



**Dynatrace**

# Dynatrace Global Health & Safety Policy

Rev. 09/12/2025

**Document Control Table**

Ver.	Date	Author	Details	Approved by	Approved Date
1.0	08/28/2025	Carmen Groiss	Creation of the policy	Rick McConnell	09/12/2025

**Policy statement**

Dynatrace is committed to providing a safe and healthy workplace for all employees, contractors, visitors, and stakeholders across our global operations. We recognize our responsibility to prevent work-related injuries and ill health and to continually improve our occupational health and safety (OH&S) management system in line with ISO 45001:2018.

We commit to integrating health and safety into all aspects of our operations, ensuring compliance with local, national, and international health and safety regulations across the jurisdictions in which we operate.

**Scope**

This policy applies to all employees, contractors, suppliers, and stakeholders involved in Dynatrace's global operations, including offices, operational facilities, project sites, and remote (teleworking) locations.

**Commitments in line with ISO 45001**

Dynatrace commits to

**Legal and Regulatory Compliance**

- Comply with all applicable OH&S laws, regulations, and ISO 45001 requirements.
- Monitor and evaluate legal and regulatory changes to ensure ongoing compliance.

**Hazard Identification and Risk Management**

- Implement a systematic approach to identifying, assessing, and controlling OH&S risks.
- Establish a risk-based decision-making process to eliminate hazards and reduce OH&S risks using the hierarchy of controls.

**Leadership and Employee Participation**

- Ensure top management demonstrates visible leadership and commitment to OH&S.
- Foster an open culture where employees, contractors and Works Councils are encouraged to actively participate in health and safety initiatives.

**Consultation and Communication**

- Engage employees, Works Councils, and relevant stakeholders in health and safety decision-making.

- Provide clear and effective communication on OH&S policies, procedures, and initiatives.

#### Continuous Improvement and Performance Evaluation

- Establish measurable OH&S objectives aligned with ISO 45001.
- Conduct regular audits, inspections, and management reviews to assess and improve performance.
- Implement corrective and preventive actions based on data-driven insights.

#### Incident Reporting and Investigation

- Maintain a no-blame culture to encourage the reporting of hazards, near misses, and incidents.
- Investigate all incidents, including accidents and near-misses, to determine root causes and implement corrective actions to prevent recurrence.

#### Emergency Preparedness and Response

- Develop and test emergency response plans for various scenarios, including fire, medical, chemical, and security emergencies.
- Conduct regular drills and training exercises to ensure readiness.

#### Occupational Health and Wellbeing

- Promote physical and mental health programs for employees.
- Ensure access to health surveillance and occupational health services (where required).
- Address workplace stress and ergonomic risks proactively.

#### Training and Competency Development

- Provide comprehensive OH&S training tailored to employee roles and responsibilities.
- Ensure all employees and contractors are competent to perform their work safely.
- Maintain records of training and competency assessments.

### **Roles and responsibilities**

#### Senior Leadership

- Provide leadership and resources to support OH&S initiatives.

- Ensure alignment with ISO 45001 and business objectives.
- Promote a culture of safety and continuous improvement.

#### People Leaders

- Implement and enforce health and safety procedures within their areas of responsibility.
- Conduct risk assessments and implement necessary controls.
- Encourage employee involvement in OH&S initiatives.

#### Employees and Contractors

- Follow all health and safety procedures and report hazards or unsafe conditions.
- Participate in training and actively engage in safety programs.
- Take responsibility for their own safety and that of others.

#### Policy review and continuous improvement

This policy will be reviewed annually or as needed to reflect changes in legal requirements, business operations, and health and safety performance data. Continuous improvement will be driven through audits, employee feedback, and advancements in safety practices.

#### **Dynatrace**

**September 12, 2025**

**Approved and supported by:** Rick McConnell

This policy aligns with ISO 45001:2018 and supports our commitment to a safer, healthier workplace.