



Big Yellow Group

## Human Rights and Anti-Slavery Policy

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Document Author:	R Wheeler
Document Owner:	Head of Sustainability
Document Approver:	J Gibson

## General information

<b>Purpose of document</b>	
The human rights policy sets out how the company respects human rights by having policies and processes in place to identify, prevent, mitigate and account for how it addresses its adverse human rights impacts.	
<b>Review frequency</b>	
Bi-annual review	
<b>Definition and interpretation</b>	
Please explain any acronyms and terms here that feature in the document	
BYG	Big Yellow Group
UN	United Nations
ILO	International Labour Organization

## Revision History

Version	Date	Revision Author	Summary of Changes
1	January 2019	G. Zepf	Original document
1.1	January 2021	G. Zepf	No changes – 2021 review
1.2	June 2023	R. Wheeler	Format changes, responsibilities

## Online distribution

Location	Link
Intranet	<a href="http://intranet/csr/policies/layouts/15/start.aspx#/default.aspx">http://intranet/csr/policies/layouts/15/start.aspx#/default.aspx</a>
Corporate Website	<a href="https://corporate.bigyellow.co.uk/sustainability/governance-and-policies">https://corporate.bigyellow.co.uk/sustainability/governance-and-policies</a>

## Departmental distribution

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## Background

BYG is a FTSE250 listed Real Estate Company providing self storage services to business and domestic users throughout the UK.

Human rights refer to the basic rights and freedoms to which everyone is entitled to, as expressed in the UN Universal Declaration of Human Rights and the ILO's Declaration of Fundamental Principles and Rights at work<sup>1</sup>.

Following the creation of the UK Modern Slavery Act in 2015, we have updated our policy to make specific reference to the UK Modern Slavery Act<sup>2</sup>. The UK Modern Slavery Act 2015 focuses on the offences of slavery, servitude and forced or compulsory labour and human trafficking and recognises the fact that:

- a) Modern Slavery can and does happen in the UK today; and that
- b) we all collectively (and business in particular) have a responsibility to protect workers from being abused and exploited in their own organisation and global supply chains.

The Act passes an obligation onto businesses such as BYG to publicly report the steps it takes to ensure there are no instances of slavery in either its supply chain or its operations.

## Commitment

BYG is committed to responsible and sustainable business practices; this includes our responsibility to respect human rights. We are also committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any other part of our business. We commit to acting ethically and with integrity in all our business relationships and to act in compliance with Human Rights principles.

We have adopted the Ten Principles of the UN Global Compact<sup>3</sup>. We further commit to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our operational or other supply chains.

Human Rights	Principle 1	BYG shall support and respect the protection of internationally proclaimed human rights.
	Principle 2	BYG shall make sure that we are not complicit in human rights abuses.
Labour	Principle 3	BYG shall uphold the freedom of association and the effective recognition of the right to collective bargaining.
	Principle 4	BYG shall uphold the elimination of all forms of forced and compulsory labour.
	Principle 5	BYG shall uphold the effective abolition of child labour.
	Principle 6	BYG shall uphold the elimination of discrimination in respect of employment and occupation.

<sup>1</sup> As well as the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights

<sup>2</sup> We publish a separate UK Modern Slavery Act Statement

<sup>3</sup> Derived from: the UN Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption

Environment	Principle 7	BYG shall support a precautionary approach to environmental challenges.
	Principle 8	BYG shall undertake initiatives to promote greater environmental responsibility.
	Principle 9	BYG shall encourage the development and diffusion of environmentally friendly technologies.
Anti-Corruption	Principle 10	BYG shall work against corruption in all its forms, including extortion and bribery.

### Scope

This Policy covers all BYG activities and seeks to set out our expectations for our supply chain partners - we also seek to cover specific environmental or social aspects in our supplier contracts.

This Policy is available to all via the Big Yellow Group Sustainability Governance & Policy section of our intranet; it may also be made available to new suppliers.


### Responsibilities

Overall responsibility for this Policy and the UK Modern Slavery Statements rests with the CEO specifically and the Big Yellow Board in general.

The CEO and the Board discharges this responsibility through the Operations Director and Head of Sustainability, who are responsible for the implementation of this Policy within the Big Yellow Organization; responsibility outside of Big Yellow operations lies with the relevant Heads of Department and Directors who manage Big Yellow supplier relationships.

The Head of Sustainability prepares the Modern Slavery Statement, which is reviewed by the CFO and the Operations Director before formal sign off by the CEO.

### Sign off

	
J Gibson Chief Executive Officer	June 2023