
TD Bank Group: Slavery and Human Trafficking Statement¹

About TD

Headquartered in Toronto, Canada, with more than 85,000 employees in offices around the world, The Toronto-Dominion Bank and its subsidiaries are collectively known as TD Bank Group (TD). TD is the sixth largest bank in North America by branches and serves 25 million customers in three key businesses operating in a number of locations in financial centres around the globe: Canadian Retail, U.S. Retail and Wholesale Banking. TD also ranks among the world's leading online financial services firms, with approximately 11.5 million active online and mobile customers. TD's vision is to be the better bank. Our purpose is to enrich the lives of our customers, communities and colleagues.

Our Commitment to Human Rights

In every country in which TD operates, we support and respect the protection of human rights. We also share the values reflected in international proclamations about human rights, such as the Universal Declaration of Human Rights. We recognize that in all of its forms, slavery and trafficking is a violation of fundamental human rights.

While reaching our business goals is critical to TD's success, equally important is the way we achieve them. That's why we have a number of internal policies, standards and guidelines, both with respect to the conduct of our employees and our business, as well as how we select our suppliers.

Our Employees and Business

We adhere to and in many cases exceed all applicable labour laws and standards addressing issues such as equal pay, hours of work and child labour. Where TD enters into an agreement with a staffing agency for the agency to assign individuals to perform work on TD's behalf, TD requires that the agency represent that all such individuals are eligible to work in the applicable country.

TD's Respectful Workplace Policy articulates our commitment to providing a work environment free from any form of harassment and unlawful discrimination, where every employee, customer, client, independent contractor and third party is treated with dignity and respect.

Eligible employees in the U.S. also attest annually to TD's Anti-Trafficking Policy, adopted in compliance with the U.S. Federal Acquisition Regulation. Among other restrictions, the Anti-Trafficking Policy prohibits trafficking in persons and certain practices with respect to recruitment including charging employees recruitment fees and denying access to identity documents.

Under the TD Code of Conduct and Ethics, every employee and director of TD is expected and required to assess every business decision and every action on behalf of the organization in light of whether it is right, legal and fair.

To help us deliver on this commitment, TD's Whistleblower Hotline provides a confidential and anonymous communication channel for anyone, both external or internal to TD, to submit concerns regarding ethical, legal or accounting matters without fear of repercussions; or to submit allegations of retaliation for having reported matters in good faith. TD's Whistleblower Hotline is hosted by a third-party and independently managed within TD. TD employees may also contact the Employee Ombudsman (known as the Between Us program).

In addition, TD has adopted policies with respect to Anti-Money Laundering and Anti-Terrorist Financing (AML/ATF), and Anti-Bribery and Anti-Corruption. This framework of policies is designed to detect and deter the use of TD products and services for money-laundering and terrorist-financing activities, provide principles of conduct to deter and detect bribery and corruption activities, and comply with AML/ATF laws and regulations. TD's AML/ATF training program includes examples that highlight the risk of money laundering transactions relating to human trafficking activities. In addition, TD actively participates in public-private initiatives to combat human trafficking.

Finally, TD educates employees on relevant human rights issues through various communications and learning programs, including diversity and inclusion training. We view diversity and inclusion as a business imperative. Our objective is to be an inclusive bank – one that understands, honours and values the diversity of customers, employees and the communities in which we live and work. We strive to create and nurture a unique and inclusive employee culture.

Our Suppliers

Our commitment to human rights is further reflected in the suppliers we choose. Suppliers are expected to have guidelines, policies and practices that are communicated throughout their organization, upheld by all levels of management, considered and applied to their own supply chain activities. For example, responsible policies and practices should include:

- Corporate responsibility performance;
- Health and Safety policies and performance;
- Human rights and labour practices, including child or forced labour;
- Diversity and inclusion; and
- Code of conduct, ethics, anti-bribery, anti-corruption.

TD extends its responsible procurement agenda further into the supply chain by applying enhanced due diligence to sourcing products and services when social, ethical, environmental and geographical factors suggest higher risk.

¹ This statement is made pursuant to section 54(1) of the United Kingdom Modern Slavery Act on behalf of TD Bank Group and its subsidiaries subject to the Act, and excludes TD's investment in TD Ameritrade. It constitutes TD Bank Group's Slavery and Human Trafficking Statement for the fiscal year ending October 31, 2017.



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TD's Supplier Code of Conduct establishes our expectations for the minimum performance standards and obligations that suppliers and their subcontractors must meet when doing business with TD. Within TD's Supplier Code of Conduct, there are five criteria that are related to the issue of modern slavery and human trafficking:

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, discrimination and violence
Protection of health and safety:	A culture of safety and supporting practices, minimizing risk of injury or death, and documented safety procedures (including accident reporting and emergency evacuation)
Fair labour practices:	No tolerance for use of child or forced labour 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
Legal and regulatory compliance:	Compliance with applicable laws and regulatory requirements applicable to supplier, and to goods and services being provided

Summary

We are committed to conducting our affairs to the highest standards of ethics and will continue to promote a culture of high integrity at TD. We believe TD has the appropriate policies and practices to address the risk of slavery and human trafficking in our business activities and supply chain.

This statement will be reviewed and updated annually.



Bharat Masrani, March 2018

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