ESG Policy 2026

Algeos is a Liverpool-based healthcare business supplying medical products and technologies to musculoskeletal, diabetic foot, podiatry, orthotic and prosthetic professionals in the UK and internationally. Our approach to environmental, social and governance responsibility is guided by our EPIC values of Excellence, Passion, Innovation and Care.

Our “Footprints for the Future” strategy integrates environmental, social and governance priorities into day-to-day operations, investment decisions and long-term growth. Performance is monitored through an ESG Dashboard covering carbon emissions, energy, waste, colleague development, procurement and governance. This supports our ambition to achieve Net Zero by 2040.

Environmental Sustainability and Climate Action

Algeos is reducing its environmental impact through practical operational improvements, responsible procurement and sustainable product innovation. Progress is tracked through carbon reporting software and reviewed through the ESG Dashboard as part of regular business updates.

Reducing Our Carbon Footprint

Measured carbon emissions reduced by 17% in 2023 compared with the 2022 baseline, with further reductions recorded in 2024 and 2025.

Key actions include replacing ageing HVAC systems, improving energy management and encouraging colleagues to take part in the annual Go Green Day.

- All UK company cars are now plug-in hybrid or fully electric, with an ambition to transition the eligible fleet to fully electric vehicles by 2030
- Water-saving taps, efficient hand dryers, recycling facilities and eco-friendly uniforms have been introduced.
- In March 2024, Algeos completed the move to 100% LED lighting, reducing electricity used for lighting by 62%.
- At least 50% of the electricity purchased by Algeos is sourced through a renewable or green-energy tariff.

Supply Chain, Waste and Circular Economy

Algeos works with suppliers to reduce transport-related emissions and encourage responsible environmental practices. Based on our current supplier records, 68% of nonstock suppliers by number are based in Liverpool City Region and a further 18% are based elsewhere in the Northwest region.

Overseas shipments are consolidated and sea freight is favored over air freight where practical.

Waste reduction remains a core objective. Algeos aims to eliminate waste sent to landfill and continues to improve waste segregation, recycling and packaging reduction. Recent improvements include paper-based packaging, stronger recycling infrastructure and a UK Shared Prosperity Fund-supported paper bagging system that replaces many plastic packaging applications with recyclable alternatives.

Sustainable Innovation and Recognition

Sustainability is increasingly built into product development. Our ambition is for Algeos 3D to deliver industry-leading sustainable orthotic manufacturing through the use of recycled nylon content, renewable energy from solar generation and highly efficient on-demand production processes.

Algeos achieved ISO 14001 certification in 2024 and successfully maintained its certification in 2025, with no non-conformances identified during the relevant audits and improved its NHS Evergreen Sustainable Supplier Assessment score from Level 1 to Level 2.

People, Culture and Social Value

Algeos' culture is built around wellbeing, development, inclusion and community impact. As a family-owned business, the company aims to create a workplace where colleagues feel valued, supported and able to contribute to continuous improvement.

Engagement, Wellbeing and Development

- Quarterly company-wide meetings led by the Managing Director share business performance, strategic priorities and organisational updates.
- The Employee Culture Club Forum gives colleagues a route to influence decisions and shape workplace improvements.
- Mental Health First Aiders, Menopause Champions, wellbeing activities and a dedicated Listening Room support colleagues' wellbeing.
- As a Living Wage Employer, Algeos provides private healthcare, enhanced maternity and paternity benefits, and support during major life events.
- Training, external qualifications and internal progression support career development and help retain talent.

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Inclusion and Community Impact

Algeos has a near equal gender balance, with women holding more than half of management positions. Inclusive recruitment, management training and workplace adjustments help make opportunities accessible.

Community activity focuses on education, health and local wellbeing. Algeos supports the Zanzibar Infant Club Foot Appeal, Knowledge for Change in Uganda, Ukraine Orthotics based initiatives and Legs Matter, while also offering work experience placements, school engagement, grassroots sports sponsorship and colleague-led fundraising supported by company match funding.

Community involvement is led from the top. The Chairman's role as Chair of the South Liverpool Parkinson's Society supports fundraising, awareness and services for people living with Parkinson's, reinforcing Algeos' commitment to social impact beyond its business operations.

Governance and Accountability

Sustainability is led by the Managing Director and Board of Directors and supported by a cross-functional ESG Team. This ensures ESG priorities are connected to strategy, investment decisions and operational planning. Our approach is led by the Board and Managing Director, while being shaped and delivered by colleagues across the business. The ESG Team meets quarterly to monitor progress, review performance data and identify improvement opportunities. A wider ESG Working Group enables colleagues at all levels to take part in sustainability initiatives and keep ESG relevant across the business.

The ESG Dashboard, introduced in January 2025, tracks carbon emissions, energy use, waste, employee development, procurement and compliance. Each measure has an owner, target and review cycle, creating clear accountability and supporting evidence-based decision-making.

Ethical business standards are reinforced through employee onboarding, the Code of Conduct, Supplier Code of Conduct, supplier audits and annual evaluations. Algeos also engages with customers, suppliers, healthcare providers and industry networks to share best practice and support sector-wide progress.

Economic Sustainability

Algeos views commercial success as a way to invest responsibly in people, innovation, communities and environmental improvement. Since 1947, the business has grown into a lower limb healthcare supplier serving UK and international markets.

Over recent years, Algeos has made material investment in environmental improvements, colleague wellbeing, sustainability support, charitable activity and professional education.

Future resilience is being strengthened through investment in energy-efficient infrastructure, paper-based packaging technology, building improvements, responsible procurement and innovation such as 3D Printed Orthotics. The Algeos Academy also supports growth by helping healthcare professionals improve outcomes and adopt new technologies.

Summary

Algeos is building ESG into how the business operates, invests and grows. Through measurable environmental improvements, a strong people-focused culture, accountable governance and responsible commercial growth, the company is working towards Net Zero by 2040, exploring a pathway towards B Corp certification, with 2028 as its current target and sustainable long-term value for customers, colleagues, communities and the healthcare sector.

Key ESG Evidence at a Glance

Area	Key evidence
Environmental	17% carbon reduction in 2023 against the 2022 baseline, a further 7% reduction in 2024 and 8% in 2025. 100% LED lighting completed, ISO 14001 certification in 2024 and 2025, NHS Evergreen Level 2.
Social	Investors in People Gold, Living Wage Employer, 95% colleague retention during the financial year ending 2025, Employee Culture Club Forum, wellbeing support, external qualifications and internal promotions.
Governance	Board and Managing Director oversight, cross-functional ESG Team, ESG Working Group, ESG Dashboard with owners, targets and review cycles.
Economic	Approximately 29% of pre-tax profits are invested in ESG initiatives.

Performance figures in this policy are based on internal management information and the latest data available at the date of publication. Measures and methodologies are reviewed as Algeos' ESG reporting develops.

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