

## Sustainability policy

Since 2007, mci group has been a signatory to the UN Global Compact. By integrating the UN Global Compact's 10 guiding principles, MCI aspires to create a truly ethical and sustainable global marketplace.

### On human rights

Human rights play a central role in our company values, and this guides us in each business decision we make. Our company has a role to play in supporting the human condition worldwide. We will work to find practical ways to observe tactics that promote and protect human rights within our sphere of influence while at the same time ensuring that we are not violating rights through any of our business operations

### Regarding respect for others

We emphasise professionalism, dignity, respect and equal opportunity in our approach to workplace rights. In our organisation, active engagement and oversight are part of an integrated Human Resource culture designed to promote healthy communities by showing no tolerance for discrimination. We work to ensure equality and diversity in the workplace and in the employment of our teams.

### Concerning forced labour and child labour

We emphasise the importance of fairness and humanity in our approach to business. Our business practices and procedures do not tolerate unfair or illegal labour in our employment or that of our suppliers or clients. Our business practices and policies have been created to disallow products and services that may have been created by child labour, forced labour or as a result of human trafficking. We regard a child as any person under the age of 15.

### Regarding the environment

We commit to actively pursue solutions to climate change, biodiversity and water scarcity issues. Our operational strategy is based on environmental protection, efficient use of resources (water, energy and materials), eliminating waste, and actively promoting sustainable business practices.

### On ethics and legal requirements

Fraudulent business practices violate every value mci group embraces. We do not tolerate bribery or corruption. We promote and support international and local efforts to eliminate corruption and financial crime. We only offer and accept gifts, entertainment or personal favours if their value and frequency are consistent with our policy and the local business culture.

We respect the law, complying with international and national laws, client codes of conduct and customs and traditions of the countries where we operate. We work fairly; in an open and transparent manner with our colleagues, clients and suppliers. We compete vigorously but honestly observing all competition and anti-trust laws.



### Regarding our most valuable assets

We recognise that our greatest assets are the people that comprise our team. We invest in training and support in all our agencies worldwide to ensure that workplaces are safe and supportive of prosperous careers. Our sustainability reporting systems offer us the opportunity to track investments and projects made for the benefit of our teams and communities worldwide.

We strive to integrate the philosophy, which shapes this Sustainability Policy into each aspect of our business strategy and operational practice. The Executive Committee commits to an annual review of the policy to explore updates as required and ensure that our goals and objectives align with the principles.

More information on our environmental and social performance can be found in our GRI compliant digital sustainability report at [www.mcigroupsustainabilityreport.com](http://www.mcigroupsustainabilityreport.com).

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