Human Rights Policy

Omega supports and respects the protection of human rights. We act ethically and we respect human dignity. Our company policies and procedures adhere to all applicable domestic laws, and are consistent with the United Nations Guiding Principles for Business and Human Rights endorsed by the UN Human Rights Council, and the core labor principles of the International Labor Organization (ILO). It applies to Omega business operations globally. We will use this framework to guide our decision-making.

Our services related to social responsibility are designed based on the aforesaid principles. We also assess any potential human rights impacts of our own operations while seeking to better understand and discharge our responsibilities.

Respect for people is fundamental to business excellence. Omega management has the overall responsibility to oversee the implementation of this Human Rights Policy to ensure it is effective. We expect the conduct of our employees and business partners worldwide to reflect this commitment and adhere to this policy. Working together we can ensure everyone is treated with dignity and respect.

Jon White
Managing Director
Omega Compliance Limited
Our Human Rights Commitments

Respect for Human Rights
We are committed to conduct our business in a manner that respects the rights and dignity of everyone affected by our activities, acting with due diligence and addressing the adverse impacts of our global operations.

Omega policies and procedures adhere to all applicable domestic laws, and are consistent with the United Nations Guiding Principles for Business and Human Rights endorsed by the UN Human Rights Council, and the core labor principles of the International Labor Organization (ILO). Where these standards differ, we follow the highest standard. If there are conflicts between these standards, we adhere to the domestic laws whilst seeking alternative ways to respect the internal human rights to the greatest extent possible.

Human trafficking and forced labor
Omega prohibits the use of any form of forced labor, includes prison labor, indentured labor, bonded labor, slavery, or any form of human trafficking, in all of its operations.

Freedom of associations and right to collective bargaining
Omega respect the right of all personnel to form or join trade unions of their choice, and to bargain collectively, in accordance with local laws. Non-discriminatory policy is applied in respect to legal union membership and activity. Omega has an open-door policy and encourages employees to speak with their managers about their suggestions and concerns.

Child labor
Omega prohibits the employment of employees under the age of 16 or the local legal minimum working age, whichever is higher. Employees under 18 years old are not asked to involve in any work that is likely to be hazardous.

Discriminations
All employees are not subject to discrimination in employment, including hiring, compensation, promotion or discipline, on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, social or ethnic origin or any other status protected by the local law.

Harassment and abuse
Employees are treated with respect and dignity. Employees are not subject to physical, sexual, psychological or verbal harassment or abuse.

Health & Safety
Omega is committed to provide a safe and healthy workplace. Omega takes necessary steps to prevent accidents and injury arising out of, linked with or occurring in the course of work.
Data protection and security
Omega complies with all applicable local laws on data protection. We take all reasonable measures to endeavor to protect employees against unauthorized access, use, destruction, modifications or disclosure of their personal information and data.

Business Partners
Omega recognizes the critical role our business partners play in preserving our values and upholding the highest standards. Omega may decide to stop its activities with business partners who do not respect human rights.

Communication, Investigation and Remediation
Omega believes in strong communication systems to foster open dialogue and collaboration. There are multiple channels for employees and external parties to voice their concerns and suggestions – report the issues online, via email or phone call, with given name or anonymously.

Omega is committed to investigate the issues raised as appropriate and to maintain confidentiality to the extend reasonably practicable and as required under applicable law throughout the process. The Managing Director will assign designated representatives from the management team to manage each case. Should any adverse human rights impacts are identified, Omega will develop an action plan to prevent, mitigate and remedy the issues. The Managing Director will review the results together with the overall Omega performance to ensure the adherence to the human rights policy globally on a continuously basis.