



## Code of Business Ethics

MCI is recognised as an industry role model for corporate social responsibility. We deliver value by incorporating the principles of sustainability into our operations and within the communities we serve.

As a signatory of the United Nations Global Compact, MCI is committed to observing and promoting responsible and ethical business practices. The Code of Business Ethics sets the minimum expectations for employee behaviour and actions taken on behalf of the company and its clients. MCI shall apply this code of ethics as one of the performance evaluation criteria and requires all staff members to follow and support this code.

<b>Legal and Ethical Expectations</b>	MCI expects all staff members to comply with national and other applicable laws of the countries in which we operate.
<b>Child Labour</b>	MCI is committed to the promotion of human rights and has a special focus on promoting the welfare of children. MCI shall purchase no products, or support in any way, business that harms children or benefits from child labour.
<b>Disciplinary practices</b>	MCI is successful because people understand that they are respected and valued. The MCI Code of Business Ethics requires each of us to treat all others with respect and dignity. MCI has zero tolerance for any form of physical, sexual, psychological, or verbal harassment or abuse.
<b>Human Rights</b>	MCI works to promote the individual talents of our entire team as well as of its clients and selected industry partners. MCI leadership at all levels shall maintain an open door policy and will address concerns respectfully, fairly and in a timely manner. MCI recognizes and respects the importance of fairness as a fundamental currency in business and society.
<b>Wages and benefits</b>	MCI recognizes that wages are essential to meeting the basic needs of all staff members and will make every effort to ensure that they receive fair wages by local and industry standards for all work time invested on behalf of MCI.
<b>Discrimination</b>	MCI will consider staff members for positions based on their qualifications and abilities. MCI will not discriminate on the basis of race, gender, political or religious beliefs, social, ethnic or national origin, marital status, age, union affiliation, sexual orientation, or disability.
<b>Health and Safety</b>	MCI will provide all Staff members with safe and healthy work environments in compliance with local health and safety laws and will take adequate steps to prevent accidents or injuries to health occurring in the course of work.
<b>Environmental Commitment</b>	MCI is taking action and making investments in an effort to take responsibility to reduce environmental impacts in areas under its control. We expect a strong environmental commitment and aggressive efforts to protect and restore the natural environment.
<b>Partnership</b>	MCI understands that a successful business requires the ethical collaboration and engagement of all its stakeholders. MCI staff members shall respect this Code of Business Ethics and shall join the effort to promote more responsible business practices and to actively do their utmost to achieve the standards outlined here.