

Toll Group Corporate Governance Policy



Overview

Toll Group is committed to sound corporate governance practices throughout the group with the objective of contributing to improved group performance over the long term in ways that are sensitive to cultural, ethical and behavioural attitudes of our stakeholders and the wider community. This policy sets out Toll's position on corporate governance.

Scope

This policy applies to all employees and contractors of Toll.

Principles

In practice, corporate governance involves many things, including:

- Openness and transparency in all our dealings with stakeholders.
- Maintaining a level playing field for all shareholders, including timely and accurate disclosure of material or sensitive information to the financial market.
- Acting in good faith in the best interests of the company.
- Acting with care and diligence.
- Avoiding conflicts of interest.
- Preventing the misuse of company information.
- Respecting the environment and seeking ways to better protect it.
- Promoting a safe and healthy work environment.

Shared Responsibilities

Everyone in the group, from directors and senior executives, to the most recent junior employee, shares these responsibilities. They will mean different things for each of us because the nature of our work varies. However, these are principles that apply right across the group, from the most senior to the most junior position. In all cases they are part of delivering the highest quality service through our individual task responsibilities – not just meeting minimum requirements, but regularly exceeding expectations.

Corporate governance is continually evolving and progressing. In Toll's dynamic and innovative world, today's good corporate governance practices become a foundation and springboard for even better ones tomorrow.

This is the big picture and it is important that we are all part of it.

Breaches of this Policy

All suspected breaches will be investigated and appropriate disciplinary and remedial action taken.

Employees who do not strictly comply with this Policy will face disciplinary action, including counselling, formal warnings and dismissal.

Further Information

For further information contact your manager or your Human Resources representative.

For more detailed information on how these principles apply in everyday work situations, refer to the Toll Group Code of Practice.

This document can be found on the [Group Policy SharePoint page](#).

A handwritten signature in black ink, appearing to read "Alan Beacham".

Alan Beacham
Managing Director
Toll Group
1 July 2022