



Big Yellow Group PLC

Slavery and Human Trafficking statement

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Document Approver:	J. Gibson & board

General information

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	Aug 2019	G. Zepf	Company credentials updated; Ongoing disclosures and year ahead updated
1.3	June 2020	G. Zepf	Company credentials updated; Company supplier spend updated; Ongoing disclosures and year ahead updated
1.4	July 2022	G. Zepf	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

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
Customer Website	https://corporate.bigyellow.co.uk/download_file/view/1202/1?_gl=1*4c_vdm1*_ga*ODMwMjg3OTYwLjE3MDU2NjExNDQ.*_ga_ZP2KKHR2ZX*M_TcwNzgzNTg1Ni4yLjAuMTcwNzgzNTg1OC41OC4wLjA

Departmental distribution

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Introduction

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and outlines the steps Big Yellow Group PLC has taken during the financial year ended 31 March 2024 to ensure that modern slavery and human trafficking are not present within our business or supply chains.

At Big Yellow, we are unwavering in our commitment to ethical business practices and the eradication of modern slavery in all forms. As a leading self storage business and a REIT, we recognise our responsibility to uphold the highest ethical standards and protect human rights across all areas of our operations. We are dedicated to ensuring that slavery and human trafficking have no place within our supply chains.

Our Business and Supply Chains

Big Yellow is a leading self storage provider operating across the UK. Our supply chain includes goods and services essential to the construction, operation and maintenance of our stores.

Our combined Armadillo and Big Yellow supplier base to March 2024 was made up of 631 direct suppliers, the largest 109 of whom represent approximately 85% of our spend.

Our Commitment

High Ethical Standards

Big Yellow maintains a zero-tolerance approach to modern slavery. Our business activities are conducted with the highest levels of integrity, prioritising the respect and protection of human rights.

Supplier Responsibility

We are finalising our new Supplier Code of Conduct. When published, this will formalise our requirement for all our suppliers and contractors to comply with the code. Our code sets clear expectations for ethical labour practices and requires adherence to anti-slavery principles across our entire supply chain.

Supply Chain Oversight

We regularly review and monitor our supply chains, assessing potential risks related to modern slavery and implementing mitigation strategies to ensure our operations remain free from unethical practices.

Our Policies in Relation to Slavery and Human Trafficking

We are committed to maintaining the highest standards of ethical conduct and have a zero-tolerance approach to modern slavery. In January 2019 we published a specific Human Rights and Anti-Slavery Policy to clearly set out what we expect from our employees and anyone acting for and on behalf of the Company. This policy is updated every two years, the most recent version being 2023.

Our Approach

Training and Awareness

We provide targeted training for our employees to raise awareness about modern slavery and how to identify and report any concerns. This empowers our teams to act confidently in safeguarding ethical standards.

Due Diligence and Audits

We conduct due diligence on new and existing suppliers, including audits to ensure that our partners uphold our commitment to preventing modern slavery.

Reporting Mechanisms

We have established confidential and accessible reporting channels, such as our Whistleblowing Helpline to report any concerns or suspicions related to modern slavery.

Risk Assessment and Management

We are committed to continuously improving our practices to stay ahead of emerging risks. We will review and update this statement annually to reflect any changes in our approach and the evolving landscape of human rights protection. We have a multi-level internal management process to ensure our policies and processes are upheld.

Our Key Performance Indicators

We use these KPIs to show the effectiveness of the steps we take to ensure compliance with the Modern Slavery Act.

I. Employee Training Participation Rate

Definition: Percentage of employees who have completed modern slavery awareness and reporting training.

Target: 100% of relevant staff trained every three years.

Progress: 100% completion in the year ended 31 March 2024.

II. Reports of Modern Slavery Concerns

Definition: Number of reports related to modern slavery concerns received through the company's Whistleblowing Helpline.

Target: Zero confirmed cases of modern slavery; prompt and thorough investigation of all reported concerns.

Progress: Zero reported instances of Modern Slavery were reported to us in the year ended 31 March 2024.

III. Supplier Compliance Rate

Definition: Percentage of requested suppliers that have completed our Self-Assessment Questionnaire. Please note This is to be updated to our Supplier Code of Conduct from next year.

Target: 100% compliance from all suppliers.

Progress: 100%

Looking Forward

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

Board Approval and Director Signoff

This statement has been approved by the Board of Directors and will be reviewed and updated annually in line with our commitment to ethical business practices and compliance with the Modern Slavery Act 2015.

	
Jim Gibson Chief Executive Officer	August 2024

About this Statement

If you have any specific questions with regards to our UK Modern Slavery Act Statement, please contact us on 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