

THE MAGIC OF EQUINIX



OUR PURPOSE

PROTECT, CONNECT AND POWER THE DIGITAL WORLD



OUR DREAM

BE THE PLACE WHERE OPPORTUNITY CONNECTS



OUR CULTURE

THE COLLECTIVE PERSONALITY OF OUR COMPANY THAT WILL DETERMINE OUR DESTINY

Extraordinary opportunity

We play at the intersection of the greatest technology trends in the world.

Extraordinary people

We are authentic, humble, gritty, informal and fun people who have a passion for winning.

Extraordinary place

We believe that if we are a team that enjoys each other, trusts one another and is proud of where we work, we can sustain the Magic of Equinix.

OUR VALUES

PUTTING THE CUSTOMER AT THE CENTER OF EVERYTHING WE DO. WE DON'T COMPROMISE ON OUR VALUES



Open your mind, open your heart

- Keep your mind and your door open
- Listen to, understand and be balanced in your perspective
- Show respect and have compassion
- Embrace diversity in thought and contribution



Find a better way

- Set high standards of excellence & value disciplined execution
- Foster creativity...expirement, fail fast, learn quickly
- Be tenacious
- Embrace simplicity & speed



Keep your promises

- Be accountable and insist on it from others
- Commit fully
- Be trustworthy...you get more done when people trust you



Keep growing

- Be a learner and a teacher
- Fuel company growth through personal growth
- Be invested in your development and we'll invest in you



Be an energy supplier

- Be positive
- Inspire others with your passions, make our ambition for Equinix infectious
- Leave people better than you found them



Put we before me

- Win as a team
- Remember none of us is as smart as all of us
- Be committed to each other's success as we are to our own
- Share the credit, shoulder the blame
- Communicate with radical transparency
- Collaborate unselfishly



Serve others

- Think bigger than yourself
- Advocate for our customers
- Serve our communities



Speak up, step up

- Have the conviction to say what you think
- Have the courage to take action
- Recognize one person can make a difference

OUR OPERATING NORMS



OUR ASSUMPTIONS

- Grant trust
- Assume positive intent
- Honor confidentiality
- Challenge the status quo and embrace change



OUR DIALOGUE

I WILL:

- Be engaged, candid, transparent and respectful
- Honestly seek and value input
- Talk to you, not about you
- Demonstrate humility, acknowledge my mistakes and offer forgiveness



OUR COMMITMENT

I WILL:

- Be as committed to your success as I am to my own
- Insist on and accept accountability
- Seek to constructively resolve conflicts quickly, objectively and at the lowest possible level
- Prioritize what is best for Equinix and our customers
- Empower and support my team to do the same
- Actively support decisions once made