Nomad Foods

NOMAD FOODS SAFETY, HEALTH and ENVIRONMENT POLICY

SCOPE:

This policy covers all Nomad Foods manufacturing facilities, offices, operational locations and all employees working for and representing the business. In addition to this all contractors, visitors, local communities, potential mergers and acquisitions, and any other third parties that may be affected by our business operations are included. The Policy sets the minimum standards for safety, health and environment for all these groups to meet. This document replaces all previous policies in respect of the management and communication of safety, health and environment.

PURPOSE:

As a responsible and values led company we are committed to minimising the safety, health and environmental risks that our company manages. We understand that our employees are our most valuable asset and we have a moral and legal duty to make sure they have a safe working environment that protects them from injury or illness. We are also committed to minimising our impact on the environment by managing our operational waste streams and emissions in a responsible and sustainable manner.

DEFINITIONS:

SHE – Safety, Health and Environment
Safety – Manages risks that are present across our business.
Health – Controlling health hazards and exposures to our employees in the workplace and ensuring we positively impact their wellbeing.
Environment – Controlling the aspects and impacts of our business, ensuring we meet and exceed the legal requirements in the locations we operate, responsibly controlling emissions to air, water, waste water and waste.

POLICY:

At Nomad Foods we believe all accidents and incidents are preventable, and as a result we continuously strive to improve our performance in safety and health whilst improving the environments where we operate.

- We aspire to go beyond the legal requirements in all our locations, ensuring we use the best available technology, training and leadership to ensure safety is our priority.
- We benchmark internally and externally to continuously challenge ourselves to improve, learning from other industries.
- Great people are the foundation of our business and we promote a culture where all employees and contractors are responsibility for the safety of each other and their working environment and are accountable for health and safety through our behaviours and actions.

1

- this approach is supported by great leaders who are accountable for safety and health in our business.
- We are committed to actively protect our environment, minimising our operational impact to the natural resources available to us and sustainably running our supply chain
  - with annual reduction targets "per finished tonne"
    - Minimize our waste streams
    - Minimize our use of water
    - Reduce and optimize our use of Energy
    - Reduction of our emissions of Carbon (CO_2e) which includes an annual Corporate Carbon Footprint assessment according to the Greenhouse Gas (GHG) Protocol
  - with Sharing Best Practice on Environmental Management across all sites of our business we ensure that good ideas get multiplied and harnessed
- We establish emergency and contingency plans to deal with residual risks. This approach also minimizes threats to the business, people and protects our shareholders' interests.