
LOGOS

Supplier Code of Conduct

5 November 2018

1. Introduction

- 1.1.1. LOGOS is committed to maintaining high standards of corporate citizenship and an important way that we will achieve this is by working with our suppliers to ensure high standards of environmental, social and governance performance across our supply chain.
- 1.1.2. In this code of conduct (**Code**) we have distilled our expectations of our suppliers, along with what you can expect from us, based on our values and the lessons we have learnt over time.
- 1.1.3. The standards set out in the Code are generally applicable and conducive of prudent and effective business management. We encourage all current and prospective LOGOS' suppliers to adhere to the Code and this will be an important factor in our ongoing assessment of our relationship with you.

2. Our commitment

2.1. What we stand for

- 2.1.1. LOGOS is a fast-growing logistics developer and manager and aspires to be a leader in this field in the Asia Pacific, delivering optimum value for our customers and tenants and making a strong contribution to the communities in which they operate.
- 2.1.2. We conduct business guided by the following six values which you should be familiar with:
 - Safety First We are an organisation that cares for people. Safety is our number one priority.
 - Passion for what we do We are passionate about logistics real estate, development and investment management and strive to deliver results that exceed expectations. We ensure our customers (tenants and capital partners) are at the heart of all we do.
 - The Best People We recognise and celebrate our individual and collective differences and strengths. We actively encourage and enable our people to develop and grow to their greatest potential.
 - Act with Integrity We are honest, open, ethical and fair. We are good corporate citizens and hold ourselves to the highest codes of professional conduct.
 - Collaboration We know we achieve more together and actively support each other to deliver the best outcomes to our customers.
 - Sustainability We focus on today and tomorrow and consider the impacts of all our activities on the environment and communities.

2.2. What you can expect from us

- 2.2.1. LOGOS is a group built on the strength of its relationship with its suppliers. We respect the important contributions of our suppliers and we are proud to have built longstanding relationships with many of them.

2.2.2. In line with our values, our suppliers can expect us to:

- treat them fairly and equitably;
- operate in a way that promotes fair and open competition in the market;
- seek to establish a sustainable supply chain; and
- demonstrate our commitment to responsible sourcing.

3. Health and safety

3.1.1. The health and safety of our people and the communities we serve is of paramount importance to us. We expect you to:

- provide a safe working environment and mitigate health, safety and wellbeing risks for your workers and anyone impacted by their work, as far as reasonably practicable;
- comply with all relevant health and safety legislation;
- have a structured education program which includes a written health and safety policy and a systematic approach to ensuring employees understand it;
- have an effective health and safety compliance system to record and monitor risks and incidents;
- regularly monitoring the conditions of the workplace in order to identify hazards and prevent illness or injury arising from the operations of the workplace; and
- have appropriately trained staff and sufficient resources available to promptly and effectively respond to incidents which may arise.

4. Human rights, modern slavery and workplace relations

4.1.1. Our people are our greatest strength and we are committed to ensuring they have a workplace in which they are supported to achieve their potential. We respect and support human rights as set out in the Universal Declaration of Human Rights and our people are required to treat each other with dignity, respect and fairness. We expect that you will:

- conduct your business in alignment with the Universal Declaration of Human Rights;
- comply with applicable human rights and modern slavery laws in respect of your employees and contractors;
- provide fair working conditions for your employees, including restricting hours to be within legally accepted maximums and provide adequate rest breaks;
- pay your employees in compliance with applicable local laws, including those relating to minimum wages, overtime hours and legally mandated benefits;
- provide a workplace where all employees are treated with dignity and respect and free of harassment, discrimination and bullying on any basis prohibited by law; and
- ensure no child, involuntary or trafficked labour is used and no other incidences of modern slavery occur and extend this requirement throughout all areas of your supply chain.

5. Environment and land management

5.1. Environment

5.1.1. We strive to make a positive impact on the communities we serve and our environment more generally. We expect that you will:

- demonstrate compliance with all relevant laws and regulations relating to environmental performance, management and reporting;
- have a written environmental policy, which your employees are informed of;
- have an effective environmental management system to measure, manage and minimise adverse environmental impacts; and
- seek opportunities to improve environmental performance across construction, operation and decommissioning of site assets.

6. Business integrity

6.1. Ethics

6.1.1. Our values inform our conduct and require our people to behave ethically. We expect that you will share this value too and will:

- conduct your business in a manner which is fair, honest, respectful and lawful;
- ensure that assets, property, information and position are used only for authorised and legitimate business purposes and are not misused for personal gain;
- promptly inform us and avoid or manage any actual or potential conflicts of interest arising, either due to personal or business relationships, in the conduct of your work;
- have a whistle-blower policy or other mechanism in place to protect staff or other persons who raise concerns in good faith; and
- share our commitment to working against all forms of corruption including bribery, extortion, personal or improper advantage.

6.2. Land management

6.2.1. We are proud to have a reputation for dealing fairly with landowners and this has become a key competitive strength. We expect that land obtained for acquisition or re-development has been sourced voluntarily or otherwise in accordance with local legislation and will, in all cases, be acquired on fair market terms.

6.3. Gifts

6.3.1. We acknowledge that gifts between business partners are a customary way of developing a relationship and demonstrating gratitude or respect. Even so, because gifts can be construed as bribes, we ask that you exercise caution when giving or receiving gifts.

6.3.2. In particular, we expect that you will only give or receive gifts that:

- arise from activities or events related to your business duties and responsibilities;
- are infrequent and of modest, reasonable value; and
- do not compromise your integrity and objectivity or that of LOGOS.

7. Governance

7.1.1. We have a range of investors and other stakeholders who rely upon our adoption of high standards of corporate governance in our conduct and we see this as an important way of ensuring the performance and longevity of our business. We expect that you will:

- manage risk, governance and compliance appropriately;
- maintain accurate and auditable records and accounts;
- maintain the confidentiality and privacy of information we entrust to you; and
- have a documented business continuity plan to minimise the impact of unplanned events on the operations of your business and your staff and contractors.

8. Your supply chain

8.1.1. To give proper effect to this Code, we ask that you:

- undertake proper due diligence checks of your sub-contractors and suppliers to ensure that they conduct their business in accordance with the standards set out in this Code;
- document all agreements with your sub-contractors and suppliers in writing, with such agreements being on reasonably competitive terms and in line with market practices;
- communicate our expectations set out in this Code to any sub-contractors and suppliers you use, in their local language and in a manner which they are able to understand;

- hold your sub-contractors and suppliers to the standards set out in this Code and work with them to ensure that their own supply chain meets the principles of this Code.

9. Compliance

9.1. Implementation

9.1.1. We will work closely with you to ensure that this Code is implemented, which may include:

- ongoing assessments by us of the practices of all suppliers;
- requesting your self-assessment of your operations against this Code; and
- periodic in-depth reviews, including provision of documentation and site visits.

9.1.2. Throughout this process we are trying to support process improvement and we ask that you participate fully, providing information in an honest and complete manner, supporting our on-site reviews and implementing any agreed remedial actions.

9.2. Breach reporting

9.2.1. We ask that you tell us at the earliest opportunity that you become aware of a reasonable risk of breach of this Code. We will work with you to understand the issue and agree on appropriate remedial action, which we will expect you to implement.

9.3. Raising concerns about improper conduct

9.3.1. We encourage you to tell of us of any concerns you have about improper conduct, such as breach of law, this Code, dangerous practice or unethical behaviour. Reports can be made directly to: integrity@logosproperty.com.

10. Policy responsibility and revision history

10.1. Policy responsibility

Policy Group	Compliance
Doc Reference:	[*]
Date approved	[*] 2018
Approval authority	General Counsel
Date of last review:	
Last reviewed by:	

10.2. Revision history

Prior version No.	Effective dates	Author	Description of change
