

## **NIMBUS MODERN SLAVERY POLICY**

NIMBUS is committed to preventing modern slavery and human trafficking in all aspects of our operations and supply chain. This policy outlines our approach to identifying, addressing and mitigating risks related to modern slavery and human trafficking in compliance with relevant laws and regulations.

### **Scope**

This policy applies to all employees, contractors, suppliers, and business partners of NIMSBUS.

### **Policy Statement**

NIMBUS strictly prohibits the use of forced, bonded or involuntary labour and any form of human trafficking or exploitation. We are committed to acting ethically and with integrity in all our business dealings and relationships.

### **Our Commitments**

1. **Compliance with Laws:** Ensure compliance with all relevant anti-slavery and human trafficking laws and regulations.
2. **Risk Assessment:** Conduct regular risk assessments of our operation and supply chain to identify areas where there is a higher risk of modern slavery.
3. **Supplier Standards:** Require our suppliers and business partners to adhere to the same high standards in preventing modern slavery. This includes incorporating anti-slavery clauses in contracts and supplier agreements.
4. **Due Diligence:** Implement robust due diligence processes to evaluate and monitor our suppliers; compliance with our anti-slavery standards.
5. **Training:** Provide training to our employees and management to ensure they understand and can identify the signs of modern slavery and human trafficking.
6. **Reporting Mechanisms:** Establish clear reporting mechanisms for employees, suppliers and business partners to report any concerns related to modern slavery or human trafficking without fear of retaliation.
7. **Continuous Improvement:** Regularly review and update our policies, procedures and practises to ensure they remain effective in combating modern slavery.

### **Responsibilities**

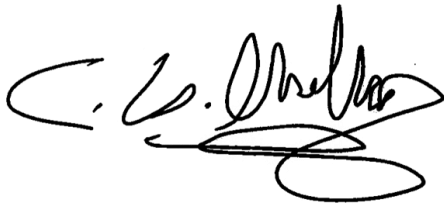
- **Management:** Ensure implementation and enforcement of this policy. Conduct regular reviews and audits of our operations and supply chains.
- **Employees:** Report any suspicions or evidence of modern slavery in our operations or supply chain through the appropriate channels.
- **Suppliers & Business Partners:** Adhere to the standards set out in this policy and cooperate with our due diligence and auditing processes.

## **Reporting**

Any concerns or suspicions regarding modern slavery or human trafficking should be reported immediately to the Chief Executive Officer - Christie Grattan at [christie.grattan@nimbushealth.co.uk](mailto:christie.grattan@nimbushealth.co.uk) all reports will be investigated promptly and thoroughly.

## **Monitoring & Review**

This policy will be reviewed annually and updated as necessary to ensure its effectiveness in preventing modern slavery and human trafficking.



Christie Grattan (Chief Executive Officer)

Date: 10th January 2025

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