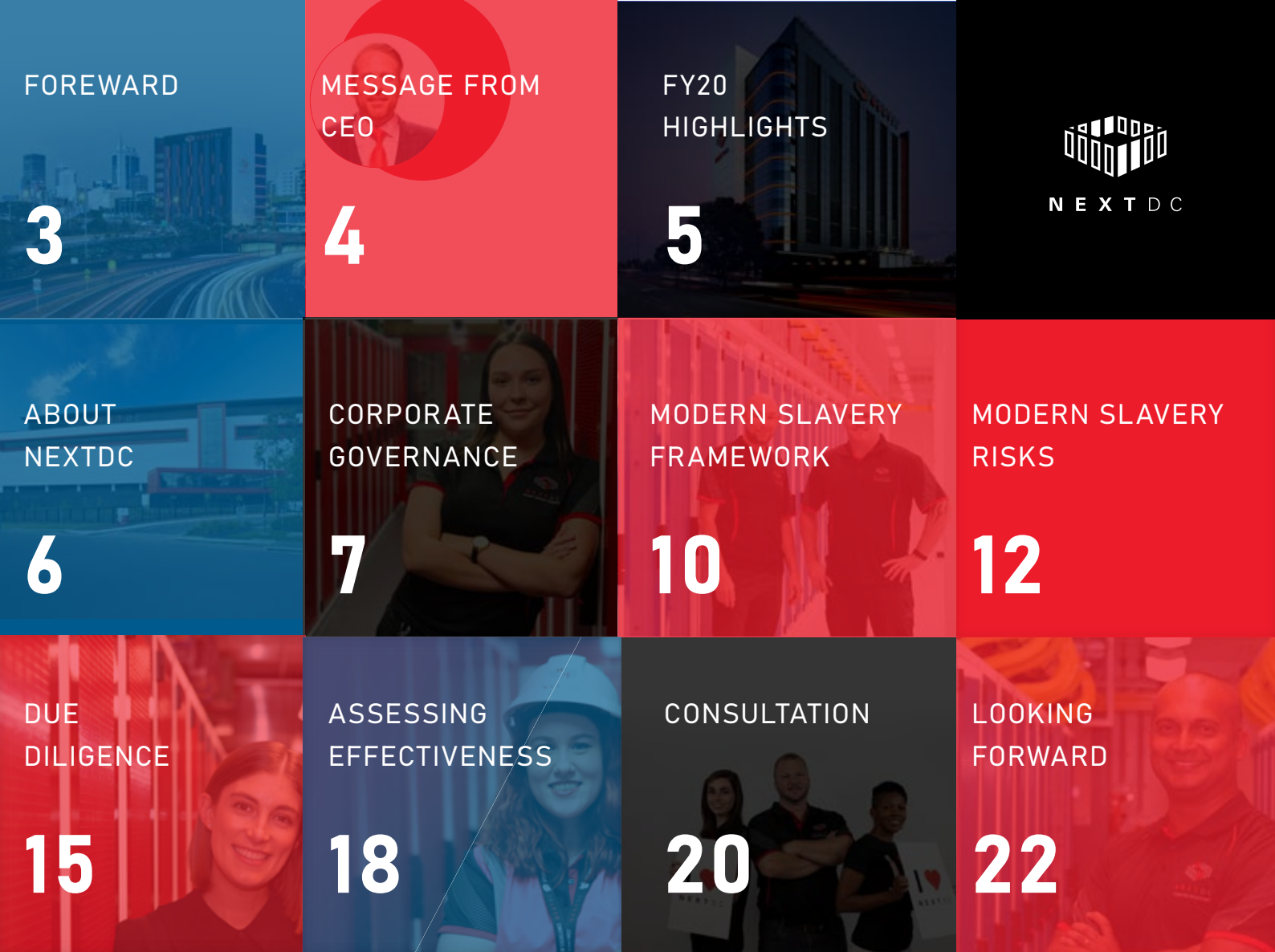


FY20 MODERN SLAVERY STATEMENT





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FOREWARD

This is NEXTDC's Modern Slavery Statement, made in accordance with the Modern Slavery Act 2018 (Cth), for the financial year ending 30 June 2020. It outlines the steps we have taken to identify and address modern slavery risks in NEXTDC's operations and supply chain. NEXTDC requires ethical and transparent labour practices and, consistent with these principles, takes a zero-tolerance approach to any form of modern slavery.

This statement was approved by the NEXTDC Board on 15 December 2020. All enquiries or feedback on this statement should be directed to NEXTDC's Procurement and Compliance team at all.procurement@nextdc.com.



MESSAGE FROM THE CEO



Craig Scroggie
CEO

Over the years, NEXTDC has established a strong governance framework and is committed to the highest levels of integrity and ethical standards, including our commitment to human rights. NEXTDC values the rights of our people and the communities we operate in, our business partners, our employees and those working within our supply chain. We are committed to addressing instances of human rights risk and violations wherever we encounter these.

With the continued growth and development of NEXTDC, our supply chain is becoming larger and complex. The goods and services we need to build and operate our data centres are sourced from various regions around the world, some of which may be prone to modern slavery practises. NEXTDC's position on these practises are clear. Not only are they unacceptable from a moral and ethical standpoint but they also represent significant reputational, and commercial risks to the business.

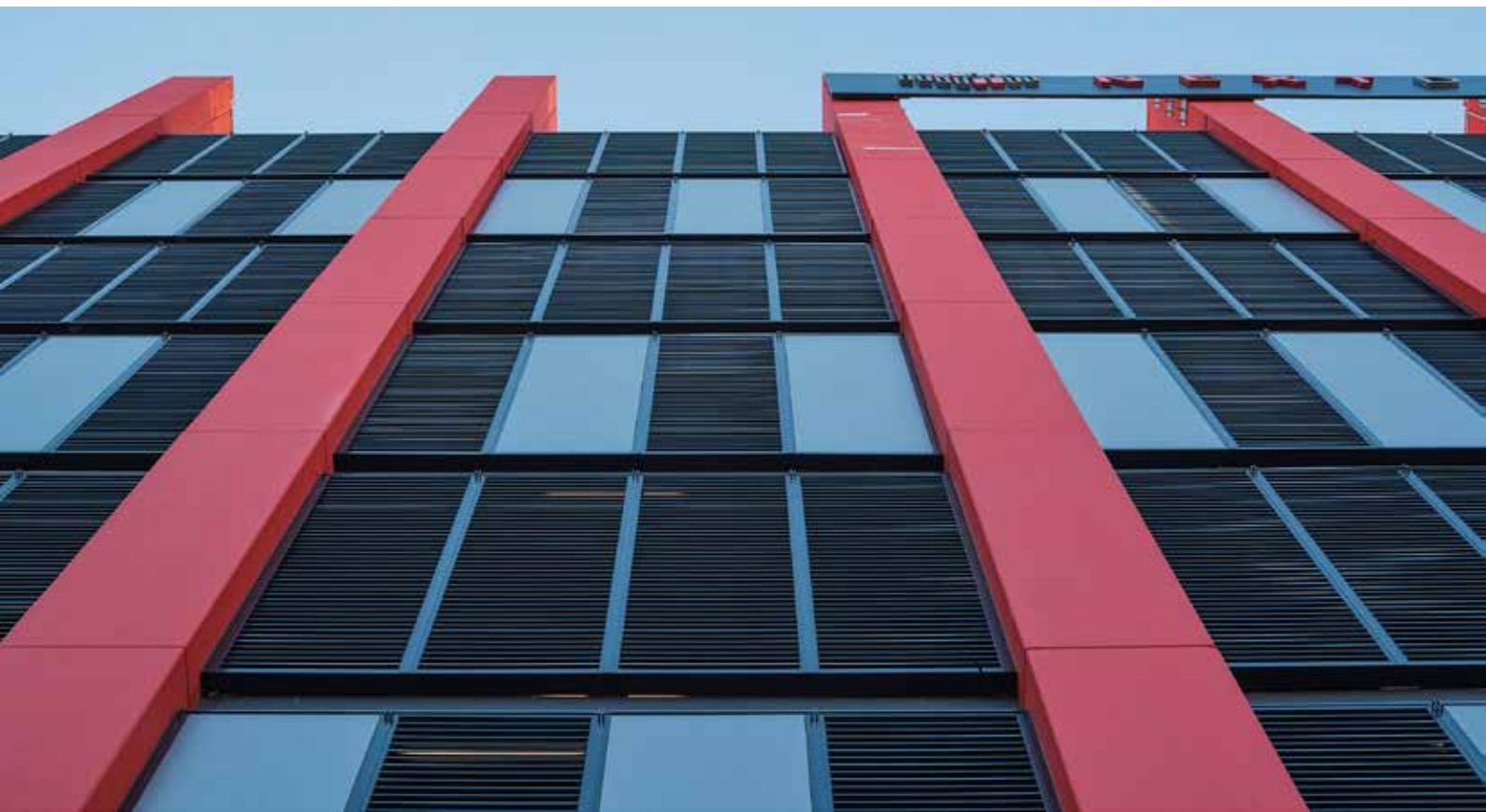
NEXTDC seeks to conduct its business in a manner consistent with the practises outlined in the United Nations Guiding Principles on Business and Human Rights (UNGP Principles). Our Human Rights Policy forms part of the assurance program designed to ensure our compliance.

We seek to identify and take actions where a risk of modern slavery is identified in our operations or supply chain.

To achieve this, we have established a Modern Slavery Framework to implement policies that promote greater awareness amongst our staff and our suppliers on this issue. Upholding the UNGP Principles and protecting the human rights of those we employ and work with remains a key priority, a moral obligation and central to who NEXTDC seeks to be as a provider of first- class services.

A handwritten signature in black ink, appearing to read 'Craig Scroggie', written over a white background.

Craig Scroggie
CEO



FY20 HIGHLIGHTS

Established the Modern Slavery Committee to spearhead our efforts and coordinate due diligence activities on modern slavery risk across our operations and supply chains.

Conducted modern slavery risk assessments, deep diving on high-risk tier-one suppliers.

Established a Human Rights Policy to ensure that our commitment is clear to all stakeholders.

Updated Supplier Code of Conduct ("Supplier Code") to further emphasise the expectations and our commitments we have of ourselves and our suppliers in this area.

Strengthened supplier contracts in compliance with modern slavery legislation.

Introduced additional controls during both the supplier onboarding and management lifecycle process.

Delivering modern slavery training to all employees to build greater awareness of human rights and modern slavery risks and issues.



ABOUT NEXTDC

Who we are and what we do

NEXTDC Limited is a public technology company on the Australian Securities Exchange (ASX) that is focussed on the supply of innovative data centre solutions, connectivity services and infrastructure management software. As an independent data centre operator with a nationwide network of facilities NEXTDC provides colocation services to both local and international organizations.

Further details on the Company's activities, products and services, types of customers, net sales, capital and quantity of services are available in NEXTDC's FY20 Annual Report on our website at www.nextdc.com.

Our corporate values

At NEXTDC, our corporate values are not just words on a page. They are the behaviours we value most in our team. We embrace these values as the attributes by which we recognise, reward, hire, fire and promote our people. The Company's commitment to its values, ethics and compliance foster a culture that, we believe, attracts the highest-calibre employees, and builds and enhances our customer relationships.

Our Board of Directors drive culture and accountability. They ensure our values are reflected in the Company's operations and our day-to-day activities. Our values also underpin our approach to modern slavery and human rights issues, be it in our commitment to the community we work in, our supply chain and partnerships or our employees. We care about our impact on stakeholders including colleagues, suppliers, customers, and the community we live in. We are committed to:

- respecting the diverse cultures and heritages of our stakeholders including local communities;
- recognising the rights of indigenous peoples, acknowledging their connections to lands and waters and respecting their culture
- consulting with stakeholders on human rights issues and provide an accessible complaints mechanism to resolve grievances in a timely manner
- respecting that all employees have a right to reasonable work conditions and remuneration
- not use forced, compulsory or child labour in our operation and not tolerate such behaviours in our supply chain
- not tolerate harassment or adverse discrimination of any kind
- require that all personnel receive appropriate human rights and cultural training and guidance; and
- communicate this Policy and our commitment to human rights to all our stakeholders.

Our Corporate Values



CUSTOMER FIRST

WE ARE OBSESSED WITH DELIVERING THE WORLD'S BEST CUSTOMER EXPERIENCE.



ONE TEAM

WE ARE AN ELITE TEAM WORKING TOGETHER WITH SUPER STARS PLAYING IN EVERY POSITION.



BRIGHT IDEAS

THE BEST WAY TO PREDICT THE FUTURE IS TO CREATE IT.



PURSUIT OF EXCELLENCE

WE ARE RELENTLESS IN OUR PURSUIT OF EXCELLENCE, NOT PERFECTION.



STRAIGHT TALK

WE DON'T TALK BULL, WE HAVE CRUCIAL CONVERSATIONS, WE DISAGREE AND THEN WE COMMIT.



FRUGAL NOT CHEAP

WE SPEND OUR MONEY WHERE IT MATTERS THE MOST.

CORPORATE GOVERNANCE



At NEXTDC, corporate governance refers to the system by which we are governed to ensure we meet our objectives, manage our risks and assure compliance. NEXTDC has a Corporate Governance Framework that continues to evolve as it seeks continual improvement in the way it manages its business.

NEXTDC engages with many product and service providers, especially in connection with the design, build, operation, and maintenance of our facilities. All suppliers are required to comply with the Supplier Code of Conduct (the 'Supplier Code'). That includes complying with our Human Rights Policy and modern slavery requirements. In awarding contracts, NEXTDC prioritises suppliers that demonstrate best practices which are verified as part of the selection process. Following appointment, NEXTDC's supplier assurance process is in place to verify that the Code is adhered to at all times. This process is further explained below.

NEXTDC is committed to operating in a socially responsible and ethical manner. NEXTDC aims to meet the highest standards of integrity in a clear and transparent manner. These are standards beyond our legislative requirements and reflect the values we detail in this document. Our approach to corporate governance is further detailed in our FY20 Corporate Governance Statement, available on our website at www.nextdc.com.



OUR STRUCTURE, BUSINESS OPERATIONS AND SUPPLY CHAIN

Where do we operate?

Headquartered in Brisbane, NEXTDC has nine live and operational data centres across Australia, located in Brisbane, Melbourne, Sydney, Perth, and Canberra. NEXTDC also has offices in Singapore and Japan.

Our Supply Chain

IN FY20 WE TRANSACTED WITH 578 FIRST TIER (DIRECT) SUPPLIERS

92% OF OUR ANNUAL SPEND IN FY20 WAS CONSOLIDATED AMONGST TOP 50 FIRST TIER SUPPLIERS

99.5% OF THOSE SUPPLIERS WERE INCORPORATED AND LOCATED IN AUSTRALIA

OVER \$500 MILLION OF PAYMENTS MADE TO FIRST TIER (DIRECT) SUPPLIERS THROUGHOUT FY20

The goods and services we source primarily relate to the development and construction of data centres, the operation and maintenance of our existing sites and a range of corporate enablement services such as the provision of office space, professional services and information technology. Our major categories of spend include:

- Construction
- Critical data centre plant and equipment (i.e. electrical and cooling systems etc.)
- Energy and Utilities
- Facility Operations (including maintenance and repairs)
- Real Estate
- Professional Services
- Information Technology and Communications
- Marketing
- Travel and Entertainment

During FY20, more than 99% of the suppliers we transacted with were incorporated in Australia. The remaining overseas procurement included suppliers who were based in Hong Kong, Ireland, Japan, Netherlands, Singapore, United Kingdom and the United States.

COVID-19

This year, these businesses have experienced a period of unprecedented disruption. We recognise that this has created the conditions for more of the world's vulnerable people to experience or be exposed to the risk of exploitative practices resulting in poverty or financial crisis. During this time, NEXTDC has continued to operate responsibly, with respect for human rights and in-line with the UNGP Principles. We have established an operationally focussed COVID-19 task force committed to promoting the health and wellbeing of our staff, our stakeholders, and our supply chain. NEXTDC has maintained its workforce and supplier relationships throughout this pandemic.

Sourcing of PPE and sanitation onsite

Obtaining goods and services to address COVID-19 requirements in a shorter than usual timeframe was a challenge. We had to use new suppliers in sourcing of PPE and sanitisation products recognising that the demand for this equipment could have led to increased pressures on partners and those in their supply chain. We managed these risks by prioritising the sourcing of these items from Australian suppliers, where possible.



MODERN SLAVERY FRAMEWORK

NEXTDC's comprehensive framework on Modern Slavery policies and procedures, are outlined below and seeks to promote an active and inquisitive approach to identifying risks and ensuring we do not support transactions involving Modern Slavery in any form. NEXTDC's Procurement Framework sets out how we procure and manage third parties. Where appropriate, we conduct risk assessments for new procurement activities and for new and existing suppliers. NEXTDC Board endorsed Codes of Conduct (the Codes), governance framework and supporting policies and procedures are available in the Corporate Governance section of our website www.nextdc.com.

Our commitment to using ethical labour and the eliminating modern slavery in our operations and supply chain is articulated in these documents. NEXTDC will not knowingly permit any human slavery or similar abuse to enter NEXTDC's operations or supply chain. Breaches of the code or failure to work with NEXTDC in remediating any activities in line with our principles will not be tolerated.

Human Rights Policy

NEXTDC's Human Rights Policy applies to all NEXTDC employees, its contractors, and suppliers. This includes personnel present on NEXTDC work sites, using its facilities, or dealing with its employees or contractors. The Policy has been developed in a manner which is consistent with the United Nations' Guiding Principles on Business and Human Rights. It encapsulates the principle that NEXTDC will not tolerate slavery, forced, compulsory or child labour in our supply chain or business operations and confirms its commitment to maintaining a due diligence program to prevent, identify, mitigate and eliminate any breaches in this regard. We are also committed to ensuring that our supply chain participants uphold these principles, and we encourage them to adopt similar policies within their own businesses. Our Human Rights Policy is overseen by NEXTDC's Board of Directors, including the Chief Executive Officer.

Supplier Code of Conduct

The NEXTDC Supplier Code of Conduct sets out the behaviours and practices we expect from our suppliers. This includes our expectation that our suppliers will operate in a responsible manner on social, environmental, and ethical issues and comply with all applicable laws and regulations, including labour and child labour laws. Our view is that these expectations should also apply to their own supply chain and sub-contractors. The Supplier Code of Conduct reserves NEXTDC the right to audit suppliers and their operations. If a supplier fails to act consistently with the Supplier Code of Conduct or specific contractual obligations, this may result in remedial action or

termination of their contract. At a minimum, we review our Supplier Code of Conduct annually to maintain its relevance and ensure it appropriately captures any human rights values that we hold. The Supplier Code of Conduct is available on NEXTDC's website, at www.nextdc.com.

Whistleblower Policy

NEXTDC's Whistleblowers Policy enables employees, contractors and suppliers to anonymously report suspected misconduct. This includes matters relating to modern slavery, our labour practices and human rights. NEXTDC is committed to promoting a culture of corporate compliance and ethical behaviour to create an environment in which employees or contractors, who have genuine suspicions about improper conduct, feel safe to report without fear of reprisal. The Head of People and Culture has been appointed as the Whistleblower Protection Officer to ensure that reporters are not personally disadvantaged as a consequence of making a report. The Board's Audit and Risk Management Committee (ARMC) Chair is an independent escalation/reporting point to whom a report can also be made if other avenues are not possible or preferred. Reports can be lodged via a dedicated email (whistleblower@nextdc.com) of which the ARMC Chair is the only recipient. The Board is informed of any material incidents reported under the Policy, which includes matters related to human rights and modern slavery. All allegations received are reviewed and appropriately investigated as per the policy. Corrective or disciplinary actions are taken immediately, where required, including identifying improvements or learning opportunities. NEXTDC's Whistleblower Policy is available on NEXTDC's website, at www.nextdc.com.





MODERN SLAVERY RISKS

Our Risk Management Framework

NEXTDC acknowledges that risk is inherent in all aspects of its business operation and being able to effectively recognise and manage risks and opportunities is critical for success and the growth of the Company. NEXTDC is committed to managing risk within the risk appetite set by the Board NEXTDC's Risk Management Framework which has been established based on the ISO31000 standard is reviewed and endorsed by the Board annually. Please refer to our Risk Management Policy, FY20 Environmental Sustainability and Governance Report and the FY20 Corporate Governance Report available under the Corporate Governance section of our website www.nextdc.com.

Identification and assessment of modern slavery risks in the supply chain

Our largest human rights risks are associated with the supply of goods for the construction and operation of our data centres. Whilst we are primarily focused on our direct suppliers, we recognise that there is also vulnerability in our indirect supply chain. Because of this, we actively engage with our direct suppliers and thoroughly scrutinise their management systems. We proactively seek to increase the level of visibility on the origin of goods and services before these are delivered to NEXTDC.

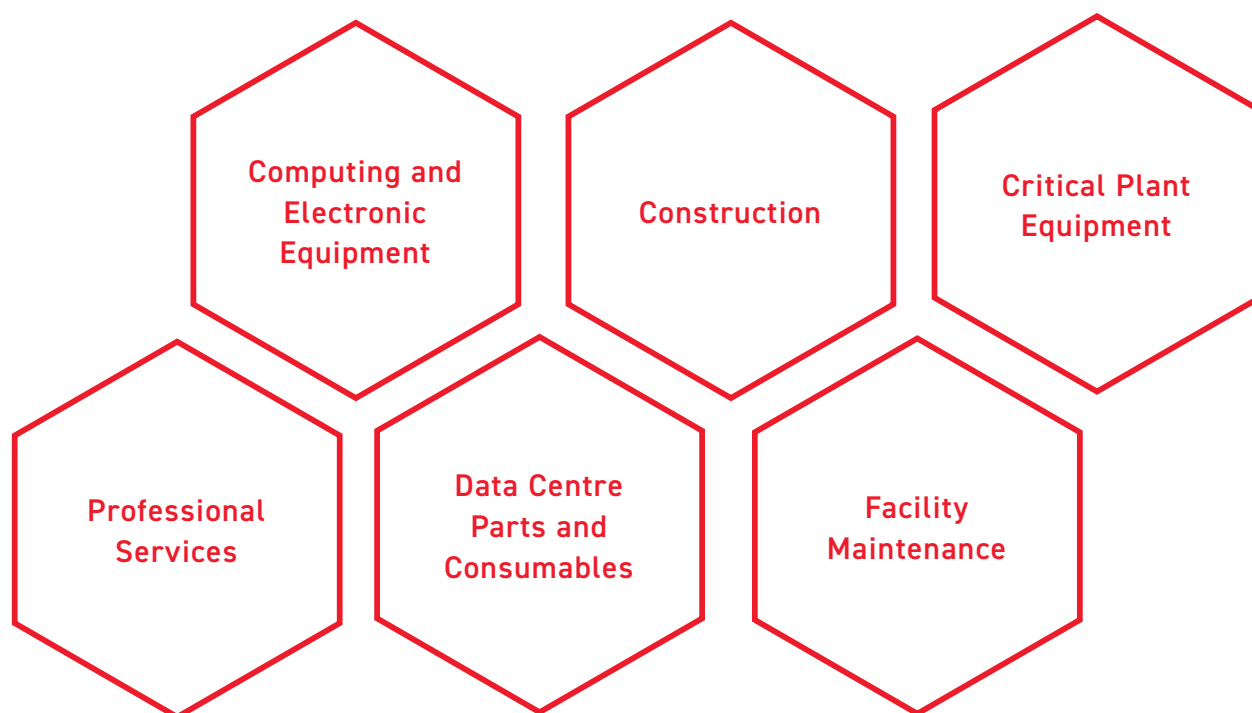
We have prioritised our high-risk suppliers during FY21 and undertaken a detailed due diligence process to identify risk gaps and opportunities for improvement. We are committed to increasing our knowledge and awareness of modern slavery risks in these relationships and regularly monitoring their evolution. This includes referencing resources such as The Global Slavery Index (Walk Free Foundation), ITUC Global Rights Index (International Trade Union Confederation), United Nation publications, government advice and media reports. We also consider external factors such as geography, industry sector and operational circumstances. Considerations recognising that these are iterative processes which requires regular review enhanced by our learnings and relationships with these providers.

Identifying geographic risk

Whilst the majority of our first-tier suppliers are based in Australia, we recognise that supply chains are complex and often involve a number of indirect inputs. We have focused on our high-risk suppliers to not only understand where their own businesses are located, but also where they are sourcing their goods and services from. The countries which are most relevant to our business includes Australia, New Zealand, Germany, Italy, Switzerland, China, Turkey, Malaysia, South Korea and Philippines, where a large proportion of the goods and services we procure originates from. We are committed to working with the key suppliers with whom we have the largest influence due to the spend profile. We recognise the importance of our suppliers implementing appropriate controls, processes and policies to mitigate modern slavery risks in countries where modern slavery is more prevalent. We continue to monitor and manage this as part of our supplier due diligence process and hold them accountable in complying with NEXTDC's Supplier Code of Conduct.



Risks by category and sector



Categories and Sector	Description of Risk
Construction	<ol style="list-style-type: none"> 1. Multi-tiered supply chain layers which can involve labour from countries that are poorly regulated particularly in relation to raw materials. 2. Use of low skilled low paid construction workers in the design and Construct of new data centres and the upgrading of existing data centre
Critical Plant and Equipment	Manufacturing of subcomponents for the directly procured equipment (via tier 2 and 3 suppliers) may be sourced from locations with elevated risks of Modern Slavery.
Data Centre Parts and Consumables	Goods may be manufactured and sourced from countries with elevated risks of Modern Slavery.
Computing and Electronic Equipment	Typically manufactured from countries that are considered higher risk for Modern Slavery due to poor regulation and limited protections for workers. Such items may include computers, mobile phones, and audio-visual equipment.
Facility Management	Modern Slavery risks exist with particular categories such as cleaning, where workers are typically low-skilled, low-paid and belong to a transient workforce that is sometimes subjected to inappropriate labour hire and subcontracting practices.
Professional Services	Services may be provided by companies engaging in long-term subcontracting and the use of labour sourced from overseas locations where Modern Slavery is prevalent due to poor regulation.



DUE DILIGENCE

Our Procurement team conducts a range of supplier due diligence assessments at various stages of our sourcing and procurement process. NEXTDC's due diligence and remediation activities are performed in line with the United Nations Guiding Principles. We are focused on identifying, assessing, preventing, and mitigating human rights risks with a priority on our highest risk direct suppliers.

PREVENTION AND MITIGATION

We employ an interactive process to assessing human risks in our supply chain for both new and existing suppliers. This ensures that our approach remains relevant and identifies changes where we may directly or indirectly cause or contribute to instances of Modern Slavery. We remain committed to expanding our knowledge and transparency of those risks and taking appropriate action to eliminate these, including targeting those suppliers which are of most concern.

Supplier Onboarding

During the past year, NEXTDC has strengthened its supplier vetting processes to include human rights risk assessment as a key criterion in the vendor approval process. Where appropriate, potential suppliers are required to provide additional information to address our concerns on human rights and modern slavery risk. This includes the completion of an assessment to articulate how those risks are mitigated and managed by their organisation. In addition, the suppliers are required to acknowledge NEXTDC's Supplier Code of Conduct, which outlines our commitments in this area and our expectations of their conduct in maintaining human rights standards including the elimination of child, bonded, forced or involuntary labour in accordance with international and domestic best practise. Where a potential supplier is not able to demonstrate their compliance with these requirements, they will not be permitted to conduct trade with us.

Renewing Supplier Agreements

Where a supplier is seeking to renew their contract, NEXTDC's Procurement team will review and determine whether further assessments on Modern Slavery compliance are required before new agreements are finalised. This is a new step that has been introduced to provide a safety net for long-standing suppliers and to ensure our suppliers' human rights compliance posture is foremost in the relationship.

Desktop Supplier Assessments

NEXTDC introduced a modern slavery desktop assessment process in July 2019. The assessment was extended to all NEXTDC suppliers but focussed in particular on our first-tier high risk suppliers. This assessment process was designed to provide NEXTDC with further insights into our supply chain by reviewing industry specific data, supplier policies, processes, and controls implemented by them in this field.

In FY20, we conducted 72 assessments, which included 27 high risk suppliers representing 38% of our annual spend for that financial year. Whilst no instances of modern slavery were identified, we are undertaking additional due diligence with five, potentially high-risk vendors and will continue to monitor the outcomes and their compliance. We will continue to expand the use of this assessment tool to increase our coverage.

Physical Supplier Assessments

Throughout the procurement and sourcing process, NEXTDC is often required to visit suppliers' premises for a variety of reasons. This included factory acceptance testing of key equipment or components at both their Australian and international locations. Where it is appropriate, we have committed to a process under which a modern slavery assessment is undertaken as part of such supplier visits. These assessments were not however conducted in FY20 due to the travel restrictions posed by the COVID-19 pandemic. We remain committed to recommencing these activities as part of future site visits and believe the process adds tangible value to the due diligence process.

Supplier contracts

Demonstrating our clear commitment to eliminating human rights risks in our supply chain is also evident in our contracting process. In FY20, we have introduced modern slavery provisions within our supplier precedent agreements, including our standard purchase order terms and conditions, to impose obligations on our suppliers to seek to ensure that the suppliers act to reasonably control modern slavery risks in their supply chain. The modern slavery provisions also require suppliers to notify NEXTDC if they become aware of an instance of modern slavery in their supply chain and provide information to NEXTDC to allow to conduct its own assessment.

In keeping with NEXTDC's approach to modern slavery, a breach of these modern slavery provisions may result in us terminating the contractual arrangement. We are continuing to incorporate modern slavery provisions into our ongoing contracts where relevant and we continue to ensure that our staff understand the importance of this control in our contracting process.

Training and awareness

NEXTDC continues to raise awareness of modern slavery in its organisation by educating our staff and providing a variety of awareness sessions. We are committed to continuing to build our teams knowledge and capabilities in this regard. We regard our employees as the key mechanism in identifying and addressing the risks of modern slavery. Our training program aims to equip them with the knowledge, tools and skills to understand and describe what modern slavery is, how to identify it and how to report suspected incidents.

In addition to upskilling our Procurement and Risk and Compliance functions with specialist training, we have implemented a specific modern slavery training module across all NEXTDC's staff. This training is mandatory for all NEXTDC employees and will be rolled out to all new employees with a refresher annually. The Procurement, Risk and Compliance functions will continue to evaluate the content and effectiveness of this training.

REMEDIATION

NEXTDC is committed to remediating any identified instances of human rights and modern slavery abuses in our operations and supply chain. We have provided a number of mechanisms for employees, contractors and third parties to raise grievances, including raising any actual or suspected breaches. Policies and procedures such as our Grievance Handling Procedure, our Equal Opportunity Policy, and a variety of policies covering discrimination, harassment, workplace bullying issues as well as our Whistleblower Policy provide a framework within which our teams can raise concern and grievances and ensure they are managed fairly and impartially. We also encourage team members to talk with the modern slavery committee members, their leaders, or People and Culture representatives about any actual or suspected breaches in a confidential manner.

Where non-conformances or risks of modern slavery are identified, NEXTDC will partner with the supplier to formulate and execute a corrective action plan and agree on a timeline for its implementation. No modern slavery related complaints were received or actioned in FY20.



ASSESSING EFFECTIVENESS



NEXTDC's modern slavery framework represents an ongoing journey. We intend to further mature our processes to keep pace with our growth to ensure we stay aligned with the UNGP. We recognise the time and focus is required for this to be meaningful. We have taken the initial steps in building a foundation which we intend to continue to evolve and assess our effectiveness in identifying and managing modern slavery risks within our operations and supply chain. Our modern slavery committee that was established in 2018 will continue to drive these initiatives.

We have established a formal process to review the effectiveness of our framework on an ongoing basis by:

- Investigating complaints and grievances and reports of issues received through our mechanisms such as the Whistleblower Policy
- Annual reporting on human rights and modern slavery related matters to the Executive Management and the Audit and Risk Management Committee (ARMC) of the Board
- Incorporating procurement and human rights risks into the scope of our internal audit program
- On-going assessments of compliance against our Supplier Code of Conduct
- Continuous improvement initiatives
- Regular engagements and collaboration with the suppliers of goods and services
- On-going training for internal and external stakeholders



CONSULTATION



NEXTDC's overarching policies, systems and processes in this important area have been prepared in consultation with the various functions in our business including our procurement, operations, legal, risk and compliance teams in a collaboration that seeks meaningful progress in the elimination in human rights violations and modern slavery risk. This Statement was reviewed by NEXTDC's Chief Executive Officer and the Chief Legal Officer who are responsible for the overarching risk management in this area. The policy has been approved by NEXTDC's Board of Directors.



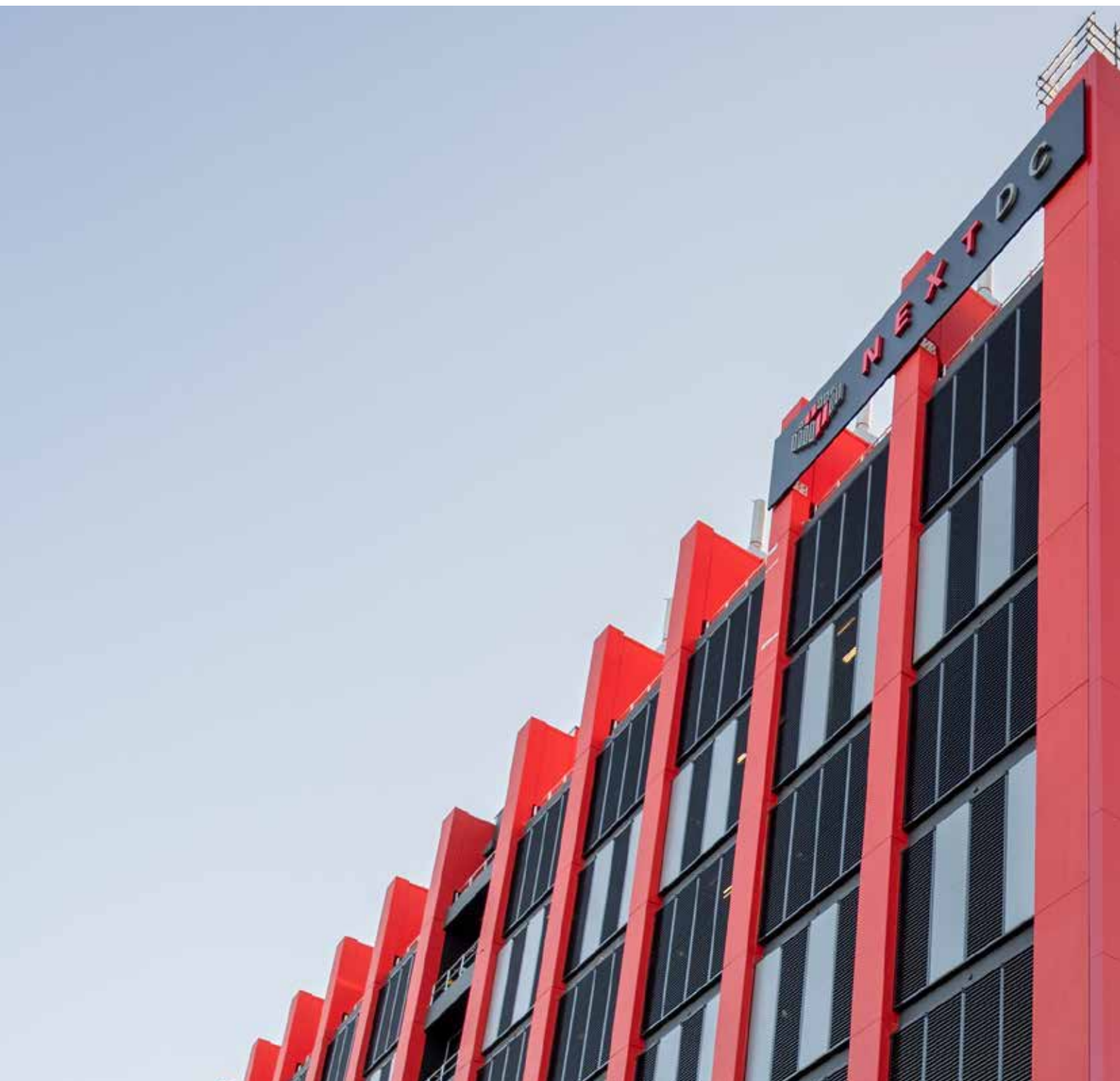
LOOKING FORWARD



We recognise the need to continue to build our understanding, oversight and management of modern slavery risks in our operations and supply chains. NEXTDC will continue to strengthen its ability to identify, assess and address modern slavery risks, including the evolution of and enhancements of its due diligence processes and controls. We will review and update our policies, practices and procedures, as required, to maintain appropriate safeguards against any mistreatment of persons involved in our business.

In FY21, our modern slavery committee will focus closely on the below:

- Continue to bolster and drive training and awareness programs internally and externally
- Extend the deep dive supplier assessment process across new suppliers
- Further strengthen our supplier audit activities, in line with the contractual obligations we have implemented
- Continue the internal assurance programs around our procurement activities by using our modern slavery framework and developing new toolsets to support these processes
- Continue engagement with suppliers to raise awareness and improve performance and corrective actions to mitigate risk.





APPENDIX

APPENDIX A: REQUIREMENT INDEX

Table below outlines the sections of this Statement addressing NEXTDC's response to meet the core mandatory content required by the Modern Slavery Act 2018 (Cth).

No.	Reporting Criteria	Page
1	Section 16 (a) Identify the reporting entity.	About NEXTDC - Page 6
2	Section 16 (b) Describe the reporting entities structure, operations and supply chains.	Our Structure, Business Operations and Supply Chain - Page 9
3	Section 16 (c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls.	Modern Slavery Risks - Page 12
4	Section 16 (d) Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address the risks, including due diligence and remediation processes.	Due Diligence - Page 15
5	Section 16 (e) Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks.	Assessing Effectiveness - Page 18
6	Section 16 (f) Describe the process of consultation with: (i) any entities that the reporting entity owns or controls.	Consultation - Page 20
7	(ii) in the case of a reporting entity covered by a statement under Section 14 - the entity giving the statement.	Not Applicable
8	Section 16 (g) Include any other information that the reporting entity (or the entity giving the statement) considers relevant.	COVID-19 - Page 9 Looking Forward/ next steps - Page 22



N E X T D C

where the cloud lives™

December 2020
NEXTDC Limited
ABN 35 143 582 521

For any queries about NEXTDC's
Modern Slavery reporting, please use
the following link to contact us.

all.procurement@nextdc.com