

Taylor Wimpey plc
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 the subsidiary company listed on the final page. The Board of each of the companies listed have 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 2019 to 31 December 2019.

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 implementation of the MSA and has and will continue to take its responsibilities under this legislation with the seriousness that they require and deserve.

This is Taylor Wimpey's fourth statement and our statement will continue to be reviewed and updated annually in accordance with the MSA.

2. Our business

Taylor Wimpey is a UK-focused residential developer which also has operations in Spain. As one of the largest residential developers in the UK, we are involved in land acquisition, home and community design, urban regeneration and the development of supporting infrastructure which improves our customers' quality of life and adds value to the homes we build. We are a national developer operating at a local level from 24 regional businesses across the UK, supported by a Head Office in High Wycombe.

Our UK regional business units directly employ approximately 5,800 people in total, carrying out a range of work including office based functions and on-site building and development related activities, which include trades such as bricklayers, carpenters, forklift drivers, and painters, in respect of which we also engage a significant number of sub-contractors. Our business in Spain is comparatively small in scale compared to the UK business, employing 87 people and undertaking a similar range of work; it builds homes both on the mainland and on the islands of Mallorca and Ibiza.

Further information about our business and supply chains can be found in our 2019 Annual Report and Sustainability Report which can be found [here](#).

Taylor Wimpey is pleased to be a constituent of the Dow Jones Sustainability Europe Index and the FTSE4Good Index Series.

3. Policies

Our Anti-Slavery, Human Trafficking and Human Rights Policy and Whistleblowing and Disclosure Policy were each reviewed during the year and we were comfortable that no changes were required. Both Policies are available to our employees on our intranet site and can also be found on our website [here](#).

During the year we updated our Employee Code of Conduct and included a section on Human Rights and the MSA. The Code of Conduct ensures our employees understand how we operate as a Company, and also expect 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 slavery and trafficking principles which we expect our suppliers, contractors and business partners to uphold. Our employment and recruitment agencies and other third parties supplying workers to our organisation are also required to comply with our Code of Conduct.

All relevant Policies and Procedures will continue to be reviewed regularly and updated as necessary.

4. Risk assessment

We 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.

During 2020, we will be developing and piloting a new Tender Management Software which will enable us to capture information from our supplier base at the point they submit a tender to us. Each supplier will be required to answer questions intended 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 will allow our Commercial teams to work with any suppliers from whom they need to seek further assurances, to ensure that they are addressing any perceived risk of modern slavery within their operations.

5. MSA Training

We have two e-learning education modules currently rolled out across the Company, which give employees the practical knowledge to enable them to engage with suppliers 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. During the year we confirmed that the content of these modules remains appropriate.

These e-learning modules are also included in our employee induction process, which requires all new employees to complete the two modules within one month of starting their employment with the Company. By requiring all new starters within the business to complete the modules we aim to ensure that all employees are aware of the risks of modern slavery and know the appropriate channels to report any suspected incidents.

Our current e-learning licence expires at the end of 2020, so we will look to either renew the licence or source a different e-learning package when we review the options available to us in more detail during the year.

6. Our Spanish business

As mentioned above, Taylor Wimpey has an operation 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.

7. Progress in 2019

We:

- As mentioned in section 3, updated our Employee Code of Conduct and included a section on Human Rights and the MSA;
- Became a signatory to the Gangmasters & Labour Abuse Authority Construction Protocol, which is aimed at eradicating slavery and labour exploitation in the building industry and attended quarterly meetings;
- Reviewed our e-learning modules and confirmed that the content remains appropriate; and
- Attended the Modern Slavery Construction Leaders Roundtable in June 2019; and
- Had no suspected incidents of modern slavery reported directly to us or via our independent whistleblowing hotline administered by Safecall.

8. 2020 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 2020 we propose to take the following steps:

- We will fully investigate and take appropriate action if any modern slavery-related events are reported to us directly or through our independent whistleblowing channels;
- Refresh our site based awareness campaign to ensure our employees and our sub-contractors remain vigilant to possible indicators of modern slavery;
- As mentioned in Section 4, develop and pilot our Tender Management Software system to include modern slavery questions and work with suppliers that we need to seek further assurances from;
- Agree KPIs to measure how effective we have been in ensuring that slavery or human trafficking is not taking place in our business or supply chain;
- Continue to engage with our 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; and
- Continue to work and support the Construction Protocol and agree to share information to help stop or prevent the exploitation of workers.

This Statement has been approved by the Board of Taylor Wimpey plc and the subsidiary company listed below and in accordance with the requirements of the MSA it will be reviewed and updated annually.



Pete Redfern, CEO
Taylor Wimpey plc
23 July 2020

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

1. Taylor Wimpey plc
2. Taylor Wimpey UK Limited