

Ethical Policy

MzN International is committed to promoting sustainable development and ethical standards. Therefore, we strive to achieve the highest ethical standards as a team and encourage our stakeholders to implement the following principles in all of their MzN related activities. Furthermore, we encourage an approach of “leading by example” that will not only benefit the company and its stakeholders, but that will also challenge key players in the sector to improve approaches to development.

The framework detailed below will refer to “Agents” as any party that is directly employed by or collaborates with MzN on a contractual basis with the purpose of achieving a common business goal.

1. Labour standards

MzN respects the labour rights of workers and encourages all Agents throughout the organisation to actively enable employees to have a thorough understanding of their rights as stated in local labour codes. We also commit to the following standards:

- MzN will not engage in forced or bonded labour.
- Employees cannot be required to leave “deposits” or their identity papers with the employer and are free to leave the employer after reasonable notice.
- All employees have the right to join or form trade unions and to bargain collectively, without being discriminated for this reason.
- Working conditions are safe and hygienic, keeping in mind any specificities of the industry or potential hazards.
- Child labour shall not be used.
- Employment conditions shall be communicated in written form to the employees.
- Wages and benefits should amount to at least the national legal standards or industry benchmarks.
- Working hours must comply with national laws, collective agreements and international labour standards.
- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- Physical abuse, verbal abuse, threats of any kind of abuse or harassment, and any forms of intimidation shall be prohibited.

2. Environmental standards

MzN is committed to reducing its carbon footprint and its reliance on scarce resources in all aspects of its operations – from supply chain through to the office environment. MzN and its Agents strive to actively respect and adhere to environmental legislations and standards, and also to demonstrate commitment in the following realms:

- Reduce staff travel wherever applicable.
- Commit to minimising the environmental impact of operations, including that on fauna, flora and land.
- Reduce waste to landfill, recycle, and use recycled/recyclable materials whenever possible.
- Ensure efficient use of water resources.
- Avoid unnecessary packaging and reliance on materials that are dependent on finite resources.
- Reduce energy consumption and strive to use energy from renewable resources whenever possible.
- Ensure that all forest products purchased are legal in origin and that the providers are able to provide evidence of due diligence, should it be required.

3. Integrity principles

Responsibility is regarded as an essential part of the work culture at MzN International. To ensure we act within our principles in a manner of rectitude and principle, the following guidelines will be followed:

- Support Agents to work towards conformance with environmental and labour standards within a reasonable time frame.
- Recognise that operational decisions have the potential to pose negative effects on labour and environmental standards, and actively work towards minimising any such negative impacts.
- Seek to establish stable, long-term business relationships that comply with ethical standards, recognising the benefits they provide to propelling business ventures forward and achieving long term successes.
- MzN will not terminate contractual arrangements or relationships without due regard to all material circumstances, appropriate communication and notification to the Agent.
- MzN will not accept any personal gifts or other inducements, as they will be considered an attempt to influence a contractual decision.
- Being an internationally-based organisation, MzN will seek to comply with the law of the respective countries in which we operate.

4. Current activity guidelines

In order to adhere to ethical guidelines, across all of MzN International's current activities and operations, the following standards hold true:

- MzN agents are not allowed to carry while conducting work activities any illegal or immoral items, weapons, chemicals or offensive material.
- Agents should have a cost minimization approach to expenses, including planning ahead and looking for the best cost-benefit ratio. Such cases could include, for instance, booking flights early or avoiding expensive/luxurious products and services.
- The aforementioned cost minimization approach should be applied in a wise manner, without affecting the quality of MzN services and personal security.
- Agents should always keep in mind the confidentiality terms of the contract and carefully manage sensitive information in such a way that it does not reach third unrelated parties.
- Effective two-way communication and feedback is encouraged between MzN Agents in order ensure rapid improvement and innovation of our services.
- MzN Agents are advised to read the guidelines for emergency situations in order to be prepared to quickly and efficiently react in such cases. Risk prevention and personal care in relatively dangerous areas are essential and firstly recommended.

5. Industries and companies that we deem unethical and will not be involved with

Should any of the following activities be identified amongst MzN International Agents, measures will be taken to rectify the situation and (a) new Agent(s) will be sought:

- Tobacco production or sale.
- Arms and defence sector.
- The sale or export of arms and strategic services to governments which are known to violate the human rights of their citizens.
- The sale of baby milk outside of the WHO Code of Conduct.
- The sale of pesticides outside of FAO guidelines.
- Extractive industries.
- Actively lobby for fossil fuels or against policies targeted at climate change.
- Seen to be political or have an active involvement in political parties.
- Specifically, we will not work or engage with these companies: Monsanto Co., Halliburton, Chevron, British Petroleum, Freeport-McMoran, Syngenta, Grupo Mexico, Adidas, and G4S. We deem these companies' business practices unethical and we will never directly work for or engage with them. The list will be reviewed as necessary.
- Any other activities that violate the basic rights of humans and animals.