
TRITAX MANAGEMENT LLP

SUPPLIER CODE OF CONDUCT

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Tritax Management LLP

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TRITAX SUPPLIER CODE OF CONDUCT

Our Supplier Code of Conduct sets out our values and standards for our partners who work with and act on our behalf.

About Tritax

Tritax is a logistics real estate fund manager focused on delivering sustainable, long-term income and capital growth through investments aligned with structural change.

We offer high quality, secure investment solutions focused on the dynamic and expanding logistics and distribution sector.

We create resilient real estate portfolios that not only deliver sustainable income and capital growth strategies, but also seek to create a positive impact for all we serve by advancing the transition to carbon neutrality and creating social value.

Our Values

Progressive

We take an innovative and entrepreneurial approach to creating new real estate investments. We seek to shape change with a deep commitment to evolve and develop our investment offering to ensure it meets changing sector dynamics and stakeholder requirements.

Agile

Our performance is driven by our entrepreneurial edge and complemented by a rigorous approach to governance. Our decisive, progressive style combined with the agile implementation of our ideas creates a first-mover advantage, maximising the opportunities that our sector has to offer.

Collaborative

We are well connected and collaborative. Our growth strategy is built around our commitment to understanding and supporting our internal and external stakeholder's needs. Our strong industry relationships drive insight-driven decision making and unlock attractive opportunities.

Sustainable

Central to our approach is to adapt, innovate and invest to ensure that as a business we use our planet's finite resources efficiently, minimising both our impact and the impact of the assets we manage on the local and wider environment.

Scope

This policy applies to all Suppliers acting on behalf of Tritax Management and the Funds under its management – Tritax Big Box REIT, Tritax EuroBox plc, Tritax Metrobox, and TPIF. This includes the supply chain that our Suppliers, partners and contractors work with.

It should be read in conjunction with our detailed policies that support this Code.

Fraud, Bribery and Corruption

Tritax prohibits the offering, giving, solicitation or acceptance of any bribe (whether in cash or otherwise) to or from any person or company (including public officials), wherever they are situated, by any individual or group, whether they be employees, agents or other persons or bodies acting on Tritax's behalf.

Facilitation payments are not permitted. Facilitation payments are defined as payments demanded by officials (or others) simply to secure or expedite the performance of their normal duties (for example, granting a licence, allowing goods to cross a border, and so on). These are commonplace in some jurisdictions, but the making of such payments, regardless of how small, is an offence under the Bribery Act 2010.

We do not tolerate fraudulent practices among our employees and associates or a behaviour in which deception is used to obtain a business advantage.

Breaches of Tritax's 'zero-tolerance' approach towards acts of bribery and corruption by business partners acting on its behalf will lead to a review of Tritax's contracts and relationship with such partners.

We expect our Suppliers to act in accordance with these principles and commitments as set out in our Anti-Bribery and Corruption Policy.

Bullying, Harassment and Discrimination

We expect our Suppliers strictly to prohibit any kind of harassment, intimidation, bullying or abuse of any employee, including through the threat of physical punishment or disciplinary action, or physically, sexually, racially, psychologically, or verbally.

Human Rights

We are committed to acting in accordance with the UN Guiding Principles on Business and Human Rights, the UN Global Compact, and the international standards set out by the eight core International Labour Organisation (ILO) conventions and recommendations.

We expect our Suppliers to act in accordance with these principles and commitments as set out in our Human Rights Policy.

Modern Slavery and Employment

The Supplier is required to adhere to Tritax's Anti-Modern Slavery Standards as set out in the Anti-Modern Slavery Policy.

The Supplier is obliged to alert Tritax of any breaches in terms of the Standards and Modern Slavery Act 2015 that are relevant to Tritax.

In relation to any breaches, the Supplier must notify Tritax of any remedial action that is being taken with timescales for resolution and provide updates as the resolution progresses.

Should the Supplier not cooperate, Tritax will escalate the issue internally and an assessment of termination of contract will be made on a case-by-case basis.

The Supplier shall ensure its employees understand their employment conditions and give employees fair and reasonable pay as well as any legally entitled or agreed benefits.

We encourage Suppliers to pay at least the Living Wage in the region and adopt prompt payment for its subcontractors.

Health and Safety

We expect our Suppliers to provide healthy and safe working conditions for employees and contractors, in accordance with national laws and international standards.

This includes:

- Putting in place mechanisms to ensure that health and safety obligations are communicated and applied to all parties under its control
- Meeting the general principles of health and safety risk prevention. General principles include identifying, minimising, and preventing hazards, using competent and trained people, providing, and maintaining safe equipment and tools, including required personal protective equipment at the expense of the Supplier
- Ensuring all employees are trained and understand their obligations for health and safety
- Ensuring systems are in place to monitor and respond to health and safety incidents. This includes having procedures in place to recording, investigating, and implementing learning points from accidents and emergency situations

Corporate Responsibility

We expect Suppliers to comply with all relevant environmental legislation and international standards.

We expect Suppliers to put in place systems to manage their environmental and social impacts, including:

- Appropriate environmental management systems
- Collecting and maintaining all necessary environmental permits and registrations
- Sourcing materials responsibly, avoiding knowingly purchasing conflict materials and committing to sourcing certified timber
- Minimising and controlling all hazardous air pollutants and emissions, including seeking to be energy and carbon efficient
- Promoting recycling and avoiding sending waste to landfill

We encourage Suppliers to support local community and charitable causes relevant to their organisation, and where there is opportunity, to support businesses and employment.

We expect Suppliers to maintain positive relationships with local communities, minimise disruption.

Raising Concerns

We have a Whistleblowing Policy in place to ensure that our Suppliers and associates know who to contact should they suspect any form of qualifying disclosures of, as defined by the Public Interest Disclosure Act 1998. Suppliers and associates are encouraged to speak out and will be protected from detriment or criticism if a disclosure is made in good faith.

Suppliers can submit details of their concerns through an independent, dedicated telephone line, which is stated in the Whistleblowing Policy.

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Reporting, Monitoring, and Corrective Action

We expect Suppliers to monitor ongoing compliance with the Supplier Code of Conduct and identify and rectify any issues.

Suppliers will immediately report to the relevant company representative of any serious breaches and agree a schedule of remediation with Tritax.

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Henry Franklin
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Henry Franklin

Chief Operating Officer, Partner

Tritax Management LLP

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