

Omada Labor & Human Rights Policy 2025

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. To ensure transparency and continuous improvement, Omada participates in EcoVadis assessments to monitor and report on our labor and human rights performance. In recognition of our efforts, Omada was awarded a Gold medal rating by EcoVadis in 2024, placing us among the top-performing companies in our sector.

Management Responsibilities

Omada's leadership is fully committed to continuously improving labor conditions and human rights, and this commitment is embedded at all levels of 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 and employee engagement, making improvements based on feedback and evolving best practices. Omada gathers feedback through several anonymous employee surveys, direct conversations with leadership, and input from the Global Sounding Board.

Continuous Improvement

The following table outlines Omada's key commitments and objectives for monitoring labor and human rights performance. Progress is assessed regularly and communicated to stakeholders.

	Guiding Principle	Commitments / Objectives	Responsible
Respect for human rights	Omada upholds the 10 principles of the United Nations Universal Declaration of Human Rights, respecting the dignity, freedom, and equality of all individuals within our organization	<p>Omada not only commits to the United Nations Global Compact but decided in 2024 to fully sign up and participated in it's program, and will continue to do so in the future.</p> <p>Omada is dedicated to respecting human rights and expects the same commitment from it's suppliers, who must adhere to the Omada Vendor Code of Conduct.</p> <p>Internally, we educate our employees annually via mandatory e-training and track relevant human rights KPIs.</p>	Chief People Officer
Fair and equal treatment, non-discrimination and harassment	<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 race, color, religion, creed, sex, sexual orientation, gender identity, marital status, national origin, age, veteran status, disability, or any other protected class.</p> <p>In support of these principles, Omada has since 2023 educated all new employees on non-discrimination and non-harassment in the Cultural Intelligence training.</p> <p>Recognizing the importance of celebrating and raising awareness around minority and cultural identities, Omada is committed to organizing at least five events annually in observance of relevant awareness days. In 2025, our calendar includes celebrations for Easter, Eid, International Women's Day, Pride / Diversity Months, Thanksgiving and Christmas.</p> <p>Omada did not in 2024 or in previous years have any cases on discrimination or harassment reported.</p>	Chief People Officer

	Guiding Principle	Commitments / Objectives	Responsible
Working conditions	Omada is committed to providing fair and respectful working conditions for all 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 significant workplace changes.	<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>Although Omada currently reviews and analyses pay data to address gender pay gap issues, the company will review its pay structure in 2025 to ensure compliance with the upcoming EU Pay Transparency directive.</p> <p>Annually, 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 balance between work and personal life.</p> <p>Omada is committed to supporting the growth and development of our employees by providing a range of enriching learning opportunities. These include an extensive array of internal training sessions crafted by our Learning & Development team, on-the-job training experiences, as well as specialized programs like the Associates Program designed for those early in their careers, and New Managers Training for new leaders, and finally self-study through dedicated learning platforms where all employee have access.</p>	Chief People Officer
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. Since 2023, where Omada introduced a Global Sounding Board composed of volunteer employees to strengthen dialogue between Executive Management employees. This group has become a very important source of highly relevant feedback for the management team. The initiative continues in 2025 as a platform for open feedback and collaboration.	Chief People Officer

	Guiding Principle	Commitments / Objectives	Responsible
Health & Safety	Omada prioritizes the health and safety of our employees, providing a secure and supportive work environment.	<p>Omada complies with all relevant Occupational Health and Safety (OHS) regulations across the countries we operate. Beyond compliance, we proactively conduct an annual health and safety risk assessment to identify, evaluate, and mitigate potential hazards. We maintain a strict zero-tolerance policy for workplace health and safety violations, ensuring a secure and supportive environment for all employees. In 2024, and previous years Omada did not have any Health and Safety incidents.</p> <p>At Omada, we acknowledge that illness is a natural part of life and fully support employees in taking sick leave when needed. As long as our overall sick leave rate remains below 2%, we will not implement additional measures to reduce it.</p> <p>Where applicable, Omada also provides access to supplementary healthcare programs to further support employee well-being.</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.



Omada, a global market leader in Identity Governance and Administration (IGA), offers a full-featured, enterprise-grade, cloud native IGA solution that enables organizations to achieve compliance, reduce risk, and maximize efficiency. Founded in 2000, Omada delivers innovative identity management to complex hybrid environments based on our proven best practice process framework and deployment approach.