

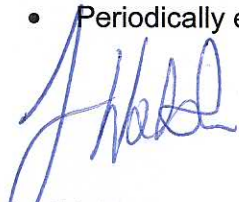
## Stress Management Policy

Midtherm Engineering Limited is committed to sustaining the health and wellbeing of its employees by implementing strategies that comprehensively address health and safety issues.

Midtherm recognises that individual and organisational health is interdependent. While overall responsibility for stress management and employee wellbeing lies within the remit of the Directors, every employee has a duty toward stress prevention and management.

It is Midtherm Engineering's policy to:

- Limit uncertainty through strategic planning and effective communication of organizational change, making full use of the various communications channels available, including regular information and consultation meetings attended by workforce representatives.
- Promote culture of regular dialogue between individuals and their line managers. When faced with undue stress (caused by personal or work-related issues) we encourage individuals to seek help from their line manager or a member of the Health & Safety department – they may also do so on behalf of a colleague, if appropriate.
- Encourage line managers to understand the role they play in supporting employees and influencing their health and wellbeing. Support includes demonstrating understanding of work problems, appreciation of the individual's work and genuine concern for their welfare.
- Provide access to a company doctor and a professional counseling service, which is managed externally and is confidential.
- Monitor trends in absenteeism and sickness data.
- Seek employee feedback through informal discussions, staff appraisals and surveys.
- Communicate regularly with any employee absent due to stress to explore ways in which the Company may help to alleviate stress.
- Periodically evaluate and review the effectiveness of this policy.

  
John Walsh  
Managing Director

Dated: 11/3/10

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