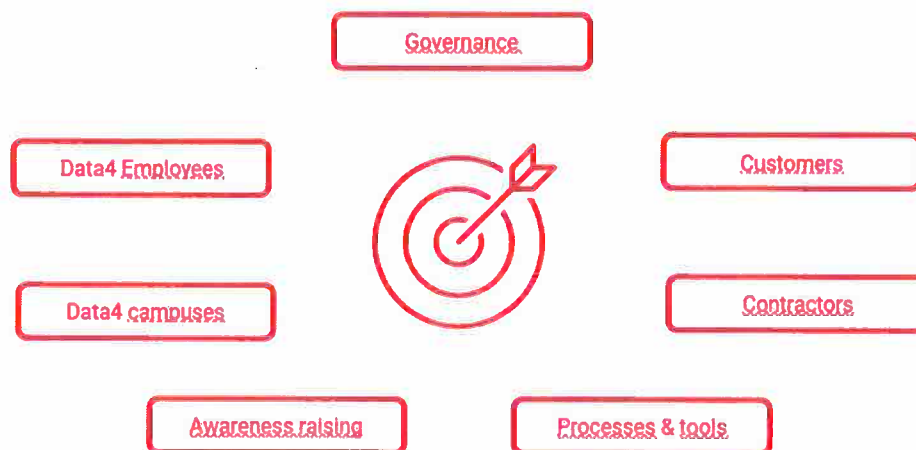


# H&S policy 2024

"Anyone who enters our campuses in good health must stay that way, whether they are our employees, customers, service providers or visitors" - Olivier Micheli - President and CEO of Data4.

Our Data4Safe occupational H&S program is a cornerstone of our corporate strategy. To achieve our goal of "zero serious accidents" on our campuses, it comprises 7 key areas:



Each key area of our program has clearly defined objectives:

- **Governance:** monitoring the effectiveness of our H&S program at COMEX and CODIR level.
  - ⇒ Objectives: to ensure that all H&S objectives are met, H&S action plans implemented and challenged where necessary.
- **Data4 employees:** involving all Data4 employees in our H&S approach.
  - ⇒ Objectives: to deploy our own H&S organizational model wherever we operate, and to train all our employees to become committed H&S players on a daily basis.
- **Customers:** meeting our customers' H&S requirements.
  - ⇒ Objectives: to work in partnership with our customers and progress together in implementing H&S best practices.

- **Data4 campuses:** creating exemplary H&S campuses.
  - ⇒ Objectives: to design and build campuses and data centers that comply with all current regulations, and to go beyond these requirements by incorporating all the improvements resulting from our lessons learnt.
- **Contractors:** involving all our contractors in our H&S approach.
  - ⇒ Objectives: to contractualize our H&S requirements with ambitious H&S objectives, particularly for High Risks Activities (HRA), then to monitor their implementation and effectiveness in the field in order to help all our suppliers and service providers make progress.
- **Processes & tools:** optimizing our H&S processes and tools.
  - ⇒ Objectives: to industrialize and standardize our H&S processes and tools at Group level as part of a continuous improvement approach, so that we can focus on the essentials: implementing the H&S approach in the field to achieve our objectives.
- **Awareness raising:** communicating widely on H&S to all our stakeholders.
  - ⇒ Objectives: to share H&S results, H&S events and implemented H&S best practices, so that we can all make progress together.

All these objectives are the subject of detailed action plans whose implementation is monitored at all levels of the company, notably as part of our ISO45001 certification.

**H&S is everyone's business, everywhere and all the time: we all need to be committed players if we are to achieve our H&S objectives!**

Olivier Micheli  
President & CEO

