

Recruitment Policy

Midtherm Engineering Limited is committed to attracting and retaining the best people by providing competitive and flexible employment packages that sit within the top quartile of the industry. We monitor market trends and external factors to ensure we meet that commitment.

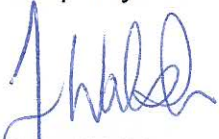
Equality of opportunity is important to Midtherm Engineering Limited. We have developed a policy that not only complies with the law, but ensures a highly effective workplace for the future.

It is Midtherm Engineering's policy to:

- Ensure no job applicant receives less favorable treatment on the grounds of age, disability, gender or gender re-assignment, race, colour, nationality, ethnic, or national origin, religion or beliefs, sexual orientation, medical condition, offending background at any stage of the recruitment process.
- Regularly review all relevant company policies to ensure individuals are selected on the basis of their merits and abilities.
- Maintain a program of recruitment and development for trainees and graduates.
- Inform employees of their responsibilities in respect of this and their related policies, and communicate Midtherm's commitment to the promotion of equal opportunities for all its employees.

Midtherm Engineering Limited places great emphasis on the value of adopting a comprehensive range of selection and placement techniques. This is designed to ensure that Midtherm recruits and appoints suitably qualified staff who exhibit the necessary capabilities and behaviours.

All Midtherm Engineering Limited employees who recruit staff are informed of their responsibilities under this policy and the applicable legal requirements.



John Walsh
Managing Director

Dated: 11/3/10

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