



MIDAS GROUP EQUALITY AND DIVERSITY STATEMENT

Midas employs a diverse population of employees in order to meet the needs of our customers who in turn represent a diverse population. In order to consolidate and build upon this diversity, it is essential that the equality of opportunity and the absence of unlawful discrimination be at the core of all our activities.

Midas recognises the link between equality and quality and will not unfairly discriminate in the recruitment or general treatment of employees or customers on the basis of age, disability, sex, gender reassignment, pregnancy or maternity, race (which includes colour, nationality, ethnic or national origins), sexual orientation, religion or belief or because someone is married or in a civil partnership. These are known as 'protected characteristics'.

Midas is committed to promoting and developing equality of opportunity in all its functions and will seek to do this by:

- Communicating its commitment to equality and diversity to all employees
- Communicating where responsibility lies for equality issues
- Providing training for decision-makers, and briefing for employees
- Developing mechanisms for implementation, monitoring, evaluation and review
- Treating acts of discrimination as a disciplinary offence
- Consulting with interested groups and individuals, internal and external

The Board of Midas have responsibility for ensuring that it operates within the legal framework for equality and for implementing the policy throughout the business. However, each employee is responsible for preventing unfair discrimination which is within their control to prevent.

The HR team is responsible for keeping the Midas Board informed of all developments made in this area and for making appropriate staff aware of any specific responsibilities that relate to their work within the business. You can find further information on our Equal Opportunities policy on Alchemy.

This policy applies to Midas Group Limited and all of its' subsidiary and associated companies.

As a commitment to continuous improvement of all Midas Group policies, this statement will be reviewed periodically to ensure it remains in line with company objectives and compliant with legislation.

A blue ink signature, appearing to read "Ian Bassett", is written over a horizontal line.

Ian Bassett
Head of People
January 2017