



## Code of Business Ethics



*MCI truly believes in harmony. It is inspiring how our talents have been empowered to integrate principles of CSR in their daily work for customers. MCI applies the triple bottom line reporting for all customers programs and its own reporting. MCI is recognized as a company that started the “green era” in the meetings industry – we are a source of reference for CSR in our fields of work.*

**Painted Picture 2012**

As signatories of the UN Global Compact, MCI Group is committed to observing and promoting responsible and ethical business practices. This Code of Business Ethics sets the minimum expectations for the actions and behaviors we make on behalf of our company and our clients. MCI shall apply this code of conduct and require all MCI employees to follow and support this code.

### **Legal and Ethical Expectations**

While representing our company in a professional capacity, MCI requires that all its employees agree to comply with national and other applicable laws of the country in which MCI operates.

### **Child Labor**

MCI is committed to the promotion of human rights and has a special focus on promoting the welfare of children. MCI shall purchase no products, or support in any way, business that benefits from child labor or the abuse of children.

### **Human Rights**

MCI Leadership at all levels shall maintain an open door policy and will address concerns respectfully, fairly and in a timely manner. MCI recognizes and respects the importance of fairness as a fundamental currency in business and society and shall ensure workers are not subjected to any form of physical, sexual, psychological, or verbal harassment or abuse

### **Wages and Benefits**

MCI recognizes that wages are essential to meeting the basic needs of every employee and will make every effort to ensure that workers receive fair wages by local and industry standards for all work time invested on behalf of MCI.

### **Discrimination**

MCI will consider employees for positions on the basis of their qualifications and abilities. MCI will not discriminate on the basis of race, gender, political or religious beliefs, social, ethnic or national origin, marital status, age, sexual orientation, or disability.

### **Health and Safety**

MCI will provide all employees with safe and healthy work environments in compliance with local health and safety laws and will take adequate steps to prevent accidents or injuries to health occurring in the course of work.

### **Environmental Commitment**

MCI is taking action and making investments to take responsibility and reduce environmental impacts in areas under its control. MCI upholds a strong environmental commitment to protect and restore the natural environment.

### **Partnership**

MCI understands that a successful business requires the ethical collaboration and engagement with all its stakeholders. MCI employees shall respect this Code of Business Ethics and shall join the effort to promote more responsible business practices and to actively do their utmost to meet the expectations outlined here.

More information on our environmental and social performance can be found in our GRI Compliant Sustainability Report that is available on [www.mci-group.com/csr](http://www.mci-group.com/csr)