



OmniSpirant Limited

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Registered Company No. 592582

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OMNISPIRANT LIMITED EQUAL OPPORTUNITES AND GENDER EQUALITY POLICY

OmniSpirant Limited is committed to creating an environment that promotes equality and dignity at work. We are committed to treating all employees, customers and business contacts equally, regardless of gender, civil status, family status, sexual orientation, religious belief, age, disability, race or membership of the traveller community.

OmniSpirant Limited believes that embracing equality and diversity in the workplace benefits not just OmniSpirant Limited but also individual employees, departments and our customers/clients. All our employees bring their own background, work style, distinct capabilities, experience and characteristics to their work. We recognise that our talented and diverse workforce reflects the diversity of our customers and markets and we want to utilise the widest range of skills, knowledge and experience in our business while complying with legislation.

As well as treating people with dignity and respect, OmniSpirant Limited strives to create a supportive environment in which all employees can flourish and reach their full potential, regardless of differences, experience or education. Harnessing the wide range of perspectives this diversity brings promotes innovation and helps make

us more creative and competitive.

Commitment to equality and diversity.

OmniSpirant Limited will formulate and implement policies and practices that value diversity, provide equality of opportunity and ensure that no job applicant, employee, customer or business associate receives less favourable treatment on any of the nine aforementioned grounds. We will also ensure that other policies and practices reflect our commitment to treating people fairly, promoting an integrated way of working and respecting the dignity of employees at all times.

Managers are expected to promote an integrated workplace and proactively eliminate any potential inequalities that may run counter to OmniSpirant Limited's policy.

Our recruitment policy reflects our belief that diversity in all areas, including cultural, generational, language and national backgrounds, is necessary in helping us succeed in both domestic and global markets. OmniSpirant Limited will not discriminate against any prospective employee during the recruitment process. Interviews will be carried out objectively and individuals will be judged on merit and their ability to do the job. It is our policy to ensure that as much accommodation as possible is carried out to facilitate the participation of individuals with special needs in the recruitment process and in the workplace.

Performance appraisals and feedback will be carried out in a sensitive, non-discriminatory manner. OmniSpirant Limited will offer the same development and training opportunities to all employees to achieve high standards of performance. OmniSpirant Limited rewards excellence and employees will be promoted on the basis of merit.

OmniSpirant Limited promotes equality and dignity at work, we believe that embracing equality and diversity in the workplace benefits OmniSpirant Limited, our employees and our customers.

GENDER EQUALITY POLICY

Policy Statement: We are committed to fostering an inclusive and equitable environment where all individuals, regardless of gender identity, are treated with dignity, respect, and provided equal opportunities. This Gender Equality Policy outlines our dedication to promoting gender equality and addressing discrimination, bias, and disparities based on gender.

Scope: This policy applies to all employees, contractors, clients, and stakeholders associated with [Organisation Name].

Key Principles:

1. **Non-Discrimination:** We prohibit any form of discrimination or harassment based on gender identity, gender expression, sexual orientation, or any other characteristic protected by applicable laws and regulations.
2. **Equal Opportunities:** We are committed to providing equal opportunities for career advancement, training, and professional development to all employees, regardless of gender.
3. **Pay Equity:** We ensure that all employees are compensated fairly for their work, irrespective of gender, and regularly review our compensation practices to address any gender-based pay gaps.
4. **Inclusive Culture:** We promote an inclusive workplace culture that encourages diversity of thought and participation, and we actively challenge stereotypes and biases.

Responsibilities:

- **Leadership:** Senior management is responsible for setting the tone and leading by example in promoting gender equality within the organisation.

- HR Department: The HR department is responsible for implementing and monitoring gender equality policies, providing training, and handling complaints related to gender-based discrimination or harassment.

Complaints and Reporting:

We encourage employees to report any incidents of gender-based discrimination or harassment promptly. We will investigate all complaints thoroughly and take appropriate corrective actions.

Review and Improvement:

This policy will be reviewed periodically to ensure its effectiveness and relevance. We are committed to continuously improving our efforts to promote gender equality.

Conclusion: We are dedicated to creating a workplace that champions gender equality and diversity. This policy serves as a foundation for our ongoing commitment to this important goal.

DIVERSITY & INCLUSION POLICY

OmniSpirant Limited is committed to a workplace environment that promotes diversity and inclusion and creates an open and inclusive culture where everyone feels valued.

OmniSpirant Limited believes that embracing equality and diversity in the workplace benefits not just the organisation but also individual employees, divisions, and our customers. All our employees bring their own background, work style, distinct capabilities, experience and characteristics to their work. We recognise that our talented and diverse workforce reflects the diversity of our customers and markets, and we want to utilise the widest range of skills, knowledge and experience in our business while complying with legislation.

We recognise that a “one-size-fits-all” approach to managing people does not

achieve fairness and equality of opportunity for everyone. As well as treating people with dignity and respect, OmniSpirant Limited strives to create a supportive environment in which all employees can flourish and reach their full potential, regardless of differences, experience, or education. Harnessing the wide range of perspectives this diversity brings, promotes innovation, and helps make us more creative and competitive.

OmniSpirant Limited is committed to an inclusive working environment which respects diversity of characteristics including but not limited to sexual orientation, age, gender, race, ethnicity, disability, civil status, personality, thinking style and religious beliefs. We will formulate and implement policies and practices that value diversity, provide equality of opportunity and ensure that no job applicant, employee, customer, or business associate receives less favourable treatment. We will also ensure that other policies and practices reflect our commitment to treating people fairly, promoting an integrated way of always working and respecting the dignity of employees.

This overall policy is supported by appropriate harassment and bullying policies, and disciplinary and grievance procedures. Employees who believe they have suffered discrimination, harassment or victimisation are entitled to raise matters through the appropriate OmniSpirant Limited Grievance Procedures or the Dignity at Work Policy. A copy of these policies/procedures can be obtained by contacting HR or reviewing on the MS Team Portal, (General, HR Forms, Policies & Procedures). Complaints will be treated seriously and will be dealt with in a confidential, expeditious manner in as far as reasonably practicable. Employees who make complaints will not be victimised for doing so. Victimisation, if proven, may result in disciplinary action which could result in a sanction of up to and including dismissal. Employees should be aware that making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with under our disciplinary procedure. Pursuance of complaints through these internal procedures does not prejudice an employee in pursuing matters through other available means.

This policy does not alter or amend employees' contracts of employment or form a part of any such contract of employment. OmniSpirant Limited may amend or change this policy from time to time.

Signed

A handwritten signature in cursive script, appearing to read "Gerry McCauley".

Gerry McCauley

Founder and CEO

Omnispirant Therapeutics Ltd.,