



[5] August, 2022

Period covered

From: 1 January 2021 To: 31 December 2021

Statement of support by the President & Chief Executive Officer

To our stakeholders:

I am pleased to confirm Iron Mountain's support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. Iron Mountain became a signatory to the United Nations Global Compact in August 2016.

In this annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders through our website and our annual Corporate Responsibility Report (<https://www.ironmountain.com/about-us/corporate-responsibility>).

Yours sincerely,

William Meaney  
President & Chief Executive Office

Issue Area	Global Compact Principle	Implementation and measurement	Relevant GRI Standard (located in 2021 Corporate Responsibility Report, pp 48-65)
Human rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Code of ethics ( <a href="http://www.ironmountain.com/utility/legal/code-of-et-hics">http://www.ironmountain.com/utility/legal/code-of-et-hics</a> )	102-4; 102-6; 102-8; 102-9; 102-12; Employment (103-1; 103-2; 103-3); 419-1
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses	Corporate Responsibility Report ( <a href="https://www.ironmountain.com/about-us/corporate-responsibility">https://www.ironmountain.com/about-us/corporate-responsibility</a> )  Statement on UK Modern Slavery Act ( <a href="https://www.ironmountain.com/uk/-/media/files/About-Us/uk-modern-slavery-compliance-statement.pdf">https://www.ironmountain.com/uk/-/media/files/About-Us/uk-modern-slavery-compliance-statement.pdf</a> )	419-1
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Code of ethics ( <a href="http://www.ironmountain.com/utility/legal/code-of-et-hics">http://www.ironmountain.com/utility/legal/code-of-et-hics</a> )	102-8; 102-41; Employment (103-1; 103-2; 103-3); 419-1
	Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor	Corporate Responsibility Report ( <a href="https://www.ironmountain.com/about-us/corporate-responsibility">https://www.ironmountain.com/about-us/corporate-responsibility</a> )	102-8; Employment (103-1; 103-2; 103-3); 419-1
	Principle 5: Businesses should uphold the effective abolition of child labor		102-8; Employment (103-1; 103-2; 103-3); 419-1
	Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation		102-8; Diversity and Equal Opportunity (103 -1; 103-2; 103-3); 405-1; 405-2; 419-1
Environmental	Principle 7: Businesses should support a precautionary approach to environmental challenges	Code of ethics ( <a href="http://www.ironmountain.com/utility/legal/code-of-et-hics">http://www.ironmountain.com/utility/legal/code-of-et-hics</a> )	102-11
	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility	Corporate Responsibility Report ( <a href="https://www.ironmountain.com/about-us/corporate-responsibility">https://www.ironmountain.com/about-us/corporate-responsibility</a> )	Materials (103-1; 103-2; 103-3); 301-2; Energy (103-1; 103-2; 103-3); 302-4; Emissions (103-1; 103-2; 103-3); 305-5; 305-6; Effluents and waste (103-1; 103-2; 103-3); 306-1; 306-2
	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies	CDP response ( <a href="https://www.cdp.net/en/responses/30131">https://www.cdp.net/en/responses/30131</a> )	Energy (103-1; 103-2; 103-3); 302-4; Emissions (103-1; 103-2; 103-3); 305-5; 305-6; Effluents and waste (103-1; 103-2; 103-3); 306-1; 306-2
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	Code of ethics ( <a href="http://www.ironmountain.com/utility/legal/code-of-et-hics">http://www.ironmountain.com/utility/legal/code-of-et-hics</a> )  Corporate Responsibility Report ( <a href="https://www.ironmountain.com/about-us/corporate-responsibility">https://www.ironmountain.com/about-us/corporate-responsibility</a> )	102-12; Anti-Corruption (103-1; 103-2; 103-3); 205-2; 205-3