



EQUALITY POLICY

MCL has a concern for every person who works within, for or may be otherwise affected by the Company's activities.

To protect the rights and privileges of each person, the company will meet and aim to exceed the legal requirement and social expectations associated with those rights and privileges.

In particular, we will not discriminate against any person or group of persons in recruitment, promotion, training, assessment or any other matter in respect of:

- Age.
- Disability.
- Gender Reassignment.
- Marriage and civil partnership.
- Pregnancy and Maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

MCL does not discriminate in any way including but not limited to age, gender, race, religious belief, sexual orientation. We do not discriminate by reason of age including but not limited to recruitment, termination of employment, retirement, remuneration, respect for dignity, vocational training, etc.

This policy will be communicated to all employees, subcontractors and persons not directly associated with the Company and who are being trained or assessed by the Company.

All as far as non-discrimination does not contravene other legislation or regulation.

We will ensure that all persons who work within or with the company are afforded protection which is provided for under:

- Equality.
- Employment legislation.
- Race Relations legislation.
- Human Rights legislation.
- Equal Pay legislation.
- Health, Safety and Welfare legislation.

CONTINUED.



The legislation and standards which the company will address in respect of equality includes but is not limited to:

- Employment Rights Act 1996.
- Employment Relations Act 1999.
- Human Rights Act 1998.
- Health and Safety at Work Act 1974.
- Race Relations (Amendment) Act 2000.
- Equality Act 2010.

The Managing Director is responsible for the implementation of this policy and ensuring that it is effective in achieving the Company's aims and objectives.

This policy will be reviewed annually for its continued suitability and effectiveness or more frequently if required by events.

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