



SUSTAINABILITY
REPORT
2018

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INTRODUCTION

ABOUT CACHE LOGISTICS TRUST

Listed on 12 April 2010 on the Main Board of the Singapore Exchange Securities Trading Limited (“SGX-ST”), Cache Logistics Trust (“Cache”) is a real estate investment trust (“REIT”) that invests in income-producing real estate used for logistics purposes as well as real estate-related assets in Asia Pacific.

As at 31 December 2018, Cache’s portfolio comprised 26 high-quality logistics warehouse properties strategically located in established logistics clusters in Singapore and Australia with a total gross floor area of 8.6 million square feet (“sq. ft.”) and an appraised value of S\$1.3 billion.

Cache is externally managed by ARA Trust Management (Cache) Limited (the “Manager”). Cache Property

Management Pte Ltd (“Property Manager”) manages its property portfolio. The Manager and Property Manager are wholly-owned by ARA Asset Management Limited (“ARA”), a premier global integrated real assets fund manager.

The Manager is focused on value creation through the pursuit of disciplined acquisition growth and proactive portfolio management strategies. Coupled with an emphasis on prudent capital and risk management, Cache strives to deliver regular and stable distributions to Unitholders and achieve long-term sustainable growth.

VISION, MISSION AND VALUES

Cache’s vision is to provide its customers with the highest quality logistics real estate solutions in Asia Pacific.

Its mission is to deliver regular and stable distributions to Unitholders and achieve long-term sustainable growth in Distribution Per Unit and Net Asset Value. Cache

aims to continue to create value for all our stakeholders through building a strong portfolio and adopting the best practices in risk management, corporate governance and sustainability. The Manager adopts the R.E.I.T values of the ARA Group when conducting the day-to-day operational activities.

Figure 1: The Manager’s R.E.I.T values



INTRODUCTION

BOARD STATEMENT



Cache Logistics Trust shares this firm belief of value creation for all its stakeholders through building a strong portfolio of properties. Cache is committed to being an active contributor to elevating society, by adopting, adhering to and promoting best practices in risk management, corporate governance and sustainability.

Under the oversight of the Board of Directors (the “Board”) which has considered sustainability issues as part of its strategic formulation, the Manager recognises the importance of progressive sustainability practices and how they can enhance Cache’s business operations and performance. The Manager, under the guidance of the Board, aligns Cache’s policies and practices with principles

derived from good corporate governance and business integrity. The Manager is also responsible for adopting a prudent approach towards financial management, overseeing fair employment and utilising resources in an efficient manner to minimise the environmental footprint of every property under Cache’s portfolio.

The Board has approved the material Environmental, Social and Governance (“ESG”) matters and determined them to be relevant for the current year. The Board oversees the Manager in managing and monitoring those matters. Hence, the Manager is accountable for upholding Cache’s commitment towards sustainability by setting the tone for all sustainability efforts.

INTRODUCTION

ABOUT THIS REPORT

The Manager is pleased to present Cache's Sustainability Report, published for the financial year ended 31 December 2018 ("FY2018"). This report provides an overview of Cache's ESG impacts and its ongoing efforts in achieving sustainable management of its logistics-related properties.

SUSTAINABLE ECONOMIC VALUE

By integrating Cache's business strategies and operations with effective sustainability practices and policies, the Manager strives to achieve sustainable economic growth and long-term Unitholder value. Accordingly, this report reflects the interrelation between Cache's sustainability policies, practices and performance, and its overall financial performance through the governance, socioeconomic and environmental perspectives.

For a detailed breakdown of Cache's FY2018 financial results, please refer to the Operations and Financial Review section (pages 28 to 38) and Financial Statements (pages 103 to 180) in the FY2018 Annual Report.

REPORTING FRAMEWORK

This report is prepared in accordance with the Global Reporting Initiative ("GRI") Standards - 'Core' option and the GRI Construction and Real Estate Sector Supplement ("CRESS"). The GRI standards is internationally recognised and it is widely used as a reporting framework globally. As such, the GRI standards has been deemed most suitable for Cache's sustainability reporting. Where applicable, reference is also drawn from the Sustainability Reporting

Guide of the SGX-ST Practice Note 7.6 in meeting the primary components as set out in the SGX-ST Mainboard Listing Rule 711(B). Please refer to the GRI Content Index, which is appended to this report.

REPORT PERIOD AND SCOPE

The reporting period covered in this report is for FY2018, from 1 January 2018 to 31 December 2018 with relevant prior year comparatives.

The report is focused on Cache's portfolio of multi-tenanted properties in Singapore, excluding the master lease / single-tenant properties which the Manager does not have control over the day-to-day operations. When such properties are converted to multi-tenanted leases, the Manager will include the relevant data in the reports going forward.

The reporting scope covered in this report comprises six logistics properties and their business operations in Singapore, which are described in the table below. Hi-Speed Logistics Centre is no longer in the reporting scope for FY2018 due to its divestment in May 2018 and is being replaced by CWT Community Hub due to its conversion from a master lease to a multi-tenanted lease in April 2018.

For socio-economic and governance performance, this report primarily covers the employees of the Manager and relevant employees of the Property Manager ("property management staff").

INTRODUCTION

Figure 2: Report Scope - properties included in this report

Singapore	Property Type
DHL Supply Chain Advanced Regional Centre (DHL Supply Chain ARC)	Ramp-up logistics warehouse (partly air-conditioned) with ancillary office facilities
Cache Cold Centre	Ramp-up logistics warehouse (practically all chiller/freezer) with ancillary office facilities
Cache Changi Districentre 1	Ramp-up logistics warehouse (partly air-conditioned) with ancillary office facilities
Cache Changi Districentre 2	Cargo-lift logistics warehouse (partly air-conditioned) with ancillary office facilities
CWT Commodity Hub	Ramp-up logistics warehouse (partly air-conditioned) with ancillary office facilities
Pandan Logistics Hub	Ramp-up logistics warehouse (partly air-conditioned) with ancillary office facilities



For more details on Cache's property portfolio, please refer to the Cache Logistics Trust's FY2018 Annual Report.

ASSURANCE

The Manager has not sought external assurance for this reporting period. The Manager shall consider external assurance by independent professional bodies as the reporting structure matures over time.

CONTACT

The Manager values and welcomes feedback from stakeholders as they are integral to Cache's sustainability reporting process. Please send any comments and/or suggestions on Cache's reporting disclosures to cache-enquiry@ara-group.com.

INTRODUCTION

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a crucial part of Cache's sustainability reporting. Regular engagements with stakeholders are conducted through various platforms, which provides insight to stakeholders' concerns and

raise any pertinent issues related to ESG matters. Cache's approach towards stakeholder engagement activities are outlined in Figure 3.

Figure 3: Stakeholder Engagement

Stakeholder Group	Mode of Engagement	Frequency of Engagement	Key Interests by Stakeholder Group	Cache's Response to Key Interests during the year
Unitholders / Investors	Investor conferences, face-to-face meetings and non-deal roadshows	Regular	<ul style="list-style-type: none"> Sustainable returns Timely, transparent and accurate disclosures Good corporate governance Net asset value growth Performance of assets 	<p>Maintained proactive communication with the investment community to keep them updated on operational performance, business outlook and strategy.</p> <p>All email / phone correspondences are followed through within an internal guideline of responding within three business days.</p> <p>Please refer to page 24 and 25 of the FY2018 Annual Report for more information.</p>
	Quarterly announcements of financial results	Quarterly		
	Financial results briefings	Half-yearly		
	Informative investor relations section of the corporate website	Throughout the year		
	Dedicated Investor Relations team	Throughout the year		
	Annual General Meeting	Annually		
	Publications including the Annual Report and Sustainability Report	Annually		
Existing and Prospective Tenants	Regular site visits	As appropriate	<ul style="list-style-type: none"> Quality assets and services that cater to logistics needs Competitive rental rates Regular tenant engagement 	<p>Pro-actively engaging tenants in respect of their property-related issues and discussing where/ how Cache can provide real estate solutions to improve their businesses.</p> <p>Progressively replaced building fixtures with those that provide energy and water-saving features.</p> <p>Actively reviewed properties to see where asset enhancement initiatives ("AEIs") can be implemented for both existing and new tenants to improve their operations as well as increase income and value for Cache.</p> <p>Achieved occupancy rates of between 95.0% to 97.3% throughout FY2018.</p>
	Phone calls, notices and email correspondences	As required		
	Tenant engagement events (including social lunches and festive events)	Regular		
	Meetings	Ad-hoc / Regular		

INTRODUCTION

STAKEHOLDER ENGAGEMENT

Stakeholder Group	Mode of Engagement	Frequency of Engagement	Key Interests by Stakeholder Group	Cache's Response to Key Interests during the year
Third-party service providers	Meetings	Ad-hoc / Regular	<ul style="list-style-type: none"> Prompt payment according to deliverables 	Post-completion / regular meetings to obtain feedback and discuss on how to improve Cache-supplier interface and work processes.
	Phone calls and email correspondences	Ad-hoc / Regular	<ul style="list-style-type: none"> Cordial working relationship Efficient work processes and productivity 	
Community	Social and community events	As appropriate	<ul style="list-style-type: none"> Create a positive impact on the communities they operate in Help the vulnerable groups in society Foster strong community ties 	The Manager, working closely with ARA, participated actively in employee volunteerism and other community involvement activities, which includes the ARA Lim Hoon Foundation Educational Heritage Tour 2018 and the SGX Bull Charge.
	Sponsorships	As appropriate		
	Media engagement	As appropriate		
	Scholarships	As appropriate		
Employees of the Manager	Employee satisfaction survey	Biennially	<ul style="list-style-type: none"> Good employee welfare and working environment Fair employment practices Opportunities for career development and advancement Health and safety Skills development and training 	The Manager, along with the Group Human Resource ("HR") division of ARA Group, participated in training programmes and employee welfare events throughout the year.
	Employee appraisals	Half-yearly		
	Team cohesion activities	Throughout the year		
	Training programmes and skills development	Regular		
	Orientation programme for new employees	Regular		
	Employee volunteering activities	Regular		

INTRODUCTION

STAKEHOLDER ENGAGEMENT

Stakeholder Group	Mode of Engagement	Frequency of Engagement	Key Interests by Stakeholder Group	Cache's Response to Key Interests during the year
Government agencies, industry organisations and associations	Participation in industry forums	Regular	<ul style="list-style-type: none"> • Compliance with rules and regulations • Good corporate governance 	<p>The Manager continues to participate actively in dialogue and feedback sessions held by JTC Corporation and various industry associations for topics related to the REIT industry and the industrial sector.</p> <p>Cache participates regularly at the Annual REITs Symposium as part of the ARA Group.</p> <p>The Group is represented in several industry bodies such as:</p> <ul style="list-style-type: none"> • Association of Real Estate Professionals; • Real Estate Investment Trust Association (REITAS); • Investor Relations Professionals Association Singapore; • Property Council of Australia; • Real Estate Developers' Association of Singapore (REDAS); • Singapore Chinese Chamber of Commerce & Industry; • Singapore Green Building Council; and • Singapore Institute of Directors.
	Meetings and dialogue sessions	As appropriate		

INTRODUCTION

MATERIALITY ASSESSMENT

The Manager determines material sustainability matters as issues with significant ESG impacts to Cache. These material issues influence the decision-making process of the stakeholders and affect the achievement of short and long-term goals. In FY2018, the Manager and its Board

reaffirmed that the reported material matters continue to be relevant in the current year. The Manager plans to engage external stakeholders in the assessment of material issues going forward.

Figure 4: Materiality Assessment Process

	FY2017	FY2018
Identification of sustainability matters	<p>A formal materiality assessment workshop was conducted by an independent Sustainability Consultant with key representatives from the Manager and the Property Manager to identify the sustainability matters most relevant and significant to Cache's internal and external stakeholders.</p> <p>A list of potential sustainability matters, including risks and opportunities was identified through:</p> <ul style="list-style-type: none"> • Peer benchmarking review of material matters • Identification of internal and external stakeholders • Discussion with key management representatives to understand their concerns, and the concerns of key external stakeholders with whom they communicate with 	<p>In FY2018, the material matters were reviewed to ensure continued relevance. These material matters were reaffirmed by the Manager and its Board.</p> <p>These material sustainability matters were presented by the Sustainability Consultant at the Cache Board Meeting and approved by the Board of Directors.</p> <p>The material and additional matters selected for reporting are shown in Figures 5 and 6.</p>
Prioritisation	<p>These sustainability matters were then prioritised through an unbiased, anonymous electronic voting exercise. The following set of criteria was used to determine the significance of each matter:</p> <ul style="list-style-type: none"> • Relevance to Cache's business model, strategies and outcomes • Likelihood and impact on the continuity of the business • Influence on decision-making processes of key internal and external stakeholders 	
Validation	<p>The results of the materiality voting exercise were further validated by benchmarking against other REIT Managers in the industry. Based on this list of material sustainability matters, the Manager put in place systems to incorporate sustainability across various business functions.</p>	
Review	<p>A final materiality assessment was conducted to evaluate the relevance of the material matters to determine their impact on internal and external stakeholders. From the assessment, the Manager has distilled five most critical sustainability matters and three additional sustainability matters for reporting.</p> <p>These material sustainability matters were presented by the Sustainability Consultant at the Cache Board Meeting and approved by the Board of Directors.</p>	

INTRODUCTION

MATERIALITY ASSESSMENT

Figure 5: Materiality Matrix

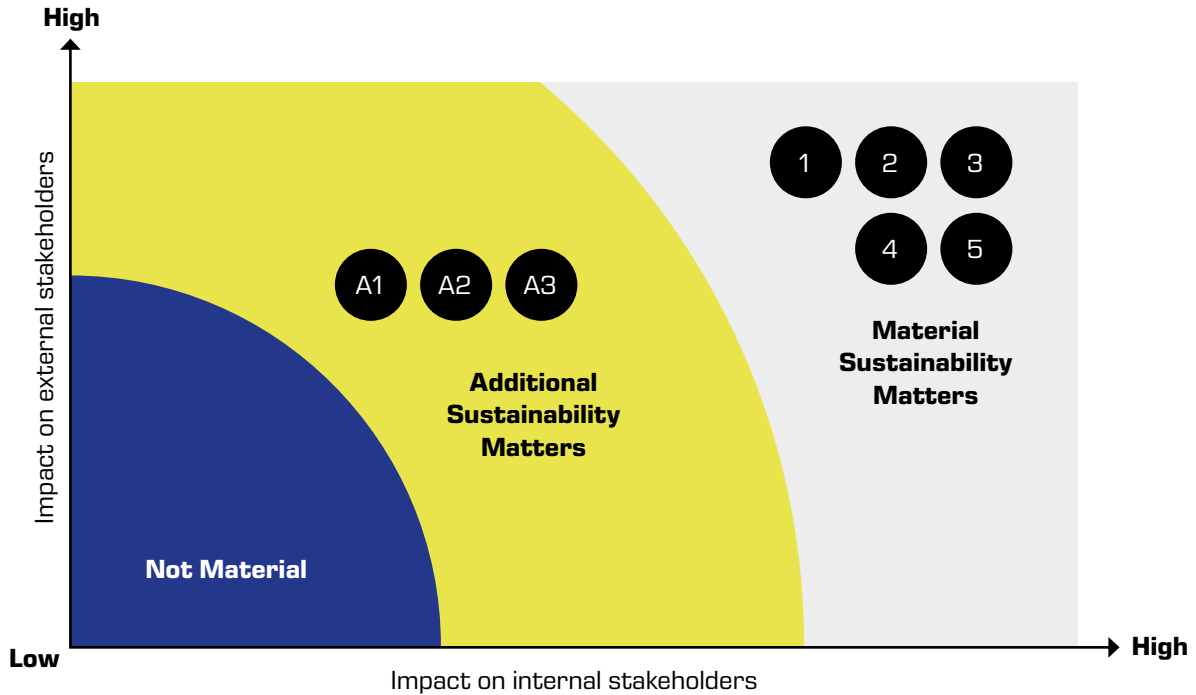


Figure 6: Mapped GRI Standards Topics

HIGH PRIORITY (MATERIAL SUSTAINABILITY MATTERS)			
In no particular order of importance		Report Section	Page Number
1	Corporate Governance	Governance	11
2	Quality of Assets and Services	Quality of Assets and Services	17
3	Tenant and Visitor Health, Safety and Security	Tenant and Visitor Health, Safety and Security	18
4	Occupational Health and Safety	Occupational Health & Safety	24
5	Energy Consumption and Carbon Footprint	Environment	26
CHOSEN FOR REPORTING (ADDITIONAL SUSTAINABILITY MATTERS)			
A1	Security of Information	Security of Information	20
A2	Employment Practices	Employee Well-being	22
A3	Talent Development	Talent Development	23

The above figure presents the five material sustainability matters and three additional sustainability matters that have been selected for reporting.

GOVERNANCE: UPHOLDING STRONG GOVERNANCE

APPROACH

Good corporate governance is the foundation for a successful, trusted and respected business organisation. The Manager strives to uphold the highest standards of corporate governance, integrity and accountability through sustainable governance based on its corporate governance framework.

The corporate governance framework comprises oversight of the Board, involvement of independent internal and external auditors, as well as an established system of policies, procedures and internal controls. In upholding the corporate governance standards, the Manager acts in the best interests of Unitholders to deliver regular and stable distributions and achieve long-term growth in the asset value of its properties.



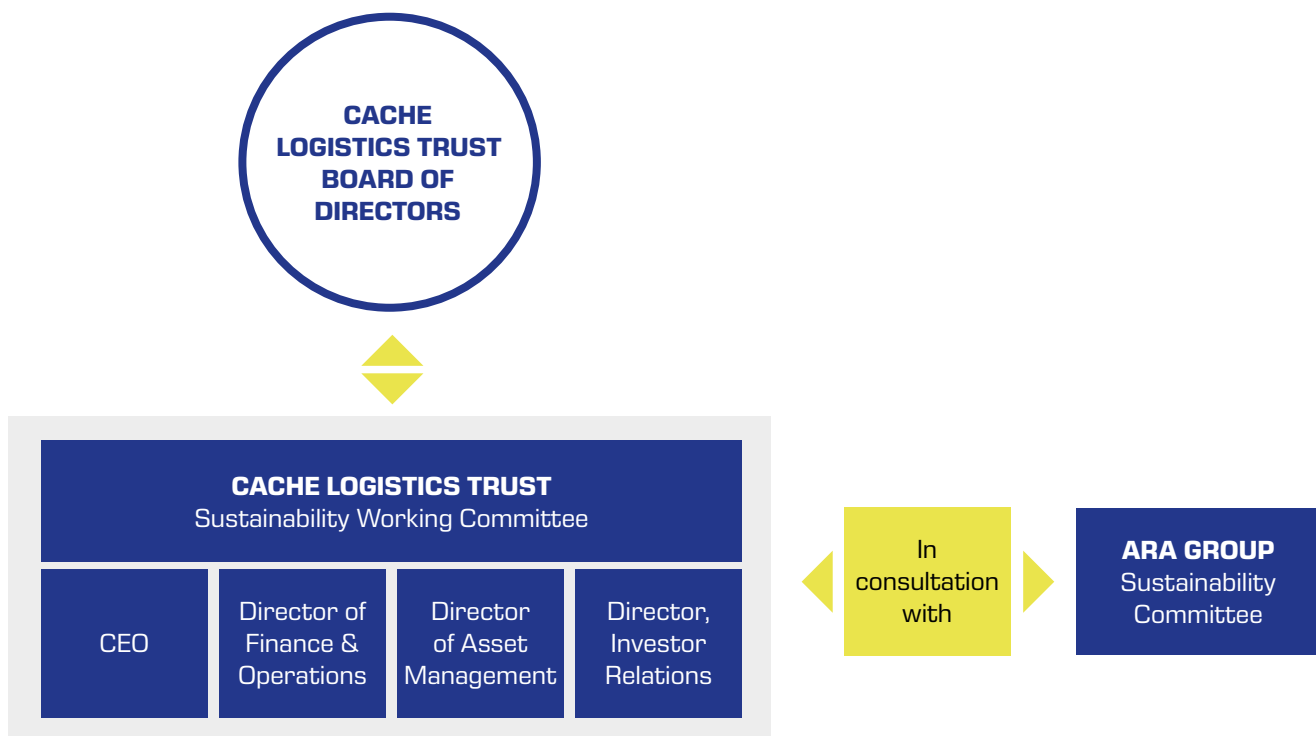
For more details on Corporate Governance, please refer to the Corporate Governance Report in Cache Logistics Trust's FY2018 Annual Report.

RESPONSIBILITY FOR SUSTAINABILITY GOVERNANCE

The Manager established a Cache Sustainability Working Committee (the "Committee"), which comprises of the Chief Executive Officer ("CEO") along with senior representatives from finance, investor relations and asset management functions. The Committee takes the lead in enhancing the sustainability reporting disclosures, improving performance targets and systems and

developing responsible business practices in accordance with Cache's sustainability philosophy. The Committee reports to the Board at least once annually on Cache's sustainability performance. Please refer to Figure 7 which presents a summary of sustainability policies which apply to all ARA entities.

Figure 7: Cache's Sustainability Governance Organisational Structure



GOVERNANCE: UPHOLDING STRONG GOVERNANCE

In FY2018, the Committee, in consultation with the Sustainability Consultant, conducted a review on the effectiveness of Cache’s sustainability management system. From the review, it was concluded that robust policies and practices have been in place to manage the key material matters. A summary of ARA Group’s sustainability policies adopted by Cache is appended below. In addition, the Committee recognises that to drive performance, it is necessary to have a long-term, quantitative target for

Energy and Carbon footprint and Quality of Assets and Services – Cache’s key impact areas. As guided by the Sustainability Consultant, the target setting process is set out in Figure 8 below. These newly established targets are presented by the Sustainability Consultant at Cache’s Board Meeting and approved by the Board of Directors. Further details are disclosed in the Energy Consumption and Carbon footprint, and Quality of Assets and Services sections in the upcoming sections of the report.

Figure 8: Target setting process

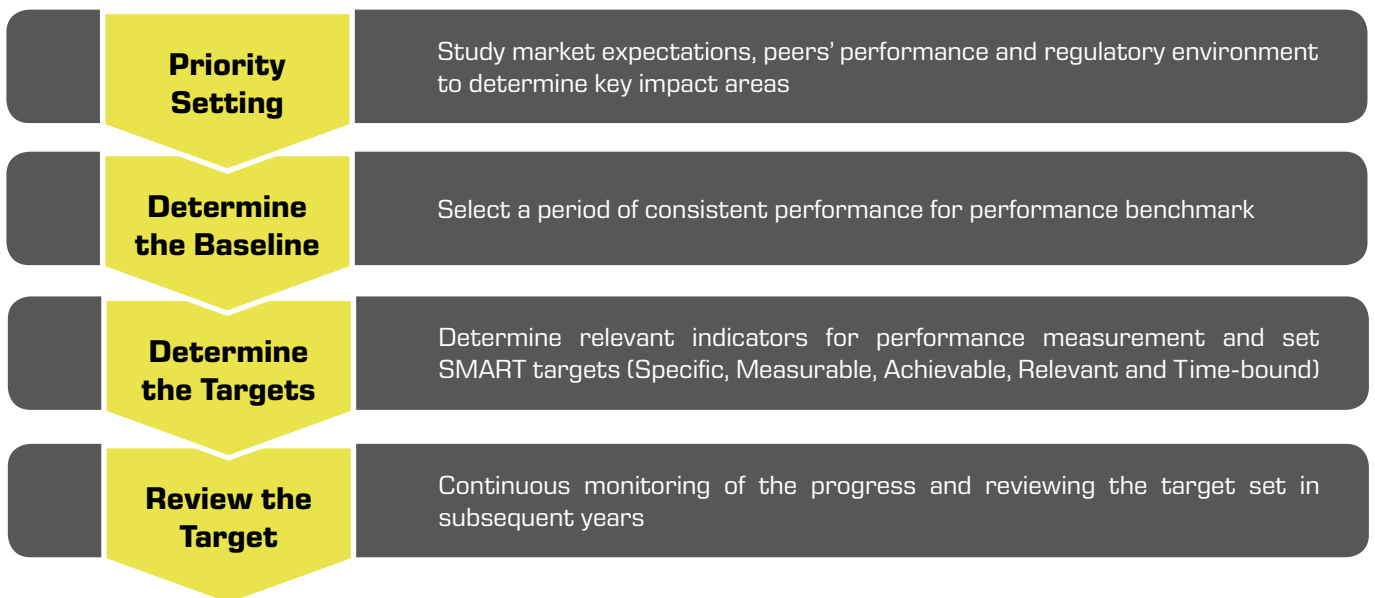


Figure 9: Summary of Sustainability Policies which apply to all ARA Entities

ARA GROUP-LEVEL POLICIES	
Governance	
Anti-Bribery Policy	ARA adopts a zero-tolerance stance towards bribery and corruption. All employees are required to adhere to a Code of Conduct and observe ethical behaviour. Employees are expected to conduct and carry themselves in a manner consistent with the values of ARA.
Internal Code on Securities Dealing	ARA has in place an internal code which prohibits Directors of the Company and executives of the Group from dealing in the units of public-listed REITs managed by the Group, while in possession of unpublished material or non-public price sensitive information in relation to such securities and during the “black-out period” in respective jurisdictions.
Whistle Blowing Policy	ARA has in place a Whistle Blowing Policy which allows employees and external parties, in confidence, to report possible improprieties directly to the Board in a responsible and effective manner.
Policy on Conflict of Interest	ARA details a rigorous set of procedures to address any potential conflict of interest. All employees and major service providers have to declare on any potential conflicts of interest before entering into transactions. All interested person transactions and situations of conflicted interest are subject to review by the Audit Committee.
Fraud Risk Management Framework	ARA’s fraud risk management framework sets out the principles and a robust system of controls and procedures in managing fraud risks. The processes established to identify and assess areas exposed to fraud are clearly defined and incorporated in the Risk Profile Register.

GOVERNANCE: UPHOLDING STRONG GOVERNANCE

Social

Building Safety Policy	ARA is dedicated to ensuring the safety of our tenants and visitors at its properties, and to stay in compliance with all safety and security regulations. As an investor-cum-operator, ARA invests in quality properties with good standing, reputation, track records, and necessary regulatory certifications. In assessing potential acquisitions, ARA carries out applicable tests on geotechnical, structural and architectural works, including the mechanical and engineering systems of the building.
Cyber Security Policy	ARA recognises the increased risk of cyber-attacks and hence the importance of cyber security in the Company. ARA will maintain, secure and ensure legal and appropriate use of ARA's Information Technology infrastructure and system. ARA also seeks to enforce its IT policies, safeguard the integrity of computers, networks, data and all IT property to ensure that the use of electronic communications, computers, IT and network systems comply with its policies.
Diversity and Equal Opportunities Policy	ARA embraces diversity at workplace by hiring talent from different backgrounds, cultures and languages based on merit. It respects and appreciates differences in ethnicity, gender, age, nationality, disability, sexual orientation, education and religion. It also provides all employees with equal opportunities for skills training and development and rewards all employees fairly based on their performance and contribution.
Child or Forced Labour Policy	ARA prohibits the employment of anyone below the age of 13 years in any form of labour. It also does not tolerate forced labour of any kind, including slave labour, prison labour, indentured labour, or bonded labour, including forced overtime hours.
Health, Safety and Well-being Policy	ARA is committed to providing a healthy and safe environment for its employees and ensuring that the operations comply with the relevant occupational health and safety regulations. In line with the Building Safety Policy, ARA provides a safe workplace for its employees to perform their work and regular safety inspections are carried out to prevent accidents. ARA is also focused on employee wellness and engagement by promoting work-life balance and encouraging its employees to lead an active and healthy lifestyle.
Performance and Career Development Policy	ARA recognises that its success is driven by a performance-based culture which emphasises on talent development, career advancement and employee training. ARA's talent management program provides developmental opportunities for its employees and grooms them into future leaders for critical positions across the region.
Remuneration Policy	ARA seeks to remain competitive by attracting and retaining the best talent. It conducts routine benchmarking exercises against different geographical markets and industries to ensure that its compensation packages are adequate and competitive in the market. Employees are motivated and incentivised through a performance-based culture with competitive fixed and variable pay components. All employees are rewarded fairly based on their ability, contribution, performance and experience.
Worker Rights Policy	ARA employees are entitled to fundamental principles and employee rights at work. This includes the elimination of forced or compulsory labour, the abolition of child labour and the elimination of discrimination with respect to employment and occupation. ARA also abides by the Ministry of Manpower legislation for workplace safety and health, the Employment Act and the CPF Act.

Environment

Climate Change Adaptation Policy	ARA is committed to identifying and responding to climate change risks, and to act on opportunities to enhance the Company's property portfolio. Managing the efficient use of electricity and water represents a dual opportunity to reduce its carbon and water footprint while saving on utility costs to improve returns to investors.
Energy Consumption/ Management Policy	ARA is committed to improving energy efficiency and reducing energy consumption at the properties. It endeavours to work closely with Property Managers towards educating tenants and making improvements to the operations, where possible.
GHG Emission/ Management Policy	ARA is committed to minimising the emission of greenhouse gases and the release of toxic or harmful materials from the properties. ARA also seeks to comply with the relevant environmental standards in countries where it operates, as well as, to monitor its buildings' emission intensity in line with expectations in the industry.

GOVERNANCE: UPHOLDING STRONG GOVERNANCE

REGULATORY COMPLIANCE

As a listed REIT, the Manager is aware that any regulatory non-compliance could entail penalties, fines and even revocation of operating licenses. Accordingly, the Manager adopts a comprehensive Compliance Framework established by the ARA Group to ensure that Cache fully complies with the relevant laws and regulations.


Working closely with ARA Corporate Division and external legal professionals on legal and regulatory matters,

the Manager puts in place effective internal controls and procedures that embed compliance into Cache’s day-to-day operations. The Manager pro-actively consults the relevant authorities such as the Monetary Authority of Singapore (“MAS”) and SGX-ST, and also provides frequent feedback on regulatory regimes. The Manager’s approach towards compliance is further detailed in Figure 10 below.

Figure 10: Risk Management and Control

COMPLIANCE CONTROL SELF-ASSESSMENT	TRAINING ON THE LATEST REGULATORY DEVELOPMENTS	MONITORING
<p>The Compliance Control Self-Assessment process evaluates the adequacy and effectiveness of internal controls addressing compliance risks in specific areas. It is annually certified by Management.</p>	<p>Directors and Management attend training workshops on updates to regulatory requirements, such as the Securities & Future Act, Common Reporting Standards, Monetary Authority of Singapore, Foreign Account Tax Compliance Act and Singapore Financial Reporting Standards. This is facilitated by the ARA Corporate Division and external professionals.</p>	<p>The Company Secretaries and Internal Auditors ensure that Board procedures are duly followed and regularly reviewed for compliance.</p> <p>Any material non-compliance or weakness, including recommendations for improvements, is reported to the Audit Committee.</p>

GOAL & PERFORMANCE

PERPETUAL TARGET	PERFORMANCE FOR FY2018
<p>0 validated cases of non-compliance with all relevant laws and regulations</p>	<p> ACHIEVED</p>

GOVERNANCE: UPHOLDING STRONG GOVERNANCE

RISK MANAGEMENT

The Manager adopts a comprehensive approach towards risk management in safeguarding Cache's assets against material losses. The Board, with the support of the Audit Committee ("AC"), has oversight over the Manager's system of risk management and internal controls. Cache's Enterprise Risk Management ("ERM") framework covers the management of Cache's strategic enterprise, operational, financial and compliance risks, whilst taking into consideration the governance, socioeconomic and environmental aspects of the business. The Manager reports to the AC on updates to the risk profiles on a quarterly basis.

The Manager has adopted prudent investment strategies, effective asset management and proactive stakeholder engagement in managing the strategic risks. The aim is to achieve balancing the risks and returns across its portfolio and reach sustainable long-term growth. The Manager

manages the day-to-day operational risks which include human capital. As such, the Manager has established remuneration policies on compensation, benefits and succession planning.

The Manager manages the financial risks related to Cache's capital structure and financial position. Together with Cache's internal control activities, the ERM framework seeks to provide assurance in complying with applicable laws and regulations in various jurisdiction. The Board is updated on Cache's overall risk profile and key risk areas on a quarterly basis, including the assessment of internal controls and mitigating actions.

The Corporate Governance Report, found on pages 77 to 95 of the FY2018 Annual Report, sets out the corporate governance policies and practices to comply with the principles of the Code of Corporate Governance.

ETHICAL BUSINESS CONDUCT

The Manager seeks to uphold ethical principals and exemplifies the importance of Cache's core values of Respect, Excellence, Integrity and Teamwork throughout its business operations. The Manager also ensures that it complies with its governance policies including the Code of Ethics and Code of Business Conduct (collectively "the Codes") indicated in Figure 11. The Codes cover the various measures which advocate against fraud, corruption, insider trading and misuse of confidential information.


During the employees' induction training, the Manager delivers a clear message of zero tolerance towards any wrongdoings and breach of the Codes. It is reaffirmed by employees during their annual staff declarations on compliance with the Codes. Non-compliance with the Codes will result in disciplinary action and/or immediate dismissal.

GOVERNANCE: UPHOLDING STRONG GOVERNANCE

Figure 11: Code of Ethics and Code of Business Conduct

CODE OF ETHICS	CODE OF BUSINESS CONDUCT
<ul style="list-style-type: none"> • Ethical behaviour • Sweat-free Code of Conduct • Drug-free workplace • Exercising due care and diligence in discharging duties and responsibilities • Maintaining confidentiality relating to the business • Restraining from outside work unrelated to the Company • Prohibiting bribery and gratuities • Safeguarding of company assets 	<ul style="list-style-type: none"> • Role of the Board • Remuneration • Accountability and audit • Communication with Unitholders • State of internal controls • Risk management • China Wall policy • Conflict of interest • Fraud prevention and detection • Confidentiality of information • Corporate interest • Conducting international business • Financial controls • Compliance controls • Interested person and related-party transactions • Declaration of interests

GOAL & PERFORMANCE

PERPETUAL TARGET	PERFORMANCE FOR FY2018
<div style="display: flex; align-items: center;"> <div style="font-size: 2em; margin-right: 10px;">0</div> <div> <p>validated cases of corruption, fraud and non-compliance with the policies</p> </div> </div>	<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;">  </div> <div> <p>ACHIEVED</p> </div> </div>

SOCIAL: DELIVERING EXCEPTIONAL VALUE

QUALITY OF ASSETS AND SERVICES

APPROACH

The Manager believes that tenant satisfaction has a positive correlation with the quality of asset and property services. High quality assets, along with regular upkeep and maintenance, are critical to attracting and retaining quality tenants. In achieving high rental and occupancy rates, the Manager strives to deliver sustainable higher returns to Unitholders over time.

The Manager has put in place a comprehensive investment and asset management policy. Strategically, it focuses on acquiring stable income-producing properties in locations with good logistics network and explores opportunities to improve operational efficiency and enhance assets.

Such properties should also be up-to-date and well-designed so that maintenance and capital expenditure would not be as extensive as older properties.

Relevant environmental and technical assessments are conducted on areas such as structural safety, mechanical and electrical systems, and energy efficiencies. In its day-to-day management, the Manager works closely with the Property Manager to improve the sustainable performance of the properties on maintenance and upgrading (i.e. AEs). Regular feedback from tenants is gathered to better understand and meet their needs.

Pandan Logistics Hub – Asset Enhancement Initiatives (“AEIs”)

In FY2018, Cache converted 38,000 sq. ft. of ambient warehouse into air-con space with customised specification and upgraded the sprinkler system for the new tenant in accordance to their logistics requirements. The AEI project resulted in higher occupancy and higher rental as compared to ambient space.

GOAL

The Manager aims to maintain a strong portfolio occupancy above the Singapore industrial average¹ through the delivery of high-quality assets and services.

PERFORMANCE

The Manager’s proactive asset management policy has added value to its tenants’ operational efficiency, resulting in a high portfolio occupancy rate of between 95.0% and 97.3% throughout FY2018 (FY2017: between 96.6% and 98.3%). This is above the Singapore warehouse market’s occupancy rate of between 88.5% to 89.5% for FY2018².

QUALITY OF SUPPLIERS

Cache seeks to promote sustainability in its supply chain processes and appoint responsible and ethical suppliers. The Manager and Property Manager work actively with approximately 69 suppliers in areas such as cleaning, security, landscaping, fire protection, pest control, and waste disposal. Potential vendors undergo a thorough procurement process which ensures that quality suppliers are selected based on their price, value, business ethics and compliance with applicable socioeconomic and environmental regulations. The relevant suppliers are

required to provide information on their risk management plans in accordance with the Workplace Safety and Health Regulations 2006, including its track record in green projects and initiatives. On an annual basis, the Manager and Property Manager evaluate the performance of these suppliers to provide them with feedback for improvement. Non-compliant suppliers are penalised or terminated based on the contractual terms and are barred from providing services in the future.

Notes:

¹ JTC island-wide warehouse sector.

² JTC Quarterly Market Report. Industrial Properties. 1Q – 4Q 2018.

SOCIAL: DELIVERING EXCEPTIONAL VALUE

TENANT AND VISITOR HEALTH, SAFETY AND SECURITY

APPROACH

The Manager recognises its utmost responsibilities in ensuring the health, safety and security of its stakeholders, and strives to inculcate a “safety first mindset” throughout its everyday operations. Careful planning and management of this matter is important to enhance business resilience and respond swiftly to potential disruptions and challenges. As part of providing a safe workplace environment for its tenants and visitors, the Manager has installed Security Access control system (with access barriers and electromagnetic locks), closed-circuit televisions and deployed security guards at the properties.

Regular safety inspections are carried out by the Property Manager at the properties to prevent accidents or related health issues. Potential dengue, flu pandemics and other hazards are promptly dealt with through strict compliance with safety and health standards. Regular visual checks are carried out by the Property Manager during inspections for any potential mosquito breeding grounds. Any observations of water ponding and stagnant water are immediately highlighted to the tenants for housekeeping. The Property Manager also appoints a licensed pest and vector control company to carry out weekly mosquito and monthly pest control at all its multi-tenanted properties.

Cache’s properties comply with the Singapore Civil Defence Force (“SCDF”) fire safety standards, with an Emergency Response Plan put in place. Licensed security officers assigned from security firms patrol the properties. In addition, a designated Fire Safety Manager (“FSM”) is appointed for each property. Based on SCDF guidelines, the FSM conducts two table-top exercises and two fire

evacuation drills annually. A Fire Evacuation Drill report, including details on the evacuation procedures, list of participants, total time taken for the evacuation process and recommendations for improvements, is submitted to the Property Manager. The FSM also ensures that the fire-fighting system is well maintained and secured from tampering, while the properties’ escape routes are clearly communicated to the tenants and are free of obstruction.


Based on the Company Emergency Response Team (“CERT”) Scheme, Cache encourages its tenants to nominate their employees to be part of the team alongside members from the Property Manager to be trained as first responders in preventing emergencies from escalating into a major disaster at the properties. In addition, tenants are provided regular updates via circulars and emails on workplace hazard risks, safety plans and procedures. Information regarding safety procedures and house rules are provided to tenants via the Tenant Handbook, which contains a detailed guide on instructions and rules for fitout works at their premises.

Regular site inspections, as well as internal and external safety audits, are conducted annually on a rotational basis to assess the effectiveness of safety standards and procedures. The audits identify any building integrity issues, maintenance and potential safety lapses. Findings from the audits are followed up diligently by the Property Manager. In addition, during the acquisition process, the Manager appoints qualified professional consultants to determine the health and safety characteristics of the prospective property. The consultants perform checks on the building’s architectural plans, mechanical and electrical systems, fire compliance and structural integrity tests to uncover any potential health and safety issues.

SOCIAL: DELIVERING EXCEPTIONAL VALUE



Figure 12: Fire drills exercises conducted at the properties

GOAL	
PERPETUAL TARGET	PERFORMANCE FOR FY2018
<p>0 validated cases of non-compliance with regulations and voluntary codes concerning health and safety across the properties</p> <p>To conduct annual emergency response drills in response to any natural disaster or a black-out at its properties</p>	<ul style="list-style-type: none"> A SCDF fine was issued due to an isolated case of tenants storing pallets at the common areas. The pallets were removed after the tenants were informed about the violation. A notice was served by SCDF regarding several faulty exit lights which were promptly rectified. <p>The Property Manager will continue to conduct regular inspections to prevent such instances from occurring.</p> <p> ACHIEVED</p>

PERFORMANCE

Figure 13: Incidents concerning health and safety for all properties

Incidents concerning health and safety	FY2016	FY2017	FY2018
Non-compliance with regulations resulting in a fine or penalty	-	1	1
Non-compliance with regulations resulting in a warning	-	-	1
Non-compliance with voluntary codes	-	-	-

SOCIAL: DELIVERING EXCEPTIONAL VALUE

SECURITY OF INFORMATION



APPROACH

The ever-changing IT landscape and emerging cyber threats pose risks and vulnerabilities to stakeholders' confidential data and information. Any breakdown in IT controls can cause data breaches and result in significant legal and reputational costs to the organisation. The Manager has established IT controls and processes to safeguard the confidential information of stakeholders, to comply with the Personal Data Protection Act in Singapore.

Various IT controls are established to prevent, detect and respond to threats concerning data security and

confidentiality at Cache's properties. These controls include firewalls, server encryption and restricted access rights. In addition, the ARA Group has established an IT Disaster Recovery Plan ("IT DRP") that serves to minimise the Manager's operational downtime and data loss, while ensuring a level of stability and orderly recovery. Briefings are held on a periodic basis to familiarise employees with the IT DRP procedures. Regular IT DRP exercises are carried out to simulate a disaster scenario where participants are relocated to an offsite centre with ready access to IT systems and restored backup database.

GOAL & PERFORMANCE

PERPETUAL TARGET	PERFORMANCE FOR FY2018
<p>0 data breaches</p>	<p> ACHIEVED</p>
<p>0 validated cases of non-compliance with the Personal Data Protection Act ("PDPA")</p>	<p> ACHIEVED</p>

SOCIAL: HUMAN CAPITAL

EMPLOYEE PROFILE

The Manager recognises that human capital is key to Cache’s long-term success. The Manager, along with its holding company ARA, believes strongly in investing in its people and creating an inclusive, diverse and collaborative workplace. The Manager strives to be an employer of choice which focuses on employee wellness, talent development and occupational health and safety. The Manager has provided stable employment since its listing with no layoff through redundancy and its staff turnover rate is low despite the competitive nature of the fund management industry.

The Manager’s team comprises 12 full-time, permanent employees and 14 property management staff from the Property Manager (2017: 11 and 13 respectively). The Manager has maintained a diverse workforce in terms of age and gender, where majority of the employees are within the 31 to 50 years age group with good gender balance of male (58%) and female employees (42%) (2017: 55% and 45% respectively).

Figure 14: Percentage Composition of Total Employees, by Gender

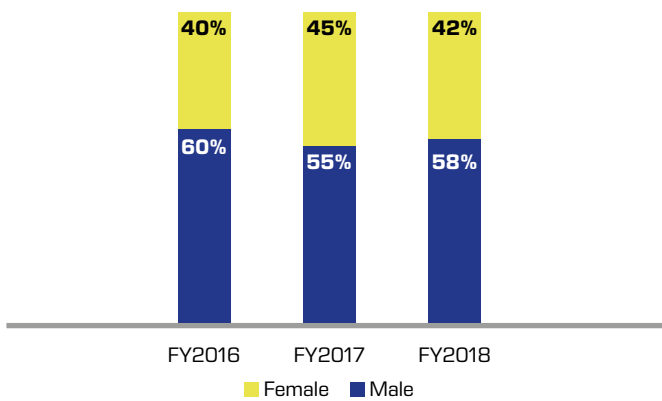


Figure 14: Percentage Composition of Total Employees, by Category

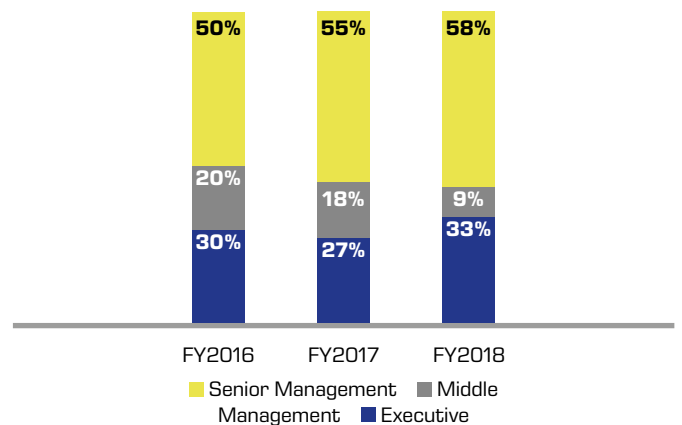


Figure 14: Percentage Composition of Total Employees, by Age

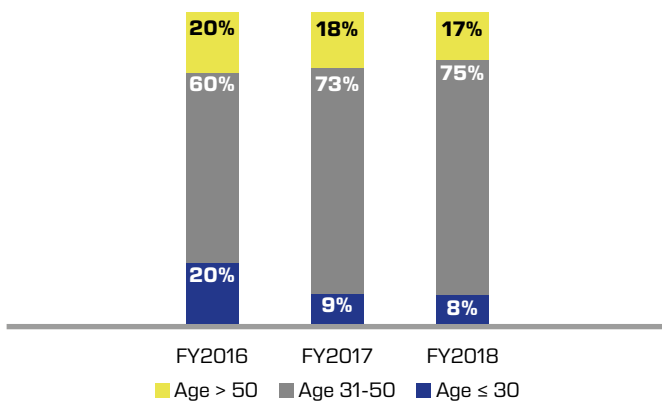
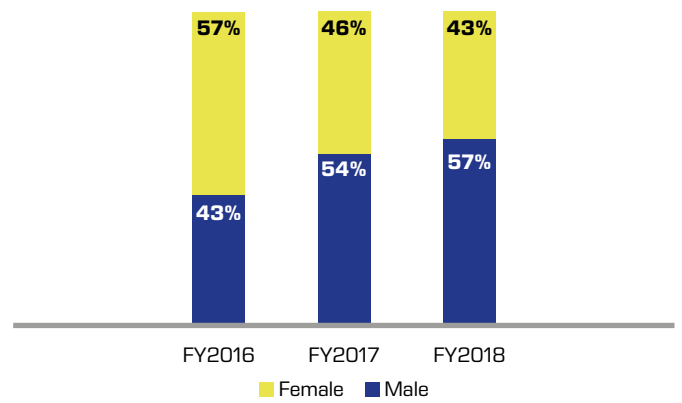


Figure 15: Percentage Composition of Property Management Staff, by Gender



For more details on the Management and Property Management Team, please refer to Pages 19 to 23 in Cache Logistics Trust’s FY2018 Annual Report.

SOCIAL: HUMAN CAPITAL

EMPLOYEE WELL-BEING

APPROACH

Fair employment practice is an important aspect of attracting and retaining employees. The Manager firmly abides by all applicable employment laws and regulations, such as the Employment Act and the Central Provident Fund Act and has signed a pledge with the Tripartite Alliance for Fair & Progressive Employment Practices ("TAFEP"). In addition, the Manager embraces diversity by hiring talent from different backgrounds and provides equitable opportunities to its employees. All employees are provided with the Employee Handbook which details its human resource policies, employment terms, benefits and entitlements.

The Manager's employees, regardless of position, age and gender, are entitled to benefits such as health care, disability and invalidity insurance coverage, compassionate leave, marriage leave, retirement provision and parental leave. Employees are also engaged in various activities ranging from social events (e.g. Chinese New Year, Night at the Races and Family Day), sports and fitness programmes (e.g. health screening, yoga and Zumba) to other enrichment activities (e.g. corporate training and stress relief lunch talks).

Staff Engagement and Wellness Survey 2018

Prior to shifting to the new headquarters' office in 2018, ARA Group conducted a Staff Engagement and Wellness Survey to better understand employees' overall job satisfaction levels and gather innovative ideas to improve the ergonomics of the workplace. Overall, 63 responses were received and approximately 40% indicated their preference for a flexi-work hours arrangement and team building initiatives emerged as the most popular category.

ARA Group has considered all feedback received and in response, introduced flexible working arrangements in October 2018 and organised a sports day for employees and their families to promote productivity, wellness and a collaborative culture. The new headquarters has also incorporated suggestions provided by employees to enhance the work environment for the employees.

GOAL & PERFORMANCE

PERPETUAL TARGET

0 validated cases of non-compliance with employment regulations or acts concerning employee rights

PERFORMANCE FOR FY2018

 **ACHIEVED**

Some of the employee engagement activities organised in FY2018:



Cohesion activities organised in FY2018



Tana River Life Foundation
Mitumba Used Goods
Collection 2018



Annual SGX Bull Charge
Charity Run 2018

SOCIAL: HUMAN CAPITAL

TALENT DEVELOPMENT

APPROACH

In support of talent development and succession planning, the Manager has adopted ARA's Performance and Career Development Policy. The policy details a well-structured employment category and grading system which provides career progression, job rotations and training.

Adopting an Open Appraisal System, the CEO and Head of Departments ("HODs") meet up with employees face-to-face to discuss their individual performance, areas of responsibilities and areas for improvement. A mid-year review session is conducted to provide feedback and guidance to employees. In addition, high performers are identified and groomed for potential leadership positions. The Manager believes in investing in learning and

development initiatives to build a competent team that will drive the long-term success of Cache. The ARA Group's HR department works closely with the CEO and HODs to identify the learning needs of employees based on the individual's performance appraisal and the ARA Competency Framework of Self Mastery, People Skills, Strategic Alignment and Business Alignment.

The ARA Group HR department supports the Manager with suitable training programmes where employees are kept updated on their individual training needs and the relevant courses to attend. A bi-annual training newsletter is also circulated to all staff to keep them informed of the latest training trends and developments.

GOAL

PERPETUAL TARGET

26

average training hours per employee annually, through implementation of an e-training module which allows employees to apply for courses and track their training progress.

PERFORMANCE FOR FY2018



ACHIEVED

PERFORMANCE

In FY2018, the Manager surpassed its target with an average of 45 hours per employee (2017: 46 hours). The average hours remained relatively consistent between

FY2017 and FY2018. In addition, all employees received regular performance and development reviews in FY2018.

SINGAPORE

Figure 16: Average Training Hours per Employee, by Gender

Average Training Hours

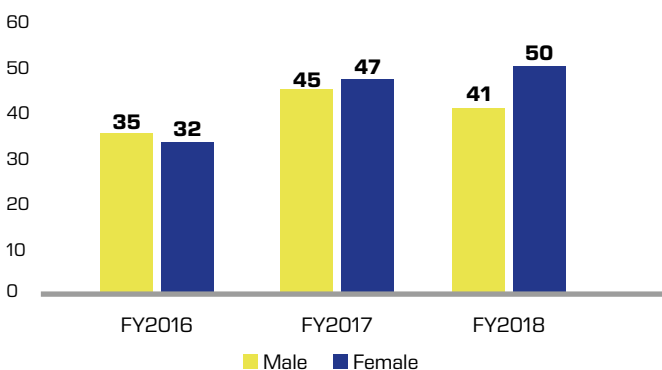
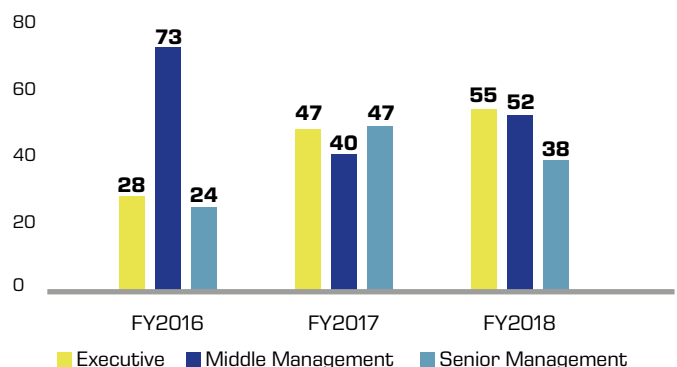


Figure 17: Average Training Hours per Employee, by Category

Average Training Hours



SOCIAL: HUMAN CAPITAL

OCCUPATIONAL HEALTH AND SAFETY


APPROACH

The Manager greatly values the health, safety and well-being of its employees as positive morale and satisfaction contribute directly to productivity. In line with the Tenant and Visitor Health, Safety and Security initiatives mentioned, the Manager actively promotes a safety culture that has no tolerance for injuries at the workplace. The Manager is committed to providing a healthy and safe environment for its employees and seeks to ensure that operations comply with the relevant Occupational Health and Safety regulations. Fire drills and evacuation exercises

relating to safety principles, fire hazard, preventive gears and exit routes to raise employee awareness and preparedness are conducted regularly. Regular safety inspections are also carried out at the workplace for a safe environment. In addition, the Manager works with the ARA Group HR department to organise employee wellness and engagement programs such as subsidised gym memberships, annual health screenings and luncheons on health-related topics such as stress management and healthy eating. These initiatives are outlined in Figure 18 below.

Figure 18: Initiatives and Actions for Occupational Health and Safety



GOAL	
PERPETUAL TARGET	PERFORMANCE FOR FY2018
<p>0 cases of reportable serious work-related injuries</p>	<p> ACHIEVED</p>
PERFORMANCE	

The Manager has a long-standing record of zero fatalities, injuries, occupational diseases and lost days achieved over the last three years for its employees and property

management staff. Further, the Manager has successfully achieved a lower overall absentee rate of 1.15% in FY2018, a 9% decline from 1.26% in FY2017.

SOCIAL: HUMAN CAPITAL



Figure 19: Absentee days and rates for employee, by Gender

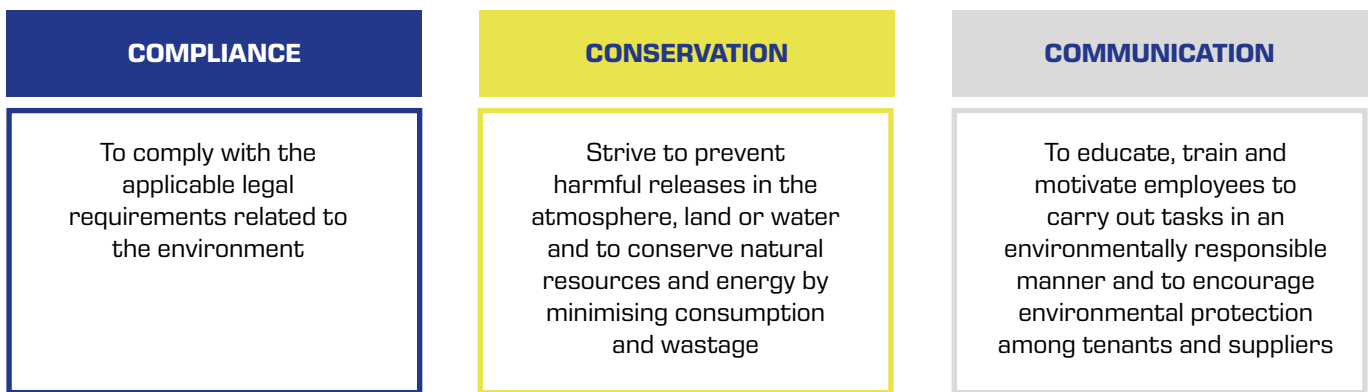
Absentee Days	FY2016			FY2017			FY2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total no. of scheduled working days	1,566	1,044	2,610	1,560	1,300	2,860	1,820	1,300	3,120
Total days of absence	29.0	10.5	39.5	21.5	14.5	36.0	21.0	15.0	36.0
Absentee Rate	1.85%	1.01%	1.51%	1.38%	1.12%	1.26%	1.15%	1.15%	1.15%

ENVIRONMENT: CONSERVING THE ENVIRONMENT

The Manager is committed to identifying and responding to climate change risks and environmental impacts to its portfolio. The Manager aligns itself with the ARA Group's Climate Change Adaptation Policy which establishes the three overarching principles of Compliance, Conservation and Communication. In this report, the environmental

data on electricity is presented with narratives on the consumption trends and fluctuations. The Manager continues to adhere to ARA Group's Climate Change Adaptation Policy, which outlines three principles as shown in Figure 20.

Figure 20: ARA Group's Climate Adaptation Policy



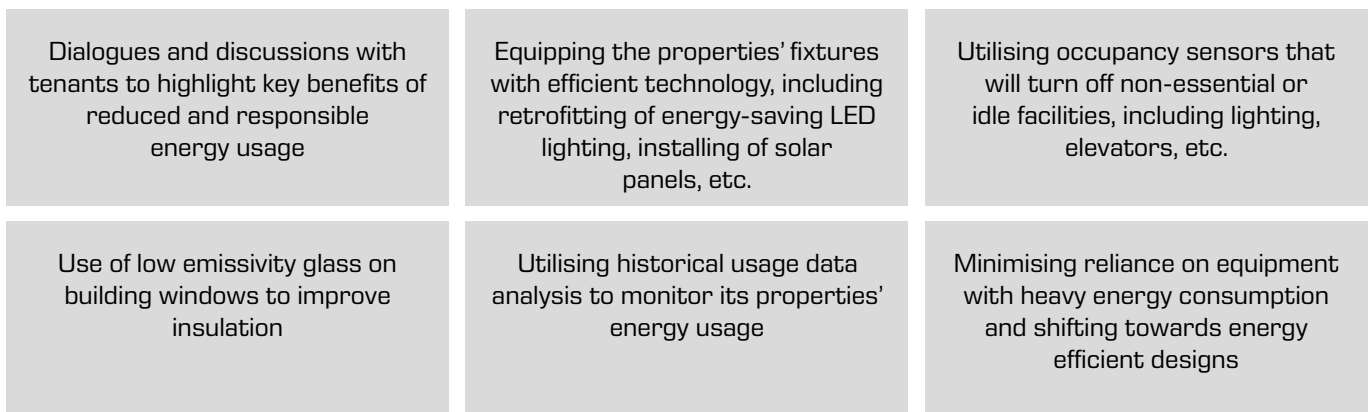
ENERGY CONSUMPTION AND CARBON FOOTPRINT

APPROACH

The Manager recognises the impact that its business has on the environment and that it has a role to play in conserving the environment. The Manager seeks to improve the energy efficiency in the properties to reduce its carbon footprint and utilities costs. While the Manager and Property Manager do not have operational control over tenants' electricity consumption, efforts have been directed towards raising environmental awareness and

educating the tenants about eco-friendly practices. Some of these practices are detailed below in Figure 21. In addition, the Manager encourages its employees to adopt green practices on a day-to-day basis to foster the culture of environmental conservation. Some examples include providing recycling bins, reminders to staff to turn off all electrical devices when not in use and double-sided printing of documents to reduce paper usage.

Figure 21: Cache's Initiatives and Actions for Energy and Emission Management



ENVIRONMENT: CONSERVING THE ENVIRONMENT

GOAL

TARGET BY FY2023

To reduce carbon emission intensity by **3%** for multi-tenanted buildings in Singapore and increase annual green energy consumption to at least **1.5 million kWh** by FY2023¹

In addition to its commitment to comply with all relevant environmental standards, the Manager has formulated a long-term target for our carbon emission intensity as aforementioned. As part of its strategy to achieve this target, Cache signed a solar power agreement with Sembcorp Industries ("Sembcorp") for a rooftop solar power project which was announced on 2 January 2019.

Cache has signed a solar power agreement with Sembcorp, a global integrated energy player and solar power company, for the installation and operation of rooftop solar farms at three of Cache's logistics warehouses in Singapore.

Under the arrangement, Sembcorp will install, own and operate over 20,000 rooftop solar panels with a combined capacity of approximately 7.9 MW peak, atop CWT Commodity Hub, Pandan Logistics Hub and Cache Changi District Centre 1 in FY2019. These solar panels will provide renewable energy and significantly lower the carbon footprint of Cache. Upon completion, CWT Commodity Hub will house Singapore's largest rooftop solar facility to date, with approximately 6.2 MW in peak capacity.

The solar panels are expected to be fully installed in mid-2019. When completed, the system is expected to produce over 9,400 MWh of power annually, or enough renewable energy to power more than 2,000 four-room HDB flats in a single year². The project is a green model which significantly reduces CO₂ emissions. It will also help avoid close to four million kilogrammes of CO₂ emissions a year³. The emissions avoided is equivalent to almost 860 cars removed from the road or the planting of more than 47,000 trees.



Notes:

¹ Using FY2018 multi-tenanted buildings portfolio emission as the baseline.

² Average annual consumption of a four-room HDB household is based on EMA's 2018 Singapore Energy Statistics.

³ CO₂ emissions avoided is calculated based on EMA's latest grid emission factor.

ENVIRONMENT: CONSERVING THE ENVIRONMENT

PERFORMANCE

In FY2018, the Manager has complied with the relevant environmental standards. While the FY2017 Sustainability Report only covered common area consumption, the environmental scope for FY2018's Sustainability Report has been expanded to include the reported consumption of an entire building, including tenants' leased area.

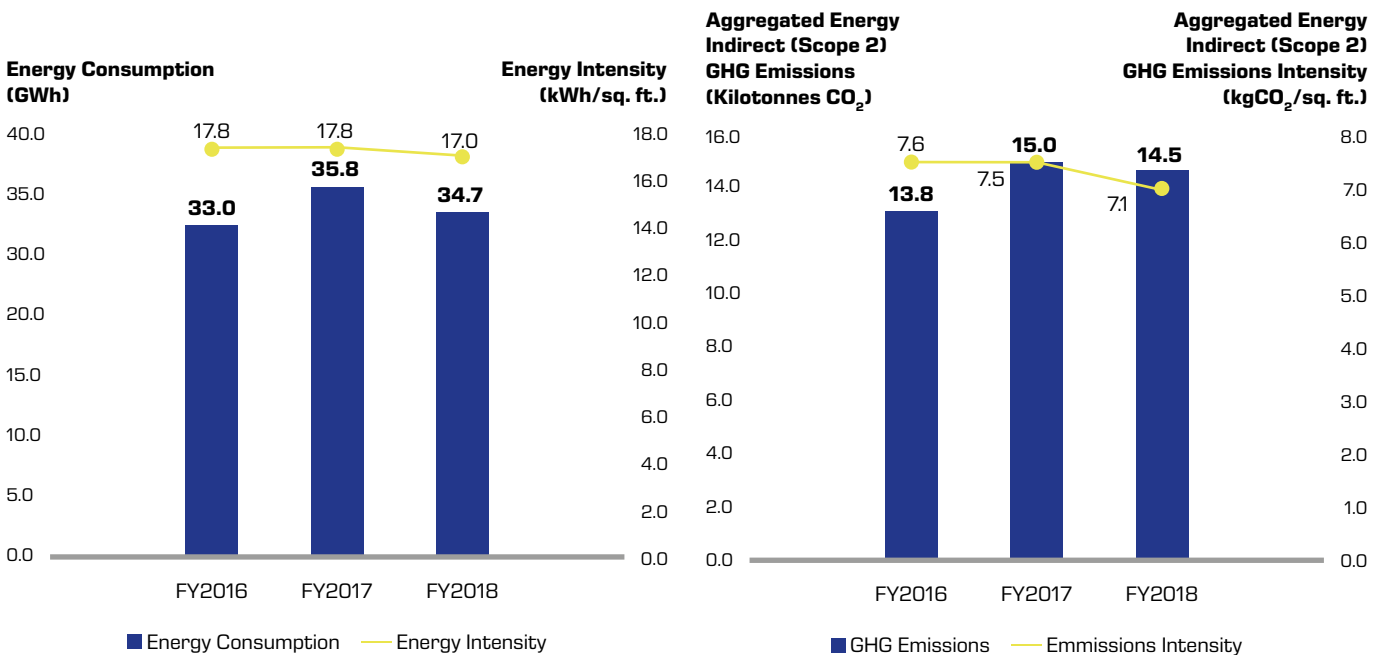
In the reporting period from 1 January 2018 to 31 December 2018, Cache's total energy consumption and energy intensity was 47.3 GWh and 10.9 kWh/sq. ft.¹ respectively. Other than the six properties indicated in the Reporting Scope section, the environmental data of Hi-Speed Logistics Centre was also included up to its divestment in May 2018. For CWT Commodity Hub, only data from April 2018 was considered following the conversion of the building from the previous master lease to a multi-tenancy lease structure.

For a like-for-like comparison from FY2016 to FY2018, the graphs below present the environmental data comprising the five multi-tenanted properties that Cache has held throughout the comparison period, namely: DHL Supply

Chain ARC, Cache Cold Centre, Cache Districentre 1, Cache Districentre 2 and Pandan Logistics Hub. The total energy consumption decreased by 3% from 35.8 GWh to 34.7 GWh, while the total energy intensity decreased by 5% from 17.8 kWh/sq. ft. to 17.0 kWh/sq. ft.. This was mainly due to higher energy consumption by tenants in FY2017, arising from the conversion of an ambience space to one that is temperature controlled at DHL Supply Chain ARC and Pandan Logistics Hub as well as higher operating activity at Cache Cold Centre.

The Manager has considered water and waste management as potential sustainability matters during the materiality assessment. However, due to the nature of logistics properties and the limited use of water by the vast majority of tenants in the portfolio, the Manager believes that there is currently no significant environmental impact from water and waste management. Nevertheless, the Manager will continue to monitor these aspects and amend future reporting as/when deemed necessary.

Figure 22: Like-for-Like Electrical Energy Consumption & Intensity and Energy Indirect (Scope 2) GHG Emissions & Intensity in FY2016, FY2017 and FY2018²



Notes:

¹ Includes the consumption of Hi-Speed Logistics Centre (divested in May 2018) from January to May 2018 and consumption of CWT Commodity Hub (converted to multi-tenancy in April 2018) from April to December 2018.

² While the energy intensity remained constant between FY2016 and FY2017, the GHG emission intensity in FY2017 decreased due to lower grid emission factor.

METHODOLOGICAL REVIEW

This section explains the key definitions and methodologies applied for Cache Logistic Trust's sustainability report. These are adapted in the context of the GRI Standards Glossary and the Reporting Requirements,

Recommendations and Guidance set out in the respective disclosures and various authoritative intergovernmental instruments.

SOCIAL

Employee

Employees are defined as individuals who are in an employment relationship with the Manager.

New hires and turnover

Employee movement within each financial year is recorded and presented as at year-end headcount.

New hires are defined as new employees that have joined the Manager during the year.

Turnover is defined as all employees that have left the Manager voluntarily, or due to dismissal, retirement or death in service during the year.

Training hours

Average training hours per employee is the total number of training hours provided to employees, relative to the total number of employees, during the year.

Average training hours per female/(male) employee is the total number of training hours provided to female/(male) employees, relative to the total number of female/(male) employees, during the year.

Average training hours per employee category is the total number of training hours provided to each category of employees, relative to the total number of employees in the category, during the year.

Absentee days and absentee rate

Absentee days are measured in terms of the number of business days. An absentee day occurs when the employee is absent from work because of any incapacity, not just as a result of work-related injury or disease. It excludes permitted leave absences such as holidays, study, parental and compassionate leave.

Absentee rate is the total absentee days lost, relative to the number of total days scheduled to be worked by the employees in the reporting period, expressed as a percentage.

ENVIRONMENT

Consolidation approach

The operational approach, as outlined in the GHG Protocol Corporate Standard, is used to determine organisational boundaries for Cache Logistic Trust's environmental reporting.

Energy consumption within the organisation

Purchased electricity is a significant form of energy that Cache Logistic Trust's properties consumes and it is expressed in gigawatt hours (symbol: GWh).

Energy intensity

The ratio of energy consumed relative to total occupied area (including common floor area) in square feet (symbol: kWh/sq. ft.).

GHG emissions

This report discloses indirect Scope 2 GHG emissions for Cache Logistic Trust properties.

Scope 2 GHG emissions are emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organisation. In the scope of reporting, this only relates to purchased electricity and is expressed in kilotonnes of CO₂. A location-based method is adopted, which reflects the GHG emissions of the grids on which energy consumption occurs. In Singapore, the emission factor used for GHG emissions in FY2017 and FY2018 is the grid emission factors for 2017 which is the latest estimate, obtained from "2018 Singapore Energy Statistics" published by the Energy Market Authority of Singapore in 2018, and the emission factor used for GHG emissions in FY2016 is the grid emission for 2016 in the same publication.

GHG emissions intensity

This is the ratio of GHG emissions relative to total occupied area (including common floor area) in square feet (symbol: kgCO₂/sq. ft.).

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CORE OPTION

GRI Standard Disclosure Reference	Description	Report Section	Page Number
GRI 102: General Disclosures 2016			
Organisational Profile			
102-1	Name of the organisation	About Cache Logistics Trust	Pg. 2
102-2	Activities, brands, products, and services	About Cache Logistics Trust	Pg. 2
102-3	Location of headquarters	About Cache Logistics Trust	Pg. 2
102-4	Location of operations	About Cache Logistics Trust	Pg. 2
102-5	Ownership and legal form	About Cache Logistics Trust	Pg. 2
102-6	Markets served	About Cache Logistics Trust	Pg. 2
102-7	Scale of the organisation	About Cache Logistics Trust	Pg. 2
102-8	Information on employees and other property management staff	Human Capital	Pg. 21
102-9	Supply chain	Quality of Suppliers	Pg. 17
102-10	Significant changes to the organisation and its supply chain	There were no significant changes in the financial year 2018	
102-11	Precautionary Principle or approach	Risk Management	Pg. 15
102-12	External initiatives	Not applicable	
102-13	Membership of associations	Stakeholder Engagement	Pg. 6-8
Strategy			
102-14	Statement from senior decision-maker	Board Statement	Pg. 3
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behaviour	Vision, Mission and Values	Pg. 2
Governance			
102-18	Governance Structure	Refer to Corporate Governance report in the FY2018 Annual Report Responsibility for Sustainability Governance	Pg. 11
102-22	Composition of the highest governance body and its committees	Refer to Corporate Governance report in the FY2018 Annual Report	
102-23	Chair of the highest governance body	Refer to Corporate Governance report in the FY2018 Annual Report	
102-24	Nominating and selecting the highest governance body	Refer to Corporate Governance report in the FY2018 Annual Report	
102-25	Conflicts of interest	Refer to Corporate Governance report in the FY2018 Annual Report	
102-29	Identifying and managing economic, environmental, and social impacts	Materiality Assessment	Pg. 9-10
102-32	Highest governance body's role in sustainability reporting	Board Statement Responsibility for Sustainability Governance	Pg. 3 Pg. 11

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CORE OPTION

GRI Standard Disclosure Reference	Description	Report Section	Page Number
Stakeholder Engagement			
102-40	List of stakeholder groups	Stakeholder Engagement	Pg. 6-8
102-41	Collective bargaining agreements	Not applicable	
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	Pg. 6-8
102-43	Approach to stakeholder engagement	Stakeholder Engagement	Pg. 6-8
102-44	Key topics and concerns raised	Stakeholder Engagement	Pg. 6-8
Reporting Practice			
102-45	Entities included in the consolidated financial	About This Report	Pg. 4-5
102-46	Defining report content and topic boundaries	Materiality Assessment	Pg. 9-10
102-47	List of material topics	Materiality Assessment	Pg. 9-10
102-48	Restatement of information	Energy Consumption and Carbon Footprint	Pg. 26
102-49	Changes in reporting	No change in list of material topics and topic boundaries	
102-50	Reporting period	About This Report	Pg. 4
102-51	Date of most recent report	The inaugural sustainability report, Cache Logistic Trust's Sustainability Report FY2017, was published in May 2018	
102-52	Reporting cycle	About This Report	Pg. 4
102-53	Contact point for questions regarding the report	About This Report	Pg. 5
102-54	Claims of reporting in accordance with the GRI Standards	About This Report	Pg. 4
102-55	GRI content index	GRI Content Index - Core	Pg. 30-34
102-56	External assurance	About This Report	Pg. 5
Anti-corruption			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Materiality Assessment	Pg. 9-10
103-2	Management approach and its components	Upholding Strong Governance	Pg. 11-16
103-3	Evaluation of the management approach	Upholding Strong Governance	Pg. 11-16
GRI 205: Anti-corruption 2016			
205-3	Confirmed incidents of corruption and actions taken	Ethical Business Conduct	Pg. 15

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CORE OPTION

GRI Standard Disclosure Reference	Description	Report Section	Page Number
Energy			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Materiality Assessment	Pg. 9-10
103-2	Management approach and its components	Conserving the Environment	Pg. 26-28
103-3	Evaluation of the management approach	Conserving the Environment	Pg. 26-28
GR 302: Energy 2016			
302-1	Energy consumption within the organisation	Energy Consumption and Carbon Footprint	Pg. 28
302-3	Energy Intensity	Energy Consumption and Carbon Footprint	Pg. 28
GRI Sector Disclosures: Construction and Real Estate			
CRE 1	Building energy intensity	Energy Consumption and Carbon Footprint	Pg. 28
Emissions			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Materiality Assessment	Pg. 9-10
103-2	Management approach and its components	Conserving the Environment	Pg. 26-28
103-3	Evaluation of the management approach	Conserving the Environment	Pg. 26-28
GRI 305: Emissions 2016			
305-2	Energy indirect greenhouse gas (GHG) emissions (scope 2)	Energy Consumption and Carbon Footprint	Pg. 28
GRI Sector Disclosures: Construction and Real Estate			
CRE 3	Greenhouse gas emissions intensity from buildings	Energy Consumption and Carbon Footprint	Pg. 28
Environmental Compliance			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Materiality Assessment	Pg. 9-10
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103-3	Evaluation of the management approach	Upholding Strong Governance	Pg. 11-16
GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	Regulatory Compliance	Pg. 14

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103-2	Management approach and its components	Human Capital	Pg. 21-25
103-3	Evaluation of the management approach	Human Capital	Pg. 21-25
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Employee Profile	Pg. 21
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Well-being	Pg. 22
Occupational Health and Safety			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Materiality Assessment	Pg. 9-10
103-2	Management approach and its components	Human Capital	Pg. 21-25
103-3	Evaluation of the management approach	Human Capital	Pg. 21-25
GRI 403: Occupational Health and Safety 2016			
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Occupational Health and Safety	Pg. 24
Training and Education			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Materiality Assessment	Pg. 9-10
103-2	Management approach and its components	Human Capital	Pg. 21-25
103-3	Evaluation of the management approach	Human Capital	Pg. 21-25
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Talent Development	Pg. 23
404-3	Percentage of employees receiving regular performance and career development reviews	Talent Development	Pg. 23

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CORE OPTION

GRI Standard Disclosure Reference	Description	Report Section	Page Number
Customer Health and Safety			
GRI 103: Management Approach 2016			
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