

RACKSPACE TECHNOLOGY OCCUPATIONAL HEALTH AND SAFETY & ENVIRONMENTAL SUSTAINABILITY Statement

Version 17 | 11th November 2022

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

- Committing that all business operations are carried out pursuant to the relevant laws, regulations, and standards in place within the jurisdictions in which Rackspace Technology conducts business. Rackspace will implement local best practices across all locations for all health, safety and environmental processes;
- Maintaining a healthy and safe working environment free of work-related accidents and ill health, fulfilling our obligations to both employees, stakeholders and the public who may be affected by our activities;
- Identifying, assessing and reducing workplace risks and hazards and implementing appropriate preventative and protective measures while taking opportunities to improve our OH&S and Environmental systems;
- 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;
- Promoting technical competence 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 for Health & Safety and Environmental Management (from which this statement provides a framework) that underpin our commitments which are regularly reviewed and monitored for effectiveness and published throughout the organisation where required;
- Requiring our Suppliers and Subcontractors comply with our Supplier Code of Conduct which includes promoting equivalent Health & Safety and Environmental policies and practises;
- Seeking to continually improve and enhance our health & safety and environmental performance through employee consultation, participation and representatives of employee safety, where applicable and without reprisals in regions where we have them set-up.

In order to achieve 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 ISO 45001:2018 (Occupational Health & Safety) in the UK.

The requirements of this statement 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 Technology.

Training is designed to promote 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 will be reported to the company. Rackspace Technology recognises and accepts the duty to protect the health, safety and welfare 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 Technology global facilities are subject to the provisions of this statement.

This statement should be read in conjunction with the Rackspace Technology Health and Safety & Environmental Management Systems documentation and the Rackspace Code of Conduct and Business Ethics. This statement will be reviewed periodically by top management and communicated to employees.

Signed and approved by

M. Jason Bowling

Jason Bowling, VP Business Operations

10 November 2022

Date