

1. INTRODUCTION

- 1.1 Tritax Big Box PLC and its business units ("Company", "Group" or "we") are committed to improving its businesses for the good of shareholders, the environment and other stakeholders.
- 1.2 The purpose of this policy is to demonstrate our commitment towards protecting biodiversity and minimising the potential negative impact that our businesses may have on the natural environment over the longer term.
- 1.3 This policy is in accordance with approval of the Board of Directors of Tritax PLC.
- 1.4 Each business unit within the Company is expected to establish a "culture" of compliance with this policy. The executive team of each business unit must take direct responsibility for ensuring effective transmission of this policy throughout their business unit, together with relevant guidance and training, and appropriate safeguards, monitoring, and resources, in order to ensure compliance with this policy.

2. WHO IS COVERED BY THIS POLICY

- 2.1 This policy applies to all individuals working at all levels, including senior managers, officers, directors, employees (whether permanent, fixed-term, or temporary), contractors, trainees, casual workers/agency staff, volunteers, or any other person working for the Group throughout the world (collectively referred to as "Group Associates" for the purposes of this policy).

3. POLICY STATEMENT

- 3.1 This Policy sets out our aims to incorporate biodiversity into the Group's strategy, and to define the key aspects that are expected of the Company to promote the growth of the natural world and help prevent deforestation.
- 3.2 Biodiversity is defined as the variety of plant and animal life in the world or in a particular habitat, a high level of which is usually considered to be important and desirable. Is critical to the health and stability of natural capital as it provides resilience to shocks like floods and droughts, and it supports fundamental processes such as the carbon and water cycles as well as soil formation. Biodiversity is therefore both a part of natural capital and also underpins ecosystem services. Tritax recognises the importance of biodiversity and how fundamental it is to our society. We aim to preserve biodiversity and ensure future generations can enjoy its benefits.

3.2.1 No Net Loss

No Net Loss is defined as the point at which project-related impacts on biodiversity are balanced by measures taken to avoid and minimise the project's impacts, to undertake on-site restoration, and finally to offset significant residual impacts, if any, on an appropriate geographic scale (e.g., local, landscape-level, national, regional). We aim to work towards there being No Net Loss in our operations and reduce deforestation wherever we operate. We will look into re-compensating any potential negative biodiversity impacts with future reforestation and regeneration projects.

Tritax Big Box REIT plc

3rd Floor, 6 Duke Street St James's, London SW1Y 6BN

T: +44 (0)20 7290 1616 E: bigbox@tritax.co.uk www.tritaxbigbox.co.uk

3.2.2 Legally Designated Protection Areas

The United Nations List of Protected Areas is a list of terrestrial, coastal and marine protected areas designated by governments around the world. They are defined as locations which receive protection because of their recognised ecological values. Locations can include national or regional parks and other conservation areas.

Protected areas are the cornerstone of biodiversity conservation; they maintain key habitats, provide refugia, allow for species migration and movement, and ensure the maintenance of natural processes across the landscape. Tritax aims to respect these areas.

3.2.3 High Conservation Value (HCVs) Areas and Threatened and Protected Species

High Conservation Value (HCV) areas are defined as natural habitats where these values are considered to be of outstanding significance or critical importance. A HCV area is simply the area (e.g. a forest, a grassland, a watershed, or a landscape-level ecosystem) where these values are found, or more precisely, the area that needs to be appropriately managed in order to maintain or enhance the identified values. Threatened species are any species (including animals, plants and fungi) which are vulnerable to endangerment in the near future while protected species are species of animal or plant which it is forbidden by law to harm or destroy.

HCVs can contain threatened and protected species that are in need of conservation. Tritax aims to avoid the conversion of HCV areas and to avoid creating negative impacts on threatened and protected species in order to preserve the planet's natural ecosystems. We also aim to avoid the development of our operations near sites that contain globally or nationally important biodiversity.

3.2.4 Free, Prior and Informed Consent (FPIC) of Indigenous Peoples

FPIC is a specific right that pertains to indigenous peoples and is recognised in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). It allows indigenous people to give or withhold consent to a project that may affect them or their territories. Tritax recognises the importance of indigenous communities and understands that their livelihoods largely depend on the respect of their land. We respect the rights of indigenous communities through aiming to provide FPIC before starting any developments.

3.2.5 CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora) listed species

CITES is a multilateral treaty to protect endangered plants and animals which aims to ensure that international trade in specimens of wild animals and plants does not threaten the survival of the species. As Tritax and our businesses are not involved in the trade of wild animals the trade of CITES species is deemed as not relevant to our business.

4. RESPONSIBILITY FOR THE SUCCESS OF THIS POLICY

- 4.1 This policy forms part of our Group compliance policies, which come under the overall responsibility of the board of directors of Tritax Big Box Plc.
- 4.2 The executive team of each business unit must take direct responsibility for ensuring effective transmission of this policy throughout their business unit, and managers have a specific responsibility to facilitate the operation of this policy.
- 4.3 All staff should be aware of and are responsible for the success of this policy and should ensure that they take steps to support it.

