

# Business Continuity Management Policy

Nomad Digital recognises that business continuity is a critical element of its business capability to react and recover to normal operation following any unplanned event or incident (Disaster recovery).

The Senior Leadership and broader management team is committed to ensure the business has adequate resources and commitment in place in regard to Business Continuity/Disaster Management.

Nomads' policy is underpinned by various elements of business continuity and Nomad are working towards having their Business Continuity Management System (BCMS) which is part of its Business Management System (BMS) certified to ISO 22301:2012.

Nomads' business continuity plans, and procedures are being developed to work towards ISO 22301 to cover all business activities and risks and ensure procedures and response plans are effective to ensure Nomad can respond and recover from all potential business continuity scenarios and risks.

The following commitments and intentions are made by Nomad in respect of Business Continuity and its internal systems and controls:

- To develop a robust BCMS that is fully aligned to ISO 22301
- To regularly test its BCMS procedures through exercises and internal reviews to drive continual improvement in all areas
- To develop and maintain continuity plans and response templates for all business areas and regions
- To actively promote and raise awareness of business continuity risks and apply best practice with all Nomad employees
- Take account of changing business needs and challenges and make alterations or re assessments as needed across Nomad
- Be aware of Industry / Global challenges and any emerging risks or issues that may impact Nomad's operations or response capabilities

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Approved by: **John Mills**  
Role: Head of QHSE  
Date of Approval: October 2023

Approved by: **Emmanuel Henry**  
Role: Managing Director  
Date of Approval: October 2023

This Policy shall be implemented, maintained and communicated to all employees and shall be made available to third parties upon application to Nomad Digital.