



Keeping frontline teams
connected through
challenges and change





IRON
MOUNTAIN®







225,000 customers

- SECURE STORAGE • CLOUD STORAGE
- DIGITAL SERVICES • DATA CENTERS
- SECURE DESTRUCTION

60 countries

25,000 employees

75% in frontline roles

A photograph of a worker from behind, wearing a bright yellow safety vest with reflective silver stripes and the 'IRON MOUNTAIN' logo on the back. The worker is in a warehouse aisle, with tall shelving units on the left and a loading dock area on the right. The scene is lit with overhead industrial lights.

Limited connectivity

Highly localised
communications

Heavy reliance on
supervisors



COVID-19



Am I safe?

Do I have a job?

Where do I go
for help and
support?

Will we see
this out?





Google accounts for
all employees

Listening sessions

Enhanced
leadership visibility

Refreshed monthly
team briefing

247 A message from Global Safety on **Stretch & Flex**



Stretching warms up the muscles and increases blood flow - this prepares your body for work.

Stretch for 10-15 minutes at the start of every shift.

Stretch and Flex helps to reduce the risk of sprain and strain injuries.

STRESS & DISTRACTION

Stress can cause Distraction, meaning you are unable to fully focus on your tasks.

DISTRACTION LEADS TO INJURY.

GET HELP

- Talk to your friends, family, and coworkers about your feelings.
- Speak to your supervisor if stress is affecting your focus at work.

Wellness involves more than just physical health.

We may feel stressed if we are struggling in any of these categories:

<p>SAFETY & WELLNESS</p> <p>Eat well. Stay active. Rest.</p>	<p>EMOTIONAL HEALTH</p> <p>Talk to friends & family about your feelings. Take time for self-care.</p>	<p>SOCIAL HEALTH</p> <p>Care for others. Keep in touch. Start a hobby. Volunteer.</p>
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A message from **GLOBAL SAFETY** on **PRE-OPERATIONAL INSPECTIONS**

All Forklifts and other Powered Industrial Trucks must be inspected at least daily before use.

- Can it be operated safely?
- Am I at risk of injury?
- Does this place others at risk of injury?
- Is it working properly?
- Are there any maintenance issues?



IF YOUR PRE-OPERATIONAL INSPECTION IDENTIFIES A FAULT WITH YOUR EQUIPMENT, PLACE THE EQUIPMENT OUT OF SERVICE AND SHARE THE RESULTS WITH YOUR SUPERVISOR IMMEDIATELY.



The beginning of the year is a great time to remind ourselves of the importance of being safe at work, at home and in transit, 24/7!



Happy New Year from **Global Safety!**

MAKE IT: **PERSONAL, SAFE, HOME**

247

I PLEDGE TO MAKE SAFETY A WAY OF LIFE

Safety is a personal choice and a shared responsibility. By making the right decision every time, we can make a difference.

GUIDING PRINCIPLES

- Nothing is worth the risk of an injury.
- Safety must be actively managed.

IMPORTANT REASONS TO BE SAFE

- My family and friends depend on me.
- My team is counting on me.
- The customer relies on me.
- My personal reason is...

ESSENTIAL SAFETY BEHAVIORS

- Adhere to safety requirements at all times.
- Inspect all equipment and wear devices.
- Interim in any unsafe act or condition.
- Follow rules for insurance safety policy date.
- Take responsibility for my safety and those around me.
- Only undertake work for which I have been trained.
- I stop work that I cannot perform safely.

The numbers 2-4-7 represent our 2 Guiding Principles, 4 Important Reasons to be Safe & our 7 Essential Safety Behaviors.

Beta

Hye

JOE

Afiya

FARONA

HYE 혜

FARONA

MAKE A PERSONAL COMMITMENT TO LIVE AND WORK SAFELY IN 2023!

AFIYA





IRON
MOUNTAIN®



Bill's Build-a-Box
Challenge

Spirit of Mountaineers

A man with short dark hair, wearing a dark blue Iron Mountain uniform, is speaking and looking towards the camera. The background is a white van. The image contains several text elements and logos.

IRON MOUNTAIN

Gary Binns
Driver Trainer
London, United Kingdom

**EVERYONE
PLAYS
A ROLE**

"Everything we do, in some way, affects the environment. It's the little things, like being the last person to make sure the lights are turned off in the warehouse, that make a difference. We can all play a part."

**Achieving
Net Zero**

Pride: 77%

Advocacy: 75%

Manager: 75%

Belonging: 74%





peak

Context, Connection, Community