



Responsible SEGRO 2018

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 2018 - 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 2018 - Page 2
102-3 Location of headquarters	Cunard House, 15 Regent Street, London, SW1Y 4LR	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 2018 - Page 4
102-5 Ownership and legal form		Annual Report and Accounts 2018 - 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 2018 - Page 4
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 2018 - Page 4
102-8 Information on employees and other workers	SEGRO employs 315 people across nine countries and is committed to making working at the company an enjoyable and rewarding experience.	SEGRO website > Responsible SEGRO > Our People > Overview Annual Report and Accounts 2018 - Page 42
102-9 Supply chain	SEGRO is committed to ensuring a safe, secure and effective supply chain in all parts of the business and in support of this commitment, SEGRO operates a strict supplier assurance process that all suppliers must adhere to. SEGRO spends over £600 million per annum working with over 3,500 suppliers across the Group.	SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers Annual Report and Accounts 2018 - Page 51

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 2018 - Page 21
102-12 External initiatives	SEGRO is committed to supporting the communities in which we operate through a range of measures including financial donations, volunteering, training and employment programmes	SEGRO website > Responsible SEGRO > Our Community > Overview Annual Report and Accounts 2018 - Pages 44-45
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.	Annual Report and Accounts 2018 - Page 51

Strategy

102-14 Statement from senior decision-maker		Annual Report and Accounts 2018 - Pages 6-8 & 40
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Risks

102-15 - Key impacts, risks, and opportunities		Operational Review - Annual Report and Accounts 2018 - Pages 24-30 Principal Risks - Annual Report and Accounts 2018 - Pages 52-58
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Ethics and integrity

102-16 Values, principles, standards and norms of behaviour	At SEGRO, we conduct our business to the highest possible ethical standards. Our Code of Ethics outlines the standards that govern our decisions and behaviour within SEGRO. It is aligned with our Purpose and Values, as well as applicable laws and regulations.	SEGRO website > Responsible SEGRO > Policies and CSR Governance > Code of Ethics SEGRO website > Responsible SEGRO > Our People > Culture SEGRO website > Responsible SEGRO > Policies and CSR Governance > Slavery and Human Trafficking Statement Annual Report and Accounts 2018 - Pages 40 & 42
Disclosure 102-17 Mechanisms for advice and concerns about ethics	All employees receive information and on-line training on SEGRO's Code of Ethics when joining the Company and are required to certify annually that they continue to understand and adhere to it. Any breaches of the Code are fully investigated by the General Counsel or Group Human Resources Director.	Annual Report and Accounts 2018 - Pages 40 & 76

Governance

102-18 Governance structure		SEGRO website > About Us > The Board Annual Report and Accounts 2018 - Pages 59-76
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Stakeholder Engagement

102-40 List of stakeholder groups		Annual Report and Accounts 2018 - Pages 75-76
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 2018 - Pages 75-76
102-43 Approach to stakeholder engagement		Annual Report and Accounts 2018 - Our Stakeholders Pages 50-51
102-44 Key topics/concerns raised		Annual Report and Accounts 2018 - Our Stakeholders Pages 50-51

Reporting Practices		
102-45 Entities included in the consolidated financial statements		Annual Report and Accounts 2018 - Page 169-174
102-46 Defining report content and topic boundaries	The Directors present the Annual Report for the year ended 31 December 2018 which includes the Strategic Report, Governance report and audited Financial Statements for the year.	Annual Report and Accounts 2018 - inside front cover
102-47 List of material topics		Annual Report and Accounts 2018 - 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 2018 to 31st December 2018	Annual Report and Accounts 2018 - Page 117
102-51 Date of most recent report	February 2019	Annual Report and Accounts 2018
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, Cunard House, 15 Regent Street, London, SW1Y 4LR	Annual Report and Accounts 2018 - 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 2018 - Page 46
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 2018 is available on our website.	SEGRO website > Responsible SEGRO > Reporting > 2018 Annual Report and Accounts 2018 - Page 49
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 2018 - Pages 38-39
GRI 201: Economic Performance		SEGRO Website > Investors > Financial Highlights Annual Report and Accounts 2018 - Pages 31-37
203 - Indirect Economic Impacts		
GRI 103: Management Approach	SEGRO is committed to supporting the communities in which we operate through a range of measures including financial donations, volunteering, training and employment programmes.	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 44-45
204 - Procurement Practices		
GRI 103: Management Approach		SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers Annual Report and Accounts 2018 - Page 51
GRI 204: Procurement Practices		SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers Annual Report and Accounts 2018 - Page 51
205 - Anti-corruption		
GRI 103: Management Approach	The Board receives reports on the Code of Ethics, including Anti-Bribery and Corruption policies. 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, including overseeing and monitoring the Group's anti-bribery and corruption policies and procedures	Annual Report and Accounts 2018 - Page 76
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 service to raise concerns by email or telephone, whether in relation to financial reporting or other matters.	Annual Report and Accounts 2018 - Page 76
GRI 300: Environmental		
301 - Materials		
GRI 103: Management approach		Annual Report and Accounts 2018 - Page 47
GRI 301-1		SEGRO 2020 Table, Annual Report and Accounts 2018 - Page 46
302 - Energy		
GRI 103: Management approach		Annual Report and Accounts 2018 - Page 47
GRI 302-1		SEGRO 2020 Table, Annual Report and Accounts 2018 - Page 46
303 - Water		
GRI 103: Management Approach		Annual Report and Accounts 2018 - Page 47
GRI 303-1		SEGRO 2020 Table, Annual Report and Accounts 2018 - Page 46

304 - Biodiversity		
GRI 103: Management Approach		Annual Report and Accounts 2018 - Page 49
GRI 304-1		SEGRO 2020 Table, Annual Report and Accounts 2018 - Page 46
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 2018 - Page 49 SEGRO 2020 Table, Annual Report and Accounts 2018 - Page 46
GRI 305-1	SEGRO discloses greenhouse gas emissions in the EPRA tables it publishes each year.	SEGRO Website > Responsible SEGRO > Reporting > 2018
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.	Environmental Materiality, Annual Report and Accounts 2018 - Page 47 SEGRO 2020 Table, Annual Report and Accounts 2018 - Page 46
GRI 306-1		SEGRO 2020 Table, Annual Report and Accounts 2018 - Page 46
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.	SEGRO Annual Report and Accounts 2018 Page 46-49
GRI 307-1	SEGRO has received no environmental penalties or fines for non-compliance in 2018.	
308 - Supplier Environment Assessment		
GRI 103: Management Approach	All our suppliers are subject to complete our due diligence system. This involves our suppliers signing to commit to working to our Policies. There is a specific section related to sustainability and the environment. These questionnaires are then assessed and risk rated to allow us to prioritise further action. Our audit programme is focused on ethical and labour standards. Suppliers are being audited on a priority basis focused on risk of social issues. We aim to undertake an annual review of due diligence processes.	SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers SEGRO Annual Report and Accounts 2018 Page 76
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 feel free to be themselves by creating a working environment which is inclusive, free from bias and has equal opportunities for all.	SEGRO website > Responsible SEGRO > Our People > Overview
GRI 401: Employment		SEGRO Annual Report and Accounts 2018 Page 42-43
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 seeks to embed health and safety within our culture, as well as influencing our supply chain. This is achieved through managing risks by prevention, tighter controls, training and raising awareness.	SEGRO Health & Safety Policy SEGRO Annual Report and Accounts 2018 Page 43
GRI 403: Occupational Health and Safety		EPRA tables
404 - Training and Education		
GRI 103: Management Approach	SEGRO invests across the Group in skills to facilitate continued employability. We have an extensive training programme which employees are actively encouraged to partake in along with sponsoring employees for multiple professional qualifications.	SEGRO website > Responsible SEGRO > Our People > Talent and Diversity SEGRO Annual Report and Accounts 2018 Page 42-43
GRI 401: Training and Education	Our 315 employees took a total of 3,708 hours of training in 2018.	SEGRO website > Responsible SEGRO > Our People > Talent and Diversity SEGRO Annual Report and Accounts 2018 Page 42-43
404-3	All employees at SEGRO have a Performance and Development Review (PDR), which is an annual process providing the opportunity to reflect on their performance, potential and development. As part of the process, all employees meet with their manager three times a year, to set objectives, review progress mid-year and a final end of year review.	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 47:53 with 33% female representation on the Leadership Team.	SEGRO Annual Report and Accounts 2018 Page 42
GRI 405: Diversity and Equal Opportunity	SEGRO is dedicated to increasing diversity in the business through a combination of actions aimed at raising conscious awareness of diversity issues amongst our employees, through our recruitment and training interventions and our talent review process.	SEGRO Diversity & Inclusion Policy
406 - Non-discrimination		
GRI 103: Management Approach	At SEGRO, we aim to create a great and inclusive place to work for our people, and are committed to an active policy of equal opportunities and embracing diversity throughout employment. This is essential to how we do business and in line with our Company values. Our Equal Opportunities policy and Diversity Strategy supports this ethos. We actively support Women In Property which demonstrates the importance of fostering an inclusive working environment. By providing Employee Relations workshops, e-learning and bespoke training, we ensure our managers are set up with the skills and knowledge to recognise discrimination in the workplace and understand how to manage and resolve such issues.	SEGRO Annual Report and Accounts 2018 Pages 42-43
GRI 406: Non-discrimination		SEGRO Annual Report and Accounts 2018 Pages 42-43
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 2018 Page 76

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 2018 Page 44-45](#)

GRI 413: Local Communities

[SEGRO website > Responsible SEGRO > Our Community](#)
[SEGRO Annual Report and Accounts 2018 Page 44-45](#)

GRI 407/8/9/10

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

414 - Supplier Social Assessment

GRI 103: Management Approach

All our suppliers are subject to complete our due diligence system SRM. This involves our suppliers signing to commit to working to our Policies. These questionnaires are then assessed and risk rated to allow us to prioritise further action.

[SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers](#)
[SEGRO Annual Report and Accounts 2018 Page 76](#)

GRI 414: Supplier Social Assessment

[SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers](#)
[SEGRO Annual Report and Accounts 2018 Page 76](#)