



## DIGITAL REALTY

### ENVIRONMENTAL OCCUPATIONAL HEALTH AND SAFETY POLICY

Our vision: Digital Realty Trust, Inc. (the "Company") is committed to achieving Environmental Occupational Health and Safety (EOH&S) program management excellence to support our objectives of uncompromised quality and performance around the globe.

To help achieve this vision, we have established and documented an integrated, global EOH&S management system compliant with the principles of ISO 14001:2004 and ISO 45001:2016/OHSAS 18001:2007. Within this framework, we are committed to achieving full compliance, reducing our impact on the environment and preventing pollution, maintaining a workplace that is free from occupational injury and illnesses, promoting a positive EOH&S culture, encouraging continual improvement, and striving to ensure the adoption and implementation of best-in-class EOH&S practices by:

1. **Meeting or Exceeding All Applicable Legislation, Regulations and Rules:** We will meet or exceed all EOH&S laws, regulations, codes of practice and other EOH&S requirements which are adopted by the Company. To achieve and maintain compliance, we will develop and maintain management systems for identifying relevant requirements and for monitoring performance of related activities.
2. **Adopting Significant EOH&S Aspects, Objectives and Targets:** We will make continual and effective improvement of our performance through the identification of significant EOH&S aspects, and the setting and review of EOH&S objectives and targets.
3. **Preventing Environmentally Damaging Incidents:** We will strive to eliminate the potential for the occurrence of polluting events.
4. **Preventing Occupational Injuries and Illnesses:** We will strive toward zero occupational injuries and illnesses by implementing preventive and reactive measures consistent with best EOH&S practices while sources of hazards shall be controlled through careful planning and engineering, appropriate work procedures, training, inspections, and maintenance.
5. **Demonstrating Management and Employee Leadership:** We have adopted EOH&S stewardship as a core value of our company by holding management and employees accountable. EOH&S performance is equal in importance and critical to the achievement of financial and operational quality objectives. Each manager is accountable for the EOH&S performance of his/her employees. Each employee must also accept responsibility for his/her surrounding environment and his/her personal safety and health, and all employees shall conduct themselves in a responsible manner, following Company EOH&S policies, rules, procedures, and work practices. EOH&S is everyone's responsibility.
6. **Involving People:** EOH&S awareness must also be developed through communication, training, motivation, cooperation, and participation of every Company employee. Through employee commitment and team effort, injuries can be prevented and a safe, healthy workplace provided.
7. **Partnering:** We will create a knowledgeable awareness of EOH&S issues and alternatives with our clients and other stakeholders where possible and place more emphasis on a strong EOH&S culture to strengthen this commitment.
8. **Continual Improvement and Commitment:** We will continually analyze our processes to maximize efficiency and reduce EOH&S risk. We will enhance and improve the EOH&S management system to ensure that it is appropriate, effective and in alignment with the strategic goals and objectives of the Company.

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*Erich Sanchack*

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**Erich Sanchack**

**Executive Vice President, Operations**

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