

# Occupational Health & Safety Policy

Nomad Digital recognises that Occupational Health and Safety (OH&S) is an integral part of its business and will provide adequate and appropriate resources to foster a safe and healthy work environment for all.

The Senior and broader management team are committed to ensure compliance with existing and future OH&S legislation and other requirements to which the company subscribes whilst maintaining a continual improvement framework of setting and reviewing OH&S objectives and targets.

These objectives are to reduce the risk arising through Nomad activities by identifying and seeking to reduce all incidents and achieving a high level of performance with compliance to legal requirements as a minimum.

Management shall communicate its commitment made within this policy to all employees and ensure that an adequate standard of instruction and training in OH&S matters is maintained at all levels for management, employees and anyone else who will be affected by Nomad's activities such as visitors or contractors.

Employee involvement and consultation is encouraged through the Global HSE committee, the safety observation system, noticeboards, communication sessions, 1-2-1 drop ins, emails and working groups, thereby gaining, and linking commitment to the policy and its implementation.

Each person is responsible for their own safety and that of colleagues when conducting their duties. Accordingly, it is a requirement on each employee to actively report any instances of unsafe acts, unsafe conditions or a safety concern, incident or injury and fully comply with our POWSA (Point of Work Safety Assessment) system when required to do so out on site.

It is the responsibility of all Nomad personnel to implement the OH&S Management System which will be subject to regular management review and audit. This is to ensure its suitability and effectiveness in achieving the OH&S objectives and targets of the company.

The control of contractors is covered within our OH&S management system and all local reps have a responsibility to ensure contractors are managed safely when their work for or with Nomad in any activities undertaken.

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

Nomad will maintain its global compliance to ISO 45001 to convey its commitment to OH&S for all activities undertaken and continually improve where possible.

The safety of all employees, contractors and workers is our number one commitment. If work cannot be completed safely, then it should not be completed at all.

This is our absolute commitment to safety in all we do.

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

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