

Taylor Maxwell Group (2017) Limited

Anti-slavery and Human Trafficking Policy

Last updated: January 2022

1. Introduction

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Victims are coerced, deceived and forced against their free will into providing work or services. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Taylor Maxwell Group (2017) Limited is committed to driving out acts of modern-day slavery and human trafficking within its business including sub-contractors and agents and from within its supply chains.

The Taylor Maxwell Group (2017) Limited prohibits the use of modern slavery and human trafficking in our operations and supply chain. We are committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold themselves and their own suppliers to the same high standards.

The Group acknowledges its responsibility under the Modern Slavery Act 2015 and will ensure transparency within the Group and within suppliers of goods and services to the Group.

The Group will not support or deal with any business that it knows or suspects to be involved in slavery or human trafficking.

2. Scope

This policy applies to all persons working for Taylor Maxwell Group (2017) Limited or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, suppliers, external consultants, third-party representatives and business partners. All persons working for the Taylor Maxwell Group (2017) Limited must ensure that they read, understand and comply with this policy.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

3. Policy Statement

We expect everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

We have a zero-tolerance approach to modern slavery in our organisation. The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the

responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

We are committed to gaining a clearer understanding of how modern slavery operates in different contexts, of who is affected and how, and of the risks of modern slavery existing within our industry.

We are committed to having a clear and transparent company statement, which is reviewed regularly and is communicated to our employees and posted on our website, which sets out the steps taken to prevent modern slavery and trafficking.

We are committed to training relevant employees in modern slavery, how to identify it in practice and how to respond. We are committed to ensuring that our employees understand and adhere to this Policy together with other relevant policies and are trained on them as appropriate.

Our policies are reviewed on a regular basis, which will include our zero-tolerance to all forms of modern slavery, non-compliance with this policy is a disciplinary offence.

We are committed to engaging with our industry, stakeholders, customers and suppliers to address the risk of modern slavery in our operations and supply chain.

As part of our contracting processes, we include minimum requirements our customers and suppliers must reach as required to combat modern slavery and trafficking. We will complete appropriate due diligence on suppliers and customers, and we will work with suppliers to remediate incidents of non-compliance and may terminate the relationship in response to gross, persistent or deliberate failures.

Our recruitment procedures require employment and recruitment agencies and other third parties supplying workers to our organisation to comply with our standards.

For any suppliers that are not required to publish a slavery statement, we ask that they confirm agreement with our Supplier Code of Conduct. This agreement is required for all new suppliers and every 2 years thereafter.

The Directors of the Taylor Maxwell (2017) Limited Group shall take responsibility for implementing this policy and statement and will have overall responsibility for ensuring compliance.

4. Reporting Modern Slavery

Employees must notify their manager or otherwise report a concern in accordance with the Whistleblowing Policy as soon as possible if they have any reason to believe that modern slavery of any form may exist within our organisation or our supply chain, or may occur in the future or have any concerns or suspicions relating to compliance with this policy.

If a person, other than an employee, has any reason to believe that modern slavery of any form may exist within our organisation or our supply chain, or may occur in the future or have any concerns or suspicions relating to compliance with this policy, they must notify us as soon as possible by contacting the Human Resources Department.

We aim to encourage openness and will support anyone who raises genuine concerns under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting their genuine suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such

treatment, you should inform the Human Resources Department immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Policy.

5. Breaches of this policy

Any employee who breaches this policy will be dealt with in accordance with the Disciplinary Policy, which could result in dismissal.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

The latest version of this policy is available on the Group intranet.

Catherine Scarlett
Operations & HR Director
January 2022

This policy applies to Taylor Maxwell Group (2017) Ltd & its subsidiaries, which include the following:

Taylor Maxwell & Co Ltd
Taylor Maxwell Timber Ltd
Taylor Maxwell Holdings Ltd
Taylor Maxwell Group Ltd
Vobster Cast Stone Co Ltd
SBS Cladding Ltd