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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 2018 to 31 October 2019. 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 £150 million.

Safestore employs more than 600 personnel in self-storage centres throughout the UK, France, 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 staff 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 individuals who work for us, 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.

## 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 2019 in accordance with section 54(1) of the Modern Slavery Act 2015 and signed by a Director of Safestore Holdings plc.

Frederic Vecchioli

Chief Executive Officer

Safestore Holdings plc

6 February 2020

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