

## Human Rights Policy

### Introduction

Respect for human rights and compliance with relevant law are fundamental principles for mci group. In our business activities we aim to prevent, identify and address negative impacts on human rights and we look for opportunities to positively promote and support human rights, including children's rights.

We are guided in our approach by international standards and principles including the International Bill of Human Rights, the UN's Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the Children's Rights and Business Principles. We are members of the United Nations' Global Compact.

This policy statement explains how human rights are relevant to our business and the steps we take to protect human rights. It applies to all mci group agencies and brands and should be read in conjunction with mci group's Code of Business Conduct and Sustainability Policy.

### What Human Rights issues means to us

The main ways that human rights are relevant to us are:

#### Employees

We respect the human rights of all employees, including permanent, temporary and contract workers. We select and promote our people on the basis of their qualifications and merit, encouraging diversity. We expect all employees to be treated without discrimination or concern for factors such as race, religion, national origin, colour, sex, sexual orientation, gender identity or expression, age or disability. We seek to provide safe workplaces. We recognise the rights of our employees to freedom of association and collective bargaining. We will not tolerate harassment or any form of forced, compulsory or child labour.

#### Suppliers

As an organisation operating worldwide, mci group suppliers include, without limitation, production and design companies, IT and communication services (incl software and hardware suppliers), real estate agencies, office cleaning, office supplies and equipment, facilities management services, energy suppliers, waste management services, couriers, transportation services (airlines, train companies and road transportation), merchandise suppliers, hospitality services (hotels, conference centres, venues, catering and decor suppliers, temp staff agencies, artists and entertainment agencies), professional and consulting services (auditors, legal advisors, insurers, banks and recruitment agencies).

We expect our suppliers to respect the human rights of their own employees and subcontractors and to meet human rights standards that are consistent with mci group's. All suppliers are asked to adhere to mci group's [Supplier Code of Conduct](#), while doing business with or on behalf of mci group. The Supplier Code of Conduct specifically prohibits any child, forced or illegal labour to manufacture products or provide services, and they are expected to apply these requirements to their own supply chain.

## Client work

mci group will not undertake work designed to mislead on human rights issues. Where relevant, we will work with our clients on human rights issues and comply with client policies in relation to human rights and marketing.

## Work for human rights organisations

Communications campaigns can be used to raise awareness of human rights issues and to encourage action to protect human rights. Our agencies provide creative services to organisations involved in protecting and promoting human rights, often on a pro bono basis (for little or no fee). mci group supports and encourages this involvement.

## Our policy

To embed our commitment to protect and promote human rights, mci group will:

- Comply with all relevant laws and support international human rights standards.
- Reflect our commitment to human rights in our policies and procedures.
- Take steps to identify, prevent or address human rights impacts. This includes integrating human rights into our risk management processes.
- Provide training for our employees on human rights.
- Operate a grievance mechanism to enable employees and suppliers to report human rights concerns.
- Regularly review and update our approach to human rights.
- Take steps to support and promote human rights, including through our pro bono work.

## Responsibilities

Our Group Sustainability Team has responsibility for overseeing our approach to human rights. Each mci group agency is expected to comply with this policy and to implement the procedures needed to meet its requirements.

It is the role of mci group - the parent company - to communicate this policy to all agencies and brands that are part of our group, to provide support and guidance for our business leaders and employees on human rights and to integrate human rights considerations into group-level policies and procedures where relevant.

## Reporting a concern

mci group employees, suppliers and other stakeholders can report any human rights concerns via our [Ethics Line](#). This is managed by a third-party and overseen by our Group Ethics Officer.

## Related policies (available [here](#))

- Code of Business Conduct
- Supplier Code of Conduct
- Sustainability Policy

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