

EEO/AFFIRMATIVE ACTION POLICY

It has been and shall continue to be both the official policy and the commitment of Renishaw to promote equal employment opportunities through a positive continuing program. This means that Renishaw will not discriminate against any employee or applicant for employment because of race, creed, color, national origin, gender, disability, veteran status or any other status protected by law.

As a federal government contractor/subcontractor we will also take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, national origin, gender, disability or protected veteran status. Such action shall include but not be limited to employment, upgrading, promotion, demotion, transfer, recruitment, layoff, termination, compensation or selection for training.

All employment decisions are based only on valid job requirements. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or many engage in any of the following activities: filing a complaint; assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provisions of VEVRAA, Section 503 of the Rehabilitation Act or Executive Order 11246; opposing any act or practice made unlawful by these laws; or exercising any other right protected by these laws.

Equal employment opportunity and affirmative action are law and the practice of this Company. Management is committed to the goal of equal employment opportunity and affirmative action and we expect each employee to cooperate to achieve this goal. To ensure that this policy is carried out, we have named Joseph Romero, HR Recruiter/Generalist as the Equal Employment Opportunity Coordinator. As such, Mr. Romero has the responsibility for the initiation and administration of the affirmative action plan.

Any employee or applicant wishing to review the affirmative action plans under Section 503 of the Rehabilitation Act or the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) should contact Mr. Romero between 10:00 a.m. and 3:00 p.m. Monday through Friday. For remote employees not physically located at the facility, an electronic version can be made available.

The Company's EEO policy and its affirmative action obligations have the full and complete support of management, including the President.

A handwritten signature in dark ink, appearing to read 'Howard Salt', is written over a horizontal line.

Howard Salt
President