



MRCB's Human Rights Statement

MRCB is committed to developing a working culture which is aligned to and supports internationally recognized human rights principles and seeks to avoid complicity in human rights abuses. We acknowledge the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the ILO Core Conventions on Labour Standards.

MRCB seeks to identify, assess and (when identified) manage human rights impacts within our internal operations and supply chain in line with the following aims:

1. Employees

To respect the human rights of all our employees, including non-discrimination (age, race, sexual orientation, disability, religion), prohibition of child and forced labour and freedom of association and engagement in collective bargaining.

2. Vendors (Suppliers, Contractors & Consultants)

To evaluate and select major vendors, taking into consideration MRCB's prequalification requirements, and expectations of vendors to adhere to the same or equivalent human rights principles that MRCB subscribes to. Working towards advancing the application of the ILO Declaration on Fundamental Principles and Rights at Work through effective engagement and partnerships where necessary. To ensure (as far as feasible) there is no child, forced, trafficked or slave labour in MRCB's supply chain.

3. Society/Local Communities

At all times, we strive to respect the cultures, customs, religion and values of the people in the communities in which we operate. To play a positive role, within our spheres of influence, contributing to capacity-building of issues relating to human rights. To contribute, within the scope of our capabilities, to promote the fulfilment of human rights principles by improving environmental, economic and social conditions. To encourage open dialogue and communication with stakeholders where necessary.

4. Governments/ NGOs

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognized human rights. To play a positive role, within our spheres of influence, in capacity-building for the realisation of human rights within our countries of operation through our participation in multi stakeholder activities where appropriate. To uphold the highest standards in business ethics and integrity and where appropriate to support efforts of national and international authorities to establish and enforce such standards for all businesses.

What's next?

MRCB seeks to improve our human rights performance by aligning our working culture to internationally recognised human rights principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the ILO Core Conventions on Labour Standards. Where there are gaps, we will strive to address them (as far as practicable) and review and update company relevant policies (as deemed fit). MRCB will continue to report the performance of human rights practices in the annual Group Sustainability Report based on the Global Reporting Initiative framework and be involved in multi-stakeholder efforts that support human rights.