

Workplace Safety & Health Policy



Purpose

Neiman Marcus Group and its affiliated entities (collectively, the “Company”) are committed to maintaining a safe and healthy workplace. To further this goal, the Company has a safety and health program designed to prevent unsafe working conditions and practices, control health hazards, and comply fully with all applicable laws and regulations as well as the safety and health standards for every job.

Scope

This Workplace Safety and Health Policy applies to all associates of the Company. All associates are required to comply with all Company workplaces safety and health rules as well as any applicable laws regarding workplace safety and health. Failure to follow Company safety and health rules may result in discipline, up to and including termination of employment.

Safety and Health Standard Procedures

The safety and health rules and related guidance you must follow are provided in the following Standard Procedures and related documents, which are accessible at [Injury and Illness Prevention Plan – NMG Policy Center](#)

- SP-001 Injury & Illness Prevention Plan
- SP-002 Basic Safety Rules
- SP-004 Associate Accident
- SP-005 Customer Accidents
- SP-006 OSHA Visits
- SP-007 First Aid Treatment
- SP-008 Ergonomics
- SP-009 Bloodborne Pathogen Program
- SP-010 Hazard Communication Program
- SP-011 Lockout/Tagout
- SP-012 PITs
- SP-013 Waste Compactor Policy
- SP-014 Confined Spaces Policy
- SP-015 OSHA Recordkeeping
- SP-016 Machine Guarding Program
- SP-017 Fall Protection Program
- SP-018 Personal Protective Equipment (PPE) Program

- SP-019 Vehicle Policy
- SP-020 Emergency Action Plan Program
- Work-Related Injury or Illness Incident Reporting Procedure (Workers' Compensation)
- Customer/Third Party Injury or Illness Incident Reporting Procedure (General Liability)

Getting Help, Reporting Violations, and Non-Retaliation

Associates who have questions concerning any health and safety rule or Standard Procedure, who believe a safety or health problem exists or that violation of this policy or Standard Procedure has occurred should follow the guidance provided in the SP-001 Injury & Illness Prevention Plan and or the Speak Up Policy and should immediately speak up using any of the available speak up channels, including the Hotline (by internet at NeimanMarcusGroup.AllVoices.co or by phone at 1-844-204-3624). Retaliation against associate who report safety and health problems or violations is strictly prohibited.

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