CORPORATE SOCIAL RESPONSIBILITY

FoxGuard Solutions is committed to the ethical management of social and environmental issues, and strategically conducts its business in a manner that supports human rights, health and safety in the workplace, and the environment.

HUMAN RIGHTS

In accordance with the Universal Declaration of Human Rights, FoxGuard recognizes the "inherent dignity and equal and inalienable rights of all members of the human family". FoxGuard will not be a party to human rights abuses and will uphold human rights at all times and in all of its business activities, treating all with dignity and respect.

As an equal opportunity employer, FoxGuard extends equal opportunity to all individuals without regard to race, religion, color, sex, pregnancy, sexual orientation, gender identity (includes LGBTQ), national origin, disability, age, genetic information, or any other status protected under applicable federal, state, or local laws. Our practices of diversity and inclusion create a welcoming, respectful and supportive environment for all employees. FoxGuard's Code of Conduct is that "all employees and business leaders strive to act with fairness, honesty, professionalism and equality". Read more about our Core Values on Our Company page.

Our Conflict Minerals Policy outlines FoxGuard's due diligence program to work with suppliers to ensure products are free from minerals sourced from conflict areas such as the Democratic Republic of Congo (DRC).

FoxGuard desires to influence the world in a positive way; we team with local, national, and international efforts to improve the quality of life for citizens around the world. Learn more about our activities on our Corporate Responsibility page.

SUSTAINABILITY

Environmental Policy - FoxGuard's Environmental Policy encourages all employees to work together to reduce our company's impact on the environment and to meet or exceed all applicable environmental laws and regulations. FoxGuard further strives to raise employee awareness of environmental issues and sustainable practices and challenges employees to implement such practices at home and on the job.

Materials compliance – FoxGuard sources materials that are compliant with national and international legislation pertaining to the restriction of hazardous substances and other toxic substance acts, energy efficiency, and electronic waste, and, wherever possible, keeps its products RoHS and REACH compliant.

INFORMATION SECURITY AND PRIVACY

The integrity of the information provided to us by our customers, suppliers, and partners is of paramount importance to us. FoxGuard's quality and security controls were cited as "best practices" by DQS in our most recent ISO 27001:2013 and ISO 9001:2015 combined audit. Read more about our Quality and Information Security Management Systems on our Certifications page.

SUPPLY CHAIN EXPECTATIONS

We select suppliers that share our values concerning CSR issues, and communicate our Corporate Social Responsibility Expectations for Suppliers to potential new suppliers and on an annual basis to our existing supply chain.