

The company's human rights policy is consistent with the Universal Declaration of Human Rights and the UN Global Compact's ten principles.

It is the Bodycote Group's policy that all operating companies:

- adhere to all legislation relating to employment rights and equal opportunities, with particular reference to non-discrimination on the basis of ethnic origin, religion, gender, age, marital status, disability or sexual orientation;
- ensure that physical, verbal and psychological abuse, or sexual or other forms of harassment towards employees is not tolerated;
- ensure that disabled persons are, without discrimination, recruited, trained and promoted on the basis of aptitude and ability. If employees become disabled, every effort must be made to retain them and when necessary re-train them for appropriate posts;
- pay wages and benefits which meet or exceed national minimum requirements and adhere to working time regulations where applicable;
- shall not use forced labour nor employ workers under the school-leaving age of the country of employment;
- provide a safe and secure workplace and promote good health and safety and environmental practices;

If you have any further questions please contact the Company Secretary at Bodycote plc head office +44 (0)1625 505300.