EQUINIX

Modern Slavery Statement

This statement is made by Equinix (UK) Limited, Equinix (Services) Limited and Equinix (UK) Enterprises Ltd, who are subsidiaries of the ultimate parent company, Equinix, Inc (collectively, "Equinix", “we”, “us”, or “our”), in respect of Equinix’s actions and activities during the financial year ending 31 December 2021, pursuant to s.54 of the Modern Slavery Act 2015.

Equinix is a global digital infrastructure company, enabling digital leaders to harness a trusted platform to bring together and interconnect the foundational infrastructure that powers their success. Equinix enables today's businesses to access all the right places, partners and possibilities they need to accelerate advantage.

Equinix's ethics and values are core to our people and culture and how we conduct our business in the United Kingdom and around the world. Equinix is opposed to modern slavery or human trafficking in all its forms, and we expect the same opposition from all who work for us, and we demand it from anyone within our operations and with whom we have business dealings.

Our ethics and values are clearly embodied in our Code of Business Conduct, and we have processes in place to ensure that all our employees comply and agree to comply with our Code of Business Conduct, and all employees undergo on- going training and are asked to certify such compliance. We require all employees to complete our global compliance training, which includes training on our Code of Business Conduct and Anti-Bribery and Corruption. Annual updated trainings are provided live and online and are available in multiple languages.

We have established processes for reporting and addressing any risks or complaints of violations of our Code of Business Conduct, including violations relating to modern slavery, should they come to our attention. In particular, we maintain a whistleblower protection policy, which emphasizes zero tolerance for any discrimination or retaliation against whistleblowers. In 2022, we aim to adapt our global processes to meet evolving regulatory whistleblowing requirements.

Our supply chain in the United Kingdom is a mixture of global and local vendors. These include large global equipment manufacturers that supply and maintain infrastructure that forms part of our high availability data centers, global IT suppliers and service providers that support our business systems, processes and procedures and then more locally based suppliers such as engineering firms, consultancy firms, and other types of service providers. These suppliers are engaged to help support our UK business across a number of different functional areas, e.g., Operations, IT, Sales & Marketing, Finance and Human Resources.

With regard to the major suppliers, global and local, to our UK business, we have processes, which are focused on procurement activities to ensure that we carry out proper due diligence and implement appropriate vendor selection criteria that include due regard to the ethical standards and corporate values which are consistent with the principles embodied in the Modern Slavery Act 2015. We have implemented contractual provisions into our standard terms and conditions of purchase and supplemental contracts for the supply of goods and services that require such suppliers and vendors to comply with the requirements of the Modern Slavery Act 2015, including our right to request evidence of compliance with such requirements at any time upon reasonable notice.

We demand our suppliers observe our ethics and values through a series of measures, including via our global supplier source-to-pay platform that we rolled out in 2019 where all new suppliers are provided a copy of the Business Partner Code of Conduct (Code). We ensure that the Code is also available to those acting on our behalf, such as agents, representatives and partners via a publicly accessible URL site. Consistent with the Code, we expect that our suppliers and partners support and respect the protection of all human rights around the world. We are committed to upholding the fundamental human rights of our employees and of the workers of companies we engage.

During 2021, we maintained our risk-based approach to human trafficking, modern slavery and human rights when monitoring our suppliers in our supply chains and the way we assess these vendors in relation to compliance with the Code.

In 2021, we invested in the digitalisation and automation of our supplier risk management process, and will continue to do so in 2022.

Equinix is committed to continuing to improve its procurement policies, processes and practices in order to play its part towards the goal of eradicating any form of modern slavery and human trafficking in global supply chains around the world.

Russell Poole

Russell Poole
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Equinix (UK) Limited
Equinix (UK) Enterprises Ltd

Michael Winterson

Michael Winterson
Director
Equinix (Services) Limited

This statement has been approved by the boards of Equinix (UK) Limited, Equinix (Services) Limited and Equinix (UK) Enterprises Ltd on 24 June 2022 in compliance with the Modern Slavery Act UK (2015).

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