

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-electronic.de/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.