

Sustainability Report

ENVIRONMENT:

6%

YEAR-ON-YEAR
REDUCTION
in building energy intensity
in Singapore¹

9

PROPERTIES
RETROFITTED WITH
LED LIGHTING
in Singapore and Japan

3

PROPERTIES
UPGRADED
AIR-CONDITIONING SYSTEMS
in Singapore and Australia

Expanding Solar Footprint:

1st

ROOFTOP
SOLAR
PROJECT
in Singapore

9

SOLAR
INSTALLATIONS
across MLT's portfolio

1st

ROOFTOP
URBAN FARM

Mapletree Logistics
Hub Tsing Yi
(LEED Gold)

Added
2
SUSTAINABLE
BUILDINGS

Mapletree Pioneer
Logistics Hub
(BCA Green Mark)

PEOPLE:

0 workplace
fatalities
and injuries

95%

participation rate
for 2017 Employee
Engagement Survey



COMMUNITY:

Completed

3 CSR projects with a 29%²
employee participation rate



GOVERNANCE:

0 material breaches of relevant
local laws and regulations



Board Statement

The Board of Directors ("the Board") is pleased to present the second Sustainability Report for Mapletree Logistics Trust ("MLT").

As a leading provider of logistics facilities in the Asia-Pacific region, we recognise our responsibility to our employees, our stakeholders and the communities and environments in which we operate. At the same time, we understand the growing importance our stakeholders place on environmental, social and governance ("ESG") issues.

At MLT, sustainability is a cornerstone of our long-term strategy formulation. We believe that our responsible approach to business is integral to the long-term success of our business. We are committed to uphold responsible and sustainable practices across our operations with the aim of empowering individuals and enriching communities, while having a positive impact on the environment.

MLT's sustainability approach is closely aligned with its Sponsor, Mapletree Investments Pte Ltd ("Sponsor" or the "Mapletree Group"). With the support of the Sponsor's Sustainability Steering Committee ("SSC") and the management team, the Board oversees the direction of sustainability for MLT and the management of sustainability-related performance. The Board has approved the sustainability framework and the material ESG factors detailed in the Sustainability Report.

This report covers MLT's sustainability practices and performance for the period from 1 April 2017 to 31 March 2018, and defines our targets for the forthcoming year.

In FY17/18, we made good progress in furthering our sustainability objectives. Some of the highlights of the year include:

- 1 Reducing the average building energy intensity of our Singapore portfolio¹ by 6% year-on-year through energy efficiency initiatives
- 2 Pioneering the first rooftop urban farm for MLT in Singapore
- 3 Expanding MLT's solar footprint beyond Japan with the initiation of the first rooftop solar project in our Singapore portfolio
- 4 Achieving a 95% participation rate in the 2017 Employee Engagement Survey
- 5 Organising three corporate social responsibility initiatives in Singapore, Japan and Malaysia respectively, with a staff participation rate of 29%²

We are committed to continue advancing MLT's sustainability efforts with a view to generate long-term value for our stakeholders. We look forward to sharing our progress in the coming years.

About this Report

MLT continues to demonstrate its commitment to sustainability with the publication of its second Sustainability Report. It comprises information on our sustainability practices and performance based on the ESG issues that are material to MLT's business operations and of importance to stakeholders.

The scope of this report covers MLT's operations across its eight geographic markets during the period from 1 April 2017 to 31 March 2018 ("FY17/18") unless otherwise stated, and is limited to operations within our direct control. The environmental consumption data disclosed in this report relates to selected multi-tenanted buildings in Singapore held by MLT¹. All data is reported in good faith and to the best of our knowledge. The Sustainability Report will be published on an annual basis.

This marks our first year of reporting in accordance with the requirements of SGX-ST Listing Rules 711A and 711B – Sustainability Reporting Guide. Additionally, this report is prepared in accordance with the Global Reporting Initiative ("GRI") Standards (2016) – Core option, and should be read together with the financial and operational information detailed in our Annual Report.

We welcome any feedback or questions, which can be sent to Ask-MapletreeLog@mapletree.com.sg.

Notes:

- 1 Based on the energy consumption data for the common areas in MLT's multi-tenanted buildings where the Manager has operational control. Single-user assets where the Manager does not have operational control are excluded.
- 2 Based on staff participation rates in Singapore, Japan and Malaysia.

Sustainability

continued

Sustainability Governance

The Mapletree Group’s sustainability management comes under the purview of its SSC. The SSC develops sustainability strategies, manages overall sustainability performance, as well as reviews and evaluates management policies and practices on a regular basis. Co-led by the Deputy Group Chief Executive Officer and the Head of Group Corporate Services and Group General Counsel, the SSC includes the four Chief Executive Officers (“CEOs”) of the REIT managers and other members of the Sponsor’s senior management team. Ms Ng Kiat, the Manager’s Executive Director and CEO, represented the Manager in this committee in FY17/18.

The SSC is supported by the Sustainability Working Committee (“SWC”) which comprises senior management representatives across business units and functions, including representation from the Manager of MLT. The SWC implements, executes and monitors policies and practices across the Mapletree Group.

To give further impetus to our sustainability agenda, the Manager recently established a team of ESG champions in each of MLT’s eight geographic markets. Tasked with driving our sustainability efforts in MLT’s operations across these markets, they will be developing annual work plans and targets based on the ESG priorities set for the year.

The Manager’s Board of Directors is periodically updated on the sustainability management performance of MLT. Key outcomes, performance updates and proposed targets for the forthcoming year are presented to the Board for their review and approval.

Materiality Assessment

As part of our continual efforts to drive sustainability, a formal group-wide materiality assessment exercise was conducted during the financial year to identify, prioritise and validate the ESG factors that are critical to our business operations and of significant interest to key stakeholders. In performing the assessment, we were facilitated by an independent sustainability consultant and referenced:

- Global and local emerging sustainability trends;
- Industry best practices;
- Risks identified within MLT’s Enterprise Risk Management;
- Material topics identified by industry peers; and
- Sustainability reporting frameworks.

The seven material factors that were reviewed and validated by the Board of Directors in FY17/18 are listed below.

Sustainability Categories	Material Factors	Detailed Information
 ECONOMIC	1. Economic Performance	<ul style="list-style-type: none">• Financial Review, Pages 26 to 27• Financial Report, Pages 102 to 142
 ENVIRONMENT	2. Energy	Sustainability Report, Pages 90 to 92
 SOCIAL	3. Health and Safety 4. Employment and Talent Retention 5. Local Community	Sustainability Report, Pages 93 to 96
 GOVERNANCE	6. Anti-corruption 7. Compliance with Laws and Regulations	<ul style="list-style-type: none">• Sustainability Report, Page 97• Corporate Governance Report, Pages 65 to 82

Stakeholder Engagement

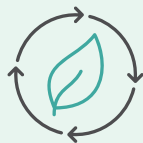
At MLT, we are committed to building lasting and mutually beneficial relationships with our stakeholders through regular engagements. Beyond allowing us to better understand their concerns and needs, such events and initiatives help us in formulating relevant sustainability priorities to drive long-term performance.

Our stakeholders are identified based on the extent to which they are affected or potentially affected by MLT's activities. Aside from internal stakeholders such as employees, we also seek to engage external stakeholders including tenants, Unitholders, partners and regulators.

By actively engaging our stakeholders, the Manager and Property Manager continue to define priorities and ensure alignment through multiple communication platforms and activities as summarised in the table below.

Key Stakeholders	Engagement Methods	Frequency	Key Topics of Interest
TENANTS (existing and potential)	Regular one-on-one meetings to exchange ideas and updates on important initiatives and matters	●	• Safety, security and management of premises
	Established channels of communication for tenant and property-related issues, such as hotlines and assigning a dedicated asset manager to each property	●	• Responsiveness to tenant requests and feedback • Competitive rental rates and locations
INVESTORS AND UNITHOLDERS	Timely and transparent updates of financial results and announcements, business developments, press releases, and other relevant disclosures via SGXNet and the MLT website	●	• Long-term sustainable distribution and total returns
	Roadshows and investor conferences	●	• Transparent reporting
	One-on-one meetings and site visits	●	• Sound corporate governance practices
	Webcasts of results briefings	●	• Business strategy and outlook
	Annual General Meeting	●	
EMPLOYEES	Induction programme for new employees	●	• Equitable remuneration
	Training and development programmes	●	• Fair and competitive employment practices and policies
	Career development performance appraisals	●	• Safe and healthy work environment
	Recreational and wellness activities	●	• Employee development and well-being
	Regular e-mailers, meetings, and town-hall sessions	●	
GOVERNMENT AND REGULATORS	Meetings and dialogue sessions	●	• Compliance with and updates on changing laws and regulations
	Membership in industry associations such as REIT Association of Singapore ("REITAS")	●	
BUSINESS PARTNERS (e.g. Third-Party Service Providers)	Regular operations meetings with service providers and property managers	●	• Regular and punctual payments upon enlistment of service
	Established channels of communication for property-related issues	●	

● Throughout the year ● Biannually ● Annually ● Quarterly ● Monthly



ENVIRONMENT

As a leading provider of logistics real estate in the Asia Pacific region, we own and manage 124 properties comprising 3.7 million sqm of logistics space. This presents MLT with opportunities to create sustainable buildings while meeting our customers' needs and legislative requirements.

Our commitment to environmental stewardship is reflected in our vision to be the preferred real estate partner to customers requiring high quality logistics and distribution spaces. Apart from reducing environmental impacts, buildings of high sustainability standards are more cost-efficient to operate and desirable to tenants. The continual improvement of our properties' environmental performance benefits the environment, our tenants and MLT.

Energy

High energy usage and the resulting greenhouse gas ("GHG") emissions have an adverse impact on global warming and pose a significant environmental issue. The Manager is committed to reducing MLT's environmental impact by pursuing initiatives that focus on sustainable design, energy efficiency and renewable energy.

Details of our activities in each of these focus areas are described in the respective sections below. The environmental performance presented in this report pertains to selected multi-tenanted buildings in Singapore under MLT's purview where the Manager has operational control; single-user assets where the Manager does not have operational control are excluded from the review.

Looking ahead, the Manager plans to expand the geographical scope for energy reporting to include markets outside Singapore.

Sustainable Design

In Singapore, the Building and Construction Authority ("BCA") Green Mark Scheme was launched to support the government's aim of having at least 80% of buildings meet its environmental sustainability targets by 2030. During the year in review, the following MLT properties in Singapore attained certifications under the BCA Green Mark Scheme:

- **Mapletree Pioneer Logistics Hub**, a redevelopment project completed in January 2018, was awarded the BCA Green Mark certification; and
- **Mapletree Benoi Logistics Hub** was re-certified BCA Green Mark Platinum, the highest certification for sustainable buildings.

Other buildings in our portfolio with environmental certification include:

- **Mapletree Logistics Hub – Toh Guan** in Singapore which was awarded BCA Green Mark Gold; and
- **Mapletree Logistics Hub Tsing Yi** in Hong Kong which was certified as Leadership in Energy and Environmental Design ("LEED") Gold. One of the most widely used green building certification programmes in the world, LEED is a rating system devised by the United States Green Building Council to evaluate the environmental performance of a building.

Moving forward, the Manager endeavours to achieve BCA Green Mark certification for all its future developments in Singapore and to seek re-certification where possible.

Achieving Energy Efficiency with LED Lighting



Lighting accounts for a significant part of electricity consumption in a warehouse. The installation of energy-efficient LED lighting will help to materially reduce electricity usage and maintenance costs.

SAVINGS OF
302,900
kWh/year

In FY17/18, MLT completed four LED retrofit projects in Singapore and five in Japan. With such fittings installed in common areas as well as leased spaces, MLT and its tenants were able to reap estimated total energy savings of 302,900 kWh/year.

BENEFITS OF LED LIGHTING:

Reduced Energy Cost:



**50%
MORE ENERGY
EFFICIENT**
than traditional
warehouse lighting

Longer Lifespan:



**3–5x
LONGER
LIFESPAN**
than traditional
warehouse lighting

Environmental Advantage:



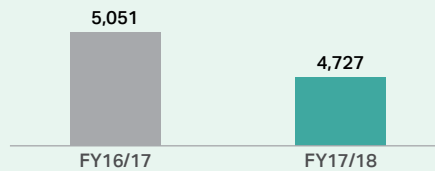
**LESS
GHG EMISSIONS**

Energy Efficiency

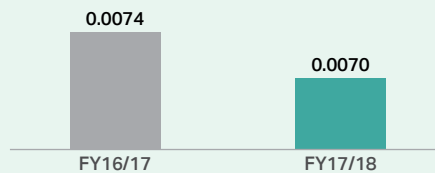
The Manager works closely with the Property Manager to drive continuous improvement in energy efficiency within the portfolio. During the year, the Manager implemented several eco-efficiency initiatives, including light-emitting diode ("LED") retrofit projects and upgrading of air-conditioning systems in properties across several countries. Complementing such efforts, the Property Manager monitors the monthly consumption of utilities to identify potential opportunities to improve energy efficiency.

In line with these energy-saving initiatives, MLT's portfolio of 23 multi-tenanted buildings in Singapore achieved a 6.4% improvement in emission intensity in FY17/18 compared to FY16/17.

Building GHG Emissions⁶ (tonnes of CO₂e)

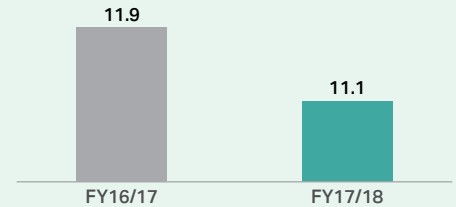


Average Building GHG Emissions Intensity (tonnes of CO₂e/m²)

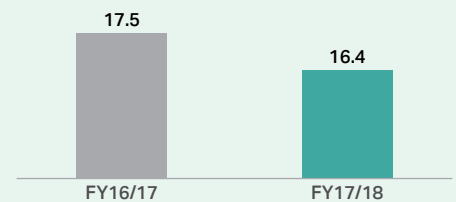


During the financial year, total energy consumption for the 23 properties in Singapore stood at 11.1 million kilowatt hours (kWh)⁵, representing a 6.4% decline compared to 11.9 million kWh in the previous year. Correspondingly, average building energy intensity fell by 6.4% year-on-year, from 17.5 kWh/m² in FY16/17 to 16.4 kWh/m² in FY17/18. Total GHG emissions from electricity and average building GHG⁶ emissions intensity also recorded a 6.4% year-on-year reduction.

Building Electricity Consumption (million kWh)



Average Building Electricity Intensity (kWh/m²)



Going forward, the Manager plans to progressively roll out more LED retrofit projects and air-conditioning systems upgrade across its portfolio.

In addition to implementing measures to reduce energy consumption directly, the Manager actively seeks innovative ways to incorporate greenery into our properties and lower our carbon footprint. One example is MLT's pilot rooftop urban farm at 2 Serangoon North in Singapore. Pending regulatory

Notes:

- 5 The electricity consumption figures reported exclude the usage of power and lighting by tenants within the leased premises.
- 6 Calculated based on Electricity Grid Emission Factor for 2016 as indicated in Singapore Energy Statistics (2017).

Upgrade of Air-conditioning Systems



MLT is proactively upgrading the air-conditioning systems in its portfolio to the R410A models, which are more environmentally friendly.

SAVINGS OF
515,400
kWh/year

During the year, the Manager completed one air-conditioning system upgrade project in Singapore and two in Australia. These resulted in estimated total energy savings of 515,400kWh/year for MLT and its tenants.

BENEFITS OF UPGRADING TO R410A MODELS:

Environmental Advantage:



USES
ENVIRONMENTALLY FRIENDLY
hydrofluorocarbons refrigerants

Energy Saved:



10-20%

Sustainability continued

approval, the project is expected to commence operations in FY18/19.

Apart from the obvious environmental benefits, a rooftop urban farm may also benefit the community. For instance, the local urban farming enterprise which leased the rooftop space has committed to donating part of the harvested crops to nearby charitable organisations. On top of this, rooftop farming offers a space-efficient way to augment Singapore's food supply.

Moving forward, the Manager will continue to evaluate the feasibility of incorporating rooftop urban farms at other properties in its portfolio.

Renewable Energy

With falling prices of solar energy panel installations, clean and renewable energy has become a viable option for MLT in its quest towards a low carbon future.

In Singapore, the Manager recently concluded negotiations to lease the rooftop space at 30 Boon Lay Way to an independent solar power producer. Scheduled to commence operations in FY18/19, it will be MLT's ninth rooftop solar installation, adding to our current portfolio of eight solar installations in Japan.

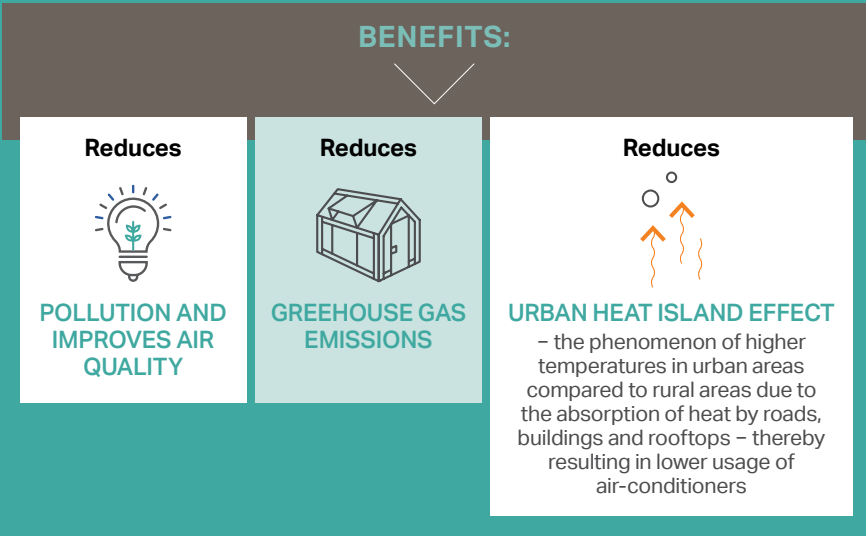
Looking ahead, the Manager will continue to explore opportunities for rooftop solar systems at other properties across its portfolio.

FY18/19 TARGETS	
<div> <div></div> <div>REDUCE</div> </div> <div> Building energy intensity in Singapore by 3%⁷ from FY17/18 baseline </div>	<div> <div></div> <div>INCREASE</div> </div> <div> Solar energy generating capacity by 20% from FY17/18 baseline </div>

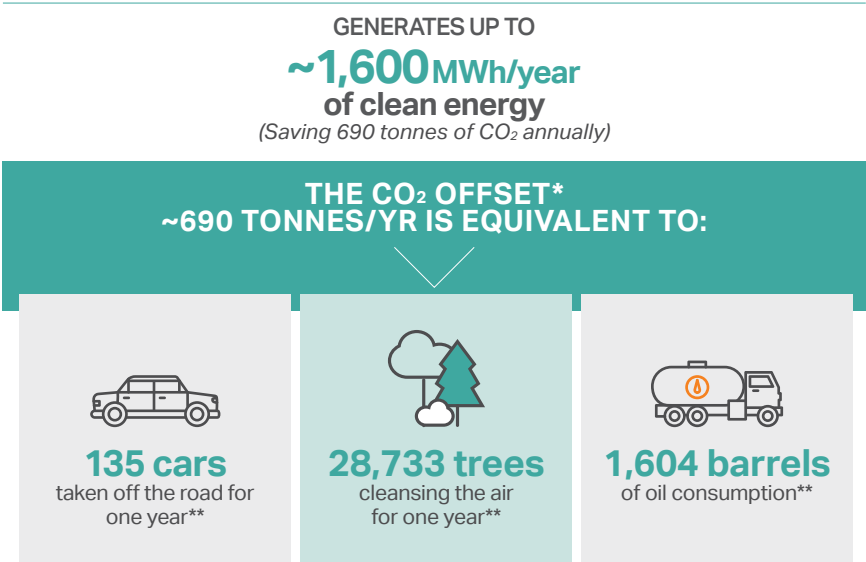
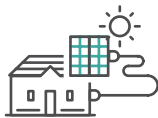
Notes:

7 Refers to energy consumption for the common areas in MLT's multi-tenanted buildings in Singapore where the Manager has operational control.

Rooftop Urban Farm at 2 Serangoon North



Growing Our Solar Footprint – Rooftop Solar Installation at 30 Boon Lay Way



Source:

* According to the Operating Margin Emission Factor: 0.431kg CO₂/kWh

** Source: American Clean Energy simulator



SOCIAL

Beyond providing our customers with sustainable spaces, we recognise our responsibility in ensuring the health and safety of our immediate stakeholders, and embrace our role as a responsible corporate citizen.

Health and Safety

As a landlord and employer, MLT places a strong emphasis on safeguarding the health and safety of our tenants, third-party service providers, visitors and employees. In championing social sustainability, we are committed to adhering to the local safety laws and regulations in each of our geographic markets while achieving the highest industry standards.

Working closely with the Property Manager, the Manager has established a comprehensive set of policies and procedures aimed at upholding the health and safety of our stakeholders. Standard operating procedures have been put in place to ensure emergency response readiness. Alongside this, the Manager has developed a reporting protocol for incidents reported by employees, tenants or visitors, allowing for timely investigation and execution of preventive and corrective actions. Where applicable, risk assessments are carried out prior to the initiation of any work activity to ensure that adequate control measures are in place.

Business continuity measures, including fire and safety drills, were tested and fine-tuned at our properties during the year, while the properties were subjected to fire safety audits.

In the event of heightened security and health risks, such as terrorist threats and haze situations, we will communicate regularly with our tenants through circulars.

In FY17/18, there were zero workplace fatalities, and no major accidents involving employees and third-party service providers was reported to the Manager. In addition, there were no incidents of non-compliance with health and safety regulations within the reporting period.

Going forward, the Manager will continue encouraging stakeholders to play an active role in mitigating health and safety risks within our properties. This includes conducting regular health and safety training for employees, as well as maintaining regular engagements with third-party service providers to discuss and monitor their performance.

FY18/19 TARGETS

✖ **ZERO**
incidents resulting
in employee
permanent
disability or
fatality

✖ **ZERO**
material
incidences of
non-compliance
with health and
safety laws and
regulations

Employment and Talent Retention

At MLT, we recognise that our people are key to our long-term growth and success. We remain committed to creating an inclusive, diverse and collaborative work environment for our employees.

We provide equal opportunities and fair employment practices through various Human Resource policies and initiatives in line with that of the Sponsor. These policies are made accessible to all MLT employees through the Employee Handbook.

With a view to attracting new talents, the Sponsor had implemented several initiatives that include the Mapletree Executive Programme, Mapletree Associate Programme as well as the Mapletree Internship Programme and Work Placement Programme. Beyond this, we engage in talent retention by providing opportunities to realise each employee's full potential, while offering a conducive work environment, competitive benefits and remuneration, progressive career opportunities and relevant learning and development programmes.

A Diverse Workforce

The Manager maintains a diverse workforce in terms of age and gender. Of our 135⁸ employees, 19% are below 30 years old, 68% are aged between

Notes:

8 Includes headcount of all MLT's operating markets, except China.

1

Tenants

Tenants are provided with Fit-Out Manual and Tenant Handbook which contain detailed clauses on safety rules and "Dos and Don'ts" for their business operations.



2

Third-party Service Providers

Requirements on health and safety standards are embedded within the selection criteria for the engagement of contractors and other third-party service providers.



3

Visitors

Buildings have sufficient directional signage, emergency exits and emergency lighting for the safety of visitors. Lifts and fire alarm systems are tested annually and maintained regularly to ensure compliance with building regulations.



4

Employees

Health and safety policies are outlined in the Employee Handbook.

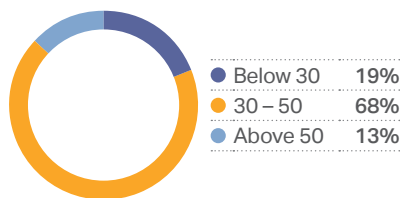


Sustainability continued

30 to 50 and 13% are above 50 years of age. Females comprise 58% of the workforce while males make up the remaining 42%. During the year, the turnover rate was 1%, which was marginally lower than the new hire rate of 2%.

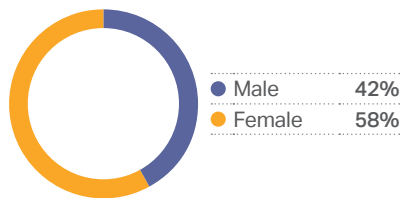
Age Diversity

(As at 31 March 2018)



Gender Diversity

(As at 31 March 2018)



Talent Development

MLT's commitment to the professional growth of all our employees drives us in building an effective workforce, supported by sustained investment from the Sponsor through learning and development programmes to equip staff with the competencies and skills to excel in their job roles. These programmes include:

- Quarterly immersion programmes for new hires to understand the organisation and business;
- Various training programmes aimed at different levels of the organisation (for example, Mapletree Immersion Programme, Mapletree Leadership Programmes and Mapletree Performance Management workshops); and

- Training programmes in areas ranging from market updates to leadership, and performance management to customer service training, for example, the Mapletree Service with a Difference Programme.

Employees are also encouraged to participate in other functional and technical training programmes that are organised by external course providers.

The Sponsor adopts a fair performance-based appraisal to reward and motivate our employees. The e-Performance Appraisal system, which was successfully implemented in FY16/17 aligns evaluation practices across different countries to reward employees based on their job responsibilities and individual work performance.

Employee Engagement

Valuing the importance of employee engagement as a vital asset, the Manager seeks to nurture a sense of ownership among employees and encourage alignment with our vision, mission and strategies.

Aimed at monitoring employee satisfaction and receiving feedback, we conduct the Employee Engagement Survey ("EES") every two to three years. The survey conducted in 2017 received a higher response rate of 95% compared to 68% in 2014. While we identified areas for improvement and those that performed well, senior management also shared the survey findings with our staff at town hall meetings held in MLT's eight respective markets.

We remain committed to making improvements and will develop an appropriate action plan based on the feedback from the EES 2017 survey to implement changes that would add value to our employees.

Wellness Initiatives

In fostering employee well-being, the Manager strives to promote a healthy work-life balance and a cohesive work environment. Activities promoting staff interaction and a vibrant workplace are regularly organised by the Sponsor's Recreation Club. In FY17/18, we held events such as Family Movie Event – Marvel's Guardians of The Galaxy, Durian Fest 2017, Mapletree USS Day Out 2017 as well as the CNY Cookies Giveaway 2018.

Apart from organising monthly futsal sessions for staff, the Sponsor partners Singapore's Health Promotion Board to run the Workplace Health Promotion series for its employees and all tenants of Mapletree Business City, which include activities such as lunchtime talks on lifestyle topics and monthly choreographed dance fitness programmes. Additionally, annual health screening session and blood donation drives are also organised for our employees.

The Sponsor recognises the academic achievements of its Singapore-based employees' children through the Mapletree Education Award ("EduAward") which was launched in FY16/17.



The Sponsor celebrated academic achievements of its Singapore-based employees' children at the Mapletree EduAward.

Comprising cash awards ranging from S\$150 to S\$500, a total of 66 awards were given out during the year.

FY18/19 TARGETS

➤ MAINTAIN

a diverse and relevant learning and development programme

➤ COMMIT TO

fair employment practices by ensuring our hiring processes remained stringent and offer equal opportunity to all potential candidates

➤ FOLLOW UP

on Employee Engagement Survey 2017 with appropriate action plan

Local Communities

As a responsible corporate citizen, MLT is committed to delivering positive social impact within our community. In driving social sustainability, we seek to touch lives in a meaningful way through our corporate social responsibility ("CSR") initiatives that are aligned with the Mapletree group-wide CSR framework.

Underpinning our efforts is the Mapletree Shaping & Sharing Programme, a group-wide framework that seeks to achieve greater social impact through a focused CSR approach. The group-wide CSR Framework encompasses four pillars of support – education, the arts, healthcare and the environment. Guided by two broad objectives, it focuses on empowering individuals by supporting educational and healthcare initiatives, enriching communities with the arts and functional design, and shaping environmentally sustainable real estate developments.

This framework guides our proposed community involvement initiatives and commitments, while the selection criteria for these initiatives are based on definable social outcomes, long-term engagement and staff volunteerism opportunities.

Following the assessment of proposed community involvement initiatives against the Mapletree CSR Framework by the

Group Corporate Communications team, recommendations are made to the CSR Board Committee for their final assessment.

As a testament to the Mapletree Group's commitment to aligning business performance with social sustainability, the Sponsor sets aside S\$1 million annually to fund CSR projects and programmes for every S\$500 million of profit after tax and minority interests or part thereof.

A dedicated five-member CSR Board Committee provides strategic oversight of the Mapletree Group's CSR efforts. The CSR Board Committee comprises the Chairman of Mapletree Group, two Board representatives from the four REITs – who are rotated on a two-year basis – and senior management from the Group.

Community Initiatives

As part of our efforts to engage the community, we encourage our employees to volunteer, offering them company time to contribute to nonprofit and charitable organisations. During the year, 32 staff volunteers from the Manager participated in three CSR

events in Singapore, Japan and Malaysia, representing a staff participation rate of 29% in the three markets.

SINGAPORE – Cultivating Bonds with the Elderly

As part of the Mapletree Staff CSR Programme, the Manager's Singapore team was awarded seed funding for the construction of a communal garden for the elderly residents of St. Andrew's Nursing Home (Henderson). Working together with the National Parks Board ("NParks"), staff volunteers designed and cultivated a communal garden featuring edible plants and herbs grown in mobile planter boxes to facilitate ease of access for the elderly residents. As part of the Home's Social and Therapeutic Horticulture Programme, the project offers gardening opportunities for the physical and social benefit of the residents, who will also be able to enjoy the fruits of their labour. The team has planned a follow-up initiative to involve children from nearby pre-schools in gardening activities alongside the seniors, with the aim to foster intergenerational interaction in the community.

Did You Know?

LAUNCHED IN 2014...

the Mapletree Staff CSR Programme allows employees to propose and receive seed funding for staff-led CSR initiatives. Beyond assessing its quantifiable impact, other criteria for awarding the seed funding for the CSR proposals include staff commitment and wider participation.



Residents of St. Andrew's Nursing Home (Henderson) and Mapletree staff picked up gardening tips from a NParks representative.

Sustainability continued

JAPAN – Enriching Young Lives through Cross-Cultural Exchange

The Mapletree Japan team was awarded seed funding as part of the Mapletree Staff CSR Programme, and in December 2017, several staff volunteers, including staff from the Manager, organised a visit to the Singapore Embassy for a group of 10 youths from Shisei Gakuen Children's Home ("SGCH"). SGCH is a residential care services facility in Tokyo for dependent children without parental care. The visit, which included a presentation on Singapore and the Mapletree Group as well as a lunch showcasing Singapore local cuisine, provided a cross-cultural experience for the youths. Through this engagement, the Mapletree team hopes to motivate the participants and spur them to envision their hopes and aspirations for the future. The event was well-received by the youth participants who expressed their appreciation for the visit, with some indicating their interest to visit Singapore in the future.

MALAYSIA – Bringing Smiles to People with Disabilities

In conjunction with Chinese New Year celebrations, staff volunteers from the Manager's office in Malaysia organised a visit to Dual Blessing Bhd ("DBB"). DBB is a non-profit organisation that serves people with disabilities ("PwDs") by providing vocational training that enables them to lead independent lives. The Mapletree team organised a lunch and contributed groceries including rice, cooking oil, sugar, noodles, food and drinks to the organisation. The engagement seeks to show support for the disadvantaged, in line with the Manager's efforts to build an inclusive society.



Presentation by the Mapletree Japan team to the youths from Shisei Gakuen Children's Home.



Mapletree staff volunteers visited the PwDs at Dual Blessing Bhd in Malaysia.

Managing Environmental and Community Impact

As part of MLT's active asset management programme, the Manager undertakes selective redevelopment projects from time to time. To mitigate the environmental impact of these projects on our stakeholders, a detailed project impact analysis on the surrounding environment, traffic and energy consumption will be conducted prior to the commencement of construction activities. Approvals from the respective regulatory bodies will also be sought to ensure MLT's compliance with the applicable regulatory requirements. Additionally, the local community will be kept informed through flyers containing information on the project and the construction schedule.

Industry Memberships

As a leading player in the logistics real estate market, the Manager is committed to contributing to the development of the industry and holds membership in several industry organisations. These include Supply Chain Asia, for professionals from the logistics and supply chain industry; REITAS, which was established to promote the growth and development of the Singapore REITs industry; and the American Chamber of Commerce, an association that promotes business networking and investments in the region.

FY18/19 TARGET

► EMPLOYEES

to organise or participate in two CSR events aligned with the Mapletree Group's CSR objectives

Regulatory Compliance

Ensuring high levels of corporate governance and transparency across our business operations is of utmost importance to us. To this end, a comprehensive corporate governance framework has been established to uphold the Group's core values. For more information, please refer to pages 65 to 82 of the annual report.

Mapletree's corporate governance consists of anti-corruption policies which provide specific guidance on anti-corruption practices and compliance with local laws and regulations.

Anti-corruption policies are made available to employees through the Employee Handbook. Beyond providing guidance on anti-corruption practices such as the prohibition of bribery, acceptance or offer of lavish gifts or entertainment, it includes policies on whistleblowing and gift-giving, where employees are required to declare all gifts received from third parties.

Internal audit processes were instituted to monitor the effectiveness of risk management, control and governance processes. Mapletree abides by all applicable laws and regulations and manages the risks of non-compliance by implementing appropriate policies and monitoring procedures. These include:

- Anti-Money Laundering ("AML") checks on tenants;
- Contract review; and
- Trading ban and pre-trading notifications.

Cases of threatened or pending litigation are reported promptly to the CEO of the business unit, the Head of Group Corporate Services and the Group General Counsel for timely resolution. Additionally, notifications are sent to all directors and employees of the Group prior to the start of trading ban periods.

In upholding transparency across MLT's business operations, the Manager is committed to providing reliable marketing information. Marketing materials concerning our properties are vetted by the Manager to ensure consistency, accuracy and compliance with policies such as the Personal Data Protection Act and the Singapore Code of Advertising Practice. In addition, all tenancy agreements include a clause requiring tenants to abide by the relevant laws and regulations governing marketing communications and advertisement placements within the properties.

Bearing testament to our dedication to offering timely, equitable and transparent communication to unitholders through multiple channels, the Manager provides prompt SGX announcements, up-to-date corporate website information, regular engagements with retail and institutional investors, as well as a twice-yearly results webcast. Furthermore, the Manager reviews investor relations materials to ensure accuracy, consistency and compliance with our policies.

To mitigate against the threat of cyber-crime and cyber-attacks, we ensure stringent adherence to information security policies and procedures set out by the Sponsor in order to protect our data.

Confidentiality clauses are included in all tenant agreements and the Manager abides by data protection procedures while handling personal data collected as part of its operations.

MLT's privacy statement is available to the public via its website. The public is encouraged to contact the Data Protection Officer for any privacy related matters or concerns via a dedicated e-mail address which is available on the website.

In FY17/18, there were no material breaches of relevant local laws and regulations, including marketing communication and anti-corruption laws.

FY18/19 TARGETS

- **ANTI-CORRUPTION:**
Maintain zero incidences of non-compliance with anti-corruption laws and regulations
- **COMPLIANCE WITH LOCAL LAWS & REGULATIONS:**
No material incidences of non-compliance with relevant laws and regulations

GRI Content Index

GRI Standards (2016)		Notes/Page number(s)
GENERAL DISCLOSURES		
Organisational Profile		
102-1	Organisation's name	Mapletree Logistics Trust
102-2	Activities, brands, products and services	Corporate Profile, Page 1
102-3	Location of headquarters	Corporate Profile, Page 1
102-4	Location of operations	Annual Report, Mapletree Logistics Trust At a Glance, Page 11 About this Report, Page 87
102-5	Ownership and legal form	Corporate Profile, Page 1
102-6	Markets served	Annual Report, Portfolio Analysis & Review, Pages 32 to 36
102-7	Scale of the organisation	Employment and Talent Retention, Pages 93 to 95 Annual Report, Notes to the Financial Statement, Pages 142 to 184 Annual Report, Statements of Total Return, Page 108 Annual Report, Statements of Financial Position, Page 109
102-8	Information on employees and other workers	Employment and Talent Retention, Pages 93 to 95 Data was compiled from the Human Resource database, and excluded full-time and part-time employees whose contracts are for less than one year. As the number of remaining part-time employees is not significant to the operations as a whole, employee data had not been broken down by employment type and was instead presented in totality. The data represents employees across all of MLT's operating markets. A significant portion of its property management functions were outsourced to third party service providers. MLT did not have any significant variation in employment numbers.
102-9	Supply chain	Not applicable, supply chain is minimal and insignificant.
102-10	Significant changes to organisation and its supply chain	Annual Report, Property Portfolio, Pages 45 to 62 Annual Report, Units in Issue and Perpetual Securities, Pages 163 to 164 Annual Report, Capital Risk, Page 174
102-11	Precautionary principle or approach	MLT does not specifically address the principles of the Precautionary approach.
102-12	External initiatives	Not applicable, MLT does not subscribe to or endorse any external initiatives.
102-13	Membership of associations	Industry Memberships, Page 96
Strategy		
102-14	Statement from senior decision-maker	Annual Report, Message from the Chairman and CEO, Pages 12 to 15 Board Statement, Page 87
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	Our Vision, Our Mission, Inside Front Cover
Governance		
102-18	Governance structure	Sustainability Governance, Page 88
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement, Page 89
102-41	Collective bargaining agreements	Not applicable, no collective bargaining agreements are in place.
102-42	Identifying and selecting stakeholders	Stakeholder Engagement, Page 89
102-43	Approach to stakeholder engagement	Stakeholder Engagement, Page 89
102-44	Key topics and concerns raised	Stakeholder Engagement, Page 89
Reporting Practice		
102-45	Entities included in the consolidated financial statements	About this Report, Page 87 Annual Report, Notes to the Financial Statement, Pages 142 to 184
102-46	Defining report content and topic Boundaries	About this Report, Page 87 Materiality Assessment, Page 88
102-47	List of material topics	Materiality Assessment, Page 88

GRI Standards (2016)		Notes/Page number(s)
102-48	Restatements of information	Due to the clarification of measurement basis, the annual energy consumption, average building intensity, GHG emissions and average GHG emissions intensity of MLT's selected properties in Singapore for FY16/17 have been updated in this report. Environment – Energy, Pages 90 to 92
102-49	Changes in reporting	The annual energy consumption data disclosed in this Sustainability Report relates to 23 properties in Singapore as compared to 20 properties in the prior year's Sustainability Report. The prior year's report excluded three properties where operational control over them was acquired mid-way through FY15/16. Consequently, they were excluded to enable comparability of performances between FY15/16 and FY16/17.
102-50	Reporting period	About this Report, Page 87
102-51	Date of most recent report	29 June 2017
102-52	Reporting cycle	About this Report, Page 87
102-53	Contact point for questions regarding the report	About this Report, Page 87
102-54	Claims of reporting in accordance with GRI Standards	About this Report, Page 87
102-55	GRI content index	GRI Content Index, Page 98 to 100
102-56	External assurance	MLT has not sought external assurance on this report but may do so in the future.
MATERIAL TOPICS		
Economic Performance		
201-1	Direct economic value generated and distributed	Annual Report – Financial Report, Pages 101 to 184
103-1	Explanation of the material topic and its boundary	Annual Report – Financial Report, Pages 101 to 184
103-2	The management approach and its components	Annual Report – Financial Report, Pages 101 to 184
103-3	Evaluation of the management approach	Sustainability Governance, Page 88
Anti-Corruption		
205-3	Confirmed incidents of corruption and actions taken	Regulatory Compliance, Page 97
103-1	Explanation of the material topic and its Boundary	Regulatory Compliance, Page 97
103-2	The management approach and its components	Regulatory Compliance, Page 97
103-3	Evaluation of the management approach	Sustainability Governance, Page 88
Energy		
302-1	Energy consumption within the organisation	Environment – Energy, Pages 90 to 92
302-3	Energy intensity	Environment – Energy, Pages 90 to 92
103-1	Explanation of the material topic and its boundary	Environment – Energy, Pages 90 to 92
103-2	The management approach and its components	Environment – Energy, Pages 90 to 92
103-3	Evaluation of the management approach	Sustainability Governance, Page 88
Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	Regulatory Compliance, Page 97
103-1	Explanation of the material topic and its boundary	Regulatory Compliance, Page 97
103-2	The management approach and its components	Regulatory Compliance, Page 97
103-3	Evaluation of the management approach	Sustainability Governance, Page 88
Employment		
401-1	New employee hires and employee turnover	Employment and Talent Retention, Pages 93 to 95
103-1	Explanation of the material topic and its boundary	Employment and Talent Retention, Pages 93 to 95
103-2	The management approach and its components	Employment and Talent Retention, Pages 93 to 95
103-3	Evaluation of the management approach	Sustainability Governance, Page 88

GRI Content Index

continued

GRI Standards (2016)		Notes/Page number(s)
Occupational Health & Safety		
403-2	Type and rates of injury, occupational diseases, lost days, absenteeism and total number of work-related fatalities by region and gender	Health and Safety, Page 93
103-1	Explanation of the material topic and its boundary	Health and Safety, Page 93
103-2	The management approach and its components	Health and Safety, Page 93
103-3	Evaluation of the management approach	Sustainability Governance, Page 88
Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	Local Communities, Pages 95 to 96
103-1	Explanation of the material topic and its boundary	Local Communities, Pages 95 to 96
103-2	The management approach and its components	Local Communities, Pages 95 to 96
103-3	Evaluation of the management approach	Sustainability Governance, Page 88
Customer Health and Safety		
416-2	Incidents of non-compliance concerning the health and safety impact of products and services	Health and Safety, Page 93
103-1	Explanation of the material topic and its boundary	Health and Safety, Page 93
103-2	The management approach and its components	Health and Safety, Page 93
103-3	Evaluation of the management approach	Sustainability Governance, Page 88
Marketing and Labelling		
417-3	Incidents of non-compliance concerning marketing communications	Regulatory Compliance, Page 97
103-1	Explanation of the material topic and its boundary	Regulatory Compliance, Page 97
103-2	The management approach and its components	Regulatory Compliance, Page 97
103-3	Evaluation of the management approach	Sustainability Governance, Page 88
Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	Regulatory Compliance, Page 97
103-1	Explanation of the material topic and its boundary	Regulatory Compliance, Page 97
103-2	The management approach and its components	Regulatory Compliance, Page 97
103-3	Evaluation of the management approach	Sustainability Governance, Page 88