



SOCIAL DIALOGUE POLICY



We Are Exceptional Teammates



Index

1.	Objectives	3
2.	Scope	3
3.	Key Principles and Commitments.....	4
4.	Governance	5
5.	Change history	6
6.	Glossary	6
7.	References	6
8.	Permission and Ownership	6
9.	Approver	7



We Are Exceptional Teammates



1. Objectives

The success of MSX is heavily reliant on the achievements and satisfaction of its employees. Therefore, MSX endeavors to cultivate a workplace culture that encourages its leaders and empowers all staff to thrive, contribute, and develop.

This ethos is founded on the fundamental values of mutual respect and open communication. This policy is a testament to MSX's commitment to promoting democratic engagement and consensus among the major players in the workforce, providing a structure for the establishment of enduring group relations, which include all forms of dialogue, consultation, and information exchange between or among government, employer, and worker representatives on topics of common concern.

.

2. Scope

This policy applies to all MSX employees, considering that MSX shall always abide by all applicable local laws and current collective bargaining agreements, upholding the corporate values, as specified in the Code of Conduct and Labour and Human Rights Policy.



We Are Exceptional Teammates



3. Key Principles and Commitments

MSX is committed to:

- Respecting, promoting, and upholding the fundamental rights included in treaties of the International Labor Organization (ILO), as stated in the Declaration on Fundamental Rights and Principles at Work and encompassed in our Human Rights Policy:
 - The right to collective bargaining is effectively recognized, as is the freedom of association,
 - The abolition of all forced labor
 - Complete prohibition of child labor,
 - Discrimination in gender, job and occupation is eliminated.
- Promote social dialogue beyond legal and regulatory requirements.
- Consider all employees as the most important and highly valued resource to be cared for.
- Respect each employee's right to form and join the union/organization of their choice and engage in productive and collaborative negotiations.
- Consider the unions as useful participants in the organization
- Create organizational frameworks to actively involve employees and Unions in order to develop and strengthen positive connections, in fact MSX ability to harness and utilize the human capital present inside the organization determines its competitive edge.
- Implement and uphold nondiscriminatory hiring processes, as well as best practices that are recognized globally, as stated in the MSX Diversity & Inclusion Policy and in the Talent Acquisition Global Guidelines.
- Offering all MSX employees competitive pay and benefits that enable them to meet their needs in accordance with regional standards of living and providing working time to ensure a safe and healthy workplace and work-life balance.
- Establish official grievance procedures, protocols and lines of communication.



We Are Exceptional Teammates

- Conduct negotiations with Unions using employee input that appropriately reflects their expectations. Communicate the key conclusions and decisions reached during the Collective Bargaining Agreement negotiations, where in place, and ensure that agreement statements signed by the representatives of employees and business leadership are followed and implemented.

In particular, MSX shall:

- Building and preserving a cooperative working relationship with labor unions to respect employees' rights to collective bargaining and freedom of association.
- During the collective bargaining and unionization processes, abide with all applicable labor laws and regulations.
 - In accordance with MSX beliefs and international standards, we abide by the relevant local legislation and collective bargaining frameworks of the countries in which we operate.
 - Recognizing employees' ability to engage in free association and negotiations.

4. Governance

The governance and responsibility of this policy lies under The People & Sustainability enabling function that reports to the CEO.

5. Change history

Version	Date	Changed by	Change
0.1	2024-01	Jodi Weed	created
0.2	2024-02	Loredana Tomassetti	reviewed

6. Glossary

Terms	Explanation

7. References

Referenced documents	Comment
Code Of Conduct	
Labour and Human Rights Policy	
Diversity & Inclusion Policy	
Talent Acquisition Global Guidelines	

8. Permission and Ownership

Date	Version	Reviewer/ Examiner	Position	Signature
02-2024	0.1	Marco Autorino	CPO	

9. Approver

Date	Version	Name	Position
02-2024	0.2	Marco Autorino	CPO