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LOGOS

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# Group Sustainability Policy

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## 1.0 General

### 1.1 Introduction

At LOGOS, sustainability is about creating value for our stakeholders through addressing material environmental, social and governance impacts from our operations and ensuring ethical leadership for organisational growth and success.

LOGOS is dedicated to becoming a regional leader in sustainable practices and initiatives through the adoption of this Policy and the associated LOGOS procedures and initiatives derived from this commitment.

### 1.2 Scope of this Policy

This Policy applies to LOGOS' entire business, including acquisitions, development and the operation of our assets and corporate activities. All LOGOS employees, including consultants, contractors, secondees and interns, are required to contribute positively to our commitment.

## 2.0 Our Commitment

LOGOS is committed to providing sustainable, integrated logistics solutions that add value to our customers, investors, partners, and communities. To do this, we will focus on:

- Establishing meaningful and measurable sustainability goals and objectives relating to environment, social and governance principles across our Group's operations to ensure continuous improvement.
- Building and enhancing existing Group procedures and operating frameworks to enable the successful execution of established sustainability goals and objectives.
- Integrating our efforts on sustainability, corporate social responsibility and health and safety to recognise the value of people and contribute to improving the communities in which we work in.
- Establishing governance and reporting structures which support integrity and transparency in our investments and operations.

We aim to support this commitment through:

- Establishing responsible sustainability practices in property design and operations to optimise building performance and maximise stakeholder/end-user satisfaction.
- Operating in an ethical manner and evaluate existing and future supply chains with consideration to green supply chain practices and to combat modern slavery in and related to our business.
- Complying with relevant legislative obligations and align with nominated global performance and reporting standards.
- Establishing measurable and integrated personal Key Performance Indicators (KPI's) across all functions of the Group, to embed the value of sustainability and individual contributions to the Group goals.
- Promoting individual contributions to Group sustainability initiatives, through education and awareness, thereby building a strong environmentally aware business culture.
- Investing in protecting, restoring and creating opportunities to improve the biodiversity of environments in which we may impact.

## 3.0 Tools and References

Relevant LOGOS policies and procedures:

- Health and Safety Policy
- Corporate Social Responsibility Policy
- Environment, Social and Governance Policy
- Supply Code of Conduct
- Group Development Environment Design Manual
- Speak Up Policy

- Compliance Manual

## 4.0 Policy Administration and Review Cycle

### 4.1 Policy Administration

The Group Head of HSE and Sustainability will have primary responsibility for administering this Policy, including ensuring that this Policy is current and reviewed at least every two years from the date of last review and approval, or earlier if required. Any amendments to this Policy must be approved by the Managing Directors.

### 4.2 Version History

Version	Date of change	Summary of change	Name of person making changes
1.0	June 2020	Initial Draft	Group Head Health, Safety, Environment and Sustainability

### 4.3 Endorsement

This Policy is endorsed by:

				
John Marsh		Trent Illiffe		Stephen Hawkins
<i>Managing Director &amp; Co-CEO</i>		<i>Managing Director &amp; Co-CEO</i>		<i>Managing Director</i>