



OCCUPATIONAL HEALTH AND SAFETY STATEMENT OF INTENT

Databricks is committed to promoting occupational health and safety to the highest standards throughout its business, ensuring the health and safety of all employees, contingent workers, visitors, contractors, and our communities, during its operations. It is the Company's intention that its activities are carried out in accordance with relevant country legislation requirements while ensuring the reduction of risk at our sites.


Databricks seeks to continuously improve its health and safety performance and create a culture that values everyone's safety and well being. We are individually and collectively responsible for ensuring a safe environment.

To deliver our commitment, we will:

- Meet or exceed applicable legal requirements; where laws and regulations do not provide adequate controls, we will adopt our own standards to protect our workers;
- Identify risks arising from work activities and deploy preventative measures to minimize them;
- Engage the workforce in the promotion and achievement of high standards of occupational health and safety performance through collaboration with employees;
- Ensure employees are trained and accountable for preventing process safety incidents and work-related injuries and illnesses;
- Operate and continually improve our Occupational Health & Safety management system that strives to integrate occupational health and safety into our business and decision-making processes;
- Support programs that contribute to employee health, well-being, and productivity; and
- Communicate the health and safety policy and program to all Databricks employees, contingent workers, visitors, contractors, and stakeholders.

While accountability for the Health and Safety Management Systems rests with the senior leadership team, each employee has an individual responsibility to understand and follow our Health and Safety policy and to actively participate in training and programs to ensure our goals are achieved. We want to empower everyone in the Databricks Community to be accountable for their own safety and the safety of their colleagues, so they can confidently work from anywhere at any time.

The Physical Security and Employee Safety Team will be supporting the development and implementation of a business-focused Health and Safety strategy, with an aim for continuous improvement.

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