

## **MSA's Modern Slavery and Human Trafficking Statement**

MSA's mission, which has gone unchanged for over a century, is to see to it that men and women may work in safety and that they, their families and their communities may live in health throughout the world. MSA's core values – anchored by integrity – are essential to our continued success. MSA does not, under any circumstance, tolerate slavery, human trafficking, or any other violations of human rights.

The U.K. Modern Slavery Act and the California Transparency in Supply Chains Act were enacted to provide consumers with greater insight into efforts companies take to prevent and eliminate slavery and human trafficking within their supply chains.

MSA has taken the following steps to prevent human trafficking and slavery:

### **Policies:**

Our Global Code of Business Conduct (the "Code") and Supplier Code of Conduct ("Supplier Code") set forth MSA's core requirements for compliance and ethics for our associates and suppliers. The Supplier Code sets forth our requirements for our supply chain partners. The Code and the Supplier Code each state that MSA will not tolerate the trafficking of persons, or forced, involuntary, or child labor.

It is MSA's practice to provide each supplier with the Supplier Code. Both the Code and the Supplier Code are available to the public on MSA's website and are updated as necessary.

### **Risk-Based Assessment and Audit:**

Audits are conducted periodically to ensure suppliers are in compliance with human rights and labor laws.

### **Training:**

All salaried associates must review our Code annually and certify that they will comply with the Code. The Code and the Supplier Code state that MSA will not conduct business with supply chain partners who engage in child labor, trafficking, and/or do not pay lawful wages.

Salaried associates receive Code of Conduct training every year and MSA conducts additional targeted training of individuals based on job function.

### **Internal Controls:**

MSA employees, suppliers, or members of the public can use the following resources to anonymously report potential human rights or ethics violations:

- Ethics Guideline: [www.msasafety.com/ethicsguideline](http://www.msasafety.com/ethicsguideline)
- MSA's Chief Compliance Officer Email: [Integrity@msasafety.com](mailto:Integrity@msasafety.com)
- By mail:  
MSA  
1000 Cranberry Woods Drive, Cranberry Township, Pennsylvania 16066, U.S.A.  
Attention: Chief Compliance Officer