



Code of Business Ethics

商业道德准则

MCI is recognised as an industry role model for corporate social responsibility. We deliver value by incorporating the principles of sustainability into our operations and within the communities we serve.

MCI被认为是行业内的企业社会责任模范。我们通过将可持续发展原则结合在我们的经营活动中，以及所服务的团体之中的方式来实现价值传递。

As a signatory of the United Nations Global Compact, MCI is committed to observing and promoting responsible and ethical business practices. The Code of Business Ethics sets the minimum expectations for employee behaviour and actions taken on behalf of the company and its clients. MCI shall apply this code of ethics as one of the performance evaluation criteria and requires all staff members to follow and support this code.

作为联合国全球契约的签署成员，MCI承诺遵守和宣传促进负责任的和道德的商业行为。商业道德准则对员工所代表的公司及其客户作出的行为制定了最低标准。MCI将这份道德规范作为绩效考核标准之一，要求所有员工遵守并拥护这个准则。

Legal and Ethical Expectations 法律和道德期望

MCI expects all staff members to comply with national and other applicable laws of the countries in which we operate.
所有员工应遵守MCI业务所在地区及国家的各项法律以及其他适用法律。

Child Labour 童工

MCI is committed to the promotion of human rights and has a special focus on promoting the welfare of children. MCI shall purchase no products, or support in any way, business that harms children or benefits from child labour.
MCI致力于维护人权，并关注儿童福利的改善。MCI坚决不以任何形式购买或支持危害儿童或从童工获利的产品和服务。

Disciplinary practices 纪律规范

MCI is successful because people understand that they are respected and valued. The MCI Code of Business Ethics requires each of us to treat all others with respect and dignity. MCI has zero tolerance for any form of physical, sexual, psychological, or verbal harassment or abuse.
MCI的成功来自于人们了解自己被尊重和价值被认可。MCI的商业道德准则要求我们每个人都要尊重他人人格。辱骂，性骚扰以及攻击行为，不论是身体，心理或言语上的均不可接受。

Human Rights 人权

MCI works to promote the individual talents of our entire team as well as of its clients and selected industry partners. MCI leadership at all levels shall maintain an open door policy and will address concerns respectfully, fairly and in a timely manner. MCI recognizes and respects the importance of fairness as a fundamental currency in business and society.
MCI致力于促进个人在整个团队中，以及面对其客户和既定行业伙伴时的才能施展。MCI的各级领导阶层都坚持开放政策，并且对大家所提出的疑问本着尊重、公平、及时的原则和态度。MCI能够认识到并尊重公平作为当今商业以及社会基本原则的重要性。



Wages and benefits
工资和福利

MCI recognizes that wages are essential to meeting the basic needs of all staff members and will make every effort to ensure that they receive fair wages by local and industry standards for all work time invested on behalf of MCI.

MCI认识到工资是所有员工用以满足日常需要的必需品，所以会根据地方及行业标准，竭尽所能地确保每位员工都能收到与其为MCI工作所付出时间相匹配的工资。

Discrimination
歧视

MCI will consider staff members for positions based on their qualifications and abilities. MCI will not discriminate on the basis of race, gender, political or religious beliefs, social, ethnic or national origin, marital status, age, union affiliation, sexual orientation, or disability

MCI会根据员工的资质和能力安排其职位。MCI绝不存在种族、性别、政治及宗教信仰、社会、民族及国籍、婚姻状况、年龄、联盟归属、性取向以及残疾等方面的歧视。

Health and Safety
健康与安全

MCI will provide all Staff members with safe and healthy work environments in compliance with local health and safety laws and will take adequate steps to prevent accidents or injuries to health occurring in the course of work.

MCI遵守本地关于工作场所的健康和安全的规定，以确保为员工提供安全和有利健康的工作环境，并采取足够的预防措施，以避免在工作过程中发生的健康伤害和意外。

Environmental Commitment
环境承诺

MCI is taking action and making investments in an effort to take responsibility to reduce environmental impacts in areas under its control. We expect a strong environmental commitment and aggressive efforts to protect and restore the natural environment.

MCI正在采取措施并进行投资，努力以负责任的态度减小对其控制范围内环境的影响。我们鼓励并强烈承诺环保并通过积极的努力来保护和恢复自然环境。

Partnership
合作

MCI understands that a successful business requires the ethical collaboration and engagement of all its stakeholders. MCI staff members shall respect this Code of Business Ethics and shall join the effort to promote more responsible business practices and to actively do their utmost to achieve the standards outlined here.

MCI理解到成功的商业活动需要有道德的合作以及所有利益相关者的参与。MCI员工应当尊重这份商业道德规范，努力推动更多有责任感的商业活动并且自主以最大限度的做到以上所列出的标准。