



Diversion and Inclusion Policy v1.0

Equality, diversity, inclusion, and social justice are important to OMEGA Solutions. Our aim is to ensure that all current and future individuals we support, including existing and future employees and stakeholders, who include our customers and suppliers are treated fairly and with dignity and respect. We recognise that we have an important role to play in creating an environment where harassment is unacceptable and where they contribute to a culture in which individuals can work and live without fear or intimidation. The Equality Act 2010 provides our framework of promoting equality of opportunity, and establishment of equity that is in line with the protected characteristics:

- Age
- Sex
- Disability
- Marriage or civil partnership
- Sexual orientation
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic/ national origin)
- Religion or belief (including non-belief)

OMEGA Solutions is an equal opportunities employer, and we are committed to attracting and recruiting diverse candidates and have a demonstrable track record of ensuring that we are a true equal opportunities employer; that is in line with protected characteristics. OMEGA Solutions treat everyone as an individual, and we value the unique contribution they can bring; this is a critical part of organisational culture. By incorporating the promotion and support of diversity and inclusivity throughout the organisation, from recruitment all the way to people moving on to new opportunities, we capture the many benefits that a diverse organisation can bring. The directors of OMEGA Solutions are responsible for our policy implementation, and any appropriate action. In terms of action we will strive to:

- Eliminate any unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment, and victimisation.
- Remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us.
- Continuously improve our culture so that is diverse and inclusive, recognising and developing the potential of everyone.

Signed: *James Bailey*
Name: James Bailey
Title: Operations Director
Date: 14/09/2023