



Annual Statement: Modern Slavery and Human Trafficking

MSA Safety Incorporated ("MSA" or "MSA Safety") is headquartered in Cranberry Township, Pennsylvania. MSA is committed to the highest standards of ethical business practices and that commitment is also expected for our ecosystem of business partners. Integrity is the foundation of our core values, which drive our behavior and are essential to our continued success.

Established in 1914, MSA is the global leader in the development, manufacture, and supply of safety products that protect people and facility infrastructures. Many MSA products integrate a combination of electronics, mechanical systems, and advanced materials to protect users against hazardous or life-threatening situations. The company's comprehensive line of products is used by workers around the world in a broad range of industries, including the fire service, the oil, gas and petrochemical industry, construction, mining and utilities, as well as the military. The company's core products include self-contained breathing apparatus, fixed gas and flame detection systems, portable gas detection instruments, industrial head protection products, firefighter helmets and protective apparel, and fall protection devices.

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 does not, under any circumstance, tolerate slavery, human trafficking, or any other violations of human rights.

MSA relies on its supply chain for the following categories of service:

- Procurement and conversion of raw materials
- Skilled and unskilled labor
- Third party logistics

The U.K. Modern Slavery Act, German Supply Chain Diligence 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 holistic supply chains.

MSA has taken the following steps to prevent human trafficking and slavery in our supply chain:

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 employees and suppliers. The Supplier Code sets forth our minimum requirements for our supply chain partners about business ethics, safety, human rights and labor laws, environmental practices, confidential information, and other management practices. Applicable to this Annual Statement, the Code and the Supplier Code state that:

- MSA does not tolerate the use of forced labor, involuntary labor, or child labor.
- Suppliers must provide a workplace for their employees that is free of unlawful harassment and discrimination.
- Suppliers must comply with applicable laws related to wages, work hours, and benefits.
- Suppliers must be committed to ensuring the health, wellness, and safety of their employees.



- Where permissible, suppliers should provide a means for employees to submit concerns anonymously to the supplier.

The Supplier Code is referenced in MSA's purchase order terms and conditions and contracts and is applicable to anyone providing goods and services to MSA, including suppliers and contractors. The Code is applicable to all MSA employees. Both the Code and the Supplier Code are available to MSA's employees, suppliers, and the public on MSA's website and are periodically updated.

Enforcement of the Code is the responsibility of the MSA Law Department, and the Supplier Code is the responsibility of the Company's Global Procurement Department in consultation with the Law Department. The Law, Global Procurement and Supplier Quality departments work together to enforce and maintain our Supplier Code and corresponding efforts. MSA appropriately investigates all alleged violations of the Code and the Supplier Code. For employees, violations of the Code can result in disciplinary action, up to and including the termination of employment. For violations of the Supplier Code, MSA may require corrective action be implemented to remedy said violations, or violations could result in the termination of a partnership with MSA.

Risk-Based Assessment and Audit:

MSA leverages a supplier survey that is performed with all new suppliers. When MSA is looking to onboard a new supplier into our system of record, the supplier survey must be completed to initiate the process. This survey includes questions addressing sustainability, ethical sourcing (conflict minerals), human rights, workplace safety conditions and compliance with global anti-bribery laws. Additionally, once a supplier is determined by the Company to be a 'key' supplier, each such supplier is subject to an ISO 9001 audit.

The Global Quality Department and Global Procurement Department are responsible for the procedures related to the supplier assessment and audits.

Training:

All new and existing salaried employees 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 employees receive Code training every year and MSA conducts additional targeted training of individuals based on key compliance risk topics and that correspond to the employees' job function. In 2021, MSA developed and completed training for the Company's Global Procurement team focused on modern slavery in the supply chain and completed online training in 2023. The training content included:

- Recognizing indicators of modern slavery
- Understanding Modern Slavery Statement requirements
- Learning how to report suspicions of modern slavery
- Understanding how to consider modern slavery in procurement
- Being better equipped to undertake modern slavery due diligence

**Reporting Obligations:**

MSA maintains specific resources to assist employees, suppliers, and members of the public to report, anonymously if they choose, potential human rights or ethics violations, including:

- Ethics Guideline telephone and internet resource: www.msasafety.com/ethicsguideline
- By mail: MSA c/o Chief Compliance Officer 1000 Cranberry Woods Drive, Cranberry Township, PA 16066

MSA has a strict no retaliation policy. Any retaliation – whether direct or indirect – against any employee who raises a good faith concern is grounds for discipline up to and including termination of employment.

Violations and Discipline:

For employees, violations of the Code can result in disciplinary action, up to and including the termination of employment. For violations of the Supplier Code, MSA may require corrective action be implemented to remedy said violations, or violations could result in the termination of a partnership with MSA.

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