



Responsible SEGRO 2019
Global Reporting Initiative Content List and Indicators

GRI 102: GENERAL DISCLOSURES		
GRI Disclosure	Information	Reference
Organisational Profile		
102-1 Name	SEGRO plc	Annual Report and Accounts 2019 - Front Cover
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.	SEGRO website > About Us > Our Business > Business Model Annual Report and Accounts 2019 - Page 2
102-3 Location of headquarters	1 New Burlington Place, London, W1S 2HR	SEGRO website > Site Services > Contacts > Our Offices Annual Report and Accounts 2018 - Back Cover
102-4 Location of operations	SEGRO operates in the UK and Continental Europe.	SEGRO website > About Us > Where we operate Annual Report and Accounts 2019 - Page 10-11
102-5 Ownership and legal form		Annual Report and Accounts 2019 - Inside Front Cover
102-6 Markets served	SEGRO serves the UK and Continental European markets.	SEGRO website > About Us > Where we operate Annual Report and Accounts 2019 - Page 10-11
102-7 Scale of organisation	SEGRO operates and serves in the UK and Continental Europe.	SEGRO website > About Us > Where we operate Annual Report and Accounts 2019 - Page 10-11
102-8 Information on employees and other workers	SEGRO has a collaborative and expert team of just over 300 employees working across Europe who help manage, maintain and build our portfolio and run the business. Our strong and distinctive culture, which has evolved and adapted over our long history, enables us to work successfully as One SEGRO across our geographies.	SEGRO website > Responsible SEGRO > Our People > Overview Annual Report and Accounts 2019 - Page 46-49
102-9 Supply chain	SEGRO works with over 2,500 suppliers across the Group, ranging from small local businesses to multinational companies, and spends over E600 million with them each year. We want to work 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 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.	SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers Annual Report and Accounts 2019 - Page 62-63
General Standard Disclosures		
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	SEGRO website > About Us > Our Business > Strategy Annual Report and Accounts 2019 - Page 22-23
102-12 External initiatives	SEGRO takes a strategic approach to supporting our local communities, by understanding and accommodating the specific needs of the areas in which we operate, to ensure that we deliver long-term economic and social benefits.	SEGRO website > Responsible SEGRO > Our Community > Overview Annual Report and Accounts 2019 - Pages 50-52
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.	
Strategy		
102-14 Statement from senior decision-maker		Annual Report and Accounts 2019 - Pages 12-15 & 42
Risks		
102-15 - Key impacts, risks, and opportunities		Operational Excellence - Annual Report and Accounts 2019 - Pages 26-33 Effective Risk Management - Annual Report and Accounts 2019 - Pages 65-72
Ethics and Integrity		
102-16 Values, principles, standards and norms of behaviour	Our Code of Ethics sets out the high ethical standards expected of all employees and gives guidance on how to put these standards into practice. Compliance with the Code of Ethics is a condition of each employee's employment.	SEGRO website > Responsible SEGRO > Policies and CSR Governance > Code of Ethics SEGRO website > Responsible SEGRO > Our People > Business Ethics and Combatting Modern Slavery SEGRO website > Responsible SEGRO > Policies and CSR Governance > Slavery and Human Trafficking Statement Annual Report and Accounts 2019 - Pages 49 & 82
Disclosure 102-17 Mechanisms for advice and concerns about ethics	All new employees receive information on the Code of Ethics and are required to complete training on it within a month of joining the Company. In addition, all employees must certify each year that they continue to understand and adhere to the Code of Ethics. Any breaches of the Code of Ethics are fully investigated and managed accordingly by the General Counsel or Group HR Director as appropriate.	SEGRO website > Responsible SEGRO > Our People > Business Ethics and Combatting Modern Slavery Annual Report and Accounts 2019 - Pages 49
Governance		
102-18 Governance structure		SEGRO website > About Us > The Board Annual Report and Accounts 2018 - Pages 73-91
Stakeholder Engagement		
102-40 List of stakeholder groups		Annual Report and Accounts 2019 - Pages 62-63, 80-87
102-41 Collective bargaining agreements	None of our employees are on collective bargaining agreements.	N/A
102-42 Identifying and selecting stakeholders		Annual Report and Accounts 2019 - Pages 80-87
102-43 Approach to stakeholder engagement		Annual Report and Accounts 2019 - Pages 80-87
102-44 Key topics/concerns raised		Annual Report and Accounts 2019 - Pages 80-87

Reporting Practices

102-45 Entities included in the consolidated financial statements		Annual Report and Accounts 2019 - Page 187-192
102-46 Defining report content and topic boundaries	The Directors present the Annual Report for the year ended 31 December 2019 which includes the Strategic Report, Governance report and audited Financial Statements for the year	Annual Report and Accounts 2019 - inside front cover
102-47 List of material topics		Annual Report and Accounts 2019 - inside front cover
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 2019 to 31st December 2019	Annual Report and Accounts 2019 - Page 135
102-51 Date of most recent report	February 2020	Annual Report and Accounts 2019
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.	SEGRO website > Investors > Financial Calendar > Upcoming Events
102-53 Contact point for questions regarding the report	SEGRO plc, 1 New Burlington Place, London, W1S 2HR	Annual Report and Accounts 2019 - Back Cover
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.	Annual Report and Accounts 2019 - Page 54
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 2019 is available on our website.	SEGRO website > Responsible SEGRO > Reporting > 2019

GRI 200: ECONOMIC

201 - Economic Performance

GRI 103: Management Approach	SEGRO aims to deliver attractive returns to our shareholders and stakeholders through the execution of our strategy. We track our progress against nine Key Performance Indicators on which we report each year.	SEGRO Website > About Us > Our Business > KPIs Annual Report and Accounts 2019 - Pages 40-41
GRI 201: Economic Performance		SEGRO Website > Investors > Financial Highlights Annual Report and Accounts 2019 - Pages 34-39

203 - Indirect Economic Impacts

GRI 103: Management Approach	SEGRO takes a strategic approach to supporting our local communities, by understanding and accommodating the specific needs of the areas in which we operate, to ensure that we deliver long-term economic and social benefits.	SEGRO Website > Responsible SEGRO > Our Community Keep London Working - London's Urban Logistics Land Logistics Land Analysis
GRI 203: Indirect Economic Impacts		SEGRO Website > Responsible SEGRO > Our Community Annual Report and Accounts 2018 - Page 50-52

204 - Procurement Practices

GRI 103: Management Approach		SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers Annual Report and Accounts 2019 - Page 62-63
GRI 204: Procurement Practices		SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers Annual Report and Accounts 2019 - Page 62-63

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 Audit Committee receives an anti-bribery and corruption report at each meeting	Annual Report and Accounts 2019 - Page 82
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.	Annual Report and Accounts 2019 - Page 82

GRI 300: Environmental

301 - Materials

GRI 103: Management approach		Annual Report and Accounts 2019 - Page 53-59
GRI 301-1		Responsible SEGRO 2025 Table, Annual Report and Accounts 2019 - Page 53

302 - Energy

GRI 103: Management approach		Annual Report and Accounts 2019 - Page 53-59
GRI 302-1		Responsible SEGRO 2025 Table, Annual Report and Accounts 2019 - Page 53

303 - Water

GRI 103: Management Approach		Annual Report and Accounts 2019 - Page 53-59
GRI 303-1		

304 - Biodiversity		
GRI 103: Management Approach		Annual Report and Accounts 2019 - Page 56
GRI 304-1		
305 - Emissions		
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.	Annual Report and Accounts 2019 - Page 53-59 Mandatory Greenhouse Gas (GHG) Table, Annual Report and Accounts 2019 - Page 57
GRI 305-1	SEGRO discloses greenhouse gas emissions in the Environmental Sustainability Performance Data Pack it publishes each year.	SEGRO Website > Responsible SEGRO > Reporting > 2019
306 - Effluents and Waste		
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.	Annual Report and Accounts 2019 - Page 53-59 SEGRO 2020 Table, Annual Report and Accounts 2019 - Page 53 SEGRO 2020 Table, Annual Report and Accounts 2019 - Page 53
GRI 306-1		
307 - Environmental Compliance		
GRI 103	SEGRO does not have a certified environmental management system however it manages environmental compliance in line with international standards such as ISO14001.	Annual Report and Accounts 2019 - Page 53-59
GRI 307-1	SEGRO has received no environmental penalties or fines for non-compliance in 2018.	
308 - Supplier Environment Assessment		
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.	SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers SEGRO Annual Report and Accounts 2018, Page 62-63
GRI 308-1		
GRI 400: Social		
401 - Employment		
GRI 103: Management Approach	Our unique corporate culture is a hugely important part of attracting and retaining talent both now and in the future. We want SEGRO to be a place where everyone can be themselves in a working environment which is inclusive, free from bias and has equal opportunities for all.	SEGRO website > Responsible SEGRO > Our People > Overview SEGRO Annual Report and Accounts 2018, Page 46-49
GRI 401: Employment		
402 - Labour Management Relations		
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.	
403 - Occupational Health and Safety		
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.	SEGRO Health & Safety Policy SEGRO Annual Report and Accounts 2019, Page 43-45
GRI 403: Occupational Health and Safety		
Environmental Sustainability 2019 Performance Data Pack		
404 - Training and Education		
GRI 103: Management Approach	We want our people to achieve great things during their time with SEGRO, supported by appropriate resources, training and coaching.	SEGRO website > Responsible SEGRO > Our People > Talent and Diversity SEGRO Annual Report and Accounts 2018, Page 49
GRI 401: Training and Education	Our 322 employees took a total of 3,507 hours of training in 2019.	SEGRO website > Responsible SEGRO > Our People > Talent and Diversity SEGRO Annual Report and Accounts 2018, Page 49
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.	SEGRO website > Responsible SEGRO > Our People > Talent and Diversity
405 - Diversity and Equal Opportunity		
GRI 103: Management Approach	Our workforce is a female to male split of 49:51 with 33% female representation on the Board and Leadership Team.	SEGRO Annual Report and Accounts 2019, Page 46
GRI 405: Diversity and Equal Opportunity	SEGRO has 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 because of their differences, such as age, gender, disability, ethnicity, gender identity and expression, religion, sexual orientation or educational or professional background.	SEGRO Diversity & Inclusion Policy
406 - Non-discrimination		
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. We have publicly committed to increasing diversity through our support of three sectorwide initiatives: Pathways to Property, Real Estate Balance and the 30% Club.	SEGRO Annual Report and Accounts 2019, Pages 47-49 SEGRO Annual Report and Accounts 2019, Pages 47-49
GRI 406: Non-discrimination		
412 - Human Rights Assessment		
GRI 103: Management Approach		SEGRO website > Responsible SEGRO > Policies and CSR Governance > Slavery & Human Trafficking Statement SEGRO website > Responsible SEGRO > Our People
GRI 412: Human Rights Assessment		
SEGRO Annual Report and Accounts 2019, Page 49		

413 - Local Communities

GRI 103: Management Approach
We have developed partnerships within the communities in which we operate to actively engage with our stakeholders, and listen to their ideas, concerns and perspectives and to identify ways where our operations can help.

[SEGRO website > Responsible SEGRO > Our Community](#)
[SEGRO Annual Report and Accounts 2019 Page 50-52](#)

GRI 413: Local Communities

[SEGRO website > Responsible SEGRO > Our Community](#)
[SEGRO Annual Report and Accounts 2019 Page 50-52](#)

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](#)
[SEGRO Annual Report and Accounts 2019 Page 62-63](#)

GRI 414: Supplier Social Assessment

[SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers](#)
[SEGRO Annual Report and Accounts 2019 Page 62-63](#)