



Responsible SEGRO
Global Reporting Initiative Content List and Indicators

GRI 102: GENERAL DISCLOSURES		
GRI Disclosure	Information	Reference
Organisational Profile		
102-1 Name	SEGRO plc	SEGRO Annual Report and Accounts 2021 - 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 > What we do SEGRO Annual Report and Accounts 2021 - Inside Front Cover
102-3 Location of headquarters	1 New Burlington Place, London, W1S 2HR	SEGRO website > Site Services > Contacts > Our Offices SEGRO Annual Report and Accounts 2021 - Back Cover
102-4 Location of operations	SEGRO operates in the UK and Continental Europe.	SEGRO website > About Us > Where we operate SEGRO Annual Report and Accounts 2021 - Page 8-9
102-5 Ownership and legal form		SEGRO Annual Report and Accounts 2021 - Inside Front Cover
102-6 Markets served	SEGRO serves the UK and Continental European markets.	SEGRO website > About Us > Where we operate SEGRO Annual Report and Accounts 2021 - Page 8-9
102-7 Scale of organisation	SEGRO operates and serves in the UK and Continental Europe.	SEGRO website > About Us > Where we operate SEGRO Annual Report and Accounts 2021 - Page 8-9
102-8 Information on employees and other workers	We have 385 employees working together in small teams and located across nine geographies, with expertise in all aspects of real estate.	SEGRO website > Responsible SEGRO > Nurturing Talent SEGRO Annual Report and Accounts 2021 - Page 32-35
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 £850 million with them in 2021. 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.	SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers SEGRO Annual Report and Accounts 2021 - Page 40
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 SEGRO Annual Report and Accounts 2021 - Page 22-23
102-12 External initiatives	As a long-term investor, we are committed to contributing to the long-term vitality of the areas in which we operate and one of our three Responsible SEGRO priorities is to Invest in our local communities and environments. To do this effectively, we collaborate with local stakeholder partners to better understand the needs of a local community so we can contribute positively to its growth and development. We work hard on our Responsible SEGRO commitment to Champion low-carbon growth and we aim to be a net-zero carbon business by 2030.	SEGRO website > Responsible SEGRO > Approach SEGRO Annual Report and Accounts 2021 - Page 42-44, 54-59
102-13 Membership of associations	Legal and regulatory risks are reviewed regularly by the Executive Committee. Corporate heads of function consult with external advisers, attend industry and specialist briefings, and sit on key industry bodies such as EPRA and the British Property Federation.	SEGRO Annual Report and Accounts 2021 - Page 82
Strategy		
102-14 Statement from senior decision-maker	Reference: Chief Executive's Statement	SEGRO Annual Report and Accounts 2021 - Page 12-15
Risks		
102-15 - Key impacts, risks, and opportunities	Reference: Managing Risks	SEGRO Annual Report and Accounts 2021 - Page 50-59, 74-83
Ethics and integrity		
102-16 Values, principles, standards and norms of behaviour	Our Code of Business Conduct and Ethics sets out the high ethical standards expected of all employees in their daily work and gives guidance on how to put those standards into practice to enable us to act with honesty and integrity. Compliance with the Code of Business Conduct and Ethics is a condition of each employee's employment and we are committed to building our employee awareness on ethical business practices. Reference: UK Gender and Ethnicity Pay Gap Reporting	SEGRO website > Responsible SEGRO > Policies and CSR Governance SEGRO website > Responsible SEGRO > Nurturing Talent > Inclusive Culture, Diverse Workforce SEGRO Annual Report and Accounts 2021 - Page 99-100, 115
Disclosure 102-17 Mechanisms for advice and concerns about ethics	Training is provided on the subject matters covered in the Code of Business Conduct and Ethics to raise awareness and to help all employees understand what behaving ethically means in practice. We updated our online training module on bribery, corruption and fraud and launched a new modern slavery training module in 2021, which were compulsory for all employees to complete. As part of their induction, in 2021 all new employees received information on the Code of Business Conduct and Ethics and completed the compulsory training.	SEGRO website > Responsible SEGRO > Policies and CSR Governance SEGRO Annual Report and Accounts 2021 - Page 99-100, 115
Governance		
102-18 Governance structure	Reference: Governance	SEGRO website > About Us > The Board SEGRO Annual Report and Accounts 2021 - Page 102-123
Stakeholder Engagement		
102-40 List of stakeholder groups	Section 172 Statement	SEGRO Annual Report and Accounts 2021 - Page 85, 110
102-41 Collective bargaining agreements	None of our employees are on collective bargaining agreements.	N/A
102-42 Identifying and selecting stakeholders	Reference: Stakeholder Engagement from the Board's perspective	SEGRO Annual Report and Accounts 2021 - Page 110-115
102-43 Approach to stakeholder engagement		SEGRO Annual Report and Accounts 2021 - Page 110-115
102-44 Key topics/concerns raised		SEGRO Annual Report and Accounts 2021 - Page 110-115

Reporting Practices

102-45 Entities included in the consolidated financial statements	Reference: Related undertakings	SEGRO Annual Report and Accounts 2021 - Page 215-220
102-46 Defining report content and topic boundaries	The Directors present the Annual Report for the year ended 31 December 2021 which includes the Strategic Report, Governance report and audited Financial Statements for the year	SEGRO Annual Report and Accounts 2021 - inside front cover
102-47 List of material topics		SEGRO Annual Report and Accounts 2021 - 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 2021 to 31st December 2021	SEGRO Annual Report and Accounts 2021 - Page 166
102-51 Date of most recent report	February 2022	SEGRO Annual Report and Accounts 2021
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	SEGRO Annual Report and Accounts 2021 - back cover SEGRO website > Investors > Investor Contacts
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.	SEGRO Annual Report and Accounts 2021 - Page 89
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 2021 is available on our website.	SEGRO website > Responsible SEGRO > Reporting > 2022

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.	SEGRO Website > About Us > Our Business > KPIs SEGRO Annual Report and Accounts 2021 - Page 24-27
GRI 201: Economic Performance	Reference: Key Performance Indicators - Financial	SEGRO Website > Investors > Financial Highlights SEGRO Annual Report and Accounts 2021 - Page 66-73

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.	SEGRO Website > Responsible SEGRO > Our Community
GRI 203: Indirect Economic Impacts	Each Community Investment Plan will set out how SEGRO will invest in its local communities and environments through a range of programmes designed to improve training and employment opportunities, enable the economy to thrive and enhance the environment to support biodiversity as well as the health and wellbeing of local people.	SEGRO Website > Responsible SEGRO > Our Community SEGRO Annual Report and Accounts 2021 - Page 42-44

204 - Procurement Practices

GRI 103: Management Approach		SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers SEGRO Annual Report and Accounts 2021 - Page 40
GRI 204: Procurement Practices		SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers SEGRO Annual Report and Accounts 2021 - Page 40

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.	SEGRO Annual Report and Accounts 2021 - Page 115
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.	SEGRO Annual Report and Accounts 2021 - Page 199-200, 115

GRI 300: Environmental

301 - Materials

GRI 103: Management approach		SEGRO Annual Report and Accounts 2021 - Page 52-59, 87-98
GRI 301-1	Reference: Embodied Carbon	Environmental Reporting Tables SEGRO Annual Report and Accounts 2021 - Page 90-91

302 - Energy

GRI 103: Management approach		SEGRO Annual Report and Accounts 2021 - Page 54-59, 90-91
GRI 302-1	Reference: Operational Carbon	SEGRO Annual Report and Accounts 2021 - Page 90-91

303 - Water

GRI 103: Management Approach		SEGRO Annual Report and Accounts 2021 - Page 94-96
GRI 303-1		Responsible SEGRO 2021 Data Pack

304 - Biodiversity		
GRI 103: Management Approach		SEGRO Annual Report and Accounts 2021 - Page 42-43
GRI 304-1		
305 - Emissions		
GRI 103: Management Approach	In 2021, as part of our Responsible SEGRO Framework commitment, we reviewed our carbon emissions targets which have been validated by the Science Based Targets Initiative (SBTi). We have therefore updated our formal carbon reduction targets to be in line with the science-based carbon emissions reduction pathway, using our 2020 performance as a benchmark.	SEGRO Annual Report and Accounts 2021 - Page 54-59, 90-91
GRI 305-1	SEGRO discloses greenhouse gas emissions in the Environmental Sustainability Performance Data Pack it publishes each year.	SEGRO Website > Responsible SEGRO > Reporting
306 - Effluents and Waste		
GRI 103: Management Approach	Our target is to send zero waste to landfill by 2025.	SEGRO Annual Report and Accounts 2021 - Page 59
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 2021 - Page 54-59, 90-91
GRI 307-1		
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 and improvements can be made whenever possible. Our comprehensive supplier assurance process is online, so it is easy for suppliers to access, 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. 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 2021 - Page 40
GRI 308-1		
GRI 400: Social		
401 - Employment		
GRI 103: Management Approach	The Nurturing Talent pillar of our Responsible SEGRO strategy focuses on our belief that it is our responsibility to make SEGRO a place where people are fulfilled by the work that they do, are inspired by the environment that they work in and are supported and developed to reach their full potential.	SEGRO website > Responsible SEGRO > Nurturing Talent > Overview
GRI 401: Employment		
SEGRO Annual Report and Accounts 2021 - Page 32-35		
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 2021 - Page 45
GRI 403: Occupational Health and Safety	In 2021, our Accident Incidence Rate for employees remained low at 0.13. Whenever incidents occur, we fully investigate to understand the causes, involving external consultants where appropriate. Findings and learnings are disseminated across the Group, including to the Board and Executive Committee, to ensure that we (and where appropriate, third parties) respond and improve our processes where necessary.	SEGRO Website > Responsible SEGRO > Health and Safety
404 - Training and Education		
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.	SEGRO website > Responsible SEGRO > Nurturing Talent > Develop Fulfilling Rewarding Careers SEGRO Annual Report and Accounts 2021 - Page 32-35
GRI 401: Training and Education	4,656 hours of training took place in 2021.	SEGRO website > Responsible SEGRO > Nurturing Talent > Develop Fulfilling Rewarding Careers SEGRO Annual Report and Accounts 2021 - Page 32-35
404-3		
	Every employee has an interim and full year appraisal, at which their performance is reviewed, objectives are set and training needs are identified to help them achieve their objectives. Employees are encouraged to set personal as well as professional objectives and training is available to support both. We also sponsor our employees to study professional qualifications that are relevant to their role.	SEGRO website > Responsible SEGRO > Nurturing Talent > Develop Fulfilling Rewarding Careers
405 - Diversity and Equal Opportunity		
GRI 103: Management Approach	One of our stated aims within the Nurturing Talent pillar 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 we work hard to create a working environment which is inclusive, supportive and free from bias with opportunities for all.	SEGRO Annual Report and Accounts 2021 - Page 32-35, 99-101
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.	SEGRO Annual Report and Accounts 2021 - Page 32-35, 99-101
406 - Non-discrimination		
GRI 103: Management Approach	In 2021, we embarked on a series of Inclusive Leadership training modules for our senior managers, Leadership team (direct reports to the Executive Committees) and members of the Executive Committee themselves. We also developed a series of online Diversity and Inclusion training modules which all employees in SEGRO have completed and are now compulsory for new employees who join us. In addition to this specialist training, we are also scoping general management training modules for our middle management group which will be launched in 2022.	SEGRO Annual Report and Accounts 2021 - Page 32-35, 99-101 SEGRO Diversity & Inclusion Policy
GRI 406: Non-discrimination		
SEGRO Annual Report and Accounts 2021 - Page 32-35, 99-101		
412 - Human Rights Assessment		
GRI 103: Management Approach		
SEGRO website > Responsible SEGRO > Policies and CSR Governance > Modern Slavery SEGRO website > Responsible SEGRO > Nurturing Talent > Overview SEGRO Human Rights Policy		
GRI 412: Human Rights Assessment		
SEGRO Annual Report and Accounts 2021 - Page 32-35, 99-101		

413 - Local Communities

GRI 103: Management Approach As a long-term investor, we are committed to contributing to the long-term vitality of the areas in which we operate and one of our three Responsible SEGRO priorities is to Invest in our local communities and environments. To do this effectively, we collaborate with local stakeholder partners to better understand the needs of a local community so we can contribute positively to its growth and development.

[SEGRO website > Responsible SEGRO > Our Community](#)
[SEGRO Annual Report and Accounts 2021 - Page 42-44](#)

GRI 413: Local Communities

[SEGRO website > Responsible SEGRO > Our Community](#)
[SEGRO Annual Report and Accounts 2021 - Page 42-44](#)

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, anti-bribery and corruption and modern slavery. To help achieve this, we have introduced a Supplier Code of Conduct which consolidates and sets out in full the principles and standards that we expect from our suppliers and other business partners working on our behalf and outlines how we can work side by side with one another to create real change.

[SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers](#)
[SEGRO Annual Report and Accounts 2021 - Page 40](#)

GRI 414: Supplier Social Assessment

[SEGRO website > Responsible SEGRO > Our Stakeholders > Suppliers](#)
[SEGRO Annual Report and Accounts 2021 - Page 40](#)