
LOGOS

LOGOS Modern Slavery Policy

1.0 General

1.1 Introduction

LOGOS is committed to acting ethically and with integrity in all business operations and to prevent modern slavery risks and human trafficking in our business and our supply chains. As integrated into our corporate responsibility, LOGOS seeks to provide working environments associated with our business that respect and support the dignity, well-being, and human rights of our employees and those we engage with through our supply chains.

This Policy confirms the mechanisms in which LOGOS has established to manage the risks of potential modern slavery through our supply chains to uphold our values of respecting individual human rights and provide a safe and healthy work environment.

This policy supports the intentions made by LOGOS' as a United Nations Principal for Responsible Investment (UNPRI) signatory, in addition to aligning with the objectives of international conventions, treaties and relevant local modern slavery legislation across our operational jurisdictions.

1.2 Scope of this Policy

This Policy applies to all LOGOS Group employees, direct supply chains and supply chains in which LOGOS can influence, as part of key operations.

This includes acquisitions, property development and asset improvement projects, the operation and maintenance 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 proactively identifying and responding to potential modern slavery risks through our direct and indirect supply chains by:

- Establishing responsible investment principles with consideration to human rights and modern slavery and integrating these into investment approval protocols.
- Exercising due diligence on human rights commitments and identification of potential modern slavery risks through prequalification evaluations and surveys of new and existing suppliers and joint venture partners.
- Integrating ethical sourcing practices within our service agreements and development practices.
- Proactively raising awareness and facilitating co-operation on identifying and mitigating modern slavery risks with our customers and external stakeholders.
- Setting and communicating expectations on human rights and modern slavery through LOGOS' Supplier Code of Conduct to influence the value chain associated with LOGOS' operations.
- Establishing grievance mechanisms through the existing Speak Up Policy and other locally established channels, where deemed necessary and/or appropriate.
- Implementing LOGOS' Modern Slavery remediation framework in the event of becoming aware of an incident.
- Publishing annual reports on the LOGOS framework and mechanisms established to respect human rights through the supply chain in accordance with LOGOS' signatory commitments and relevant legislation.
- Providing ongoing training to LOGOS team members to assist in the identification of potential human right and modern slavery risks throughout the supply chain.
- Empowering our teams and those external stakeholders in which we influence, to report potential human right and modern slavery risks through established channels for investigation and remediation.

3.0 Tools and References

Relevant LOGOS policies and procedures:

- Group Sustainability Policy

- Environment, Social and Governance Policy
- Compliance Manual
- Workplace Behaviour Policy
- Supplier Code of Conduct
- Speak Up Policy
- Supplier Prequalification Checklist

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	August 2021	New Policy	Cassandra Abley

4.3. Endorsed

This Policy is endorsed by:

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