

Our Commitment to Inclusion

At Cellmark, we are committed to creating an inclusive environment where everyone is treated with fairness, dignity and respect. We believe that a diverse workforce, encompassing different backgrounds, perspectives, experiences and abilities, strengthens our organisation and enables us to deliver excellence in the services we provide.

We are dedicated to promoting equality of opportunity for all. We value every individual for their unique contribution, regardless of age, disability, race, colour, ethnic or national origin, sex, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy or maternity, religion or belief.

In particular, we recognise the importance of supporting people with disabilities. We are committed to removing barriers, making reasonable adjustments and ensuring that disabled individuals are able to fully participate and thrive within our workplace and in our interactions with customers and partners.

Our approach to inclusion is embedded across all aspects of our organisation. We aim to:

- Foster a culture that is free from discrimination, harassment and victimisation
- Provide fair, accessible and inclusive recruitment, development and progression opportunities
- Support individuals through reasonable appropriate adjustments and inclusive practices
- Promote awareness and understanding of diversity and inclusion across our workforce
- Ensure that all employees, customers and stakeholders are treated with respect and consideration

We do not tolerate any form of discrimination and expect everyone working with or for Cellmark to uphold these principles.

We continuously review our policies, practices and behaviours to ensure they reflect our commitment to inclusion and meet the evolving needs of our people and the communities we serve.

Through this commitment, we strive to create an environment where everyone can contribute, succeed and feel valued.