

## Diversity Policy

Midtherm Engineering Limited is committed to employing a workforce that reflects the diverse society in which we live. We believe we can build a stronger company by attracting a wide range of talented people, able to respond to the diverse needs of our customer.

It is Midtherm Engineering's policy to:

- Recognise the benefits of a diverse workforce.
- Appreciate the varied talents and perspectives of employees from different backgrounds and harness these effectively.
- Understand the need to reflect the diversity of the clients and communities we serve through the people we employ.
- Create a supportive and sympathetic environment in which individuals of all backgrounds can realise their potential.
- Ensure all employees are aware of Midtherm's commitment to diversity and understand the role that they play in this.
- Remove any barriers that hinder the achievement of a truly diverse and talented workforce.
- Ensure those responsible for recruitment, selection, training, grievance, disciplinary or dismissal procedures are familiar with this policy.

Our understanding of diversity encompasses – along other things – ethnicity, language, age, gender, sexual orientation, religion, beliefs, socioeconomic background, physical and intellectual capability, experience and education.

We believe the range of perspectives that arise from this spectrum of experience promotes our commercial success. Employees from different cultural or linguistic backgrounds, for example, can offer insight into complex international markets. So, managing diversity makes us more innovative, productive and competitive.

Midtherm Engineering Limited is committed to tackling cultural stereotypes, recognising that discrimination of this type acts as a barrier to personal and commercial success. Instead we will foster an open and honest culture which values diversity.



John Walsh  
Managing Director

Dated: 11/3/10

---

### **Midtherm Engineering Limited**

Staffordshire House, New Road, Netherton, Dudley, West Midlands DY2 8TA

Tel: 01384 455811 Fax: 01384 241252

Email: [Sales@mideng.net](mailto:Sales@mideng.net) web: [www.naturallydriven.co.uk](http://www.naturallydriven.co.uk)

Directors: R.W.J. Andrews, M.J. Andrews, A.C. Brown and J. Walsh Company Reg. No. 1690818 Vat No. 388 5113 28

