

Sustainability Charter (CSR)

Sustainability Charter and Corporate Social Responsibility commitments for suppliers and subcontractors of MPS Micro Precision Systems AG & MPS Precimed AG.

(In this charter, “suppliers” means “suppliers and subcontractors of the MPS Group”)

TABLE OF CONTENTS

1.	INTRODUCTION.....	1
2.	HUMAN RIGHTS	2
3.	LABOUR LAW.....	2
4.	HEALTH AND SAFETY.....	2
5.	ENVIRONMENT.....	2
6.	ETHICS AND ANTI-CORRUPTION	3
7.	ANTI-COUNTERFEITING	3
8.	DESIGN OF PRODUCTS AND/OR SERVICES	3
9.	IMPLEMENTATION AND CONTINUOUS PROGRESS	3
10.	COMMITMENT	4

1. INTRODUCTION

The MPS Group, namely MPS Micro Precision Systems AG & MPS Precimed SA, considers human rights and sustainable development as fundamental values, the latter including actively addressing and anticipating the environmental, social and economic needs of present and future generations.

Conscious of the need to actively contribute to sustainable development, the MPS Group is committed to promoting and respecting a number of ethical rules in line with the ten principles of the United Nations Global Compact, which invite companies to adopt, support and apply, within their sphere of influence, a set of fundamental values in the fields of human rights, labour law, the environment and the fight against corruption.

The ten principles of the UN Global Compact are drawn from the following international instruments, which Suppliers are encouraged to read and build upon:

- The Universal Declaration of Human Rights,
- The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work,
- The Rio Declaration on Environment and Development,
- The United Nations Convention against Corruption.

As Suppliers represent an essential component of the MPS Group's sustainable development, it is with a view to consistency that the MPS Group asks them to be part of this process of continuous progress, by respecting international, national or local conventions, legislation and/or regulations applicable to their activities in the countries where they operate, as well as by adhering to the present Sustainable Development Charter (hereafter the “Charter”), inspired and developed from the ten principles of the United Nations Global Compact.

2. HUMAN RIGHTS

Suppliers shall respect human rights and promote their respect within their sphere of influence. Under no circumstances shall they be complicit, directly or indirectly, in any violation of human rights.

3. LABOUR LAW

Suppliers are asked to respect the following principles:

- The elimination of all forms of illegal or forced labour;
- The elimination of child labour;
- The elimination of all forms of discrimination in access to employment and remuneration;
- Respect for the legal provisions applicable to maximum working hours;
- Compliance with the legal provisions applicable to minimum wages;
- Compliance with applicable legal provisions on freedom of association and recognition of the right to collective bargaining for their employees.

4. HEALTH AND SAFETY

Suppliers are encouraged to ensure that their activities do not adversely affect the health and safety of their staff, their own suppliers or subcontractors, local populations and, in general, the users of their products.

Suppliers are encouraged to be proactive on occupational health and safety issues and to identify and assess the risks associated with their activities. Suppliers shall take all appropriate measures to limit or eliminate such risks as far as possible.

5. ENVIRONMENT

Suppliers are encouraged to implement and/or develop policies that contribute to the preservation of natural resources, animals and the environment, in particular to the greatest extent possible:

- The application of the precautionary principle to environmental issues,
- The development of initiatives to promote greater environmental responsibility,
- Limiting the waste generated by industrial processes and disposing of it in an environmentally sound manner,
- The non-use or limitation of life-threatening chemicals, in accordance with the requirements of the REACH Regulation and until an alternative solution to the use of such chemicals is found,
- Encouraging the development of environmentally friendly technologies (e.g., control of pollutants, water consumption and carbon emissions) as well as savings and recycling, and implementing logistics strategies that limit environmental impacts (e.g., optimising transport),

6. ETHICS AND ANTI-CORRUPTION

Suppliers are required to comply with all applicable legal provisions relating to their activities and business environment and, in particular, to:

- Comply with all applicable competition laws and regulations,
- Comply with all applicable laws and regulations relating to corruption, and to act against corruption in all its forms, including extortion and bribery,
- Comply with all applicable laws and regulations regarding money. Suppliers must not be involved in, or support, any money laundering practices,
- Identify and avoid situations of actual or potential conflict of interest and disclose them to the relevant MPS Group companies,
- Suppliers must not offer or promise any MPS Group employee or any other third party any significant personal or improper advantage in order to obtain or retain business.

7. ANTI-COUNTERFEITING

The MPS Group is actively engaged in the fight against counterfeiting and requires its suppliers to:

- Support the MPS Group, to the extent possible, in the fight against counterfeiting by not being directly or indirectly involved in counterfeiting and by reporting any trade in counterfeit goods of which they become aware;
- To pass on these principles to their own suppliers or subcontractors.

8. DESIGN OF PRODUCTS AND/OR SERVICES

Suppliers shall integrate environmental, health and safety criteria into the design of their products and/or services, in order to reduce any negative impact throughout their life cycle, while maintaining and/or improving their quality.

9. IMPLEMENTATION AND CONTINUOUS PROGRESS

The MPS Group expects its suppliers to pass on the principles of this Charter to their own suppliers and subcontractors and to implement a similar approach with them.

By adhering to this Charter, suppliers agree to take into account the principles set out in this Charter in their activities. In particular, on a case-by-case basis, a joint analysis will be carried out on the need to carry out an assessment or an audit of the suppliers' production sites, by the MPS Group or by a third party mandated by the MPS Group, on the principles set out in this Charter.

Compliance with the above-mentioned principles and the actions taken to improve compliance with these principles are among the evaluation criteria for suppliers. Suppliers are free to define their own action and improvement plans in terms of sustainable development. The MPS Group, as part of a continuous progress approach with its suppliers, can, if necessary, assist them in defining and implementing their action and improvement plan relating to the principles set out in this Charter.

Nicola Thibaudeau
CEO

10. COMMITMENT

<p>Is there a person in your company responsible for the application of the principles set out in the MPS Sustainable Development Charter?</p>	<p>YES <input type="checkbox"/> NO <input type="checkbox"/> If YES, please indicate his/her contact details.</p>
<p>Are your company's activities in line with the principles set out in the MPS Sustainable Development (CSR) Charter?</p>	<p>YES <input type="checkbox"/> NO <input type="checkbox"/> Please provide details of your company's compliance with the various clauses of the MPS (CSR) Charter in the table below.</p>
<p>Does your company have a code of conduct to which your suppliers and subcontractors must adhere?</p>	<p>YES <input type="checkbox"/> NO <input type="checkbox"/> If YES, please provide a copy.</p>

Charter clause	Compliance	N/A	Divergence	Comments
1. Introduction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. Human rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3. Labour Law	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4. Health and Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5. Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6. Ethics and anti-corruption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7. Anti-counterfeiting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8. Product and/or service design	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9. Implementation and continuous improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

The implementation and continuous improvement of the principles set out in the MPS Sustainability Charter form the basis of the sustainability policy of MPS Micro Precision Systems AG & MPS Precimed AG.

By signing this document and returning it to us at the address below, each Supplier agrees to abide by these principles from the date of signature and during any contractual or pre-contractual relationship with MPS Micro Precision Systems AG or MPS Precimed SA and to work with them to implement, if necessary, a plan of action and performance improvement in accordance with these principles.

The undersigned company agrees to adhere to the principles contained in the MPS Sustainability Charter for Suppliers and Subcontractors of MPS Micro Precision Systems AG & MPS Precimed AG.

Company name: _____

Address (street, no., postal code, town): _____

Duly and validly represented by:

Name(s): _____ and _____

Position(s): _____

Place and date: _____

Signature(s): _____