

Taylor Wimpey plc and Taylor Wimpey UK Limited 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 its wholly owned subsidiary company, Taylor Wimpey UK Limited, through which the majority of Taylor Wimpey's UK trading activity is undertaken. The Board of each company has 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 2023 to 31 December 2023.

Reference in this statement to "Taylor Wimpey" is a reference to both Taylor Wimpey plc and Taylor Wimpey UK Limited, unless stated otherwise.

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 purpose of the MSA and has and will continue to take its responsibilities under this legislation with the seriousness they require and deserve.

This is Taylor Wimpey's eighth statement, and our commitments will continue to be reviewed and updated annually in accordance with the MSA.

2. Our business and supply chain

Our Business

Taylor Wimpey is a UK-focused homebuilder which also has operations in Spain with an annual Taylor Wimpey group turnover of £3.5 billion. Our purpose is to build great homes and create thriving communities.

As one of the largest homebuilders 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 and communities we build.

Organisational structure

Taylor Wimpey plc is the parent company of the Taylor Wimpey group with its principal UK business activity undertaken via Taylor Wimpey UK Limited, a wholly owned subsidiary of Taylor Wimpey plc. Both Taylor Wimpey plc and Taylor Wimpey UK Limited are companies incorporated in England and Wales with their registered office address in High Wycombe in Buckinghamshire, England.

Within Taylor Wimpey UK Limited, we operate at a local level from 22 regional business units across the UK, supported by our Head Office in High Wycombe.

Within Taylor Wimpey UK Limited, our UK regional business units directly employ approximately 4,600 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.

Within the wider Taylor Wimpey group we also operate a business in Spain which is comparatively small in scale compared to the UK business, undertaking a similar range of work; it builds homes both on the mainland and on the islands of Mallorca and Ibiza.

Taylor Wimpey UK Limited engages a diverse contractor labour force. In 2023 we provided employment for approximately 11,000 contractors through over a thousand contractor companies. 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. In 2021 we became an accredited Living Wage Employer, meaning that all our directly employed staff and all those working for us via a contractor or service company are paid at least the real living wage, as set by the Living Wage Foundation.

Supply Chain

Our UK operations are supported by our Manufacturing and Supply Chain business which incorporates both an internal logistics business, a Timber Frame business and our Group Procurement team, who are responsible for letting national contracts, which play an important part in our supply chain management and procure the majority of our housebuilding materials.

We have expanded our timber frame activities with a new facility in Peterborough which will facilitate an increase in timber frame usage on our sites and improve visibility and security of supply, offering both operational and environmental benefits.

Further information about our business and supply chain management can be found in our 2023 Annual Report and Accounts and our 2023 Sustainability Supplement and ESG Addendum 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 and due diligence

Our Anti-Slavery, Human Trafficking and Human Rights Policy; and our Whistleblowing Protected Disclosure Policy; are each reviewed regularly to assess whether any changes are 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 contractors 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 published and 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 and requires them to respect workers' human rights and prohibits all forms of modern

slavery. Our employment and recruitment agencies and other third parties supplying workers to our organisation are also required to comply with our Code of Conduct.

We are committed to treating suppliers and contractors fairly and paying on time. Our standard payment terms for suppliers are to pay by the end of the following month after receipt of invoice. E-invoicing is available for certain suppliers. The payment terms for contractors are 37 days from the relevant date. We have self-billing arrangements in place for contractors which automate and speed up the invoicing and payment process. This can be particularly important for small firms working with us. We ensure that appropriate compliance checks are taken with regard to temporary staff and labour on our sites.

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 have worked on improving our supplier risk process for a number of years and as a result our visibility and understanding of our supply chain has increased considerably. The inclusion of the MSA, along with RLW and Sustainability form an integral part of our Partner supplier quarterly business reviews. We are also developing our approach to environmental and social risks in our supply chain, integrating disclosure requirements into our tender processes for key group suppliers. 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.

Our digital tender system, which is available across the business, enables us to capture information from our supplier and contractor base at the point they submit a tender to us. The supplier and contractor are 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 seek further assurances to ensure suppliers and contractors are addressing any perceived or known risk of modern slavery within their operations. We have introduced this system to give greater assurance in these areas, which will be further developed during 2024.

5. MSA Training

We have two e-learning modules currently available across the Company, which give employees the practical knowledge needed in order to engage with suppliers appropriately on this subject 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. By providing these training 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. The e-learning modules continue to remain accurate and reflective of modern slavery risks and our obligations under the MSA.

Our onboarding process for Commercial and Procurement employees ensures that they understand how to engage with suppliers to identify risk factors associated with modern slavery.

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, and complies with applicable Spanish and EU legislation.

7. Progress in 2023

During 2023, we:

- had no suspected or actual incidents of modern slavery reported directly to us or via our independent whistleblowing hotline administered by Safecall;
- reviewed our Safecall posters and their use, and ensured that our employees and our sub-contractors remained vigilant to possible indicators of modern slavery, were able to identify potential risks themselves and knew how to report a suspected incident of modern slavery;
- reviewed our suppliers' and contractors' tender submissions submitted (including those via the digital tender system) and worked with any suppliers in respect of whom we needed to seek further assurances before they could be accepted as a supplier;
- reviewed our Business Units' use of the appointed recruitment outsourcing firm and considered whether it was appropriate to make their use compulsory;
- engaged with the key labour trades used on our sites to ensure that they were taking appropriate actions to reduce the risk of modern slavery occurring within their own operations and supply chain. Where appropriate we supported them in raising awareness of modern slavery within their own business; and
- kept our practices, procedures and training programmes under review to ensure their continued effectiveness.

8. 2024 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 2024 we propose to:

- conclude the tender process pursuant to which we will appoint an external consultancy to support our review of supplier risk processes and procurement maturity. This workstream will continue through 2024 with the revised process and controls being implemented later this year and into 2025;
- pursuant to the review mentioned above, we intend to develop a standardised annual programme of supplier audits;
- 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;
- keep our practices, procedures and training programmes under review to ensure their continued effectiveness;
- fully investigate and take appropriate action if any modern slavery-related events are reported to us directly or through our independent whistleblowing channels;

- review suppliers' and contractors' tender submissions submitted (including those via the digital tender system) and work with any suppliers in respect of whom we need to seek further assurances before they can be accepted as a supplier;
- review the performance of our digital tender system to ensure it is as effective and efficient as possible. In addition to the digital tender system process and review, any non-digital tendering will continue to incorporate mandatory compliance requirements in relation to the MSA; and
- maintain visibility of our Safecall posters and their use, and ensure that our employees and our sub-contractors remain vigilant to possible indicators of modern slavery, are able to identify potential risks themselves and know how to report a suspected incident of modern slavery.

This Statement has been approved by the boards of both Taylor Wimpey plc and Taylor Wimpey UK Limited and, in accordance with the requirements of the MSA, it will be reviewed and updated annually.

Jennie Daly, Chief Executive

Taylor Wimpey plc

20 May 2024

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

1. Taylor Wimpey plc
2. Taylor Wimpey UK Limited