



Big Yellow Group

ESG Governance

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Document Approver:	Chief Executive Officer

Area code	Covers	Area code	Covers
SUS	Sustainability and ESG	HS	Health and safety
PTD	People, Talent and Development	CON	Construction
GOV	Governance, Company Secretary	IT	IT and data
FIN	Finance		

General information

Purpose of document	
Sets out how environmental, social and governance (ESG) matters are governed at Big Yellow Group PLC: who holds responsibility at Board and management level for each ESG topic, and which committees oversee them.	
Review frequency	
Annual review	
Definition and interpretation	
Please explain any acronyms and terms here that feature in the document	
CEO	Chief Executive Officer
CFO	Chief Financial Officer
ESG	Environmental, social and governance
H&S	Health and safety
NED	Non-Executive Director

Revision History

Version	Date	Revision Author	Summary of Changes
001	2022	R Wheeler	Document creation
002	Oct 2026	R Wheeler	Moved to standard template. Job titles, committees and responsibilities updated to current structure. Board committees, information security and business ethics added.

Distribution and links

Applies to	Whole Company
Corporate Website	https://corporate.bigyellow.co.uk/download_file/view/996/236
Intranet	Not applicable
Related documents	Sustainability and ESG Policy Statement, Committee terms of reference Corresponding topic policies

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Background

Big Yellow Group PLC (consisting of Big Yellow Self Storage and Armadillo Self Storage, hereafter referred to as 'the Company') is a FTSE 250 listed Real Estate Investment Trust providing self storage services to business and domestic users throughout the UK.

ESG governance at the Company is clearly defined, with executive and non-executive oversight of the topics that matter most to our business. This document sets out who is responsible for each ESG topic, at Board and management level, and how the committees that oversee them fit together.

It should be read alongside our Sustainability and ESG Policy Statement, the terms of reference for each Board committee and the policies listed in the Responsibility by topic section.

Board oversight

The Board of Directors has ultimate oversight of strategy, risk, performance and culture, including ESG. It sets policy and strategy and approves the resources needed to deliver them. The Board approves the annual Modern Slavery Statement and considers cyber security and other non-financial risks as part of its review of the Group risk register. Directors receive a health and safety update at the start of every Board meeting.

The Board is supported by four committees, each with written terms of reference published on our website.

Committee	ESG responsibilities
Audit Committee*	Financial reporting, internal control, risk management and assurance. Reviews the Group risk register with the Board and the whistleblowing arrangements.
Nomination Committee*	Board structure, size and composition, succession planning and Board diversity.
Remuneration Committee*	Remuneration policy and incentives, including the ESG-linked LTIP vesting criteria.
Sustainability Committee*	Chaired by a Non-Executive Director. Oversees the sustainability strategy and framework, climate-related risks and opportunities, ESG performance and reporting.
*Hyperlinks to FY2026 terms of reference	

The Senior Leadership Team is accountable for delivering the strategy, allocating resources, managing risk and delivering performance against our targets.

Management committees

Day-to-day governance is delivered through the management committees below. At least one Executive Director sits on each.

Committee	Chair	Meets	Covers	Reports to
Environmental Committee	Head of Sustainability	Quarterly	Environmental strategy, policies and programmes. Climate-related risks and opportunities.	Sustainability Committee
Health & Safety Committee	Chief Executive Officer	Quarterly	H&S policies, incidents, risk assessments, security and fire	Board, through the H&S update at every Board meeting

			safety across stores, construction and Head Office.	
Inclusivity & Diversity Committee	Head of People, Talent and Development	Quarterly	Inclusivity, diversity and equality strategy, with gender and ethnicity sub-committees.	Board
Big Yellow Foundation Board of Trustees	Chair of Trustees	Quarterly	The Foundation (a registered charity): finances, grants and charity partnerships.	Board, through regular updates

Responsibility by topic

Topic	Board-level responsibility	Day-to-day lead
Environment and climate	Sustainability Committee	Head of Sustainability
Health and safety	Chief Executive Officer	Head of Estates and Facilities for operational sites Construction Director for construction sites.
People, inclusion and wellbeing	Chief Executive Officer and Designated Non-Executive Director for workforce engagement	Head of People, Talent and Development
Customers	Chief Executive Officer	Head of Store Operations
Communities	Chief Executive Officer, Sustainability Committee	Construction Director
Suppliers and human rights	Chief Executive Officer	Heads of department, with central control by Finance
Information security	Chief Financial Officer	Head of IT
Business ethics and whistleblowing	Chief Financial Officer. The Audit Committee reviews whistleblowing arrangements.	Company Secretary

Sign off

	
John Hunter Chief Executive Officer	October 2026