

**MACE SECURITY INTERNATIONAL, INC.**  
**CONFIDENTIAL INFORMATION AND INVENTION POLICY**

**Company Property and Information**

The Company's customer lists, vendor lists, current and closed out orders, documents containing the names or addresses of existing or potential customers, information regarding the manufacturers of the products sold by the Company, information regarding the Company's financial condition or business plans, the methods by which the Company services its customers or conducts its operations, as well as other business procedures, are the property of the Company and constitute confidential information or trade secrets of the Company ("Confidential Information"). All employees are required to maintain the confidentiality of the Confidential Information and may not, directly or indirectly, use or disclose Confidential Information to any natural or legal person, other than authorized employees or agents of the Company. All Confidential Information, correspondence, reports, charts, products, records, designs, plans, manuals, and any other material relating to the Company's business, collected by or delivered to any employee by or on behalf of the Company, is the Company's property and is subject at all times to the Company's discretion and control. The Company's property shall be delivered, together with any and all copies, promptly to the Company upon request at any time and without request when an employee leaves the Company's employment. Violation of the Company's policy on Confidential Information subjects the violator to dismissal without further warning.

**Inventions.**

Employees shall disclose promptly to Company any and all conceptions and ideas for inventions, improvements, and valuable discoveries, whether patentable or not, which are conceived or made by Employee solely or jointly with another during the period of employment and which are related to the business or activities of Company. Employee hereby assigns and agrees to assign all his interests therein to Company or its nominee. Whenever requested to do so by Company, Employee shall execute any and all applications, assignments or other instruments that Company shall deem necessary to apply for and obtain Letters Patent of the United States or any foreign country or to otherwise protect Company's interest therein. These obligations shall continue beyond the termination of employment with respect to inventions, improvements and valuable discoveries, whether patentable or not, conceived, made or acquired by Employee during the period of employment, and shall be binding upon Employee's heirs, assigns, executors, administrators and other legal representatives.

**Company Authorized Spokespersons**

The Company is committed to providing timely and truthful information to the securities markets, assuring that the investment community has fair access to this information, and developing and maintaining realistic investor expectations. The Chief Executive Officer, Chief Operating Officer, Chief Financial Officer and the General

Counsel are the primary spokespersons for the Company. Employees, other than the authorized spokespersons, are *not* to respond to inquiries from the investment community, vendors, competitors, the general public or the media, unless specifically asked to do so by an authorized spokesperson. Unauthorized persons who receive inquiries about the Company should refer them immediately to the General Counsel and the Chief Financial Officer.

### **Internet and Phone Systems**

All electronic and telephonic communication systems and all communication and information transmitted by, received from, or stored in these systems are the property of the Company and, as such are to be used primarily, if not exclusively, for job related purposes. Any personal use or use for non-Company business is subject to this policy, and must be incidental, occasional and kept to a minimum. Management has the right and the duty to control the Company's electronic communications systems and their use. All original messages and information generated on or handled by Company electronic communications systems, including back-up copies, are considered the property of the Company.

Subject to applicable laws and regulations, the Company reserves the right to monitor the contents of electronic communications to support operational, maintenance, auditing, security and investigative activities. Management reserves the rights to access, monitor, and disclose all messages for all purposes, including those subpoenaed for court cases.

To ensure that the use of electronic and telephonic communications systems and business equipment is consistent with the Company's legitimate business interests, the following guidelines are to be followed by all Employees:

- Any use of the Company's name or service marks outside the course of the user's employment without the expressed authorization of Company management is prohibited
- No media advertisement, Internet home page, electronic bulletin board posting, electronic mail message, voice mail message, or any other public representation about the Company or on behalf of the Company may be issued unless it has first been approved by an authorized spokesperson of the Company.
- Under no circumstances will information of a confidential, sensitive or otherwise proprietary nature be placed or posted on the Internet or otherwise be disclosed to anyone outside the company.
- The electronic mail system is not to be used in ways that are disruptive or offensive to others, or in ways that are inconsistent with the professional image of the Company.

- Display or transmission of sexually explicit images, messages, cartoons or any communication that can be construed as harassment or disparagement of others based on their race, national origin, sex, age, disability or other protected class is not permitted.
- Any use of the electronic mail system to solicit outside business ventures, to leak confidential, sensitive or proprietary information, or for any other inappropriate purpose is prohibited.
- Because postings placed on the Internet will display the Company's return address, any information posted on the Internet must reflect and adhere to all of the Company's standards and policies.
- The systems will not be used to solicit or address others regarding commercial, religious, or political causes, or for any other solicitations that are not work related.

All users are personally accountable for messages that they originate or forward using Company electronic or telephonic communication systems. Any violation of the Confidential Information policy will result in appropriate disciplinary action, up to and including termination of employment and the exercise of other legal remedies that may be available by the Company.