



Inclusion & Diversity

Overview

We believe it is crucial that our people reflect the diversity of our customers from around the world. We want IDS to be a 'great place to work' and are therefore committed to supporting an inclusive and diverse employee base.

We recognise that by adopting an environment that is inclusive for all and is fully diverse aids our business in being more creative, innovative, and sustainable. This in turn provides us with the opportunities to both attract and retain the most talented people and provide our employees the opportunities to maximise their full potential, helps us understand our customers better and provide our clients with excellent products and services.

Our commitment

- We are opposed to all forms of unlawful and unfair discrimination
- All employees and those who interact with IDS will be treated with respect and fairly
- We operate a fair and consistent recruitment process where we hire candidates based on their skills, abilities and merit for the role.
- We actively advertise job vacancies within IDS, ensuring that internal employees have the equal opportunity to apply and be considered for a promotion opportunity

- We create an environment where individual contributions to the overall company success is recognised and valued. An example of who we demonstrate this through our standardised appraisal process, where employee performance is reviewed, and individuals have the opportunity to openly discuss their future career with their manager.
- Training, development and advancement opportunities are discussed with all individual employees on an annual basis.
- All IDS sites endeavour to provide an inclusive and accessible work area that allows all employees and those accessing the site to work to their full potential.
- We take H&S seriously and have professionally trained dedicated individuals at each site to ensure the highest of standards are maintained.



An example of our commitment to diversity within our IDS France organization is based on the Gender Equality Pay Index. Following the implementation of actions in 2020, our indicator evolved from 64/100 to 76/100 where we stabilise as at 2021. We are still working together to implement an action plan to improve this ratio.

Employee responsibility

We believe that our employees also have a responsibility to ensure that inclusivity and diversity is upheld in our organisation. Our company values are therefore embedded across all our sites and throughout our people processes as they sit at the heart of what we do and how we do it.



**Entrepreneurial • Excellence
Respect • Passion for Customers**

We are commitment to and have a genuine belief in the importance of inclusivity and diversity in our workplace, which is fully supported by our management teams and board of directors.

In short, IDS is a place where we value difference and we work hard to be a 'great place to work' that is both inclusive and diverse!

Connect with us

Global Headquarters

Immunodiagnostic Systems Ltd, 10 Didcot Way,
Boldon Business Park, Boldon, Tyne & Wear,
NE35 9PD, United Kingdom

- +44 (0) 191 519 6155
- info@idsplc.com
- www.idsplc.com
- Follow us

