

GRI 102: GENERAL DISCLOSURES		
GRI Disclosure	Information	Reference
<b>Organisational Profile</b>		
102-1 Name	SEGRO plc	<a href="#">Annual Report and Accounts 2020 - Front Cover</a>
102-2 Activities, brands, products	SEGRO is a UK Real Estate Investment Trust (REIT), and a leading owner, asset manager and developer of modern warehousing and industrial property.	<a href="#">SEGRO website &gt; About Us &gt; Our Business &gt; What we do</a> <a href="#">Annual Report and Accounts 2020 - Page 2</a>
102-3 Location of headquarters	1 New Burlington Place, London, W1S 2HR	<a href="#">SEGRO website &gt; Site Services &gt; Contacts &gt; Our Offices</a> <a href="#">Annual Report and Accounts 2020 - Back Cover</a>
102-4 Location of operations	SEGRO operates in the UK and Continental Europe.	<a href="#">SEGRO website &gt; About Us &gt; Where we operate</a> <a href="#">Annual Report and Accounts 2020 - Page 12-13</a>
102-5 Ownership and legal form		<a href="#">Annual Report and Accounts 2020 - Inside Front Cover</a>
102-6 Markets served	SEGRO serves the UK and Continental European markets.	<a href="#">SEGRO website &gt; About Us &gt; Where we operate</a> <a href="#">Annual Report and Accounts 2020 - Page 12-13</a>
102-7 Scale of organisation	SEGRO operates and serves in the UK and Continental Europe.	<a href="#">SEGRO website &gt; About Us &gt; Where we operate</a> <a href="#">Annual Report and Accounts 2020 - Page 12-13</a>
102-8 Information on employees and other workers	We have just over 350 employees with expert skills across all aspects of real estate and a strong company culture which is brought to life by our people every single day.	<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Nurturing Talent</a> <a href="#">Annual Report and Accounts 2020 - Page 34-35</a>
102-9 Supply chain	We work with over 3,000 suppliers across the Group, ranging from small local businesses to multinational companies, and spent over £650 million with them in 2020. We want to work with suppliers who share our values and our approach to matters such as health and safety, compliance, anti-bribery and corruption and modern slavery. We are committed to ensuring that our supply chain is safe, secure and efficient. We follow a strict supplier assurance process which enables us to be confident that our supply chain is maintained to a high standard and improvements can be made whenever possible.	<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Our Stakeholders &gt; Suppliers</a> <a href="#">Annual Report and Accounts 2020 - Page 39</a>
<b>General Standard Disclosures</b>		
102-10 Significant changes to the organisation and its supply chain	None to report	
102-11 Precautionary principle or approach	The precautionary principle is addressed through the annual risk assessment meeting held by the Board of Directors	<a href="#">SEGRO website &gt; About Us &gt; Our Business &gt; Strategy</a> <a href="#">Annual Report and Accounts 2020 - Page 26-27</a>
102-12 External initiatives	SEGRO is an integral part of the communities where it operates, and we are committed to contributing to their long-term vitality. We will work with our customers and suppliers to support our local businesses and economies. We will help improve the skills of local people to enhance their career and employment opportunities by investing in local training programmes. Equally, we will enhance the spaces around our buildings, working with local partners to ensure we meet the needs of our communities.  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. Our target is to be net-zero carbon by 2030.	<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Approach</a> <a href="#">Annual Report and Accounts 2020 - Pages 28-29</a>
102-13 Membership of associations	SEGRO employees continue to represent the Company on key industry bodies, locally, nationally and internationally, to support improvements of sector standards and ensure the sector is fully understood.	
<b>Strategy</b>		
102-14 Statement from senior decision-maker		<a href="#">Annual Report and Accounts 2020 - Pages 16-19</a>
<b>Risks</b>		
102-15 - Key impacts, risks, and opportunities		<a href="#">Operational Excellence - Annual Report and Accounts 2020 - Pages 53-59</a> <a href="#">Effective Risk Management - Annual Report and Accounts 2020 - Pages 72-81</a>
<b>Ethics and Integrity</b>		
102-16 Values, principles, standards and norms of behaviour	Our Code of Ethics sets out these high ethical standards expected of all employees in their daily work and gives guidance on how to put those standards into practice to enable honesty and integrity. <b>Compliance with the Code of Ethics is a condition of each employee's employment.</b>	<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Policies and CSR Governance</a>  <a href="#">SEGRO website &gt; Responsible SEGRO &gt; Nurturing Talent &gt; Inclusive Culture, Diverse Workforce</a> <a href="#">Annual Report and Accounts 2020 - Pages 90-91, 105</a>
Disclosure 102-17 Mechanisms for advice and concerns about ethics	All new employees receive information on the Code of Ethics and have to complete the compulsory training when they join the Company. In addition, all employees are obliged to make an annual certification that they continue to understand and adhere to the Code of Ethics.	<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Policies and CSR Governance</a> <a href="#">Annual Report and Accounts 2020 - Pages 90-91</a>
<b>Governance</b>		
102-18 Governance structure		<a href="#">SEGRO website &gt; About Us &gt; The Board</a> <a href="#">Annual Report and Accounts 2020 - Pages 92-111</a>
<b>Stakeholder Engagement</b>		
102-40 List of stakeholder groups		<a href="#">Annual Report and Accounts 2020 - Page 83, 100</a>
102-41 Collective bargaining agreements	None of our employees are on collective bargaining agreements.	N/A
102-42 Identifying and selecting stakeholders		<a href="#">Annual Report and Accounts 2020 - Pages 100-105</a>
102-43 Approach to stakeholder engagement		<a href="#">Annual Report and Accounts 2020 - Pages 100-105</a>
102-44 Key topics/concerns raised		<a href="#">Annual Report and Accounts 2020 - Pages 100-105</a>

Reporting Practices		
102-45 Entities included in the consolidated financial statements		<a href="#">Annual Report and Accounts 2020 - Page 199-204</a>
102-46 Defining report content and topic boundaries	The Directors present the Annual Report for the year ended 31 December 2020 which includes the Strategic Report, Governance report and audited Financial Statements for the year	<a href="#">Annual Report and Accounts 2020 - inside front cover</a>
102-47 List of material topics		<a href="#">Annual Report and Accounts 2020 - inside front cover</a>
102-48 Restatements of information	There are no Restatements in this year's Annual Report and Accounts.	
102-49 Changes in reporting	There are no changes in reporting in this year's Annual Report and Accounts.	
102-50 Reporting period	1st January 2020 to 31st December 2020	<a href="#">Annual Report and Accounts 2020 - Page 150</a>
102-51 Date of most recent report	February 2021	<a href="#">Annual Report and Accounts 2020</a>
102-52 Reporting cycle	SEGRO reports financial results at the half year and the full year, with quarterly trading updates being issued for quarters one and three.	<a href="#">SEGRO website &gt; Investors &gt; Financial Calendar &gt; Upcoming Events</a>
102-53 Contact point for questions regarding the report	SEGRO plc, 1 New Burlington Place, London, W1S 2HR	<a href="#">Annual Report and Accounts 2020 - Back cover</a>
102-54 Claims of reporting in accordance with the GRI standards	SEGRO adheres to the principles of the GRI standards and this document is part of that approach.	<a href="#">Annual Report and Accounts 2020 - Page 85</a>
102-55 GRI content index	This document has been produced for the purpose of being the GRI content index.	
102-56 External assurance	The independent assurance of our sustainability data 2020 is available on our website.	<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Reporting &gt; 2020</a>
GRI 200: ECONOMIC		
201 - Economic Performance		
GRI 103: Management Approach	One of our goals is to deliver attractive returns to our shareholders through the execution of our strategy. We track our progress against nine Key Performance Indicators on which we report each year.	<a href="#">SEGRO Website &gt; About Us &gt; Our Business &gt; KPIs</a> <a href="#">Annual Report and Accounts 2020 - Pages 50-52</a>
GRI 201: Economic Performance		<a href="#">SEGRO Website &gt; Investors &gt; Financial Highlights</a> <a href="#">Annual Report and Accounts 2020 - Pages 66-71</a>
203 - Indirect Economic Impacts		
GRI 103: Management Approach	It is our responsibility, as a long-term investor and developer to enable our communities to benefit from the economic and social benefits we can deliver. To do this effectively, we collaborate with local stakeholder partners to better understand the needs of a local area so we can contribute positively to its growth and development.	<a href="#">SEGRO Website &gt; Responsible SEGRO &gt; Our Community</a> <a href="#">SEGRO Charity Report 2020</a>
GRI 203: Indirect Economic Impacts		<a href="#">Keep London Working - London's Urban Logistics Land Logistics Land Analysis</a> <a href="#">SEGRO Website &gt; Responsible SEGRO &gt; Our Community</a> <a href="#">Annual Report and Accounts 2020 - Page 41-43</a>
204 - Procurement Practices		
GRI 103: Management Approach		<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Our Stakeholders &gt; Suppliers</a> <a href="#">Annual Report and Accounts 2020 - Page 39</a>
GRI 204: Procurement Practices		<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Our Stakeholders &gt; Suppliers</a> <a href="#">Annual Report and Accounts 2020 - Page 39</a>
205 - Anti-corruption		
GRI 103: Management Approach	The Board takes an active interest in ensuring that appropriate policies and practices are in place, consistent with the Company's Purpose and Values. The Board receives regular reports on compliance with the Code of Ethics and the Company's policy on whistleblowing.	<a href="#">Annual Report and Accounts 2020 - Page 105</a>
GRI 205: Anti-corruption	The Company does not tolerate fraud, impropriety or dishonesty of any kind. The Company's policy on whistleblowing sets out the procedure by which employees and any third parties can use a confidential external third party service to raise concerns. The Audit Committee receives an anti-bribery and corruption report at each meeting since it is responsible for ensuring that appropriate safeguards are in place for the detection of fraud and prevention of bribery.	<a href="#">Annual Report and Accounts 2020 - Page 105</a>
GRI 300: Environmental		
301 - Materials		
GRI 103: Management approach		<a href="#">Annual Report and Accounts 2020 - Pages 57-59, 85-89</a>
GRI 301-1		<a href="#">Net Zero Carbon Metrics table, Annual Report and Accounts 2020 - Page 57</a>
302 - Energy		
GRI 103: Management approach		<a href="#">Annual Report and Accounts 2020 - Pages 57-59, 85-89</a>
GRI 302-1		<a href="#">Net Zero Carbon Metrics table, Annual Report and Accounts 2020 - Page 57</a>
303 - Water		
GRI 103: Management Approach		<a href="#">Annual Report and Accounts 2020 - Pages 57-59, 85-89</a>
GRI 303-1		

<b>304 - Biodiversity</b>		
GRI 103: Management Approach		<a href="#">Annual Report and Accounts 2020 - Pages 57-59, 85-89</a>
GRI 304-1		
<b>305 - Emissions</b>		
GRI 103: Management Approach	Due to the majority of our greenhouse gas emissions being associated with our energy consumption we manage our emissions by setting energy reduction targets.	<a href="#">Annual Report and Accounts 2020 - Pages 57-59, 85-89</a> <a href="#">Net Zero Carbon Metrics table, Annual Report and Accounts 2020 - Page 57</a>
GRI 305-1	SEGRO discloses greenhouse gas emissions in the Environmental Sustainability Performance Data Pack it publishes each year.	<a href="#">SEGRO Website &gt; Responsible SEGRO &gt; Reporting &gt; 2020</a>
<b>306 - Effluents and Waste</b>		
GRI 103: Management Approach	Operational waste across SEGRO buildings is predominantly managed by our customers, and is therefore not a material aspect to SEGRO's operating strategy. SEGRO works with suppliers to deliver waste reductions for new developments by setting public targets in the Responsible SEGRO strategy.	<a href="#">Annual Report and Accounts 2020 - Pages 57-59, 85-89</a> <a href="#">Net Zero Carbon Metrics table, Annual Report and Accounts 2020 - Page 57</a>
GRI 306-1		
<b>307 - Environmental Compliance</b>		
GRI 103	SEGRO does not have a certified environmental management system however it manages environmental compliance in line with international standards such as ISO14001.	<a href="#">Annual Report and Accounts 2020 - Pages 57-59, 85-89</a>
GRI 307-1	SEGRO has received no environmental penalties or fines for non-compliance in 2020.	
<b>308 - Supplier Environment Assessment</b>		
GRI 103: Management Approach	We follow a strict supplier assurance process which enables us to be confident that our supply chain is maintained to a high standard. Our comprehensive supplier assurance process is automated, so it is easy for suppliers to use and update information. It requires all suppliers to provide information appropriate to their service, including health and safety policy, evidence of insurance and confirmation of skills and experience. They need to provide this data before they become an accredited supplier. We re-test and re-assess our suppliers, and regularly update the list of assured suppliers.	<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Our Stakeholders &gt; Suppliers</a> <a href="#">Annual Report and Accounts 2020 - Page 39</a>
GRI 308-1		
<b>GRI 400: Social</b>		
<b>401 - Employment</b>		
GRI 103: Management Approach	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. We believe that our strong culture and employee support provides us with the foundations for diversity to flourish.	<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Nurturing Talent &gt; Overview</a> <a href="#">Annual Report and Accounts 2020 - Page 34-36</a>
GRI 401: Employment		
<b>402 - Labour Management Relations</b>		
GRI 402: Collective bargaining	Whilst there is no recognised Trade Union in SEGRO for collective bargaining purposes, employees are free to join a Trade Union of their choice.	
<b>403 - Occupational Health and Safety</b>		
GRI 103: Management Approach	SEGRO is responsible for providing and promoting a healthy, safe and secure environment in which our employees and customers can work: this extends throughout the supply chain, including development projects. SEGRO aims to achieve these high standards through a combination of risk mitigation, training and promoting a widespread awareness and culture of health and safety.	<a href="#">SEGRO Health &amp; Safety Policy</a> <a href="#">Annual Report and Accounts 2020 - Page 45</a>
GRI 403: Occupational Health and Safety		
<b>404 - Training and Education</b>		
GRI 103: Management Approach	We provide excellent opportunities for training and development, supporting employees with their career ambitions.	<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Nurturing Talent &gt; Develop Fulfilling Rewarding Careers</a> <a href="#">Annual Report and Accounts 2020 - Page 34-36</a>
GRI 401: Training and Education	2,812 hours of training took place in 2020	<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Nurturing Talent &gt; Develop Fulfilling Rewarding Careers</a> <a href="#">Annual Report and Accounts 2020 - Page 34-36</a>
404-3		
	Every employee has an interim and full year appraisal, at which their performance is reviewed and objectives are set, alongside training needs to achieve their objectives. Employees are encouraged to set personal as well as professional objectives and training is available to support both. Aside from the formal appraisal process, the management structure facilitates two-way communication between manager and team member throughout the year. We believe that this approach to rewarding and developing talent, alongside a supportive and collaborative company culture, is reflected in our low employee turnover.	<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Nurturing Talent &gt; Develop Fulfilling Rewarding Careers</a>
<b>405 - Diversity and Equal Opportunity</b>		
GRI 103: Management Approach	One of the new focus areas within our Responsible SEGRO framework is our ambition to have a truly diverse workforce which broadly reflects the make-up of the population of the countries that we operate in. We understand that people need to feel comfortable and free to be themselves and have therefore created a working environment which is inclusive, supportive and free from bias, with equal opportunities for all. Our gender and ethnicity pay gap reporting is detailed in our latest annual report.	<a href="#">Annual Report and Accounts 2020 - Pages 34-35, 91</a>
GRI 405: Diversity and Equal Opportunity	We have robust policies in place with regard to equal opportunities supporting our belief that everyone deserves the right to be treated equally and should not be discriminated against for any reason. In order to support these policies, every employee is required to complete diversity training, particularly to combat unconscious bias. This includes appropriate support, retraining and facilities for employees who are disabled or who become disabled whilst in our employment.	<a href="#">SEGRO Diversity &amp; Inclusion Policy</a>
<b>406 - Non-discrimination</b>		
GRI 103: Management Approach	Every employee receives diversity training as part of our induction process and we continue to introduce new initiatives to increase diversity within our Company and the sector more widely.	<a href="#">Annual Report and Accounts 2020 - Pages 34-35, 91</a>
GRI 406: Non-discrimination		
<b>412 - Human Rights Assessment</b>		
GRI 103: Management Approach		<a href="#">SEGRO website &gt; Responsible SEGRO &gt; Policies and CSR Governance &gt; Slavery &amp; Human Trafficking Statement</a> <a href="#">SEGRO website &gt; Responsible SEGRO &gt; Nurturing Talent &gt; Overview</a>
GRI 412: Human Rights Assessment		
		<a href="#">Annual Report and Accounts 2020 - Pages 34-35</a>

#### 413 - Local Communities

GRI 103: Management Approach  
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. 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.

[SEGRO website > Responsible SEGRO > Our Community Annual Report and Accounts 2020 - Pages 41-43](#)

GRI 413: Local Communities

[SEGRO website > Responsible SEGRO > Our Community Annual Report and Accounts 2020 - Pages 41-43](#)

GRI 407/8/9/10

[SEGRO website > Responsible SEGRO > Our People > Health and Safety](#)

#### 414 - Supplier Social Assessment

GRI 103: Management Approach  
SEGRO works with suppliers who share our values and our approach to matters such as health and safety, compliance, delivering a professional service, anti-bribery and corruption and modern slavery. We follow a strict supplier assurance process which enables us to be confident that our supply chain is maintained to a high standard.

[SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers Annual Report and Accounts 2020 - Page 39](#)

GRI 414: Supplier Social Assessment

[SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers Annual Report and Accounts 2020 - Page 39](#)