.

The Code of Ethics Policy applies to all individuals and entities associated with Gatekeeper Systems, governing behavior within the organization and external engagements. It encompasses compliance with laws and regulations, ethical business practices, employee conduct, financial integrity, stakeholder relationship, and reporting procedures.

- Build Trust and Credibility
- Respect for the Individual
- Create Culture of Open and Honest Communication
- Set Tine at the Top
- Uphold the Law
- Avoid Conflicts of Interest
- Set Metrics and Report Results Accurately
- Promote Substance Over Form
- Be Loyal
- Do the Right Thing
- Grievance Mechanism

9.2 Anti-corruption, business ethics, and trade compliance

Present among 58 countries and considering Gatekeeper Systems is highly exposed to the risk of corruption, Gatekeeper Systems applies a principle of zero tolerance in this area. Gatekeeper Systems is committed to conducting business with the utmost integrity and in compliance with all applicable laws and regulations. We strictly prohibit any form of corruption or bribery, including offering, soliciting, or accepting bribes, kickbacks, or other improper or unauthorized payments that directly or indirectly make, offer, or promise to make, kickbacks, benefits, or advantages to any person, individual, organization, or entity. Our employees are expected to maintain the highest standards of honesty, transparency, and ethical behavior in all business dealings. We will not engage in any actives that compromise the integrity of our organization, our employees, or our stakeholders. Any violation of this policy will result in disciplinary action, up to and including termination, and may also be subject to legal consequences.

GATEKEEPER SYSTEMS ESG REPORT

9.3 Protection of human rights

Gatekeeper Systems is present in more than 58 countries, governed by different laws and regulations that must be respected. One of the first priorities concerns respect for human rights, which apply to everyone, everywhere. The protection of human rights and fundamental freedoms encompasses various subjects including trade compliance, freedom of expression, freedom of association, the prohibition of child labor and forced labor, anti-discrimination, privacy, etc. Under our Supplier Code of Conduct, we are committed to working only with suppliers whose professional practices are ethical and respectful of human rights.

Data protection and privacy

As a major player in the loss prevention industry, data protection is at the heart of our business. Therefore, the security, confidentiality, and protection of personal data, which may be sensitive, is a constant concern for Gatekeeper Systems.

Gatekeeper Systems ensures the protection of personal data through technical security measures and organizational measures, in accordance with General Data Protection Regulation (GDPR). Targeted privacy training was deployed globally to functional teams most directly impacted by GDPR, including information technology, finance, human resources, procurement, and legal. Additionally, all employees receive privacy awareness training to increase individual sensitivity to the importance of protecting private data.

Overview of the General Data Protection Regulation (GDPR)

GDPR training webinar
March 8th, 2023
Gatekeeper Systems, Inc.



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We seek to protect our people, information, and assets by using a risk-based, multilayered approach to cybersecurity and data protection.

This approach includes:

- **Managing Vulnerabilities** by utilizing industry-leading technology to protect and monitor critical software/business resources.
- **Protecting Personal Data** through our GDPR compliance program.
- Maintaining a comprehensive **GDPR** program to prevent non-compliance.
- We require employees to complete **Training** on a range of topics including risk awareness, data privacy, and email phishing.
- Utilizing **Cloud based software** which incorporates stronger security measures, back-up protection, and recovery in the event of a cyber incident.

GATEKEEPER SYSTEMS ESG REPORT

Export Control

At Gatekeeper Systems, we ensure the compliance of all activities carried out by our company and contribute to raising the awareness of all employees on the risk of misuse of our solutions that could lead to human rights violations or restrictions on freedoms.

9.4 Internal audit and control

Internal Audit analyzes the self-assessment questionnaires completed annually by the subsidiaries, and our team of auditors makes onsite visits according to a plan over several years. These controls cover various processes: inventory, supplier purchases, customer sales, cash, human resources, recruitment requests, newcomers, departures, payroll management, and compliance.

9.5 Grievance mechanism

A grievance mechanism for suppliers concerning human trafficking and child labor is a vital tool in ensuring ethical supply chain practices. This mechanism allows suppliers, workers, and stakeholders to report incidents or suspicions of human trafficking and child labor confidentially and without fear of retaliation. Such mechanisms not only help in identifying and addressing violations but also demonstrate a company's commitment to upholding human rights and fostering a responsible and transparent supply chain. Below are the steps to report the grievance:

1. Identification of Grievance: Any individual (supplier, worker, or stakeholder) who suspects or witnesses incidents of human trafficking or child labor within the supply chain should gather relevant details and evidence to support their report.

2. File the Complaint: Submit a detailed complaint outlining the nature of the grievance, including specific incidents, individuals involved (if known), and any supporting evidence. Ensure the complaint is submitted through the prescribed channels to maintain confidentiality and facilitate proper handling. Alternatively report the grievance direct to Gatekeeper, by e-mailing ethics@gatekeepersystems.com

3. Confidentiality and Protection: The grievance mechanism guarantees confidentiality for the reporter and protection against any form of retaliation. Information provided will be handled discreetly and only shared with relevant personnel involved in the investigation and resolution process.

4. Investigation and Response: Upon receiving the complaint, the company will initiate a prompt and impartial investigation. This may involve gathering additional information, interviewing relevant parties, and assessing the credibility of the complaint.

5. Resolution and Remediation: Once the investigation is complete, the company will communicate the findings to the reporter and take appropriate action based on the severity and validity of the grievance. Actions may include remediation measures, disciplinary actions against perpetrators, and systemic improvements to prevent future occurrences.

By following these steps, the grievance mechanism ensures transparency, accountability, and a commitment to ethical practices within the supply chain regarding human trafficking and child labor concerns.

GATEKEEPER SYSTEMS ESG REPORT

WORLDWIDE PRESENCE



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