Our Commitment

Human Rights

Principle	Commitment	Public Documents that Underscore our Commitments	GRI Index
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights. **Principle 2:** Business should make sure they are not complicit in human rights abuses.	In accordance with our **Quality, Environmental, Safety and Health (QESH) Policy**, we are committed to providing safe and healthy workplaces and operating in a manner that protects human health and environmental quality in our communities. To protect our communities and the environment, we set the same high standards for our environmental performance at all our locations around the world. MRCB expects its suppliers to conduct their operations in a socially and environmentally responsible manner. In addition to cost and quality, social and environmental performance is used to select and retain suppliers.	**Human Rights Statement** **Quality, Environmental, Safety and Health (QESH) Policy Statement**	**Human Rights:** GRI 412 **Risk Management and Operations:** Assessed for risks related to corruption **Integrity Helpline:** Formal grievance mechanism **Community Engagement:** GRI 203

Labor

Principle	Commitment	Public Documents that Underscore our Commitments	GRI Index
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. **Principle 4:** Businesses should uphold the elimination of all forms of forced and compulsory labor. **Principle 5:** Businesses should uphold the effective abolition of child labor. **Principle 6:** Businesses should uphold the elimination of discrimination in respect of employment and occupation.	*Collective Bargaining*: We respect voluntary freedom of association, including the right to organize and bargain collectively in a manner that is legally compliant. Overall, the compensation and benefits provided by MRCB are designed to enable our employees to meet their basic needs and provide the opportunity to improve their skills and capabilities for raising their social and economic opportunities. *Prevention Of Forced And Compulsory Labor*: These types of practices are explicitly forbidden within MRCB per our policies. Human Resources personnel ensure that slave labor or labor from penal institutions are not used, no matter the host country. *Child Labor*: Our policies address child labor and are consistent with the UN Global Compact and ILO Convention 138. Potential employees are required to show valid identification and proof of age before they are hired. To the best of our knowledge, there is no child labor within our company.	**Sustainability Statement** Publicly recognises responsibility for the company's impacts on internal and external stakeholders Define sustainability strategies, goals, and policies in consultation with key stakeholders **Code of Business Ethics** **Corporate Governance Statement** **Conflict of Interest Policy** **Whistleblowing Policy** **Terms of Reference - Nomination & Remuneration Committee** **Terms of Reference - Audit and Risk Management Committee**	**Labor/Management Relations:** GRI 402-1 **Compensation and Benefits:** GRI 202-1 **Average Hours of Training Per Year Per Employee:** GRI 404-1 Employee Development, Training and Education **Ratio of Basic Salary and Remuneration of Women to Men:** GRI 405-2 **Forced or Compulsory Labor:** GRI 409 **Child Labor:** GRI 408 **New Employee Hires and Employee Turnover:** GRI 401-1

Environment

Principle	Commitment	Public Documents that Underscore our Commitments	GRI Index
Principle 7: Businesses should support a precautionary approach to environmental challenges. **Principle 8:** Businesses should undertake initiatives to promote greater environmental responsibility. **Principle 9:** Businesses should encourage the development and diffusion of Environmentally friendly technologies.	Sustainability is an integral part of our vision and values. Our environmental efforts are conducted with the following objectives in mind: ▪ Supporting our company's growth and exceeding our customers' increasing expectations for more sustainable products and services. ▪ Improving our operational efficiency, including lowering costs and reducing the environmental footprint of our operations and supply chain. ▪ Expanding engagement with our stakeholders on environmental issues. *Initiatives and Achievements:* Our achievements in sustainability are the result of committed and innovative leadership. Our **public reporting policies** of integrity, transparency, and disclosure of sustainability data ensure our stakeholders and the public are fully informed of our efforts and the results.	**Human Rights Statement** **Quality, Environmental, Safety and Health (QESH) Policy Statement** **Biodiversity Statement** **Climate Change Statement**	**Risk Management and Operations:** Assessed for risks related to corruption **Risks and Opportunities Due to Climate Change:** GRI 201-2 **Environmental Compliance:** GRI 307 **Effluents and Waste:** GRI 306

Anti-Corruption

Principle	Commitment	Public Documents that Underscore our Commitments	GRI Index
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Integrity is at the center of all we do, and it drives our continued success. No matter where we operate, we hold ourselves accountable. MRCBconducts its business in ways that respect the environment and our communities and ensure safe, healthy workplaces for our people. Throughout the decades, the employees of MRCB, have stood firm when our beliefs and values have been tested. Today, each one of us is charged with the responsibility to uphold and extend our standards for ethical behavior.	**Sustainability Statement** **Code of Business Ethics** **Corporate Governance Statement** **Whistleblowing Policy** **Conflict of Interest Policy** **Terms of Reference - Audit and Risk Management Committee**	**Ethics and Integrity:** GRI 102-16 **Integrity Helpline:** Mechanisms for reporting concerns about unethical behavior **Anti-Corruption:** GRI 205 **Public Policy:** GRI 415