



# CSR Policy

## Corporate Social Responsibility

April 2025

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*Rev. 003*



# ABOUT THE COMPANY

MPS, Micro Precision Systems AG, is a Swiss company founded in 1936 under the name RMB – Roulements Miniatures Bienne SA.

The company's historical expertise lies in the field of linear bearings and miniature ball screws. MPS has diversified its know-how in development, machining, and assembly, designing custom products and solutions that stand out for their reliability, high level of precision, and compact size.

MPS operates in several industries, including medical and orthopedics, watchmaking, automation, aerospace, science, and optics. In addition, MPS relies on the expertise of its parent company, the FAULHABER Group, for electric drive systems.

MPS is a member of the Responsible Jewellery Council (RJC).

## SCOPE OF APPLICATION

This Corporate Social Responsibility (CSR) policy applies to all activities of the MPS Group, including its subsidiaries: MPS Décolletage, MPS Microsystems, MPS Pécimed, and MPS Watch; as well as MPS USA, Charly Veya SA, and Monnier SA.

It may also refer to relationships with MPS suppliers, partners, and stakeholders.






The present Corporate Social Responsibility (CSR) policy of our company reflects our commitment to our environment and our community. We recognize that our company is an essential component of a dynamic ecosystem that includes individuals, values, other organizations, and nature. Therefore, we are committed to making a positive contribution to this broader system, giving back to the world what it provides us.

The RJC is a standards-setting organization established to promote ethical, responsible, social, environmental, and human rights practices across the gold, silver, platinum-group metals, diamond, and colored gemstones supply chains.

The RJC has developed a benchmark standard for the jewelry supply chain as well as credible mechanisms to verify the adoption of responsible business practices through third-party audits.

As a member of the RJC, we are committed to conducting our activities in accordance with the RJC Code of Practices. We are committed to integrating ethical, social, environmental, and human rights considerations into our daily operations, planning activities, and decision-making processes





MPS, a recognized player in the field of micro-precision, is committed to integrating social responsibility at the core of its activities, aligning with international best practices, particularly those of the Responsible Jewellery Council (RJC). This commitment reflects our determination to meet the expectations of our stakeholders and to actively contribute to sustainable development.

## Environmental Commitment

### Climate Change Mitigation

MPS is committed to reducing its greenhouse gas emissions:

- By 2030, decrease the Group's carbon intensity (Scope 1 & 2) by approximately 30% compared to 2021, and engage with the Science Based Targets initiative (SBTi) by 2026\*.
- Reduce employee travel-related carbon footprint per capita by 20% by 2027\*.

And to limit its emissions of volatile organic compounds into the air:

- Maintain prevention processes against any risk of environmental pollution

### Energy Efficiency

MPS is committed to better understanding its energy consumption by business sector in order to identify relevant areas for improvement.

By 2030, we aim to reduce our overall energy consumption by 10% compared to 2022.



## **Waste Reduction and Management**

MPS is committed to promoting and implementing sustainable practices for the rational and mindful use of resources. The Group prioritizes renewable resources and minimizes waste at all levels of the company. This approach is structured around three pillars: avoid, reduce, and recycle.

- By 2028, increase the share of recycled raw materials to 20% and assess the feasibility and environmental impact of a reconditioning service for 50% of our product range.
- By 2026, reduce the use of single-use packaging for shipments within Switzerland by 20%.

## **Social Commitment**

### **Human Rights**

MPS is committed to ensuring a safe and inclusive work environment, free from discrimination, and to promoting equal opportunities.

### **Employee Health and Safety**

MPS is committed to continuing to provide working conditions that comply with international standards and support personal and professional development.

MPS guarantees a safe and healthy work environment in compliance with Swiss regulations. The company is committed to preventing occupational risks, training and raising awareness among employees on best safety practices, and encouraging dialogue and information sharing.





## Ethical Commitment

### Responsible Sourcing

MPS is committed to integrating environmental criteria into its purchasing processes and subcontractor selection, and to considering these criteria when purchasing new machinery or implementing new manufacturing processes.

- By 2028, 80% of direct purchases will be made from suppliers compliant with our Supplier CSR Charter.
- By 2030, 100% of packaging used for shipments will be certified.

### Regulatory compliance, including Prevention of Local and Accidental Pollution

MPS is committed to maintaining regulatory monitoring to ensure compliance with current environmental legislation and to keeping close contact with cantonal environmental authorities.

## Continuous Improvement

MPS is committed to regularly reviewing its environmental performance, setting new objectives based on performance during management reviews, and raising employee awareness on environmental issues.

A monitoring system for the share of primary renewable raw materials was implemented in 2024 and will be continuously improved to optimize its effectiveness.



## POLICY MANAGEMENT

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This policy is reviewed at least every two years. The MPS environmental committee coordinates the policy and oversees subsequent reviews and updates. It is developed under the responsibility of the CSR department.

We report annually on the commitments of this policy in our sustainability report.

The Group's environmental policy has been reviewed and approved by the following MPS representatives:

Biel/Bienne, April 3, 2025.  
Management



