



HOARE LABORATORY ENGINEERING LIMITED

EMPLOYMENT & INDUSTRIAL RELATIONS POLICY STATEMENT

It is the policy of the company:

- To respect the right of employees to be represented by relevant organisations and engage in constructive negotiation to reach agreement on employment conditions;
- To promote consultation and co-operation and encourage free communication between the company and its employees;
- To provide information to employees on issues relevant to them;
- Not to discriminate between employees or potential employees with disabilities or on grounds of age, race, colour, sex, marital status, religion, political beliefs, nationality or social origin and to offer the same employment opportunities, training, career development and promotion prospects to all (refer to the Company's 'Equal Opportunities Employment Policy');
- To take adequate steps to ensure occupational health and safety of its employees;
- To ensure that there will be a fair and systematic approach to the enforcement of standards of conduct