



Big Yellow Group PLC

Slavery and Human Trafficking statement

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| Document Author: | R. Wheeler |
| Document Owner: | Head of Sustainability |
| Document Approver: | J. Gibson & board |

General information

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| Purpose of document | |
| This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our annual “Anti-Slavery and Human Trafficking Statement” for the financial year ended 31 March. This statement details the actions tackled this year demonstrating our commitment to there being no forced labour, human trafficking or slavery within either our business or supply chain. | |
| Review frequency | |
| Annual review | |
| Definition and interpretation | |
| Please explain any acronyms and terms here that feature in the document | |
| REIT | Real Estate Investment Trust |
| CCS | Considerate Constructor Scheme |
| BREEAM | Building Research Establishment Environmental Assessment Methodology |
| CSR | Corporate Social Responsibility |

Revision History

| Version | Date | Revision Author | Summary of Changes |
|---------|------------------------|-----------------|--|
| 1 | April 2016 | P. Donnelly | Document creation |
| 1.1 | Jan 2019 | G. Zepf | Document restructured to cover compliance more fully |
| 1.2-1.4 | Aug 2019- July 2022 | G. Zepf | Annual Company credentials updated; Company supplier spend updated; Ongoing disclosures and year ahead updated; Training updated |
| 1.5 | June 2023 | R. Wheeler | New format, about the business, last year’s activities, this year’s plans |
| 1.6 | August 2024 | R. Wheeler | Statement redesigned, Company credentials updated; Ongoing disclosures and year ahead updated |
| 1.7 | August 2025 | R. Wheeler | Updated to keep in line with legal requirements; Company credentials updated; Ongoing disclosures and year ahead updated |

Online distribution

| Location | Link |
|-------------------|---|
| Intranet | https://corporate.bigyellow.co.uk/download_file/view/1374/236 |
| Corporate Website | https://corporate.bigyellow.co.uk/sustainability/governance-and-policies https://corporate.bigyellow.co.uk/download_file/view/1202/1 |
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Introduction

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015. It sets out the steps taken by Big Yellow Group PLC (“the Company”) during the financial year ending 31 March 2025 to prevent modern slavery and human trafficking in our business and supply chains.

At Big Yellow, we are committed to conducting our business ethically and with integrity. As a leading self storage and logistics operator and a Real Estate Investment Trust (REIT), we recognise our responsibility to respect human rights and prevent modern slavery and human trafficking in every part of our operations.

We take a zero-tolerance approach to all forms of modern slavery and are committed to transparency and continuous improvement in the fight against unethical labour practices.

Our Business and Supply Chains

Big Yellow operates self storage assets across the United Kingdom. Our supply chain includes a wide range of goods and services related to the construction, maintenance, and operation of our facilities.

As of March 2025, we worked with 662 direct suppliers, with our top 68 suppliers accounting for approximately 85% of our total supplier spend. This concentrated spend enables us to maintain deeper oversight of key supplier relationships.

Governance and Commitment

Zero-Tolerance Ethos

We maintain a zero-tolerance stance toward modern slavery and human trafficking. This commitment is embedded in our corporate values and in the behaviour we expect from our employees, contractors, and suppliers.

Supplier Code of Conduct

In 2025, we created a new Supplier Code of Conduct, which will come into full effect this financial year. This code sets clear expectations for suppliers around labour rights, working conditions, and anti-slavery practices. It forms a core component of our supplier onboarding and monitoring processes.

Oversight and Accountability

We continue to review and evaluate our supply chain practices, identifying potential risks and implementing mitigation measures. Our cross-functional working group, led by senior management, oversees our ethical sourcing programme.

Relevant Policies

Our efforts to combat modern slavery are underpinned by several key policies:

Human Rights and Anti-Slavery Policy

First introduced in 2019 and most recently updated in 2025, this policy sets out the standards expected of employees, contractors, and business partners.

Whistleblowing Policy

Encourages the reporting of unethical or unlawful conduct, including concerns related to modern slavery, with guaranteed confidentiality.

Procurement Policy

Integrates ethical sourcing principles into supplier selection and evaluation.

All policies are subject to regular review and updated at least every two years.

Due Diligence and Risk Management

Supplier Onboarding and Monitoring

We carry out due diligence on new and existing suppliers, including:

- Self-Assessment Questionnaires
- Risk-based audits
- Verification of adherence to our Code of Conduct

Training and Awareness

Employees in procurement and operations roles receive modern slavery awareness training to ensure they can recognise signs of forced labour and take appropriate action. Our training programme is refreshed every three years, with targeted sessions delivered as required.

Reporting Channels

Our independent, confidential Whistleblowing Helpline is available to all employees and suppliers to report concerns relating to unethical practices, including modern slavery.

Our Key Performance Indicators

To evaluate the effectiveness of our actions, we track the following KPIs:

| KPI | Definition | Target | Progress (FY 2024/25) |
|-------------------------------------|--|--|------------------------|
| Employee Training Completion | Percentage of employees who have completed modern slavery awareness and reporting training. | 100% every three years | Achieved: 100% |
| Modern Slavery Reports | Number of reports related to modern slavery concerns received through the company's Whistleblowing Helpline. | Zero confirmed cases; prompt investigation of concerns | Achieved: Zero reports |
| Supplier Compliance | Percentage of requested suppliers that have completed our Self-Assessment | 100% completion of required due diligence | Achieved: 100% |

Future Commitments

In FY 2025/26, we are focused on:

- Rolling out our **Supplier Code of Conduct** across our supply chain, with formal acknowledgment required from all suppliers.
- Enhancing our **supplier engagement strategy**, including collaborative initiatives to share best practices.
- Continuing our **employee training** to all business areas.
- Further developing **risk assessment frameworks** to proactively identify emerging risks in lower-tier suppliers.

We are committed to continuously improving our practices and working closely with our suppliers to stay ahead of emerging risks in our fight against modern slavery.

This year we will focus on:

- Publishing our Supplier Code of Conduct
- Continue the roll-out of our training programme
- Strengthening our supplier engagement and collaboration to promote best practices

Statement Approval

This statement has been approved by the Board of Directors on 25th September 2025 and has been signed by the Chief Executive Officer. It will be reviewed annually in accordance with the Modern Slavery Act 2015 and evolving best practices.

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| Jim Gibson Chief Executive Officer | September 2025 |

Contact us

If you have questions about this statement or wish to raise a concern, please contact us via: csr@bigyellow.co.uk

If you have any specific concerns about slavery or human trafficking taking place in any part of our company or supply chain, please raise these – in confidence – via our whistleblowing helpline phone: 0800 890 011 then dial (833) 573 0566 or bigyellow.ethicspoint.com