



Ethical Trade Policy v1.0

What does Ethical Trade Mean to OMEGA Solutions?

The essence of ethical trade is taking responsibility for improving the working conditions of the people who make the products or provide services that they sell. Companies with a commitment to ethical trade adopt a code of labour practice that they expect all their suppliers to work towards. Such codes address issues like wages, hours of work, health and safety and the right to join free trade unions.

Introduction

OMEGA Solutions are committed to conducting business in an ethical, legal and socially responsible manner. This commitment extends to employees, suppliers and other associated external resources. We want our customers to be confident that people are treated fairly, are not exploited and are not exposed to unsafe working conditions. Our Ethical Trade Policy requires all our suppliers to comply with our ethical code which is based on the International Labour Organisation (ILO) and national and international laws.

Commitment to Ethical Trading

OMEGA Solutions recognise the need to communicate our commitment to key stakeholders including our employees and suppliers. We seek to develop long term relationships with our employees and suppliers who share our ethical standards. These relationships are based on the principle of fair, open and honest dealings at all times.

Ethical Trading Policy

OMEGA Solutions and their suppliers shall at all times comply with this policy and with the applicable national and international laws, regulations, codes and standards, both in the country in which the supplier works and in the country in which the product and/or services are sourced/provided. Suppliers shall ensure, as far as is reasonably practicable, that their suppliers, agent(s), subcontractors and consultants, who are directly or indirectly involved in the provision of goods and/or services to OMEGA Solutions comply with the code.

OMEGA Solutions believe that:

- Employment is freely chosen.
- There is no forced, bonded or involuntary labour.
- Workers are free to leave their employment after reasonable notice.
- Employees have the right to join or form trade unions of their own choosing and to bargain collectively.
- A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of industry and of any specific hazards.
- Employees are provided with access to clean toilet facilities and to safe drinking water, and, if appropriate sanitary facilities for food storage shall be provided.



- Wages and benefits paid for a standard working week exceed national legal or industry benchmark standards, and this extends to our operation in India.
- Employees must be provided with written and understandable information about their employment conditions including information with respect to wages before they enter employment.
- Working hours should not be excessive.
- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age disability, gender, marital status, sexual orientation, union membership, or political affiliation.

Signed: *James Bailey*

Name: James Bailey

Title: Operations Director

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