



New Era Technology, Inc. Security Awareness & Training Policy

Classification: Public

Security Awareness & Training Statement

New Era Technology, Inc., and its subsidiaries (collectively the "Company" or "New Era") is committed to ensuring that all personnel with access to New Era Technology Information Resources are adequately vetted, qualified, and trained according to their role.

We expect this policy to be upheld by all employees, (permanent, temporary, or contracted), including executives, officers, and directors of New Era.

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1. Terms and Definitions

Term / Acronym	Definition / Meaning
“data”	are items of information.
“information”	information is processed, organized, and structured data. It provides context for data and enables decision-making processes. Information can be collected, used, stored, reported, or presented in any format, on any medium.
“information resource”	means information and related resources, such as personnel, equipment, funds, and information technology.
“staff”, “users”, “personnel”	means those who are employed by New Era Technology on a fulltime, part-time, or temporary basis; those who access and / or utilize New Era Technology’s information resources, including, but not limited to employees, contractors, interns, third and external parties.
“we”, “our”, “New Era”, or “New Era Technology”	refers to New Era Technology, Inc., and its subsidiaries.

2. Scope

The New Era Technology Security Awareness and Training Policy applies to all individuals responsible for hiring, onboarding, offboarding, and training of personnel given access to New Era Technology Information Resources.

This Policy also applies to all New Era Technology’s remote workers, permanent, and part-time employees, contractors, volunteers, suppliers, interns, and/or any individuals with access to New Era’s electronic systems, information, software, and/or hardware.

The terms set out in this Policy work in conjunction with, and do not replace, amend, or supplement any terms or conditions of employment stated in any collective bargaining agreements and/or employment contracts.

This Policy is not intended to restrict communications or actions protected or required by regional/local laws and regulations.

Relationship to Local/Regional Policies

This Policy is New Era’s corporate policy. New Era Technology business units and/or subsidiaries may complement this with a local/regional policy however, this Policy shall always be the minimum standard; a local/regional policy may augment, or increase the standards, but shall not detract from the New Era Technology security awareness and training standards.

If any additional security awareness and training policies are developed, Director of Governance, Risk and Compliance (GRC) must review and approve prior to release and publication.

3. Roles and Responsibilities

The Director of Governance, Risk and Compliance (GRC) and the Chief Technology Officer are responsible for the New Era Technology Security framework and its associated policies.

This Policy is reviewed annually by members of GRC. Any changes to this Policy will be approved by New Era Technology's Chief Technology Officer and Director of Governance, Risk, and Compliance prior to its release.

Suggestions for change to this Policy should be reported to GRC@neweratech.com.

All employees, contractors and third parties who access New Era Technology's information must abide by this and associated policies.

Technology owners are responsible for technical standards applicable to their operating environments and domains.

Line managers have day-to-day responsibility for this policy, and employees should refer any questions about this policy to them in the first instance.

In line with their applicable solutions groups, New Era's business units shall develop, disseminate, and maintain formal, documented processes and/or procedures to facilitate the implementation of this Policy and, where applicable, any local/regional access management policies. The processes and procedures shall be consistent with applicable laws, executive orders, directives, policies, regulations, and/or standards.

4. Policy

General

1. For all roles within New Era Technology, the hiring process must ensure the candidate has the necessary competence to perform the role and can be trusted to take on the role, especially for roles related to the use, management or protection of information security.
2. Information security responsibilities are communicated to employees as part of the on-boarding process.
3. New Era will regularly test and measure employee and the company's effectiveness in protecting the organization against cyber security threats (i.e., phishing campaigns, penetration testing, etc.).
4. Upon termination of employment, personnel must be reminded of confidentiality and non-disclosure requirements.

Training and Awareness

1. All new personnel must complete an approved security awareness training prior to, or within 30 days of accessing any New Era Technology Information Resources.
2. All personnel, including third parties and contractors must be provided with, or have access to relevant information security policies to allow them to properly protect New Era Technology Information Resources.
3. All personnel, including third parties and contractors, must acknowledge they have received and agree to adhere to the New Era Technology Information Security Policies before they are granted to access to New Era Technology Information Resources.
4. All personnel must be provided with and acknowledge in writing that they have received and agree to adhere to the New Era Technology Security Policy, Acceptable Use Policy, and any other New Era policies deemed applicable by the organization.
5. All personnel must complete security awareness training at least annually.

5. Compliance, Monitoring and Enforcement

This Policy is intended for all New Era businesses, in all countries.

New Era Technology seeks to proactively prevent and mitigate instances of non-compliance with this Policy.

Compliance is measured through various methods, including but not limited to risk assessments, business tool reports, internal and external audits, etc.

Any breaches or concerns, including ethical concerns or potential breaches in our commitment to information and data protection standards, should be reported as soon as possible through our Whistleblowing Policy.

Any need for improvements will be applied as soon as possible. Employees are encouraged to offer their feedback on this Policy if they have any suggestions for how it may be improved. Feedback of this nature should be addressed to GRC@neweratech.com.

Any exception to this Policy must be approved by the New Era Technology's Chief Technology Officer, or delegate and / or Director of Governance, Risk, and Compliance in advance.

Personnel found to have intentionally violated this Policy may be subject to disciplinary action, up to and including termination of employment and other penalties as set forth herein. New Era Technology reserves the right to pursue any, and all, legal and civil action in connection with any such violation.

Any vendor, consultant, or contractor found to have violated this Policy may be subject to sanctions up to and including removal of access rights, termination of contract(s), and related civil or criminal penalties.

6. Acknowledgement

Those in receipt of this Policy acknowledge its receipt and understanding of its contents; and that New Era Technology expressly reserves the right to change, modify, or delete its provisions without notice.

Document Information

Reference	Security Framework
Title	Security Awareness and Training Policy
Purpose	The purpose of this policy is to ensure that all personnel with access to New Era Technology Information Resources are adequately vetted, qualified, and trained according to their role.
Owner	Governance, Risk & Compliance (GRC)
Document Approvers	Chief Technology Officer (CTO) Director of Governance, Risk & Compliance (GRC)
Intended Audience	New Era Technology permanent, temporary, and contracted staff.
Review Plan	Annually
Document Classification	Public

Document History

VERSION CONTROL			
Revision	Date	Record of Changes	Approved /Released By
V1.0	Nov 3, 2022	Approved release	CTO, Dir GRC
V2.0	Sep 17, 2023	Annual review; classification & approvers update	CTO, Dir GRC
V3.0	Oct 8, 2024	Annual review, updates to sections 2-6	Dir GRC, SVP Corp A&E
V3.0	Oct 18, 2024	Approved release	CTO, Dir GRC

Control of Hardcopy Versions

The digital version of this document is the most recent version. It is the responsibility of the individual to ensure that any printed version is the most recent version. The printed version of this document is uncontrolled, and cannot be relied upon, except when formally issued by the Director of Governance, Risk and Compliance and /or the Chief Technology Officer and provided with a document reference number and revision in the fields below:

Document Ref.	Rev.	Uncontrolled Copy	X	Controlled Copy
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References

Standard / Framework / Other	Title	Description
New Era GRC Policy	Security Policy	Policy to (a) protect New Era Technology and its customers' 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.
New Era GRC Policy	Acceptable Use Policy	Policy to establish acceptable practices regarding the use of New Era Technology Information Resources to protect the confidentiality, integrity, and availability of information created, collected, and maintained. Inappropriate use exposes New Era to risks, including virus attacks, loss of confidential data, compromise of network systems and services, and legal issues.
ISO/IEC 27002:2022	Information security, cybersecurity and privacy protection — Information security controls	Guidance document for determining and implementing commonly accepted information security controls.
ISO/IEC 27001:2022	Information security, cybersecurity and privacy protection — Information security management systems — Requirements	Requirements to meet the Standard.
NIST SP 800-53	Security and Privacy Controls for Information Systems and Organizations	Catalog of security and privacy controls for information systems and organizations.