



Delivering more value
for communities

Figure 1: Impact Day organised by Prologis and supported by supply chain partners

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1. Introduction

As the UK's leading developer and owner of logistics property at Prologis UK we are committed to maximising the economic, environmental and social benefits that our developments bring to the communities where we work.

Our Social Value Policy has been developed with the following in mind:

- To reflect the requirements laid out in the Public Services (Social Value) Act 2012 and ensure that we are supporting local Councils in the delivery of their obligations.
- To reflect our commitment to delivering long term and sustainable value in terms of economic, environmental and social wellbeing to the places and communities where we operate.
- To develop our ability to deliver sustainable solutions by being consistent in how we manage, measure and report the delivery of social value and ensure that we keep the needs of the local community at the centre of our decision-making process.

SUPPLY CHAIN SOCIAL VALUE CHARTER

from PROLOGIS UK

We recognise that Social Value is created at every stage of a development’s lifecycle. We are committed to the long-term success of all of our developments and this policy has been designed to cover the full life cycle of our involvement including:

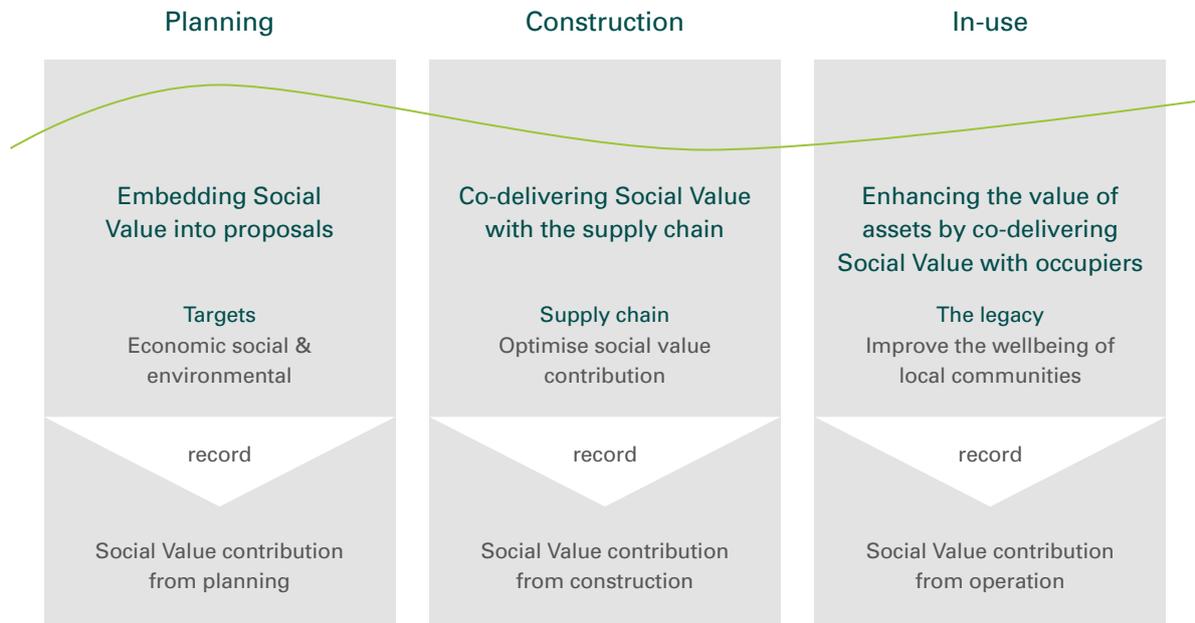


Figure 2: Social Value is embedded in all stages of the Prologis development lifecycle

Planning – Commitment to listen and respond to community concerns. Our planning submission will include a clear Social Value strategy that responds to local needs and adds social, environmental and economic value.

Design and construction – All of our suppliers will be required to sign up to our Supply Chain Social Value Charter that requires all our suppliers to set their own targets and support our Social Value commitments.

In-use – Our property management teams are committed to ensuring a long term and sustainable legacy is built for both our occupiers and the local community.



Figure 3: Forest School built by Prologis and its supply chain during one of its Impact Days

Prologis is committed to delivering more effective and targeted Social Value that makes a positive difference to people’s lives and improves the economic, environmental and social well-being of our occupiers, the local community and the region

Specifically, this document describes our commitment to working with our supply chain as we design and construct our assets in order to unlock the opportunities to build stronger, more resilient and healthier communities wherever we operate.

2. Our vision

Prologis recognises that our relationships with the communities around our developments and with the local authorities that serve them are crucial to our business, our brand and the ongoing success of our occupiers; this is why the development of sites that deliver more social value to the communities where we work is central to our strategy.

We believe that the success of our occupiers and the wellbeing of local communities are mutually dependent and that both will succeed by building stronger links and supporting each other. The stronger and more resilient local communities are the more likely they will meet the needs of our occupiers and the more likely our occupiers will be able to add value to the local area and the community will flourish.



Figure 4: Impact Day organised by Prologis and supported by supply chain partners

“Social Value represents the **additional** social, economic and environmental value created by our developments throughout their lifetime for the communities and regions where we work”

Our Social Value Policy is built around a commitment to be a force for good in local communities and we have developed a set of **Themes, Outcomes and Measures (TOMs)** which represent a set of practical social value outcomes that we can deliver on the ground and through our developments. Which allows us to focus on activities that are relevant and where we can make a real difference.

Our **Prologis TOMs Framework** allows us to measure Social Value as part of our interventions and will be developed to reflect the specific needs of the local community as well as the opportunities where our supply chain may support our overall objectives. The Prologis TOMs Framework is built around 5 key themes, 19 Outcomes and over 51 individual measures that may be adjusted during the planning process to reflect the need to respond to any feedback during community consultation.

Jobs: Promote local skills and employment – We will promote new skills and employment in all the places where we operate to meet the needs of the local community and the skills requirements of our occupiers.

Growth: Supporting growth of responsible, local businesses – We will work with local businesses and help build the capacity of the local supply chain during construction and occupation.

Social: Healthier, safer and more resilient communities – We will work with the local community to help build resilience and support local schools, charities and social enterprises.

Environmental sustainability: Protecting and improving our environment – We will continue to protect and enhance the local environment in terms of minimising impact whilst maximising the benefits.

Social innovation: Promoting new ideas and community initiatives – We will promote and reward social innovation that leads to better community outcomes.

The full TOMs Framework is laid out within the Appendix.

3. Supplier's Social Value Charter

All of our supply chain are required to sign up to a Supply Chain Social Value Charter that commits you to:

- Develop a **Social Value Action Plan (SVAP)** for each project;
- Agree specific targets and delivery programme;
- Reporting and feedback.

The SVAP should be bespoke to your business and reflect your specific capabilities and capacity to deliver. It will be relevant and proportional to your core activities and should include any corporate community (CSR) activities that you may be involved in.

You are required to sign up to a minimum set of commitments and targets for each contract but with the ability to extend or adapt these as the development or contract evolves.

Social Value Targets should be developed to reflect the themes and outcomes described within the Prologis TOMs Framework for instance:

- More opportunities for local employment;
- Training and apprenticeships as a result of your contract(s) with Prologis;
- Jobs for those furthest from job market (NEETs, disabled and long term unemployed);
- Engagement with schools and work placements with Planet First;
- Local spend and supply chain where appropriate including SMEs and VCSEs;
- Volunteering in the community;
- Environmental initiatives such as embodied carbon reductions.

4. Our commitment

We want our suppliers to succeed in supporting the local community, but we recognise that our management team has a crucial role to play in this and so we are committed to helping all of our suppliers develop their own bespoke Social Value Action Plan (SVAP) that builds on work that we carry out as a part of each planning submission and reflects local needs.



Figure 5: Supporting local schools and upgrading their play area

This will include:

- Engagement with local stakeholders e.g. residents, parish council, local authority, community groups, charities, traders' association, schools and faith groups;
- Identification of the key issues affecting the community along with actions that the estate team and occupiers could undertake to support the community (prioritisation and timelines);
- Brokering relevant relationships with the local community, charity and other delivery partners such as Planet First;
- Invitations to join and support 'Community Impact Days' organised by our site teams.

5. Reporting and management

Suppliers will be required to log their SVAP commitments and report progress on a quarterly basis using the Social Value Portal to manage, monitor and report on the delivery of their SVAP so that we can produce an end of project Social Value report (Social Value Passport) that will be passed on to the local authority, the community and eventual occupier.

Each supplier will have a separate project account where they will be able to log progress and upload their activities.

Prologis will rate all suppliers on the delivery of their commitments. Performance and rankings will be published annually with recognition for those who exceed expectations.

Appendix

Prologis Social Value Measurement (TOMs) Framework

Theme	Outcomes	PL Ref	Measures
Jobs: Promote Local Skills and Employment	More local people in employment	PL1	No. of local people (FTE) employed on contract for one year or the whole duration of the contract, whichever is shorter.
		PL2	% of local people employed on contract (FTE)
		PL3	No. of employer's fairs held to encourage local employment in the regions where Prologis and its supply chain operates
	More opportunities for disadvantaged people	PL4	No. of employees (FTE) taken on who are long term unemployed (unemployed for a year or longer)
		PL5	No. of employees (FTE) taken on who are not in employment, education, or training (NEETs)
		PL6	No. of employees (FTE) taken on who are rehabilitating young offenders (18-24 yo)
		PL7	No. of jobs (FTE) created for people with disabilities
		PL8	No. of hours dedicated to supporting unemployed people into work by providing career mentoring, including mock interviews, CV advice, and careers guidance - (over 24 y.o.)
	Improved skills for local people	PL9	Local school and college visits e.g. delivering careers talks, curriculum support, literacy support, safety and STEM talks (No. hours, includes preparation time)
		PL10	No. site visits for school children or local residents that last at least 1hr
		PL11	No. of training opportunities on contract (BTEC, City & Guilds, NVQ, HNC) that have either been completed during the year, or that will be supported by the organisation to completion in the following years - Level 2,3, or 4+
		PL12	No. of apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation to completion in the following years - Level 2,3, or 4+
	Improved employability of young people	PL13	No. of employment taster days for those interested in working in the relevant industry
		PL14	No. of hours dedicated to support young people into work (e.g. CV advice, mock interviews, careers guidance & STEM activities) - (under 24 y.o.)
		PL15	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)
		PL16	Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships)
Growth: Supporting Growth of Responsible Regional Business	More opportunities for SMEs and VCSEs Local companies	PL17	Total amount (£) spent with VCSEs within your supply chain
		PL18	Provision of expert business advice to VCSEs and SMEs (e.g. financial advice / legal advice / HR advice/HSE)
		PL19	Equipment or resources donated to VCSEs (£ equivalent value)
		PL20	Number of voluntary hours donated to support VCSEs (excludes expert business advice)
		PL21	Number of 'meet the buyer' events held to highlight local supply chain opportunities
		PL22	Total amount (£) spent in LOCAL supply chain through the contract.
		PL23	Total amount (£) spent through contract with LOCAL SMEs
	Improving staff wellbeing	PL24	Demonstrate commitment to work practices that improve staff wellbeing, recognise mental health as an issue and reduce absenteeism due to ill health. Identify time dedicated for wellbeing courses
	A workforce and culture that reflect the diversity of the local community	PL25	Diversity training provided for contractors and subcontractors
	Social Value embedded in the supply chain	PL26	Percentage of procurement contracts that includes commitments to ethical procurement, including to verify anti-slavery and other relevant requirements.
PL27		Percentage of contracts with the supply chain on which Social Value commitments, measurement and monitoring are required	
Crime is reduced	PL28	Initiatives aimed at reducing crime (e.g. support for local youth groups, lighting for public spaces, private security and 'Safer by Design')	
Social: Healthier, Safer and more Resilient Communities	Creating a healthier community	PL29	Initiatives to be taken to tackle homelessness (supporting temporary housing schemes, etc)
	Vulnerable people are helped to live independently	PL30	Initiatives taken or supported to engage people in health interventions (e.g. stop smoking, obesity, alcoholism, drugs, etc) or wellbeing initiatives in the community, including physical activities for adults and children.
		PL31	Initiatives to be taken to support older, disabled and vulnerable people to build stronger community networks (e.g. befriending schemes, digital inclusion clubs)
	More working with the Community	PL32	Donations or in-kind contributions to local community projects (£ & materials)
		PL33	No hours volunteering time provided to support local community projects
	More support for local schools and colleges	PL34	Support provided to help local community draw up their own Community Charter or Stakeholder Plan
PL35		Contribution to education (Curriculum Engagement) including school visits (4hrs each)	
PL36		Energy cost savings arising from achieving The Planet Mark™ Certification for schools	
PL37		Carbon savings arising from achieving The Planet Mark™ Certification for schools	
Environment: Protecting and Improving Our Environment	Climate Impacts are reduced	PL38	Site visits (4hrs each)
		PL39	Savings from energy efficiency measures in CO2e emissions against baseline (Building Regulations)
		PL40	Embodied Carbon reductions in CO2e emissions against baseline.
		PL41	Savings in carbon emissions arising from renewable energy measures
		PL42	Acres rainforest saved from destruction (Hectares)
	Improved resource efficiency	PL43	Tonnes of Carbon offsets through rainforest protection (tCO2e)
		PL44	M3 water saved against relevant benchmark
	Air pollution is reduced	PL45	Tonnes waste diverted against relevant benchmark
		PL46	Car miles saved on the project (e.g. cycle to work programmes, public transport or car pooling programmes, or green travel plan)
		PL47	Number of low or no emission staff vehicles included on project (miles driven)
Better places to live	PL48	Voluntary time dedicated to the creation or management of green infrastructure, to increase biodiversity, or to keep green spaces clean	
Innovation: Promoting Social Innovation	Other measures (TBD)	PL49	Other measures (£) - please describe any additional initiatives that you would like to make and £ to be invested
		PL50	Other measures (hrs) - please describe any additional initiatives that you would like to make and hrs to be committed (No. expert hrs)
		PL51	Other measures (hrs) - please describe any additional initiatives that you would like to make and hrs to be committed (No. voluntary hrs)
Transparent and Effective Governance	More buildings are certified	PL52	% NEW Buildings achieving BREEAM Rating
		PL53	% new buildings achieving Planet First Certification
		PL54	EPC Asset Rating
	Better Occupier Engagement	PL55	Occupier satisfaction score (NPS)
		PL56	% Occupiers supported to create their own Social Value action Plan (SVAP)
	A more engaged supply chain	PL57	% suppliers signed up to Social Value Charter
		PL58	Percentage of procurement contracts that includes commitments to verify anti-slavery and other relevant requirements.
	Sustainable and Ethical Procurement is promoted	PL59	Percentage of procurement contracts that includes commitments to use local produce, reduce food waste, or other relevant requirements and certifications.
	Better and more transparent Reporting	PL60	% buildings reporting on Social Value through Construction
		PL61	% buildings reporting on Social Value through Occupation