



Sustainability Report 2017

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 2017 - 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 light industrial property.	SEGRO website > About Us > Our Business > Business Model Annual Report and Accounts 2017 - 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 2017 - 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 2017 - Page 3
102-5 Ownership and legal form		Annual Report and Accounts 2017 - 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 2017 - Page 3
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 2017 - Page 3
102-8 Information on employees and other workers	SEGRO has a collaborative and expert team of 300 employees working across Europe and is committed to ensuring that the company continues to be an employer of choice.	SEGRO website > Responsible SEGRO > Our People Annual Report and Accounts 2017 - Page 44
102-9 Supply chain	SEGRO is committed to ensuring a secure and safe supply chain in all parts of the business and spends over £600 million per annum working with approximately 2,500 suppliers across the Group.	SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers Annual Report and Accounts 2017 - Page 53
General Standard Disclosures		
102-10 Significant changes to the organisation and its supply chain		
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 2017 - Page 20
102-12 External initiatives	SEGRO is committed to supporting the communities in which we operate through a range of funding interventions, volunteering, training and employment programmes.	SEGRO website > Responsible SEGRO > Our Community Annual Report and Accounts 2017 - Pages 46-47
102-13 Membership of associations	SEGRO continues to be represented on key industry bodies to support the improvements of sector standards and to ensure the importance of the industrial sector is fully understood.	Annual Report and Accounts 2017 - Page 53
Strategy		
102-14 Statement from senior decision-maker		Annual Report and Accounts 2017 - Pages 10-12 & 42
Risks		
102-15 - Key impacts, risks, and opportunities		Operational Review - Annual Report and Accounts 2017 - Pages 23-32 Principal Risks - Annual Report and Accounts 2017 - Pages 54 - 60
Ethics and integrity		
102-16 Values, principles, standards and norms of behaviour	SEGRO operates to the highest ethical standards throughout our business activities. Our Code of Ethics is aligned with applicable laws and regulations, as well as our Purpose and Values.	SEGRO website > Responsible SEGRO > Code of Ethics SEGRO website > Responsible SEGRO > Policies and CSR Governance SEGRO website > Responsible SEGRO > Slavery and Human Trafficking Statement Annual Report and Accounts 2017 - Pages 43-44
Disclosure 102-17 Mechanisms for advice and concerns about ethics	All employees receive information on our Code of Ethics and are required to complete an online training course within a month of joining the Company. All employees must certify annually that they continue to understand and adhere to the Code. Any breaches of the Code are fully investigated and managed accordingly by the General Counsel or Group Human Resource Director as necessary.	Annual Report and Accounts 2017 - Pages 43 and 83 SEGRO website > Responsible SEGRO > Code of Ethics
Governance		
102-18 Governance structure		SEGRO website > About Us > The Board Annual Report and Accounts 2017 - Pages 62-74
Stakeholder Engagement		
102-40 List of stakeholder groups		Annual Report and Accounts 2017 - Relations with Shareholders and Other Stakeholders Pages 82-83
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 2017 - Relations with Shareholders and Other Stakeholders Pages 82-83
102-43 Approach to stakeholder engagement		Annual Report and Accounts - Our Stakeholders Pages 52-53 SEGRO Website > Responsible SEGRO > Our Stakeholders
102-44 Key topics/concerns raised		Annual Report and Accounts - Our Stakeholders Pages 52-53

Reporting Practices		
102-45 Entities included in the consolidated financial statements		Annual Report and Accounts 2017 - Page 167
102-46 Defining report content and topic boundaries	The Directors present the Annual Report for the year ended 31 December 2017 which includes the Strategic Report, Governance report and audited Financial Statements for the year.	Annual Report and Accounts 2017 - inside front cover
102-47 List of material topics		Annual Report and Accounts 2017 - inside front cover
102-48 Restatements of information	There are no Restatements in this years Annual Report and Accounts.	
102-49 Changes in reporting	In a move towards more integrated reporting, we have removed the separate CSR report. Our reporting in this area is outlined on pages 42-53 of our Annual report and Accounts 2017 and supported by information on our website. This will hopefully make it easier for our stakeholders to understand how CSR issues are fully integrated within all of our business practices.	Annual Report and Accounts 2017 - Pages 42-53
102-50 Reporting period	1st January 2016 to 31st December 2017	Annual Report and Accounts 2017 - Page 114
102-51 Date of most recent report	February 2018	Annual Report and Accounts 2017
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 2017 - 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 2017 - Page 48
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 CSR data 2017 is available on our website.	SEGRO website > Responsible SEGRO > Reporting > Independent Assurance of SEGRO Sustainability data 2017 Annual Report and Accounts 2017 - Page 51
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 2017 - Pages 40-41
GRI 201: Economic Performance		SEGRO Website > Investors > Financial Highlights Annual Report and Accounts 2017 - Pages 33-39
203 - Indirect Economic Impacts		
GRI 103: Management Approach	SEGRO continues to make substantial investments into the communities in which we operate, through an approach based on collaboration and partnership.	SEGRO Website > Responsible SEGRO > Our Community Keep London Working - London's Urban Logistics Land Logistics Land Analysis SEGRO Website > Responsible SEGRO > Our Community > Community Investment Annual Report and Accounts 2017 - Page 46-47
204 - Procurement Practices		
GRI 103: Management Approach		SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers Annual Report and Accounts 2017 - Page 53
GRI 204: Procurement Practices		SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers Annual Report and Accounts 2017 - Page 53
205 - Anti-corruption		
GRI 103: Management Approach	The Board reviews 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 2016 - Page 83 SEGRO Website > Responsible SEGRO > Policies and CSR Governance > Code of Ethics Annual Report and Accounts 2016 - Page 83
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.	SEGRO Website > Responsible SEGRO > Policies and CSR Governance > Code of Ethics
GRI 300: Environmental		
301 - Materials		
GRI 103: Management approach 2016		Annual Report and Accounts 2017 - Pages 49 SEGRO Website > Responsible SEGRO > Our Environment > Materials SEGRO 2020 Table, Annual Report and Accounts 2017 - Page 48
GRI 301-1		
302 - Energy		
GRI 103: Management approach 2016		Annual Report and Accounts 2017 - Pages 50 SEGRO Website > Responsible SEGRO > Our Environment > Energy SEGRO 2020 Table, Annual Report and Accounts 2017 - Page 48
GRI 302-1		
303 - Water		
GRI 103: Management Approach 2016		Environmental Materiality, Annual Report and Accounts 2017 - Page 51
GRI 303-1		SEGRO 2020 Table, Annual Report and Accounts 2017 - Page 48

304 - Biodiversity		
GRI 103: Management Approach 2016		Environmental Materiality, Annual Report and Accounts 2017 - Page 51
GRI 304-1		N/A
305 - Emissions		
GRI 103: Management Approach 2016	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 2017 - Pages 51 SEGRO 2020 Table, Annual Report and Accounts 2017 - Page 48
GRI 305-1	SEGRO discloses their greenhouse gas emissions in the EPRA tables it publishes each year.	EPRA tables
306 - Effluents and Waste		
GRI 103: Management Approach 2016	Operational waste across SEGRO buildings is predominantly managed by our customers, and is therefore not a material aspect to SEGRO's operating strategy - see Environmental Materiality. SEGRO works with suppliers to deliver waste reductions for new developments by setting public targets in the SEGRO 2020 sustainability strategy.	Environmental Materiality, Annual Report and Accounts 2017 - Page 52 SEGRO 2020 Table, Annual Report and Accounts 2017 - Page 50 SEGRO Website > Responsible SEGRO > Our Environment > Resources SEGRO 2020 Table, Annual Report and Accounts 2017 - Page 50
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.	SEGRO Annual Report and Accounts 2017 Page 48
GRI 307-1	SEGRO has received no environmental penalties or fines for non-compliance in 2017.	
308 - Supplier Environment Assessment		
GRI 103: Management Approach 2016	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 but audit programme aims to be undertaken annually with annual review of due diligence processes.	SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers SEGRO Annual Report and Accounts 2017 Page 82
GRI 308-1		
GRI 400: Social		
401 - Employment		
GRI 103: Management Approach 2016	Our unique corporate culture is a hugely important part of attracting and retaining talent both now and in the future.	SEGRO website > Responsible SEGRO > Our People > Culture
GRI 401: Employment 2016		SEGRO Annual Report and Accounts 2017 Page 44
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 2016	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 2017 Page 45 SEGRO Website > Responsible SEGRO > Our People > Health and Safety
GRI 403: Occupational Health and Safety		EPRA tables SEGRO Website > Responsible SEGRO > Our People > Health and Safety
404 - Training and Education		
GRI 103: Management Approach 2016	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 2017 Page 9
GRI 401: Training and Education 2016	Our 300 employees took a total of 3,353 hours of training in 2017.	SEGRO website > Responsible SEGRO > Our People > Talent and Diversity SEGRO Annual Report and Accounts 2017 Page 44
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 Annual Report and Accounts 2017 Page 49 SEGRO website > Responsible SEGRO > Our People > Talent and Diversity
405 - Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	Our workforce is a female to male split of 44:56 with 26% female representation on the Leadership Team.	SEGRO Annual Report and Accounts 2017 Page 44 SEGRO website > Responsible SEGRO > Our People > Talent and Diversity
GRI 405: Diversity and Equal Opportunity 2016	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 SEGRO website > Responsible SEGRO > Our People > Talent and Diversity
406 - Non-discrimination		
GRI 103: Management Approach 2016	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	SEGRO Annual Report and Accounts 2017 Page 44 SEGRO website > Responsible SEGRO > Our People > Talent and Diversity
GRI 406: Non-discrimination 2016		SEGRO Annual Report and Accounts 2017 Page 44-45 SEGRO website > Responsible SEGRO > Our People > Talent and Diversity
412 - Human Rights Assessment		
GRI 103: Management Approach 2016		SEGRO website > Responsible SEGRO > Policies and CSR Governance > Slavery & Human Trafficking Statement SEGRO website > Responsible SEGRO > Our People > Health and Safety
GRI 412: Human Rights Assessment 2016		SEGRO Annual Report and Accounts 2017 Page 82

413 - Local Communities**GRI 103: Management Approach 2016**

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 2017 Page 46-47](#)

GRI 413: Local Communities 2016

[SEGRO website > Responsible SEGRO > Our Community](#)

[SEGRO Annual Report and Accounts 2017 Page 46-47](#)

GRI 407/8/9/10

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

414 - Supplier Social Assessment**GRI 103: Management Approach 2016**

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 2017 Page 82](#)

GRI 414: Supplier Social Assessment 2016

[SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers](#)

[SEGRO Annual Report and Accounts 2017 Page 82](#)