

Diversity and Inclusion Policy

Tilstone Partners Ltd and Warehouse REIT plc (the “Company”) are committed to promoting an inclusive and diverse working environment, for all employees and workers.

The aims of this policy are:

- To explain the Company’s commitment to inclusivity and diversity across its workforce
- To provide additional source information for the Company’s approach to Inclusivity and Diversity
- To explain how the Company monitors Diversity and Inclusion

It is the Company’s aim to provide a respectful workplace where employees and workers are free from inappropriate or unacceptable behaviour, and employees and workers are treated on the basis of equality of opportunity based on merit. The Company strives to negate potential unconscious bias in its dealings with employees and workers.

Policy Statement

The Company recognises and is committed to championing inclusion and diversity, in support of the Company’s values. The Company believes that inclusivity and diversity improves decision making within the business and is of benefit to shareholders and stakeholders alike.

The Company believes that it is essential that the Company’s staff and workers include a diverse mixture of skills, professional and industry backgrounds, industry experience and expertise, gender, tenure, ethnicity and diversity of thought. The Company strives to promote a diverse and inclusive workforce who benefit from its expectations of a high level of commitment to legal, ethical and moral standards within the business.

The Company will strive to only engage executive recruitment firms who have signed up to the voluntary Code of Conduct on gender diversity and best practice.

Further information on the Company’s commitment to inclusion and diversity can be found within its Business Code of Conduct, and for employees, set out in detail within the Employee Handbook.

Employee Grievance and Whistleblowing

The Company’s Employee Handbook sets out the employee complaints and grievances procedures. Additionally, the Company’s Whistleblowing Policy sets out the terms for staff to raise any concerns about the business, including matters of diversity and inclusion.

Monitoring and Reporting

The Company’s commitment to inclusion and diversity will be monitored by the Nomination Committee of the Company’s Board. The Company is committed to the continuous training and development of its employees, and will use these opportunities to ensure that its commitment to inclusion and diversity is upheld.