

WORK HEALTH & SAFETY POLICY

NEXTDC Limited and its subsidiaries (ACN 143 582 521)



N E X T D C

NEXTDC considers workplace health and safety and incident prevention to be of utmost importance and vital to the ultimate success of the organisation and is committed to providing and maintaining a safe and healthy working environment for all workers, customers and visitors. At NEXTDC, Safety is everyone's responsibility. NEXTDC continually strives to eliminate the potential for anything which may pose a high risk to anyone who works in or visits a NEXTDC premises and/or uses NEXTDC services.

This Work Health and Safety (WHS) Policy ('Policy') applies to all NEXTDC employees, contractors and suppliers who are acting on behalf of NEXTDC. Complete and consistent implementation of this Policy and its supporting standards and procedures are required across all NEXTDC business functions and its subsidiaries. Adherence will be verified through regular audit and review processes conducted both internally and by third party.

Our Commitment

To this end, NEXTDC is committed to:

- Maintaining a safe work culture that:
 - strives for continual performance improvement supported by annual targets and objectives.
 - has a sense of vigilance in relation to safety.
 - encourages the sharing and reporting of safety lessons nationally.
 - complies with all applicable laws, regulations, and contractual obligations.
- Enhancing health and safety skills by:
 - involving workers, stakeholders and customers in the identification and control of health and safety risks;
 - ensuring that everyone understands the risks that they manage;
 - providing training to effectively manage these risks;
 - continually reviewing and improving our safety risk management processes to ensure that safety risks are identified, assessed, treated and monitored; and
 - providing assurance that systems, processes and risk controls are operating to maximise NEXTDC's safety performance.

Safety is everyone's responsibility. All workers, customers and visitors have individual responsibility to contribute to the safety performance of NEXTDC, including but not limited to:

- following all workplace health and safety procedures, instructions and rules;
- taking reasonable care for their own health and safety and that of others;
- exercising a duty of care in relation to what is reasonably expected, taking into account the degree of control the individual has over work activities or the work environment;
- being proactive and becoming actively involved in activities and programs designed to improve health and safety, and in recognising and reporting potential hazards; and
- reporting any injuries, illnesses, near misses or hazards in accordance with NEXTDC's policies.

Our goal is **zero injuries**. NEXTDC is committed to providing the resources necessary to achieve this goal, and for the continuing implementation of this Work Health and Safety Policy.

Craig Scroggie

Chief Executive Officer

Date: 21 May 2021