

Corporate Social Responsibility Policy

Purpose

At NEXTDC we pride ourselves on being a recognisable and trusted brand. We operate a national footprint of purpose-built colocation data centres that are independent, secure and provide 100% availability to our customers.

NEXTDC is committed to acting ethically and responsibly in all areas of its operations. NEXTDC aims to achieve the highest standard of responsible business practices and sustainability, while also aiming to provide a positive impact on the greater community.

Methodology

NEXTDC is committed to ensuring that we are socially responsible, operate ethically, with integrity and cultural sensitivity while employing clear standards of corporate governance and complying with all relevant legislative requirements. We seek to understand how NEXTDC impacts on our internal and external stakeholders, and to continuously strive to improve how those impacts are managed.

The adoption of the Corporate Social Responsibility Policy compliments our core values of **excellence, one team, innovation, communication, efficiency** and **customer first**. These are the values that we live by every day in our relationships with our customers, with each other and with the greater community. These are the values that foster a culture of trust and integrity at NEXTDC.

Corporate Social Responsibility Objectives

The NEXTDC Corporate Social Responsibility Policy supports the following objectives:

- Provide and maintain a safe and healthy working environment for all workers, customers and visitors.
- Proactively identify the actual and potential negative social, environmental and economic impacts of NEXTDC's decisions and activities, with the aim of avoiding and mitigating those impacts
- Respect fundamental human rights and the dignity of people by actively promoting equal opportunity, equality and diversity irrespective of race, ethnic or national origins, gender, sexuality, disability, marital status and religious belief.
- Be accountable and transparent and, subject to privacy and other obligations, prepared to publicly disclose our performance and experiences in managing our impact on society and the environment.
- Build relationships with our stakeholders by providing an avenue for them to express their feedback and listening to their interests and concerns.

