

Sourcing with Human Dignity Policy at OMEX Technology Service Ltd (referred to hereinafter as 'OMEX')

We are committed to running our business responsibly, as we think it is the only way to make our business plan sustainable in the long term.

Since our company's fundamental assets are the quality of the team working with us, as it is normal in our industry, we need to take extra steps to protect/promote our reputation, otherwise it will be that much harder to attract/retain qualified personnel to our team.

As such, we strive to maintain high ethical principles and to respect human rights. Our workers are treated with dignity and respect and the highest standards of human rights are upheld. We also comply with applicable laws, regulations and standards and all relevant International Labour Organisation (ILO) conventions.

Even though we do not outsource much of our work, we expect our suppliers to follow the same principles. We have a very close relationship with all our suppliers all located in the European Union, thus subject to strict labour regulations.

Nevertheless, for the most relevant suppliers, we demand they commit to the same labour principles as ours.

Our main labour principles are the following:

1. OMEX ensures that all work is voluntary. OMEX does not traffic any people, nor use any form of slave, forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, or people who have been trafficked.
2. OMEX does not require workers to lodge "deposits" or their identity papers. Workers are free to leave their employment after reasonable notice.
3. Workers are not charged any fee or cost to obtain their employment, whether by the supplier or the supplier's recruitment agent.
4. All workers are given a written employment agreement in their native language that contains clear terms and conditions of employment.
5. OMEX has no unreasonable restrictions on workers' freedom of movement in any company provided facilities or upon entering or exiting company-provided facilities.
6. Child labour would never be used. OMEX only employs people who are at least 18 years of age, the applicable minimum age for employment in the country, or the applicable age for completing compulsory education, whichever is highest. Robust age verification checks are in place to ensure this policy is upheld. Working Hours
7. Working hours do not exceed the maximum set by local law. Each employee's working week does not exceed 40 hours (excluding overtime) or 60 hours (including overtime), except in an emergency or unusual situation. Wages and Benefits
8. OMEX pays workers a fair and reasonable wage and benefits and at a minimum these comply with local laws. Workers are always paid in a timely manner. OMEX is transparent about the basis on which wages and benefits are paid.
9. OMEX does not deduct from wages as a disciplinary measure. Humane Treatment
10. OMEX treats all workers with dignity and respect. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment, mental or physical coercion and verbal abuse or other forms of intimidation is prohibited.
11. All disciplinary measures are recorded in writing.

12. OMEX implements a policy of equality for all. There is no discrimination in hiring or employment practices based on race, colour, ethnicity, national origin, religion, age, disability, gender, pregnancy, marital status, sexual orientation, gender identity and expression, union membership or political affiliation. OMEX does not require workers or potential workers to undergo medical tests which could be used in a discriminatory way. Freedom of Association & Collective Bargaining
13. OMEX freely allows workers' lawful rights to associate with others, form, and join (or not join) organizations of their choice, and bargain collectively, without interference, discrimination, retaliation, or harassment.
14. Workers and/or their representatives must be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices, or even to communicate grievances and complaints, without any kind of punishment.
15. OMEX always meets general principles of health and safety risk prevention. These include identifying, minimizing and preventing hazards, using competent and trained people, providing and maintaining safe equipment and tools, including personal protective equipment as required.
16. Workers receive appropriate, regular and recorded health and safety training.
17. Workers have access to reasonably accessible and clean toilet facilities, drinkable water and sanitary facilities for food storage are provided as required.



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