

Diversity and Inclusion Policy

Fair treatment, dignity, inclusion and opportunity throughout working life.

Company	OMEGA Solutions (Cross Hills) Limited
Document owner	Managing Director
Version	1.1
Review cycle	At least annually and following material legal or operational change

1. Our commitment

OMEGA Solutions (Cross Hills) Limited (OMEGA) values equality, diversity and inclusion. We aim to provide a working environment in which everyone is treated fairly, with dignity and respect, and can contribute without fear of discrimination, harassment, bullying, victimisation or intimidation.

2. Scope

This policy applies to employees, workers, applicants, directors, contractors and consultants. It also guides how we work with customers, suppliers and other stakeholders.

3. Equality Act framework

OMEGA will not unlawfully discriminate because of any protected characteristic under the Equality Act 2010:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race, including colour, nationality and ethnic or national origin;
- religion or belief, including lack of religion or belief;
- sex; and
- sexual orientation.

4. What this means in practice

- Recruitment, pay, development, promotion, allocation of work, benefits, discipline, redundancy and dismissal decisions will be based on objective, relevant criteria.
- Reasonable adjustments will be considered and made for disabled applicants and workers where required.
- We will seek to remove unnecessary barriers to participation and encourage different perspectives.
- Bullying, harassment, sexual harassment, victimisation and discriminatory conduct are not acceptable at work, on site, at work-related events or through work communications.

- Employment decisions will not be influenced by assumptions or stereotypes about a person or group.

5. Responsibilities and concerns

Everyone working for OMEGA is expected to support this policy, treat others with respect and challenge or report inappropriate conduct. Concerns should be raised with a director or through the applicable grievance or reporting procedure. Complaints will be considered promptly, fairly and sensitively. Retaliation against anyone who raises or supports a genuine concern is prohibited.

6. Monitoring and review

The Managing Director is accountable for this policy. OMEGA will review relevant practices, feedback and available workforce information to identify barriers and improve inclusion, while protecting personal data and confidentiality.

Approval

Approved by	Brian Churchyard, Managing Director
Signature	<u>Brian Churchyard</u>
Date approved	<u>17th September 2026</u>