

Health, Safety and Environment Policy

Version 3.0 August 2026

Equinix is committed to conducting all business activities in a responsible manner, regarding the health and safety of our employees, customers, suppliers, partners, and community neighbors. Equinix is committed to preventing personal injury and ill health, eliminating hazards, preventing health and safety risks and providing a safe working environment. We will consult and involve workers (and, where they exist, workers' representatives) on health and safety matters.

Equinix is committed to protecting the environment and making a positive impact on our planet and climate. We achieve this by preventing pollution, supporting climate change mitigation and adaptation, promoting the sustainable use of resources, and protecting biodiversity and ecosystems.

We are progressing toward our goal of 100% renewable energy. We continuously improve the efficiency of our designs and operations. We consider environmental impacts throughout the life cycle of our services and supply chain. We also strengthen resilience for our customers.

Through these efforts, we drive sustainable growth while continuously improving our environmental performance.

This includes subscribing to internationally recognized business standards such as ISO 14001, ISO 50001 and ISO 45001. Equinix is committed to fulfilling applicable legal requirements and other requirements related to its health, safety, environmental and energy aspects, and to maintaining compliance with applicable requirements and future revisions of these standards.

Policy

In following this policy, Equinix will:

- Establish, monitor, and review objectives and targets designed to improve health, safety, and environmental (including energy) performance in its IBX's.
- Provide resources, information, instruction, training and supervision to achieve a safe working environment and to ensure environmental and sustainability objectives are met.

- Commit to eliminate hazards and reduce health and safety risks by providing and maintaining a safe and healthy working environment, safe efficient plant and equipment, safe work systems, procedures and any necessary safety devices and personal protective equipment.

- Maintaining emergency plans for all our sites to minimise and control any health safety and environmental impacts.

- Ensure equipment and fire certifications are inspected in accordance with a region's legislative requirements.

- Protect the environment, prevent pollution, protect biodiversity and ecosystems, and promote sustainable resource use through the reduction, reuse, recycling and recovery of materials and waste. Ensure robust plans to protect the data center against climate physical risks.

- Ensure procurement processes consider health, safety, environmental, energy efficiency and life-cycle impacts, while encouraging environmentally responsible practices throughout the supply chain.

- Support the design and development of solutions that improve energy efficiency, environmental performance, resource conservation and long-term sustainability outcomes.

- Commit to the continual improvement of health, safety, environmental and energy performance through monitoring, measurement, risk management and achievement of established objectives and targets.

All employees and contractors are required to follow this policy by:

- Working respectfully and safely
- Complying with associated Equinix procedures and policies.
- Challenging and reporting any accidents, hazards, conditions, practices or behaviors that could adversely affect the health, safety, environmental or energy performance of Equinix operations.



Reference is also made to our Equinix Code of Business Conduct and Business Partner Code of Conduct which covers some of this subject matter in a similar way.

The policy will be reviewed and if necessary revised if there are legislative or organizational (business) changes within Equinix. Employees are informed of any revisions to the policy through training sessions and noticeboards. This policy will be made available to interested parties, including the public, on request.