



Modern Slavery Statement

MODERN SLAVERY STATEMENT

Our values and our culture guide us to operate ethically and transparently. Consequently, we are committed to ensuring that Modern Slavery does not exist in our workforce or our supply chain. This statement should be read in conjunction with our Human Rights policy.

The main Modern Slavery risk within TOCO's operations stems from the recruitment of employees from other geographies. There are also potential risks in our supply chain in relation to goods and services at tiers 1 and below. Our suppliers and sub-contractors are required to comply with our business practices and ethical supply policies and our site induction processes extend to sub-contractors' workers operating on our sites. We also focus on embedding awareness of ethical risks, such as Modern Slavery, and engaging in discussion with our key suppliers on the steps they are taking in our supplier engagement meetings.

Our sub-contract agreements and purchase orders outline the standards we expect in line with local legislation and ILO standards. Compliance is reinforced through random audits undertaken on a risk-based basis.

The approach to the recruitment of our directly employed is based on explaining terms and conditions of employment in an understandable way, sourcing candidates only through approved labour recruitment agencies, and ensuring that they are paid on time. Employee's passports are not held as a matter of course, but can be stored on their behalf in a secure environment upon request.

We are undertaking activities across our own business and with our supply chain to raise awareness of Modern Slavery which includes a regular audit of tier one suppliers. Appropriate training has been and continues to be provided to those who are responsible for bringing agency workers and subcontractors on to site, and for relevant procurement staff. In addition to these activities, monitoring the effectiveness of our Modern Slavery policy includes tracking of any incidence of Modern Slavery reported.

Our policies and procedures are kept under regular review. Change to any such internal controls may result in further revision to this statement.

Mark Simper
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