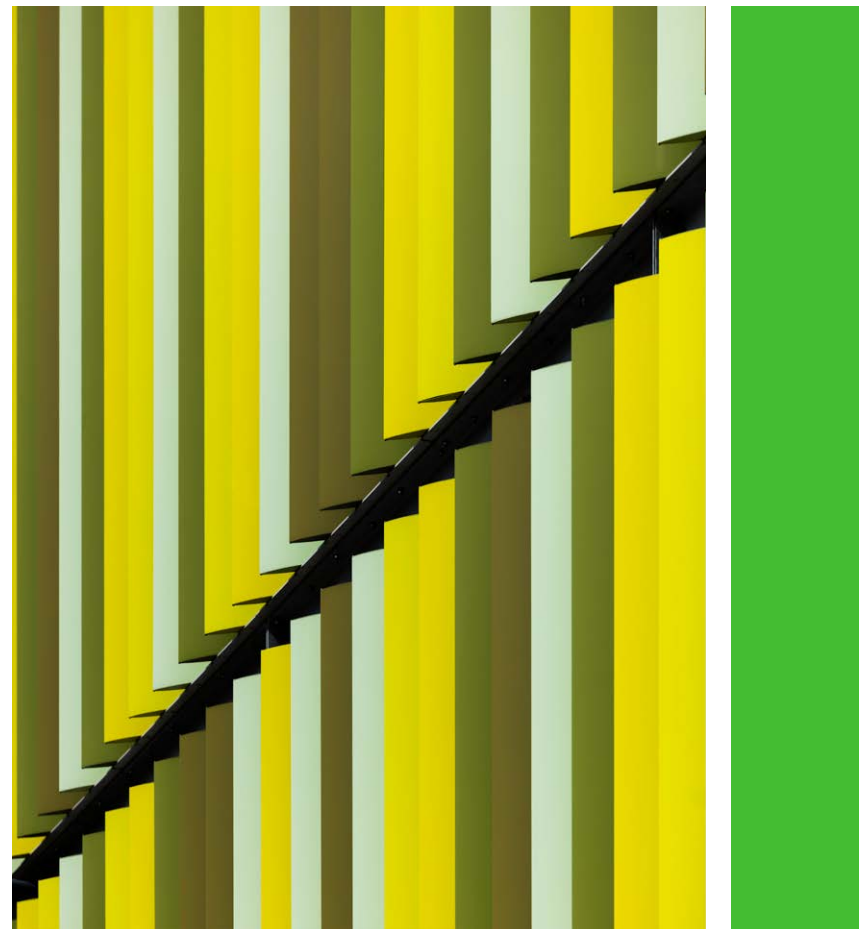




 **KAO DATA**

# HEALTH, SAFETY AND THE ENVIRONMENT REPORT 2025





# Kao Data: A vision for excellence in safety, sustainability and innovation

**At Kao Data we have a clear vision for delivering high-performance, energy-efficient, and environmentally responsible solutions.**

To achieve this vision, we are committed to ensuring everything we do fully harnesses the latest technologies to achieve safety, sustainability and operational excellence that meets or exceeds best practice.

From day one, our approach to business has been to continuously improve our offerings and our sustainability impact by being bold, agile, relevant and different. For Kao Data this approach fully aligns with our guiding principles of delivering consistent quality and timely execution to completely satisfy our valued customers.

## **Trusted partners**

Our specific experience and expertise in building AI-ready, sustainable data centres at scale, differentiates us from our competitors and forms the foundation of our strategic growth ambitions.

Our proven expertise in operational excellence and sustainable performance also strengthens our position as a trusted partner for delivering the critical national infrastructure needed for the UK and Europe's wider digitisation and decarbonisation ambitions.

**David Bloom, Founder and Executive Chairman**

# Mission statement

**Kao Data's mission is to provide world-class, scalable, and resilient data centre solutions that prioritise efficiency, security, and environmental responsibility.**

At Kao Data, our approach to business is interconnected: our vision, mission, values, and strategic focus all work in unison to create a responsible, sustainable, and safe business. To deliver on our mission we follow the 'Kao Way' which consists of our six operational standards to guide our progress.

## Our operational standards

Our six operational standards are the levers that will enable us to grow safely, securely, and sustainably in the years ahead. The sixth standard includes our four strategic focuses for accelerating progress across our social and environmental objectives: Health & safety, Sustainability, Well-being, and Environmental management.



### Safety first

Ensuring the health, safety, and well-being of all employees, contractors, and visitors.



### Sustainability & responsibility

Leading the industry in reducing carbon impact, increasing energy efficiency, and implementing environmentally responsible practices.



### Operational excellence

Maintaining the highest levels of reliability, security, and compliance in everything we do.



### Innovation & future-readiness

Continually advancing technology and operational strategies to stay ahead in a rapidly evolving industry.



### Integrity & collaboration

Building trust through transparency, accountability, and partnerships with stakeholders.



### Strategic focus

Health & Safety, Sustainability, Well-being, and Environmental Management (read more on page 4)

# Our four strategic focuses

Our approach to operating a responsible business is focused on four strategic priorities: Health & safety, Well-being, Sustainability, and Environmental management.

These priorities are integrated into every aspect of our operations, and are fundamental to how we operate and grow as a business.

By harnessing these priorities we are ensuring a better, safer and more sustainable future for our employees, customers and the communities we serve. It's what we call 'Our Shared Commitment':

## 1 Health & safety

Our unwavering focus is on creating a workplace where safety is embedded in every decision. Through proactive risk management, continuous training, and a culture of accountability, we ensure that every individual on our sites goes home safely.

*"As a Chartered Health, Safety, and Environmental Practitioner, I have provided strategic leadership to embed health, safety, and environmental priorities into core business functions, particularly within data centre design, construction, and operations across Europe"*

**Scott Manton**, HSE Director

## 2 Sustainability

Kao Data is leading the way in sustainable data centre operations, with industry-first initiatives in energy efficiency, responsible resource management, and net-zero strategies. Our commitment extends beyond compliance - we are driving real change.

*"At Kao Data, we are not just passionate about building sustainable data centres; we are also dedicated to cultivating tomorrow's workforce. Through our collaboration with partners, we are ensuring that the data centre industry is diverse, inclusive, and prepared to face the future."*

**Lizzy McDowell**, Director of Marketing

## 3 Well-being

We recognise that people are at the heart of our success. That's why we actively promote mental health awareness, well-being initiatives, and a supportive working environment that encourages work-life balance.

*"I firmly believe that our employees are at the core of our success and the launch of the Mental Health First Aider initiative is not merely a policy; it epitomises Kao Data's dedication to the well-being of our team"*

**Wendy Bailey**, Customer Implementation Manager and Mental Health First Aider

## 4 Environmental management

From reducing our carbon footprint to ensuring compliance with evolving environmental legislation, our approach is focused on long-term impact and industry leadership in green data infrastructure.

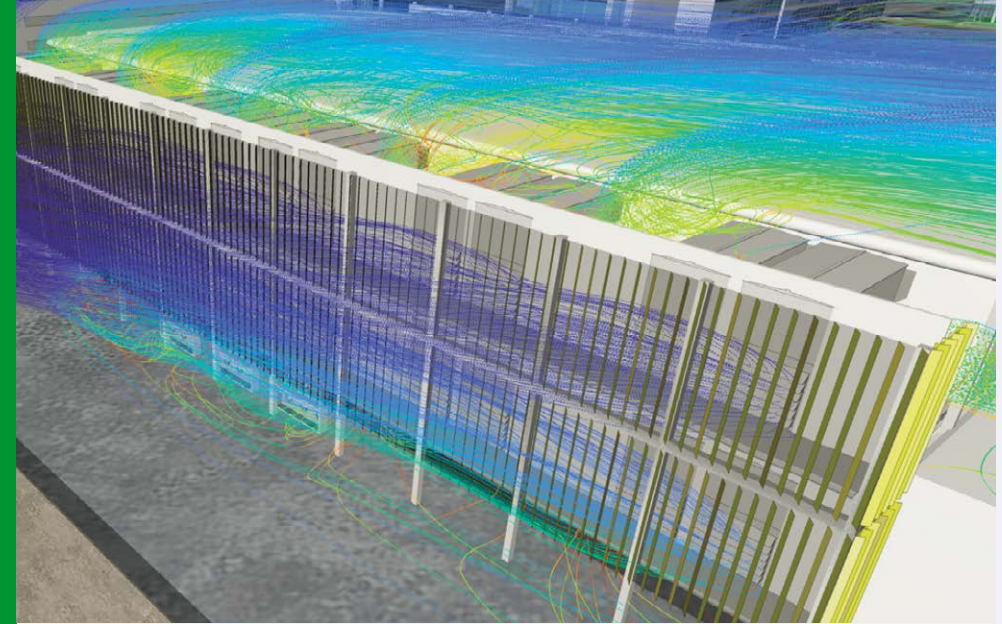
*"We adhere to the best practices of the EU Code of Conduct for Data Centre Efficiency, and were one of the founding signatories to the EUDCA Climate Neutral Data Centre Pact (CNDCP). We are also a member of the Data Centre Council for techUK, and its ESG Working Group, for which I am co-Chair"*

**Gary Kilmister**, Compliance Director

## Safety first

Our data centres house critical IT infrastructure essential for businesses in all kinds of sectors where uninterrupted performance is not a nice to have, it's non-negotiable. However, data centres by their very nature come with unique hazards. These risks can range from fire hazards from cooling and electrical system failure, to the broader physical risks posed by climate change. With such a complex risk profile, a robust health and safety plan is vital for safeguarding our people's safety and well-being, as well as for protecting the integrity of our customers' data. At Kao Data we uphold rigorous Health & Safety standards, managed through our Integrated Management System. Our comprehensive Health & Safety plan ensures continuous improvement and is enhanced by a proactive engagement plan involving staff at all levels to do things right, first time, every time. We also take the views of key stakeholders and industry experts into account to adapt to risks before they emerge. This holistic approach is what has enabled Kao Data to maintain an LTIFR of 0.

**Scott Manton**, HSE Director



## Sustainability & responsibility

At Kao Data, sustainability & responsibility start from the ground up in line with our Environment & Energy Policy, among other policies. All our facilities comply with the highest certifications for safety, security and sustainability, ensuring our business can operate responsibly at all times. We utilise a wide range of ISO standards such as our ISO14001 and ISO50001 accreditations, as part of our Integrated Management System. We also comply with the hosting requirements of the Met Office's Supercomputing 2020+ Programme, which sets high standards for sustainability, climate resiliency, risk management and energy efficiency. In 2024 we appointed CBRE Data Centre Solutions as our new Integrated Facilities Management Partner. This partnership will further refine our environmental management capabilities, to ensure sustainability and responsibility factors are integrated consistently across our expanding portfolio.

**Gary Kilmister**, Compliance Director





## Operational excellence

Reflecting on my 30 years of delivering operational excellence within data centres, I've had the pleasure of working with a host of excellent colleagues, supply chain partners and suppliers in every corner of the world. As the COO at Kao Data it is my responsibility to ensure we continue to uphold the highest standards across all aspects of our business, from engineering and design, to day-to-day operations, and throughout our value chain. Innovation, excellence, uptime, and sustainability are Kao Data's calling cards, and that's why I am laser focused on continuously improving processes, to better support our staff to deliver solutions that drive customer success, without compromising on sustainability, safety, or security.

**Pete Judson**, Chief Operating Officer

## Innovation and future-readiness

As Kao Data's Technical Director I am fully invested in doing what I do best: ensuring we design climate conscious, future proof facilities by harnessing innovative technologies. From day one, sustainable innovation has been in our DNA: We have embraced procuring 100% renewable energy, implemented energy-efficient technologies, adopted circular economy practices, and offered industry leading Power Usage Effectiveness (PUE) ratios. Kao Data's innovations have also included a number of technical design and engineering "firsts" that were incorporated into the structure and

operations of our first facility, KLON-01 in Harlow. This includes pioneering the use of HVO fuel for cleaner back-up power, harnessing ultra-efficient cooling, and achieving BREEAM 'excellent' certified facilities for both design and construction. Furthermore, Kao Data was the first colocation data centre to achieve an OCP-Ready™ certification outside of the USA, a testament to our leadership in sustainable, future-proof performance.

**Richard Collar**, Technical Director



## Expert, expansion partners

CBRE manage the complete spectrum of integrated facilities management services, integrating its acclaimed Critical Environments Risk Management (CERM™) programme to better identify and reduce human-related risks. Our team's relentless focus on innovation and performance ensures that we are well-equipped to meet Kao Data's evolving needs as they continue delivering their exciting growth strategy.

**Craig Bristow**, Managing Director, CBRE Data Centre Solutions UK.

## Integrity & collaboration

**Within our business, we are nurturing innovation that prioritises safety and sustainability by fostering a culture where people thrive, feel valued and are motivated to deliver their best work.**

As the Chief People Officer at Kao Data I bring a diverse skill set from my previous appointments at industry leaders such as Digital Realty. In just a short space of time, I have seen Kao Data develop an exceptional reputation for sustainability leadership. In fact, its culture, vision, and the strength of its people, were all integral in my decision to join the organisation.

In my new role I will be leading the new talent acquisition, development, and retention processes at Kao Data, and creating the operational framework to support the organisation as it scales into the next-tier markets across the UK and continental Europe. This work will include working


with local and national education establishments to create and nurture new pathways for female engineers and minorities to join the data centre sector.

A commitment to people is also integral to our approach to stakeholder engagement: Through our Community Impact strategy and new SEED Fund, we are helping level up the digital revolution, ensuring digitisation is harnessed as an inclusive force for good, supporting not just local businesses but ensuring the resiliency of entire regions.

**Kalay Moodley**, Chief People Officer





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