Big Yellow Group

Sustainability and ESG Policy Statement

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Document Approver:	J. Hunter & J. Gibson

General information

Purpose of document
This document sets outs how Big Yellow Group commit to operating ethically, with continuous consideration to our communities, customers, environment, employees and suppliers.
Review frequency
This document will be reviewed once every 3 years.
Definition and interpretation

CSR	Corporate Social Responsibility
ESG	Environmental Social Governance

Revision History

Version	Date	Revision Author	Summary of Changes
1	Nov 2017	G. Zepf	Document creation
1.1	Nov 2019	G. Zepf	No changes – 2019 review
1.2	June 2023	R. Wheeler	2023 update – new format, responsibilities updated
1.3	March 2026	R. Wheeler	2026 to bring inline with the strategy and annual report

Online distribution

Location	Link
Intranet	http://intranet/csr/policies/_layouts/15/start.aspx#/default.aspx
Corporate Website	https://corporate.bigyellow.co.uk/sustainability/governance-and-policies

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Purpose

Big Yellow Group ("the Group") is committed to operating responsibly, ethically and sustainably across all areas of its business.

This Policy sets out the Group's approach to environmental, social and governance ("ESG") matters and establishes the principles through which sustainability considerations are integrated into strategy, operations, development activities, governance and stakeholder engagement.

The Group recognises that effective sustainability management supports long-term value creation, operational resilience, responsible growth and stakeholder trust, while contributing positively to the long-term performance of our assets, people and communities.

This Policy applies across all Group operations, developments, employees and relevant third parties operating on behalf of the Group.

Our Sustainability Approach

The Group seeks to deliver long-term sustainable value by integrating ESG considerations into decision-making throughout the business. As a real estate owner, developer and operator, we recognise that our activities can create both positive and negative environmental and social impacts. We therefore seek to manage ESG-related risks and opportunities responsibly, reduce adverse impacts where practicable, and contribute positively to the communities in which we operate.

Our sustainability priorities are informed by stakeholder engagement, material ESG risks and opportunities, evolving regulatory requirements and recognised industry best practice. We regularly review our sustainability framework and priorities to ensure they remain aligned with the Group's strategic objectives and the expectations of our stakeholders.

The Group's sustainability framework and reporting are informed by relevant external standards and guidance, including, where appropriate:

- IFRS Sustainability Disclosure Standards;
- TCFD recommendations;
- GRESB Real Estate Assessment;
- CDP Climate disclosures;
- UK corporate governance requirements; and
- other relevant ESG reporting frameworks and legislation.

Governance

The Board has ultimate responsibility for oversight of the Group's sustainability strategy, climate-related risks and opportunities, and long-term responsible business performance. Sustainability considerations are incorporated into strategic planning, risk management processes and investment decision-making activities where relevant.

The Sustainability and Environmental Committees supports the Board by overseeing the implementation and ongoing development of the Group's sustainability framework. This includes monitoring sustainability performance, reviewing progress against targets and commitments, considering emerging ESG risks and opportunities, and overseeing relevant disclosures and reporting obligations. The Committee reports regularly to the Board on material sustainability matters.

Executive management is responsible for implementing the Group's sustainability strategy and embedding ESG considerations into operational and business activities across the organisation.

Functional leadership teams are responsible for delivering sustainability objectives within their respective business areas and ensuring that sustainability considerations are integrated into day-to-day decision-making.

The Group integrates ESG-related risks and opportunities into relevant enterprise risk management processes. This includes consideration of climate-related risks and opportunities, operational resilience, health and safety, supply chain risks, regulatory compliance and evolving stakeholder expectations.

Our Commitments

Environment

The Group is committed to managing and reducing the environmental impacts associated with its operations and development activities. We seek to improve operational efficiency, reduce greenhouse gas emissions and support the transition to a lower-carbon economy through responsible asset management, sustainable development practices and ongoing investment in environmental performance improvements.

We recognise the importance of climate resilience and seek to consider climate-related risks and adaptation measures within our operations, developments and long-term asset management activities. The Group also aims to promote sustainable design and construction practices, reduce waste and resource consumption, minimise pollution and support biodiversity enhancement where practicable.

Environmental considerations are integrated into relevant operational and investment decisions to support the long-term resilience, efficiency and value of the Group's assets and operations.

People

The Group is committed to providing a safe, inclusive and supportive working environment in which employees are treated fairly and with respect. We seek to promote a positive workplace culture that supports employee wellbeing, development, engagement and long-term career progression.

We are committed to maintaining high standards of health, safety and wellbeing across the organisation and aim to foster an environment where diversity, inclusion and equal opportunity are valued. The Group also supports ongoing learning and professional development opportunities to help employees develop their skills and contribute effectively to the success of the business.

The Group is committed to upholding ethical labour practices and respecting internationally recognised human rights principles within its operations.

Customers

The Group is committed to delivering safe, accessible and high-quality environments and services for customers. We seek to maintain high standards of customer service and to communicate openly, responsibly and transparently with customers and other stakeholders.

We aim to provide welcoming and inclusive environments that support positive customer experiences while protecting customer information and maintaining appropriate standards of privacy and data security.

The Group recognises the importance of customer trust and seeks to ensure that customer considerations are incorporated into relevant operational and strategic decision-making processes.

Communities

The Group seeks to make a positive contribution to the communities in which it operates through responsible business practices, stakeholder engagement and community investment initiatives. We aim to engage constructively with local stakeholders and consider community impacts during development, operational and investment activities.

The Group supports charitable initiatives, employee volunteering and programmes that seek to create positive social value and support local communities. We also recognise the importance of supporting local employment and economic participation where practicable.

Through our operations and partnerships, we aim to contribute positively to the social and economic wellbeing of the communities in which we operate.

Supply Chain and Business Partners

The Group expects suppliers, contractors and business partners to operate responsibly and ethically and seeks to maintain fair, transparent and collaborative relationships throughout its supply chain.

We are committed to promoting responsible procurement practices and supporting high standards of business conduct, including compliance with applicable legal and ethical requirements relating to human rights, modern slavery and labour practices. ESG considerations are incorporated into relevant supplier engagement and procurement activities where appropriate.

The Group also seeks to encourage suppliers and business partners to support the achievement of our sustainability objectives and to work collaboratively to improve sustainability performance across the value chain.

Governance and Ethics

The Group is committed to maintaining high standards of corporate governance, ethical conduct and business integrity across all areas of its operations. We seek to operate transparently and responsibly while maintaining effective governance structures, internal controls and risk management processes.

The Group expects employees and business partners to act in accordance with applicable laws, regulations, internal policies and ethical standards. We are committed to promoting a culture of accountability, responsible decision-making and continuous improvement throughout the organisation.

Appropriate policies, procedures and reporting mechanisms are maintained to support ethical conduct, compliance and effective governance oversight.

Targets, Performance and Reporting

The Group monitors sustainability performance through relevant metrics, targets and key performance indicators and seeks to continuously improve sustainability performance over time.

Progress against sustainability objectives and commitments is reviewed periodically through the Group’s governance processes and is supported by ongoing monitoring, data collection and internal reporting activities. The Group is committed to transparent communication on material sustainability matters and may report relevant information through the Annual Report, sustainability disclosures, the corporate website and other stakeholder communications where appropriate.

Stakeholder Engagement

The Group recognises the importance of engaging with stakeholders to understand their expectations, priorities and concerns. Stakeholder engagement helps inform the Group's sustainability priorities, material issues and strategic decision-making processes.

Relevant stakeholders may include:

- employees;
- customers;
- investors;
- suppliers and contractors;
- local communities;
- regulators;
- local authorities; and
- industry organisations.

The Group seeks to maintain open and constructive dialogue with stakeholders and to consider stakeholder perspectives as part of its ongoing sustainability approach.

Policy Review

This Policy will be reviewed periodically to ensure that it remains relevant, effective and aligned with evolving regulatory requirements, stakeholder expectations and business priorities.

Approval

This Statement is jointly approved by the CEO and the COO.

J Gibson Chief Executive Office	March 2026

John Hunter Chief Operations Officer	March 2026