



Annual Statement: Modern Slavery and Human Trafficking

MSA Safety Incorporated and its affiliates (collectively “MSA” or the “Company”) are 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.

MSA is the global leader in advanced safety products, technology, and solutions. Driven by its singular mission of safety, the Company has been at the forefront of safety innovation since 1914, protecting workers and facility infrastructure around the world across a broad range of diverse end markets while creating sustainable value for shareholders. The Company’s comprehensive product line, which is governed by rigorous safety standards across highly regulated industries, is used to protect workers and facility infrastructures around the world in a broad range of markets, including fire service, energy, utility, construction and industrial manufacturing applications as well as heating, ventilation, air conditioning and refrigeration (“HVAC-R”). The Company’s product portfolio includes firefighter safety gear where core products include self-contained breathing apparatus (“SCBA”), protective apparel and helmets; detection where core products include fixed gas and flame detection (“FGFD”) systems and portable gas detection instruments; and industrial personal protective equipment (“PPE”) where core products include industrial head protection 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, among other laws and regulations, 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 \(the “Code”\)](#), [Global Human Rights Policy](#) (“Human Rights Policy”) 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 and Human Rights Policy set 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, Human Rights Policy 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 subcontractors. 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 enforcement of 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.

Conflict Minerals

MSA supports efforts of the U.S. and other governments to end human rights abuses and violent conflict anywhere that it occurs. For the Democratic Republic of Congo, we understand that these human rights abuses have been potentially financed by the exploitation and trade of certain minerals known as "Conflict Minerals" – namely, tantalum, tin, tungsten, and gold (i.e., 3TG). While MSA is many steps removed from the mining of 3TG, we are committed to their responsible sourcing. We annually conduct a good faith reasonable country of inquiry of our suppliers of component parts potentially containing 3TG that includes questions like sub-supplier smelter location, mine status, etc. For more information about MSA's Conflict Minerals program, visit our [Conflict Minerals policy](#) and most recent Form S-D filings at our Investor Relations website.

Third Party Due Diligence Processes:

MSA's anti-modern slavery strategy and enhanced due diligence processes are managed by a cross-functional working group including representatives from Procurement, Information Security, and the Law Department. MSA requires due diligence questionnaires for suppliers regardless of geographical location, incorporating questions on modern slavery compliance. This provides for third parties, such as subcontractors, suppliers and business partners to be vetted for adherence to anti-modern slavery and human trafficking standards.

Risk-Based Assessment and Audit:

MSA leverages a supplier survey 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 audit of the Company's Quality Systems.

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 functions. MSA's Global Procurement Team and other key stakeholders are enrolled in online training on Modern Slavery and Human Rights, and it is a requirement for all new salaried employees to complete this training. We periodically conduct modern slavery awareness training for production employees at selected manufacturing and service facilities to enhance understanding and compliance with modern slavery and human rights standards. The training content includes:

- 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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Richard W. Roda
Vice President, Secretary and
Chief Legal Officer
Chief Compliance Officer