

# PROLOGIS SUPPLIER CODE OF CONDUCT



The Prologis Core Values, as defined by the word IMPACT – Integrity, Mentorship, Passion, Accountability, Courage, and Teamwork – define our actions and relationships. In accordance with those values, Prologis recognizes that ethical business practices are critical to our long-term health as a public company.

As a company that works closely with our suppliers, we have the opportunity to promote healthy and safe working environments. It is also our responsibility to adhere to and improve upon ethical, environmental and social standards throughout our supply chain.

This Supplier Code of Conduct defines the standards to which we hold our suppliers, defined as any firm or individual that directly or indirectly provides a service to Prologis. As it is in Prologis' best interest to improve upon standards throughout the supply chain, Prologis encourages application of this Supplier Code of Conduct to all sub-contractors engaging in business relationships related to Prologis.

Prologis expects our suppliers and their representatives to conduct all business activities in full compliance with the applicable laws, rules and regulations of the countries in which they operate while conducting business with and/or on behalf of Prologis.

The following expectations for suppliers are in addition to any requirements that may be detailed in individual supplier agreements with Prologis.

We expect our suppliers and their representatives to adhere and self-monitor its compliance with this Code.

## Business Practices

- Maintain professional standards throughout all business dealings.
- Consult with Prologis legal counsel on any matter relating to actual or potential noncompliance with laws and regulations.
- Maintain integrity and confidentiality of data, recordkeeping and intellectual property.
- Utilize information technology provided by Prologis to conduct only Prologis-related business.
- Avoid insider trading, defined as the purchase or sale of securities while in the possession of material, non-public information.
- Engage in ethical behavior related to and limiting business courtesies, gifts, kickbacks or other incentives to obtain and/or retain Prologis business (See "Gifts, Hospitality and Business Courtesies" in the Prologis Code of Ethics and Business Conduct for further guidance).
- Comply with all anti-corruption, antitrust and fair competition laws.

## Employment Practices

- Conduct employment practices in compliance with regulations.
- Prohibit the use of involuntary and child labor.
- Comply with all local minimum wage laws.
- Comply with all local labor laws and standards regarding working hours, overtime and public holidays.
- Provide a work environment free of discrimination and harassment based on gender, race, color, national origin, age, religion, marital status, disability, sexual orientation or veteran status.
- Promote a safe and healthy work environment in accordance with all applicable regulations.
- Prohibit inhumane treatment and/or unlawful disciplinary action.
- Treat all employees with dignity and respect.

## Environmental Practices

- Comply with the requirements of applicable federal, state and local environmental laws and regulations.
- Promote environmental benefits through reduced energy and water consumption and implementation of waste minimization programs.

Questions or concerns may be directed to [ethics@prologis.com](mailto:ethics@prologis.com).