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OUR REPORT

ABOUT THIS REPORT

This Sustainability Report provides information about our material issues, as well as our environmental, societal and governance (ESG) impacts.

This report covers the period from 1 October 2016 to 30 September 2017. We will be adopting the standards issued by Global Reporting Initiative (GRI). We have prepared this report in accordance with GRI Standards "Core", which supersede GRI G4 Guidelines, and include GRI G4's Construction and Real Estate Sector supplements.

REPORT SCOPE

Data disclosed in this sustainability report relates to all properties owned by Frasers Logistics and Industrial Trust's ("FLT") which are located in Australia, and the staff of Frasers Logistics and Industrial Asset Management Pte. Ltd (the "Manager"), who are based in Singapore and Australia. Our data is reported in good faith and to the best of our knowledge.

Together with the other information set out in our Annual Report, this Sustainability Report plays an integral role in promoting communication and transparent reporting to our stakeholders.

WE ARE LISTENING

We welcome your feedback as we seek to continuously improve our sustainability performance. Feedback on this report can be directed to ir@fraserslogisticstrust.com

OUR SUSTAINABILITY COMMITMENT

SUSTAINABILITY OVERVIEW AND STRATEGY



“

As the leading industrial landlord in Australia, it is our firm belief that sustainability goes hand in hand with business development strategies, as we seek to create meaningful long-term value for our stakeholders. ”

- Mr. Robert Wallace, CEO of the REIT Manager

As a leading industrial landlord in Australia, we operate responsibly and consider the needs of our stakeholders in everything we do. We recognise the importance of environmental and socio-economic sustainability, and in early 2017, introduced FLT's sustainability strategy and targets. These targets provide a clear and transparent framework to measure our sustainability performance.

The implementation of this strategy enables us to:

- Contribute where possible to minimise our carbon footprint.
- Continue the sustainability leadership position established for the portfolio.
- Future proof our assets.
- Reduce operating costs for customers and to assist in customer retention.



OUR CHANGING WORLD DEMANDS A DIFFERENT APPROACH

"A Different Way" is how we talk about our vision for a more sustainable future. It is our commitment to creating properties where resources are reused, recycled and restored. It is where new ideas are fostered to support people and the planet, and where we take initiatives to create healthier workplaces for our people and customers.

To achieve our goals, we have focused "A Different Way" on three core areas, being (i) Progressive Thinking, (ii) People Focused and (iii) Restoring Resources. Each area is supported by goals and targets that form the basis of the sustainability strategy. The progress of the strategy implementation is monitored during regular sustainability reviews and the targets are reviewed and updated on an annual basis, to ensure that we continue to lead the way.



DEFINING OUR STRATEGY

▶ PROGRESSIVE THINKING

We will endeavour to make responsible decisions and choices that help us look after both people and the planet.

It is about being flexible and resilient in the way we operate to enable sustainable development and to make a difference in a changing world.

Ongoing innovation will keep us relevant to our people, our customers and investors. It will help us reduce risks and create tangible benefits.

Our Goal: We want to continue to challenge ourselves, and create and scale our approach, so that we are constantly getting better and doing more.

▶ PEOPLE FOCUSED

We will adopt a more consistent approach towards how we develop skills in the organisation and to develop the leadership of the organisation with a more diverse, inclusive leadership group.

It is also about maintaining the ongoing health and wellbeing of our people and our customers. Monitoring and understanding the indoor environment quality of our properties allows us to create healthier workplaces.

Our Goal: We want to take active steps to inspire and enable our people and communities to lead better and healthier lives.

▶ RESTORING RESOURCES

We want to be smarter and more efficient in the way we use the planet's finite resources, and ultimately, regenerate what we use.

Restoring resources is about understanding our impact in greater detail and rethink our approach to water, waste, energy and materials across our whole portfolio in order to conserve, regenerate and enhance the planet's ecosystems.

Our Goal: We want to be smarter and more efficient in the way we use the planet's finite resources, and ultimately regenerate what we use.

.....
 We have developed a number of targets to ensure the success of our strategy, which are reviewed on an annual basis. Our targets are outlined on our website (www.fraserslogisticstrust.com). Selected targets are highlighted in this report.

THE YEAR AT A GLANCE

HIGHLIGHTS

ESTABLISHED FLT'S SUSTAINABILITY STRATEGY AND TARGETS

Took proactive steps to strengthen FLT's sustainability performance



PARTICIPATED FOR THE FIRST TIME

IN THE 2017 REAL ESTATE ASSESSMENT BY GRESB¹

RECOGNISED AS THE REGIONAL SECTOR LEADER FOR INDUSTRIAL (AUSTRALIA/NEW ZEALAND)
RANKED THIRD GLOBALLY

RANKED 1ST
IN THE HEALTH AND WELL-BEING CATEGORY AMONGST GLOBAL INDUSTRIAL PARTICIPANTS

FLT OWNS SOME OF THE FIRST ASSETS IN THE THREE KEY AUSTRALIAN CAPITAL CITIES TO ACHIEVE 6 STAR GREEN STAR RATINGS² FROM THE GREEN BUILDING COUNCIL OF AUSTRALIA (GBCA):

BRISBANE

143 Pearson Road, Yatala

First industrial facility in Queensland to achieve 6 Star Green Star Design v1.1 rating



MELBOURNE

1 Doriemus Drive, Truganina

First industrial facility in Australia to achieve 6 Star Green Star Design & As Built v1.1 rating



SYDNEY

1 Burilda Close, Wetherill Park

First industrial facility in New South Wales to achieve 6 Star Green Star Design v1.1 rating



1 Refers to Global Real Estate Sustainability Benchmark, the global ESG benchmark for real estate.

2 6 Star Green Star ratings represent world leadership in sustainable design, and is the highest available rating.

MANAGING SUSTAINABILITY

MANAGEMENT STRUCTURE

The Sponsor of FLT, Frasers Centrepoint Limited (“FCL” or the “Sponsor”), is one of the first real estate players to report on sustainability for both Sponsor and REIT levels, demonstrating how our support for sustainability runs throughout the brand. As a recently listed REIT, FLT not only joins the rest of our group (collectively, the “Frasers Group”) in reporting on sustainability, it also collaborates and supports the group on managing sustainability. The Frasers Group’s Sustainability

Steering Committee (“SSC”) provides guidance and drives our group corporate sustainability agenda in the business operations. The committee is chaired by the Sponsor’s CEO, Mr Panote Sirivadhanabhakdi, and comprises top management – the CEOs of all our business units including CEO of REIT Manager, Mr Robert Wallace. To ensure the progression of our sustainability efforts the SSC meets quarterly to review performance against each of our sustainability themes.

STAKEHOLDER ENGAGEMENT

Our stakeholders provide us with important insights to our business. By connecting with and listening to them, we are better able to identify opportunities and reduce

risks. We use our regular interaction with them as inputs into how we determine the most material ESG factors for FLT to consider.

Stakeholder	Engagement method
Contractors/Supplier/Consultants	<ul style="list-style-type: none"> Bilateral communication with our contractors, suppliers and consultants Regular safety briefings, site visits, safety declarations
Tenants	<ul style="list-style-type: none"> Bilateral communication and regular meetings Annual tenant survey
Employees	<ul style="list-style-type: none"> Performance appraisals on an annual basis Training, including orientation programme for new staff Team building activities Intranet (in Australia and Singapore) Staff activities such as orientation day, family day, and staff conferences
Investment Community	<ul style="list-style-type: none"> Quarterly briefings Annual general meeting, extraordinary general meeting Investor conferences and roadshows (both local and overseas), tele/videoconferencing meetings Bilateral communication, one-on-one meetings and site tours
Local Community	<ul style="list-style-type: none"> Social and community events
Regulators / Non-governmental Organisations (NGOs)	<ul style="list-style-type: none"> Participation in NGOs, including: REIT Association of Singapore (REITAS), GRESB and GBCA

MANAGING SUSTAINABILITY

MATERIALITY

As part of our first sustainability reporting process, a materiality assessment was conducted to determine the material topics in relation to sustainability issues of FLT and those that affect our stakeholders. This materiality assessment process was based on the international standards for materiality, GRI and AA1000 principles, as well as the application of sector-specific guidance from the Global Real Estate Sustainability Benchmark (GRESB) and the GRI Construction and Real Estate Sector supplements.

Together with our Sponsor, we reviewed the materiality assessment process and aligned our material factors with the Sponsor. As landlords, our operational control over the day to day activities at our properties is limited. Therefore, our disclosure over Energy, Water and Health and Safety material factors differ from the rest of the Frasers Group.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The United Nations (UN) Sustainable Development Goals ("SDGs") are a set of 17 global goals that officially came into effect on 1 January 2016. The SDGs aims to reduce global inequalities, end all forms of poverty and tackle climate

change, while ensuring that no one is left behind. We have reviewed the SDGs against our material factors and business operations for relevance and have determined seven relevant goals that we can contribute meaningfully to.

Theme	Material factors	Relevant Sustainable Development Goals (SDGs)
Economic	1. Economic performance ¹	Goal 8: Decent work and economic growth Goal 9: Industry, innovation and infrastructure
Upholding Good Corporate Citizenship	2. Environmental Compliance 3. Anti-corruption 4. Ethical Marketing	Goal 17: Partnerships for the goals
Changing the way we look at Natural Resources	5. Energy Management ² 6. Water Management	Goal 7: Affordable and clean energy Goal 9: Industry, innovation and infrastructure Goal 11: Sustainable cities and communities
Investing in a workforce of the future	7. Staff retention and development 8. Labour/management relations 9. Health and safety	Goal 3: Good health and wellbeing Goal 8: Decent work and economic growth Goal 10: Reduced inequalities
Creating Strong and Integrated Communities	10. Local Communities	Goal 9: Industry, innovation and infrastructure
Giving back to society	10. Local Communities	Goal 17: Partnerships for the goals

¹ Not covered in this section. Please refer to our annual report for further details.

² Although Energy and Water Management are material factors, due to our position as landlords, we do not have operational control over the use of energy and water in our properties. These factors are not disclosed in line with GRI.

In developing this report, we considered the GRI Principles of defining report content and quality:

<p>Stakeholder Inclusiveness</p> <p>We have a formal stakeholder engagement plan and also engages with them informally on a regular basis. See page 91 for details.</p>	<p>Sustainability Context</p> <p>We regularly refer to national and global agenda's such as the UN Sustainable Development Goals, GBCA and GRESB to keep our sustainability activities relevant.</p>	<p>Materiality</p> <p>Please refer to page 92 for details.</p>
<p>Completeness</p> <p>Our report encompasses all properties owned by FLT and staff at the Manager. See more on our report scope on page 87.</p>	<p>Balance</p> <p>We believe honesty and transparency breeds trust and respect, therefore, we have kept our report balanced and fair.</p>	<p>Comparability</p> <p>We refer to our peers, both for materiality and disclosures in order for our readers to compare our performance both over time and relative to other organisations.</p>
<p>Accuracy and Reliability</p> <p>We have various internal monitoring processes, including an internal audit function.</p>	<p>Timeliness</p> <p>We will report annually within four months of the end of our financial year.</p>	<p>Clarity</p> <p>Clarity allows readers to better understand the information disclosed.</p>

INFLUENCING OUR SUPPLY CHAIN

Our supply chain consists of a number of service providers as well as suppliers of maintenance equipment for our assets. We have developed a target to develop a sustainable procurement guideline for

purchasing consumables to encourage sustainability and transparency in product specification. This is currently in progress.

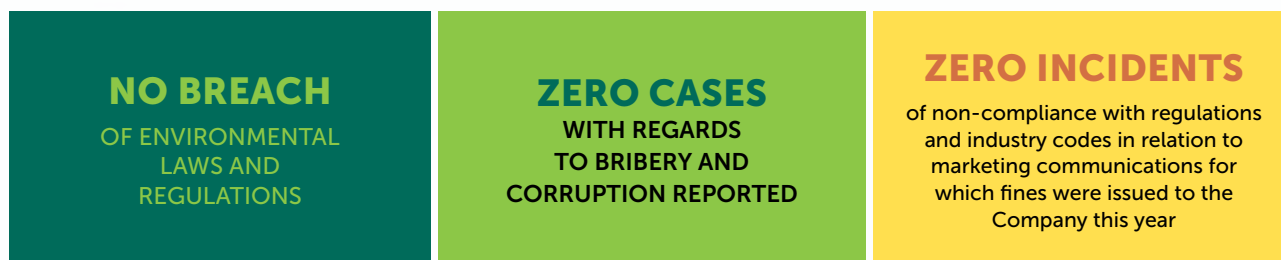
UPHOLDING GOOD CORPORATE CITIZENSHIP



BEYOND COMPLIANCE

As a responsible corporate citizen, we believe in good corporate governance that goes beyond regulated compliance. Our high standard of governance drives good business, and we aim to maintain high standards of integrity, accountability and responsibility. We aim for zero incidents of non-compliance with environmental laws and regulations.

PERFORMANCE DATA



ENVIRONMENTAL COMPLIANCE

We have set a target for all new buildings owned by FLT to achieve a minimum rating of 5 star Green Star Design & As Built as awarded by the GBCA.

CORPORATE POLICIES

The Manager believes that sustainability should be integral to the corporate governance policies of our business. As such, we strive to maintain high standards of integrity, accountability and responsible governance, in line with our zero tolerance approach towards corruption and fraud.

We believe that our reputation is built by behaving fairly and ethically. We subscribe to the following corporate policies:

Corporate Policies	Guidance on:
Code of Business Conduct	Company values, ethics and conduct in relation to compliance monitoring, record keeping, information confidentiality, conflicts of interest, insider trading, relations with key stakeholder
Whistle-Blowing Policy	Provide a channel for stakeholders to report concerns on improprieties in financial reporting, professional misconduct, irregularities or non-compliance with laws and regulations
Anti-Bribery Policy	Prevention and management of bribery and corruption
Competition Act Compliance Manual	Compliance with the Competition Act to protect and promote healthy competition within our markets
Personal Data Protection Act Policy	Compliance with the Personal Data Protection (PDP) Act 2012
Environment, Health and Safety Policy	Safeguard the health and safety of all relevant stakeholders and interested parties within its premises and providing an environmental friendly and safe place for them to work in and to conduct their business
Compliance Manual	Provides guidance on compliance with relevant rules and regulations
Policy on Dealing in Units of FLT and Reporting Procedures	Provides guidance with regard to dealings in FLT units by directors, officers and employees
Policy for Prevention of Money Laundering and Countering the Financing of Terrorism	Provides guidance so that employees of the Manager are aware of their obligations and responsibilities and meet the obligations under the relevant Prevention of Money Laundering and Countering the Financing of Terrorism regulations
Policy on Outsourcing	Provides guidance with regard to adopting sound risk management practices on outsourcing of services
Treasury Policy	Provides guidance on the management of treasury activities

CHANGING THE WAY WE LOOK AT NATURAL RESOURCES

Relevant SDGs



ENERGY MANAGEMENT

The Manager aligns its environmental goals with that of the Sponsor and supports group-level targets. However, as our properties are operated by the tenants, our control over the energy use within them is limited. Despite this, we believe there is still a part for us, as landlords, to play in improving the energy efficiency of our properties. We work closely with our tenants to help them to

improve their energy management and when assessing, maintaining and retro-fitting our properties, energy efficiency is a key consideration. In addition, in our various offices, we look for energy saving opportunities where possible, such as using laptops rather than PCs and 100% green power is purchased in the Melbourne and Sydney Frasers Property Australia (FPA) offices.

PERFORMANCE DATA

<p style="text-align: center;">UNDERTOOK LED AND SOLAR PANEL ANALYSIS</p> <p style="text-align: center;">for existing properties and presented results to tenants and potential tenants</p>	<p style="text-align: center;">Completed the upgrade to LED lighting for 23% OF OUR PORTFOLIO THIS YEAR</p> <p style="text-align: center;">bringing the total percentage of properties with LED lighting to 43%</p>	<p style="text-align: center;">ON TRACK</p> <p style="text-align: center;">to achieve our target to undertake LED lighting upgrades and install solar PV panels across</p> <p style="text-align: center;">25%</p> <p style="text-align: center;">OF THE PORTFOLIO BY AREA BY 2018</p>
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ENERGY EFFICIENT BUILDINGS

Green buildings are not just about winning awards, we believe an eco-efficient building provides value to our tenants and FLT. Eco-efficient buildings have lower occupancy costs, which saves costs for our tenants and makes our properties more desirable resulting in lower vacancy downtime. In addition, we initiate best practice maintenance procedures for landscaping and hard surfaces in line with the Green Star Performance requirements which benefits our unique ecosystem.

1 BURILDA CLOSE, WETHERILL PARK, NEW SOUTH WALES (THE "MARTIN BROWER PROPERTY")

This year, the Martin Brower Property achieved a 6 Star Green Star Design v1.1 rating from the GBCA. Sustainability systems and features include:



- On-site power is generated from a roof-mounted, 777kW solar photovoltaic system and metering enables the building manager to fine tune systems.
- Operational performance information is collated and accessed from a computer-controlled energy monitoring program that notifies of deviations from preset energy use targets.
- Outstanding water efficiency is achieved by harvesting rainwater with a total on site collection capacity of 550,000 litres for re-use within the refrigeration systems, toilets, irrigation and truck wash.
- LED lighting is automated. Warehouse lights have photo-electric controls that monitor the available natural light and respond accordingly, while office lights are equipped with light and movement sensors.

CHANGING THE WAY WE LOOK AT NATURAL RESOURCES

WATER MANAGEMENT

Water is a scarce resource in Australia and we continue to improve our property's water management. Like energy use, as landlords, we have little control over the day-to-day behaviors of our tenants, however, we are embarking on water audits of our properties in order to identify opportunities for water conservation and reuse.

PERFORMANCE DATA

CURRENTLY UNDERTAKING WATER CONSERVATION AND REUSE FEASIBILITY STUDIES

for our most water usage intensive sites

TARGET - TO COMPLETE WATER CONSERVATION AND REUSE FEASIBILITY STUDIES

for our most water usage intensive sites by 2018

GREEN BUILDINGS

AWARD WINNING PORTFOLIO

We have the highest rated industrial Green Star performance rated portfolio in Australia:

Green Star Industrial Design & As Built v1.1 with 6 stars:

- 1 Doriemus Drive, Truganina, Victoria



Green Star Industrial Design v1.1 with 6 stars:

- 4 – 8 Kangaroo Avenue, Eastern Creek, New South Wales
- 1 Burilda Close, Wetherill Park, New South Wales
- Lot 1, 2 Burilda Close, Wetherill Park, New South Wales
- 143 Pearson Road, Yatala, Queensland



Green Star Industrial Design v1.1 with 5 stars:

- 150-168 Atlantic Drive, Keysborough, Victoria
- 211A Weillington Road, Mulgrave, Victoria



WATER EFFICIENT BUILDINGS

When it comes to water use, we are committed to understanding our impact in greater detail. We have set ambitious targets to enable us to rethink our approach to water use and reuse. Thus we have engaged an external consultant to undertake water conservation and reuse feasibility studies for our most water usage intensive sites. The process began in October 2017 and we expect results later in the year.

CAPTURING AND RECYCLING WATER

We use recycled water for non-portable applications such as irrigation, washing, water features and cooling towers across our portfolio. For cooling towers, we use water treatment systems that can achieve at least seven cycles of concentration. Rainwater is collected in on-site storage tanks and used for landscaping irrigation, external wash points and flushing toilets, benefiting in reducing mains water use and cost.



Overall,

60 TENANCIES

across

46 PROPERTIES

have achieved **Green Star Performance ratings**, with a further 10 properties under design review.



We were named the Australia/New Zealand Regional Sector Leader 2017 for Industrial by GRESB in the 2017 Real Estate Assessment:



RANKINGS:

1st
Industrial
—
Australia/
New Zealand

3rd
Industrial
—
Listed
(Global)

Health and
Wellbeing
1st
Global
—
Industrial

CHANGING THE WAY WE LOOK AT NATURAL RESOURCES

SUSTAINABLE DESIGN AND TECHNOLOGY

Our business success rests on our underlying assets. We strive for continual improvement in our properties to better serve our customers and get ahead of the competition and we believe that sustainable design and technology helps us to do that. Innovation will help us reduce risks and create tangible benefits for everyone.

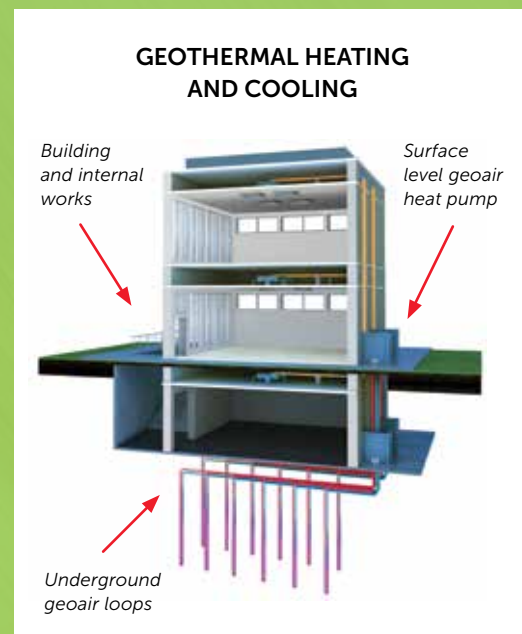
INVESTING IN RENEWABLE ENERGY GENERATION

We believe investing in alternative sources of energy is a priority for reducing the energy demand of industrial properties. Renewable energy has both benefits for the planet as well as providing savings for the operations of our buildings. One example of our investment into renewable energy generation is at the property located at 1 Doriemus Drive, Truganina, Victoria.

- Installed a 300kW Solar PV system, which has resulted in savings of A\$22,927 on energy since operations began in December 2016
- Efficient LED lighting and daylight controls throughout the property is expected to generate over A\$300,000 in operational energy costs annually, as compared to a conventional facility.
- Rainwater collection and reuse system which feeds the landscape irrigation and toilet flushing
- Active transport facilities including bike racks, showers and lockers for staff
- A whole life cycle assessment of the embodied carbon was completed, which allowed us to make design changes to reduce embodied carbon by 71%.

INTEGRATING GEOTHERMAL HEATING AND COOLING SYSTEMS

Geothermal heating and cooling systems take advantage of the stable temperature underground using a piping system. They transfer heat to and from the earth via water pipes, rather than using fossil fuels to cool or heat the air. This system also reduces and eliminates the necessity for refrigerants in heating and cooling. We have currently integrated geothermal heating and cooling in the base design of two properties, which are located at 17 Kangaroo Avenue, Eastern Creek, New South Wales and Lot 1, 2 Burilda Close, Wetherill Park respectively.



CREATING AWARENESS

FRASERS ENVIRONMENT MONTH, MARCH

During the Frasers Group's Environment Month held in March 2017, employees participated in a series of workshops, engagement sessions, educational tours, and an on-site coastal clean-up. These programmes hope to increase the awareness about upcycling and recycling, water sustainability as well as the conservation of resources. We seek to educate and engage our employees, to encourage them to reduce their environmental impacts at work and at home through our internal engagement events, including: EnviroWeek, World Green Building Week, Clean Up Australia Day and Tree Day.

WORKING WITH OUR TENANTS

We work closely with our tenants to encourage good energy management. We request and analyse their energy usage data and discuss this usage with management. We captured 96% of our tenants' electricity usage data, 97% of their gas usage data and 85% of their water usage data in the 2017 calendar year. We have been able to provide practical and useful advice to our tenants to allow them to make operational and behavioural changes that have positively impacted their energy use profiles.

WORKING WITH TRADE ASSOCIATIONS

As part of the Frasers Group, we are involved in several leading trade associations:

- Member of the Singapore Green Building Council (SGBC)
- Member of the GBCA
- United Nations Global Compact (UNGC) Principles
- Global Compact Network of Singapore (GCNS)
- The Principles for Responsible Investing (PRI)
- GRESB
- The Conference of the Parties (COP) 21
- ISO 14001 Environmental Management
- Occupational Health and Safety Assessment Series (OHSAS) 18001
- Workplace Safety and Health Council (WSHC), Singapore
- City Switch
- Member of the Real Estate Developers' Association of Singapore (REDAS)
- Member of Securities Investors Association (Singapore) ("SIAS")

INVESTING IN A WORKFORCE OF THE FUTURE

Relevant SDGs



KNOWING OUR PEOPLE

The Manager is made up of a lean team of highly experienced and skilled individuals. The success of FLT is dependent on the abilities of the Manager's employees. Therefore, we cultivate a workplace that is diverse, inclusive, safe and promotes a healthy active lifestyle in order to support, nurture and instill a sense of pride and loyalty. We have a total of 18 employees as of 30 September 2017.

PERFORMANCE DATA (AS AT 30 SEPTEMBER 2017)

ACHIEVED TARGET OF HAVING A MINIMUM OF AT LEAST 40% FEMALE STAFF

RATIO OF STAFF – GENDER



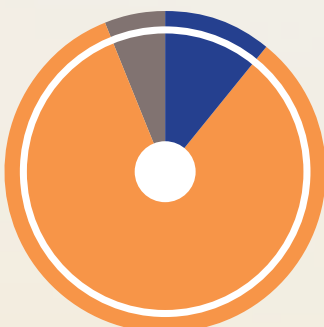
● Male 33%
● Female 67%

RATIO OF STAFF – COUNTRY



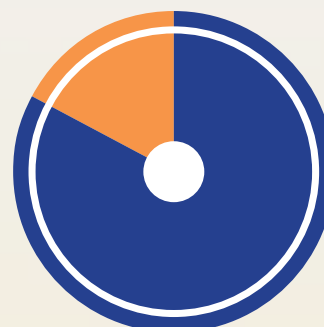
● Singapore 56%
● Australia 44%

RATIO OF STAFF – AGES



● <30 11%
● 30 – 50 83%
● >50 6%

RATIO OF STAFF – TYPE



● Executive 83%
● Non-Executive 17%

NURTURING TALENT

PERFORMANCE DATA¹

ACHIEVED TARGET OF AT LEAST 40 HOURS OF TRAINING ON AVERAGE PER EMPLOYEE.

TRAINING HOURS BY GENDER



FEMALE

12
Employees

Average 47.0
hours
per female
employee



MALE

6
Employees

Average 41.5
hours
per male
employee

TRAINING HOURS BY EMPLOYEE CATEGORY

EXECUTIVE

15 executive

Average 44.7
hours
per executive

NON-EXECUTIVE

3 non-executive

Average 47.3
hours
per non-executive

TRAINING HOURS BY COUNTRY



SINGAPORE

Total of **470.3**
hours
of training



AUSTRALIA

Total of **342.5**
hours
of training

45.2 hours
of training on average
per employee

¹ Data includes two new employees who joined in September 2017.

INVESTING IN A WORKFORCE OF THE FUTURE

Having a diverse talent pool encourages growth, innovation and inclusivity, all of which contribute positively to FLT's business performance. As a part of the Frasers Group's commitment to adopt fair employment practices, the Sponsor became a signatory of Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) in Singapore and also a member of Singapore National Employer Federation. Thus FLT is also

committed and is guided by these principles. We also adopt FCL's Code of Business Conduct to reiterate our commitment of employment opportunities being based on meritocracy and eliminate any discrimination. All of the Manager's employees participate in an annual performance review, during which development needs are assessed.

IN-HOUSE TRAINING

We recognise that our success as a business is intrinsically linked to the talent and expertise of our people. This is why we are committed to growing individual skills and leadership qualities across our business.

Training and development initiatives for our employees are undertaken by Frasers Group's HR department. The HR Learning Directory, which is available on the Frasers Group intranet, features training courses ranging from general skills and stress management, to job specific skills. Employees may also request specific training courses.

It is also vital that our employees are kept up-to-date with our policies and procedures. All new employees are provided the Code of Business Conduct and updates are also made available to all staff through the Frasers Group intranet. All staff are trained in sustainability, to create awareness and build competence. Our staff have been trained on GRESB and Green Star Performance, as well as receive regular training on new technologies and initiatives that are available within the marketplace. They are supported at all times by two dedicated sustainability professionals employed by the Sponsor.

To encourage more awareness in our future leaders, we train all relevant staff in sustainability and target a high GRESB rating. Green Star performance training was undertaken in 2016 and regular presentations on new initiatives and technologies such as solar, Skycool and thermoX are arranged.

HEALTH, SAFETY AND WELLBEING

Our staff can occasionally be exposed to health and safety risks in the workplace and we believe in everyone's right to a safe working environment. We implement workplace safety management systems across key business operations to identify and control hazards, monitor performance and identify areas for

improvement. In addition, we believe in a balance of work and personal life and we feel that employees can perform better when they feel satisfied and comfortable in their jobs. As well as our own activities, the Manager's employees take part in activities as organised by the Frasers Corporate Wellness Committee.

LIVE LIFE GET ACTIVE

In Australia, we partnered with a private social initiative called 'Live Life Get Active'. The purpose of this initiative is to build a fitter, healthier and happier Australia. Our employees are provided with health, fitness and nutritional education to help them with adopting a healthier lifestyle. We believe that by providing an environment that is fun and motivating, we can create a positive change to their lives. We aim for 80% staff participation and we encourage our customers to join in this initiative as well.

INDOOR ENVIRONMENT QUALITY (IEQ)

We require all our industrial assets to have annual IEQ assessments based on Green Star Performance indicators. IEQ measurements have commenced in Victoria, where we have assessed 47% of the portfolio. We plan to commence assessments in New South Wales and Queensland at the end of 2017. Understanding the indoor environment quality of our properties allows us to create healthier and more productive workplaces.

STAFF ENGAGEMENT

On 18 June 2017, the Frasers Group organised an outing to Universal Studios Singapore as a part of our annual Family Day event to foster greater family bonds. Employees and their families were treated to a day of thrills and delights, enjoying the exhilarating rides around the park. Besides spending time with their families, employees were able to connect with their colleagues in a different environment.

The Frasers Group also offers health and wellbeing benefits for our staff. Comprehensive health insurances for its staff and allowances/reimbursements for medical costs incurred are also provided for its staff.

FLEXI WORKING ARRANGEMENT

In Australia and Singapore, employees are given the choice of flexible work arrangement such as working from home. This allows the employees, especially care takers with children or elderly parents, to balance their work and responsibilities at home.

CREATING STRONG AND INTEGRATED COMMUNITIES

Relevant SDG



BUILDING CUSTOMER CONFIDENCE

PERFORMANCE DATA



No Breaches Of Health And Safety Regulations In Regards To Our Building Users

At FLT, our priority is to create places where people feel comfortable through safe, well maintained and accessible buildings. Our properties are protected with both updated equipment and established practices, such as essential locking mechanisms, safety lighting and fire and emergency procedures. We also conduct regular risk assessments and walk-throughs of our buildings to uphold a high quality of health and safety at all times.



No Major Safety Incidents Across Our Portfolio

We focus on improving the accessibility and convenience of our properties and we are currently developing a sustainable logistic transport framework and methodology. We are working with a number of organisations on this subject, as well as discussing feasibility with the GBCA.



Plan To Focus On Increasing Our Terrorism Incident Planning Over The Next 12 Months

ANNUAL TENANT SURVEY

Our tenants are our customers, and in order to enhance their experience, we engage with them regularly to assess their satisfaction with our properties and service and where improvements can be made in both the physical assets as well as our relationship with them. We conduct

an annual tenant survey to gather feedback on aspects such as performance of the property and operation management staff, presentation of the property, fit out processes, maintenance, contractor performance and environmental management and sustainability.

2016 TENANT SURVEY KEY HIGHLIGHTS

86.0%

Combined Excellent and Good ratings on property manager's performance. Tenants specifically commented that responses of the property manager to their calls were good.

89.1%

Combined Excellent and Good ratings in property presentation, with garden maintenance performance requiring the most attention.

77.1%

of tenants surveyed were happy with the responsiveness of maintenance contractors arranged.

72.0%

Combined Excellent and Good ratings on operation managers.

2016 TENANT SURVEY KEY SUSTAINABILITY FINDINGS

With regard to sustainability initiatives, tenants were generally interested in investigating opportunities to further enhance the environmental performance of the property which we are working with tenants to achieve. Finally, in general, tenants were satisfied with our environmental and sustainability management. We will continue to engage with our tenants to gather feedback and aim to work on the areas in which they indicated improvements were needed.

GIVING BACK TO SOCIETY

Relevant SDG



At FLT, we align our Community Investment principles with the Sponsor's and we shape our efforts around the theme of 'Wellness'. We aim to enhance the wellness of the minds, hearts, spirits and bodies of our communities as well as contribute to the wellness of our chosen charitable causes.

In 2017, the Manager's staff took part in community investment activities organized by the Frasers Group. Two of these are highlighted here.



THE MELBOURNE COASTREK

Wild Women on Top organised a regular walking event in Sydney, Melbourne and the Sunshine Coast to raise money for the Fred Hollows Foundation. The Foundation supports the delivery of eye health services on the ground in remote areas of Australia and across the world. The Foundation targets the main causes of avoidable blindness such as cataract, trachoma, refractive error and diabetic retinopathy through improvements in nutrition and health and investing equipment and technology to prevent and restore eyesight loss. Teams of four, with at least 50% women, have between 10 to 18 hours to complete the 30 – 60km challenge along the Australian coastline, getting fit while raising money to transform lives. The walk involves several months of planning, preparation and training. Six teams of Frasers staff, including two of the Manager's staff members, joined the Melbourne challenge on the 26th May 2017. Our six teams raised A\$38,856 for the Foundation through their participation in the walk, which was supported by FPA.



THE BIG UMBRELLA "A REAL MEAL"

The Manager's staff joined FPA staff to volunteer at Melbourne's on-street soup station, The Big Umbrella, on 8 February 2017. The soup kitchen provides essential meals and assistance to homeless members of the Melbourne community and relies on the time of volunteers for their success. The participants help to set up, put together packs for the homeless, served the meals and cleaned up afterwards. FPA participates in this event on a regular basis and received a certificate of appreciation from The Big Umbrella for its participation over the last 12 months.



GRI INDEX

GRI Standards (2016)		Notes/Page number(s)
General Disclosures		
Organisational Profile		
102-1	Name of the organisation	Frasers Logistics and Industrial Trust (FLT) Report Scope (Pg 87)
102-2	Activities, brands, products, and services	Report Scope (Pg 87), Highlights (Pg 90), About Frasers Logistics & Industrial Trust (Pg 1)
102-3	Location of headquarters	Corporate Information (Pg 83)
102-4	Location of operations	Report Scope (Pg 87), Corporate Information (Pg 83)
102-5	Ownership and legal form	About Frasers Logistics & Industrial Trust (Pg 1), Group Structure (Pg 5)
102-6	Markets served	Report Scope (Pg 87), About Frasers Logistics & Industrial Trust (Pg 1), Portfolio Overview (Pg 64)
102-7	Scale of the organisation	About Frasers Logistics & Industrial Trust (Pg 1), Knowing Our People (Pg 100), Financial Statements (Pg 134)
102-8	Information on employees and other workers	Knowing Our People (Pg 100) All activities are carried out by employees of the Manager of FLT All our staff are permanent and full-time
102-9	Supply chain	Influencing Our Supply Chain (Pg 93)
102-10	Significant changes to organisation and its supply chain	Listed on the SGX-ST on 20 June 2016
102-11	Precautionary principle or approach	FLT does not specifically refer to the precautionary approach when managing risk; however, our management approach is risk-based, and underpinned by our internal audit framework
102-12	External initiatives	Creating Awareness (Pg 99), Giving back to society (Pg 105)
102-13	Membership of associations	Creating Awareness (Pg 99)
Strategy		
102-14	Statement from senior decision-maker	Our Sustainability Commitment (Pg 88)
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	Beyond Compliance (Pg 94), Corporate Policies (Pg 94)
Governance		
102-18	Governance structure	Management Structure (Pg 91),
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement (Pg 91)
102-41	Collective bargaining agreements	There are no collective bargaining agreements in place

GRI Standards (2016)		Notes/Page number(s)
General Disclosures		
Stakeholder Engagement		
102-42	Identifying and selecting stakeholders	Stakeholder Engagement (Pg 91) <i>(We have selected these Stakeholders based on their interests in our business.)</i>
102-43	Approach to stakeholder engagement	Stakeholder Engagement (Pg 91)
102-44	Key topics and concerns raised	Stakeholder Engagement (Pg 91)
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Notes to Financial Statements (Pg 151)
102-46	Defining report content and topic Boundaries	About This Report (Pg 87), Report Scope (Pg 87)
102-47	List of material topics	Materiality (Pg 92)
102-48	Restatements of information	As this is our first sustainability report, this is not relevant for us
102-49	Changes in reporting	About This Report (Pg 87)
Reporting Practice		
102-50	Reporting period	About This Report (Pg 87)
102-51	Date of most recent report	This is our first sustainability report
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	Report Scope (Pg 87)
102-54	Claims of reporting in accordance with GRI Standards	About This Report (Pg 87)
102-55	GRI content index	GRI Index (Pg 106-108)
102-56	External assurance	We have not sought external assurance on this data, however we intend to review this stance in the future.
Management Approach		
103-1	Explanation of the material topic and its boundary	Materiality (Pg 92), Managing Sustainability (Pg 91-93), Upholding Good Corporate Citizenship (Pg 94), Changing the Way We Look at Natural Resources (Pg 95-99), Investing in a Workforce of the Future (Pg 100-103) The boundaries of all our material topics are internal, except for customer health & safety and local communities which are both internal and external.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

GRI INDEX

GRI Standards (2016)		Notes/Page number(s)
Material Topics		
Economic Performance		
201-1	Direct economic value generated and distributed	Financial Statements (Pg 134)
Anti-corruption		
205-3	Confirmed incidents of corruption and actions taken	Beyond Compliance (Pg 94)
Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	Beyond Compliance (Pg 94)
Employment		
401-1	New employee hires and employee turnover	Nurturing Talent (Pg 101)
Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	This is currently not covered in group-wide collective agreements. The notice period varies
Occupational Health and Safety		
403-1	Workers representation in formal joint management – worker health and safety committees	FLT is represented in the Sponsor's Health and Safety senior management committee
Training and Education		
404-1	Average hours of training per year per employee	Nurturing Talent (Pg 101)
404-2	Programs for upgrading employee skills and transition assistance programs	Nurturing Talent (Pg 101)
404-3	Percentage of employees receiving regular performance and career development reviews	Nurturing Talent (Pg 101)
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Sharing Our Resources" with "Stakeholder Engagement (Pg 91), Giving Back to Society (Pg 105)
Marketing and Labelling		
417-3	Incidents of non-compliance concerning marketing communications	Beyond Compliance (Pg 94)