

SUPPLIER CODE OF CONDUCT

1. Policy Statement

- 1.1 The supplier code of conduct sets out the standards we expect our suppliers and partners to work towards in all their dealings with us.

2. Scope

- 2.1 This policy applies to all suppliers acting on behalf of Tilstone Partners Ltd and Warehouse REIT plc. This includes the supply chain that our suppliers, partners and contractors work with.

3. Modern Slavery and Employment

- 3.1 Suppliers are required to comply with the UK's Modern Slavery Act. For our higher risk suppliers, we expect a Modern Slavery Statement to be publicly released or our Modern Slavery Attestation to be adopted.
- 3.2 Suppliers should ensure that their employees and officers understand their terms of employment and the content of their Modern Slavery policy or the Modern Slavery Act as a minimum.

4. Anti-Bribery and Corruption

- 4.1 Tilstone Partners Ltd and Warehouse REIT plc prohibit 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 acting on our behalf.
- 4.2 Facilitation payments are not permitted. These are defined as payments demanded by officials (or others) to secure or expedite the performance of their normal duties. Whilst some of these are commonplace in certain jurisdictions, the making of such payments is an offence under the Bribery Act 2010 (no matter how small the payment).
- 4.3 We do not tolerate fraudulent practices amongst our employees and workers.
- 4.4 We expect our suppliers to behave in accordance with these principles and commitments as set out in our Anti Bribery and Corruption policy.

5. Bullying, Harassment and Discrimination

- 5.1 We expect our suppliers to prohibit any kind of harassment, intimidation, bullying or abuse of any employee or worker. Such behavior will not be tolerated by us under any circumstances.

6. Health and Safety

- 6.1 We expect our suppliers to provide a safe and healthy working environment for all employees and workers in line with health and safety legislation.
- 6.2 This includes, but is not limited to, the provision of training, applying general principles of risk prevention and ensuring systems are in place to monitor and respond to health and safety incidents.

7. Corporate Responsibility

- 7.1 We expect our suppliers to conform with all relevant environmental legislation and appropriate standards.
- 7.2 This includes, but is not limited to, appropriate environmental management systems, sourcing materials responsibly, minimising emissions and promoting recycling.
- 7.3 We encourage our suppliers to support local community and charitable causes relevant to their organisation.

8. Whistleblowing

- 8.1 There is a Whistleblowing Policy in place that enables individuals to speak out whilst being protected from criticism or sanctions if a disclosure is made in good faith.
- 8.2 Details of any concerns can be submitted as set out in the Whistleblowing Policy.