

**Taylor Wimpey plc**  
**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 the subsidiary companies listed on the final page. The Board of each of the companies listed have 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 2018 to 31 December 2018.

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 implementation of the MSA and has and will continue to take its responsibilities under this legislation with the seriousness that it requires and deserves.

This is Taylor Wimpey's third statement and it will continue to be reviewed and updated annually in accordance with the MSA.

## **2. Our business**

Taylor Wimpey is a UK-focused residential developer which also has operations in Spain. As one of the largest residential developers 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 we build. We are a national developer operating at a local level from 24 regional businesses across the UK, supported by a Head Office in High Wycombe.

Our UK regional business units directly employ approximately 5,400 people in total, carrying out a range of work including office based functions and on-site building and development related activities which include trades such as bricklayers, carpenters, forklift drivers, and painters, in respect of which we also engage a significant number of sub-contractors. Our business in Spain is comparatively small in scale compared to the UK business, employing 85 people and undertaking a similar range of work and it builds homes both on the mainland and also on the island of Mallorca.

Further information about our business and supply chains can be found in our 2018 Annual Report and Sustainability Report 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. Modern Slavery and Human Rights Working Party**

Prior to making our first statement in March 2017, a multidisciplinary team was appointed to oversee this important piece of work. The Working Party continues to meet regularly to ensure progress is made against our MSA objectives. The team is led by James Jordan, Group Legal Director and Company Secretary, and is made up of senior representatives from our Supply Chain, Human Resources, Legal, Company Secretariat and Sustainability teams.

## **4. Policies**

During the year we reviewed our Anti-Slavery, Human Trafficking and Human Rights Policy and Whistleblowing and Disclosure Policy. No changes were required and both Policies continue to be available to our employees on our intranet site and can also be found on our website [here](#).

We also require all suppliers with a Framework Agreement with Taylor Wimpey to abide by our Supplier Code of Conduct which is issued to suppliers alongside the Framework Agreement. Our Supplier Code of Conduct

sets out the slavery and trafficking principles which we expect our suppliers, contractors and business partners to uphold.

All relevant Policies and Procedures will continue to be reviewed and updated as necessary.

## **5. Risk Assessment**

During 2018, we considered our current processes and protocols and assessed that there is currently a low overall risk of modern slavery and human rights abuses occurring in our own operations.

By risk-assessing our supplier base, this has enabled us to review and prioritise the suppliers which we deem to potentially be higher risk compared to our other suppliers such as temporary labour providers and key labour trades used on our sites. During the year we issued questionnaires to suppliers who we deemed to be potentially higher risk in terms of supplier type. Suppliers were required to detail the measures that they have taken to address the risks of modern slavery within their own operations.

In addition, whilst we did not deem our c. 100 national suppliers to be high risk, given the amount of business we do with them, we have taken the opportunity to ask them to detail how they as organisations have reduced the risks of modern slavery. Many of these national suppliers have produced their own Modern Slavery Statements, some of them voluntarily publishing a statement despite not being caught by the £36million threshold set by the MSA.

During 2019 we will continue to risk assess new suppliers on a regular basis.

## **6. MSA Training**

We have two e-learning education modules which give employees the practical knowledge to enable them to engage with suppliers and identify risk factors in our business and our supply chain and know the appropriate channels to report any suspected incidents of modern slavery. These e-learning modules have been completed by all of our Production, Technical and Commercial Directors within our regional businesses.

During the year, the e-learning modules were also included in our new employee induction process, which requires all new employees to complete the two modules within one month of starting with the Company. By requiring all new starters within the business to complete the modules it ensures that all employees will be aware of the risks of modern slavery and know the appropriate channels to report any suspected incidents.

During 2019, we will be reviewing the e-learning modules to ensure that they remain relevant and up to date.

## **7. Our Spanish business**

As mentioned above, Taylor Wimpey has an operation in Spain. The MSA does not apply as a matter of law in Spain, however our Spanish business have their own MSA Policy in place, contractual provisions on modern slavery included in all contracts with their suppliers and have also conducted a Risk Assessment of their supplier base.

## **8. Progress in 2018**

In addition to the points listed above, in 2018 we have:

- Had no suspected incidents of modern slavery reported directly to us or via our independent whistleblowing hotline administered by Safecall;
- Engaged with supplier types mentioned above who we deemed to be potentially higher risk in terms of supplier type, such as suppliers providing labour (e.g. groundworkers and bricklayers) on our sites. We issued questionnaires to these suppliers requiring them to detail the measures that they have taken to address the risks of modern slavery within their own operations;

- As detailed in Section [5], we have also engaged with our national suppliers on their approaches to tackle the modern slavery risks within their operations. It was pleasing to note that [all/the majority] of our national suppliers had published modern slavery statements setting out the steps they had taken;
- Our Spanish business conducted a Risk Assessment of their supplier base;
- We rolled out our two e-learning modules to all employees and included it as a requirement in our induction process for all new employees to the business;
- Attended a Modern Slavery Workshop run by the Supply Chain Sustainability School which was attended by other Housebuilders. At the meeting consensus was reached on the highest risk categories and some priority actions were set for the Group moving forward.

## 9. 2019 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 2019 we propose to take the following steps:

- We will fully investigate and take appropriate action where modern slavery-related events are reported to us directly or through our independent whistleblowing channels;
- We will look to engage with more suppliers who were not assessed as potentially highest to ensure that they are taking appropriate actions to reduce the risks of modern slavery occurring within their own operations and supply chain. We will work with any suppliers from whom we need to seek further assurances, to ensure that they are addressing the risk of modern slavery within their operations;
- We will continue to engage with our 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 their supply chain. Where appropriate we will support them to raise awareness of modern slavery within their own business;
- Continue to work and support the Supply Chain Sustainability School in the work that they are doing with other housebuilders within the industry;
- We will create and distribute posters around our offices and sites with further details on how to report any incidents of modern slavery to ensure employees and our sub-contractors remain vigilant to possible indicators of modern slavery and feel able to report them from a protected disclosure perspective under our whistleblowing policy and relevant legislation; and
- As described in Section 6 above, we will further embed our e-learning modules within the business and undertake a review of the modules to ensure that the content remains appropriate.

**This Statement has been approved by the Board of Taylor Wimpey plc and the subsidiary companies listed below and in accordance with the requirements of the MSA it will be reviewed and updated annually.**



James Jordan  
Group Legal Director and Company Secretary – Taylor Wimpey plc  
18 March 2019

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

1. Taylor Wimpey plc
2. Taylor Wimpey UK Limited
3. Taylor Wimpey Holdings Limited