

UK MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Introduction

Prologis is the UK's leading developer and owner of logistics property that develops, owns and manages high quality sustainable logistics buildings.

Conducting our business in an ethical and honest way is fundamental to how we operate and how we expect our suppliers and contractors to operate.

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of human rights.

Modern slavery and supply chain management

Prologis is committed to responsible supply chain management and our objective is to comply with all applicable laws and regulations and strives for best practice with regard to responsible supply chain management. We also expect our suppliers and contractors and their directors, officers, employees and representatives to conduct all business activities in full compliance with all applicable laws and regulations.

Prologis does not tolerate modern slavery and human trafficking and will not knowingly engage in, or deal or partner with any suppliers or contractors who engage in slavery or human trafficking. The prevention, detection and reporting of modern slavery in any part of our organization or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activities that might lead to or suggest a breach of this policy.

Any supplier or contractor invited to submit a tender and provide services to Prologis is done so based on this policy and the principles that suppliers or contractors we appoint do not engage in modern slavery or human trafficking within their own operations and their supply chain and that they will hold their suppliers to the same high standards.

Responsibility for the Policy

The Prologis UK Board has overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all those under our control comply with it.

The UK Legal Counsel has primary and day to day responsibility for implementing this policy, monitoring its use and effectiveness and dealing with any queries about it.

Management at all levels are responsible for ensuring that those reporting to them understand and comply with this policy and are given adequate training on it and the issue of modern slavery in supply chains.

Implementation and Monitoring

Prologis is committed to having a clear and transparent company policy which is reviewed regularly and is communicated to our employees and posted on our website which sets out the steps being taken to prevent modern slavery and trafficking and the effectiveness of those measures.

We are committed to making available sufficient resources for the implementation of this policy and ensuring all employees understand and comply with this policy.

If any employee or anyone working for Prologis has any reason to believe that modern slavery of any form may exist within our organization or our supply chain, or may occur in the future or have any concerns or suspicions relating to compliance with this policy, they must bring this to our attention in one of the ways set out below.

In the first instance, employees should report to their line manager. If the matter is extremely serious or it is felt not appropriate to raise with their line manager employees should raise their concerns with the UK Legal Counsel or the UK HR Manager.

Prologis may investigate suspicious activity within operations and supply chain and any clear and substantial breach of modern slavery and human trafficking will be taken seriously including contract termination or referral to the authorities.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the UK Legal Counsel or UK HR Manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our HR Grievance Procedure.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, suppliers, external consultants, third party representatives and business partners.

This policy does not form part of any employee's contract or employment and we may amend it at any time.