

MM-EYE LTD SUSTAINABILITY POLICY

1. INTRODUCTION

We believe our business can make a positive contribution to society and the environment by managing our activities with care and by working with responsible organisations that promote social and environmental causes. We recognise that many different stakeholders have an interest in our business and we welcome discussion of our policies and performance.

2. SOCIAL INVESTMENT

MM-Eye Ltd encourages employees to:

- Undertake pro bono work for not-for-profit organisations involved in tackling social and environmental issues.
- Make appropriate financial and other donations to social and environmental organisations.

3. MANAGING RELATIONSHIPS

- In all our relationships, MM-Eye Ltd will be open, honest and transparent.
- We will not offer, give, solicit or accept bribes, facilitation payments or inducements of any kind.
- MM-Eye Ltd expects all employees and business partners to act in accordance with our Code of Ethics.

4. EMPLOYEE DEVELOPMENT

MM-Eye Ltd is committed to equal opportunity and will:

- Select, reward and promote individuals based on qualifications, experience and merit, without discrimination based on race, religion, national origin, colour, sex, sexual orientation, gender identity or expression, age, disability or any other protected characteristic.
- Support training, professional development and career progression for our people.
- Provide a safe, respectful and inclusive workplace free from harassment, bullying or offensive behaviour.

5. ETHICS

MM-Eye Ltd will:

- Comply with applicable laws, regulations and relevant self-regulatory codes of practice in the countries in which it operates.

- Not knowingly create or distribute work that contains content offensive to public decency and will consider the potential impact of its work on minority or protected groups.
- Not undertake work designed to mislead, including in relation to social, environmental or human rights issues.

6. ENVIRONMENTAL RESPONSIBILITY

MM-Eye Ltd is committed to reducing its environmental impact by minimising:

- Energy use
- Transport-related emissions
- Consumption of paper and other resources
- Water use

We will seek to identify, manage and mitigate significant sustainability risks within our operations and supply chains.

7. HUMAN RIGHTS

In our business activities, MM-Eye Ltd aims to prevent, identify and address negative impacts on human rights and to promote positive outcomes where possible.

We support fundamental human rights, including:

- The rights of children
- Freedom from forced labour and child labour
- Freedom of opinion and expression
- The right to organise and engage in collective bargaining
- The right to fair and safe working conditions

MM-Eye Ltd expects its suppliers, contractors and partners to uphold human rights standards consistent with this policy.