

## **Slavery and Human Trafficking Statement – Modern Slavery Act 2015**

### **1. Introduction**

This statement is made by Taylor Wimpey plc on its own behalf and on behalf of its wholly owned subsidiary company, Taylor Wimpey UK Limited, through which the majority of Taylor Wimpey's UK trading activity is undertaken. The Board of each company has approved this statement which is made in accordance with section 54 of the Modern Slavery Act 2015 (the "MSA") and covers the financial year from 1 January 2025 to 31 December 2025.

Reference in this statement to "Taylor Wimpey" is a reference to both Taylor Wimpey plc and Taylor Wimpey UK Limited, unless stated otherwise.

Taylor Wimpey strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain, and respecting human rights more generally is a fundamental part of our culture and values as an organisation. Taylor Wimpey fully supports the purpose of the MSA and has taken, and will continue to take, its responsibilities under this legislation with the seriousness they require and deserve.

The commitments set out in this statement will continue to be reviewed and updated annually in accordance with the MSA.

### **2. Our Business and Supply Chain**

#### **Our Business**

Taylor Wimpey is a UK-focused homebuilder which also has operations in Spain with an annual Taylor Wimpey group turnover of £3.8 billion. Our purpose is to build great homes and create thriving communities.

As one of the largest homebuilders in the UK, we are involved in land acquisition, home and community design, construction and sale of residential homes, urban regeneration and the development of supporting infrastructure, which improves our customers' quality of life and adds value to the homes and communities we build.

#### **Organisational Structure**

Taylor Wimpey plc is the parent company of the Taylor Wimpey group with its principal UK business activity undertaken via Taylor Wimpey UK Limited, a wholly owned subsidiary of Taylor Wimpey plc. Both Taylor Wimpey plc and Taylor Wimpey UK Limited are companies incorporated in England and Wales with their registered office address in High Wycombe in Buckinghamshire, England.

Within Taylor Wimpey UK Limited, we operate at a local level from 22 regional business units across the UK, supported by our Head Office in High Wycombe.

Within Taylor Wimpey UK Limited, our UK regional business units directly employ approximately 4,400 people in total, carrying out a range of work including office-based functions and on-site building and development related activities. This includes trades such as bricklayers, carpenters, forklift drivers, and painters.

Within the wider Taylor Wimpey group, we also operate a business in Spain which is comparatively small in scale compared to the UK business, undertaking a similar range of work; it builds homes both on the mainland and on the islands of Mallorca and Ibiza.

Taylor Wimpey UK Limited engages a diverse contractor labour force. In 2025 we provided employment for approximately 10,000 contractors across more than a thousand contractor companies. All employees are paid at least the voluntary living wage, as calculated by the Living Wage Foundation, except for trainees and trade apprentices who are paid in accordance with the apprentice rates set out in the Construction Industry Joint Council Working Rule Agreement. In 2021 we became an accredited Living Wage Employer, meaning that all our directly employed staff and all those working for us via a contractor or service company are paid at least the real living wage, as set by the Living Wage Foundation.

## **Supply Chain**

Our UK operations are supported by our Manufacturing and Supply Chain business which incorporates both an internal logistics business, a Timber Frame business and our Group Procurement team, who are responsible for letting national contracts, which play an important part in our supply chain management and procure the majority of our housebuilding materials.

We have expanded our timber frame activities with a new facility in Peterborough which will facilitate an increase in timber frame usage on our sites and improve visibility and security of supply, offering both operational and environmental benefits.

In addition to the logistics, manufacturing and timber frame operations, more generally, our operations rely on a diverse supply chain, including: construction materials and products; contractor and subcontractor labour; labour providers and recruitment agencies; and a range of indirect and support services such as cleaning, IT and professional services.

Further information about our business and supply chain management can be found in our 2025 Annual Report and Accounts and our 2025 Sustainability Supplement and ESG Addendum which can be found at <https://www.taylorwimpey.co.uk/corporate/investors/results-and-reports>.

Taylor Wimpey is pleased to be a constituent of the FTSE4Good Index Series, Dow Jones Sustainability Europe Index (Standard & Poor's Corporate Sustainability Assessment) and included in the S&P Sustainability Yearbook 2026, as well as a member of Next Generation.

## **3. Policies and Due Diligence**

Our Anti-Slavery, Human Trafficking and Human Rights Policy and our Whistleblowing Protected Disclosure Policy are each reviewed regularly to assess whether any changes are required. Both policies are available to our employees on our intranet site and can also be found on our website at <https://www.taylorwimpey.co.uk/corporate/our-company/governance/our-policies>.

We have an independent third-party whistleblowing hotline which can be used by our employees and contractors to report any concerns that they might have around modern slavery or human rights more generally. Details of the hotline and our whistleblowing procedures are published and promoted at all of our sites.

We have an Employee Code of Conduct which includes a section on Human Rights and the MSA. The Code of Conduct is intended to ensure our employees understand how we operate as a Company, and also how we require our employees to conduct themselves, in order to uphold our values.

We also require all suppliers with a Framework Agreement in place with Taylor Wimpey to abide by our Supplier Code of Conduct. The Supplier Code of Conduct is issued to suppliers alongside our Framework Agreement. Our Supplier Code of Conduct sets out the anti-slavery

and trafficking principles which we require our suppliers, contractors and business partners to uphold and requires them to respect workers' human rights and prohibits all forms of modern slavery. Our employment and recruitment agencies and other third parties supplying workers to our organisation are also required to comply with our Code of Conduct.

We are committed to treating suppliers and contractors fairly and paying on time. Our standard payment terms for suppliers are to pay by the end of the following month after receipt of invoice. E-invoicing is available for certain suppliers. The payment terms for contractors are 37 days from the relevant date. We have self-billing arrangements in place for contractors which automate and speed up the invoicing and payment process. This can be particularly important for small firms working with us. We ensure that appropriate compliance checks are taken with regard to temporary staff and labour on our sites.

All relevant Policies and Procedures will continue to be reviewed regularly and updated as necessary to reflect our business processes, best practice and compliance with the law.

#### **4. Risk Assessment**

We have worked on improving our supplier risk process for a number of years and as a result our visibility and understanding of our supply chain has increased considerably. The inclusion of the MSA, along with RLW and Sustainability, forms an integral part of our Partner supplier quarterly business reviews. We have considered our current processes and protocols and assessed that there continues to remain a low overall risk of modern slavery and human rights abuses occurring in our own operations.

Our digital tender system, which is available across the business, enables us to capture information from our supplier and contractor base at the point they submit a tender to us. Such suppliers and contractors are required to answer questions to enable us to understand the measures that they have taken to address the risks of modern slavery and human rights abuses within their own operations. This allows our Commercial teams to seek further assurances where required and gives us increased visibility of potential risk areas across the supply chain.

As part of this process, our Request for Information (“**RFI**”) includes a dedicated set of modern slavery questions that form part of the qualification process for all suppliers and contractors engaging with Taylor Wimpey. We will maintain the existing RFI question set to ensure continued consistency and comparability of supplier and contractor responses. To enhance scrutiny of modern slavery risks in procuring national suppliers, we plan to introduce a process whereby the relevant procurement team will review RFI responses related to modern slavery and that assurance will be provided to the Operational Management Team (“**OMT**”) in relation to the same, before a national supplier is appointed. This will provide improved visibility of risks at senior level and support more informed decision-making for categories or suppliers and contractors presenting elevated risk indicators.

#### **5. MSA Training**

We have two e-learning modules currently available across the Company, which give employees the practical knowledge needed in order to engage with suppliers appropriately on this subject and to identify risk factors in our business and our supply chain, and also to know the appropriate channels to report any suspected incidents of modern slavery.

Access to these e-learning modules is included in our employee induction process. By providing these training modules we aim to ensure that all employees are aware of the risks

of modern slavery, capable of identifying potential risks, and know the appropriate channels to report any suspected incidents.

We have recently acquired a new modern slavery e-learning module which has been deployed to all monthly-paid employees across Taylor Wimpey. Completion of this e-learning module is mandatory and supplemental training will be delivered to weekly-paid employees later in 2026.

Our onboarding process for Commercial and Procurement employees ensures that they understand how to engage with suppliers to identify risk factors associated with modern slavery.

## **6. Our Spanish Business**

As mentioned above, Taylor Wimpey has operations in Spain. The MSA does not apply as a matter of law in Spain, however our Spanish business has its own MSA Policy in place and contractual provisions on modern slavery included in all contracts with their suppliers, and complies with applicable Spanish and EU legislation.

## **7. Progress in 2025**

During 2025, we:

- had no suspected or actual incidents of modern slavery reported directly to us or via our independent whistleblowing hotline administered by Safecall;
- reviewed our Safecall posters and their use, and ensured that our employees, contractors and our subcontractors remained vigilant to possible indicators of modern slavery, were able to identify potential risks themselves and knew how to report a suspected incident of modern slavery;
- following implementation work with an external consultancy, updated the risk management process and introduced a tailored risk questionnaire along with a consistent Supplier Business Review template to be used by the Procurement team. This has improved the quality and comparability of supplier engagement and audit readiness;
- delivered a focused improvement programme, addressing key gaps identified in the maturity assessment. This includes a new quarterly-reviewed risk assessment matrix, enhanced insight through risk questionnaires issued to all Group-managed suppliers, and broader utilisation of the digital tender platform across contract management, supplier onboarding, RFX and e-auctions. As a result, significant progress has been made across sourcing, category strategies and supplier management, improving operational performance and governance;
- reviewed our suppliers' and contractors' tender submissions, including those submitted via the digital tender system, and sought further assurances where needed. The RFI and onboarding processes delivered through the digital tender system have supported more systematic and consistent assessment of supplier risk;
- extended our use of the digital tender system for a further year, enabling continued use of digitised RFIs that embed modern slavery compliance requirements across the end-to-end tendering process. Any non-digital tendering continues to incorporate mandatory compliance requirements in relation to the MSA;

- continued to ensure that modern slavery compliance remains a core requirement within RFI and qualification processes.
- engaged with the key labour trades used on our sites to ensure that they were taking appropriate actions to reduce the risk of modern slavery occurring within their own operations and supply chain. Where appropriate we supported them in raising awareness of modern slavery within their own business; and
- kept our practices, procedures and training programmes under review to ensure their continued effectiveness.

## **8. 2026 Objectives**

In order to monitor and enhance the effectiveness of our approach to modern slavery and further embed our zero-tolerance approach to modern slavery and human rights abuses within our business and its supply chain, during 2026 we propose to:

- maintain the RFI modern slavery question set within our digital tender system, ensuring all suppliers continue to be assessed against our established modern slavery risk criteria;
- enhance our procurement process for national suppliers by requiring RFI modern slavery responses to be reviewed and scrutinised by the relevant procurement team and other key internal stakeholders (as appropriate) with assurance provided to the OMT in relation to the same, before a national supplier is appointed;
- introduce an enhanced due diligence process to investigate supply chain categories and regions associated with elevated risk;
- pro-actively communicate our modern slavery requirements and expectations in-person at our annual supplier conference scheduled for 13 May 2026 and at our contractor and subcontractor seminars held twice a year;
- continue to engage with the key labour trades used on our sites to ensure that they are taking appropriate actions to reduce the risk of modern slavery occurring within their own operations and supply chain. Where appropriate we will support them to raise awareness of modern slavery within their own business;
- keep our practices, procedures and training programmes under review to ensure their continued effectiveness;
- continue to fully investigate and take appropriate action if any modern slavery-related events are reported to us directly or through our independent whistleblowing channels;
- review suppliers' and contractors' tender submissions submitted (including those via the digital tender system) and work with any suppliers in respect of whom we need to seek further assurances before they can be accepted as a supplier;
- engage with software providers to consider a digital tender system that is effective for the Commercial function of the business;
- deliver modern slavery and human trafficking training to weekly-paid employees; and
- maintain visibility of our Safecall posters and their use and ensure that our employees, contractors and subcontractors remain vigilant to possible indicators of modern

slavery, are able to identify potential risks themselves and know how to report a suspected incident of modern slavery.

**This Statement has been approved by the boards of both Taylor Wimpey plc and Taylor Wimpey UK Limited on 28 April 2026 and, in accordance with the requirements of the MSA, it will be reviewed and updated annually.**

Signed:

A handwritten signature in black ink, appearing to read 'Jennie Daly', with a stylized flourish at the end.

Jennie Daly, Chief Executive  
Taylor Wimpey plc  
20<sup>th</sup> May 2026

**COMPANIES ON BEHALF OF WHICH THIS S.54 MODERN SLAVERY ACT STATEMENT IS MADE:**

1. Taylor Wimpey plc
2. Taylor Wimpey UK Limited