

Sustainability Report

A sustainable and responsible approach to doing business is integral to our long-term success

Board Statement

The Board of Directors (the "Board") is pleased to publish the third Sustainability Report for Mapletree Logistics Trust ("MLT"). This report captures our overarching approach towards environmental, social and governance ("ESG") risks and opportunities, as well as our sustainability performance for the period from 1 April 2018 to 31 March 2019 ("FY18/19").

The Board considers sustainability issues as part of MLT's strategy formulation. We believe that a responsible approach to business is integral to our long-term success. To this end, we remain committed to upholding responsible and sustainable practices across our operations with the aim of empowering individuals and enriching communities, while having a positive impact on the environment.

This year, as we progress in our sustainability journey, we are actively building on our reporting efforts and have enlarged our sustainability commitments to support the United Nations' adoption of the 2030 Agenda for Sustainable Development. We have mapped our business goals to the respective Sustainable Development Goals ("SDGs"), and are committed to contribute to the achievement of these goals.

Our approach towards sustainability is aligned with that of our Sponsor, Mapletree Investments Pte Ltd ("Sponsor" or the "Mapletree Group"). The Board works closely with the Sponsor's Sustainability Steering Committee ("SSC") and management, to oversee the direction of sustainability for MLT and the management of sustainability-related performance. The Board has endorsed the material ESG factors in this report.

With the aim of enhancing our reporting disclosures, in this year's report we have expanded the geographical scope for energy reporting beyond Singapore to include Hong Kong and Vietnam. Another new addition in this report is a discussion on our approach towards water management.

During the year, we implemented several key sustainability initiatives, including:

- 12 LED lighting retrofit projects and five air-conditioning system upgrades in properties across several countries;
- our first rooftop solar installation in Singapore which increased MLT's solar energy generating capacity by 22% to 7,509kWp;
- five corporate social responsibility initiatives in Hong Kong, Japan, Australia, Malaysia and Vietnam with a staff participation rate of 64%²; and
- two tenant engagement events aimed at encouraging active and healthy living among our tenants and employees.

Notes:

¹ Based on the energy consumption data for the common areas in MLT's stabilised 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 the Manager's staff participation rates in Hong Kong, Japan, Australia, Malaysia and Vietnam.

SUSTAINABILITY HIGHLIGHTS



ENVIRONMENT

As a leading provider of logistics space in Asia Pacific, we are committed to reducing our environmental impact by pursuing initiatives that focus on sustainable design, energy efficiency and renewable energy.

3%

year-on-year reduction in building energy intensity in Singapore¹

5

properties upgraded air-conditioning systems in Singapore

12

properties retrofitted with LED lightings in Singapore, Hong Kong, Japan, China, Australia, Korea and Malaysia

22%

increase in solar energy generating capacity to 7,509kWp



Read more on The Environment in the sustainability report on page 126

As MLT grows, we will continue to build on our strong foundation to enhance our sustainability strategy, approach and performance. We look forward to working in partnership with our stakeholders to build a sustainable future.

About This Report

This Sustainability Report comprises information on MLT's sustainability practices and performance for FY18/19, with a focus on the ESG issues that are material to MLT's business operations and of importance to stakeholders.



PEOPLE

Our employees are the key to our success. We are fully committed to creating an open and engaging workplace for our people.

0

workplace fatalities and injuries

100%

implementation of initiatives developed in response to 2017 Employee Engagement Survey results

89%

employee participation rate in Group wellness programme – Wellness@Mapletree



Read more on Our People in the sustainability report on page 129



COMMUNITY

As a responsible corporate citizen, we strive to be a good neighbour and endeavour to strengthen the communities where we work and live.

64%

employee participation rate in 5 CSR projects²

Organised

2

tenant engagement activities in Singapore and Vietnam



Read more on The Community in the sustainability report on page 131



GOVERNANCE

We are committed to upholding the highest standards of corporate governance and transparency in our business operations.

0

material breaches of relevant local laws and regulations



Read more on Governance in the sustainability report on page 134

Data disclosed in this report relates to MLT's operations across its eight geographic markets unless otherwise stated and is limited to operations within our direct control, with the prior year's performance included for comparison where applicable.

We have adopted a phased approach to our reporting and will seek to provide additional disclosures as our sustainability reporting matures over time. The energy consumption data disclosed in this report relates to selected multi-tenanted buildings in Singapore, Hong Kong and Vietnam held by MLT, while the water consumption data pertains to certain such buildings in Singapore³. All data is reported in good faith and to the best of our knowledge. The Manager intends to expand the geographical scope for energy and water reporting in the coming year.

Note:

³ Based on the energy consumption data and water consumption data for the common areas in MLT's stabilised multi-tenanted buildings where the Manager has operational control. Single-user assets where the Manager does not have operational control are excluded.

This report should be read together with the financial, performance and governance information detailed in the Annual Report for a more comprehensive picture of our business and performance.

We have prepared this report in accordance with the GRI Standards (2016): Core option. This is the first year we have aligned our sustainability initiatives and targets with the United Nations ("UN") Sustainable Development Goals ("SDGs"). The Report also meets the requirements of the SGX-ST Listing Rules (711A and 711B) – Sustainability Reporting Guide.

The Manager welcomes feedback or questions, which can be sent to Ask-MapletreeLog@mapletree.com.sg.

Sustainability Report

Sustainability Approach

MLT's sustainability approach is closely aligned with that of our Sponsor. With a steadfast focus on creating long-term value for our stakeholders, we seek to embed sustainability across our business strategy, daily operations and activities.

Amidst a dynamic business environment and evolving stakeholders' needs, we strive to stay relevant by keeping abreast of the latest market developments while identifying our key sustainability risks and opportunities.

In our quest to drive sustainable economic growth, we uphold our responsibility to both people and planet – minimising our environmental footprint, safeguarding the health and safety of our employees and tenants, giving back to the local communities and maintaining good corporate governance. Our commitment to sustainability is underpinned by a robust framework of policies and practices anchored on our ESG responsibilities and regular engagement with our stakeholders. As part of our continual efforts to enhance our performance, we regularly evaluate the effectiveness of existing policies and measures to address any gaps.

Sustainability Governance

We recognise the importance of a strong governance structure to ensure sustainability is consistently and continuously incorporated across our business decisions and activities at all levels.

MLT's sustainability strategy and activities come under the purview of the Sponsor's SSC. The SSC is co-led by the Deputy Group Chief Executive Officer and the Group Chief Corporate Officer and 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 FY18/19.

The SSC continually refines the sustainability strategy, manages overall sustainability performance, sets targets as well as regularly reviews and evaluates management policies and practices. Supporting the SSC, the Sustainability Working Committee ("SWC"), which comprises senior management representatives across business units and functions including

representation from the Manager of MLT, helps to implement, execute and monitor the sustainability policies and practices across the Mapletree Group.

The Manager has a team of ESG champions who helms the sustainability efforts in MLT's operations. They are responsible for developing annual work plans and targets based on the ESG priorities set for the year. The Manager's Board of Directors is updated periodically on key issues including material factors, performance, targets and key initiatives for improvement.

Materiality and the United Nations Sustainable Development Goals

The Manager has a regular review, assessment and feedback process in relation to its material ESG factors. A formal group-wide materiality assessment exercise was conducted in FY16/17. Through a three-step process, key representatives from the Manager identified, prioritised and validated a list of material factors that are most relevant to our business and of significant interest to key stakeholders. In performing the assessment, factors such as global and local emerging sustainability trends, industry best practices, and business risks that are identified within MLT's Enterprise Risk Management were considered.

Recognising that material sustainability issues will change in accordance with global trends, business environment and stakeholders' expectations, the Manager reviews them annually to assess their continued relevance. In FY18/19, our material ESG factors remained unchanged from those identified in FY17/18. In valuing water as a scarce resource and the need to conserve it, this year's report includes a new disclosure on our water consumption management.

A highlight of this year's sustainability journey is our support for the UN's adoption of the 2030 Agenda for Sustainable Development. During the year, we reviewed the SDGs against our material factors to identify those with the strongest links to our business goals and which we could contribute towards.

The following table outlines MLT's material factors mapped to the SDGs that are relevant to our business, as well as our commitments to achieve them.

Sustainability Categories	Material Factors	MLT's Commitments	Relevant Sustainable Development Goals ("SDGs")
Economic	<ul style="list-style-type: none"> Economic Performance⁴ 	<ul style="list-style-type: none"> Achieve sustainable economic growth in order to provide stable and growing distributions to Unitholders 	
Environment	<ul style="list-style-type: none"> Energy 	<ul style="list-style-type: none"> Continually seek innovative ways to enhance energy efficiency, and to use renewable energy where possible Endeavour to achieve BCA Green Mark certification for future developments in Singapore and seek re-certification where possible Reduce the energy intensity of our properties by improving their energy performance and efficiency Expand our solar energy generation capacity over time Participate in events such as "Lights Off" for Earth Hour and Earth Day to raise public awareness 	  
Social	<ul style="list-style-type: none"> Health and Safety 	<ul style="list-style-type: none"> Maintain a safe environment for our employees, tenants, third-party service providers/contractors and visitors to our premises 	
	<ul style="list-style-type: none"> Employment and Talent 	<ul style="list-style-type: none"> Commit to fair employment practices by ensuring our hiring process remains stringent while offering equal opportunity to all potential candidates Maintain a safe environment for our employees Provide a positive work environment for employees with equal opportunities, fair compensation and benefits, and continuous development opportunities 	  
	<ul style="list-style-type: none"> Local Community 	<ul style="list-style-type: none"> Contribute to the communities in which we operate, with special focus on the four key pillars of education, the arts, healthcare and the environment Support initiatives and projects that have a positive impact on local communities 	 
Governance	<ul style="list-style-type: none"> Anti-corruption 	<ul style="list-style-type: none"> Maintain zero incidences of non-compliance with anti-corruption laws and socioeconomic regulations 	
	<ul style="list-style-type: none"> Compliance with Laws and Regulations 	<ul style="list-style-type: none"> Work and collaborate with relevant regulators to achieve regulatory compliance 	

Note:

⁴ Please refer to Financial Review, Pages 30 to 35 and Financial Section, Pages 138 to 236 for details on Economic Performance.

Sustainability Report

Stakeholder Engagement

At MLT, we seek to build lasting and mutually beneficial relationships with our stakeholders. We regularly engage with and seek feedback from them to determine their concerns and needs. The information gathered guides the formulation of relevant sustainability priorities to propel long-term performance.

We have identified five key stakeholder groups that have a significant impact on, or are meaningfully affected by, our sustainability performance. In driving stakeholder engagement, we tap on diverse communication platforms and address key topics of interest for the various stakeholder groups, as outlined 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	●	<ul style="list-style-type: none"> • Safety, security and management of premises • Responsiveness to tenant requests and feedback • Competitive rental rates and locations
	Established channels of communication for tenant and property-related issues, such as hotlines and assigning a dedicated asset manager to each property	●	
	Social activities such as sports events	●	
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	●	<ul style="list-style-type: none"> • Long-term sustainable distribution and total returns • Transparent reporting • Sound corporate governance practices • Business strategy and outlook
	Roadshows and investor conferences	●	
	One-on-one meetings and site visits	●	
	Webcasts of results briefings	●	
	Annual General Meeting	●	
Employees	Induction programme for new employees	●	<ul style="list-style-type: none"> • Equitable remuneration • Fair and competitive employment practices and policies • Safe and healthy work environment • Employee development and well-being
	Training and development programmes	●	
	Career development performance appraisals	●	
	Recreational and wellness activities	●	
	Regular e-mails, meetings and town hall sessions	●	
Government and Regulators	Meetings and dialogue sessions	●	<ul style="list-style-type: none"> • Compliance with and updates on changing laws and regulations
	Membership in industry associations such as REIT Association of Singapore	●	
Business Partners (e.g. Third-Party Service Providers)	Regular operations meeting with service providers and property managers	●	<ul style="list-style-type: none"> • 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 Asia Pacific, we own and manage 141 properties comprising 4.6 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

Eco-efficiency initiatives in FY18/19

Initiative: Installation of energy-efficient light-emitting diode ("LED") lightings at 12 properties in Singapore, Hong Kong, Japan, China, Australia, Korea and Malaysia

Impact: Estimated total energy savings of 1,400 MWh/year

Initiative: Upgrading of air-conditioning systems at 5 properties in Singapore to R410A models, which are more environmentally friendly

Impact: Estimated total energy savings of 1,600 MWh/year

Initiative: Rooftop Solar Installation at 30 Boon Lay Way, Singapore

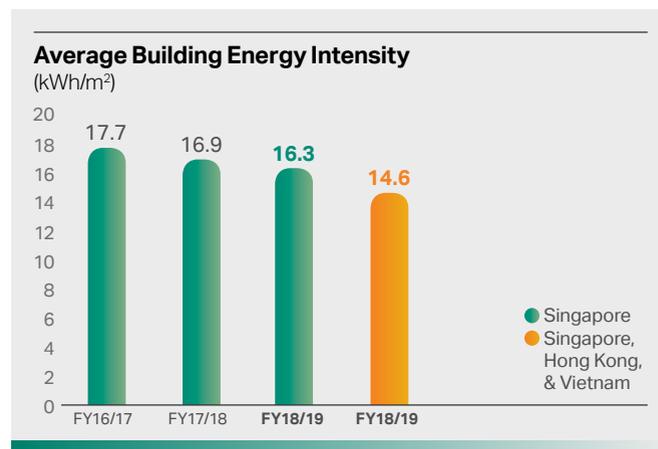
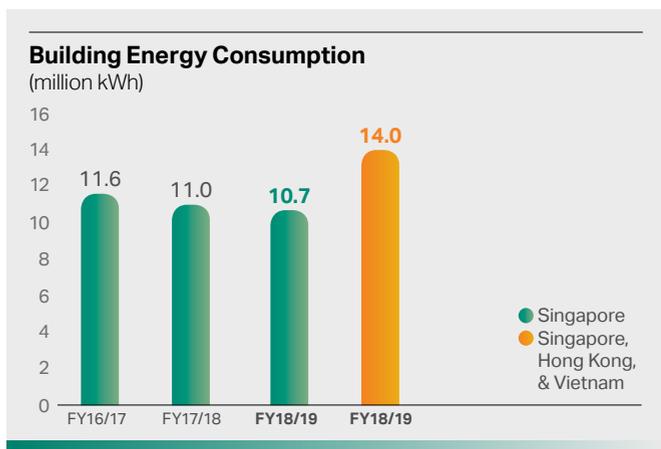
Impact: Increased MLT's solar generating capacity to 7,509 kWp/year

Across our properties, lighting and air-conditioning are the main areas of energy consumption, while all greenhouse gas ("GHG") emissions are Scope 2 emissions, which result from the generation of acquired electricity. In an effort to reduce carbon emissions, the Manager continually strives to improve the energy performance and efficiency of each building through diverse environmentally friendly practices and initiatives. At the same time, the Property Manager tracks and reviews monthly electricity consumption data to detect unusual patterns and implement remedial measures where appropriate.

The total energy consumption for the stabilised 22⁵ properties in Singapore was 10.7 million kWh⁶, marking a decrease of 3.0% against the total of 11.0 million kWh in FY17/18. Correspondingly, the average building electricity intensity declined by 3.0% from 16.9 kWh/m² in FY17/18 to 16.3 kWh/m² in FY18/19, meeting our FY17/18 target. Total GHG⁷ emissions from electricity and average building GHG emissions intensity also reduced by 3% from FY17/18.

In line with our phased approach to reporting, we have expanded the reporting scope for energy consumption. From FY18/19, our reports will include data from Hong Kong and Vietnam in addition to Singapore. With the inclusion of energy consumption data for the common areas of five multi-tenanted properties in Hong Kong and Vietnam⁸, the total energy consumption and average building electricity intensity for FY18/19 stood at 14.0 million kWh and 14.6kWh/m², respectively. The GHG emissions⁹ from electricity was 6,263 tonnes of carbon dioxide equivalent ("tCO₂e") and the average building GHG emissions intensity was 0.0065 tCO₂e/m².

Going forward, the Manager and Property Manager will continue to progressively implement eco-efficiency initiatives across MLT's platform of assets. These include LED retrofit projects and the upgrading of air-conditioning systems.



Notes:

⁵ Data reported excludes 7 Tai Seng Drive which was divested in FY18/19.

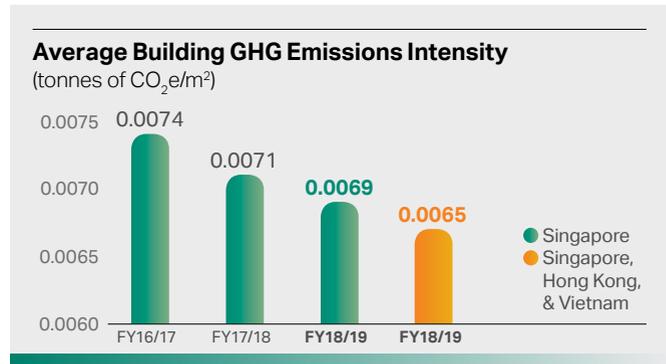
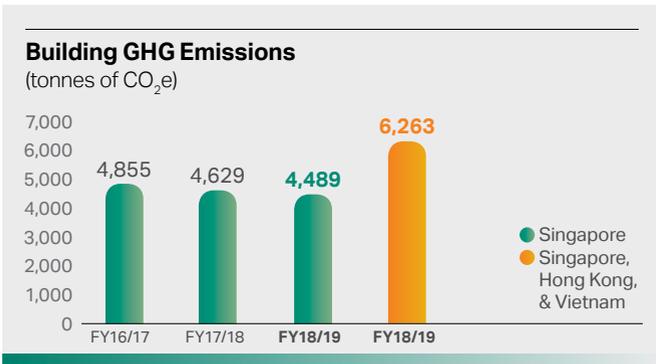
⁶ The electricity consumption figures reported exclude the usage of power and lighting by tenants within the leased premises.

⁷ The building GHG emissions in Singapore are calculated based on Electricity Grid Factor for 2017 as indicated in Singapore Energy Statistics (2017).

⁸ These comprise two multi-tenanted buildings in Hong Kong and three multi-tenanted buildings in Vietnam where the Manager has operational control.

⁹ The building GHG emissions in Hong Kong are calculated based on the carbon emissions intensity of electricity sold by CLP Power Hong Kong and that in Vietnam is based on the electricity grid emission factor for 2015 as indicated in IGES List of Grid Emission Factors Version 10.4.

Sustainability Report



GROWING OUR SOLAR FOOTPRINT

Rooftop Solar Installation at 30 Boon Lay Way

In March 2019, we completed MLT's first rooftop solar project in Singapore. The installation atop 30 Boon Lay Way, with a capacity of 1,357 kilowatts peak (kWp), is expected to generate up to 1,780 mWh of renewable energy annually for the building and its tenants. Any surplus power will be channelled to the local grid. It will also reduce carbon dioxide emissions by approximately 635 tonnes per year – the equivalent of taking 84 cars off the road or planting 32,913 trees.

MLT's Total Solar Installation

When combined, MLT's rooftop solar installations – comprising eight facilities in Japan and the latest addition in Singapore – generate a total capacity of 7,509 kWp, which represents an increase of 22%, against our FY17/18 target of 20%.

Moving forward, the Manager will continue to explore opportunities for installing rooftop solar systems at assets in Singapore and other geographical markets.



Solar panel installation at 30 Boon Lay Way, Singapore

MLT's solar generating capacity of

7,509 kWp

Generates up to

9,852 mWh/year
of clean energy

Equivalent to the reduction of

3,513 tonnes
of CO₂ annually



FY18/19 CO₂ emissions avoided approximately

3,513 tonnes/year

=



468 cars
taken off the road
for one year



182,130 trees
cleansing the air
for one year



8,135 barrels
of oil consumption

Conversion factors are according to Solar Energy Research Institute of Singapore, SERIS, and based on the Singapore's Grid Emission Factor.

FY19/20 Targets



1. Reduce average building energy intensity by 2.5% – 3% in Singapore, Hong Kong and Vietnam from FY18/19 baseline

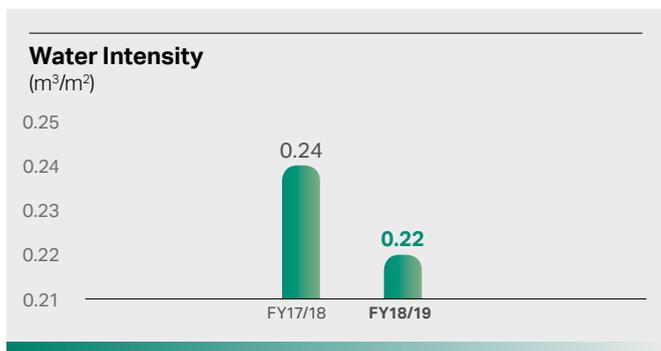
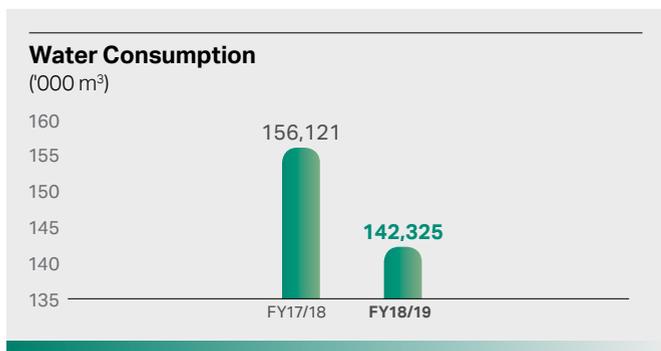
2. Increase solar energy generating capacity by 15%-20% from FY18/19 baseline

Water

At MLT, we recognise water as a scarce resource and the importance of doing our part to conserve it. With this conviction, we adopt responsible water management practices aimed at minimising consumption and wastage. While delivering benefits for the environment, our efforts also result in cost savings and business gains.

Where possible, MLT's water conservation initiatives include efficient cooling towers with proper water treatment and the use of water-efficient fittings such as low-flush water systems and water efficient taps. The Property Manager tracks and monitors water consumption on a regular basis to identify and rectify leakage issues while ensuring that all building systems maintenance are carried out effectively to maintain equipment efficiency.

In FY18/19, the water consumption of the 22 properties in Singapore totalled 142,325 cubic metres ("m³") as compared to 156,121 m³ in FY17/18. The water intensity¹⁰ for FY18/19 stood at 0.22 m³/sqm versus 0.24 m³/sqm in FY17/18. The year-on-year reductions in both water consumption and water intensity stem from a cooling tower upgrade at one of our Singapore properties which resulted in more efficient water consumption. Moving forward, we will continue to build on our efforts in water conservation and progressively expand our reporting scope to include markets outside Singapore.



Note:

¹⁰ Computed by dividing total water consumption over gross floor area.

SOCIAL

We understand our responsibilities to our people and the communities that host our businesses. As we conduct our business activities, we seek to provide a safe environment for our stakeholders, shape a positive and collaborative workplace for our employees and secure long-term, sustainable relationships with the surrounding communities.

Health and Safety

Safeguarding the health and safety of our employees, tenants, third-party service providers ("TPSPs") and visitors within our properties remains a key priority for MLT. As we strive to achieve the highest safety standards in our industry, we ensure our buildings comply with local safety laws and regulations in the geographic markets that we operate in.

Internally, the Manager and the Property Manager build a strong safety culture and work environment through the implementation of a comprehensive set of safety policies and practices. We actively engage, educate and encourage our employees and stakeholders to adhere to our safety standards and requirements. These include standard operating procedures that ensure emergency response readiness as well as protocols for incident reporting to allow for timely investigation and the execution of preventive and corrective actions.

On the ground at our properties, the Manager actively mitigates health and safety risks through preventive measures such as directional signage, regular maintenance of lifts and fire alarm systems, business continuity measures, fire and safety drills as well as health and safety training. In ensuring both employees and tenants have ready access to our policies and guidelines, we outline our health and safety policies in the Employee Handbook and detail the safety rules and guidelines for tenants in the Fit-Out Manual and Tenant Handbook.

Contractors and TPSPs are assessed for their adherence to good health and safety practices and compliance with applicable health and safety regulations prior to engaging them. During the contract period, the Manager holds regular meetings with them to discuss and monitor their performance.

As a testament to our commitment to health and safety excellence, we maintained a strong safety record in FY18/19, with zero workplace fatalities and no major accidents involving employees and TPSPs reported to the Manager. In addition, there were no incidents of non-compliance with health and safety regulations within the reporting period.

FY19/20 Targets

- 1. Zero incidents resulting in employee permanent disability or workplace fatality**
- 2. Zero material incidents of non-compliance with health and safety laws and regulations**

Sustainability Report

Employment and Talent Retention

We value our employees and recognise their contributions as the key drivers of our success. The Manager is committed to building an inclusive, diverse, collaborative and rewarding environment for all. Beyond providing equal opportunities based on merit, we promote a workplace free from discrimination through various Human Resource (“HR”) policies and initiatives which are in line with that of the Sponsor. These policies and initiatives are documented in the Employee Handbook. They include our hiring policy, equal opportunity policy and learning and development policy.

A Diverse Workforce

Identifying and recruiting diverse, high-quality talent at all levels remain a critical component of our hiring process. The Sponsor has implemented several initiatives, such as the Mapletree Associate Programme, Mapletree Executive Programme, Mapletree Internship Programme and Work Placement Programme. Apart from this, the Manager upholds a stringent and comprehensive hiring process that is in line with the Sponsor’s HR policies, aimed at ensuring equal opportunity for all potential candidates. In FY18/19, the Manager’s new hire rate was 1%, while employee turnover rate was 1%. As at 31 March 2019, our total headcount¹¹ stood at 141. Our employee profile below bears testament to our sustained commitment to maintaining a diverse workforce in terms of age and gender.

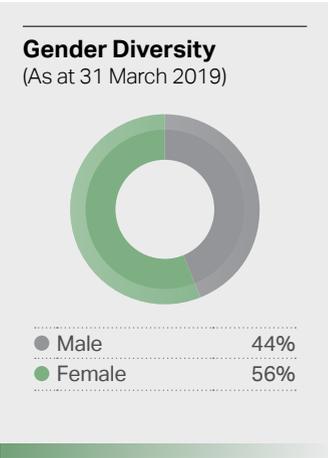
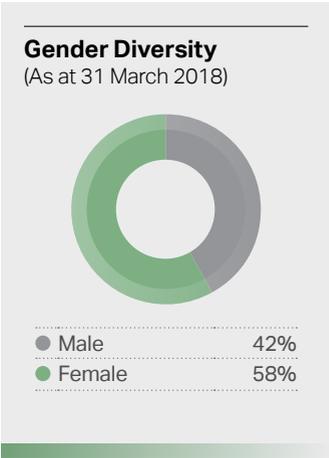
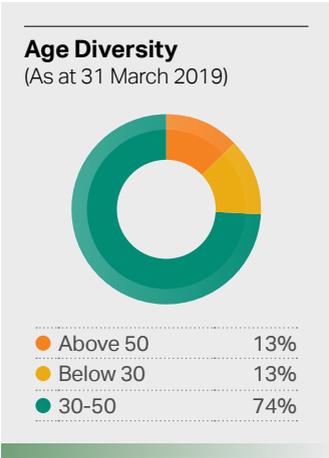
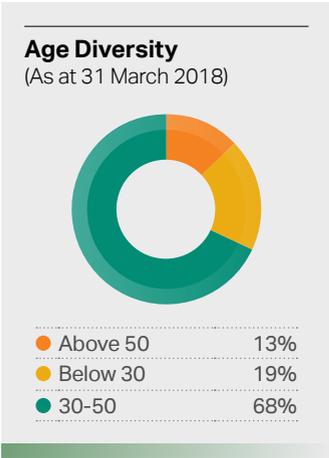
Talent Development

We remain focused on our talent development initiatives to foster an effective workforce. Employee development is supported by the Sponsor’s learning and development programmes, which are aimed at equipping employees with the competencies and skill sets to excel in their job roles.

These programmes include:

- onboarding programmes for new hires, including the Mapletree Immersion Programme, Understanding Delegation of Authority, SAP Systems Training and in-conversation sessions with senior management;
- leadership programmes for management, such as Mapletree Leadership Programmes and Mapletree Performance Management workshops;
- in-house training, including market updates and customer service; and
- functional and technical training by external course providers for relevant employees.

Having a remuneration and reward system that is market competitive and performance-based allows us to attract, motivate and retain employees. To this end, the Sponsor adopts a fair performance-driven approach to inspire and reward our employees. The e-Performance Appraisal (ePA) system aligns evaluation practices across different countries, effectively tracks key performance indicators and measures employees’ personal development.



Note:
¹¹ Total headcount includes headcount of all MLT’s operating markets, except China.

Employee Engagement

We believe that creating a workplace where employees feel engaged is paramount for retaining and attracting talent. The Employee Engagement Survey (“EES”) conducted in FY17/18 gathered feedback from 95% of the employees and provided valuable insight into key issues affecting them. Following up on the survey results, the Manager identified four key areas for improvement: agility for growth, operating efficiency, communication, and performance and rewards. In an effort to add value to our employees, during the year the Manager implemented all 17 action items that were initiated in response to the EES findings.

Wellness Initiatives

We work hard to provide our employees with a safe, healthy and positive workplace that enhances their health, social wellness and sense of belonging. During the year, the Sponsor launched Mapletree’s health and wellness programme – Wellness@Mapletree – across all our markets. Under this initiative, 89% of the Manager and Property Manager’s employees took part in the activities organised, such as mass circuit training, mass walks and health workshops. In addition, employees can participate in virtual challenges and access health tips and articles provided by external health consultants via the accompanying mobile application. To date, more than 600 Mapletree staff in Singapore have downloaded and accessed the application.

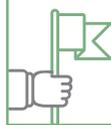
To encourage work-life balance among our employees, the Sponsor’s Recreation Club regularly organises social events. In FY18/19, these included Durian Fest 2018 and Mapletree Family Movie Event 2018 – Marvel’s Ant-Man and the Wasp.



MLTM’s Singapore employees participating in Mapletree’s mass walk

The Sponsor continues to recognise the outstanding academic achievements of its Singapore-based employees’ children through the Mapletree Education Award (“EduAward”). During the year in review, a total of 93 awards amounting to S\$21,500 were given out.

FY19/20 Targets



1. Continue to implement fair employment practices and ensure our hiring process remains stringent and offers equal opportunity to all potential candidates
2. Maintain a diverse and relevant learning and professional development programme

Local Communities

As a socially responsible corporate citizen, we endeavour to engage and contribute positively to the communities we operate in. Underpinning our efforts is the Mapletree Shaping & Sharing Programme, a group-wide framework that seeks to achieve greater social impact through a focused corporate social responsibility (“CSR”) approach.



MAPLETREE’S CSR FRAMEWORK

Mapletree’s CSR framework is guided by two broad objectives and focuses on empowering individuals through supporting educational and healthcare initiatives, enriching communities with the arts and functional design, and building environmentally sustainable real estate developments.

The framework is anchored on four key CSR pillars – education, the arts, environment and healthcare – which shape the proposed community involvement initiatives and commitments. The Group’s selection of CSR initiatives is based on definable social outcomes, long-term engagement and staff volunteerism opportunities.

A dedicated five-member CSR Board Committee provides strategic oversight of the Group’s CSR efforts. The Committee comprises Mapletree’s Chairman and senior management, as well as board members from Mapletree’s REITs. Representatives from the REITs are rotated every two years.

The Sponsor aligns business performance with its CSR efforts by setting aside S\$1 million annually to fund CSR commitments and programmes for every S\$500 million of profit after tax and minority interests, or part thereof.

Sustainability Report

CSR Activities

Aimed at encouraging employees to volunteer and give back to the community, the Sponsor has in place a Staff CSR Programme that provides seed funding of S\$5,000 for each approved CSR initiative proposed and executed by our employees. The selection criteria include the proposal’s measurable impact, staff commitment and wider participation.

In FY18/19, staff volunteers from the Manager’s teams in Australia, Hong Kong, Japan, Malaysia and Vietnam took part in a CSR event held in their respective markets or a total of five CSR events. This compares against the target of two CSR events for FY18/19. These events registered a staff participation rate of 64%.



Mapletree Australia team assisting in food preparation for the disadvantaged communities

Australia

Caring for the disadvantaged

The Mapletree Australia team, including a staff volunteer from MLTM Australia, participated in Cooking for a Cause by Oz Harvest to prepare and package fresh food for disadvantaged communities. Collectively, the Mapletree team donated A\$2,450, which is equivalent to delivering 4,900 meals to people in need¹².

Hong Kong

Cultivating bonds with the elderly

Staff volunteers from the MLTM Hong Kong team visited the Caritas Harold H.W. Lee Care & Attention Home, a residential care home for the elderly. The team organised a Chinese New Year Party and distributed new year goodie bags – which included food items and daily necessities – to 276 elderly residents.

Japan

Inspiring young children

The Mapletree Japan team, including staff volunteers from MLTM, hosted a visit of Mapletree’s Japan logistics assets for 13 foster care children from Shisei Gakuen Children’s Home, to broaden their horizons and motivate them to pursue their hopes and aspirations for the future.

Malaysia

Bringing joy to the mentally challenged

Staff volunteers from MLTM Malaysia organised a Chinese New Year visit to the Malaysian Association for The Welfare of Mentally Challenged Children and sponsored lunch and groceries for 40 residents who were between the ages of 7 and 55.

Vietnam

Motivating young patients

The Mapletree Vietnam (Hanoi) team, including staff volunteers from MLTM Vietnam organised a visit to the Hanoi Rehabilitation Hospital’s Pediatrics Department. The team distributed gifts to 80 children, many of whom were less privileged and from small provinces.

FY19/20 Targets



1. Employees to organise or participate in two CSR events aligned with the Mapletree Group’s CSR objectives

Note:
¹² Source: Oz Harvest.

Engaging Tenants

MLT adopts an integrated engagement approach to foster tenant relations effectively. Apart from conducting regular meetings to address tenants' needs and expectations in relation to their operations, we also seek to engage them on other platforms to promote a vibrant and long-term partnership.

During the year, the Manager's Singapore team and Mapletree's tenant, Decathlon, came together for an action-packed and fun-filled afternoon of sports games. Over in Vietnam, the Mapletree team hosted weekly football matches with tenants from November 2018 to January 2019. These initiatives, which are also in line with the Group-wide drive to foster a wellness culture, seek to encourage active and healthy living among our tenants and employees, while also cultivating tenant relations.

Environmental and Community Impact Assessment

The Manager has put in place robust systems to gather feedback from stakeholders with regard to our sustainability approach and those who have been affected by our business activities. Tenants can contact on-site representatives of the Property Manager and members of the public are welcome to provide feedback via the corporate email on our website.

From time to time, the Manager undertakes selective redevelopment projects as part of our active asset

management programme. As a responsible asset manager, we strive to minimise and mitigate the potential negative impacts of our redevelopment projects on the surrounding environment and the local community.

The Manager ensures compliance with the applicable regulatory requirements by obtaining the necessary approvals from the respective regulatory bodies. Prior to the commencement of any construction activity, a detailed project impact analysis, covering areas such as the surrounding environment, traffic and energy consumption, will be conducted. In addition, we keep the local community informed through flyers containing information on the project and the construction schedule.

Industry Memberships

We are committed to contributing to the development of the logistics real estate market as well as the REIT industry in Singapore. The Manager holds membership in several industry organisations including Supply Chain Asia, REIT Association of Singapore ("REITAS") and the American Chamber of Commerce. In FY18/19, our management participated in the REITs Symposium 2018, which saw an attendance of over 1,200 retail investors. Management also presented at the REITAS "Fund raising for REITs" course for practitioners in the REIT industry.



Mapletree's tenant Decathlon joined MLTM's Singapore team for a fun-filled afternoon of sports games

Sustainability Report

GOVERNANCE

Regulatory Compliance

The Manager is committed to upholding the highest standards of corporate governance and transparency in our business operations. We have in place a comprehensive corporate governance framework that is aligned with the Mapletree Group’s policies. These policies include specific guidance on anti-corruption practices and compliance with local laws and regulations.

Our employees are required to adhere to an ethics and code of conduct policy and maintain high levels of integrity. The Manager reserves the right to terminate an employee’s services if he/she is found guilty of fraud, dishonesty or criminal conduct in relation to his/her employment.

For more information on our corporate governance framework and policies, please refer to pages 101 to 118 of the annual report.

With diverse operating geographies, the Manager is committed to complying with laws and regulations wherever it has operations. Procedures are in place to monitor and manage the risk of non-compliance with laws and regulations, including the anti-money laundering policy.

Additionally, the Manager works with the Property Manager to monitor closely changes in relevant laws and regulations. Employees are kept up-to-date on developments or changes to the applicable laws and regulations through training and communication.

The Group has a whistleblowing policy in place that aims to provide employees and external parties a channel to raise concerns about illegal, unethical or otherwise inappropriate behaviour observed in our workplace. We have established strict confidentiality standards to ensure whistle-blowers are protected from reprisals or victimisation.

Where there are cases of threatened or pending litigation, they are reported promptly to the CEO of the business unit, the Head of Group Corporate Services and the Group General Counsel for timely resolution.

Anti-corruption

The Group has a zero-tolerance policy towards bribery and corruption. We have established procedures for the prevention, detection and mitigation of bribery and corruption. Our employees are required to adhere to the Group’s policies relating to anti-corruption and the prohibition of bribery, acceptance or offer of lavish gifts or entertainment.

Responsible Marketing and Communication

All marketing materials concerning our properties are vetted by the Manager to ensure accuracy, consistency and compliance with policies such as the Singapore Code of Advertising Practice. We also extend this responsibility to our tenants by requiring them to abide by the relevant laws and regulations governing marketing communications and advertisement placements within the properties.

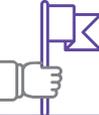
The Manager is committed to provide timely and transparent communication to our unitholders through multiple channels. The Manager ensures relevant announcements are published via SGXNet promptly and information uploaded on the corporate website is up-to-date. The Manger regularly engages its investors through various channels such as annual general meeting and biannual results webcast. In addition, the Manager reviews investor relations materials to ensure accuracy, consistency and compliance with our policies.

Data Protection

The Manager strictly complies with the Personal Data Protection Act as well as the information security policies and procedures set out by the Sponsor. MLT’s privacy statement is available to the public via its website. Stakeholders are encouraged to raise any privacy related matter or concerns to the Data Protection Officer via a dedicated e-mail address which is available on the website.

In FY18/19, there were no material breaches of relevant local laws and regulations, including marketing communications and anti-corruption laws.

FY19/20 Targets



- 1. Maintain zero incidences of non-compliance with anti-corruption laws and regulations**
- 2. 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	Name of the organisation Mapletree Logistics Trust
102-2	Activities, brands, products, and services Annual Report, Corporate Profile, Page 1
102-3	Location of headquarters Annual Report, Corporate Directory, Inside Back Cover
102-4	Location of operations Annual Report, At a Glance, Pages 2 to 3
102-5	Ownership and legal form Annual Report, Corporate Profile, Page 1 Annual Report, Trust Structure, Page 20
102-6	Markets served Annual Report, Portfolio Analysis & Review, Pages 40 to 44
102-7	Scale of the organisation Annual Report, Corporate Profile, Page 1 Employment and Talent Retention, Pages 130 to 131 Annual Report, Notes to the Financial Statement, Pages 182 to 236 Annual Report, Statements of Profit or Loss, Page 144 Annual Report, Statements of Financial Position, Pages 146 to 147
102-8	Information on employees and other workers Employment and Talent Retention, Pages 130 to 131 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 Supply chain activities are minimal and not significant to MLT's operations.
102-10	Significant changes to organisation and its supply chain None in FY18/19.
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 133
Strategy	
102-14	Statement from senior decision-maker Annual Report, Message from the Chairman and CEO, Pages 10 to 13 Board Statement, Page 122
Ethics and Integrity	
102-16	Values, principles, standards, and norms of behaviour Sustainability Approach, Page 124 Annual Report, Our Vision, Our Mission, Inside Front Cover
Governance	
102-18	Governance structure Sustainability Governance, Page 124
Stakeholder Engagement	
102-40	List of stakeholder groups Stakeholder Engagement, Page 126
102-41	Collective bargaining agreements Not applicable. No collective bargaining agreements are in place.
102-42	Identifying and selecting stakeholders Stakeholder Engagement, Page 126
102-43	Approach to stakeholder engagement Stakeholder Engagement, Page 126
102-44	Key topics and concerns raised Stakeholder Engagement, Page 126

GRI Standards (2016)	Notes/Page Number(s)
General Disclosures	
Reporting Practice	
102-45	Entities included in the consolidated financial statements Annual Report, Corporate Structure, Pages 18 to 19 Annual Report, Significant Accounting Policies, Pages 184 to 198
102-46	Defining report content and topic Boundaries About This Report, Pages 122 to 123 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125
102-47	List of material topics Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125
102-48	Restatements of information For data comparison purpose, the energy data for FY16/17 and FY17/18 have been restated to exclude 7 Tai Seng Drive, which was divested in FY18/19.
102-49	Changes in reporting The annual energy consumption data disclosed in the Sustainability Report relates to 22 properties in Singapore, as compared to 23 properties in the prior years' Sustainability Report, and includes data of two properties in Hong Kong and three properties in Vietnam.
102-50	Reporting period 1 April 2018 – 31 March 2019
102-51	Date of most recent report The Annual Report/Sustainability Report 2017/2018 was published in June 2018.
102-52	Reporting cycle Annual
102-53	Contact point for questions regarding the report About This Report, Page 123
102-54	Claims of reporting in accordance with GRI Standards About This Report, Page 123
102-55	GRI content index GRI Content Index, Pages 135 to 136
102-56	External assurance MLT has not sought external assurance on this Report.
Material Topics	
Economic Performance	
103-1	Explanation of the material topic and its Boundary Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Annual Report, Financial Report, Pages 137 to 239
103-2	The management approach and its components Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Annual Report, Financial Report, Pages 137 to 239
103-3	Evaluation of the management approach Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Annual Report, Financial Report, Pages 137 to 239
201-1	Direct economic value generated and distributed Annual Report, Financial Report, Pages 137 to 239
Anti-corruption	
103-1	Explanation of the material topic and its Boundary Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Governance, Page 134
103-2	The management approach and its components Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Governance, Page 134
103-3	Evaluation of the management approach Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Governance, Page 134
205-3	Confirmed incidents of corruption and actions taken Governance, Page 134
Energy	
103-1	Explanation of the material topic and its Boundary Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Energy, Pages 127 to 128
103-2	The management approach and its components Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Energy, Pages 127 to 128

Sustainability Report

GRI Standards (2016)	Notes/Page Number(s)
Material Topics	
Energy	
103-3	Evaluation of the management approach Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Energy, Pages 127 to 128
302-1	Energy consumption within the organisation Energy, Pages 127 to 128
302-3	Energy intensity Energy, Pages 127 to 128
Environmental Compliance	
103-1	Explanation of the material topic and its Boundary Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Governance, Page 134
103-2	The management approach and its components Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Governance, Page 134
103-3	Evaluation of the management approach Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Governance, Page 134
307-1	Non-compliance with environmental laws and regulations Governance, Page 134
Employment	
103-1	Explanation of the material topic and its Boundary Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Employment and Talent Retention, Pages 130 to 131
103-2	The management approach and its components Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Employment and Talent Retention, Pages 130 to 131
103-3	Evaluation of the management approach Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Employment and Talent Retention, Pages 130 to 131
401-1	New employee hires and employee turnover Employment and Talent Retention, Pages 130 to 131
Occupational Health & Safety	
103-1	Explanation of the material topic and its Boundary Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Health and Safety, Page 129
103-2	The management approach and its components Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Health and Safety, Page 129
103-3	Evaluation of the management approach Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Health and Safety, Page 129
403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender Health and Safety, Page 129 Health and safety performance data by region and gender and information on types of injury, occupational disease rate and absentee rate were not applicable to the organisation as they were not deemed significant.
Training and Education	
103-1	Explanation of the material topic and its Boundary Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Employment and Talent Retention, Pages 130 to 131
103-2	The management approach and its components Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Employment and Talent Retention, Pages 130 to 131
103-3	Evaluation of the management approach Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Employment and Talent Retention, Pages 130 to 131

GRI Standards (2016)	Notes/Page Number(s)
Material Topics	
Training and Education	
404-2	Programmes for upgrading employee skills and transition assistance programmes Employment and Talent Retention, Pages 130 to 131
Local Communities	
103-1	Explanation of the material topic and its Boundary Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Local Community, Pages 131 to 133
103-2	The management approach and its components Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Local Community, Pages 131 to 133
103-3	Evaluation of the management approach Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Local Community, Pages 131 to 133
413-1	Operations with local community engagement, impact assessments, and development programs Local Community, Pages 131 to 133
Customer Health and Safety	
103-1	Explanation of the material topic and its Boundary Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Health and Safety, Page 129
103-2	The management approach and its components Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Health and Safety, Page 129
103-3	Evaluation of the management approach Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Health and Safety, Page 129
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services Health and Safety, Page 129
Marketing and Labelling	
103-1	Explanation of the material topic and its Boundary Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Governance, Page 134
103-2	The management approach and its components Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Governance, Page 134
103-3	Evaluation of the management approach Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Governance, Page 134
417-3	Incidents of non-compliance concerning marketing communications Governance, Page 134
Socioeconomic Compliance	
103-1	Explanation of the material topic and its Boundary Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Governance, Page 134
103-2	The management approach and its components Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Governance, Page 134
103-3	Evaluation of the management approach Sustainability Governance, Page 124 Materiality and the United Nations Sustainable Development Goals, Pages 124 to 125 Governance, Page 134
419-1	Non-compliance with laws and regulations in the social and economic area Governance, Page 134