

**GLOBAL POLICY**  
**Human Rights Policy**

Effective Date:  
January 20, 2020

Approved by:  
  
Nish Vartanian  
President and CEO

**OBJECTIVE**

One of MSA's fundamental responsibilities is to respect and uphold human rights in all aspects of our operations. The Company is informed by various human rights principles in forming its expectations for employees and business partners, including the United Nation's Universal Declaration of Human Rights. Accordingly MSA expects its employees, suppliers and other business partners to comply with this policy and conduct business in a way that ensures people are treated with dignity and respect. As used in this Policy, "MSA" or "Company" means MSA Safety Incorporated and its affiliate companies.

**POLICY**

**Environmental Health and Safety**

1. MSA is committed to maintaining a safe and healthy work environment that complies with all applicable safety and health laws regardless of geographic location.
2. MSA is committed to fostering a work environment that is free of harassment, abuse, threats, violence, and any other similar unsafe conditions.
3. MSA uses a variety of physical security safeguards to provide a safe work environment, such as security badges, closed circuit television monitoring, security guards, and other tools.
4. MSA is committed to conducting operations in an environmentally responsible manner.

**Labor**

5. MSA will not tolerate any type of forced or involuntary labor, child labor, slave labor, and any form of human trafficking.
6. MSA expects compliance with all applicable laws related to wages, work hours, overtime, hiring, and benefits, without exception.
7. MSA respects workers' legal rights to organize and bargain collectively.

## **Diversity**

8. MSA forbids discrimination and harassment on the basis of age, color, creed, disability, ethnicity, race, religion, gender, gender identity, gender expression, marital status, registered domestic partner status, sex, sexual orientation, sex stereotype, national origin, citizenship status, military status, Veteran status, genetic information, genetic characteristics, political affiliation, ancestry, physical or mental disabling condition, medical condition, and any other characteristic protected by applicable law. MSA also forbids discrimination and harassment based on the perception that an individual has or may have one of these characteristics, or is associated with an individual who has or is perceived as having any of these characteristics.

## **Community and Stakeholder Engagement**

9. MSA and its business partners shall respect the cultures, values, and customs of the locations in which they do business.
10. MSA and its employees shall recognize the impact the Company has on communities in which it operates and is committed to appropriately engaging with stakeholders in all locations to better foster the goodwill within these communities.

## **ADMINISTRATION**

MSA shall periodically train each employee on the Company's expectations. MSA shall also periodically communicate its expectations to its business partners, including its suppliers.

Violations of this Policy may result in (1) disciplinary action up to and including termination of employment for employees, and (2) the suspension or termination of business activities for business partners.

MSA shall continually enhance, evaluate, and communicate this Human Rights Policy.

MSA will audit a segment of its core suppliers each year, with the goal of auditing all core suppliers once every three years. Should any potential violations of this policy arise in connection with audits or otherwise, MSA will partner with suppliers to improve their performance, determine whether to continue business dealings with such suppliers, or take other appropriate steps it deems necessary in its discretion to uphold the spirit of this policy.

This Policy is administered by the Law Department, and the Law Department periodically reports to the MSA Board of Directors on the status of its corporate social responsibility program. Questions regarding this Policy should be referred to the Chief Compliance Officer.