

Modern Slavery Remediation Policy (for Suspected Incidence of Modern Slavery)

Upon suspecting or receiving a report of suspected modern slavery an employee, worker, contractor, supplier, or other stakeholders must report their suspicion accompanied by any relevant evidence. Actions that Taylor may take on the investigation's findings, include but are not limited to ceasing business with implicated parties, providing support to affected individuals, and collaborating with authorities.

The steps below are designed to provide effective remediation:

Do not attempt to resolve the situation by yourself.

Trying to deal with the situation without support from other areas of the business, government or trusted partners may lead to further harm to the victim or victims.

Reporting Guidelines

General Reporting

Reports can be made to the **General Manager Commercial (GMC), or the Head of WHSE (HoWHSE)**. Who will commence remedial action upon notification as outlined below. They will ensure that any actions are always in the best interests of the suspected victim or victims. This means they will take steps to prevent further harm and achieve the best possible outcome for the victim or victims.

We understand that removing workers from an exploitative situation without appropriate support may lead to unintended negative consequences, including their deportation, re-exploitation, blacklisting by employers and/or violence from creditors.

Whistleblower Disclosure

Taylor is committed to conducting business with honesty and integrity. We encourage the reporting of any instances of suspected unethical, illegal, fraudulent, or undesirable conduct involving its businesses. Taylors Whistleblower Policy sets out the circumstances in which a person can make a whistleblowing disclosure, the process Taylor will follow in dealing with the disclosure and the protections that will apply to a whistleblower. An ethics and Whistleblower hotline number (**02 8736 9060**) has been established, that may be contacted directly by phone, letter, or e-mail (**ethics@taylorau.com.au**) in the utmost confidence to provide the initial disclosure.

Policy

Taylor Modern Slavery Policy and Whistleblower Policy are available on Taylors HRMS (Bamboo) and Taylor worksites.

Ensure your actions are always in the best interests of the suspected victim or victims.

Taylor will take steps to prevent further harm and achieve the best possible outcome for the victim or victims.

For example: Immediately removing workers from an exploitative situation without appropriate support may lead to unintended negative consequences, including their deportation, re-exploitation, blacklisting by employers and/or violence from creditors.

Consider if further action is required to verify if modern slavery is occurring.

For example; If allegations of modern slavery are made through unsubstantiated media reporting, you may need to check whether these reports are correct.

Taylor's Site Induction System asks pertinent questions regarding Modern Slavery, a negative response to any of those questions sends a red flag to the Head of WHSE, these red flags will be investigated, using translators if required, to

ensure that the answers reflect a response to a question that has been fully understood by the respondent who may have language barriers.

The committee will ensure any actions taken do not alert the suspected offenders or result in any unintended consequences for the affected worker or workers.

Consider whether and how to involve law enforcement

Modern slavery involves serious crimes and severe harm to victims. In Australia, you should report any suspected situations of modern slavery to the Australian Federal Police. If someone is at risk of immediate harm the committee will call Triple Zero (000). This will ensure the situation is properly investigated, any victims are identified and protected and that the perpetrators are held to account.

Respond in a way that is appropriate to the circumstances of the situation.

Every situation of modern slavery will be different, and it is important we respond in the way that is most appropriate for each case.

For example: Our response will vary depending on whether the affected entity was unaware that modern slavery was occurring in part of their operations and supply chains or was instead deliberately engaging in modern slavery.

Recognise that we may not be aware of all the victims involved or the extent of the exploitation.

The committee will be careful that any actions they take do not have unintended consequences for other victims that they may not be aware of.

Consider how you may be able to address underlying structural factors that contribute to exploitation.

When responding to situations of modern slavery, it is important that the Committee consider if they may be able to address any underlying structural factors that can enable situations of modern slavery.

For example: Taylors contracting or purchasing practices may contribute to a supplier's decision to use forced labour.

Carefully consider the consequences of ending our relationship with the affected entity.

If the situation of modern slavery has occurred with one of our suppliers, subcontractors, or other business partners we will usually avoid immediately ending the business relationship. Generally, we will only consider ending the relationship if the affected entity refuses to address the issue and there is no real prospect of change. We will ensure we consider and address any negative impacts that may result from ending the relationship.

For example: Ending the relationship could have negative flow on impacts for other workers in the supply chain who may find themselves unable to access any income and at risk of further exploitation.

Continuous Improvement

This policy will be periodically reviewed and updated to ensure its effectiveness and alignment with legal requirements and best practices.

Taylor's is committed to complying with all relevant laws and regulations related to modern slavery.

Support

Help is available for any person experiencing, or at risk of, human trafficking or other forms of modern slavery. The Australian Federal Police can keep you safe, provide advice and refer you to support services. Call 131 237 (131 AFP). If you have immediate concerns for your safety or the safety of someone else, call Triple 0 (000).

If you suspect that another person is experiencing, or at risk of, human trafficking or modern slavery, call 131 AFP (237)