



Modern Slavery and Human Trafficking Statement for the Fiscal Year Ended December 31, 2025

Introduction

Equinix's ethics and values are core to our people and culture and how we conduct our business around the world. Equinix supports and respects the protection of all human rights around the world. Equinix is opposed to modern slavery and human trafficking in all forms, and we expect the same opposition from all who work for us and with whom we have business dealings.

This Statement describes how Equinix, Inc. and its subsidiaries (hereinafter collectively referred to as "Equinix") met our commitment during Fiscal Year 2025 to assess and address the risk of modern slavery and human trafficking in our operations and our supply chains pursuant to the [UK \(United Kingdom\) Modern Slavery Act](#), the [Australian Modern Slavery Act](#), and the [Canadian Forced and Child Labour in Supply Chains Act](#). Unless otherwise noted in this Statement, the policies and practices described herein apply to Equinix, Inc. and all of its subsidiaries.

The board of directors of each reporting entity listed in **Appendix A** ("In-Scope Entities") has considered and approved this statement prior to publication. Signature approvals are included in **Appendix B**.

1. Equinix structure and business operations

Equinix is the world's digital infrastructure company®. With interconnection-rich solutions and strategic expertise, we empower businesses to scale securely, operate seamlessly and innovate with confidence. We shorten the path to boundless connectivity and global possibility by delivering the right resources in the right place, at the right time, anywhere in the world.

Equinix provides a variety of International Business Exchange™ (IBX®) and xScale® data centers as well as interconnection solutions and managed IT infrastructure services. Equinix operates in 77 strategic markets across the Americas, Asia-Pacific and EMEA with more than 10,500+ customers, including a diversified mix of cloud and IT service providers, content providers, enterprises, financial companies and network and mobile service providers.

Our global, state-of-the-art data centers meet strict standards of security, reliability, certification and sustainability. Our footprint consists of 280 data centers worldwide. A full list of our IBX locations is available [here](#).

- In Australia, we have 18 IBX data centers located throughout Adelaide, Brisbane, Canberra, Melbourne, Perth and Sydney.
- In Canada, we have 15 IBX data centers located throughout Calgary, Kamloops, Montreal, Ottawa, Saint John, Toronto, Vancouver, and Winnipeg.
- In the UK, we have 14 IBX data centers located throughout London and Manchester.

Equinix had 13,716 regular employees as of 31 December 2025.

2. Our policies and training

As our baseline, Equinix's ethics and values are embodied in our [Code of Business Conduct](#) (Code). We have processes in place to ensure that all employees certify compliance with our Code, and we require all employees to complete annual compliance training to maintain awareness of the requirements of the Code. Our trainings cover various topics in our Code, including human rights and anti-bribery and corruption, and our trainings are provided live and online in multiple languages. Equinix also offers awareness sessions and employee engagement events focused on human trafficking risks, with recordings available for employees. These initiatives complement our core compliance training by reinforcing awareness and reporting practices.

Equinix's Code also establishes the company's whistleblower protection practices, including our zero tolerance, non-retaliation policy that protects individuals who report a concern. Equinix's Code is posted on the company website and is publicly accessible including to those acting on our behalf, such as agents, representatives and partners.

Consistent with our Code, we expect our suppliers and partners to support and respect the protection of human rights



around the world. We are committed to upholding the fundamental human rights of our employees and of the workers of companies we engage. We outline our standards for suppliers and partners in our Equinix [Business Partner Code of Conduct](#).

Since June 2015, our Global Purchasing Policy (GPP) sets sourcing standards for employees, including compliance and sustainability considerations, and provides guidelines for business process owners responsible for purchasing decisions. The GPP requires that:

- Suppliers receive an electronic copy of the Business Partner Code of Conduct.
- Our supplier contracts contain an obligation upon the supplier to comply with the Business Partner Code of Conduct.
- Suppliers comply with all applicable wage and hour, anti-slavery and human trafficking laws, statutes, regulations and codes and will not engage in any activity, practice or conduct related to human trafficking or use child or forced labor in providing the deliverables under the contracts, including our right to request evidence of compliance with such requirements at any time upon reasonable notice.

We regularly update the GPP to reflect evolving standards.

3. Our supply chains

Equinix's supply chain is diverse and encompasses a mix of global and local suppliers, each playing a crucial role in the construction, operation and maintenance of our data centers. Key supplier categories across our supply chain include:

- Construction contractors, including global and local contractors engaged during the design, construction and fit-out of our data centers. Where we lease premises or purchase existing premises, we may engage entities which specialize in construction to 'fit-out' the premises.
- Power and cooling infrastructure suppliers, including global manufacturers and local providers of the equipment used to deliver reliable power to customer infrastructure and maintain secure operating environments. This includes backup generators, uninterruptible power supply (UPS) units and heating, ventilation and air conditioning (HVAC) equipment required to maintain appropriate temperature, airflow and humidity levels.
- IT and technology service providers, including global suppliers that support our business systems and processes, ensuring our operations run smoothly.
- Operational support and facilities service providers, including suppliers that help us maintain day-to-day data center operations, such as physical security services and security personnel, janitorial services, waste management providers and other site-based support services.
- Professional services and consultants, including firms engaged across a range of functional areas such as Operations, the Digital and Innovation Organization (DIO), Sales and Marketing, Finance, Legal and People (HR) to support business strategy, governance and operational effectiveness.

4. Modern slavery risk areas

We recognize that the level of risk of modern slavery is influenced by a range of factors, including sector and industry-specific risks, products and services risks, geographic risks and entity-specific risks. For Equinix, some industries and activities associated with our operations and supply chain, particularly those involving the increased use of unskilled, temporary and outsourced labor, have a higher risk of modern slavery (such as construction, janitorial, hospitality, etc.). Similarly, we know that there are greater risks of modern slavery when sourcing materials from regions which are more exposed to factors such as poor governance, weak rule of law or conflict. These risk factors inform Equinix's approach to risk assessment and due diligence, as described below.

5. Our risk assessment and due diligence processes

Our HR and Ethics and Compliance Office (ECO) are responsible for ensuring our employee codes of conduct, policies, communication, training and reporting and remediation mechanisms are in place. They coordinate communications to employees regarding the importance of compliance with these policies and procedures, supporting ongoing dialogue within Equinix to help identify and address modern slavery risks, and to promote



awareness of required actions within Equinix.

Across our own operations, key risk assessment and due diligence activities include:

- In 2025, Equinix established a company-wide initiative with a cross-functional group of stakeholders consisting of HR, ECO, the Sustainability Program Office (SPO), Global Procurement, Global Design and Construction (GDC) and Legal to guide and support human rights due diligence activities across our value chain.
- In 2026, Equinix is conducting a Human Rights Impact Assessment (HRIA) on Equinix's own operations and downstream. This assessment will help enhance our due diligence systems and governance processes as part of our continuing efforts to strengthen Equinix's broader human rights program.

Our Supply Chain Governance, Risk and Resilience (GRR) function within Global Procurement creates, maintains and oversees the relevant policies, procedures, assessments, training and tools specific to human rights in the supply chain and surrounding our procurement activities and interactions with suppliers. The GRR function is responsible for carrying out overall supply-side risk assessment program across the organization, which includes incorporating human rights and modern slavery considerations into supplier risk screening and monitoring activities with special attention to people-intensive industries. Tier one suppliers are continuously monitored across a range of GRR criteria and have their performance re-assessed at least bi-annually. This function ensures that Equinix's operations and purchasing activities are in line with our policies and standards, including proper due diligence and appropriate supplier selection criteria.

We require suppliers to comply with all applicable wage and hour, anti-slavery and human trafficking laws, statutes, regulations and codes and to not engage in any activity, practice or conduct related to human trafficking or use child or forced labor in providing the deliverables under the contracts. Equinix maintains the right to terminate or not renew its contract with any supplier that engages in these practices.

Across our supply chain, key risk assessment and due diligence activities include:

- In 2021, Equinix rolled out Third Party Risk Management (TPRM) to standardize the identification, assessment and monitoring of suppliers across multiple risk domains. Internal risk domain teams are responsible for managing identified risks to completion. Each year, we make investments in additional capabilities to support our supplier risk management processes.
- In 2023, Equinix conducted its first triennial supply chain-facing HRIA. The assessment aims to identify and understand inherent human rights risks by market and category, assess the current effectiveness of our policy and controls, and identify specific areas to further reduce residual risk across our supply chain.
- In 2025, the Supply Chain Human Rights program advanced its mission by undertaking an evaluation of current procedures and practices related to human rights due diligence. This helped identify opportunities to enhance oversight, monitoring and risk-mitigation activities across our supply chain.
- In 2026, Global Procurement is refreshing the supply chain-facing HRIA conducted in 2023, building on prior findings to further enhance due diligence systems and governance processes.

6. Our remediation processes

Equinix is committed to continuous improvement, including through its policies, processes and practices, towards the goal of eradicating any form of modern slavery and human trafficking in global supply chains around the world. We have established processes for reporting and addressing any risks or complaints of violations of our Code, including violations relating to modern slavery, should they come to our attention. In particular, we:

- Maintain a whistleblower protection policy, which emphasizes zero tolerance for any discrimination or retaliation against whistleblowers; and
- Maintain an [ethics and compliance helpline](#) which is accessible by employees through our internal website, online and by third parties. The helpline is managed and hosted by an independent provider for independent online and telephone helpline services. The online reporting function is available in 22 languages, 24 hours a day, 7 days a week, 365 days a year.

All reports of potential violations of our policies are promptly handled by the ECO, in coordination with the appropriate teams based on the nature of the report. If we determine that a complaint or report is substantiated, we will take appropriate action to address the matter in accordance with our policies.



For the 2025 reporting period, we did not identify any instances of forced labor or child labor in our supply chains and, therefore, no remedial measures were taken, including any related to remediating the economic impact on the most vulnerable families.

7. How we assess the effectiveness of our actions

Equinix takes various measures to monitor and assess the effectiveness of its actions to address modern slavery risks, including tracking the number and completion rates of internal compliance trainings that we have rolled out to employees, tracking the proportion and number of complaints resolved by our confidential ethics and compliance helpline, and benchmarking our internal management systems against the requirements of applicable modern slavery legislation and best practices.

We also evaluate the inherent and residual risks in our supply chain as an indicator of the effectiveness of our controls, and we audit our due diligence procedures, preventive controls and risk identification procedures with an eye towards continuous improvement.

Equinix seeks to effectively avoid any risks associated with modern slavery and human trafficking. As an indicator of our compliance controls and operations, in 2025, Equinix received no significant or material fines or non-monetary sanctions for non-compliance with laws and regulations.

8. Our consultation processes

As part of Equinix's human rights due diligence approach, the company seeks to understand and assess potential human rights risks through a range of internal processes, including HRIAs. In this context, consultation takes place with relevant internal stakeholders and, where appropriate, external stakeholders.

The Global Procurement, Legal, SPO and ECO, together with each of the reporting entities covered by this statement, participated in the preparation of this statement.

9. Our shared commitment

As a global interconnection and data center company, we build our business on a foundation of ethical conduct for accessible, resilient and responsibly managed digital infrastructure. We focus on responsible business practices, strong corporate governance and global compliance. We are driven by a shared commitment to deliver strong operating performance while never losing sight of our "In Service To" mindset which holds us in service to each other, to our customers, to our suppliers and business partners, to our shareholders and to the communities in which we operate.

For comprehensive information on all our sustainability efforts, please visit our sustainability website: <https://www.equinix.com/about/sustainability>.



Appendix A – In-Scope Entities

Equinix has chosen to make a joint Modern Slavery and Human Trafficking Statement at the group level. The specific Equinix entities in scope of reporting that have approved the statement for the fiscal year end 31 December 2025 are:

Australia

The Australian subsidiaries that qualify as reporting entities under the Australian Modern Slavery Act include:

- Equinix Australia Pty Ltd

Canada

The Canadian subsidiaries that qualify as reporting entities under the Canadian Forced and Child Labour in Supply Chain Act include:

- Equinix Canada Ltd

United Kingdom

The United Kingdom (UK) subsidiaries that qualify as reporting entities under the UK (United Kingdom) Modern Slavery Act include:

- Equinix (UK) Ltd
- Equinix (Services) Limited
- Equinix Hyperscale 1 (LD11) Ltd
- Equinix Hyperscale 1 (LD13) Ltd



Appendix B – Signature Approvals

Australia

This statement was approved by the Board of Directors of Equinix Australia Pty Ltd on June 2, 2026.

This statement is signed by Christopher Arthur William Johnson in his capacity as Director, being a responsible member of the Board of Directors of Equinix Australia Pty Ltd.

Signed by:

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Christopher Arthur William Johnson
Director

Date: 6/3/2026