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# Safestore anti-slavery and human trafficking statement

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Safestore are committed to improving our practices to combat slavery and human trafficking, to avoid complicity in human rights violations related to our own operations and our supply chain. We realise that slavery and human trafficking can occur in many forms, such as forced labour, child labour, domestic servitude, sexual exploitation, and workplace abuse. The expression “slavery and human trafficking” encompasses these various forms of coerced labour.

This statement relates to actions and activities during the financial year 1 November 2022 to 31 October 2023. The group is committed to the prevention of the use of forced labour and has a zero tolerance policy for slavery and human trafficking.

## Our Business

Safestore is a FTSE 250 Real Estate Investment Trust. We are an owner and operator of self-storage facilities and the Group’s head office is located in the UK. The Group’s annual turnover is in the region of £200 million.

Safestore employs more than 700 people in self-storage centres throughout the UK, France, Belgium, The Netherlands and Spain. We are legally compliant with all relevant employment legislation and our employment procedures guarantee that we conduct appropriate checks on all colleagues to ensure eligibility for employment.

Our business is predominantly within the UK and mainland Western Europe and accordingly our geographic risk of slavery and human trafficking is considered to be low. We see our main sector risks as being construction, security, cleaning and maintenance. We contract with a number of suppliers in these areas.

## Our policies

We are committed to ensuring that there is no slavery and human trafficking in our supply chains or in any part of our business. Our Anti-slavery and human trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## Due diligence processes

All Safestore colleagues have an obligation to familiarise themselves with our policy to help in the identification and prevention of slavery and human trafficking and to conduct business in a manner such that the opportunity for any incidence of this is prevented. Adherence to this policy forms part of a colleague’s obligations under their contract of employment.

Whilst recognising our statutory obligation to set out the steps we have taken to ensure that slavery and human trafficking is not taking place in our supply chains, we acknowledge that we do not control the conduct of individuals and organisations in our supply chains. As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.



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- Mitigate the risk of occurrence in our supply chains by conducting supplier pre-screening as part of our tender process.
- Monitor potential risk areas in our supply chains by introducing contractual provisions for our suppliers to confirm their adherence to our policy and accept our right to audit their activities and (where practicable) relationships, both routinely and at times of reasonable suspicion.
- Protect whistle blowers.
- We include in the Directors report reference to the Company's Slavery and Human Trafficking Statement which is presented on our website.

## Training

To ensure a high level of understanding of the risks in our supply chains and our business, training on our anti-slavery and human trafficking policy, and on the risk our business faces in its supply chains, forms part of the induction process for all colleagues, and regular training is provided as necessary.

Our zero-tolerance approach must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

## Relevant policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

**Whistleblowing (Speak out) policy** - We encourage anyone working for Safestore or on our behalf in any capacity to raise any concerns about the conduct of others in the business or the way in which the business is run. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy to make disclosures, without fear of retaliation.

**Code of Conduct ('the Code')** - gives us the guidance and support we need to conduct our business ethically and to comply with the law, which are vital to our success. The Code represents our commitment to do the right thing, including respecting the rights of others. The Code applies to anyone working for Safestore or on our behalf in any capacity.

## Review

This statement will be reviewed by the Company's Board of Directors annually and may be amended from time to time.

Notwithstanding the action Safestore is already taking to help prevent slavery and human trafficking, Safestore will continue to monitor and review its risk profile and take action to improve and strengthen its practices.

## Approval

This statement is made with respect to the financial year ended 31 October 2023. In accordance with section 54(1) of the Modern Slavery Act 2015, it was approved by the Board of Directors of Safestore Holdings plc on 24 January 2024 and is signed on its behalf by:

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Owner: HR



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Frederic Vecchioli

Chief Executive Officer

Safestore Holdings plc

24 January 2024

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