

# POLICY STATEMENT

## HEALTH & SAFETY

ST Telemedia Global Data Centres (STT GDC) is one of the fastest-growing data centre providers in the world. A Singapore-headquartered group ("Group") of companies formed in 2014, it has grown its portfolio to include its data centre footprint across Singapore, China, India, Indonesia, Germany, Japan, Philippines, South Korea, Thailand and the United Kingdom (UK). STT GDC offers a full suite of best-in-class and flexible data centre solutions, providing infrastructure and connectivity that best meets customers' current and future data centre needs. Led by an experienced team, STT GDC specialises in delivering on the highest industry standards in complex, high-growth markets.

We are committed to ensuring the health, safety, wellbeing, and dignity of all our stakeholders, and exploring every opportunity to prevent harm. We believe it is the personal responsibility of every STT GDC employee to demonstrate the values and behaviours that underpin this commitment and adopt an uncompromising approach in delivering on our Health and Safety commitments.

Our operational success is achieved in conjunction with a rigorous approach to health and safety, supported by the implementation of a robust and effective management system, guided by the following:

### OUR HEALTH AND SAFETY VALUES

#### *People-First*

We are committed to preventing injury and protecting the health and well-being of our employees, contractors or customers through the elimination and minimisation of health and safety risks. We will build a progressive health and safety culture that will encourage open communication and collaboration with all stakeholders and employees at all levels through constant consultation and engagement.

#### *Integrity*

We will be honest, accountable and committed to achieving high standards and compliance with applicable legislation and policies.

#### *Respect for Our Local Environment*

We aim to protect the local environment and eco-systems surrounding our assets through the prevention of pollution, waste minimisation and conserving resources during our activities.

#### *Partnership*

We will engage only with supply chain partners who are aligned and committed to STT GDC health and safety values and demonstrate an appropriate safety culture.

#### *Training and Equipping*

We will train and support competency building of our people and stakeholders for them to work in a safe and responsible manner.

#### *Performance*

We will measure our health and safety performance and set performance targets in a fair and transparent manner.

#### *Continual Improvement*

We aim to achieve excellence through a continual improvement cycle of reviewing health and safety opportunities and effectiveness of implemented control measures and recommendations.

### OUR APPROACH

We are committed to proactively work with our stakeholders to effectively manage health, safety and wellbeing, driven by:

- Commitment and Active Leadership – we hold ourselves and others to account to our health and safety commitments, values and behaviours, and endeavour to challenge the status quo to improve our performance.
- Effective Standards, Governance and Controls – we set and enforce appropriate company standards, measure and monitor health and safety performance, proactively manage risks, and share best practice and lessons learned.
- Education and Training – we ensure employees receive appropriate training to work safely and communicate and involve employees and stakeholder partners in the ongoing improvement of our health and safety performance.
- Clear Roles and Responsibilities – we identify health and safety specific roles and responsibilities for all stakeholders and clarify accountabilities for safe outcomes.

### ORGANISATIONAL COMMITMENT

The STT GDC Leadership is committed to and responsible for ensuring implementation and adherence of this Policy Statement across the Group, and tasks all employees with the personal responsibility to achieve our commitments.

We will apply this Policy Statement through appropriate Group standards, procedures and controls coupled with appropriate monitoring arrangements, in compliance with all applicable local law, at each of the three primary categories of workplaces:

- Our data centres
- Our construction projects
- Our corporate offices

We will review underlying company standards, procedures and controls annually to ensure they remain effective and aligned with the operating rigour of our business.



Bruno LOPEZ  
President & Group Chief Executive Officer  
ST Telemedia Global Data Centres

Date 19/07/2023