



Big Yellow Group

Wellbeing Policy

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Document Author:	O McGonagle
Document Owner:	People Manager
Document Approver:	C Hathaway

General information

Purpose of document
Document measure to ensure employee health and wellbeing
Review frequency
3 year
Definition and interpretation
Please explain any acronyms and terms here that feature in the document

Revision History

Version	Date	Revision Author	Summary of Changes
1	31/03/2025	O McGonagle	Upload document

Online distribution

Location	Link
Intranet	Encompassed within Employee Handbook
Corporate Website	Corporate Governance :: Big Yellow Group

Departmental distribution

<input checked="" type="checkbox"/>	Whole Company		
<input type="checkbox"/>	Acquisitions & Developments	<input type="checkbox"/>	GDPR
<input type="checkbox"/>	Admin	<input type="checkbox"/>	IT, Digital Security and Telephony
<input type="checkbox"/>	Compliance & Store comms	<input type="checkbox"/>	Marketing
<input type="checkbox"/>	Construction	<input type="checkbox"/>	National Customers
<input type="checkbox"/>	Corporate Social Responsibility	<input type="checkbox"/>	Operations
<input type="checkbox"/>	Customer Service Centre	<input type="checkbox"/>	People, Talent and Development
<input type="checkbox"/>	Facilities	<input type="checkbox"/>	Stores
<input type="checkbox"/>	Finance	<input type="checkbox"/>	Senior Leadership Team

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Background

The organisation is committed to the wellbeing of its employees and recognises that improving employees' ability to handle pressure and balance their work and home life will ultimately lead to improved individual and organisational performance.

Employee Wellbeing Commitment

The Company is very aware of the current health issues and challenges facing the UK population including mental health concerns, obesity, musculoskeletal disorders, diabetes and cardiovascular diseases and aims to create a healthier work environment. This includes increasing employee engagement, maintaining low levels of absenteeism, improving productivity and morale and educating employees in relation to their general wellness.

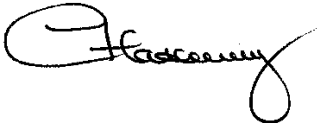
Responsibilities

The Company has a legal duty of care to its employees to ensure their health at work and has put in place measures to prevent and manage risks, together with appropriate training and individual support. It also seeks to foster a positive culture by operating the business in a way that minimises harm to employees' mental health and by having policies and procedures in place to promote and support individual wellbeing, whether that be in relation to physical, mental, social or financial matters. The Company provides a range of wellbeing initiatives which are designed to promote the physical, mental, financial and social wellbeing of its employees.

The People Department will ensure that organisational policies and procedures protect employee wellbeing. They will assist Managers in supporting individuals and liaise with Occupational Health and other medical health professionals.

Wellbeing Experts have been appointed across the Company to support their colleagues with any issues that arise on a local basis. The Wellbeing Experts will be provided with specific training in order to assist them in their roles and will liaise with the employee's Manager and the People Department, as appropriate.

Sign off

SIGNATURE	
	
C Hathaway Head of People, Talent and Development	31/03/2025