

Equality, Diversity & Inclusion Policy

ALACRIS Theranostics GmbH

Equal Opportunities & Equality Impact Statement

ALACRIS Theranostics GmbH is committed to fostering an inclusive, respectful, and discrimination-free working environment. As a diagnostic laboratory based in Berlin with a diverse international team, we ensure full compliance with all relevant German and EU legislation on equality and anti-discrimination.

This includes:

- The Allgemeines Gleichbehandlungsgesetz (AGG) – German General Equal Treatment Act
- The German Basic Law (Grundgesetz, Article 3)
- The European Union Charter of Fundamental Rights

We also align our practices with recognised international standards, including:

- The United Nations Universal Declaration of Human Rights
- The International Labour Organization's Convention No. 111 on Discrimination in Employment and Occupation

Our Equal Opportunities Policy is integrated into both our Human Resources and Quality Management Systems. It governs all aspects of employment—from recruitment and training to performance appraisal, promotion, and compensation. All employment decisions at ALACRIS are made strictly on the basis of individual merit, qualifications, and experience, without regard to protected characteristics as defined in the AGG and related EU directives (including the Equal Treatment Framework Directive 2000/78/EC).

We are committed to ensuring that equality considerations inform all aspects of our organisational culture and operations.

Age Discrimination Statement

At ALACRIS Theranostics GmbH, we are committed to preventing age-related discrimination and fostering an inclusive environment where employees of all ages are valued and respected. We recognise the benefits of a multigenerational workforce and actively support age diversity across all areas of our operations.

We do not impose upper or lower age limits in our recruitment processes. Employment decisions—whether related to hiring, promotion, training, or compensation—are based solely on individual merit, skills, and experience, not age.

We believe that diverse age perspectives contribute to innovation, collaboration, and organisational resilience. Our commitment to age equality is embedded within our broader Equal Opportunities Policy.

Race Equality Statement

ALACRIS Theranostics GmbH upholds the principles of racial equality and maintains a strict zero-tolerance policy toward racism and discrimination based on race, ethnicity, nationality, or cultural background.

Our recruitment, training, and career progression practices are designed to be fair, transparent, and free from bias. All employment decisions are made solely on merit, qualifications, and relevant experience, in line with the German General Equal Treatment Act (AGG) and EU anti-discrimination directives.

Our team reflects our commitment to inclusion and international collaboration. We currently represent seven nationalities, including countries from Europe, South Asia, and Western Asia. This diversity enriches our workplace with a broad range of perspectives and strengthens our global outlook in diagnostics and research.

Disability Inclusion & Anti-Discrimination Statement

At ALACRIS Theranostics GmbH, we are committed to fostering an inclusive workplace where individuals with disabilities are treated with dignity and have equal opportunities to participate fully in all aspects of employment.

In line with the German Social Code (SGB IX), the General Equal Treatment Act (AGG), and relevant EU directives, we make reasonable accommodations to support employees and applicants with disabilities. This includes adjustments to work arrangements, flexible scheduling, and ensuring accessibility in physical facilities.

Our goal is to remove barriers and create a supportive environment that enables all individuals—regardless of ability—to contribute meaningfully to our organisation's success.

Gender Reassignment Equality Statement

ALACRIS Theranostics GmbH is committed to supporting the rights, dignity, and wellbeing of employees who are undergoing, have undergone, or plan to undergo gender reassignment.

In accordance with the German General Equal Treatment Act (AGG) and applicable EU equality directives, we do not tolerate discrimination based on gender identity or gender reassignment. Our policies ensure strict confidentiality and provide a supportive, respectful environment throughout all phases of an individual's transition.

We are dedicated to promoting a workplace culture where all employees—regardless of gender identity—can thrive, feel safe, and be fully included in all aspects of working life.

Sexual Orientation Equality Statement

At ALACRIS Theranostics GmbH, we are committed to ensuring equal treatment and full inclusion of all employees, regardless of sexual orientation. In line with the German General Equal Treatment Act (AGG) and relevant EU directives, our policies prohibit any form of discrimination, harassment, or exclusion on the basis of sexual orientation.

We actively promote a workplace culture that affirms and respects the rights of gay, lesbian, bisexual, and heterosexual employees alike. Any breach of this principle is addressed through clear policies and procedures designed to maintain a safe, respectful, and inclusive working environment for all.

Religion or Belief Equality Statement

ALACRIS Theranostics GmbH respects the religious, spiritual, and philosophical beliefs of all employees. In line with the German General Equal Treatment Act (AGG) and EU equality legislation, we are committed to providing a workplace free from discrimination on the basis of religion or belief.

Implementation and Practices

At ALACRIS Theranostics GmbH, our internal practices are designed to put our equality and inclusion commitments into action. All relevant policies are embedded into our operational documentation, including the Declaration of Impartiality, Code of Conduct for Impartiality, and Employee Obligation agreements. These are introduced during mandatory onboarding and reinforced through annual training.

We apply inclusive recruitment practices by using gender-neutral job descriptions and ensuring candidates are assessed solely on their ability to meet the requirements of the role. Flexible working arrangements and remote options are offered where feasible, particularly to support employees with caregiving responsibilities or health-related needs.

Our physical premises are designed with accessibility in mind, featuring barrier-free access and inclusive communal areas. Feedback and engagement are supported through one-on-one HR discussions, which promote open communication and continuous improvement.

Monitoring and Accountability

ALACRIS Theranostics GmbH has not been, and is not currently, the subject of any legal proceedings related to breaches of equality or anti-discrimination legislation. While no such incidents have been reported internally to date, we maintain a formal reporting procedure to ensure that any concerns related to discrimination or inequality are addressed promptly, confidentially, and in accordance with due process.

Internal compliance with our equality commitments is regularly assessed, aligning with both national and EU-level regulatory requirements. Our equality-related policies are reviewed and updated on a regular basis, and staff receive training to reflect evolving best practices in inclusion and anti-discrimination.

All employees are encouraged to actively support our equality values and contribute to a culture of openness and respect. These principles are fundamental to our operational integrity and social responsibility as an employer. We are committed to maintaining a workplace grounded in dignity, equality, and fairness for all.