



Big Yellow Group

Human Rights and Anti-Slavery Policy

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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	
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.	
Review frequency	
Every two years	
Definition and interpretation	
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
001	Jan 2019	G. Zepf	Original document
002	Jan 2021	G. Zepf	No changes – 2021 review
003	June 2023	R. Wheeler	Format changes, responsibilities
004	Aug 2025	R. Wheeler	Realignment with best practice
005	Oct 2026	R. Wheeler	Women's rights and risk assessment added. Supplier Code and whistleblowing references updated. Review cycle clarified and stakeholder input added. Responsibilities and sign-off updated to current roles.

Distribution and links

Applies to	Whole Company
Corporate Website	https://corporate.bigyellow.co.uk/sustainability/governance-and-policies
Intranet	Not applicable
Related documents	Not applicable

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1. Purpose

This policy outlines Big Yellow's commitment to respecting and promoting human rights and eliminating modern slavery across our business operations and supply chains. It defines our approach to identifying, preventing, and mitigating adverse human rights impacts in accordance with the UK Modern Slavery Act 2015 and international standards.

2. Scope

This policy applies to all employees, officers, contractors, and subsidiaries of Big Yellow Group. It also sets expectations for all third-party suppliers, service providers, and business partners.

The policy is publicly available on our corporate website and intranet, and shared with suppliers as part of our onboarding and contract processes.

3. Our Commitments

Big Yellow is committed to operating responsibly and ethically. We:

- Have a zero-tolerance approach to all forms of modern slavery, including forced labour, human trafficking, and child labour
- Respect internationally recognised human rights, as defined in:
 - The UN Universal Declaration of Human Rights
 - The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
 - The UN Guiding Principles on Business and Human Rights
- Support and apply the **Ten Principles of the UN Global Compact**, particularly around human rights, labour, environment, and anti-corruption
- Respect and protect the rights of women, including equal pay, freedom from discrimination and harassment, and support for maternity and caring responsibilities

Core Labour Commitments

- Uphold freedom of association and collective bargaining
- Eliminate forced or compulsory labour
- Abolish child labour
- Eliminate discrimination in employment and occupation

4. Implementation & Monitoring

Responsibilities

- **Board of Directors:** Ultimate accountability for this policy and the annual Modern Slavery Statement
- **Chief Executive Officer:** Oversees overall implementation
- **Head of Sustainability:** Leads policy maintenance, reporting, and awareness

- **Functional Leaders:** Ensure business-wide compliance, especially in procurement and supplier relationships

Risk Assessment

- We review human rights and modern slavery risks in our operations and supply chain every year, as part of preparing our Modern Slavery Statement.

Training

- All relevant staff receive modern slavery and human rights awareness training every three years
- Procurement and operational staff receive targeted risk-based training

Supplier Engagement

- All suppliers must adhere to our **Supplier Code of Conduct**, which sets out our labour, human rights, health and safety and environmental requirements.
- Our key suppliers complete our supply chain risk questionnaire, and suppliers must comply with contractual clauses prohibiting slavery and trafficking. We may conduct audits and request supporting evidence of compliance

5. Reporting & Escalation

Concerns about human rights violations or modern slavery can be reported confidentially, and anonymously if preferred, through our **Whistleblowing website** <https://bigyellow.ethicspoint.com>. This is open to employees, suppliers, contractors and members of the public.

Reports are investigated thoroughly, with protections in place for whistleblowers

6. Review Cycle

This policy is reviewed every two years and updated as needed to ensure continued compliance with legislation and evolving best practice. It is developed and reviewed with input from People, Talent and Development, the Company Secretary and Finance.

Sign off

	
J Hunter Chief Executive Officer	October 2026