

EQUALITY, DIVERSITY AND INCLUSION STATEMENT

At Albion Environmental, we are committed to creating a working environment where everyone is treated fairly, with dignity and respect, and feels valued for the contribution they make.

We recognise that diversity of backgrounds, experiences, skills and perspectives strengthens our business, supports innovation and helps create a positive and inclusive working culture for our employees, clients and partners.

We are committed to promoting equality, diversity and inclusion throughout our business activities and strive to ensure that no individual is disadvantaged on the basis of:

- Age
- Disability
- Gender identity or reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, nationality or ethnic origin
- Religion or belief
- Sex
- Sexual orientation
- Socio-economic or educational background
- Caring responsibilities or working arrangements

We aim to:

- Promote a culture of inclusion, respect and open communication
- Provide equal opportunities for recruitment, training and career development
- Support employee wellbeing and flexible working where appropriate
- Encourage participation, collaboration and continuous learning
- Challenge discrimination, bullying, harassment and inappropriate behaviour
- Continually improve our working practices and company culture

We expect all employees, contractors and those working on behalf of Albion Environmental to support these principles and contribute positively to an inclusive workplace environment.

Albion Environmental is committed to reviewing its equality, diversity and inclusion arrangements regularly to ensure they remain effective, appropriate and reflective of our values and operations.

Alasdair Meldrum

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28/05/2026 (V2)



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