

# Omada Labor & Human Rights Policy 2024

## Introduction

At Omada, we are committed to upholding the highest standards of human and labor rights, understanding that our success is deeply connected to the well-being and satisfaction of our employees. This policy serves as a framework for our continuous efforts to enhance labor conditions and promote human rights across the organization, with a strong focus on embedding responsibility throughout all business functions. As part of our commitment, Omada is using EcoVadis to demonstrate our progress and achievements in the areas of labor and human rights.

## Management Responsibilities

Omada's leadership is fully committed to continuously improving labor conditions and human rights, and this commitment 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 & engagement, making improvements based on feedback and evolving best practices.

## Continuous Improvement

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

Omada updates this policy yearly.

	<b><i>Guiding Principle</i></b>	<b><i>Commitments / Objectives</i></b>	<b><i>Responsible</i></b>
<b>Respect for human rights</b>	Omada uphold the 10 principles of the United Nations Universal Declaration	Omada not only commits to the United Nations Global Compact but has also signed up to fully participate in the program in	Chief People Officer

	<p>of Human Rights, respecting the dignity, freedom, and equality of all individuals within our organization</p>	<p>2024. Omada is dedicated to respecting human rights and expects the same commitment from its suppliers, who must adhere to the Omada Vendor Code of Conduct. Annually, we educate our employees and track relevant human rights KPIs.</p>	
<p><b>Fair and equal treatment, non-discrimination and harassment</b></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 implementing Cultural Intelligence training for all incoming employees. This valuable training has since 2023 taken place every quarter.</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 days. In the year 2024, our calendar includes celebrations for Easter, Eid, International Women's Day,</p>	<p>Chief People Officer</p>

		<p>Diversity Months, Thanksgiving and Christmas.</p> <p>Omada did not in the past year or in previous year have any cases on discrimination or harassment reported.</p>	
<p><b>Working conditions</b></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 provides 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>Annually, 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 &amp; Development team, on-the-job training experiences, as well as specialized programs like the Associates Program designed for those early in their careers, and</p>	<p>Chief People Officer</p>

		New Managers Training for new leaders.	
<b>Freedom of Association</b>	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 introduced a Global Sounding Board composed of select employees. This initiative is aimed at enhancing collaboration between the Executive Management and the employees. The Global sounding board continuous in 2024.	Chief People Officer
<b>Health &amp; Safety</b>	Omada prioritizes 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 2023, 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. If 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>	Chief People Officer

### **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.