

medical science consulting



INCLUSION AND DIVERSITY POLICY MSC

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Version 1

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1. Introduction

At MSC, we recognize and value diversity as an essential driver for innovation, creativity, and success in scientific research and clinical practice. Our inclusion and diversity policy is aligned with our core values and our commitment to the well-being of our employees, clients, and the communities we serve.

This policy is aligned with MSC's code of ethics, as well as other applicable company policies, such as the labor conditions policy and the purchasing policy.

2. Guiding principles

1. Respect and Dignity: We value every individual for their uniqueness, regardless of gender, race, ethnicity, sexual orientation, gender identity, age, disability, religion, national origin, family status, or any other protected characteristic. We foster an environment where everyone feels respected, valued, and free from discrimination or harassment.

MSC is committed to acting at all times in accordance with current legislation and internationally accepted ethical practices, with full respect for human and labor rights, in line with the United Nations Global Compact and the International Labour Organization's declarations.

MSC respects freedom of association and collective bargaining. Furthermore, it rejects child labor and, in general, any form of exploitation; forced labor or labor involving physical or psychological abuse, the exploitation of any disadvantaged group, or illegal labor trafficking.

Evidence of this commitment is that MSC has an anti-harassment protocol, a workplace harassment prevention plan that includes the necessary measures to prevent, avoid, or eliminate any type of workplace harassment, be it harassment based on sex, sexual harassment, or moral harassment.

**For more details, see the Labor Conditions Policy.*

2. Equal Opportunities: We are committed to providing equal opportunities at all stages of professional careers, from recruitment to promotion and personal development. We ensure that employment decisions are based on skills, competencies, and achievements, without bias or prejudice.

MSC is committed to maintaining a work environment where employees are treated fairly, with respect and dignity, placing special emphasis on promoting equal opportunities and treating all employees fairly and without prejudice, eliminating any form of discrimination, whatever its cause or origin.

Equal opportunities in career development are materialized through performance evaluations, which are conducted semi-annually based on predefined criteria and objectives.

**For more details, see the Labor Conditions Policy.*

3. Active Inclusion: We promote an inclusive work environment that encourages collaboration, participation, and the exchange of ideas between people with different perspectives and experiences. We believe that diversity enriches our work and allows us to offer more innovative and effective solutions to our clients

3. Application in Our Business and Supply Chains

At MSC, diversity and inclusion are reflected not only in our internal policies but also in how we manage our business relationships and supply chains.

1. Supplier Selection: When selecting our suppliers, we prioritize companies that share our commitment to diversity and inclusion. We actively encourage the inclusion of small, local suppliers, and those led by women, people from minority ethnic groups, people with disabilities, and other underrepresented groups.

** For more details, see the Purchasing Policy.*

2. Spending with Diverse Suppliers: We strive to ensure that a significant portion of our spending goes to small and diverse suppliers. This approach not only contributes to a more inclusive business environment but also strengthens the communities in which we operate. By collaborating with these suppliers, we promote job creation, economic development, and sustainability in various communities.

To support this policy, MSC invests around 60% of its budget in small and diverse suppliers.

3. Transparency and Reporting: MSC is committed to transparency in the management of our supply chains. We regularly report on spending with diverse suppliers, evaluating the economic and social impact of our business decisions.

4. Conclusion

At MSC, diversity and inclusion are fundamental pillars of our corporate identity, not only within our operations but also throughout our supply chain. By promoting diversity in every aspect of our business, we ensure that our operations are not only ethical and responsible but also stronger and more sustainable. This approach allows us to continue driving change for the benefit of patients while contributing to a more inclusive and equitable economy.