

# COMMITMENT TO OCCUPATIONAL HEALTH AND SAFETY & ENVIRONMENTAL SUSTAINABILITY POLICY

Version 12 | 2<sup>nd</sup> February 2017

The Rackspace International Leadership Team and all who work at Rackspace International are committed to fulfilling its occupational health & safety and environmental compliance obligations by:

- Ensuring that all our business activities are carried out in conformance with the relevant laws, regulations and standards (legal or otherwise) laid down by the countries in which Rackspace conducts its business activities or to which it subscribes (if these requirements are found to be less exacting than those laid down in the United Kingdom, or where no equivalent law exists, then Rackspace will adopt the UK standard for all health & safety and environmental-related activities);
- Maintaining a healthy and safe working environment free of work-related accidents and ill health, fulfilling our obligations to both employees and the public who may be affected by our activities;
- Identifying and assessing workplace risks and hazards and implementing appropriate preventative and protective measures;
- Recruiting personnel who have the skills, abilities and competence commensurate with the roles, skills, knowledge, level of responsibility and ability to perform work duties in respect of this statement;
- Ensuring that technical competence is maintained through appropriate training and safe working equipment;
- Protecting the environment by minimising waste, promoting recycling, managing our energy consumption and any harmful emissions in a responsible manner, and preventing pollution;
- Annually agreeing objectives and targets (from which this policy provides a framework) that underpin our commitments which are regularly reviewed and monitored for effectiveness and published throughout the organisation;
- Working with suppliers who themselves have sound health & safety and environmental policies and practises;
- Seeking to continually improve and enhance our health & safety and environmental performance

In order to ensure the achievement of these commitments, we have implemented an Environmental Management System (EMS) certified to ISO 14001:2015 (Environmental Management) in Australia and the UK, and a Health & Safety Management System (HSMS) certified to BS OHSAS 18001:2007 (Occupational Health & Safety) in the UK.

The requirements of this policy and all relevant obligations shall be communicated to, and full compliance required of, all employees or agents conducting work for, or on behalf of, Rackspace within the scope of the Health and Safety & Environmental Management Systems.

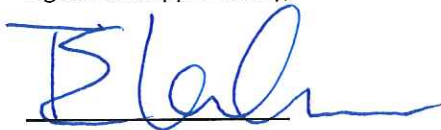
Training is provided to ensure relevant competence. Employees are encouraged to actively contribute to a safe, healthy and environmentally responsible and sustainable working environment. Failure to comply may result in disciplinary action and/or termination of employment or release from contract.

All injuries, near misses, however small, sustained by a person at work must be reported to the Health and Safety Co-ordinator. Rackspace recognises and accepts the duty to protect the health and safety of all visitors to its premises, including agents and temporary workers, as well as any members of the public who might be affected by its activities.

Any other parties requiring access to Rackspace International facilities are subject to the provisions of this policy.

This policy should be read in conjunction with the Rackspace Health and Safety & Environmental Management System documentation. It is reviewed at least once annually and is publicly available.

Signed and approved by,



**Tiffany Lathe**, Vice President and  
General Counsel, International  
(Environmental Management System Executive Sponsor)



**Darren Norfolk**, Managing Director UK  
(Health & Safety Management System Executive Sponsor)