Health, Safety and Environment Policy

Version 2.0 July 2024

Equinix is committed to conducting all business activities in the most responsible manner, with regard to 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 our employees (or their representatives) on health and safety matters wherever possible.

Equinix is committed to protecting the environment, preventing pollution, and making a positive impact on our planet and climate. We do this in part by working towards our goal to reach 100% renewable energy and by continuously innovating to increase efficiency in both our design of and operations in our highly connected data centers and ensuring operational resiliency for our customers.

We comply with all applicable environmental, health, and safety laws and other requirements where we operate while committing to continuous improvement to health, safety, and the environment. We also certify to internationally recognized business standards such as ISO 14001:2015, ISO50001:2018 and ISO450001:2018 and maintain on-going compliance with such 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 sites.
- 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, promote the reduction, reuse, recycling and recovery of waste.
- Ensure robust plans to protect the data center against climate physical risks.
- Ensure procurement processes consider health, safety, environment, and energy efficiency requirements.
- Support the design and development initiatives for energy and environmental performance initiatives.
- Commit to the continual improvement in health safety, environmental and energy management by monitoring and measuring our performance.

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

- Working responsibly and safely.
- Complying with associated Company procedures and policies.
- Challenging and reporting any accidents, conditions, practices or behaviors that create unnecessary adverse energy impacts.

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 notice boards. This policy will be made available to interested parties, including the public, on request.