

NAPCO ESG INITIATIVES

- Two New Board of Directors members since 2020 – Bob Ungar and Rick Lazio
- ADDED FORMER NY GOVERNOR DAVID PATERSON TO BOD, FEB 2023

1. Conflict Minerals- file with SEC annually
2. ISO Certification in the DR (certification is a rigorous process and is performed by a 3rd party).
3. Provide transportation to the factory workers in the DR
4. Upcoming SOC 2 audit- commencing in early 2022 (performed by a 3rd party)
5. Annual Sexual Harassment training (performed in conjunction with a 3rd party)
6. Annual Thanksgiving Food Drive
7. We vaccinated (COVID) all of our DR employees with our on-site nurses.
8. Annual Christmas toy drive
9. Code of ethics- on our website
10. Employee handbook further outlining ethics
11. Whistleblower policy
12. EPA Phase I and Phase II tests
13. Insider Trading Policy - the Company requires that executive officers, directors refrain from conducting transactions involving the Company's securities during the Blackout Period.
14. Underwriters Lab Certification
15. Product Certifications:
 - UL 985, Household Fire Warning System Units
 - UL 1023, Household Burglar-Alarm System Units
 - UL 1610, Central-Station Burglar Alarm Unit
 - UL 365, Police Station Connected Burglar Alarm Units and Systems
 - UL 1076, Proprietary Burglar Alarm Units and Systems
 - UL 864, Control Units and Accessories for Fire Alarm Systems
 - UL 294, Access Control Systems
 - ETL/Intertek (Certification to many UL Standards)
 - CSA (Canadian Standards Association)
 - FCC Part 15
 - PTCRB (PCS Type Certification Review Board)
 - Verizon Carrier Certification
 - AT&T Carrier Certification
 - CSFM (California State Fire Marshal)
 - NYCFD (New York City FD)
 - ROHS (Restriction of Hazardous Substances)
 - BHMA (Builders Hardware Manufacturers Association)
16. Reduced paper waste by shrinking product instruction guides from multipage books to one page insert and referring dealers to website for online instructions.
17. We have female and minorities in Vice President positions the following departments:
Human Resources, Marketing and Engineering.

18. Upgraded lighting fixtures throughout the company headquarters and warehouse to more energy efficient products.

Life Saving School Security Solutions

Mechanical Classroom Intruder Lock Down Solutions

Electronic Standalone Locking Solutions w/ Local Lock Down

Electronic Standalone Locking Solutions w/ Keyfob & Panic Button

Small Access System w/ Global Lock Down

Wireless Network Locking Solutions w/ Global Lock Down

Enterprise Integrated System w/ Global Lock Down & Threat Levels

Life Saving Fire Products

StarLink Fire Universal Sole & Dual Path Cellular & IP LTE Communicator

FireLink™ Integrated Fire Alarm Control Panel w/ StarLink Fire LTE Built In

GEM-C Firewolf Series 24V Commercial Intelligent Analog Addressable Fire Panels, NFPA72-compliant

DR MANUFACTURING FACILITY

DR facility built to withstand a category 5 hurricane. We haven't had many but back in the late 90's the DR was hit with a large hurricane and we utilized the factory to provide shelter to our workers, many who live in poor housing conditions.

MONTHLY MEETING of THE JOINT COMMITTEE ON SAFETY AND HEALTH AT WORK.

5 ,10 and 25 Year Service Award.

Testing & Chlorination of the Ground water supply.

Accident Tracking response and follow-up procedure.

Testing & Osmosis with UV treatment of the drinking water supply.

Emergency Evacuation program and exercises.

Emergency evacuation alarm and water hydrant system.

PPE Equipment in the form of Glasses, Respirators, Gloves, Boots, Ear protection and Harnesses.

Lunch Club provides free main meal daily as a reward for outstanding assistance.

Training Program from basic soldering to the operation of forklifts.

Bi Weekly Fumigation of the plant for Pests and Insects.

Annual Back to School program including utensils, workbooks and backpacks.

Annual Ophthalmologic Program providing a free eye exam and credit program towards paying for new prescriptions.

Credit program with local Farmacy to aid in procurement of medicines.

Cell phone discount and credit program for the indirect workers.

Mother's Day Gift.

Internal Security Guard team with 24 hr. video surveillance system.

Armed External Independent Security Guard Service.

Other Covid Items added.

1. Continuous Mask supply.

2. Alcohol and Gel supplies.
3. Social distancing Protocol.
4. Fumigation of the busses.
5. Free internal Covid Testing.

Compliance with CTPAT, UL, Fire Dept. and Ministry of the Environment.