

# WORKING TOGETHER

We value the uniqueness of each individual and the perspective and talents they bring

Our employees are our Company's most valuable resource and are essential to its success. In the course of our daily work, we use our creativity, experience, technology and perseverance to find innovative and practical solutions to all challenges that arise. It is the people of MTS who make the company what it is and who contribute to making the world a safer place. Our values are the foundation of how we work together.

## Respectful Work Environment

We are committed to creating and maintaining a workplace that drives the success of MTS by working together respectfully and inclusively. We each play a role in creating and maintaining this type of environment. This means we must make all employment decisions based on a principle of mutual respect for one another and consistent with all applicable laws.

## Preventing Workplace Violence and Harassment

The Company prohibits actual or threatened violence against co-workers, visitors or anyone else who is either on our premises or has contact with employees in the course of their duties. Every threat of violence is serious. We must report any such event immediately.

MTS is also committed to a workplace free from harassment. If confronted with harassment, report the concern to a Company Resource, without fear of retaliation.



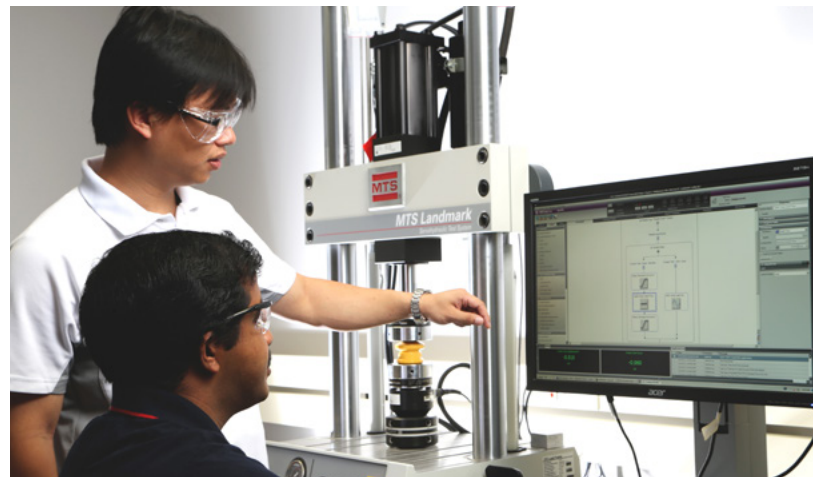
Q: Yesterday, I had an argument with a co-worker that almost escalated into a physical confrontation when he challenged me to meet him outside. I believe he may try to harm me at some point. What can I do?

A: Report the incident to your Supervisor, Human Resources or Security, without fear of retaliation.

## Employment Laws

MTS is committed to conducting our business in a manner consistent with all applicable employment and human rights laws, rules and regulations wherever we operate. This means, in part, we provide reasonable working hours and fair wages for those who work on our behalf. We have a zero-tolerance policy for the use of child labor, forced or indentured labor or human trafficking practices. We will not knowingly do business with business partners, vendors, or suppliers who engage in these practices.

Harassment is any unwelcome conduct that creates an intimidating, hostile or offensive work environment that interferes with an employee's work performance.



## We Respect Diversity and Provide Equal Employment Opportunities

We are also deeply committed to promoting equal opportunities at every level within our Company. MTS unconditionally prohibits harassment, discrimination or retaliation in any decision involving personnel hiring, placement, promotion, demotion, transfer, training, compensation, benefits or termination of employment.

Furthermore, we will not tolerate discrimination based on any group, class or protected category.

### ADDITIONAL RESOURCES

1. SEC-001 Global Workplace Violence Prevention and Intervention
2. HR-013 Harassment Free Workplace
3. HR-024 Global Human Rights
4. HR-001 Equal Opportunity Employment