



Business • Legal • Office

Communication on Progress — MSM Group AG, Switzerland

MSM Group AG is a member of UN Global Compact since May 2003. MSM Group is an interdisciplinary expert's alliance for business, law and office services. Its activities in **business support** comprise finance (budgeting, business planning, accounting, controlling etc.), marketing (in specific areas), leadership (personal coaching for business owners or leaders), and an own investment activity. The services in **legal matters** are done by the law firm MARTIN Rechtsanwälte, which offers support in the important areas of business law. Finally, the MSM's **office services** department enables clients to have their domicile in Switzerland, be it just an address or the actual use of premises, infrastructure and secretarial services, or even their own exclusively used and fully serviced office in Winterthur. MSM Group comprises around 30 partners, employees and part time workers.

Clients are predominantly medium sized Swiss companies and enterprises of all sizes from abroad.

MSM's philosophy leads to success by considering the important factors of sustainable business respecting in their own activity the principles of the UN Global Compact in the areas of human rights, labour standards, environment and anti-corruption.

Human Rights

All the human rights principles are maintained in our company and in our entire business environment.

Labour standards

Our company provides to the partners and employees a friendly and stimulating working environment; a salary system that grants a basic security of income and a potential to participate considerably in the business success. MSM Group offers its employees continuous support for their further education: language courses, training afternoons and support in the individual professional formation. MSM organizes regular social events for its employees: after work reunions once a week, the traditional yearly ski weekend, special events at Christmas and other occasions, tickets at local sporting and social events.

Environment

MSM neither gives nor pays for parking space at the office, neither for partners, employees or employees or clients. Our offices are directly opposite the railway station, so that all our clients and employees can easily come by public traffic. Those who live close to the office can come by feet or bicycle. We participate

in a local program to reduce and optimize mobility. Strict procedures regarding waste disposal are in place. All waste is separated and recycled if possible, using the excellent public infrastructure. Special switches for all electronic equipment have been installed, so that the standby/overnight use of electricity is minimal. MSM is a sponsor of the initiatives My Blue Planet and Movies for the World.

Anti-Corruption

MSM Group restricts itself to business that is possible without any corrupt element. This applies in particular to our activities in developing markets. Recently we have written and published an article about "The fight against corruption in Romania" for the publication Insight Corporate Governance Germany.

General

MSM runs every year a competition for sustainable startups called "MSM Genesis". Criteria are the potential to create diversified jobs, commercial prospects and contribution to a sustainable development. The price is a full start-up package including business planning, legal work and use of office and infrastructure.

A project for finding ways to make small businesses more sustainable, including the necessary financial benefits, is undertaken in cooperation with the local business school zhaw.

MSM's investment activity prefers investments in sustainable activities (latest example. Mountain Cleantec AG)

Dr. Jürg Martin

26 March 2008