

## Omicron Research Limited Inclusion and Diversity (I&D) Goals

Omicron's inclusion and diversity goals focus on having a diverse workforce that feels included with a sense of belonging within the company. The goals form part of Omicron's commitment to its core values of:

- Honesty
- Reliability
- Responsiveness
- Flexibility.

Omicron believes a successful inclusion and diversity program will improve recruiting success, positively impact employee retention, and drive successful company performance whilst supporting the wellbeing of all employees. By setting inclusion and diversity goals, Omicron is committed to measuring its progress toward creating an equitable workplace and holds itself accountable for achieving the following:

- Omicron will ensure equal pay and equal opportunity for all, regardless of sex, race, age, religion or belief, sexual orientation, disability, pregnancy/maternity, gender reassignment, marriage or civil partnership status, with immediate effect.
- Omicron will ensure all staff attend regular diversity and inclusion training on induction and thenceforth at least annually, with the aim of improving awareness of diversity, equity, inclusion, and belonging issues in the workplace with the aim of eliminating all types of discrimination.
- Omicron will address racism, sexism, and other types of intolerance to support diversity and inclusion in the workplace. Effective immediately, Omicron will implement a zero-tolerance policy for any such behavior, with the aim of completely eliminating intolerance within the business.
- Omicron will ensure all recruitment is diverse and inclusive via inclusive job descriptions and advertising, diversification of recruitment sources, use of protected characteristic neutral language and awareness of unconscious bias in the interview process.

Omicron will share these goals with all employees via staff meetings and training, and the use of posters throughout Omicron premises.

Omicron commit to share these goals with our supply chain via our Supplier Code of Conduct.

Signed on behalf of Omicron Research Limited by:

A handwritten signature in black ink, appearing to read 'C Athawes'.

Cheryl Athawes  
Operations Director

1<sup>st</sup> December 2023