

# Corporate Social Responsibility Policy

The entire **MSR** Group is committed to uncompromising integrity and a high standard of business activity in everything **MSR** does.

**MSR's** reputation is a strength that **MSR** has earned through years of first-class business conduct. **MSR** must continue to value and develop this reputation by following the Code of Conduct. In order to maintain this first-class business conduct, it is also crucial that **MSR's** suppliers make their own contribution by complying with local laws and regulations.



## Regulations and responsibility at MSR

MSR employees are expected to commit to the following requirements:

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## 1. Conduct in accordance with ethical principles

- **MSR** conducts its business in an open, transparent and ethical manner.
- **MSR** respects the intellectual property rights of others.
- **MSR** shall act in accordance with national and international competition laws and shall not engage in price fixing, sharing of markets or customers, market collusion or bid rigging.
- **MSR** employees are committed to the highest standards of integrity and corporate governance in all contacts on behalf of the company.
- Customers are never offered bribes, kickbacks, illegal gifts, or other improper payments.
- Bribes, kickbacks, illegal gifts, or other improper payments will never be accepted.
- It is ensured that all gifts to customers and suppliers are legal and do not violate their code of conduct.
- **MSR** avoids conflicts of interest that could affect business relationships.

## 2. International and local laws and regulations

- **MSR** complies with applicable laws and regulations in the territories and countries in which **MSR** operates.
- **MSR** understands and follows the rules of international trade as well as customs laws and regulations.
- **MSR** complies with all environmental regulations and guidelines regarding the products on the market where they are sold.

## 3. Human rights

- **MSR** supports and respects the protection of internationally proclaimed human rights.
- **MSR** does not tolerate human rights abuses and will not participate or be complicit in any activity that violates human rights.

## 4. Employment Policy

- **MSR** supports the principles of the "Declaration of the International Labor Organization (ILO)" on fundamental principles and rights at work:
  - There is no forced or compulsory labor at **MSR**.
  - There is no child labor at **MSR** (under 15 years of age).
  - **MSR** ensures appropriate remuneration and complies with the statutory minimum wage.
  - **MSR** complies with the maximum working time stipulated by law
- There is equal opportunity for a threat / harassment-free work environment for everyone, regardless of race, color, religion, origin, gender, sexual orientation, age, disability or other characteristics protected by law.
- **MSR** respects the personal dignity, privacy and personal rights of its employees.
- Every **MSR** employee has the option of reporting violations of the EU Compliance Directive (2019/1937) anonymously in the **MSR** whistleblower system at <https://www.msr-group.eu/en/compliance/>.

## 5. Environment

- **MSR** has identified its operational activities that result in environmental impact. It is the responsibility of **MSR** to operate in a manner that minimizes exposure to these activities. In this way, **MSR** makes its contribution to preventing environmental pollution, preserving biodiversity and conserving resources.
- **MSR** promotes awareness of environmental responsibility among its employees.

## 6. Sustainable development

- **MSR** strives to achieve sustainable product development, both during the production phase and for the entire life cycle of a product.
- **MSR** will always use the material with the lowest overall impact on the environment. **MSR** will not use any materials made from substances that are on international lists of chemicals to be replaced, such as the European Chemicals Agency ECHA (SVHC substances).

## 7. Health and safety

- MSR complies with occupational health and safety laws and regulations in all countries and areas in which MSR operates.
- MSR applies appropriate occupational safety management.
- MSR provides its employees with a safe working environment, minimizes risks and ensures the best possible preventive measures against accidents and occupational illnesses.
- MSR offers training courses on the subject of occupational safety to ensure that all employees are competent and can optimally assess the importance of this topic.

## 8. Crisis management

- MSR implements plans for the safety of employees, facilities, assets, and business continuity.
- MSR designates and protects MSR's intellectual property in accordance with the law.
- MSR respects valid patents, trademarks, etc. of others.

## 9. Supplier relationship

- MSR only does business with suppliers who comply with local and other relevant laws and regulations.
- MSR only does business with suppliers who comply with the legal requirements for RoHS, REACH, handling of conflict minerals and other environmental laws and guidelines.
- MSR only does business with suppliers who comply with our requirements (Code of Conduct).
- MSR only does business with suppliers who implement or observe the guidelines of the international management standards EN ISO 9001 and EN ISO14001.
- MSR prefers suppliers who are energy efficient and operate according to EN ISO 50001.