

Omada Labor & Human Rights Policy 2023

Introduction

Omada is committed to upholding the highest standards in human and labor rights, recognizing that our success as a company is intrinsically linked to the well-being and satisfaction of our employees. This policy provides a framework for guiding our ongoing efforts to improve labor conditions and human rights within the organization, emphasizing the importance of embedding management responsibility throughout all business functions. Omada is using EcoVadis as a proof of our work within the Labor & Human right area.

Management Responsibilities

Omada's leadership is fully committed to continuously improving labor conditions and human rights, and this commitment is cascaded throughout the organization. Our People department is responsible for implementing and overseeing policies related to labor and human rights, ensuring compliance, and fostering a culture of inclusivity. All managers and employees receive regular training on labor and human rights policies to ensure understanding and compliance.

Communication and Engagement

Our organization's mission, vision, and beliefs toward labor and human rights are communicated transparently through various channels, including internal documents, website, and public statements. Omada conducts periodic reviews of labor and human rights performance, making improvements based on feedback and evolving best practices.

Continuous Improvement

Below you will find the commitments and objectives Omada have decided upon to monitor labor and human rights performance, and progress is reported regularly to stakeholders.

Omada updates this policy yearly.

	<i>Guiding Principle</i>	<i>Commitments / Objectives</i>	<i>Responsible</i>
Respect for human rights	Omada uphold the 10 principles of the United Nations	Omada commits to the United Nation Global Compact, which is	Omada Global

	<p>Universal Declaration of Human Rights, respecting the dignity, freedom, and equality of all individuals within our organization</p>	<p>also stated in Omada’s Code of Conduct. Internally Omada commits to respect human rights, and we expect the same for our suppliers as they have to commit to Omada Vendor Code of Conduct. Every year we educate our employees and measures relevant human right KPI’s.</p>	<p>People Director</p>
<p>Fair and equal treatment, non-discrimination and harassment</p>	<p>Omada upholds the principles of the United Nations Universal Declaration of Human Rights, respecting the dignity, freedom, and equality of all individuals within our organization.</p> <p>Omada strictly prohibits any form of discrimination, harassment, or bullying in the workplace.</p>	<p>Omada is committed to preventing discrimination based on various factors including race, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability. Consequently, all our job advertisements encourage potential candidates to apply, and we uphold equal opportunities employment principles: Qualified applicants will be assessed without bias towards characteristics such as <i>race, color, religion, creed, sex, sexual orientation, gender identity, marital status, national origin, age, veteran status, disability, or any other protected class.</i></p> <p>In furtherance of these values, Omada established a Diversity group in 2022. This group serves as a resource for Omada’s management regarding matters of diversity. Among the initiatives introduced by the Diversity group is the implementation of Cultural Intelligence training for all incoming employees. This valuable training endeavor is slated for completion no later than the conclusion of 2023.</p> <p>Recognizing the significance of celebrating and raising awareness for minority groups, we are committed to organizing a minimum of five smaller events in observance of awareness</p>	<p>Omada Global People Director</p>

		<p>days. In the year 2023, our calendar includes celebrations for Easter, Eid, International Women’s Day, Diversity Months, Midsummer, and Thanksgiving.</p> <p>Omada did not in the past year or in previous year not have any cases on discrimination or harassment.</p>	
<p>Working conditions</p>	<p>Omada commits to offer fair working conditions to our employees, including fair remuneration, reasonable working hours, well-being, investment in our employees’ career and skill development and deliver transparent communication on their rights, Omada’s obligations and essential changes in the workplace.</p>	<p>Omada is dedicated to providing compensation that surpasses any stipulated local, national governmental, or union-mandated remuneration. This commitment is aimed at guaranteeing that Omada consistently offers a justifiable living wage. Salary evaluations are conducted annually, during which the lowest remunerations are measured against local minimum wage standards to ensure a substantial margin. The same goes for individual contractors.</p> <p>On an annual basis, typically in January or February, Omada conducts a comprehensive remuneration review to uphold these standards.</p> <p>Additionally, at Omada, employees track their working hours to promote a harmonious equilibrium between work and personal life.</p> <p>At Omada, we foster the development of our employees’ skills and career trajectories by providing a range of enriching learning opportunities. These avenues include self-study through dedicated learning platforms, an extensive array of internal training sessions crafted by our Learning & Development team, on-the-job training experiences, as well as</p>	<p>Omada Global People Director</p>

		specialized programs like the Associates Program designed for those early in their careers, and New Managers Training for new leaders.	
Freedom of Association	Omada respects employees' rights to freedom of association and collective bargaining in accordance with local laws and regulations	Omada is dedicated to upholding employees' rights to engage with unions and similar organizations. In the year 2023, Omada will introduce a Global Sounding Board composed of select employees. This initiative is aimed at enhancing collaboration between the Executive Management and the employees.	Omada Global People Director
Health & Safety	Omada prioritize the health and safety of our employees, providing a secure and supportive work environment.	<p>In addition to adhering to the applicable Occupational Health and Safety (OHS) regulations in the countries where we operate, Omada is dedicated to conducting an annual survey on Health and Safety risks. This process involves assessing and creating a comprehensive risk evaluation. Our commitment also extends to a zero-tolerance stance concerning health and safety incidents.</p> <p>In 2022, and previous years Omada did not have any Health and Safety incidents.</p> <p>At Omada, we recognize that employees might fall ill, and we respect their need to take sick leave when necessary. As long as our sick leave rate remains below 2%, we will not initiate further measures to actively reduce this rate.</p> <p>Omada offers additional health care programs to our employees, where applicable.</p>	Omada Global People Director

Conclusion

This Human and Labor Policy serves as a guiding document for Omada's commitment to continuous improvement in labor and human rights. We recognize that by prioritizing the well-being and rights of our employees, we create a stronger and more sustainable organization, positively impacting society as a whole.