

**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 2020 to 31 December 2020.

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 fifth statement and this 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. Our purpose is to build great homes and create thriving communities. 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 23 regional business units across the UK, supported by a Head Office in High Wycombe. Our UK operations are supported by our internal logistics business, Taylor Wimpey Logistics and our Supply Chain team, both of which play an important part in our supply chain management.

Our UK regional business units directly employ approximately 5,900 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, 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 81 people and undertaking a similar range of work; it builds homes both on the mainland and on the islands of Mallorca and Ibiza.

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. Through 2021, we will be working with the Living Wage Foundation towards gaining accreditation as a Living Wage employer.

Further information about our business and supply chains can be found in our 2020 Annual Report and Accounts 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 no changes were required. Both Policies are available to our employees on our intranet site and can also be found on our website [here](#).

We have an independent third-party whistleblowing hotline which can be used by our employees and subcontractors 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 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. 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 to reflect our business processes, best practice and compliance with the law.

#### **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 developed and piloted a new Tender Management Software which has enabled us to capture information from our supplier base at the point they submit a tender to us. Following a successful pilot, we will launch the software across the business in 2021. Each supplier will be 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 work with any suppliers from whom they need to seek further assurances, to ensure that they are addressing any perceived or known risk of modern slavery within their operations. The system will not issue a tender to a supplier that is unable to meet our MSA requirements and we will be able to report this information to senior management.

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

We have two e-learning education modules currently available 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.

These e-learning modules are 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, capable of identifying potential risks and know the appropriate channels to report any suspected incidents.

In addition, during 2020 we updated our onboarding process for Commercial and Procurement employees to ensure that they understand how to engage with suppliers to identify risk factors.

During the year we completed a review confirming that the two e-learning modules remain appropriate.

#### **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.

#### **7. Progress in 2020**

During 2020, we:

- Reviewed our Anti-Slavery, Human Trafficking and Human Rights Policy and Whistleblowing and Disclosure Policy and confirmed that all remain appropriate;

- Developed and piloted a new Tender Management Software which requires all suppliers and subcontractors to answer questions on the steps they have taken to reduce the risk of modern slavery within their own operations;
- Updated our onboarding processes to ensure that all procurement and commercial employees understand how to engage with suppliers to identify risk factors;
- Reviewed our e-learning modules and confirmed that the content remains appropriate;
- Had preliminary discussions, which are continuing, to appoint an agency recruitment outsourcing firm to manage all temporary agency labour on our sites who will be responsible for all compliance checks, including modern slavery; and
- Had no suspected or actual incidents of modern slavery reported directly to us or via our independent whistleblowing hotline administered by Safecall.

## 8. 2021 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 2021 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;
- Roll out a site-based awareness campaign to ensure our employees and our sub-contractors remain vigilant to possible indicators of modern slavery and are able to identify potential risks themselves;
- As mentioned above, roll out our Tender Management Software across the business to include modern slavery questions and work with any suppliers in respect of whom we need to seek further assurances before they can be accepted as a supplier;
- Appoint the agency recruitment outsourcing firm to be responsible for sourcing all temporary agency labour on our sites in accordance with all applicable laws;
- 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;
- Continue to keep our practices, procedures and training programmes under review to ensure their continued effectiveness; 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, Chief Executive**

Taylor Wimpey plc  
24 June 2021

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

1. Taylor Wimpey plc
2. Taylor Wimpey UK Limited