

Modern Slavery Policy

Modern slavery is any conduct that would constitute slavery and slavery-like offences, whether or not the conduct took place in Australia. Human trafficking; and the worst forms of child labour, slavery and slavery-like conduct would include forced labour, deceptive recruitment, and debt bondage.

Taylor is committed to preventing and addressing human rights violations and modern slavery within its operations and supply chains. Our approach is a proactive one that aligns with our vision and our principals.

This policy underpins our annual modern slavery statement and sets out Taylors expectations for our employees and for our suppliers, consultants, contractors, and subcontractors (suppliers) and any other persons working for and on behalf of the Company in any capacity.

Taylor expects all who have, or seek to have, a business relationship with the Company to familiarise themselves with this policy and to act in a way that is consistent with its values.

Policy

- Taylor has a zero-tolerance stance towards modern slavery. We are Committed to ethical business practices and the protection of international human rights within our business and our sphere of influence.
- Taylor comply with all applicable Australian modern slavery legislation including the Modern Slavery Act 2018 (Cth) (The Act) and the Modern Slavery Act 2018 (NSW).
- Taylor is transparent about their efforts to combat modern slavery and report annually, in accordance with The Act.
- Taylor’s annual Modern Slavery Statement has been prepared as a joint statement on behalf of the Taylor Group of Companies, including parent company Taylor Corporation Pty Ltd ABN 40 146 589 344. The statement is prepared by the reporting entity Taylor Construction Group Pty Ltd ABN 25 067 428 344 hereafter referred to as Taylor and is available to view on the Australian Government Modern Slavery Statements Register.
- Our annual Modern Slavery Statement describes the identified risks of modern slavery in our operations and supply chain and our actions currently undertaken to address the identified risks.
- We are proactive with the implementation and enforcement of effective systems and controls to ensure modern slavery is not taking place in our business or our supply chains.
- Our Directors and CEO are ultimately responsible for and committed to addressing modern slavery within the organisation, and have established an Environmental, Social, and Governance (ESG) Committee who are responsible for overseeing and implementing the policy and submitting our annual statement.
- An annual risk assessment will be undertaken to assess the risks and current actions undertaken to mitigate those risks, and to implement s appropriate additional actions to ensure continued improvement.
- Addressing modern slavery risks requires a comprehensive approach. Taylor expects all employees to be familiar with our modern slavery policy and emphasises the importance of vigilance and due diligence of suppliers and subcontractors.
- All Taylor supplier contracts must include an anti-modern slavery clause.
- Employees conducting tender interviews and administering Taylor contracts are required to promote awareness and compliance with our modern slavery policy and ensure all suppliers have read and understood Taylor Supplier Code of Conduct.
- We ask our suppliers to comply with this Policy and our Supplier Code of Conduct and relevant human rights provisions of that Code.
- Taylor is committed to the provision of training through onboarding all employees and suppliers to raise awareness of modern slavery issues and compliance with our policy.

Reporting

- All employees and suppliers are required to be proactive and promptly report any suspected violation of this policy.
- Employees must not attempt to resolve any suspected modern slavery breach by themselves and must follow the remediation process as outlined in the in accordance with Taylor’s Modern Slavery Remediation Policy (for Suspected Incidence of Modern Slavery) available on Taylor’s website.

Breaches of this policy

The consequences for employees and suppliers for breaching Taylor’s Modern Slavery Policy can vary depending on the specific provisions outlined in the policy, applicable laws, and the severity of the breach.

- Consequences for employees may include training and/or disciplinary action.
- Consequences for suppliers may include corrective action plans, termination of contract, suspension of business relations.
- Entities who fail to comply with the requirements of the Modern Slavery Act, may face legal consequences, including government enforcement action and penalties.
- Engaging in modern slavery conduct in Australia is a serious offense that can lead to severe legal consequences.

Policy Review and Feedback

- Taylor encourages feedback and suggestions from employees, suppliers, stakeholders, and other relevant parties.
- Taylor commit to monitor and evaluate the effectiveness of this policy on an annual basis and is committed to continued improvement.

This policy will be reviewed in December 2024.



George Bardas
Chief Executive Officer