

EQUAL EMPLOYMENT OPPORTUNITY POLICY

MACE SECURITY INTERNATIONAL, INC.
EQUAL EMPLOYMENT OPPORTUNITY POLICY

A. General Policy

Company employees are entitled to a work environment free of discrimination from race, color, sex, religion, national origin, citizenship, disability, handicap, age or any other protected status. It is the Company's policy to recruit, select, and assign jobs on the basis of past work experience, personal qualifications and job capabilities. Ability to perform and achieve results determines success at our Company. Any violation of the Company's no discrimination Policy will be treated as a disciplinary matter and will be grounds for termination.

A. Discrimination Grievances.

If you have any complaint concerning discrimination, please bring it to the attention of the Human Resources Department or the General Counsel at the Corporate Office at 215-259-5660.

B. Sexual Harassment Policy

It continues to be the policy of the Company that sexual harassment of employees or applicants for employment in any form is unacceptable conduct that will not be tolerated. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, displaying sexually suggestive objects, pictures, or magazines, continual expression of sexual or social interest after an indication that such interest is not desired and other verbal, visual or physical conduct of a sexual nature. Sexual harassment also includes:

Unwelcome sexual flirtations, advances or propositions,
Verbal abuse of a sexual nature,
Subtle pressure or request for sexual activities,
Unnecessary touching of an individual,
Graphic verbal commentaries about an individual's body,
Sexually suggestive objects or pictures,
Sexually explicit or offensive jokes,
or physical assault.

Sexual harassment also includes retaliation for reporting any incidents of harassment, or perceived harassment, for making any complaints of harassment or participating in any investigation of incidents of harassment.

No supervisor or other employees shall threaten or insinuate, either explicitly or implicitly, that another employee's or applicant's refusal to submit to sexual advances affect that person's employment, work status, evaluation, wages, advancement, assigned duties, shifts, or any other condition of employment or career development. Similarly, no

employee shall promise, imply, or grant any preferential treatment in connection with another employee or applicant engaging in sexual conduct.

Any employee who feels that he or she is a victim of sexual harassment, including but not limited to any of the conduct listed above, by any supervisor, management official, other employee, or any other person in connection with their employment should bring the matter to the immediate attention of the Corporation's Human Resources Department c/o Chief Financial Officer at 215-259-5670 or the General Counsel, at 215-259-5600 or by e-mail at rkramer@mace.com. Any questions about this policy or potential sexual harassment should also be brought to the attention of the same offices. The Company will promptly investigate all allegations of sexual harassment in as confidential a manner as possible, and will take appropriate corrective action immediately.

Any employee who is determined, after an investigation, to have engaged in sexual harassment in violation of this policy will be subject to appropriate disciplinary action up to and including termination.

C. Accommodation of Disabilities

In accordance with the provisions of the Americans with Disabilities Act, the Company will consider all *qualified* disabled applicants and employees who are able to perform the essential functions of the job. If a qualified applicant or employee makes a request for a reasonable accommodation in order to perform the essential functions of the position, please direct that request to the Human Resources office or General Counsel. Each accommodation request will be handled on a case-by-case basis, and every effort will be made to comply with the request.