



RESPONSIBLE  
SEGRO

OUR PURPOSE  
IS TO CREATE  
THE SPACE  
THAT ENABLES  
**EXTRAORDINARY**  
THINGS TO  
HAPPEN.

It highlights our dual roles: as creators of physical spaces and enablers for our stakeholders to achieve their own ambitions. It is true for our customers who depend on our properties to be able to deliver the extraordinary range of goods and services which are essential to modern life. It is true for our colleagues, whom we want to thrive and to maximise their potential while working with us. And it is true of other stakeholders such as the people and communities who work in, live near or provide services to our properties.

DAVID SLEATH, CEO, SEGRO

OUR COMMITMENT TO BE A FORCE FOR SOCIETAL AND ENVIRONMENTAL GOOD IS INTEGRAL TO OUR PURPOSE AND STRATEGY.

This has been at the core of how we do business for over 100 years, and will be just as important for the next 100. This commitment is led by our Board, but lived by SEGRO colleagues every day. It's about doing the right thing and making a positive impact wherever we operate.

To make sure that we continue to meet our own high standards and those that are expected of us, as part of this process we have listened to our customers, employees, suppliers, investors and other stakeholders to understand what's important to them and how we can be a force for good beyond the buildings we create and own. Our ambition is to be the partner of choice for all of our stakeholders, to enable us to create long-term economic and societal value.

Our long-held commitments to leadership in health and safety, stakeholder engagement, corporate governance and being a good corporate citizen are stronger than ever and our **Responsible SEGRO** priorities have been designed to support and enhance these.



OUR NEW RESPONSIBLE SEGRO FRAMEWORK INTRODUCES THREE LONG-TERM PRIORITIES TO WHICH WE CAN MAKE THE GREATEST BUSINESS, ENVIRONMENTAL AND SOCIAL CONTRIBUTION.



SEGRO

Our three priorities are:

- CHAMPIONING LOW-CARBON GROWTH
- INVESTING IN OUR LOCAL COMMUNITIES AND ENVIRONMENTS
- NURTURING TALENT

For each of these areas we have established challenging initial targets, against which we will report annually, and have set out the actions needed to achieve them. We will set additional, more specific, supporting targets as necessary and we expect our actions and approach to evolve over time to reflect our achievements, technological change and the priorities of our stakeholders and wider society.

We have put the right structures in place throughout our business to monitor how we are performing against our targets, and we will achieve our goals by drawing on our expertise in our field; our strong relationships with our investors, customers and suppliers; and the resourcefulness and determination of our people.

Our goals will be achieved by working with our local communities, our partners – in particular our customers – and our suppliers in order to deliver real change for the greater good.

We believe that working towards and achieving the goals within the **Responsible SEGRO** framework will ensure we remain a business fit for the future, one that helps our customers grow, our communities flourish and our people thrive.

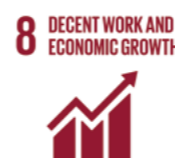
In short, that we will continue to create the space which allows extraordinary things to happen for many years to come.

## OUR THREE LONG-TERM PRIORITIES

	CHAMPIONING LOW-CARBON GROWTH	INVESTING IN OUR LOCAL COMMUNITIES AND ENVIRONMENTS	NURTURING TALENT
CONTEXT	<p>SEGRO recognises that the world faces a climate emergency and we are committed to playing our part in tackling climate change, by limiting global temperature rise to less than 1.5 degrees, in tandem with growth in our business and the wider economy.</p>	<p>SEGRO is an integral part of the communities in which it operates, and we are committed to contributing to their long-term vitality.</p>	<p>SEGRO's people are vital to and inseparable from its success, and we are committed to attracting, enhancing and retaining a diverse range of talented individuals in our business.</p>
TARGETS	<p>We will be net-zero carbon by 2030.</p>	<p>We will create and implement Community Investment Plans for every key market in our portfolio by 2025.</p>	<p>We will increase the overall diversity of our own workforce throughout the organisation.</p>
ACTIONS	<p>We will aim to reduce carbon emissions from our development activity and the operation of our existing buildings, and eliminate them where possible.</p> <p>We will research and implement innovative approaches to absorb or offset residual carbon.</p>	<p>We will work with our customers and suppliers to support our local businesses and economies.</p> <p>We will help improve the skills of local people to enhance their career and employment opportunities, by investing in local training programmes.</p> <p>Equally, we will enhance the spaces around our buildings, working with local partners to ensure we meet the needs of our communities.</p>	<p>We will provide a healthy and supportive working environment, develop fulfilling and rewarding careers, foster an inclusive culture and build a more diverse workforce.</p>

UN SDG ALIGNMENT

Through our **Responsible SEGRO** programme and a focus on the three core priorities above, we believe that we are able to make the greatest contribution to six of the United Nations Sustainable Development Goals.



CHAMPIONING  
LOW-CARBON  
GROWTH

SEGRO RECOGNISES  
THAT OUR PLANET  
IS FACING A CLIMATE  
EMERGENCY, AND  
WE ARE COMMITTED  
TO PLAYING OUR  
PART IN TACKLING  
CLIMATE CHANGE.

We will play a leadership role in our industry's response to the low carbon imperative, supporting all our markets in meeting their national objectives. We will lead by example, setting ourselves demanding targets, and will also support and challenge our suppliers and customers so that, together, we can drive sustainable growth for all our stakeholders while reducing emissions. We will also promote innovation and advance best practice in our sector through active engagement in key industry groups.

# CHAMPIONING LOW-CARBON GROWTH

Our buildings are vital enablers of economic growth and assist the efficient functioning of the economy. As a society, however, we need growth that does not damage our long-term future and we recognise that real estate is a significant contributor to carbon emissions through the construction and operation of buildings.

Our priority is to eliminate as far as possible the carbon emissions from the development of new buildings and the operation of existing buildings, and we will then ensure that any residual carbon is offset or absorbed meaningfully and effectively.

## OUR GOAL

WE WILL BE NET-ZERO CARBON BY 2030.



## BUILDING LOWER-CARBON SPACES

## RUNNING LOWER-CARBON SPACES

## ABSORBING ANY RESIDUAL CARBON

WHERE WE  
START FROM

We are committed to reducing the average embodied carbon intensity of all new developments by 20% by 2025 (compared to a 2019 baseline).

We are committed to reducing the carbon intensity of our operated properties by 40% by 2025 (compared to a 2017 baseline).

We do not offset emissions today, and our priority will be to eliminate, as far as possible, all embodied and operating carbon emissions across our portfolio, including Scope 3 emissions.

WHAT WE  
WILL DO

We will work with our partners and suppliers to find and deliver innovative, low carbon materials and techniques to further reduce the embodied carbon of our developments.

We will cut the carbon emissions from the buildings we operate whilst also challenging and supporting our customers to reduce theirs, furthering their own sustainability objectives and reducing their operating costs.

To address any residual carbon, we will research and implement innovative approaches to carbon absorption and offset, using our scale and resources to create local, authentic and effective ways to capture carbon from the air.

We will embed sustainability in our developments from the design phase, taking a full life-cycle approach.

We will do this by increasing the use of renewable energy across our portfolio through promoting or supplying green energy tariffs, or directly from increasing our solar generation capacity, and by developing innovative energy efficiency and sustainable transport solutions.

## UN SDGs



INVESTING IN OUR  
LOCAL COMMUNITIES  
AND ENVIRONMENTS

AS A LONG-TERM  
INVESTOR, SEGRO  
IS COMMITTED TO  
CONTRIBUTING  
TO THE LONG-TERM  
VITALITY OF THE  
COMMUNITIES IN  
WHICH IT OPERATES.

We work with local communities and partners to identify local needs and, in 2020, we established a £10 million Centenary Fund to provide training and help people in our communities to build the skills required to enter employment.



# INVESTING IN OUR LOCAL COMMUNITIES AND ENVIRONMENTS

Our primary focus is on creating opportunities for employment, but we will adapt our approach where it is clear, as during the COVID-19 pandemic, that our support would be better directed at other more urgent community needs. The physical environment is also hugely important so we work to enhance the quality of the open spaces around our properties, to support biodiversity and the wellbeing of our customers' staff and the communities in which we operate. In short, we will act as responsible neighbours.

To ensure the best outcomes for our communities from our investments, we will play a more active role in the creation and delivery of our community programmes, involving colleagues throughout the business.

## OUR GOAL

WE WILL CREATE AND IMPLEMENT COMMUNITY INVESTMENT PLANS COVERING EVERY KEY MARKET WITHIN OUR PORTFOLIO BY 2025.

## UN SDGs



### DEVELOPING TRAINING AND EMPLOYMENT OPPORTUNITIES

### WORKING WITH OUR CUSTOMERS TO SUPPORT OUR LOCAL ECONOMIES

### IMPROVING THE LOCAL ENVIRONMENT, BEYOND OUR SPACES

WHERE WE START FROM

We work hard to make sure that our buildings and estates, which are often situated in or close to residential areas, are valued by the local community, in particular as local employment hubs. We have, for many years, helped people into work by facilitating access to training, mentoring and support. We have helped develop the skills of many thousands of people and supported the creation of new businesses.

We use our convening power to bring together our customers, neighbourhood contractors and suppliers, local authority partners and community groups. Building connections in this way increases potential for local collaboration among these important groups of stakeholders and facilitates a more sustainable local economy and the creation of local training and employment opportunities.

We are committed to identifying and investing in projects aimed at enhancing the space around our buildings. We work in partnership with our customers and communities to improve the local environment, from volunteering and supporting biodiversity and environmental projects to facilitating greener transport operations, such as cycling and electric vehicles.

WHAT WE WILL DO

We will broaden the scope and increase the scale of our work with our local stakeholder partners as well as customers and suppliers, to identify and invest in the most effective opportunities to develop the skills local people need to secure meaningful employment.

We will support and showcase the growth of local businesses, helping our customers – from small enterprises to industry leaders – to scale up, and learn from each other, connecting them with local suppliers, government and community groups and educational establishments to enable them to achieve extraordinary things.

We will work with our customers and partners to improve biodiversity and mitigate air pollution in and around our estates, by providing electric vehicle charging infrastructure and using natural and innovative ways of improving air quality.

We will focus on reaching more people and, together with our customers and partners, help them back into education, training or employment. We will invest in impactful employment-led projects over a longer period of time to maximise the outcomes for local residents.

We will continue to support community projects aimed at enhancing the local environment, creating spaces that are open to all so that more people can benefit. We will offer not just financial support but more of our colleagues' time and expertise to ensure this can happen.

NURTURING  
TALENT



SEGRO'S PEOPLE  
ARE VITAL TO, AND  
INSEPARABLE FROM,  
ITS SUCCESS, AND  
WE ARE COMMITTED  
TO ATTRACTING,  
CREATING AND  
RETAINING TALENTED  
INDIVIDUALS.

We want all of our people to be able to reach their full potential and thrive at SEGRO and we know that to achieve this we must provide an inclusive working environment, where everyone can be themselves, have access to fulfilling careers and opportunities, and feel supported.

# NURTURING TALENT

Our ambition is to have an inclusive and supportive culture with a motivated workforce of talented people that reflects the make-up of the countries that we operate in.

This is not only the right thing to do, but we firmly believe that it will also make our business stronger and more resilient.

We recognise that as a company and as an industry, we need to do more to achieve greater diversity and to become truly inclusive, and we will support and challenge our suppliers and partners to do the same for their people.

**OUR GOAL**  
WE WILL INCREASE THE OVERALL DIVERSITY OF OUR OWN WORKFORCE THROUGHOUT THE ORGANISATION.

UN SDGs



**FOSTER A MORE INCLUSIVE CULTURE AND BUILD A MORE DIVERSE WORKFORCE**

**PROVIDE A HEALTHY AND SUPPORTIVE WORKING ENVIRONMENT**

**DEVELOP FULFILLING, REWARDING CAREERS**

WHERE WE START FROM

True diversity requires diversity at all levels in the business and in all geographies in which we operate. With our stable workforce and small, geographically spread headcount, this will take time, but we are committed to achieving our goal. We believe that our strong culture and employee support provides us with the foundations for diversity to flourish.

We are already proud to support sector-wide diversity initiatives, including Real Estate Balance, the British Property Federation D&I statement and the 30% Club, which reflect our commitment to improving SEGRO's diversity and inclusiveness.

WHAT WE WILL DO

Our goal is to have a workforce which is diverse at all levels and broadly reflects the diversity of the populations in each of the countries in which we operate.

We will achieve this through education and training to raise awareness and promote inclusive behaviours; by bringing more diverse thinking into SEGRO by broadening our recruitment practices and graduate sourcing, and through our people policies, for example, promoting agile working for all employees.

SEGRO has a strong company culture, and a Purpose and Values that are shared across geographies. These are an essential part of what it means to work at SEGRO, and we believe that they make an important contribution to the excellent scores that we have received in our regular employee engagement surveys.

The wellbeing of our employees has always been a priority for us. Our network of wellbeing ambassadors and our confidential 24/7 Employee Assistance Programme (managed by qualified counsellors) help us to offer the best support possible to all our employees across our regions.

We want to provide the best environment for all the people who work for and with us – supporting their wellbeing, ensuring the highest standards of safety, fairness and working conditions. We will listen to our people's views about how we can continue to improve our working environment, particularly after the experience of working during the pandemic.

We believe that our approach to developing and rewarding talent, alongside a supportive and collaborative company culture, is reflected in our stable workforce and our consistent top quartile employee engagement results.

We have family friendly policies to support working parents during their careers with us and an agile working policy for all employees. We provide excellent opportunities for training and development, supporting employees with their career ambitions.

All employees participate in our annual bonus scheme and have the opportunity to own a stake in the company through share schemes open to everyone.

We will broaden our range of high quality education and training on personal and professional skills that enable our people to fulfil their potential.

