



Business • Legal • Office

Communication on Progress — MSM Group AG, Switzerland

MSM Group AG has been 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 is successful due to the consideration of important factors of sustainable business and a respect in their own activity of 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

MSM provides a friendly and stimulating working environment to its partners and employees. Our salary system grants a basic security of income and a potential to participate considerably in the success of the business. 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 provides nor pays for parking space at the office, neither for partners, nor for employees or clients. Our office is directly opposite the railway station, so that all our clients and employees can easily reach the office by public transport. Those who live close to the office can walk or cycle to work. 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 minimized.

MSM is a sponsor and active project initiator of the initiative myblueplanet (www.myblueplanet.ch). Cooperation with my blueplanet includes the initiatives "sustainable SME" and the building up of a local blue power team. Also, MSM is making their accounting and we provide rooms for their meetings at no cost.

Further, MSM is involved in the initiative "Climate Art", www.climateart.com.

Anti-Corruption

MSM Group restricts itself to business that is possible without any corrupt elements. This applies in particular to our activities in developing markets.

General

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

In its investment activity, MSM Group pays preference to investments in sustainable activities (latest example: Pro Globo GmbH, www.klimaprojekte.ch; sustainable Performance Group, www.zukunftsaktie.ch)

Dr. Jürg Martin

March 2009