



# Toll Group Compliance Policy

## Overview

This policy sets out Toll's position on compliance.

We believe that how we go about achieving success is as important as success itself. We have a strong set of values and principles in Our Toll Way that guide us to make the best decisions for ourselves and our business. Embedded within this is a commitment to always act ethically and within the law.

## Scope

This policy applies to all employees and contractors of Toll.

## Principles

### Our Management System

These fundamental business principles are underpinned by our management system that requires the ongoing involvement and total commitment of all management, employees, contractors and suppliers to seek and achieve continuous improvement in everything we do.

Our management systems are designed to address the specific business requirements, whilst achieving and exceeding our customers' needs and meeting or exceeding legal requirements. These systems include:

- Applicable international standards, e.g. ISO 9001, ISO 14001
- Industry based accreditations: any applicable or appropriate industry code of conduct, guide, or code of practice; e.g. dangerous goods, food safety, animal welfare, national heavy vehicle accreditation schemes (for mass, dimension, load restraint, fatigue, speed and maintenance), and more
- Customer standards: any applicable or appropriate mutually agreed standard designed to promote, support and encourage continued improvement
- Legislative requirements: all chain of responsibility obligations, all compliance and enforcement obligations, all statutory requirements, e.g. OH&S, load restraint, road traffic authorities, dangerous and hazardous goods, customs and quarantine, vehicle speeding, environmental management, equal opportunity, and health information
- The safety of people and the reputation of Toll is paramount to all of us and strict compliance with this Policy will significantly enable us to achieve this.

## Compliance and Implementation

It is the responsibility of senior management to ensure that this Policy is disseminated and fully understood at every level throughout Group.

All users must abide by the requirements set out in this policy. Users found to have violated or attempted to violate these requirements may be subject to disciplinary action, up to and including termination of employment. Additionally, Toll reserves all rights to take legal action(s), where required.

## Breaches of this Policy

Users/Employees must report any alleged breaches of the above requirements to their managers, an Eligible Recipients (as defined in Toll Whistleblower Policy [Toll Whistleblower Policy](#) and to [Group Compliance](#). For serious breaches, including allegations of fraud and improper conduct, users are encouraged to contact the [Toll Disclosure Hotline](#).

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

Effective: 1 June 2022  
Owner: Chief People Officer

*N.B. This policy does not form part of your employment contract and Toll may vary, revoke or replace this policy from time to time.*  
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## Further Information

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

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

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

**Alan Beacham**  
Managing Director  
Toll Group  
1 June 2025

## Related Documents

Anti-Bribery and Anti-Corruption Policy  
Anti-Human Trafficking and Modern Slavery  
Conflicts of Interest Policy  
Corporate Governance Policy  
Dangerous Goods Policy  
Dealing with Litigation Policy  
Diversity and Equal Opportunity Policy  
Donations Policy  
Drugs and Alcohol Policy  
Environment Policy  
Ethical Employment Policy  
Fair Trading Policy  
Gifts, Entertainment and Hospitality Policy  
Health and Safety Policy  
IT Acceptable Use Policy  
IT Disaster Recovery Policy  
IT Security Policy  
Personal Relationships Policy  
Pre-Employment Screening Policy  
Privacy Policy  
Whistleblower Policy  
Sanctions Policy  
Workplace Behaviours Policy  
Workplace Rehabilitation Policy

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