

## SAFETY POLICY

### 1. PURPOSE

As a responsible and values led company, we are committed to minimising any negative impact of our operations on safety. 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.

This policy sets out our commitments to ensure we maintain high standards for safety and health within Nomad Foods.

### 2. SCOPE

This policy applies to all Nomad Foods Group entities, manufacturing sites, offices and the logistics and distribution operations that we directly control. The policy is applicable to employees, contractors and visitors and replaces all previous policies in respect of its subject matter as of the date of issue. All new acquisitions will be aligned to this policy over time as part of the wider integration process.

### 3. POLICY STATEMENT

At Nomad Foods we believe all accidents and incidents are preventable, and as a result we have set a Health and Safety vision of Zero Accidents and Incidents across our business operations. We have established a set of safety and health values which underpin our activities to reduce risk in the workplace.

We are committed to the following:

- Safety is a key performance metric for the business. We set challenging targets each year, aiming to drive continuous improvement. Our leading and lagging metrics have full visibility up to Executive Committee level.
- Annual targets and improvement projects will be shared with our employees and works councils.
- We will investigate all occupational health and safety accidents and incidents in accordance with all applicable legal requirements as well as our internal reporting and investigation standards, and we will share any lessons learnt across our internal business network.

- We utilise the data from our incident investigations to build central risk reduction programs.
- As a minimum, we operate within the requirements of the law in each operating location.
- Our operations are undertaken in accordance with our central Safety Management System which outlines our guidance and procedures for control and reduction of risks within the workplace. We prioritise control measures for the highest safety risks within the business.
- Our manufacturing locations operate under local safety management systems aligned with the central Safety Management System.
- We are committed to delivering an internal audit program against our internal standards and external compliance requirements.
- We have dedicated safety training for all of our employees and on a regular basis update and refresh our employees on new standards and requirements for safety and health.
- Our “Safety First, Everyone, Everyday” program is fundamental to driving our safety culture and positive safety behaviours across our manufacturing locations.
- We benchmark our health and safety programs internally and externally to challenge ourselves to improve, learning from our peers and others.
- We have emergency and contingency plans to deal with residual risks. This approach minimises threats to people and the business and protects our shareholders’ interests.

#### 4. DEFINITIONS

<b>Accidents:</b>	An incident that has resulted in an injury or damage to property.
<b>Health:</b>	Controlling health hazards and exposures to our employees in the workplace and ensuring we positively impact their wellbeing.
<b>Incidents:</b>	An unplanned or uncontrolled event.
<b>Safety:</b>	Managing risks that are present across our business.