
LOGOS

Group ESG Policy



1.0 General

1.1 Our Approach to ESG

At LOGOS, we are committed to integrating Environmental, Social and Governance (“ESG”) principles into our operations and decision-making processes. We recognise that effective management of ESG risks and opportunities is not only essential for sustainable development but also crucial for delivering long term value to our stakeholders.

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 Policy.

1.2 Scope of this Policy

This Policy applies to LOGOS’ entire business, which covers a number of the Asia-Pacific countries including Australia, New Zealand, China, Singapore, Malaysia, Indonesia, Vietnam, India, Korea and Japan. ESG factors are integrated in all phases of our business operations from funds management, acquisitions, development, asset and property management of our standing investments and also LOGOS’ corporate activities.

LOGOS ensures all internal and external stakeholders are aligned with our ESG outlook. All LOGOS employees and our partners which include investors, consultants, contractors, suppliers, third-party property managers and customers are required to contribute positively to our commitment.

2.0 Our Commitment to Responsible Investment

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 LOGOS Sustainability Strategy

3.1 Greening our Portfolio

LOGOS incorporate sustainable design principles into our construction projects and property management practices. We prioritize the use of environmentally friendly materials and promote green building certifications where feasible.

Energy Efficiency

As part of the pathway towards net zero carbon, LOGOS is actively improving the energy efficiency of our portfolio of industrial assets. For new developments and major renovations, the following features are considered – high-efficiency energy equipment and appliances, investment in energy management systems, exploration of new and better construction materials which are climate-appropriate for better insulation, and future-proofing our assets by making them photovoltaic-ready.

For our existing assets, LOGOS have looked to progressively upgrade equipment like LED lighting, motion sensors, automatic meters and solar energy deployment.

Water Efficiency

Improving the water efficiency of our portfolio is also important. For new builds, LOGOS has started to include automatic smart meters and submeters in our design specifications. High efficiency water appliances and dry fixtures are also considered, as well as the installation of stormwater tanks or natural wells to tap rainwater or groundwater rather than water from municipal sources. For our standing investments, a smart metering system has been progressively installed in our portfolio for better leak detection. Native landscaping which is more climate-tolerant is preferred.

Waste Management

LOGOS is exploring various waste management models with local waste management companies. Our initial aim is to create awareness and measurable effort among our tenants of recycling opportunities, with the long-term goal of working with our end-users to divert waste from landfills and incineration plants to recycling facilities.

Adopting Renewable Energy

Leveraging the potential of our logistics portfolio's extensive rooftops, LOGOS established our renewables platform, LOGOS Energy, to install onsite solar panels to provide our customers access to green power. This will contribute to LOGOS' efforts to attain carbon neutral pathways for our portfolio.

Preserving Biodiversity

LOGOS will actively manage our properties to preserve and enhance biodiversity. We will consider the ecological impact of our activities and promote the protection of natural habitats and ecosystems.

3.2. Social and Stakeholder Engagement for ESG Alignment

Increasingly important in our ESG journey is taking care of the people our organisation interacts with.

This would include renewed employee engagement, particularly in a post-Covid working environment, more conscientiously connecting with local communities in the development design consultation process as well as incorporating stakeholders' feedback as part of our environmental sustainable design (ESD) guidelines.

We prioritize the health and safety of our employees, contractors, and tenants, ensuring that we provide a safe and healthy working environment, comply with applicable regulations, and implement robust safety management systems.

We are committed to promoting diversity, equity, and inclusion within our organisation. We will create an inclusive work environment that values and respects the differences in our workforce and encourages equal opportunities for all.

LOGOS Employees – making ESG a part of everyone's responsibility

In order to effect change throughout the organisation, ESG is inevitably integrated into the roles and responsibilities of all LOGOS employees. LOGOS office management (proactively phasing out the use of single-use plastics in our regional offices and pantries and gifting employees with reusable coffee cups, digital name cards), to monthly ESG meetings among country Asset Management / Development Management representatives to share knowledge, annual ESG trainings on various topics (E, S, G) to refresh employee's knowledge on matters which affect their daily operations (e.g. GRESB training, Annual Compliance Refresher Training, Annual Cyber Awareness Training, WorkWell Webinar).

LOGOS also embraces diversity, equity and inclusion (DEI) in the workplace, fostering trust and mutual respect among colleagues, partners and stakeholders as the cornerstones of our growth and success. When forming governance bodies, we consider diversity metrics such as gender, age and international background to allow for a diverse and effective group of decision makers to lead our Committee Board and Business Unit leaders. We are committed to promoting an age-diverse workforce with gender equality and local representation.

Customers – Cooperation from the End-User

Given the nature of LOGOS' operations as a real estate landlord, most of the carbon emissions generated by our standing investments are contributed by our tenants. It is imperative that LOGOS seeks out and cooperates with like-minded customers as the end users of our assets through the implementation of green leases. This refers to the inclusion of ESG-specific requirements in our standard lease contracts, encompassing the fit-out design guidelines, treatment of construction waste and information sharing.

Third-Party Property Managers – Assessing ESG Capabilities

Where applicable, in the selection of LOGOS' external property managers, ESG track record would form part of LOGOS' evaluation of the operator. Considering that on-site property managers would have the highest level of interaction at the asset-level and with our customers, we recognise that the property management team would be instrumental in impacting the success of LOGOS' ESG initiatives.

We depend on Property Managers to convey the right ESG messaging as the first points of contact with our tenants and to members of the community as well as to judiciously recommend suitable measures to improve the utility efficiency of the property.

Contractors and Suppliers – subject to ESG pre-qualification

Contractors and suppliers are an important part of LOGOS' supply chain to fulfil our development and property management responsibilities. The LOGOS Group Procurement Policy, Supplier Code of Conduct and Modern Slavery Statement outline how LOGOS' procurement activities are managed to ensure they represent the best value for LOGOS and are approved within authorised limits, comply with laws and regulations, and consider ESG factors.

All vendors are required to attend onboarding and induction to be trained on WH&S matters, workplace and site conduct. LOGOS uses the Rapid Global platform to manage this process.

The pre-qualification process and criteria consider the Environmental, Social and Governance elements and includes among other factors an assessment of the following:

- Health and Safety
- Human rights, modern slavery and workplace relations
- Environment and land management
- Business integrity, compliance and governance
- Supply chain

Environmental Consultants – factoring ESG into Due Diligence

As part of LOGOS' risk analysis and physical due diligence for investments, independent consultants are engaged to conduct technical due diligence on specific ESG issues (e.g. geotechnical investigation, topographic surveys, services engineer, civil and structural engineer, climate risks, environmental and social impact assessment).

Community Engagement – meaningful impact on surrounding areas

Industrial sites are typically located away from commercial areas and tend not to have high public footfall. LOGOS considers meaningful ways to engage with the surrounding community. To have a positive and lasting impact on the community, such engagement efforts involve the Indigenous community in our groundbreaking ceremonies, supporting local employment, providing a grievance hotline to address community feedback.

LOGOS also organises health-related activities for the local community such as vaccination and blood donation drives, supports local charities through corporate and social responsibility and employee volunteer events and through the provision of public amenities and communal spaces such as cafes and canteens on our sites.

3.3. Effective Governance through Policies and Reporting

The LOGOS Board has management and oversight across the various facets of the LOGOS business and its operations. In our dual-pronged approach to governance, LOGOS has implemented and regularly reviews a set of internal policies outlining the organisation’s approach towards ESG matters and participates in several external ESG reporting standards to measure and benchmark our organisation’s performance against that of our peers. This not only provides clarity to our stakeholders, but also helps LOGOS keep abreast of important ESG trends affecting the industry and encourages transparent reporting.

To ensure continued environmental stewardship and alignment across both our internal and external approaches to ESG, LOGOS has established an ESG task force comprising senior management from each country and representatives from both the development and asset management teams. Weekly and monthly meetings are scheduled for knowledge-sharing and for tracking ESG progress across the portfolio.

Internal LOGOS Policies

Below is the list of LOGOS policies which are regularly updated. These apply to all LOGOS employees and summarise the purpose, disclosure requirements and escalation mechanism for which matters are highlighted to senior management.

Type of Policy	Description
Workplace Health & Safety (WH&S) <ul style="list-style-type: none"> Health Safety and Wellbeing Policy Critical Incident Response Manual 	<p>WH&S is at the core of what we do. The importance of safety is ingrained in our operations and guides how we conduct our business. This is supported by the internal LOGOS WH&S team, with local dedicated resources working out of each region.</p> <p>An annual WH&S audit is conducted by an independent consultant at all sites, assessing general WH&S compliance matters, emergency response and preparedness, occupational health and safety, indoor air quality etc.</p> <p>To ensure the health, safety and wellbeing of asset occupiers in our service delivery, WH&S metrics are continuously monitored and reported at quarterly board meetings to the senior management.</p>
People & Wellbeing <ul style="list-style-type: none"> Modern Slavery Statement Speak Up Policy Regional HR Manuals Workplace Behaviour Policy 	<p>Employee engagement and wellbeing programmes are in place to take care of our people and to foster a culture of inclusivity.</p> <p>Confidential feedback channels are established to provide assurance and protection to individuals who are aware of potential misconduct and wish to speak up.</p>
Information & Communication Technology (ICT) <ul style="list-style-type: none"> ICT Security Policy Data Breach Policy 	<p>Data and security breaches are gaining prominence and represent a growing threat to all organisations. LOGOS acknowledges this rapidly evolving technological environment and has created policies to identify and address vulnerabilities in the ICT landscape.</p>
Conflicts of Interest <ul style="list-style-type: none"> Group Conflicts of Interest Policy Director Conflict Management Policy Leasing Conflict Policy Political Donations Policy 	<p>LOGOS has obligations in regard to the responsibility of managing our portfolio of capital and assets on behalf of our partners.</p> <p>We have put in place several policies to articulate our management of conflicts of interest in various matters as well as measures governing LOGOS representatives’ interaction with political figures.</p>

Compliance

- Anti-Bribery and Corruption Policy
- Anti-Money Laundering, Counter Terrorism Financing and Sanctions Policy
- Document Execution Policy
- Group Pre-qualification Policy

LOGOS employees and our stakeholders are expected to fulfil their duties with the highest conduct. These are policies which apply to all our contractual dealings with third parties.

These policies help LOGOS with our governance risk assessments and provide guidance on how we manage monies and award contracts to our partners.

External Benchmarking & Reporting

There is a myriad of external ESG ratings at each entity-level to be attained, some of which are regulated by law in its respective jurisdictions and others which are voluntary.

In particular, the **Global Real Estate Sustainability Benchmark (GRESB)** has emerged as one of the key unifying standards for ESG ratings, given global applicability among both investors and operators.

Segments of LOGOS' portfolio which are more advanced in sustainability reporting are encouraged to pursue an external data assurance in accordance with an accredited scheme such as **Australian Standard on Assurance Engagements ASAE 3000** or equivalent. This stringent independent review of the portfolio's ESG utility data provides our partners with confidence regarding the integrity and reliability of reporting information.

2023 marks LOGOS Property's inaugural disclosure as a signatory of the **United Nations Principles of Responsible Investment (UN PRI)**. Underpinning part of LOGOS' sustainability strategy is our organisation's alignment to the **United Nations Sustainability Development Goals (UN SDG)**.

3.4. Responsible Investment

LOGOS has developed a robust investment framework that is reviewed regularly. This framework covers all stages of the investment process from pre-investment screening, acquisition due diligence, development and construction to approvals and reporting.

Pre-Investment Screening

Prior to investing, LOGOS actively ensures that the vendor and/or any local partners are socially responsible and have the relevant policies, systems and expertise needed to integrate environmental considerations. ESG factors should also be addressed where appropriate during the pre-investment screening for transparency.

Thematic investing, access to green financing, green building certification, potential to install solar, capability to upgrade asset with energy and water efficient equipment.

Green Financing

LOGOS established its first **Green Finance Framework** in 2020, which continues to be utilized to facilitate access to green-linked finance across projects. In order to access green financing, green certified buildings are becoming the new standard as financial institutions require the assurance that developers future-proof the asset to prevent it from being stranded.

Negative social investments

LOGOS commits that we will avoid investing in industries that have a negative social impact, directly or indirectly, where the principal purpose of which relates to the following restricted uses:

- armaments;
- nuclear/uranium industry;
- tobacco;
- gambling;
- pornography;
- prostitution;
- questionable working practices (e.g. child labour, heavy pollution);
- endangered or protected wildlife; or
- prohibited substances

Acquisition Due Diligence

ESG considerations form part of the due diligence process when reviewing potential projects. This includes legal, compliance and remediation reviews (such as ground water or land contamination). Environmental consultants are engaged to review material ESG items related to project environmental management in accordance with local statutory requirements which may include:

- Unexploded ordinance to determine any unexploded ordinance within or close to site boundary
- Environmental report to comment on stormwater, electrical, hydraulic conditions
- Geotechnical investigation on soil and ground conditions to formula foundation design solution
- Infrastructure report to inform site servicing solution
- Flood study to determine the site's vulnerability to floods
- Other due diligence like Flora & Fauna investigation, areas or items of cultural / historical heritage value
- Social and Community Impact Assessment on traffic, sensitive uses, requirement for the provision of public amenities

Project Management – Approvals and Reporting

The Investment Committee is responsible for acquisition and scope of development. The Investment Papers detail the ESG Due Diligence (as well as legal, accounting & tax). Following acquisition, there are various committees (e.g. Project Control Group, Development Committee etc.) which ensure this ESG due diligence is followed.

Under project management, management areas that have been determined from previous development stages are implemented and monitored for the successful delivery of the project. These management areas cut across ESG elements such as Workplace Health and Safety, Risk Register, Health and Safety Audits, Design Register, Quality Assurance. These are actively monitored in the Project Control Group (PCG) Reports to the prospective tenant, internal LOGOS senior management and capital partners.

4.0 Policy Administration and Review Cycle

4.1. Policy Administration

The Group Executive, Head of Real Estate will have primary responsibility for administering this Policy, including ensuring that this Policy is current, and is responsible for conducting a review 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.