

CORPORATE SOCIAL RESPONSIBILITY POLICY

NEXTDC Limited and its subsidiaries (ACN 143 582 521)



Our Vision

At NEXTDC, our vision is to help enterprises harness the digital age, improving our society through the advancement of technology. We pride ourselves on being a recognisable and trusted brand, operating a national footprint of colocation data centres that power, secure and connect the enterprise and provide 100% availability to our customers.

NEXTDC is committed to acting ethically and strives to achieve the highest standard of responsible business practices and sustainability, while positively impacting the greater community. To do this, we focus on integrating sustainability and corporate social responsibility into all aspects of our organisation, valuing integrity, transparency and trust. We aim to proactively identify and manage any potential social, environmental and economic risks that our decisions and activities may create.

The Workplace

Our People

Our people are central to achieving NEXTDC's vision for sustainability and corporate social responsibility. We are committed to ensuring:

- We clearly articulate the behaviours we expect of our employees through our Values, policies and procedures;
- We maintain a safe and healthy working environment for all employees, customers and visitors;
- We show respect for fundamental human rights and the dignity of people by actively promoting equality and diversity, irrespective of race, ethnic or national origins, gender, sexual orientation, disability, marital status and religious belief; and
- We attract and retain top talent through our sourcing strategies, learning and development opportunities, market-aligned remuneration practices and our focus on inclusion and employee wellbeing.

Our Values

Our six values – **bright ideas, customer first, frugal not cheap, one team, pursuit of excellence and straight talk** – define the behaviour and skills that we expect from all employees; they guide our actions and decisions and reflect our culture.

We encourage our employees to share the stories of their teammates who live our values, and we empower staff to call out actions and behaviours that are inconsistent with our values.

The Environment

NEXTDC is committed to building a more sustainable future and ensuring we focus our attention on measurable objectives to maximise the environmental sustainability of our data centres.

Our dedication to the continuous improvement and delivery of sustainable initiatives is embedded in the way we design, build and operate our facilities. We are committed to:

1. Comply with all applicable legislative and regulatory energy and environmental requirements.
2. Operate data centers, maximising the designed intent. These include but are not limited to:

- Ensure each NEXTDC data center is operated to the lowest seasonal Power Usage Effectiveness (PUE) rating, ensuring optimal energy efficiency when delivering services.
 - Ensure each NEXTDC data center reports on and works toward minimal water usage, tracking Water Usage Effectiveness (WUE).
 - Target goal of at least 90% diversion of solid waste from its operation, with an ongoing commitment to preventing, eliminating, or reducing wasteful practices and recycling in all facilities.
 - Reduce the emissions produced by NEXTDC facilities
3. Design data centers using the latest technology to reduce energy use and improve indoor environment quality and impact on the environment.
 4. Increase the awareness of how each individual at NEXTDC may contribute towards reducing their impact on energy usage and the environment.
 5. Maintain communications with employees and external stakeholders on environmental issues and transparently report on our environmental performance to interested parties.

The Community

A core part of our culture is our firm belief that companies can do more than just make money, they can give back to their communities and use their success to improve society.

Our '**Live to Give**' program aims to embed the concept of giving back into our DNA, providing our people with a sense of pride by recognising that together we can, and will, make a difference in the communities in which we live and work. The program includes:

- A partnership with SolarBuddy – NEXTDC directly supports their vision to gift six million solar lights to children globally who are living in energy poverty by 2030, helping them to study after dusk and improve their education outcomes;
- A partnership with The Smith Family – NEXTDC directly sponsors students on The Smith Family's 'Learning for Life' program, which provides early intervention and balanced, long-term support to disadvantaged youths;
- Workplace giving partnerships with SolarBuddy, The Smith Family, Cancer Council Australia, Beyond Blue, UN Women, and Australian Red Cross – NEXTDC has an established workplace giving program enabling staff to donate to these charities, with NEXTDC matching employee donations dollar-for-dollar;
- Providing paid volunteer days – NEXTDC has made a public commitment with Pledge 1% to empower our people to devote more than 1% of their time to giving back to their community. We provide all employees with three paid volunteer days to go back to the charities and community programs they feel passionate about. Employees can also request a further two paid volunteer days to participate in skills-based volunteering opportunities, which will benefit the community and provide development opportunities for our people.
- Providing paid emergency management leave (up to four weeks) to support our Australian employees who currently give their time to emergency and disaster relief services such as the Rural Fire Service.