

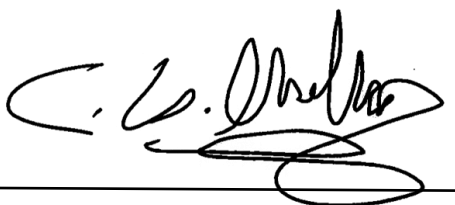
## **NIMBUS HEALTH & SAFETY POLICY**

At NIMBUS, we are committed to ensuring the health, safety, and well-being of our employees, customers, and stakeholders. A safe working environment is essential for productivity and job satisfaction.

To achieve this, we pledge to:

1. Maintain a safe working environment through regular risk assessments and strict compliance with health and safety regulations.
2. Provide training and resources that empower employees to promote safe practices and respond effectively to emergencies.
3. Implement appropriate protocols in our manufacturing operations, including regular equipment inspections and emergency preparedness procedures.
4. Ensure a clean and hygienic environment within our manufacturing facility through stringent cleaning protocols and proper waste disposal practices.
5. Emphasise health and safety in face-to-face meetings by implementing appropriate hygiene measures, ensuring a clean meeting environment.
6. Adopt pandemic response measures that include health screenings, social distancing, remote working and wearing PPE.
7. Guarantee the safety of our products by adhering to rigorous quality control standards and relevant regulations.
8. Provide support for mental well-being through resources and an open dialogue regarding mental health issues.
9. Conduct regular reviews and improvements of our health and safety policies by setting measurable goals and engaging employees in the process.

By prioritising health and safety, we aim to protect and empower our employees whilst ensuring that our customers and partners are met with cleanliness and care across every touchpoint of our value-chain.



Christie Grattan (Chief Executive Officer)

Date: 10th January 2025

<b>Doc Ref.</b>	<b>Version</b>	<b>Date</b>	<b>Author</b>	<b>Page</b>
QMS-HS-2	2.0	10/01/2025	Sarah Imran	1 of 1