

## **Modern Slavery Act Statement 2025**

This statement is made pursuant to s54 of the Modern Slavery Act 2015 (“Act”) and sets out the steps that Omega PLC (“Omega”) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Omega is committed to ensuring that its supply chain does not support or get involved in the act of modern-day slavery or human trafficking.

As a manufacturer of kitchens in the UK, Omega sources some of the raw materials used in finished products from other European countries as well as from the UK.

Omega does not permit, condone, or otherwise accept any form of slavery or human trafficking (as defined in the Act) either by its employees, subcontractors, contractors, agents, partners or any other organisation, entity, body, business or individual with whom Omega engages or does business (“Associated Party/ies”).

Omega’s recruitment processes are transparent and reviewed regularly. Omega carries out face to face interviews with all directly employed candidates to discuss job opportunities. Omega communicates directly with the individual(s) to be employed to confirm the details of any offer made. Robust procedures are in place for the vetting of new employees and to ensure that the Omega is able to confirm their identities, their right to work in the UK and that they are paid directly into an appropriate, personal bank account. Omega has extensive policies and procedures in place so that employees and workers are treated in accordance with UK employment legislation.

On occasions when Omega uses third parties for the supply of temporary workers, it ensures that it uses reputable recruitment agencies that comply with the requirements of the Act. All temporary workers have the opportunity to apply for permanent employment when vacancies arise.

Omega does not utilise zero hours contracts for any classification of worker and does not operate in a sector requiring a Gangmaster License.

Omega is committed to preventing any form of slavery or human trafficking in its activities and ensuring that its Associated Parties are free from any form of slavery or human trafficking.

In the event that Omega suspects any slavery and human trafficking by an Associated Party, Omega will report such suspicions, provide appropriate information to the relevant authorities, and suspend or terminate any associated engagement, business arrangement or contract.

Each Associated Party is required to put in place suitable management policies/systems for ensuring compliance with this Policy, extend the principles set out in this Policy to those engaged or acting on the Associated Party’s behalf, including contractors, and to permit Omega to audit its compliance with this Policy, including making records available to Omega to demonstrate compliance with this Policy.

As a company, Omega will ensure that its Purchasing Team is fully aware of the requirements of the Act and will engage with Associated Parties within its supply chain on a continual basis, to monitor how they control and adhere to the Act. This will form part of an overall audit process within Omega’s corporate social responsibility activities.

This statement relates to the financial year ending 31 December 2024 and was approved by the Board on 22 April 2025, and signed by David Hendry, Finance Director and Company Secretary. This statement will be reviewed annually and published within 6 months of the financial year end that it relates to, unless circumstances dictate that it should be reviewed and/or renewed more frequently.



**David Hendry**  
Finance Director

**22 April 2025**