

INVESTMENT POLICY TO PREVENT GLOBAL WARMING

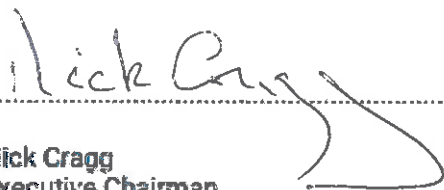
**The health of the Earth is essential to not just business,
but also species survival.**

The Health, Safety and Welfare of all the stakeholders in our Group is the primary concern of the Board of Nicholas Associates Group Ltd.

The Group has consistently put sustainability projects first for capital investment and has now decided to debate and publish a policy to prevent global warming through technological change and investment decisions.

- Any sustainability project will be given priority over any other capital investment with a similar Return on Investment.
- Any sustainability project with a reasonable chance of getting a Return on Investment of 4 Years or less, should be brought to the attention of the Nicholas Associates Group Ltd.
- A written decision on any such project is mandatory within 3 months of project submission.
- All global business heads have local spending authority. Any sustainability project with a higher value should be immediately referred to the Board of Nicholas Associates Group Ltd.
- As a Board we undertake to use our personal and corporate presence to influence policy makers to legislate the requirement for such a policy for all businesses with more than 180 co-workers.
- Current or potential supplier input is welcomed, including their use of the global hotline where necessary.

The Board of Nicholas Associates Group Ltd encourage employees and stakeholders to contact us by 01709 789000 or by email on Nick.cragg@nicholasassociatesgroup.co.uk to assist with the discreet implementation of this policy where necessary.



Nick Cragg
Executive Chairman

01/10/2021

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