



## Health & Safety Policy

Routerstack Services Corp

### 1. Policy Statement

Routerstack is committed to protecting the health, safety, and wellbeing of our employees, contractors, clients, and the communities in which we operate, while minimising our environmental footprint. We will provide safe systems of work, ensure competence, and promote a proactive health and safety culture across all operations.

### 2. Commitments

- Legal Compliance – We meet or exceed the requirements of:
  - Canada Labour Code Part II and relevant provincial OH&S regulations.
  - Australia's Model WHS Act & Regulations (as applied by state and territory).
  - New Zealand's Health & Safety at Work Act 2015.
- Safe Workplaces & PPE – We maintain orderly, hazard-controlled work areas and provide task-appropriate PPE for data centre work (e.g., hearing protection, safety glasses, gloves).
- Competency – All personnel must complete the Nexus Portal training modules \*Health & Safety\* and \*Data Centre Best Practice\* before attending site, with annual refreshers.
- Hazard Management – Site leaders use the Nexus Portal \*Client Site Audit\* checklist to identify hazards, implement controls, and document residual risks before work begins.
- Incident Reporting & Learning – Hazards, near-misses, and incidents must be logged in the Nexus Portal \*Incident Reporting\* form within 24 hours. Corrective actions are tracked to closure and lessons shared across the business.
- Consultation & Empowerment – We engage employees and contractors in safety decisions, encourage open communication, and support the right to stop work they believe is unsafe without repercussion.
- Continuous Improvement – We set measurable health and safety objectives, monitor performance, audit compliance, and review this policy annually or following major organisational or legislative change.

### 3. Responsibilities

- Directors – Provide leadership, resources, and strategic oversight.
- Supervisors / Project Leads – Plan safe work, verify controls, and ensure personnel are competent.

- Workers & Contractors – Complete Nexus Portal compliance training, follow site guidance, wear PPE, and report hazards immediately.

Approved by:

Routerstack Management

Date:

## Document Control

Policy Owner: Routerstack Management

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## Approval

Approved by:  \_\_\_\_\_

Position: \_\_\_\_\_

Date: \_\_\_\_\_