



Judco Manufacturing Cyber Security Policy

Introduction.

The risk of data theft, scams, and security breaches can have a detrimental impact on a company's systems, technology infrastructure, and reputation. As a result, Judco has created this policy to help outline the security measures put in place to ensure information remains secure and protected.

Purpose.

The purpose of this policy is to (a) protect Judco data and infrastructure, (b) outline the protocols and guidelines that govern cyber security measures, (c) define the rules for company and personal use, and (d) list the company's disciplinary process for policy violations.

Scope.

This policy applies to all Judco's remote workers, permanent, and part-time employees, contractors, volunteers, suppliers, interns, and/or any individuals with access to the company's electronic systems, information, software, and/or hardware.

Confidential Data.

Judco defines "confidential data" as:

- Unreleased and classified financial information.
- Customer, supplier, and shareholder information.
- Customer leads and sales-related data.
- Patents, business processes, and/or new technologies.
- Employees' passwords, assignments, and personal information.
- Company contracts and legal records.

Device Security:

Company Use.

To ensure the security of all company-issued devices and information, Judco employees are required to:

- Keep all company-issued devices password-protected. This includes tablets, computers, and mobile devices.
- Secure all relevant devices before leaving their station.
- Obtain authorization from Judco Management before removing devices from company premises.

- Refrain from sharing private passwords with coworkers, personal acquaintances, senior personnel, and/or shareholders.
- Regularly update devices with the latest security software.

Personal Use.

Judco recognizes that employees may be required to use personal devices to access company systems. In these cases, employees must report this information to management for record-keeping purposes. To ensure company systems are protected, all employees are required to:

- Ensure all personal devices used to access company-related systems are password protected.
- Install full-featured antivirus software.
- Regularly upgrade antivirus software.
- Lock all devices if left unattended.
- Ensure all devices are protected at all times.
- Always use secure and private networks.

Email Security.

Protecting email systems is a high priority as emails can lead to data theft, scams, and carry malicious software like worms and bugs. Therefore, Judco requires all employees to:

- Verify the legitimacy of each email, including the email address and sender name.
- Avoid opening suspicious emails, attachments, and clicking on links.
- Look for any significant grammatical errors.
- Avoid clickbait titles and links.
- Contact the IT department regarding any suspicious emails.

Transferring Data.

Judco recognizes the security risks of transferring confidential data internally and/or externally. To minimize the chances of data theft, we instruct all employees to:

- Refrain from transferring classified information to employees and outside parties.
- Only transfer confidential data over Judco networks.
- Obtain the necessary authorization from senior management.
- Verify the recipient of the information and ensure they have the appropriate security measures in place.
- Adhere to Judco confidentiality agreement.
- Immediately alert the IT department regarding any breaches, malicious software, and/or scams.

Disciplinary Action.

Violation of this policy can lead to disciplinary action, up to and including termination of contracts, purchase orders and/or employment. Judco's disciplinary protocols are based on the severity of the violation. Unintentional violations may only warrant a verbal warning, frequent violations of the same nature can lead to a written warning, and intentional violations can lead to suspension and/or termination, depending on the case circumstances.

A handwritten signature in black ink, appearing to read "Kurt George", with a long horizontal flourish extending to the right.

Kurt George
President/CEO