

TD Bank Group – Supplier Code of Conduct



The TD *Supplier Code of Conduct* describes TD's expectations of how its suppliers conduct business and interact with us. The code reflects and frames the values and standards that TD expects suppliers and their subcontractors to adhere to when engaged in business with us. Depending on the nature of the good or service being sourced, TD may have additional requirements, which are specified during the procurement process and the ongoing management and monitoring of the relationship.

TD is committed to sourcing products and services from suppliers who respect human rights, ethics, and the environment and have responsible policies and practices. Specifically, we expect our suppliers to operate in a manner that is consistent with these values and that is appropriate and relevant to their respective products, services, and industries.

Suppliers are expected to have guidelines, policies, and practices that are communicated throughout the organization (including via appropriate training), upheld by all levels of management, and considered in and applied to their own supply chain activities.

These must address the following:

Protection of Human Rights	Respect for basic human rights, including rights to life and liberty, freedom of thought and expression, and equality; no tolerance for and protections against workplace harassment or abuse, violence, and discrimination (including for reasons of a person's race, colour, sex, sexual orientation, gender identity, national origin, religion, veteran status, marital status or disability)
Protection of Health and Safety	A culture of safety and supporting practices, minimizing risk of injury, illness, or death, and documented safety procedures (including accident reporting and emergency evacuation)
Fair Labour Practices	No tolerance for use of any form of child or forced labour, slavery, or human trafficking, in any operations or facilities; compliance with applicable labour laws including those relating to wage rates and conditions of employment
Code of Conduct and Ethics	Guidelines for workplace performance that define organizational expectations in respect of ethical, moral, and legal behaviours
Diversity and Inclusion	Commitment within the workplace for diversity, including hiring and promoting based on merit and providing equal opportunity
Anti-bribery/Anti-corruption	Prohibition of conduct that could violate anti-bribery and/or anti-corruption laws
Environmental Sustainability	Proactive management to ensure that applicable environmental standards are reflected in supplier operations and to minimize and mitigate environmental impacts
Legal and Regulatory Compliance	Compliance with applicable laws and regulatory requirements applicable to supplier, to TD and to goods and services being provided
Privacy and Confidentiality	Compliance with applicable privacy laws, regulatory requirements, industry best practices, and TD's own access and data security controls and requirements to manage and safeguard TD's personal and confidential information from loss, unauthorized collection, use, disclosure and access
Accessibility	Commitment to providing products and services that are designed to be accessible to persons with disabilities
Corporate Responsibility	Policies, practices and relevant reporting that demonstrate a commitment to corporate responsibility for environmental, social and ethical matters
Supplier Diversity	Support TD supplier diversity initiatives by providing diverse businesses with a fair opportunity to bid and acquire supply chain contract opportunities and by providing relevant reporting. Examples of diverse suppliers include Aboriginal, visible minority, women, veteran, disabled, and LGBTQ2+ owned and operated businesses. Suppliers are expected to integrate supplier diversity in their operations and in their subcontractor decisions.