

# MSC Modern Slavery Act of 2015 Company Statement

The Modern Slavery Act of 2015 requires certain businesses to provide disclosure concerning their efforts, if any, to address the issues of slavery and human trafficking within their own business and supply chain. The disclosures are intended to provide customers with the ability to make better, more informed choices about the company that they choose to support.

MSC is committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to our own operations and that of our supply chain.

MSC recognises that slavery and human trafficking can occur in many forms. Therefore, throughout this disclosure we use the terms "slavery and human trafficking" to encompass various forms of coerced labour.

Our commitment to human rights is outlined in our Code of Conduct and Associate Handbook.

MSC takes steps to verify, evaluate and address risks of slavery and human trafficking in our supply chain and does not allow harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment.

Our supplier selection process involves an assessment of our suppliers including a confirmation of the suppliers understanding and commitment to the Modern Slavery Act. In addition to this we communicate monthly performance data to our key suppliers that we intend to use to re-iterate our commitment to eradicating slavery and human trafficking.

MSC's Managing Director sets the tone of our culture and holds the management team accountable for communicating ethical and compliance expectations. We believe that this "message from the top" along with ethics and compliance training throughout the year, helps to create an ethical and legally compliant culture within the business.

Through our Associate Handbook we seek to promote honest and ethical conduct, deter wrongdoing and support compliance with all applicable laws and regulations. The principles embodied in our Handbook reflect our policies related to but not limited to slavery, human trafficking, conflicts of interest, non-discrimination, antitrust, anti-bribery, and anti-corruption and protecting our company's reputation.

We encourage anyone (including employees, sub-contractors, suppliers and clients) to report in good faith any issues or concerns about potential ethics, human rights, legal or regulatory violations, including improper or unethical business practices such as fraud or bribery.