

MCI Supplier Code of Conduct

Corporate Social Responsibility is a cornerstone of our business, and as an organization we have a commitment to creating, and producing memorable events and projects in the most ethical, safe, and environmentally and socially responsible way.” – Roger Tondeur, President of MCI

As signatories of the UN Global Compact, MCI Group is committed to promoting sustainable practices in the meetings industry. This Supplier Code of Conduct (SCC) sets our minimum expectations for the purchases our suppliers make on behalf of our company or our clients. MCI shall apply this code of conduct as one of the criteria used in the selection of business partners and suppliers and strongly encourage that suppliers and their subcontractors/suppliers follow and support this code.

1. Legal and Ethical Requirements

MCI requires our partners and suppliers, as well as their sub-contractors, to comply with national and other applicable laws of the country of manufacture of products including those laws relating to labour, worker health and safety, and the environment.

2. Child and Forced Labour

MCI is committed to the promotion of human rights. MCI suppliers and their sub-contractors may not use any child, forced or illegal labour to manufacture products or to provide services. MCI relies on suppliers and their sub-contractors to be able to show that they purchase no products, or support in any way, business that harms children or benefits from child, forced or illegal labour. MCI defines a child as any person less than 15 years of age.

3. Disciplinary Practices

MCI suppliers and their sub-contractors will treat workers with respect and dignity and ensure workers are not subjected to any form of physical, sexual, psychological, verbal harassment or abuse.

4. Wages and Benefits

MCI suppliers and their sub-contractors will recognize that wages are essential to meeting employees' basic needs and will make every effort to ensure that workers receive wages that meet basic needs by local standards.

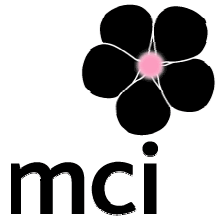
5. Discrimination

MCI suppliers and their sub-contractors will consider employees for positions on the basis of their qualifications and abilities. MCI will not work with suppliers who discriminate on the basis of race, gender, political or religious beliefs, social, ethnic or national origin, marital status, age sexual orientation, or disability.

6. Health and Safety

MCI suppliers and their sub-contractors will:

- Provide their workers with safe and healthy work environments in compliance with country and local health and safety laws and regulations.
- Take adequate steps to prevent accidents or injuries to health arising out of, associated with, or occurring in the course of work.



7. Environmental Commitment

We encourage and expect a strong environmental commitment and aggressive efforts to protect and restore the natural environment. We will favour partners who:

- Have a management system demonstrating environmental commitment; and improvement
- Eliminate toxic and hazardous substances from products and operations
- Increase efficiency and thereby minimize pollution and waste
- Reduce use of natural resources including raw materials, energy and water
- Promote the use of renewable energy through support of innovation and integration in operations

8. Reporting and Certification

MCI seeks to work with business partners who have published commitments and performance to environmental and social responsibility. We encourage all suppliers to seek industry specific third party certification as a way to express their commitment. MCI has a clear preference for the following certification schemes and frameworks: GRI, Green Globe, Swan, ISO and LEED. Other certifications will be considered, though additional performance measures may be requested as evidence of an engaged commitment to Corporate Social Responsibility.

9. Partnership

MCI understands that sustainability requires collaboration and engagement with all its suppliers. MCI invites suppliers who respect its code of conduct to join the effort to promote more responsible business practices and to actively do their utmost to achieve the standards outlined here.

I assert that _____(company) supports these initiatives in act and spirit

Name (senior manager) _____

Position _____

For more information on MCI's Sustainability Policies and Performance please consult www.mci-group.com/csr