

Our Commitment to Human Rights

We are committed to respecting and upholding human rights across everything we do as a business – in how we treat our people, serve our customers, and work with partners and suppliers

This commitment is grounded in the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

What this means

We recognise that our activities as an employer, a service provider and a business that works with partners and suppliers can affect people's rights. We take that responsibility seriously.

In practice, this means:

- Our people: We are committed to fair employment practices, safe and supportive working conditions, and equal treatment for all employees regardless of background.
- Our customers: We are committed to providing reliable, transparent services and handling customer data with care and integrity.
- Our partners and suppliers: We expect the organisations we work with to share our commitment to respecting human rights. We are working to better understand and assess human rights considerations across our supply chain, including our data centre partners and equipment suppliers.
- Our community: We are committed to operating in a way that contributes positively to the communities and environments we are part of.

Our approach

We are committed to:

- Identifying and assessing potential human rights risks connected to our operations and business relationships
- Taking appropriate action to prevent or mitigate any negative impacts we identify
- Being transparent about our approach and progress
- Continuously improving our understanding and practices as we learn

We do not claim to have all the answers, but we are committed to doing the work, honestly and consistently.

Governance

This commitment will be reviewed annually by the executive team.

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This document was last approved by Dave Kimberley, CEO in May 2026

