

Health and Safety Policy



1. Introduction

1.1 . Global Switch is a leading owner, operator and developer of large scale, carrier and cloud neutral, multi-customer, data centre facilities in Europe and Asia-Pacific. Global Switch's core offering is technical space with resilient 24x7x365 power and cooling, security, and infrastructure and environmental monitoring for its customers to house their computer servers, network equipment and other IT infrastructure.

2. Health and Safety Mission Statement

- 2.1 It is the policy of Global Switch that all activities carried out on Global Switch's premises or undertaken by Global Switch personnel (or their agents) will be managed in such a manner to avoid, reduce, or control all foreseeable risks to the health and safety of any person.
- 2.2 This Health and Safety policy statement, guidelines and other detailed documentation are provided for the information and guidance of all those who work for Global Switch. All employees are encouraged to familiarise themselves with the relevant materials. Global Switch is committed in prioritising matters of Health, Safety and Welfare and adequate resources and funds have been made available to support the actions and initiatives for improving safety standards. Performance will continue to be monitored against the defined targets.

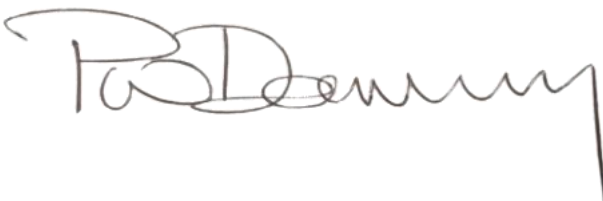
3. Objectives

- 3.1 This policy states the company's intention to take all measures that are reasonably practicable to conduct its business activities to ensure the Health, Safety and Welfare of all its employees, customers, visitors and all other persons affected by its business activities. In doing so Global Switch strives to:
- (a) Design, implement and maintain a Health and Safety Management System that conforms to the requirements of the ISO 45001:2018 international standard and any relevant local laws, regulations and statutory requirements.
 - (b) Provide suitable and sufficient information, instruction, training and supervision to enable all staff to comply with the Global Switch Health and Safety Policy.
 - (c) Provide a healthy working environment and a safe place in which to work with safe means of access and egress.
 - (d) Provide safe plant, equipment and systems of work.
 - (e) Provide appropriate management procedures and consultative arrangements to monitor and audit compliance with the Global Switch Health and Safety Policy.

- (f) Provide appropriate arrangements to assess and control the risks associated with work activities undertaken at Global Switch's premises to reduce injuries and ill health
- (g) Provide appropriate procurement policies to ensure that only competent contractors and suppliers are engaged by Global Switch.
- (h) Include a commitment to consultation and participation of staff, contractors, and their representatives.
- (i) Consult and seek advice from external sources and where necessary appoint adequate competent personnel and or consultants to advise on health and safety matters.
- (j) Comply with legal requirements for health and safety in all Global Switch's data centres and offices.
- (k) Monitor its performance and review this statement, the organisation structure and safety arrangements at least annually.

4. Responsibilities

- 4.1 All Global Switch staff and suppliers/contractors required to comply with the requirements of the Health and Safety Management System and to contribute actively to its continual improvement.
- 4.2 Responsibility and authority has been delegated to site Managing Directors to meet the requirements of this policy and to ensure that in doing so Global Switch provides a safe working environment.



Peter Domeney

Chief Operating Officer, Global Switch

Dated: Wednesday, September 17th 2025