



2023

**GLP**   
**ESG POLICY**  
SUMMARY



# PURPOSE

At GLP, we are committed to a broad range of environmental, social and governance (ESG) commitments that elevate our business, create value for our shareholders, support our employees and customers, and show respect to the local communities in which we work. We believe ESG is our corporate responsibility as well as an opportunity to promote good business ethics and focus on a more sustainable and resilient future.

We focus on improving efficiency across our businesses through the use and integration of data and technology. As a result, we can manage and monitor our environmental impacts and reduce energy and water consumption, minimize waste, and more efficiently manage our facilities, which reduces our impact.

We aim to be a global leader in our ESG commitments because it is an essential part of our long-term success as global corporate citizens. We are committed to continuously improving our ESG policy to meet or exceed evolving regulations, standards and expectations of our shareholders, customers, employees and communities.



This summary of our ESG Policy Framework has been prepared to support us in developing ESG commitments, integration into our overall business, responsibility of implementation and monitoring and reporting framework.

GLP Capital Partners (GCP) is the exclusive investment and asset manager of GLP and responsible for investment activity. Please refer to [GCP's Responsible Investment Policy](#).



At GLP, we are committed to making sustainability a core component of our business in order to build a more sustainable and resilient future and share a set of sustainability principles with GCP:

## Build Businesses Responsibly

At GLP, building businesses responsibly means embedding ESG into our decision-making, development and operations processes. This helps us to identify and avoid ESG risks as well as seek opportunities to improve and means that:

- We understand and identify how GLP's activities can impact material ESG factors and how these can affect our reputation, value and stakeholders;
- We focus on how we can best support our workforce, whether it is our own employees or contractors and suppliers; and
- We recognize how we can work with the communities where we operate businesses and enhance our presence through economic development, limiting our environmental impact and seeking a community's license to operate.

## Develop and Manage Sustainable Assets

Throughout the lifecycle of an asset, material ESG factors are considered and GLP teams are empowered to prioritise, act, track and monitor the sustainability performance, as applicable, and, in certain instances, to collaborate with our workforce, partners and communities.

## Improve Efficiency and Enhance Value

As a global business builder, GLP's mission is to build sustainable businesses while providing exceptional operational services that enhance value. GLP's property management teams are responsible for enhancing the value through effective operations.

Additionally, GLP integrates technologies and innovations that monitor real time energy performance and enhance the efficiency of assets including data analytics, robotics, automated clearance systems, digital loading docks, smart sorting, telematics, energy-efficient fleet management systems, Internet of Things (IoT), resource conservation and renewable energy.

To provide our global customers with increased opportunities to enhance their sustainability endeavors and minimize their impact, GLP focuses on sustainability initiatives that increase resource conservation, leverage climate action, improve health and well-being and support local communities.

## Govern with High Ethics and Transparency

GLP operates its business in accordance with the highest ethical standards and according to all applicable laws and is guided by the four key principles of risk management, transparency, alignment of interests, and its one-portfolio approach. Our risk management hinges on strong internal controls throughout the organization, making risk-informed decisions based on stringent due diligence and risk assessment processes, and stress testing.

We integrate ESG into our governance structure and require board of directors and senior management commitment and oversight on ESG commitments. As an organization we seek to continuously improve and refine by adapting standards and practices that are material to our business and industry.

The company has an established Audit Committee

(independent), Compensation Committee, Conflicts Committee, Risk Committee, and Global ESG Council to oversee and implement proper governance in various aspects.

We strive to maintain our strong corporate governance framework to prevent bribery, corruption, political contributions, fraud, and ensure cybersecurity, data protection and privacy.

As an organization we seek to continuously improve and refine by adapting standards and practices that are material to our business and industry.

We maintain a zero-tolerance approach to bribery and corruption and require all management and employees to comply with our Code of Business Conduct at all times and provide annual certification.

## Promote Well-Being

GLP aims to incorporate health and well-being throughout its organization and assets in support of its employees, customers and the communities in which we work. By focusing on promoting well-being we can enhance an individual's livelihood, improve performance as well as bring communities together.

We focus on introducing well-being concepts such as creating spaces that encourage physical activity, integrating natural lighting, improving access to nature and providing areas for healthy eating and socializing.



## Global Business Standards

To help GLP meet its commitments towards its five sustainability principles, our ESG Policy is informed by the applicable ESG regulations prevalent within our markets.

GLP manages its impacts beyond compliance obligations using the following internationally-recognised frameworks:

- The International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability (PSs) (2012);
- ILO Conventions / ILO core labour standards;
- UN Guiding Principles on Business and Human Rights; and
- The Sustainable Development Goals (SDGs).

Following a high-level SDG mapping, as a company, GLP is committed to contributing to the following SDGs:



**SDG 3:** Ensure healthy lives and promote well-being for all at all ages because GLP employs directly and indirectly a number of employees and workers who may be doing hazardous jobs that enable GLP's development and operations.



**SDG 4:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all because GLP recognizes the importance of providing students and teachers the opportunity to build confidence and develop skills to help them in their future studies and careers.



**SDG 5:** Achieve gender equality and empower all women and girls because GLP strives for diversity and inclusion across the different levels of the organisation.



**SDG 6:** Ensure availability and sustainable management of water and sanitation for all because GLP's operations can be located in areas of water stress which may impact GLP's operations and because GLP recognises that some of its operations, in particular during the construction stage, may add further burden on water usage in certain regions.



**SDG 7:** Ensure access to affordable, reliable, sustainable and modern energy for all because GLP recognises that its modern logistics real estate, infrastructure and other real estate facilities can bring co-benefits by providing space for renewable energy such as solar rooftop installations that can be connected to the local grid to reduce greenhouse gas (GHG) emissions and serving as typhoon shelters in impacted areas.



**SDG 8:** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all because GLP's operations support employment throughout their lifecycles and can contribute positively to economic growth of their regions.



**SDG 9:** Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation because GLP recognises that the success of its operations relies on their connections to urban infrastructure that remains resilient and efficient.



**SDG 12:** Ensure sustainable consumption and production patterns because GLP recognises that it relies on natural resources and uses materials so is committed to preventing and reducing its general use of materials, generation of waste and adverse impacts on biodiversity and natural habitat in its development, promoting the use of sustainably-sourced materials throughout its supply chain, and preventing environmental pollution.



**SDG 17:** Strengthen the means of implementation and global partnerships for sustainable development because GLP recognises the support it gets from the wider ecosystem around its operations and values the importance of collaboration and of leading by example.



## Climate Change

GLP recognizes that climate change is increasingly testing the conventional for-profit business model, threatening supply chains and infrastructure and rendering communities vulnerable and will proactively incorporate climate change risk assessments into our business based on:

- Task Force on Climate-related Financial Disclosures (TCFD) that covers physical and transition risks

To minimize our environmental impact and strengthen our climate journey:

- GLP will establish a GHG emissions target for our Scope 1, 2 and 3 emissions by 2025 as per the guidance laid out by the Science-Based Targets (SBT) initiative.

Once this target has been established, GLP aims to ensure that our businesses in our countries of operations adhere to the targets, and that we will transparently report our progress against our goals.

GLP has identified the following ESG considerations as key elements of sustainability. These considerations are derived from a materiality assessment to determine which ESG issues are material to GLP and its stakeholders and should be measured, monitored and reported.

**Development decisions:** GLP will not build any businesses or projects that involve the following:

- ▶ To the extent feasible, avoid the physical displacement of communities and involuntary resettlement;
- ▶ Activities prohibited by biodiversity conservation legislation of the country in which the project is located or by international conventions relating to the protection of biodiversity resources or cultural resources, such as, Bonn Convention, Ramsar Convention, World Heritage Convention and Convention on Biological Diversity;
- ▶ Projects located within recognized Indigenous Peoples territories that are deemed customary and/or under traditional ownership;
- ▶ Projects that adversely impact cultural heritage sites; or
- ▶ Excluded and/or prohibited activities as determined by GLP and/or GCP including exclusion lists in fund documentation

**Environmental and social risk assessment:** When considering development projects, GLP will complete an environmental and social risk assessment to identify, minimize or manage adverse risks and impacts linked to legacy land use, land procurement, land contamination, water stress, extreme events and natural hazards that can be exacerbated by climate change, as well as risks to the nearby community, their livelihoods, their health and safety, biodiversity resources and cultural resources.

**Resource use:**

- ▶ GLP will minimize its resource use and environmental footprint;
- ▶ GLP will minimize its impacts linked to water consumption, emissions and waste generation;
- ▶ Where our assets involve greenfield development, brownfield expansion, and/or renovation GLP will implement energy-efficient measures, and new technologies to improve the performance of our

assets in terms of land footprint minimization, energy sharing models, resource conservation techniques and water harvesting and recycling initiatives;

- ▶ Where our assets entail greenfield development, brownfield expansion, and/or renovation; GLP will review ESG criteria when selecting materials so that we favour materials that are resource-efficient, recycled, easily upcycled, safe and, preferably, sourced locally;
- ▶ This approach enables us to incorporate green building standard requirements in most of our facilities under planning and construction and to be in a position to seek green building certifications should there be a commercial justification; and
- ▶ If completed at the development or refurbishment stage, then during the operational stage, the facilities are energy efficient and support our tenants.

**Labour and working conditions:** In upholding our commitment to respect human rights, GLP has human resource management policies for staff and contract workers that meet the requirements of internationally recognised workers' rights as per the conventions of the International Labour Organisation (ILO), notably:

- ▶ Not to employ or make use of forced labour;
- ▶ Not to employ or make use of child labour;
- ▶ Pay wages which meet or exceed legal minimum wage requirements;
- ▶ Not to discriminate in terms of recruitment, progression, terms and conditions of work and representation, on the basis of personal characteristics unrelated to inherent job requirements, including gender, race, colour, caste, disability, political opinion, sexual orientation, age, religion, social or ethnic origin, marital status, membership of workers' organisations, legal migrants, or HIV status;
- ▶ Respect the right of all workers to join or form workers' associations to raise reasonable workplace concerns; and
- ▶ Provide reasonable working conditions including a safe and healthy work environment, working hours that are not excessive and clearly documented terms.

**Well-being of end users:** GLP contributes to the health and well-being of the end users and occupants of our assets, at all stages of our activities. We actively promote and enable on-site safety during the construction stage of development or redevelopment projects for both our staff and our contractors, including

through our procurement requirements. We also promote and strive to enable occupational health and well-being of all users and visitors of our assets at all times, for instance in terms of indoor air quality.

**Resilient communities:** GLP contributes to the health and well-being of the communities in which we are established. We will procure land and access to natural resources that is based on willing-buyer-willing-seller considerations. We will provide local job opportunities and encourage social initiatives that make sense to our business and through the design and impact of our assets or through participating in community engagement activities that protect natural resources, local infrastructure and surrounding habitats.

**Climate action:** GLP recognises that climate change is increasingly testing the conventional for-profit business model, threatening supply chains and infrastructure and rendering communities vulnerable. GLP proactively incorporates climate change risk assessments into our business based on TCFD that covers physical and transition risk, and GRESB which extends that cover to include social risk.

**Ethics and governance:** GLP will maintain its strong corporate governance framework so that we prevent bribery, corruption, political contributions or fraud, ensure cybersecurity, data protection and privacy, and generally uphold ourselves to the fiduciary duty we owe to our shareholders and investors.



To enable ESG integration GLP has the following commitments:

**ESG governance:** a Global ESG Council at the group level, ESG committees at the country level, nomination of respective members across business functions, and upskilling of corporate officers to support the implementation of the ESG Policy Framework;

**Communication:** Ongoing communication on ESG commitments to our management, boards, contractors, customers, strategic partners and joint ventures to invite them to help us improve on our ESG performance in an incremental manner, to raise awareness on our ESG commitments and, for new partners, to explain our expectations;

**Measure and report:** Measure, record and report on our ESG considerations in a standard way for each asset when possible to continuously report on our related performance across our business;

**Monitor and review:** Mechanisms to review and monitor to drive effective ESG data collection and track and evaluate performance periodically;

**Partnering with customers:** We recognise that our business relies on our customers and we strive to offer solutions that cater to their changing needs especially related to sustainability. GLP will work with its customers to sustainably manage its assets and enhance value; and

**Proactive ESG policy commitment integration:** GLP will integrate these ESG policy commitments across its compliance teams into contractor management and procurement process in our core markets. This will entail the addition of GLP's ESG requirements, commensurate to the work to be outsourced, into its tenders and contracts with its contractors and suppliers. Such requirements shall include that contractors and suppliers follow similar principles along their own supply chain. Such requirements shall include, at minima, that contractors and suppliers respect the regulations under which they operate and integrate into their operations business ethics, prevention of the use of child and forced labour, respect for human rights, labour standards and working conditions aligned with good international practices, product/ process standards for the protection of the environment, provisions for the protection of their employees/ workers health and well-being.

## Review and Update

Our ESG policy commitments which include our ESG Principles, ESG Considerations and ESG Implementation Process, will be reviewed every two years from the date of endorsement by our CEO/Chairman on behalf of the Board of Directors. The periodic review shall be conducted in light of any business changes, changes in sectoral landscape or requirements on ESG and our evolving aspirations.