

CASE STUDY

Prologis

Our **10 CEO Commitments on Diversity** have been a flagship Real Estate Balance policy for more than five years.

Setting out 10 inclusive actions that each member CEO agrees to take on diversity, the Commitments are designed to be interpreted and implemented by our member organisations in ways that are most appropriate for them.

We know our members are all at different stages in their journey with the Commitments, so we wanted to showcase some of the fantastic work already taking place and inspire and encourage others to find new and creative ways of engaging with them.

Here, in our first case study, we look at Commitment 1 and the steps that our member **Prologis**, a global leader in logistics real estate, is taking to apply it.



Commitment 1

Visibly demonstrate
the **business case** for
diversity and promote
your commitment within
your business.

10 **CEO**
Commitments
on Diversity

Prologis

How did you implement this commitment?

Prologis has developed a strategic approach to promoting diversity and inclusion (D&I) throughout the company, built around a framework of three pillars:

1. Infrastructure

- Commit to Human Resources infrastructure and policies to help foster an environment that supports diversity and inclusion.
- Establish a consistent and equitable framework for recruitment, promotion and remuneration to support hiring and developing diverse talent.
 - » For example, by making core system enhancements to clarify the criteria for hiring and promotion decisions and requiring alignment on D&I issues with our internal and external staffing departments.

2. Engagement

- Develop programmes that allow people to connect (Employee Resource Groups, mentoring programmes).
- Consider inclusion as a key performance indicator.
 - » For example, creating coaching strategies to improve leadership and enhance organisational communication; offering training and workshops to encourage more inclusive discourse; and measuring inclusion as a key performance indicator, which is part of the bonus metrics for senior management.

3. Community

- Expand partnerships to include organisations with links to diverse communities.
- Invest in social justice and other causes aligned with Prologis' values.
- Align and work with vendors committed to diversity.
- Develop job training to grow the population of diverse recruits entering the industry
 - » For example, the HiPE (High Potential Employee) rotational leadership programme gives diverse candidates with STEM (Science, Technology, Engineering and Mathematics) degrees exposure and training in logistics real estate.
 - » Additionally, logistics industry opportunities are provided for minority and underrepresented individuals already in the workforce through Prologis' Community Workforce Initiative (CWI). Through CWI, Prologis partners with community organizations to provide training, skills development and job placement, with an aim to build a talent pipeline in the booming logistics field. Prologis customises CWI to meet the needs and opportunities in its varied markets including teaching job skills to high school students and providing logistics-specific training.

What were the outcomes?

In 2016, Prologis created clear diversity targets for gender globally and people of colour within the U.S., to ensure we are closing the gap between our employee makeup

and representative of local labour markets. Since the inception of these goals, we have met or exceeded our targets for gender diversity at the Vice President, Director and Manager level globally moving from 30% of being female in 2015 to 40% of that same population being female in 2021. In that same time period, the overall representation of people of colour in the U.S. at Prologis has increased from 26% to 30%. To date, Prologis is close to achieving gender parity across our employee base. While we are proud of the progress made so far, we know there is more to do and we are committed to doing the long, hard work that will be required to advance meaningful change within our company and across the industry.

How did you measure this?

Prologis measures quantitative and qualitative data to assess workforce diversity and inclusion efforts. Our Human Resources department measures the percentage of female employees by seniority level and the results are reported annually. In the U.S., the percentage of female employees and people who identify as non-white are measured and compared to the labour market.

Additionally, in 2019, Prologis launched a companywide annual diversity and inclusion survey along with shorter engagement pulse surveys, which are available to all employees throughout the year. This survey programmes provides continuous quantitative and qualitative data to senior leaders, aimed at improving inclusive leadership practices.

- 92% of Prologis' global employees participated in our 2020 Employee Engagement Survey.
- Prologis publishes quantitative metrics regarding its workforce diversity, which are available [here](#).