



CORPORATE SOCIAL RESPONSIBILITY POLICY

Taylor is an organization of creative thinkers that specialize in brand building through conversation. This Corporate Social Responsibility (“CSR”) Policy was adopted by the Executive Team of Taylor in October 2020 and has been communicated to all our associates, client partners, and suppliers. We are committed to implementing it on an ongoing basis.

This policy is built on the foundation of Taylor’s Values, as detailed in the Taylor Code of Workplace Conduct. The Code of Workplace Conduct provides an ethical and legal framework for all associates in the professional conduct of Taylor’s business. It is about how we relate to our client partners, associates, shareholders, strategic partners, suppliers, and our communities.

The CSR Policy is published on our website (www.taylorstrategy.com). Taylor is committed to reporting and communicating openly on its response to CSR issues. This policy will be reviewed at least once per year and updated as necessary to reflect developments in our businesses and best practices.

BUSINESS INTEGRITY

All Taylor associates are expected to conduct business to enhance Taylor’s reputation. The overriding principles which should govern our behavior and business dealings are:

- All business should be conducted by the laws and regulations of the geography in which the business is located.
- We ethically compete for business.
- Associates must not engage in activities that involve, or could appear to involve, a conflict between their interests and the interests of Taylor.
- Associates may raise their concerns with any member of the Human Resources Team or the Executive Team.

ENVIRONMENT

We value the natural environment and are firmly committed to sound environmental practices in our operations, including:

- Minimize emissions and waste.
- Respond to community concerns with integrity, honesty, and respect.
- Maintain office space in buildings that institute environmentally sound and responsible business practices.
- Seek out suppliers who have a proactive approach to environmental risk management and who manage natural resources responsibly.

PEOPLE

Associates are treated justly and fairly and rewarded for their achievements. Our employment policies commit us to:

- Being an equal opportunities employer, committed to developing a diverse workforce where everyone is treated fairly irrespective of race, sex, color, nationality or national origin, class, religion, age, disability, marital status, sexual orientation or gender identification, political opinion, or any other status protected by applicable law.
- Creating an environment where everyone is encouraged to give their best and realize their full potential, through engagement and development opportunities.
- Ensuring that associates can discuss any problem connected with their work confident that they will receive a fair and impartial review of the issue. We respect the individual’s right to freedom of association.

COMMUNITY

We aim to make a positive contribution to the communities in which we operate and to be a responsible neighbor. We strive to strengthen communities and change lives for the benefit of society. With services and funding, we empower diverse communities to innovate and promoting social mobility. We believe in equality and prosperity for all.

HUMAN RIGHTS

We support and uphold the principles contained in the Universal Declaration on Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. In particular, we will not tolerate child labor or any form of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor, any labor form of human trafficking, in our operations, or those of our suppliers.

SUPPLIERS

We are committed to being a responsible and valuable partner in the supply chain, continuing to build a sustainable business that serves its client partners, associates, and communities.

- A strong, diverse, and dynamic supplier base is essential to our long-term success. We rely on the expertise and skill of suppliers to meet client partners’ changing needs, and we only work with suppliers that comply with all applicable laws and regulations.
- We are committed to working with suppliers to develop more efficient, safer, and sustainable supply chains.
- We are committed to working with suppliers who value diversity and inclusion as core to their business.

RESPONSIBILITY FOR THE SUCCESS OF THIS POLICY

The Taylor Executive Team has overall responsibility for this CSR Policy. The Executive Team will review this policy at least once a year. Associates are invited to contribute to this policy and suggest ways in which it might be improved. All associates are responsible for the success of this policy. Taylor creates workplaces in which open and honest communications among all associates are encouraged, valued and respected.