

Sustainability Report

Contents

About This Report	109
Board Statement	110
Our Sustainability Framework	111
Managing Sustainability	112
Acting Progressively	116
Consuming Responsibly	119
Focusing On People	122
GRI Content Index	127

About this Report

This report is the third sustainability report published by Frasers Logistics & Industrial Trust (“**FLT**”) and covers our sustainability practices and performance for the financial year ended 30 September 2019 (“**FY2019**”).

We have prepared this report in accordance with the sustainability reporting requirements of the SGX-ST Listing Manual (Rules 711A and 711B) and the Global Reporting Initiative (“**GRI**”) Standards: Core Option.

This report, together with our Annual Report, aims to provide a transparent and comprehensive commentary of FLT’s overall performance to our stakeholders.

Report Scope

The information and data disclosed within this report are in relation to all properties owned by FLT in Australia, Germany and the Netherlands, unless otherwise stated. Employee-related information in this report refers solely to the employees of Frasers Logistics & Industrial Asset Management Pte. Ltd. (the “**REIT Manager**” or the “**Manager**”) located in Singapore and Australia is also reported in this report, the manager of FLT.



Feedback

FLT welcomes any feedback regarding this Sustainability Report and our sustainability performance. Please address all feedback to ir@fraserslogisticstrust.com.

Board Statement

We are pleased to present FLT's third Sustainability Report which encapsulates our progress in sustainability over the past year. As a real estate investment trust involved in developing, investing and managing logistics and industrial properties for some of the world's largest companies, FLT recognises that properties with higher sustainability performance will reduce our environmental footprint, and at the same time, deliver direct and tangible benefits to our stakeholders. Accordingly, since our inception in 2016, FLT has consistently strived to maintain our standing as a frontrunner in industrial sector sustainability, by creating places where resources are reused, recycled and restored.

Our sustainability strategy provides an overarching guide to manage our environmental, social and governance ("**ESG**") performance. Our strategy is aligned with that of Frasers Property Limited's ("**Frasers Property**" or the "**Sponsor**") Sustainability Framework and aims to deliver compounded positive impacts to our properties and customers. In September 2019, we were once again recognised as the Global Sector Leader for our excellence in our sustainability performance and portfolio by the Global Real Estate Sustainability Benchmark ("**GRESB**"). This marks the second consecutive year that FLT has emerged as the global industrial leader, and is also the first year that incorporates the performance of FLT's properties in Germany and the Netherlands.

The Sponsor's Sustainability Steering Committee ("**SSC**") and Sustainability Working Committee ("**SWC**") oversee and manage the ESG risks and opportunities that are material to our business. We also ensure that our strategies are effectively communicated and able to address our stakeholders' expectations.

As we continue to grow, sustainability will underpin our strategies and foster a seamless experience with our stakeholders.

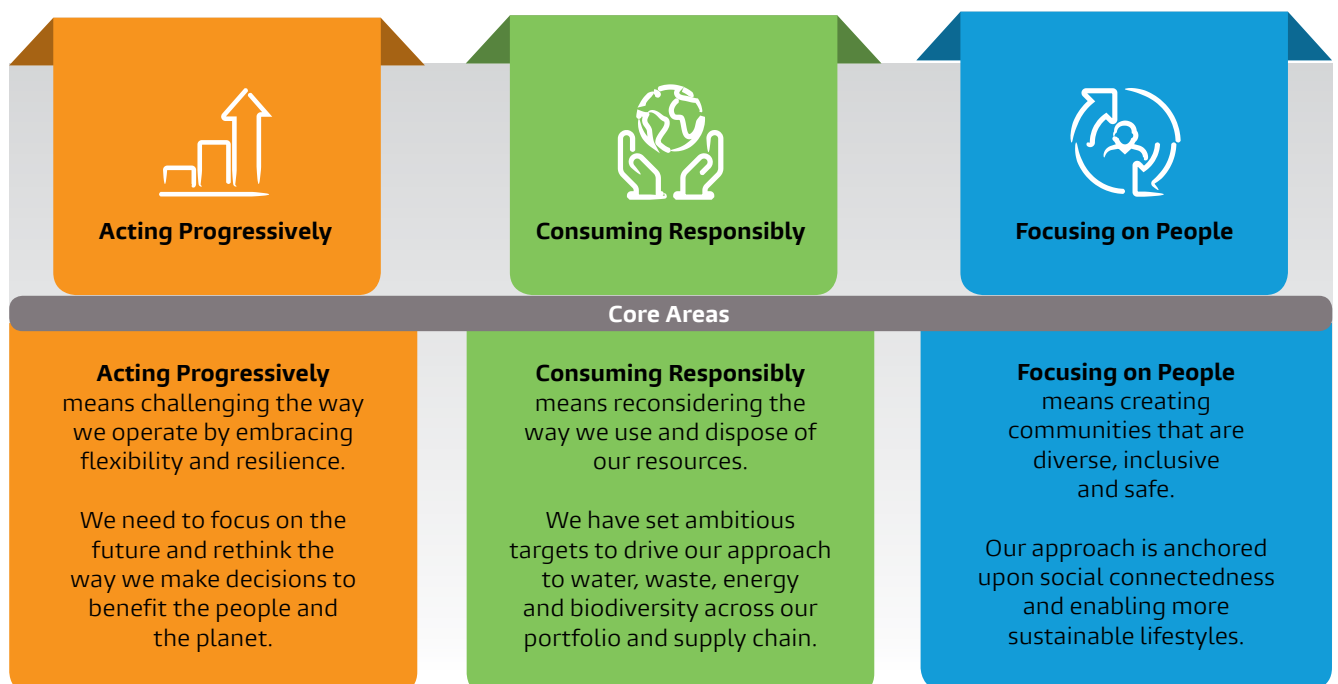
BOARD OF DIRECTORS

Frasers Logistics & Industrial Asset Management Pte. Ltd.
Manager of Frasers Logistics & Industrial Trust

Our Sustainability Strategy

FLT’s sustainability strategy – ‘A Different Way’ – is aligned with the Sponsor’s Sustainability Framework. It comprises three focus areas, namely Acting Progressively, Consuming Responsibly and Focusing on People. ‘A Different Way’ sets out the overarching basis of our sustainability vision, with each focus area underpinned by goals and targets to drive measurable progress. The targets are reviewed and updated annually to ensure that we continue to lead the way.

**“We believe that our changing world demands a different approach.
A Different Way
is our commitment to create properties where resources are reused, recycled and restored.”**



Managing Sustainability

Effective management of our sustainability approach and strategies are key to enabling better collaboration across the business to achieve our sustainability objectives.

Sustainability Governance

FLT works together with the Sponsor to deliver on its sustainability strategy. Frasers Property’s sustainability agenda is driven by the SSC chaired by the Sponsor’s CEO, Mr. Panote Sirivadhanabhakdi. The SSC regularly reviews the Sustainability Framework, while the Board of Directors (the “**Board**”) and management of the REIT Manager regularly assess the performance targets to ensure that FLT is progressing towards its sustainability objectives.

The SSC is supported by the SWC, which is responsible for driving and implementing the sustainability agenda. The SWC is responsible for monitoring the Group’s sustainability performance, implementing action plans and communicating with stakeholders. The SWC comprises the middle and senior management of different business functions, including the Investor Relations Manager of the REIT Manager. A Global Sustainability Taskforce assembled by the Sponsor in FY2019, which is represented by all business units with an aim to establish their sustainability action plans by leveraging the sustainability knowledge of more experienced business units.

Stakeholder Engagement

We understand the importance of engaging our stakeholders to understand their evolving concerns and interests, through which we are able to identify the material issues that the business needs to consider and address.

We engage with our stakeholders through various modes of engagement shown below.




Key Stakeholders	Key Topics of Concern
Regulators / Non-Governmental Organisations (NGOs)	<ul style="list-style-type: none"> Regulatory compliance Corporate governance Regulatory/industry trends and standards
Tenants	<ul style="list-style-type: none"> Tenant satisfaction Quality of facilities and services Health and safety Assisting with achieving our tenants’ corporate social responsibility (“CSR”) goals Improving the energy and water efficiency of our properties
Investment Community	<ul style="list-style-type: none"> Financial results Business performance and outlook Corporate governance
Employees	<ul style="list-style-type: none"> Career development Employee engagement Staff bonding Health and safety Business’ impacts on the environment and society
Contractors / Consultants / Suppliers	<ul style="list-style-type: none"> Health and safety Business performance
Local Community	<ul style="list-style-type: none"> Community investments Business’ impacts on the environment and society

Mode of Engagement	Frequency of Engagement and FY2019 Highlights
<ul style="list-style-type: none"> • Participation in NGOs • Meetings, briefings and consultations 	<ul style="list-style-type: none"> • Throughout the year • Participation in the REIT Association of Singapore (REITAS), and Green Building Council of Australia (GBCA)
<ul style="list-style-type: none"> • Bilateral communication and meetings • Tenant survey 	<ul style="list-style-type: none"> • Throughout the year, the REIT Manager (or through the property managers) actively engaged tenants • Conducted Annual tenant survey
<ul style="list-style-type: none"> • Results briefings/teleconferences • Annual General Meeting • Extraordinary General Meeting • Investor Conferences and Roadshows, Tele/Videoconferencing meetings • Bilateral communication, one-on-one meetings and site tours • ESG surveys 	<ul style="list-style-type: none"> • Quarterly • Annually • As required (Once in FY2019) • Throughout the year, 13 conferences, corporate days and roadshows were held • Site visits to FLT's properties were also facilitated • Participation in 2019 GRESB Real Estate Assessment, with a score of 90 out of 100
<ul style="list-style-type: none"> • Performance appraisals • Training, including orientation programme for new staff • Team building and staff activities • Environmental and Health & Safety awareness activities • Intranet (in Australia and Singapore) 	<ul style="list-style-type: none"> • Annually, 100% of full-time staff received reviews • Throughout the year, 1504 hours of training completed • Orientation Day, Family Day, a culture survey as well as a staff conference were held • Staff from the REIT Manager participated in the annual Frasers Property Health & Safety Month and Frasers Property Environment Month activities
<ul style="list-style-type: none"> • Bilateral communication with our contractors, suppliers and consultants 	<ul style="list-style-type: none"> • FLT maintains regular interactions with contractors, consultants and suppliers as applicable
<ul style="list-style-type: none"> • Social, charitable and community events • Donations 	<ul style="list-style-type: none"> • Three community events involving employees of the REIT Manager were held

Materiality Assessment

The material ESG factors identified for FLT continue to be relevant for our business and stakeholders. Our material topics were identified through a materiality assessment process when our first sustainability report was developed. The process was conducted based on the GRI Reporting Principles and AA1000 Principles together with the sector-specific guidance from GRESB. This year, several surveys were carried out by the Sponsor with both

internal and external stakeholders, including customers, tenants, property/project managers, contractors/suppliers across our operations to seek their views in relation to ESG issues that are deemed important for the Group. The survey findings noted that the Group's emerging topics remained relevant, with several new secondary focal points identified.

Sustainability Framework	Focus Area	What it means to FLT	Material Topics
Acting Progressively 	Responsible Investment	Ensuring long-term unitholder value is a priority for the REIT and hence it is critical to ensure the sustainable growth of FLT's economic performance	Economic performance (GRI 201)
	Risk-based Management	We must maintain high standards of integrity, accountability and responsible governance and comply with the relevant laws and regulations to earn the trust of our stakeholders	Environmental Compliance (GRI 307) Anti-corruption (GRI 205)
	Resilience	The industry is changing rapidly. We need to be flexible and resilient in the way we operate. We need to build our properties' resilience to future-proof and grow our business	Economic Performance (GRI 201)
	Innovation	Fostering an innovation culture that creates value and strengthens our competitive edge	Economic Performance (GRI 201)
Consuming Responsibly 	Energy & Carbon	Energy consumption in the building sector is one of the largest sources of energy usage around the world. We recognise its indispensable role in building operations and proactively work with our tenants to help them manage the properties' energy consumption	Energy (GRI 302) Emissions (GRI 305)
	Water	Water is a scarce resource that is essential for those who utilise our properties. We strive to help our tenants conserve water whenever possible to reduce unnecessary usage and expenses	Water (GRI 303)
Focusing on People 	Skills & Leadership	It is paramount that the REIT Manager has the capacity to manage and expand FLT's portfolio to create value for our stakeholders. We seek to attract, develop and retain a knowledge pool that forms the cornerstone of our success	Employment (GRI 401) Training and Education (GRI 404)
	Diversity & Inclusion	Empowering and promoting the social inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status	Labour/Management Relations (GRI 402)
	Health & Well Being	As landlords, our priority is to create places where people feel comfortable and safe. We ensure that our employees, suppliers, contractors, and tenants have a safe working environment	Occupational Health and Safety (GRI 403)
	Community Connectedness	We have the potential to create significant positive impacts in the communities that we operate in through our properties. We endeavour to run a business that responds to our communities' needs	Local Communities (GRI 413)










¹ The United Nations Sustainable Development Goals (SDGs) is a set of global goals which aims to reduce global inequalities and eradicate poverty, protect the planet and ensure prosperity for all, as part of the 2030 Agenda for Sustainable Development

To ensure that our material topics remain relevant, we will continue to review and assess the material topics on an annual basis.

This year, we aligned FLT’s material topics to the focus areas under our sustainability strategy and also mapped our sustainability performance to the Sustainable Development Goals¹ (“SDGs”) to demonstrate our

contributions to the global goals. We seek to strategically progress and respond to the global sustainability issues that are becoming increasingly important.

The table below shows where significant impacts occur for each of our material topics and where we have caused or contributed to the impacts through our business relationships.

Material Topic Boundaries	Progress in FY2019	SDGs
FLT	<ul style="list-style-type: none"> - FY2019 distributable income increased 26.6% year-on-year to A\$149.8 million, from A\$118.3 million a year ago - FLT was awarded First Placing (Industrial) by GRESB for the second consecutive year 	
FLT, Contractors & Suppliers and Tenants	<ul style="list-style-type: none"> - There were zero reports of confirmed incidents of bribery and corruption - Zero incidents of non-compliance with regulations and industry codes 	
FLT, Contractors & Suppliers and Tenants		
FLT and Tenants	<ul style="list-style-type: none"> - 75% of properties fitted with high-efficiency LED lighting - 39% of properties with solar photovoltaic (“PV”) panels installed - 99% of tenants’ water usage data captured in Australia 	
Tenants		
FLT	<ul style="list-style-type: none"> - 1,504 training hours for all employees, averaging 63 hours per employee - Zero cases of fatal incidents - Active contributions towards volunteering and community involvement opportunities 	
FLT		
FLT, Contractors & Suppliers and Tenants		
FLT and Local Communities		

Acting Progressively

Acting Progressively

Why
is acting progressively important?

At FLT, a progressive mindset and strong corporate governance are integral to our business model as we seek to enhance the long-term value of our portfolio by integrating sustainability considerations into our business decision-making processes.

Contribution to SDGs

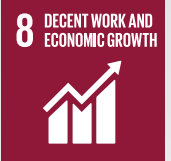
How
does FLT manage this?



Establish overarching policies to guide FLT to achieve its business and sustainability objectives



Adopt practices that enhance FLT's competitive edge to stay ahead in the industrial market



Risk-based Management

FLT is committed to upholding the highest standards of corporate governance that goes beyond compliance to maintain our reputation as a trustworthy business.

In order to do so, we adhere to the following corporate policies to ensure the corporate integrity of our business:

- Code of Business Conduct
- Whistle-blowing Policy
- Anti-bribery Policy
- Policy on Dealing in Units of FLT and Reporting Procedures
- Personal Data Protection Act Policy
- Board Diversity Policy
- Environment, Health and Safety Policy
- Compliance Manual
- Policy for Prevention of Money Laundering and Countering the Financing of Terrorism
- Policy in Outsourcing

- Manual of Authority
- Investor Relations Policy
- Treasury Policy

In FY2019, we recorded zero breaches of environmental law and regulations, zero cases of bribery and corruption and zero incidents of non-compliance with regulations and industry codes in relation to marketing communications. We aim to maintain this performance in FY2020.

Responsible Investment

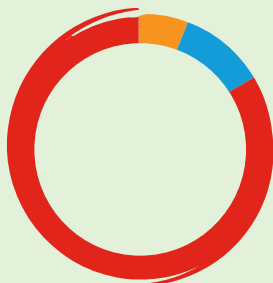
We recognise the importance of environmental sustainability in industrial real estate, and have since inception ensured that we make responsible investment decisions that are aligned with our corporate strategy.

Through our team's continuing efforts, FLT has today the highest Green Star Performance rated industrial portfolio in Australia.

Our Green Portfolio



As at 30 September 2019, FLT has obtained Green Star Performance ratings for 83.6% of its properties across Australia and Europe, with a further 6.0% having obtained Design and As-built ratings



Performance Rated	83.6%
Design and As-built	6.0%
Not rated	10.4%

Highest Green Star performance rated industrial portfolio in Australia

- Achieved an overall 4 Star Green Star rating as assessed by the GBCA
- First to achieve 6 Star Green Star ratings for industrial facilities in each of New South Wales, Victoria and Queensland

Green Star Industrial Design & As Built with 6 stars:

- CEVA, 1 Doriemus Drive, Truganina, Victoria
- OI Glass 143 Pearson Road, Yatala, Queensland
- Survitec and Phoenix, 2 Burilda Close, Wetherill Park, New South Wales
- Nick Scali and Plastic Bottles, 3 Burilda Close, Wetherill Park, New South Wales
- CEVA, 43 Efficient Drive, West Park, Victoria
- Martin Brower, 1 Burilda Close, Wetherill Park, New South Wales
- Astral Pool, 111 Indian Drive, Keysborough, Victoria

Green Star Industrial Design & As-built with 5 stars:

- DB Schenker, 4 – 8 Kangaroo Avenue, Eastern Creek, New South Wales
- Tyres for U, 150-168 Atlantic Drive, Keysborough, Victoria
- Mazda, 211A Wellington Road, Mulgrave, Victoria
- Miele, 77-89 Atlantic Drive, Keysborough, Victoria
- Stanley Black and Decker, 29 Indian Drive, Keysborough, Victoria
- Clifford Hallam Healthcare, 17 Hudson Court, Keysborough, Victoria
- Beaulieu Carpets, 166 Person Road, Yatala, Queensland
- National Tiles and Paccar, 103-131 Wayne Goss Drive, Berrinba, Queensland
- Avery Dennison and CTI Logistics, 29-51 Wayne Goss Drive, Berrinba, Queensland
- Danna, Pinnacle & Licensing, 8-28 Hudson Court, Keysborough, Victoria

BREEAM®

In October 2018, FLT acquired a prime freehold logistics property located at Mandeveld 12, Meppel, the Netherlands. A newly completed facility in May 2018, this property is a modern, freehold logistics facility built in accordance to the Building Research Establishment Environmental Assessment Method (“BREEAM”) “Very Good” certification requirements. BREEAM is a sustainability assessment method that is used to masterplan projects, infrastructure and buildings. It sets standards for the environmental performance of buildings through the design, specification, construction and operation phases and can be applied to new developments or refurbishment schemes.



The Frasers Property Group is involved in the following industry and sustainability associations:

Memberships of Associations

- Member of the Singapore Green Building Council (SGBC)
- Member of the Green Building Council of Australia (GBCA)
- Member of the Real Estate Developers’ Association of Singapore (REDAS)
- Member of the REIT Association of Singapore (REITAS)
- Member of Securities Investors Association (Singapore) (SIAS)
- Global Compact Network of Singapore (GCNS)

Endorsement and Participation in Sustainability Initiatives

- United Nations Global Compact (UNGC) Principles
- United Nations Sustainable Development Goals (SDGs)
- The Global Real Estate Sustainability Benchmark (GRESB)
- Paris Agreement of the United Nations Framework Convention on Climate Change (UNFCCC)
- CitySwitch Green Office Programme of Australia

Innovation

It is important that we innovate to stay relevant in the background of technological advancements and tech-savvy consumers that are reshaping the real estate industry. We are fostering a culture of innovation to create value for our stakeholders – people, customers, communities and investors.

Innovation Mission

In August 2018, FLT launched an innovation mission following a structured process prepared by Frasers Property Australia’s (“FPA”) innovation partner, Inventium. The mission aimed to identify opportunities to provide our tenants with certainty and simplicity in regards to occupancy costs. The mission scanned a selection of our tenants to identify how we could provide a market-leading service and has identified a Customer Service Framework. It is currently at the experimentation phase before progressing to full implementation.

Consuming Responsibly

Consuming Responsibly

Why
is this
important
to FLT?

As a major industrial landlord, one way we can curb climate change is by engaging and working together with our tenants to manage their resource consumption. The rise of green-minded tenants and businesses adopting greener initiatives create a collaborative ecosystem, which brings about tangible benefits to both our customers and business.

**Contribution
to SDGs**

How
does FLT
manage this?



Establish policies that drive positive outcomes for the environment and across the business value chain



Adopt practices that enhance the value of FLT's properties and deliver tangible benefits to tenants

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION



Energy & Carbon

In Australia, we captured and analysed 92% of our tenant's electricity usage and 100% of their gas usage data in the 2018 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. For instance, this has led to the installation of solar PV systems at four FLT properties over the past 12 months.

As at 30 September 2019, 75% of the FLT portfolio has high efficiency LED lighting in place and 39% of the total portfolio GLA has solar PV panels installed. Furthermore, we regularly assess and maintain our properties to ensure that our assets are performing efficiently and remain competitive in the market. Sustainability features are a key consideration when our assets undergo asset enhancement initiatives ("AEIs").



Asset Enhancement Initiative

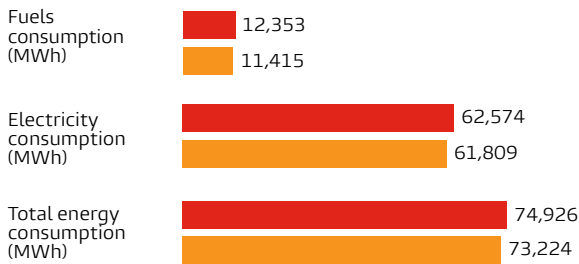
In August 2018, an AEI was completed at our property at 468 Boundary Road, Derrimut VIC. The project involved enhancing the efficiency of the property for the tenant, CHEP Australia Ltd ("CHEP"), by constructing an additional 11,209 sq m of hardstand, upgrading the fire system, refurbishing the office and amenities and improving access to the site. Sustainability initiatives included upgrading the lighting to LEDs throughout the property, installing a 250kW solar PV system and upgrading the landscaping with drought-tolerant plants. The project future-proofed the on-site operations for CHEP, who committed to an additional 10-year lease term.



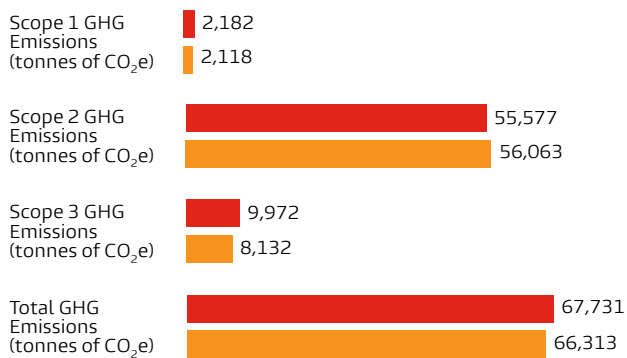
While we do not have direct control over our tenants' resource consumption, as a responsible landlord, we continually strive to enhance the energy efficiency of our facilities and reduce our reliance on non-renewable energy sources via the installation of energy-efficient LED lighting and solar PV systems. We aim to develop a zero

carbon roadmap by end 2019. In line with our aspiration to be carbon neutral, we have established targets to upgrade 90% of lights to high-efficiency lighting and install a minimum of 100kW of solar panels on 40% of our Australian properties by 2020.

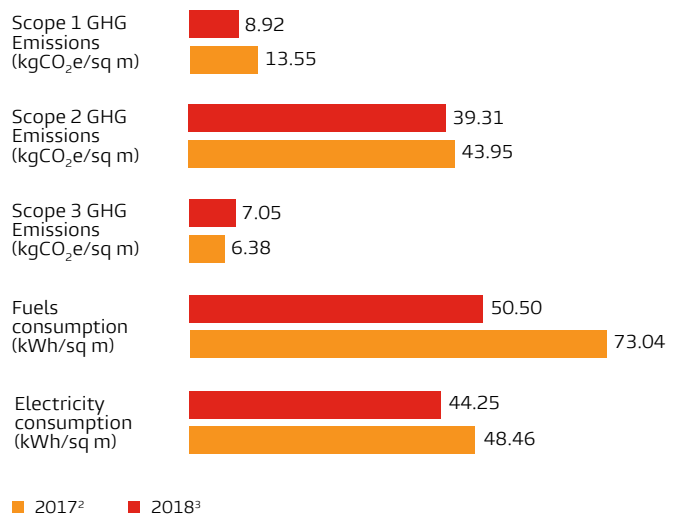
Total Energy Consumption
(MWh)



GHG Emissions
(tCO₂e)



Intensity – GHG Emissions and Energy Consumption



Energy Management

FLT takes a strategic approach towards investment in energy management to improve its asset quality and deliver financial savings to tenants and the REIT.

Target by 2020



Install a minimum of 100kW of solar panels on 40% of our properties



Upgrade 90% of lighting for the portfolio to high-efficiency lighting by 2020

Progress at end of FY2019

39% of properties have solar PV installed with total solar PV capacity of 2,199 kW

75% of properties have upgraded the lighting to LED

The Ball and Doggett facility was recently installed with a 125 kilowatts solar PV system to supplement grid electricity and reduce energy costs. The PV is expected to reduce non-renewable energy generation by 20%, or approximately 122,000 kWh per year. The PV installation cost was A\$215,000 with projected annual savings of A\$21,900 and GHG reduction of 102 tCO₂e.

The Yusen Logistics facility underwent an upgrade to replace all its lighting to LED. The LED lighting cut down electricity consumption by 55%, saving over 220,000 kWh of electricity. The project broke-even within two years through savings in electricity expenses of A\$40,200 per year.

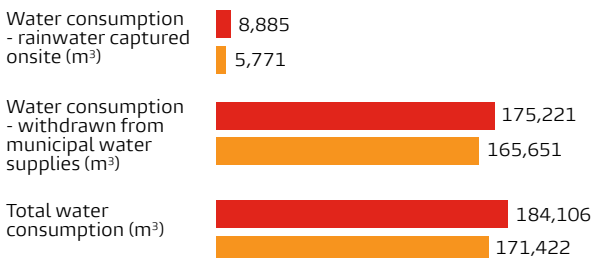
Water

FLT is committed to improving water management at our properties. While we have little control over the day-to-day water usage of our tenants, we work closely with our tenants to manage their water consumption and have successfully captured 99% of our tenants' water usage data in the 2018 calendar year.

We continue to perform water efficiency audits to ensure that our properties are using water efficiently. Moving forward, we will also continue to undertake water efficiency audits for our most water usage intensive assets, present recommendations to our tenants, and incorporate such recommendations into our development activities or AEI delivery, where possible.

Total Water Consumption

(cubic metres)



Intensity – Water



■ 2017² ■ 2018³

Materials & Supply Chain

Human rights are the foundation of a healthy society and a sustainable business; therefore we are committed to adhering to human rights norms and will not tolerate any form of slavery or human trafficking in any part of our business or supply chains. Aside from it being the right thing to do, respecting human rights also makes good business sense in order to increase our chances of recruiting and retaining the best employees. FLT has made a commitment to be compliant with Australia's Modern Slavery act when it goes into effect in 2020.

We are also committed to only use and source for the safest, most renewable and responsible materials. Over the years, we have worked with a number of service and maintenance equipment providers for our assets. We understand that our impact extends beyond our operations, and that we should leverage our influence as a business and address key sustainability issues throughout our supply chain. We are currently in the process of developing a Responsible Supply Chain Procedure and target for it to be in place by end-2019.

FLT Eco-Challenge 2019

FLT is aware that adopting an environmentally responsible approach also includes creating awareness about environmental protection amongst our employees. FLT participates in the Frasers Property Environment Month annually to reinforce the importance of protecting the environment and educate our employees about their daily environmental impacts.

The theme of the Environment Month this year was "Consuming Responsibly", to raise awareness about the environmental impacts of their daily activities in both their work and personal capacity and consider how they can help preserve our limited resources for future generations.

In the first week of March 2019, a workplace survey was conducted among our employees to collect feedback and gather ideas on how the initiative should be carried out. Based on the findings, our colleagues hoped to be more sustainable without having to "go off the grid" or make drastic life changes. To support this, our sustainability team created an eco-challenge campaign which ran for three weeks. The team shared tips to encourage behavioural changes to conserve resources and employees were challenged to behave in a more environmentally friendly manner.

² 2017 data is computed from 1 January to 31 December 2017 and covers all properties owned by FLT as of 31 December 2017

³ 2018 data is computed from 1 January to 31 December 2018 and covers all properties owned by FLT as of 31 December 2018

Focusing on People

Focusing on People

Why
is this
important
to FLT?

Our workforce and community are crucial in determining the success of our business. We recognise our people and hope to facilitate communications across our stakeholders to establish long-lasting relationships and ultimately grow our business.

**Contribution
to SDGs**

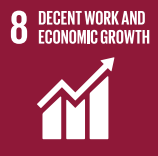
How
does FLT
manage this?



Establish policies to support the growth of our people and communities, together with FLT



Adopt practices that provide opportunities for professional and personal growth and strengthen the resilience of the communities we operate in



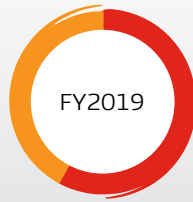
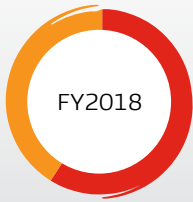
Diversity & Inclusion

FLT consistently strives to develop a diverse, fair and supportive workplace. As a member of the Frasers Property Group, FLT is committed to the same fair employment practices guided by the Tripartite Alliance for Fair and Progressive Employment Practices (“TAFEP”). We believe in meritocracy and do not tolerate any form of discrimination within our workforce. Annual performance review is conducted for all of the Manager’s employees to assess their performance and also to understand their professional development needs. An open performance appraisal system is also applied to all employees of the Manager, providing employees with opportunities based on merit.

FLT Employee Profile⁴

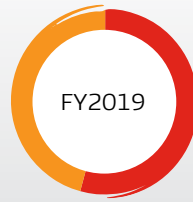
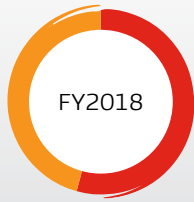
By Gender

(as at 30 September)



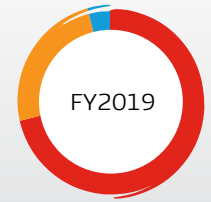
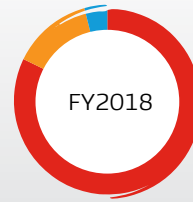
By Country

(as at 30 September)



By Age Group

(as at 30 September)



Female 59%
Male 41%

Female 58%
Male 42%

Singapore 55%
Australia 45%

Singapore 54%
Australia 46%

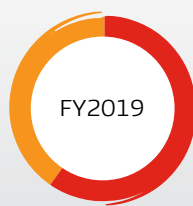
< 30 years old 14%
30-49 years old 82%
≥ 50 years old 4%

< 30 years old 25%
30-49 years old 71%
≥ 50 years old 4%

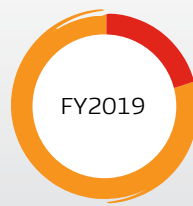
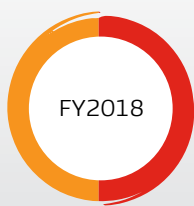
Number and Rate of New Employee Hire^{5,6,7,8}

In FY2019, our total number of employees was 24, an increase from 22 a year ago. Our hiring rate of 20.8% was higher than the turnover rate, which was low at 4.2%.

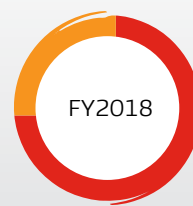
By Gender



By Country



By Age Group



Female 2
Male 2

Female 3
Male 2

Singapore 2
Australia 2

Singapore 1
Australia 4

< 30 years old 1
30-49 years old 3
≥ 50 years old 0

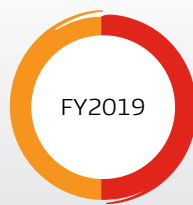
< 30 years old 5
30-49 years old 0
≥ 50 years old 0

Number and Rate of Employee Turnover

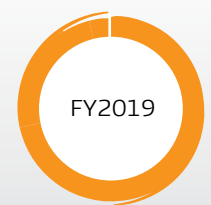
By Gender



By Country



By Age Group



Female 0
Male 0

Female 1
Male 0

Singapore 0
Australia 0

Singapore 1
Australia 1

< 30 years old 0
30-49 years old 0
≥ 50 years old 0

< 30 years old 1
30-49 years old 0
≥ 50 years old 0

4 All employees are full-time, permanent employees

5 Rate of new employee hires by gender = total number of new employee hires by gender category / total number of new employee hires

6 Rate of new employee hires by country = total number of new employee hires by country category / total number of new employee hires

7 Rate of new employee hires by age group = total number of new employee hires by age group category / total number of new employee hires

8 Total rate of new employee hires = total number of new employee hires / total number of employees

Skills & Leadership

The success of our business is linked to the skills and talents of our employees. As such, it is important to continuously provide development opportunities to hone professional and leadership skills to drive innovation and growth across our business. Frasers Property’s Human Resource (“HR”) department develops comprehensive and future-focused Learning & Development (“L&D”) programmes for our employees. To cater to the needs of the employees, these programmes take into consideration factors such as professional growth, business functions and career stages.

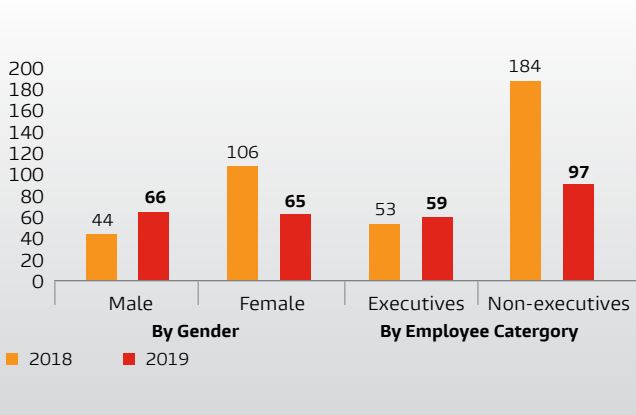
Our employees have access to a variety of online training content via the Group’s HR platform, My HR Hub launched last year. Our employees may also submit specific training requests to the HR department or their supervisor. After each training course, feedback is collected to further

improve and tailor the development programmes to meet the professional needs of our employees.

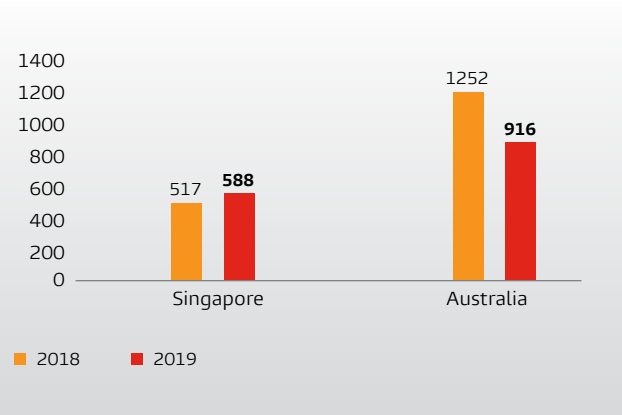
To future-proof our business, we train all relevant staff in key sustainability subjects, such as GRESB, Green Star Performance rating scheme, as well as relevant new technologies and initiatives. Green Star performance training was undertaken in 2017 and we increased engagement with our staff about sustainability in 2018 to empower them to make informed sustainable choices. In 2019, we also developed an engagement plan for internal and external audiences, including the launch of an “A Different Way” video for external audience, and internal events for staff.

On the training front, employees of the Manager completed 1,504 hours of training in FY2019, representing an average of 63 hours per employee.

Average Training Hours per Employee
(hours)



Total Training Hours by Country
(hours)



Health & Well-being

Safeguarding our people

A safe and healthy working environment gives security to our people and establishes trust in our business. We have set in place a robust workplace safety management system across our business operations to monitor and control risk hazards. The system also helps us to identify areas for improvement. In addition, FLT is a member of our Sponsor’s health and safety senior management committee that oversees the Group’s health and safety practices.

To continue our efforts in ensuring a healthy workplace, we have put in place annual Indoor Environment Quality (“IEQ”) measurements based on Green Star Performance indicators, with such assessments conducted for 79% of our properties in Australia as at 30 September 2019.

We are pleased to report that there were no major health and safety incidents during the year. There was also no breach of health and safety regulations across our properties. We endeavour to ensure that our properties maintain this health and safety performance in the forthcoming year.

Promoting health and well-being

We care for our employees and encourage work-life balance for their well-being. We strongly advise our employees to participate in the health and wellness activities organised by the Frasers Property Corporate Wellness Committee. In support of the Group’s wellness initiative, the REIT manager organised several initiatives such as a 5km trek through the southern ridges and held a captain’s ball game at Alexandra Technopark.

Annual Tenant Survey

Customer satisfaction is key to our business. We engage with our tenants through an annual tenant survey to understand their satisfaction with our properties and services. The survey covers various components such as property performance, maintenance, contractor performance as well as environmental and sustainability management. We are able to identify areas of improvement which are important factors in retaining our tenants and ensuring that our properties and services are up to their expectations.

This year's survey highlights:

- 96.0% - Combined Satisfied and Very Satisfied ratings on property manager's performance
- 82.0% - Combined Satisfied and Very Satisfied ratings on operations managers
- 78.0% - Combined Satisfied and Very Satisfied ratings in property presentation
- 96.0% - of tenants surveyed were happy with the responsiveness of maintenance contractors arranged

Through the survey, we were able to monitor our effectiveness in responding to our tenants' needs. For instance, tenants noted an improvement in garden maintenance of our properties, which was previously an area that tenants demanded attention and improvement. With specific regard to the implementation of new technologies and efficiencies, tenants were generally interested in investigating opportunities to further enhance the environmental performance of the property. Four tenants are incorporating LED lighting to further improve their energy efficiency, 22 tenants have indicated

that they have had works done to improve energy efficiency in the last 12 months and another 16 tenants are looking to discuss opportunities to reconfigure or adapt their premises to provide greater efficiencies.

Community Connectedness

We build to establish a sense of belonging in our community through innovative designs and initiatives. We also aim to serve a variety of needs by recognising diversity in our society and ultimately connect everyone together.

Community is the foundation of our business. Not only we build and design, but we also aim to take actions to foster positive changes in our society. Our Community Investment principles are aligned to our Sponsor's and one of the principles centred around 'Wellness', with the objective of enhancing the mental, physical and social well-being of our communities.

During the year, the Manager's staff actively participated in the community investment programmes organised by the Frasers Property Group. In 2018, FLT held its first Corporate Community Day by partnering Touch Community Services in a ration distribution event. This year, we had our second Corporate Community Day at an organic community farm in Melbourne, Australia. During the year, the Manager also organised FLT's inaugural donation drive, raising approximately S\$3,100 for charity, and adopted an urban community gardening plot at Alexandra Technopark. We endeavour to continuously give back to the community by participating in various community investment programmes.

A Close Shave for Charity

During the year, the REIT Manager organised a donation drive where two of our colleagues from Melbourne, Australia (Mr Andrew McFadyen and Mr Simon Pearce) demonstrated community spirit by committing to shave their heads and beards in return for funds pledged towards a charitable cause.

Mr. McFadyen selected Touch Community Services ("Touch") as the charity of choice, following his involvement in FLT's 2018 Corporate Community Day event, Meals on Wheels. He was moved by the outreach programme organised and by the positive attitude and tireless work of the volunteers from Touch.

In aggregate, FLT presented Touch with cheques amounting to approximately S\$3,100, which comprised contributions from staff members of the REIT Manager in Singapore and Australia, with dollar-for-dollar matching by the REIT Manager.



FLT CERES Involvement

In September 2019, 22 employees from Singapore and Australia, spent the day at an organic farm, CERES and undertook various tasks such as clearing of footpath overgrowth, planting, weeding, tidying and general maintenance of the market garden area. This initiative was intended to allow our employees to explore organic farming, and to help them understand and better align with FLT's sustainability goals.

CERES or the Centre for Education and Research in Environmental Strategies, is an award-winning, not-for-profit, sustainability centre located on a 4.5 hectares land on the Merri Creek in East Brunswick, Melbourne. The organisation runs extensive environmental education programmes, urban agriculture projects, green technology demonstrations and a number of social enterprises, including a market, grocery, café, community kitchen, organic online supermarket and a permaculture and bushfood nursery.



Wild Women on Top CoastTrek – Sydney

In March 2019, staff from the REIT Manager, alongside colleagues across the wider Frasers Property Group, took part in the CoastTrek charity and fundraising walk event. This event seeks to raise money for the Fred Hollows Foundation, supports the delivery of eye health services on the ground in remote areas of Australia and across the world. Teams of four, with at least 50% women,

have between 10 to 18 hours to complete a 30 or 60km challenge along the Australian coastline. The aim was to stay fit while raising money to transform lives. The walk involves several months of planning, preparation and training involved. More than 20 representatives across Frasers Property took part, raising A\$21,578.



GRI Content Index

GRI Standards 2016	Disclosure Number	Disclosure Title	Section and Page Reference / Notes
Universal Standards			
Organisational Profile			
GRI 102: General Disclosures	102-1	Name of the organisation	About Frasers Logistics & Industrial Trust, pg. 2
	102-2	Activities, brands, products, and services	About Frasers Logistics & Industrial Trust, pg. 2
	102-3	Location of headquarters	Corporate Information, pg. 105
	102-4	Location of operations	About Frasers Logistics & Industrial Trust, pg. 2
	102-5	Ownership and legal form	About Frasers Logistics & Industrial Trust, pg. 2 Trust Structure, pg. 3
	102-6	Markets served	Portfolio Overview, pg. 80 Property Profiles, pg. 88
	102-7	Scale of the organisation	About Frasers Logistics & Industrial Trust, pg. 2
	102-8	Information on employees and other workers	Focusing on People – Diversity & Inclusion, pg. 122
	102-9	Supply chain	Managing Sustainability – Stakeholder Engagement, pg. 112 Consuming Responsibly – Materials & Supply Chain, pgs. 119 - 121
	102-10	Significant changes to organisation and its supply chain	About this Report, pg. 109
	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	Acting Progressively – Responsible Investment, pg. 117
	102-13	Membership of associations	Acting Progressively – Responsible Investment, pg. 117
Strategy			
GRI 102: General Disclosures	102-14	Statement from senior decision-maker	Board Statement, pg. 110
Ethics and Integrity			
GRI 102: General Disclosures	102-16	Values, principles, standards, and norms of behaviour	Acting Progressively - Risk-based Management, pg. 117
Governance			
GRI 102: General Disclosures	102-18	Governance structure	Corporate Information, pg. 105 Managing Sustainability, pgs. 112 - 115 Sustainability Governance, pg. 112 Board of Directors, pgs. 14 - 17 Management Team, pgs. 18 - 20 Corporate Governance, pgs. 131 - 160

GRI Standards 2016	Disclosure Number	Disclosure Title	Section and Page Reference / Notes
Stakeholder Engagement			
GRI 102: General Disclosures	102-40	List of stakeholder groups	Managing Sustainability – Stakeholder Engagement, pg. 112
	102-41	Collective bargaining agreements	There are no collective bargaining agreements in place.
	102-42	Identifying and selecting stakeholders	Managing Sustainability – Stakeholder Engagement, pg. 112
	102-43	Approach to stakeholder engagement	Managing Sustainability – Stakeholder Engagement, pg. 112
	102-44	Key topics and concerns raised	Managing Sustainability – Stakeholder Engagement, pg. 112
Reporting Practice			
GRI 102: General Disclosures	102-45	Entities included in the consolidated financial statements	Trust Structure, pg. 3 Notes to Financial Statements, pgs. 183 - 251
	102-46	Defining report content and topic Boundaries	Our Sustainability Strategy, pg. 111 Managing Sustainability - Materiality Assessment, pg. 114 Stakeholder Engagement, pg. 112
	102-47	List of material topics	About this report, pg. 109 Our Sustainability Strategy, pg. 111 Managing Sustainability - Materiality Assessment, pg. 114 Stakeholder Engagement, pg. 112
	102-48	Restatements of information	None
	102-49	Changes in reporting	None
	102-50	Reporting period	About This Report, pg. 109
	102-51	Date of most recent report	December 2018
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions regarding the report	About This Report – Feedback, pg. 109
	102-54	Claims of reporting in accordance with GRI Standards	About This Report, pg. 109
	102-55	GRI content index	GRI Content Index, pgs. 127 - 130
	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		
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	Managing Sustainability - Materiality Assessment, pg. 114

GRI Standards 2016	Disclosure Number	Disclosure Title	Section and Page Reference / Notes
Topic-specific Standards			
Economic Performance			
GRI 103: Management Approach	103-2	The management approach and its components	Our Strategy, pgs. 22 - 23
	103-3	Evaluation of the management approach	
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	Financial Review, pgs. 24 - 25 Financial Statements, pgs. 161 - 251
Anti-corruption			
GRI 103: Management Approach	103-2	The management approach and its components	Acting Progressively – Risk-based Management, pg. 117
	103-3	Evaluation of the management approach	
GRI 205: Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	
Environmental Compliance			
GRI 103: Management Approach	103-2	The management approach and its components	Acting Progressively – Risk-based Management, pg. 117
	103-3	Evaluation of the management approach	
GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	
Ethical Marketing			
GRI 103: Management Approach	103-2	The management approach and its components	Acting Progressively – Risk-based Management, pg. 117
	103-3	Evaluation of the management approach	
GRI 417: Marketing and Labelling	417-3	Incidents of non-compliance concerning marketing communications	
Energy and Emissions			
GRI 103: Management Approach	103-2	The management approach and its components	Consuming Responsibly – Energy & Carbon, pgs. 119 - 120
	103-3	Evaluation of the management approach	
GRI 302: Energy	302-1	Energy consumption within the organization	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-3	Other indirect (Scope 3) GHG emissions	

GRI Standards 2016	Disclosure Number	Disclosure Title	Section and Page Reference / Notes
Water			
GRI 103: Management Approach	103-2	The management approach and its components	Consuming Responsibly – Water, pg. 121 All water consumed is from purchased utilities and rainwater harvesting
	103-3	Evaluation of the management approach	
GRI 303: Water	303-1	Water withdrawal by source	
Staff Retention and Development			
GRI 103: Management Approach	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 401: Employment	401-1	New employee hires and employee turnover	Focusing on People – Diversity & Inclusion, pg. 122, FLT Employee Profile, pg. 123, Skills & Leadership, pg. 124.
GRI 404: Training and Education	404-1	Average hours of training per year per employee	
	404-3	Percentage of employees receiving regular performance and career development reviews	
Labour/Management Relations			
GRI 103: Management Approach	103-2	The management approach and its components	Focusing on People – Diversity & Inclusion, pg. 122
	103-3	Evaluation of the management approach	
GRI 402: Labour/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			
GRI 103: Management Approach	103-2	The management approach and its components	Focusing on People – Health and Well-being, pg. 124
	103-3	Evaluation of the management approach	
GRI 403: Occupational Health and Safety	403-1	Workers representation in formal joint management-worker health and safety committees	Focusing on People – Health and Well-being, pg. 124 FPL has a Health and Safety senior management committee, of which FLT is a member
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Focusing on People – Health and Well-being, pg. 124
Local Communities			
GRI 103: Management Approach	103-2	The management approach and its components	Focusing on People – Community Connectedness, pg. 125
	103-3	Evaluation of the management approach	
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programmes	