

Human Rights Policy

Human Rights Commitment

Prologis' Human Rights Policy, in conjunction with various enterprise-wide policies, reflects its commitment to protect human rights within the company's sphere of influence by adopting responsible workplace practices, and conducting business operations in a manner that preserves the dignity and respect of all people with whom the company engages. As a result, Prologis encourages the advancement of human rights in our relationships with our employees, suppliers, contractors and sub-contractors, business partners, investors, customers and communities in which we work. We continuously strive to do better and we expect the same of our partners. More information about Prologis' commitment to protecting human rights, implementation and enforcement can also be found in Prologis' [Code of Ethics and Business Conduct](#).

Prologis' core values and culture of integrity (I), mentorship (M), passion (P), accountability (A), courage (C) and teamwork (T) – collectively, IMPACT – guide our everyday interaction with all people with whom the company engages by emphasizing our commitment to ethical business practices to protect, preserve and enhance human rights within our sphere of influence. Our core values also direct our social responsibility principles and efforts to invest in our local communities.

Prologis believes all workers are entitled to have equal footing when it comes to their conditions of employment without fear of discrimination or retaliation related to the hiring, compensation, promotion, discipline or termination. To that end, Prologis provides equal employment opportunities to all individuals free of discrimination and harassment regardless of race, color, creed, religion, sexual orientation, gender identity, marital status, national origin or ancestry, caste, sex, age, physical or mental disability, medical condition, or veteran status. Our workers can expect equal pay for equal work, and to gain access to an industry that may have traditionally underserved certain groups through our inclusion and diversity initiatives, as well as outreach programs.

Prologis explicitly prohibits the use of unlawful child labor for our own operations, for our suppliers as part of the Prologis Supplier Code of Conduct, and per Prologis' [UK Modern Slavery and Human Trafficking Statement](#)¹. All workers must be of at least the relevant national working age in the markets in which we conduct business. In addition to prohibiting unlawful child labor, Prologis also has a strict prohibition against any kind of forced or indentured labor. This includes protecting workers who may be uniquely vulnerable because of their status as foreign or migrant workers.

Safety is an inherent and fundamental right that every working person must be given. Consequently, we insist on maintaining a safe and healthy work environment for our own workforce, as well as the third parties with whom we engage, in compliance with all applicable laws through various policies and procedures, as well as binding contractual provisions. To that end, Prologis has also established a Safety Committee that reviews safety issues that arise at any of our projects, as well as actively promotes policies and procedures that continually improve our existing safety framework. To ensure all of our employees and third party contractors speak up when a safety concern arises, Prologis implemented a Safety Hotline that is published at each of our projects where anyone can report potential safety violations anonymously.

¹ Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labor, bonded and child labor and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of human rights.



Part and parcel to providing a safe and healthy work environment, Prologis prohibits the inhumane treatment of any person within its sphere of influence, and requires that all persons be treated with dignity and respect without fear of harm or abuse. Physical, mental or emotional abuse of workers is not only unacceptable, but sufficient resources should be made available to workers to maintain their overall healthy wellbeing through Employee Assistance Programs and health benefits.

Prologis adheres to all local laws and regulations, including those that provide the local workforce with the rights to collective bargaining and freedom of association. Interference with workers seeking to organize or carry out union activities, using intimidation, retaliation or harassment in violation of applicable law are wholly unacceptable.

Furthermore, Prologis complies with all local laws regarding working hours, as well as equal and fair compensation that improves the quality of life and financial security of our employees. Prologis expects nothing less from its suppliers and third party vendors.

Sphere of Influence

This policy applies to Prologis, Inc., the entities that we own, our strategic capital ventures, our employees, our suppliers, business partners, investors, customers and communities in which we work.

Board and Executive Governance and Oversight

Prologis' [Board Governance and Nomination Committee](#) advises the Board in reviewing and recommending for approval the company's ESG (environmental stewardship, social responsibility and governance) activities, goals and policies on an annual basis. They review the adequacy of our governance guidelines and focus on reputational and corporate governance. Prologis executives have oversight over human rights, ethics, compliance, ESG, and inclusion and diversity.

Implementation and Enforcement

Every Prologis employee is responsible for their own business conduct and is encouraged to speak up if something does not seem right. Our Code of Ethics and Business Conduct and our Global Anti-Corruption and FCPA Policy have been translated into 16 languages and can be found on our website, as well as posted on our intranet. Prologis' contractors follow policies and responsibilities set out in our [Supplier Code of Conduct](#). Prologis' independently operated and anonymous Ethics Helpline is available to internal and external stakeholders to report potential misconduct or improper workplace practices 24/7 and 365 days a year. The responsibilities of the Prologis Ethics Committee include setting and updating the ethics policy, overseeing employee ethics training, providing guidance and advice to employees and investigating reported incidents of ethics non-compliance. Prologis' independently operated Safety Hotline is available to internal and external stakeholders to report safety hazards and violations 24/7 and 365 days a year. All reports are submitted anonymously and are thoroughly evaluated.

Reporting

Prologis reports information on our commitment to Human Rights through the annual ESG Impact Report. Reporting is transparent, accurate, timely and complete.