# Sustainability Policy Statement

At Taylor, we are committed to integrating sustainable practices into every aspect of our business. We recognise our responsibility to minimise our environmental impact, contribute positively to the communities we serve, and uphold the highest standards of social and ethical responsibility.

# **Our Commitment**

# **Environmental Stewardship**

We strive to minimise our environmental footprint by implementing practices that promote resource efficiency, and reduce pollution, energy consumption, waste generation, and greenhouse gas emissions.

We commit to comply with all relevant environmental laws and regulations and continuously seek opportunities for improvement.

### Work Health, Safety & Wellbeing

We prioritise the health, safety, and wellbeing of our employees, subcontractors, and the public. Providing a safe working environment and ensuring that everyone receives adequate training and resources to perform their jobs safely.

We commit to comply with all relevant health and safety regulations and strive for continuous improvement in our safety practices.

## Diversity, Equity & Inclusion

Taylor appreciates the importance of understanding and improving diversity, equity, and inclusion. We are committed to a culture that welcomes individuals from all backgrounds and values their unique perspectives, experiences, and talents.

We commit to ensuring that everyone can have equal access to employment

opportunities based on merit. Decisions regarding recruitment, selection, training and development, and promotion are based on merit, performance, and capabilities.

## Community Engagement

We are committed to fostering positive relationships with the communities in which we operate.

We will engage with stakeholders to understand their concerns and incorporate their feedback into our decision-making processes.

We will support local initiatives that promote environmental conservation, social equity, and economic development.

## **Ethical Business Practices**

We conduct our business with integrity, honesty, and transparency, adhering to the highest ethical standards in all our dealings with clients, suppliers, and other stakeholders.

We uphold the principles of fair competition and respect the rights of workers throughout our supply chain.

#### Compliance and Accountability

We ensure that all employees and subcontractors are aware of our Sustainability Policy, and we expect that we all adhere to these principles together.

Through our unwavering commitment to sustainability, we aim to create lasting value for our clients, our employees, and the communities we serve. By working together, we can build a more sustainable future for generations to come.

#### **Continuous Improvement**

We have set targets and objectives to drive progress towards our sustainability goals and will communicate openly and transparently about our sustainability efforts and invite feedback from stakeholders

We will regularly review and update this policy to reflect changes in our business operations and evolving sustainability best practices.

This policy will be reviewed in January 2026.

Mark Taylor
Chief Executive Officer/
Managing Director