

## **Safety and Security Plan**

### **SECURITY MISSION**

Tambre seeks to dispense cannabis and cannabis products with the highest standards for quality of product, service, and public safety. Every aspect of operations will have a strong emphasis on security and preventing the theft or diversion of cannabis products in compliance with New Jersey Administrative Code (N.J.A.C.) and the Code of Atlantic City (Code), with emphasis on compliance with the security requirements of N.J.A.C. §17:30-9.10. Tambre will comply with all statutes and/or regulations adopted by the State of New Jersey, per Code §163-78.2(F). If any provisions of the Code are inconsistent with the statutes and/or regulations of New Jersey, the state statutes and/or regulations will prevail, per Code §163-78.2(A). Likewise, Tambre will, at all times, comply with the terms and conditions issued by the City. Per N.J.A.C. §17:30-9.10(a), Tambre will provide effective controls and procedures to guard against unauthorized access to the premises or electronic systems, theft, and diversion of cannabis. Such controls may include, but are not limited to, systems to protect against electronic records tampering. As an organization staffed by honest and compassionate professionals, Tambre is committed to its mission of working collaboratively with fellow cannabis business owners and local officials in creating and improving cannabis security programs. Tambre will position itself as an industry security leader by working with the cannabis community to further improve security policies and procedures and will serve as a model for cannabis businesses. Pursuant to N.J.A.C. §17:30-9.10(b)(11), Tambre will provide law enforcement and neighbors within 100 feet of the cannabis business with the name and phone number of a staff member to notify during and after operating hours to whom they can report problems with the establishment. The facility will be located near public buildings, who will benefit from the increased focus on security in the area. Loitering and trespassing are not expected due to the surrounding business types. The interior of the premises will be screened from adjacent uses so as to prevent a view into the interior from any public place. No cannabis or cannabis paraphernalia will be displayed in any storefront window.

Within 30 days of employment and annually thereafter, all individuals requiring training will complete at least 8 hours of onsite or online training courses per N.J.A.C. §17:30-9.8(a). Per N.J.A.C. §17:30-9.8(b), topics will include state and federal laws regarding cannabis; state and federal laws regarding privacy and confidentiality; informational developments in the field of cannabis; the proper use of security measures and controls that have been adopted; and specific procedural instructions for responding to an emergency, including a robbery or workplace violence.

Tambre will coordinate with the Police Department regarding the measures to be taken to ensure the security of the facility and the safety of the public and facility employees. Such measures may include, but are not limited to, facility access controls, surveillance systems, site lighting, and on-site security personnel. Said coordination will occur in conjunction with any application for a zoning permit or variance relief for a Customer Sales Area, and no application will be deemed complete by the zoning officer without a security plan evaluated by the Police Department. Said coordination will be ongoing, as needed, to address any security or safety issues.

### **Professional Security Consultant**

Tambre has contracted with Sapphire Risk Advisory Group, LLC (B07328001 – Security Consultant, Texas) to assist in designing the security program. Sapphire Risk Advisory Group (Sapphire) has extensive expertise implementing loss-prevention controls and processes that mitigate security threats from armed robbery and burglary. Sapphire has designed security operations for over 800 cannabis businesses, including multiple in the State of New Jersey. Tony

Gallo is the Managing Partner at Sapphire and, for the last 30 years, has been a Senior Loss Prevention Executive possessing both strategic and tactical experience in the cannabis and financial loan service industries. Sapphire's experience is implemented in this Safety and Security Plan by focusing on preventing the crime before it occurs.

### **SECURITY GUARDS AND PERSONNEL**

Tambre will contract licensed security guards to guard the premises during all hours of operation. Security guards will maintain an overt, professional appearance, establishing a peaceful, safe, and reassuring presence. This presence will discourage loitering, suspicious activity, criminal behavior, theft, and diversion of cannabis products. The primary role of the security guard will be to verify all individuals are 21 years old, or otherwise permitted on the premises, pursuant to N.J.A.C. §17:30-14.2(d, e).

Security guards will be licensed and of the highest caliber in their selection and training in both conflict resolution and safety — acting as a deterrent yet able to render aid and protect when necessary. During business hours, security guards will be responsible for:

- Monitoring activity within the premises and at the perimeter for suspicious persons or activity.
- Confirming all prospective customers are at least 21 years old.
- Preventing loitering and on-site consumption.
- Surveying the perimeter during shipping and receiving operations.
- Protecting employees and customers during curbside retail sales per N.J.A.C. §17:30-14.4
- Requesting identification from unfamiliar individuals in restricted areas.
- Reporting any intruders or emergencies immediately.
- Keeping security logs including name, date and time, and all areas patrolled/monitored.

A Security Manager will be designated to provide leadership and training to employees in accordance with N.J.A.C. §17:30-9.8, to ensure a secure environment, and prevent product diversion, theft, and loss. The Security Manager will lead efforts to implement security measures that protect the premises, consumers, and staff pursuant to N.J.A.C. §17:30-9.10(b)(3).

### **SECURITY AND SURVEILLANCE FEATURES**

#### **Security Alarm System**

Per N.J.A.C. §17:30-9.10(b)(1), Tambre will install, maintain in good working order, and operate a safety and security alarm system at its premises that will provide suitable protection against theft and diversion and that provides:

- Immediate automatic or electronic notification to alert cannabis business personnel and State or local police agencies to an unauthorized breach of security or an alarm or system failure at the cannabis business; and
- A backup system that activates immediately and automatically upon a loss of electrical support and that immediately issues either automatic or electronic notification to State or local police agencies of the loss of electrical support.

The premises will include a professionally installed and maintained interior and exterior alarm system, monitored 24/7 by a licensed security integrator. Tambre will utilize commercial-grade alarm equipment to prevent and detect diversion, theft, or loss of cannabis or cannabis products. The alarm system will cover all entrances and exits, exterior windows and walls, roofs and roof hatches, any room or structure where cannabis is regularly stored, and the perimeter of the facilities, including entry points and windows. The alarms in the facilities will alert authorities if there is an attempted break-in through the roof or walls. Per N.J.A.C. §17:30-9.10(c), the security alarm system will be continuously monitored, 24 hours a day, seven days a week from a central

monitoring station. The alarm system will consist of passive infrared motion detectors, glass break detectors, door contact transmitters, as well as manually activated alarms including duress codes, panic buttons, and hold-up alarms. A proposed layout of devices is included on the appended drawing.

Per N.J.A.C. §17:30-9.10(b)(4), Tambre will establish a protocol for testing and maintenance of the security alarm system. Pursuant to N.J.A.C. §17:30-9.10(b)(5), Tambre will conduct maintenance inspections and tests of the security alarm system at intervals not to exceed 30 days from the previous inspection, and test and promptly implement all necessary repairs to ensure the proper operation of the alarm system. Per N.J.A.C. §17:30-9.10(b)(6), if the system will be down for more than 8 hours, Tambre will: notify the CRC pursuant to N.J.A.C. §17:30-9.11; and provide alternative security measures approved by the CRC or close the authorized physical addresses impacted by the failure or malfunction until the security alarm system is restored to full operation.

#### Fire Alarm System

The fire alarm system will comply with all requirements of the NJ Uniform Fire Code, the National Fire Protection Association, and all local safety requirements. If a single smoke detector sounds, an employee will immediately investigate the area to determine if there is an actual fire. Hand-held fire extinguishers will be available throughout the facility for those with fire safety training to put out a small fire. If no fire is located, the smoke detector will be inspected for functionality and the alarm company will be notified. If multiple smoke detectors sound, all persons will follow the established evacuation procedure and wait outside at a pre-identified marked location at a safe distance until the Fire Department provides further direction.

*Fire Response* – All fire exits will be constructed so that the path to egress is obvious and direct, and all fire exit doors will swing open in the direction of egress. In the event of a fire, the nearest fire alarm will be activated, employees will calmly and orderly exit to the designated area of safe refuge and immediately dial 911 to alert the local Fire Department.

#### Video Surveillance System

Tambre will equip interior and exterior premises with electronic monitoring, video cameras, and panic buttons per N.J.A.C. §17:30-9.10(b)(9). Per N.J.A.C. §17:30-9.10(b)(9)(i), a video surveillance system will be installed and operated to clearly monitor all critical control activities of the cannabis business and will be in working order and operating at all times and have access for remote viewing by the CRC. Tambre will install a robust security video surveillance system, utilizing commercial grade equipment installed in a manner that will prevent cameras from being readily obstructed, tampered with, or disabled. This system is designed to detect diversion, theft, or loss of cannabis and capture clear and certain identification of all persons in or around the facilities. Security cameras will be installed and maintained in good condition and used in an on-going manner 24-hours per day, 7 days per week, 365 days a year, per Code §163-78.2(F). Tambre is encouraged to coordinate their video surveillance system with the ACPD.

*Cameras* – Tambre will utilize Internet Protocol (IP) bullet cameras and dome cameras that are designed to produce sufficient quality output required to successfully identify, charge and prosecute individuals suspected of criminal behavior. All cameras will be installed at a height that provides an optimal vantage point to allow a clear image of all individuals and activities in and around the premises. This coverage will include all entrances and exits to the facility from both indoor and outdoor points, all areas where cannabis is stored or handled, and each POS station where cannabis transactions are conducted. Outdoor cameras will be chosen to protect against vandalism or tampering and will be IP66-rated to withstand rain and dust. All cameras will record at a minimum resolution of 2MP and a minimum frame rate of 15 FPS.

*Video Recordings Storage* – Pursuant to N.J.A.C. §17:30-9.10(b)(9)(ii), Tambre will maintain original tapes or digital pictures produced by this system which will be stored in a safe place with a 30-day archive. Tambre will install hard drive storage on-site and will contract with an appropriate internet service provider to provide remote viewing. The video surveillance system will have software access control and logs to protect the system from unauthorized tampering and allow for senior management review of all system access and access attempts. The security system of Tambre will use a multi-channel IP Network Video Recorder (NVR) which functions as the security system's central hub for recording, monitoring, and reviewing video. The NVR will be remotely accessible at all times through a secure web portal for law enforcement, the CRC, senior management, and local officials.

Recordings will be available for access by the CRC and local law enforcement 24/7, via a secure web-based portal. Recordings will be retained as long as necessary if Tambre is aware of loss or theft of cannabis or a pending criminal, civil, or administrative investigation or legal proceeding for which the recording may contain relevant information.

*Video Surveillance Management* – Per N.J.A.C. §17:30-9.10(c), the video surveillance system will be continuously monitored, 24 hours a day, seven days a week. Access to any surveillance monitoring recording equipment will be limited to persons who are essential to surveillance operations, law enforcement authorities acting within their jurisdiction, and security system service personnel. A current list of authorized employees and service personnel who have access to the surveillance equipment will be available to the CRC upon request. All surveillance system equipment and recordings will be maintained in good working order, in a secure location to prevent theft, loss, destruction, or alterations. A failure notification system will provide an audible and visual notification of any failure in the electronic video monitoring system as well as alerting designated employees within 5 minutes after the failure, either by telephone or text message. The video surveillance system will be equipped with a battery backup in the event of a power outage.

*Lighting* – Tambre will install and maintain exterior lighting sufficient to deter nuisance and criminal activity, facilitate surveillance, and illuminate all entrances and exits as per N.J.A.C. §17:30-9.10(b)(10). Enhanced lighting installation will be designed to increase video picture clarity and brightness and ensure proper surveillance during hours of darkness. Motion-activated 3500-lumen (minimum) lighting will be installed at all entry points, in low light interior areas, and everywhere exterior cameras are located. All lighting used to illuminate the premises will be deflected away from adjacent properties and directed toward the facility premises. Lighting will cover all exterior walls of the facility and cones of illumination will be directed downwards to direct beams of light in an overlapping fashion in case of bulb failure. Tambre will retain professional services to ensure compliance with the local lighting standards regarding fixture type, wattage, illumination levels, and shielding.

#### Access Control and Interior Entry Keycards

Per N.J.A.C. §17:30-9.10(b)(2), Tambre will implement appropriate security and safety measures to deter and prevent the unauthorized entrance into areas containing cannabis and the theft of cannabis. Pursuant to N.J.A.C. §17:30-9.6(a)(4), Tambre will implement employee, visitor, customer, and facility security policies by installing an access control system regulated by proximity-access keycards, such that entry into each room will be logged and authenticated for each employee. Access controls will be installed on every door leading into a secured access area. Incorrect credentials will be logged as well, and access will be scheduled to shift hours only. Stolen or lost keycards or other access credentials will be terminated by the Security Manager or other authorized administrators.

Per N.J.A.C. §17:30-9.10(b)(8), Tambre will limit entry into areas where cannabis is held to authorized personnel. All areas within the licensed premises where cannabis is stored or worked with will be considered an age restricted limited access area. Tambre will not permit an individual less than 21 years of age to enter, or be within, a limited access area. Highly restricted rooms will use two-factor authentication, such that each employee will be given an access proximity security card that will grant access to specific areas the employee is authorized to enter when used with a security PIN code specific to the employee.

#### Perimeter Entry and Access

Per N.J.A.C. §17:30-9.10(b)(7), Tambre will keep access from outside the premises to a minimum and ensure that access is well controlled. During non-operating hours, entrances and exits will be securely locked. Locks will be fail-secure, i.e., all access doors remain secure in the event of an interrupted power supply. All exterior doors and windows will be alarmed and secured against entrance or breakage. Keys and key codes for all doors will remain in the possession of the designated authorized individual. All entrances will have controlled access via proximity key card. Exterior doors, besides the customer entrance, will be protected by steel security doors that are rated for forced entry resistance. Locks will be shielded, and hinges will be placed inside the facility.

Before allowing entrance to the cannabis retailer and additionally prior to selling or serving cannabis items to a consumer, for each transaction, Tambre personnel will examine any one of the pieces of photographic identification described in N.J.A.C. §17:30-14.3(a) and will confirm the consumer is of legal age to purchase cannabis. All persons who enter the retailer will be immediately greeted in the check-in area (Outer Lobby Waiting) by an employee or security guard, who will verify that the person may remain on the premises and will direct them as necessary (e.g., to sign into the visitor's log or await entry into the Waiting Area). Any unauthorized person will be denied access to the Waiting Area and will be required to vacate the premises. The employee or security guard stationed in the Security Office (between the Outer Lobby Waiting and Waiting Area) will have a hold-up panic alarm and a video monitor to assist regulating capacity of the Waiting Area and Customer Sales Area. When exiting, all customers will filter out through the Secure Exit and into the Outer Lobby Waiting. Doors connected to the Secure Exit area will not be able to be opened simultaneously (i.e., a door needs to be fully closed before another can open). Additional steps, such as mantraps, access controls, and video monitoring, will prevent individuals from tailgating.

#### Visitor Management

A person that is not a holder of a valid employee identification card of Tambre is prohibited from accessing the premises unless they receive authorization and obtain a visitor identification badge from the premises. All visitors, including vendor-contractor's staff per N.J.A.C. §17:30-9.4(l)(1), will be required to sign a visitor log upon entering and leaving the premises. The visitor/vendor log will contain the following information: Badge Number, first and last name, company or agency, purpose of visit, areas of the site visited, escort name, time of arrival and of departure, and signature. Visitors will be escorted by a guard or employee at all times pursuant to N.J.A.C. §17:30-9.4(l). The visitor log will be available for inspection at all times. The visitor log will be maintained for seven (7) years and made available to the CRC, law enforcement, and other state or local government officials upon request if necessary to perform the government official's functions and duties.

## **SITE DRAWING WITH PROPOSED LOCATIONS FOR SURVEILLANCE CAMERAS AND SECURITY FEATURES**

The diagram at the end of this plan details the proposed locations of surveillance cameras and other security features.

### **STORAGE OF CANNABIS AND CANNABIS ITEMS**

Tambre's storage policies are designed to ensure that storage areas of all cannabis are kept in a secured manner during business and non-business hours. All cannabis items will be stored in an enclosed indoor, locked area pursuant to N.J.A.C. §17:30-9.12(b) and N.J.A.C. §17:30-14.7, where access to such area is limited to an owner, principal, employee, volunteer, of a license-holder or staff members of a license-holder's management services contractor that possesses a Cannabis Business Identification Card when acting in their official capacity.

#### **Vault**

The Vault has been designated to be the only area to store all ready-for-sale, quarantine, and pending-disposal cannabis and cannabis products outside business hours. The drywall of the walls and ceiling of the Vault will be reinforced with maximum-security ASM .50-13 mesh which is used to secure government, commercial, and retail buildings all over the world. Security mesh will be fastened to metal studs to inhibit bending or the ability to cut. The attached Secura Clips recessed center holes will provide over 68% more holding strength than standard screws. Finally, the maximum-security mesh will be finished with fire-resistant gypsum.

#### **Customer Sales Area Products**

All cannabis in the Customer Sales Area will be stored in locked and secured display cases designed to protect the product. Any products in the Customer Sales Area beyond the service counter will be empty containers that customers will identify so employees may gather the correct product for the order.

Locked cannabis display cases will have an interior alarm system installed that will activate when the display case doors are opened without turning off the alarm. All cannabis product display cases will feature 15mil safety laminate glass to deter break-in attempts during business hours. At the end of the business day, all cannabis and cannabis products will be removed from display cases and stored in the Vault.

#### **Climate Control**

UL-rated HVAC vents will be installed in the Vault to ensure that cannabis does not degrade. All cannabis and cannabis products that require refrigeration will be kept in a refrigerator unit that is secured to the ground. The door of the refrigeration unit will be secured and protected from being compromised by a pry device. The temperature will be set to maintain the highest integrity of the cannabis at all times. Tambre will abide by all odor and noise regulations as set forth by the City. Tambre will comply with all odor and noise requirements, as set forth by the City and State, per Code §163-78.2(D-E).

### **DIVERSION PREVENTION**

Tambre will implement multiple programs to prevent and identify diversion. Common indications of diversion activity include employees acting suspiciously or purchasing personal items above their reasonable spending ability. Employees will be expected to follow Tambre's Code of Conduct. Training will be done of all employees, instructing them on how and when to report criminal activity and diversion. Tambre will establish a toll-free internal employee theft tip hotline program, which will allow honest employees to report theft concerns for review and follow-up.

### Employee Diversion Prevention Measures and Reporting

Tambre will strive to create a “Culture of Honesty” with an open communication policy. It will be the responsibility of all employees to report dishonest behavior or theft-related issues to the senior management. Tambre also will use a toll-free employee hotline, one of the most effective tools for investigating theft in the workplace, to give concerned employees an opportunity to report thefts or violations or provide information anonymously, without fear of retribution. Each new employee will be given an employee handbook and will be required to sign a document acknowledging their review of the handbook and participation in all diversion prevention practices which will contain sections outlining a zero-tolerance policy for cannabis diversion and the policies and procedures concerning diversion. In the event of a discrepancy between the weight of cannabis stored, shipped, and/or accounted for, Tambre will immediately perform an internal audit to determine the source of the discrepancy.

### Onsite Identification

Each employee will wear their Cannabis Business Identification Card inside a company issued lanyard or badge-holder. Lanyards and badge-holders will indicate access to specific areas the employee is authorized to enter when performing scheduled job functions. Cannabis Business Identification Cards will be worn at all times while on the licensed premises. Access will be limited based on what badge and badge I.D. the employee is assigned. Employees will not be permitted to place any item in or cover any part of their identification badge holder. Security personnel will use the badges to detect if employees are outside their permitted areas.

### Curbside Retail Sales

In the event that Tambre chooses to conduct curbside retail sales, Tambre will do so in accordance with N.J.A.C. §17:30-14.4, notify the municipality and local law enforcement of this intent, and ensure the facility is equipped with the security necessary to accommodate curbside retail sales.

### Prohibitions

Tambre will only sell usable cannabis and cannabis products that are packaged and labeled in accordance with N.J.A.C. §17:30-13.2 and 13.3. Persons under the age of 21 will not be allowed to purchase cannabis, as per N.J.A.C. §17:30-14.2(d, e) and N.J.A.C. §17:30-9.5(d). In compliance with N.J.A.C. §17:30-14.2(b), Tambre will not be engaged in growing (cultivating), manufacturing, business to business distribution, wholesale, or delivery to consumer operations from the facility. Smoking, ingestion, or consumption of cannabis will be prohibited on the licensed premises at all times, both indoors and outdoors. Tambre will not sell, store, or allow the consumption of any tobacco or nicotine products on or at the premises. No employee or volunteer will be under the influence of a controlled substance. When an employee is terminated or suspended, all passwords, key locks, and combinations are changed. The implementation of additional security measures, such as consultation with a threat assessment professional, may be used when an employee of concern is terminated. The Security Manager will pause or cancel authorizations on the individual’s key card. Tambre will notify the CRC within 10 days of a termination of employment pursuant to N.J.A.C. §17:30-8.2.

### Cash Management

Every transaction will be recorded by the POS inventory system that provides the customer and Tambre with a record of the sale, as well as provides audit trails of both product and cash. All cash received, except that needed for retail customer transactions, will be kept in a secure receptacle such as a drop safe or other type of safe under the POS service counter. To reduce the amount of cash onsite, in conjunction with safe harbor banking Tambre will utilize all possible legal avenues

to make transactions with reliable safe payment methods other than cash, such as credit cards and cashless ATMs.

For overnight storage of cash, Tambre will utilize Tool-and-Lock 30-minute rated (TL-30) safes with a 5-minute Group 1 time-delay lock. Management will maintain two-person verification by supervising the daily deposit of revenues into the cash safe. All deposits of cash into the cash safe will be logged with an accurate count and signature of management. From time to time, senior management will conduct unscheduled spot checks or audits of cash in the safe. Tambre will require cash pick-ups in armored vehicles.

### **EMERGENCY MANAGEMENT PLAN**

The Security Manager will train employees to prepare for, protect against, and handle any crises that impacts the security or operation of the premises in the event of fire, flood, or other natural disaster, or other situations of local, state, or national emergency per N.J.A.C. §17:30-9.6(a)(5). To optimize safety and reduce diversion, employees will be trained on responding to each emergency, including the following per N.J.A.C. §17:30-9.8(b)(5):

*Armed Robbery Response* – Educating employees on best practices during an armed robbery can minimize the risk of injury. Employees will acquire the knowledge and procedures to respond to a robbery safely and effectively using online robbery-awareness training, which reinforces protection of life before property.

*Workplace Violence* – If another employee, visitor, customer, vendor, or a guest becomes aggressive or violent, a manager will be notified immediately. Management will be trained by a security consultant on how to deal with workplace violence, emphasizing de-escalation.

*Emergency Evacuation Protocol* – In case of fire, bomb threat, or other hazardous emergency, an evacuation protocol will be used to move employees from the facilities to an external rallying point. Employees will be briefed on pre-determined evacuation routes and periodically rehearse.

*Severe Weather Shelter Protocol and Power Outage* – Upon the initiation of shelter protocol, all employees will cease all work activity and assist visitors to pre-determined hardened shelter and await further instructions. Employees will remain at the pre-determined rallying site until all employees have been accounted for. If there is an unexpected loss of power, designated employees with flashlights will direct all employees and visitors to a designated area until power resumes. A battery backup will be available from each security system until the generator can start.

*Active Threat Protocols* – If an active threat is witnessed or reported within reasonable proximity to the facility, a lockdown protocol will be initiated to safeguard everyone within the facility. All exterior doors, gates, and windows will be locked and secured. No one will be allowed into or out of the facility until the situation that caused the lockdown is resolved.

*Civil Unrest Response Procedures* – If looting or civil unrest appear to be a possibility in proximity to the premises, Tambre will implement civil unrest preparations to divert attention and limit damage. If civil unrest occurs during business hours, Tambre will follow severe weather protocol and monitor the news for updates or instructions from authorities.

### **SCREENING AND MONITORING**

**Background Checks** - Prior to employment by Tambre, employees will submit a criminal history background check in accordance with N.J.A.C. §17:30-7.12. Tambre intends to enlist the services of a professional background check agency which merges advanced search methodologies from multiple investigative databases and public record sources with interpretation by investigative specialists. Tambre will not hire any employee or contractor who is likely to engage in illegal distribution of cannabis and cannabis products.



Investigations - All employee activities within the licensed premises will be monitored via the video surveillance system, alarm system, access control system, inventory control system, security guards, and Tambre management. To ease in monitoring employee activities, employee identification cards will be worn at all times while on the licensed premises to identify levels of access to portions of operations. Tambre will retain the services of a third-party security consultant to perform investigations of diversions, exception reports, and unusual transactions. Subject to the requirements and limitations of state law, the municipality will have the reasonable right to inspect the premises of any approved Customer Sales Area during its regular hours of operation to ensure compliance with local ordinances and regulations.

### **CYBERSECURITY**

Tambre will take all necessary steps to protect the information of all individuals who have shared sensitive information. Tambre will limit the use of passwords to authorized employees. Access to security equipment and computers will be password protected. Management will be required to safeguard this password by keeping it confidential and not writing it down in an area that could be accessed by others. Files for inventory and finances will be backed up to a secure cloud server. Internet use on any device will be restricted to business-related tasks. The video surveillance system will use a hidden network separate from other systems requiring IP bandwidth. Tambre will also use anti-virus, anti-malware, online security software to scan for potential cyber threats to ensure premium cybersecurity.

### **WORKPLACE SAFETY AND OSHA COMPLIANCE**

Tambre will ensure that all areas of the workplace are safe and sanitary and will remain in compliance with any local and state laws on workplace safety and sanitation as well as OSHA guidelines. In accordance with N.J.S.A. §34:6A-3, Tambre will install and maintain employee protective devices and safeguards, including means of sanitation and hygiene. Tambre will adhere to the Public Employees Occupational Safety and Health (PEOSH) Program safety and health guidelines, which recommend that employers take a systematic approach to addressing safety and health hazards, and OSHA's Hazard Communication Standard, 29 CFR §1910.1200, as it applies to retailers.

Worker's Compensation - Tambre has no history of workers' compensation but will ensure that all proper laws are followed and that employees are treated fair. Any illness or injuries that happen on site as a result of job-related activity will be covered by workers' compensation policy.

Safety Risk Assessments - The Security Manager will receive OSHA and PEOSH training to conduct quarterly safety risk assessments and conduct training on the proper use of security measures and controls that have been adopted per N.J.A.C. §17:30-9.8(a)(4), ensuring that Tambre's security policies are compliant with all applicable local and state regulations. All senior management will receive CPR, First Aid, and fire-extinguishing training. Annual safety risk assessments will also be conducted by third-party vendors certified in relevant fields, including hazardous materials and fire protection. Risk assessments will be scrutinous of the site, inspecting cleanliness and sanitation, readiness, and safety of areas of work, and any other areas pertinent to safety and security. Safety assessments will also be conducted after any incident, and solutions to liabilities or concerns will be addressed within 30 days following the review.