

Global Switch Equal Opportunities Policy Summary

Issued:
AUGUST 2026

CONTENTS

1.0	POLICY SCOPE AND APPLICABILITY	4
2.0	OUR EQUAL OPPORTUNITY COMMITMENT	4
3.0	DISCRIMINATION	5
4.0	RECRUITMENT AND SELECTION	5
5.0	TRAINING AND CAREER DEVELOPMENT	5
6.0	DISABILITY INCLUSION	5
7.0	PART-TIME AND FIXED-TERM WORKERS	6
8.0	POLICY ENFORCEMENT	6



GLOBAL SWITCH EQUAL OPPORTUNITIES STATEMENT

At Global Switch, we are committed to fostering a workplace culture built on **respect, dignity, and fairness**. We believe that diversity drives innovation and excellence, and we strive to ensure that every individual regardless of background is empowered to thrive.

1.0 POLICY SCOPE AND APPLICABILITY

The policy applies to all Global Switch team members – employees, officers, consultants, contractors, and agency workers. It is designed to prevent discrimination and promote fairness across all employment practices. This policy sets out our approach to equal opportunities and the avoidance of discrimination at work. It applies to all aspects of employment with us, including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures, and termination of employment.

The Company recognises that we operate across multiple global jurisdictions, and on that basis confirms that it aims to recognise and to comply with the legally enforceable rights as reflected in local laws and any applicable statutory requirements as a minimum standard.

2.0 OUR EQUAL OPPORTUNITY COMMITMENT

At Global Switch we seek to grow through the diversity of talents and abilities in our Company. It is our commitment that everyone be treated with courtesy, dignity, and respect. We do not tolerate discrimination or harassment of any kind. We commit to providing equal opportunities for all our team members and anyone who applies to work with us. This reflects our ambition to be a responsible, inclusive, and transparent organisation.

We are committed to ensuring that Global Switch team members receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex, or sexual orientation (“Protected Characteristics”).

To support an inclusive culture, we encourage employee-led networks for underrepresented and vulnerable groups, such as our Respect Committee and provide development, mentoring and networking opportunities through Myndup and our Women of Global Switch initiative to support the progression of women across our business.

3.0 DISCRIMINATION

Global Switch team members must not unlawfully discriminate against or harass other people including current and former team members, job applicants, customers, suppliers, and visitors. This applies in the workplace, outside the workplace (when dealing with customers, suppliers, or other work-related contacts) and on work-related trips or events including social events.

The following forms of discrimination are prohibited under this policy and are unlawful:

- a) Direct discrimination
- b) Indirect discrimination
- c) Harassment
- d) Victimisation
- e) Disability discrimination

4.0 RECRUITMENT AND SELECTION

All hiring and promotion decisions are merit-based. Job advertisements and selection processes are designed to reach diverse talent pools and avoid stereotyping. Equal opportunities monitoring is conducted in anonymised formats to improve equity and diversity.

5.0 TRAINING AND CAREER DEVELOPMENT

Training needs are identified through appraisals and one-to-one meetings. All employees are given fair access to development opportunities, and promotion decisions are based solely on merit. Our conditions of service, benefits, and amenities are reviewed regularly to ensure that they are available to all employees who should have access to them and that there are no unlawful obstacles to accessing them.

6.0 DISABILITY INCLUSION

Global Switch encourages disclosure of disabilities to provide appropriate support and reasonable adjustments. The company monitors physical accessibility and commits to improving access where needed.

7.0 PART-TIME AND FIXED-TERM WORKERS

These employees are entitled to the same terms and conditions as full-time or permanent staff, on a pro-rata basis unless different treatment is objectively justified.

8.0 POLICY ENFORCEMENT

The equal opportunities policy forms part of the mandatory compliance training which is delivered annually to all Global Switch team members and as part of the onboarding process.

Any violations of the policy are treated seriously and may result in disciplinary action, including dismissal. Complaints can be raised through grievance or anti-harassment procedures.

Our Executive team has overall responsibility for the effective operation of this policy and for ensuring compliance with the relevant statutory framework. The Chief Executive Officer has day-to-day responsibility for operating the policy and in turn has delegated the day-to-day responsibility for ensuring its maintenance and review to the Chief Legal Officer or, in their absence, to the Executive Group HR Director.

Thank you

For taking the time to familiarise yourself with this document, if you have any questions please do not hesitate to contact a member of our team, or alternatively, further information can be found on our website:

globalswitch.com

Corporate Office
+44 20 8045 9000
info@globalswitch.com

Hong Kong
+852 3955 1000
saleshongkong@globalswitch.com

Paris
+33 1 55 90 04 60
salesparis@globalswitch.com

Data Centres
Amsterdam
+31 20 6666 300
salesamsterdam@globalswitch.com

London
+44 20 7473 9000
saleslondon@globalswitch.com

Singapore
+65 6958 1800
salesingapore@globalswitch.com

Frankfurt
+49 69 74 22 70
salesfrankfurt@globalswitch.com

Madrid
+34 91 312 06 00
salesmadrid@globalswitch.com

Version:
1

Issued:
AUGUST 2026

© Global Switch. All Rights Reserved May 2021. This Document Is Expressly Provided To And Solely For The Use Of Global Switch Customers And Must Not Be Quoted From, Referred To, Used By Or Distributed To Any Other Party Without The Prior Consent Of Global Switch Who Accept No Liability Of Whatsoever Nature For Any Use By Any Other Party.