



Big Yellow

Human Rights and Anti-Slavery Policy

Approved by:	J Gibson
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Document Owner:	Operations Director & Head of CSR
Document for the attention of:	All employees and individuals acting for and on behalf of Big Yellow, including Professional Consultants, Supply Chain Partners and Trade Contractors.
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Related Policy Document:	Big Yellow UK Modern Slavery Statement

1. Background

Big Yellow Group (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 United Nations Universal Declaration of Human Rights and the International Labour Organization’s (ILO) Declaration of Fundamental Principles and Rights at work¹.

With 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.² 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 poses an obligation on businesses such as Big Yellow to publicly report the steps it takes to ensure there are no instances of slavery in either its supply chain or operations.

2. 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 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 United Nations Global Compact ³. We further commit to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our operation or 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.
	Principle 3	BYG shall uphold the freedom of association and the effective recognition of the right to collective bargaining.
Labour	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.

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

2 We publish a separate UK Modern Slavery Act Statement

3 Derived from: the 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

	Principle 7	BYG shall support a precautionary approach to environmental challenges.
Environment	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.

3. 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.

4. Policy ownership

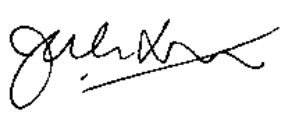
This Policy is owned by the CEO.

5. 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 CSR, 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 CSR prepares the Modern Slavery Statement, which is reviewed by the CFO and the Operations Director before formal sign off by the CEO.

	
J Gibson CEO	January 2019

End.