

# Equality, Diversity & Inclusion Statement

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Algeos recognises that the United Kingdom is diverse in race, culture and interests and we oppose all forms of unlawful and unfair discrimination; all employees, whether full time, part time or temporary, will be treated fairly, equally and with respect.

As an equal opportunities employer, we will ensure that no employee will receive less favourable treatment on the grounds of race, ethnic origin, nationality, religion or belief, gender, visible or invisible disability, age or sexual orientation nor will they be disadvantaged by conditions or requirements which cannot be shown to be justifiable.

We recognise the contribution that every employee makes and value individual differences, encouraging a “respect for all” culture. Selection criteria and procedures will be monitored and regularly reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant aptitude and ability. As an Investors in People Gold certified employer, all employees are given equal opportunity and where appropriate, special training to progress within the company.

Every effort has been made to create premises which are accessible to people with disabilities and we are committed to providing a working environment that is free from harassment, intimidation and unlawful discrimination.

We expect all employees to support and act in accordance with this statement, providing a safe and inclusive workplace for all.

**Max Sheridan**  
**Managing Director**

**4<sup>th</sup> January 2023**