

# VIRTUS OCCUPATIONAL HEALTH & SAFETY POLICY

This statement relates to the activities of VIRTUS Data Centres. The policy applies in respect of any person to whom the organisation owes a duty of care.

VIRTUS Data Centres wishes to ensure that staff, visitors and site personnel (including contractors) are provided with a safe working environment. VIRTUS also recognises and accepts its responsibility to ensure that it complies with the statutory regulations concerned with the working environment and the management of safe working practices.

This policy has been developed in conjunction with the requirements of BS ISO 45001:2018. VIRTUS currently adhere to this management system for all staff, and any interested parties.

VIRTUS are therefore dedicated to ensuring:

- The health, safety and welfare of all our staff and others who work under our control
- The safety of contractors and visitors to premises under our direct control
- Maintain a risk-based system to identify, control, reduce and eliminate occupational health & safety risks
- There exists a culture that is supported by senior management and is directed by supporting persons resulting in positive contribution to the effectiveness and continual improvement of the management system with engagement and worker participation
- The relevance of the management system, with continued extension to scope to incorporate new sites when the opportunity arises.

In order to meet these aims VIRTUS will:

- Provide and maintain, in so far as it is reasonably practicable, safe and healthy working conditions for all members of staff, and other persons working in or visiting our data centres
- Assess the risks to health and safety of its staff and visitors, and ensure appropriate assessments are conducted for the employees of site personnel by their employers
- Roles, responsibilities and accountabilities are documented and communicated
- Record all significant findings and all arrangements for health and safety
- Ensure all emergency procedures are relevant to the sites, including temporary works that may force deviations from the norm

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- Provide appropriate First Aid facilities and adequately trained First Aiders to respond to site incidences and to be a point of reference for the emergency services, this includes also inclusive of Mental Health First Aid training in support of any work related stress
- Ensure that appropriate safety signage is installed and maintained
- Keep up-to-date with best practice in relation to occupational health and safety and comply with all relevant legislation
- Consult with and involve our staff in matters affecting occupational health and safety
- Ensure that staff are provided with the necessary training and equipment to safely carry out their tasks
- Ensure that all employees, temporary staff, visitors and site personnel are informed of the Occupational Health and Safety Policy, emergency procedures, signage and any other relevant health & safety information
- Co-operate with and encourage those who work on our behalf to promote high standards of health and safety
- Review and revise the Compliance Policy and this policy as necessary at regular intervals
- Continually improve standards of health and safety.

VIRTUS have the responsibility to ensure multi-lateral scopes of duty of care are all-encompassing of statutory requirements, communication approaches and assessment systems and that they envelop all activities conducted at our data centre sites.

To achieve our aims, we require the full and active participation of all staff, visitors and site personnel.

Every employee has a duty to take reasonable care for the health and safety of themselves and others and to report accidents and hazards. Failure to discharge your duties under this policy could result in injuries, ill health, disciplinary action and legal prosecution.

This Policy will be reviewed annually or if there are any significant changes to the organisation or its activities.

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