

Corporate Social Responsibility (CSR) Policy

Adrian King
adrian.king@nimbuspartners.com

Contents

Business Ethics.....2

Employees.....2

Local Communities2

Human Rights2

Suppliers.....2

Nimbus is committed to maintaining the highest standards of corporate social responsibility in its business activities. To meet this commitment we will seek to respect the rule of law, adopt appropriate international standards, implement management systems, and will strive to:

Business Ethics

- Behave with honesty and integrity in all our activities and relationships with others
- Maintain internal controls adequate to guide and ensure standards are met

Employees

- Respect the rights and dignity of every employee and treat them fairly and without discrimination.
- Encourage team working and the sharing of knowledge throughout the organization
- Recognize employees' individual and team contribution and reward them appropriately

Local Communities

- Respect the different cultures and rights of individuals and indigenous peoples in all countries in which we operate

Human Rights

- Identify and assess human rights risks within our sphere of influence and activities
- Provide direction and training to enable employees to positively address human rights within our sphere of influence

Suppliers

- Seek to be honest and fair in our relationships with suppliers and contractors
- Encourage suppliers and contractors to abide by our standards

Responsibility for compliance with Nimbus's CSR policy and standards lies with the Chief Operations Officer, Quality and Compliance Manager, Managers and their Staff.