



Big Yellow Group PLC

Slavery and Human Trafficking statement

Document Ref:	BYG-GOV-009: Slavery and Human Trafficking statement
Version:	009
Dated:	24/09/2026
Document Author:	R. Wheeler
Document Owner:	Head of Sustainability
Document Approver:	Chief Executive Officer & 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 "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
001	April 2016	P. Donnelly	Document creation
002-007	2019 - 2024	Various	Annual reviews
008	August 2025	R. Wheeler	Updated to keep in line with legal requirements; Company credentials updated; Ongoing disclosures and year ahead updated
009	September 2026	R. Wheeler	Updated to keep in line with legal requirements; Company credentials updated; Ongoing disclosures and year ahead updated

Distribution and links

Applies to	Whole Company
Corporate Website	https://corporate.bigyellow.co.uk/download_file/view/1374/236
Intranet	Not applicable
Related documents	Not applicable

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Introduction

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015. It sets out the steps taken by Big Yellow Group PLC (“the Company”) during the financial year ending 31 March 2026 to prevent modern slavery and human trafficking in our business and supply chains.

At Big Yellow, we are committed to conducting our business ethically and with integrity. As a leading self storage and logistics operator and a Real Estate Investment Trust (REIT), we recognise our responsibility to respect human rights and prevent modern slavery and human trafficking in every part of our operations.

We take a zero-tolerance approach to all forms of modern slavery and are committed to transparency and continuous improvement in the fight against unethical labour practices.

Our Business and Supply Chains

Big Yellow operates self storage assets across the United Kingdom. Our supply chain includes a wide range of goods and services related to the construction, maintenance, and operation of our facilities.

As of March 2026, we worked with 659 direct suppliers, with our top 41 suppliers accounting for approximately 85% of our total supplier spend. This concentrated spend enables us to maintain deeper oversight of key supplier relationships.

Governance and Commitment

Zero-Tolerance Ethos

We maintain a zero-tolerance stance toward modern slavery and human trafficking. This commitment is embedded in our corporate values and in the behaviour we expect from our employees, contractors, and suppliers.

Supplier Code of Conduct

In 2026, we rolled out our Supplier Code of Conduct, which come into full effect. This code sets clear expectations for suppliers around labour rights, working conditions, and anti-slavery practices. It forms a core component of our supplier onboarding and monitoring processes.

Oversight and Accountability

We continue to review and evaluate our supply chain practices, identifying potential risks and implementing mitigation measures. Our cross-functional working group, led by senior management, oversees our ethical sourcing programme.

Relevant Policies

Our efforts to combat modern slavery are underpinned by several key policies:

Human Rights and Anti-Slavery Policy

First introduced in 2019 and most recently updated in 2026, this policy sets out the standards expected of employees, contractors, and business partners.

Whistleblowing Policy

Encourages the reporting of unethical or unlawful conduct, including concerns related to modern slavery, with guaranteed confidentiality.

Procurement Policy

Integrates ethical sourcing principles into supplier selection and evaluation.

All policies are subject to regular review and updated at least every two years.

Due Diligence and Risk Management

Supplier Onboarding and Monitoring

We carry out due diligence on new and existing suppliers, including:

- Self-Assessment Questionnaires
- Risk-based audits
- Verification of adherence to our Code of Conduct

Training and Awareness

Employees in procurement and operations roles receive modern slavery awareness training to ensure they can recognise signs of forced labour and take appropriate action. Our training programme is refreshed every three years, with targeted sessions delivered as required.

Reporting Channels

Our independent, confidential Whistleblowing Helpline is available to all employees and suppliers to report concerns relating to unethical practices, including modern slavery.

Our Key Performance Indicators

To evaluate the effectiveness of our actions, we track the following KPIs:

KPI	Definition	Target	Progress (FY 2025/26)
Employee Training Completion	Percentage of employees who have completed modern slavery awareness and reporting training.	100% every three years	99.6%
Modern Slavery Reports	Number of reports related to modern slavery concerns received through the company's Whistleblowing Helpline.	Zero confirmed cases; prompt investigation of concerns	0
Supplier Compliance	Percentage of requested suppliers that have completed our Self-Assessment	100% completion of required due diligence	100%

Commitments

Previous year's commitments

Commitment	Status
Roll out Supplier Code of Conduct, formal acknowledgment from all suppliers	Issued, supplier acknowledgment still in progress
Enhance supplier engagement strategy	Collaboration with suppliers continues
Continue employee training to all business areas	Continued with KPI – 99.6% achieved.
Develop risk assessment frameworks for lower-tier suppliers	Still in progress

Future commitments

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:

- Continue to gather formal acknowledgment of new **Supplier Code of Conduct**.
- Continuing our **employee training** to all business areas.
- Further developing **risk assessment frameworks** to proactively identify emerging risks in lower-tier suppliers.

Statement Approval

This statement has been approved by the Board of Directors on 24th September 2026 and has been signed by the Chief Executive Officer. It will be reviewed annually in accordance with the Modern Slavery Act 2015 and evolving best practices.

	
John Hunter Chief Executive Officer	September 2026

Contact us

If you have questions about this statement or wish to raise a concern, please contact us via:
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 bigyellow.ethicspoint.com