



## **Modern Slavery Statement submitted on behalf of Toronto Dominion (South East Asia) Limited and TD Securities (USA) LLC:**

### **Introduction**

This Statement is published pursuant to Australia's *Modern Slavery Act 2018* (the 'Act') on behalf of Toronto Dominion (South East Asia) Limited ('TDSEA') and TD Securities (USA) LLC ('TDS USA') (collectively, 'we', 'us' or 'our'). This Statement covers these entities' fiscal year ended October 31, 2023.

### **1. Our Business, Structure and Supply Chains**

TDSEA is a limited liability company incorporated and domiciled in Singapore. TDSEA does not own or control other entities. TDS USA is a limited liability company formed and domiciled in the United States of America. TDS USA does not own or control any other entities.

TDSEA is headquartered in Singapore and has approximately 125 employees. TDSEA's immediate and ultimate holding company is The Toronto-Dominion Bank, a bank federally regulated and incorporated under Canadian law (the 'Bank'). TDS USA is headquartered in the US and has approximately 1,349 employees in the US. The immediate parent of TDS USA is a US corporation, Toronto Dominion Holdings (U.S.A.), Inc., with The Toronto-Dominion Bank as its ultimate owner. TDSEA and TDS USA provide a range of capital markets products and services to corporate, government, and institutional clients.

The Bank and its subsidiaries are collectively known as TD Bank Group ('TD'). TD's operations are integrated globally, with core risk management policies and procedures established at a global level (the Enterprise Risk Framework), which are implemented by TD companies such as TDSEA and TDS USA. TD's Enterprise Risk Framework sets the direction of how TD manages enterprise risk, which includes the management of environmental and social risk. TD is not a reporting entity under the Act.

TDSEA and TDS USA directly engage suppliers for services and products in categories such as business operations, professional services, information and technology, human resources, travel and marketing, and real estate.

### **2. Modern Slavery Risks in Our Business and Supply Chains**

The workforces of TDSEA and TDS USA are comprised mainly of financial services professionals located in Singapore and the US, respectively.

TDSEA and TDS USA's spending on the procurement of goods and services from third-party suppliers goes primarily to suppliers based in Singapore and the US, respectively, with other suppliers based in countries such as Canada, United Kingdom and Australia.<sup>1</sup> Our suppliers provide a range of goods and services such as IT and communications equipment and services, office supplies, promotional merchandise, software, consulting and advisory services, and financial transaction services.

We recognize that human rights observers have identified the potential for modern slavery and human trafficking in the production of goods such as electronics, office furniture, and garments; in the production of materials that may be present in those goods, such as steel, timber, and textiles; and in third-party services such as staffing agencies, offshoring services, and hospitality services. There is also a risk that financial services could be used directly or indirectly to support activities related to modern slavery or human trafficking.

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<sup>1</sup> These suppliers may use contractors or sub-contractors located in, and may procure goods and services from, other jurisdictions.



### 3. Measures to Assess and Address Modern Slavery Risks

TDSEA and TDS USA adhere to a number of relevant TD policies, due diligence processes, and training programs in place to help mitigate the risk of unlawful activities in our business and supply chains, including modern slavery and human trafficking. These are outlined below in section 3.1.<sup>2</sup> We recognize, however, that we can always look for improvements. TD intends to review its procurement and risk management practices to determine appropriate enhancements it can make to further address the risk of modern slavery and human trafficking in its supply chains.

#### 3.1 Policies, Training and Due Diligence Processes

TD's relevant policies, training and due diligence processes can be divided into those concerning our suppliers, our employees, and the services we provide to customers.

##### Our suppliers

Our commitment to human rights and combatting modern slavery is also reflected in how we select our suppliers. New or prospective suppliers providing goods or services through TD's centralized Strategic Sourcing Group (SSG) must register through an enterprise procurement system requiring them to represent to TD that they operate in accordance with the expectations described in our Supplier Code of Conduct, including those relating to the protection of human rights and fair labour practices. Our contracting standards for negotiated contracts (generally for transactions that are considered high- or medium-risk based on specified criteria), and contract templates also require suppliers to comply with applicable law and to refrain from engaging in any unfair, deceptive, abusive, or unethical business practices.

We apply TD's Supplier Code of Conduct, which reflects and frames the values and standards that we expect suppliers and their subcontractors to adhere to when engaging in business with us. Specifically, suppliers are expected to have guidelines, policies and practices that are communicated throughout their organization, upheld by all levels of management, and considered and applied to their own supply chain activities, which address the following:

- Protection of human rights
- Diversity and inclusion
- Privacy and confidentiality
- Protection of health and safety
- Anti-bribery/anti-corruption
- Accessibility
- Fair labour practices
- Environmental sustainability
- Corporate responsibility
- Code of conduct and ethics
- Legal and regulatory compliance
- Supplier diversity

Within the Supplier Code of Conduct, there are six criteria relevant to the issues of modern slavery and human trafficking:

<b>Protection of Human Rights</b>	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 protected by applicable human rights laws, such as a
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<sup>2</sup> These policies, due diligence processes, and training programs apply enterprise-wide to The Toronto-Dominion Bank and the subsidiaries covered by this Statement. We have therefore provided a single, consolidated description below.



	person's race, colour, sex, sexual orientation, gender identity, national origin, religion, veteran status, marital status or disability).
<b>Protection of Health and Safety</b>	A culture of safety and supporting practices, minimizing risk of injury, illness, or death, and documented safety procedures (including accident reporting and emergency evacuation).
<b>Fair Labour Practices</b>	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.
<b>Code of Conduct and Ethics</b>	Guidelines for workplace performance that define organizational expectations in respect of ethical, moral, and legal behaviours.
<b>Legal and Regulatory Compliance</b>	Compliance with applicable laws and regulatory requirements applicable to suppliers, to TD and to goods and services being provided.
<b>Corporate Responsibility</b>	Policies, practices and relevant reporting that demonstrate a commitment to corporate responsibility for environmental, social and ethical matters.

In addition, TDSEA and TDS USA adhere to TD's Respectful Workplace Policy, which requires that all TD employees, directors and third-party workers performing work for TD treat all suppliers, vendors, third-party workers, or other persons who are in, or are seeking to have, a business relationship with TD with dignity and respect, and without harassment, discrimination, or violence.

### Our Employees and Business

We abide by applicable labour laws and standards, addressing issues such as equal pay, hours of work and child labour. In addition, where we enter into an agreement with a staffing agency for the agency to assign individuals to perform work on our behalf, we require that the agency represent that all such individuals are eligible and approved to work in the applicable country.

TDSEA and TDS USA are subject to TD's Code of Conduct and Ethics, under which every employee and member of the board of directors of TD, including directors of wholly-owned TD subsidiaries, is required to assess whether business decisions and actions on behalf of the organization are right, legal and fair and within the organization's risk appetite. The Code of Conduct and Ethics reaffirms the commitments in TD's Statement on Human Rights, as well as the requirements of the Respectful Workplace Policy noted below. All active employees and Directors are required to complete annual Code of Conduct and Ethics training and to annually attest to compliance.

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

### Services We Provide to Customers

The financial system within which we operate and the services that we provide may be exploited in the pursuit of illegal activities, including money laundering, perpetuating fraud, and other crimes which, in some circumstances, could have connections to modern slavery or human trafficking. With a diversity of customers in multiple jurisdictions, we recognize the risks associated with transactions performed by our customers that may be related to modern slavery and human trafficking. TD's anti-money laundering (AML/ATF) policies (see TD's Statement on Anti-Money Laundering, Anti-Terrorist Financing and Sanctions) and anti-bribery and anti-corruption policies (see TD's Statement on Anti-Corruption) are designed with the objective to detect and deter the use of TD products and services for money-laundering and terrorist financing activities (which may include activities relating to human



trafficking), to comply with AML/ATF laws and regulations and economic sanctions laws, and to provide principles of conduct to detect and deter bribery and corruption activities. Currently, all TD employees are required to complete annual AML/ATF trainings that include examples highlighting the risk of money laundering transactions relating to human trafficking activities.

Environmental and social issues, such as human rights, are also addressed within our business risk frameworks and processes. For example, for non-retail credit lending, TD's Environmental and Social Risk Assessment Tool contains due diligence tools that include human rights considerations. In addition, since 2007, TD subscribes to the Equator Principles, which incorporate requirements for both environmental and social risk considerations in applicable project finance transactions.

### **3.2 Remediation**

The TD Conduct and Ethics Hotline provides a confidential and anonymous communication channel for anyone, both internal and external to TD, to report concerns regarding ethical or legal matters without fear of retaliation.

The Code of Conduct and Ethics requires employees and board members to immediately report any conduct of which they are aware, or which they suspect, violates this code. TDSEA and TDS USA employees may contact the Between Us: Employee Ombudsman Office for confidential, informal and impartial guidance on how to report a concern.

TD's contracting standards for negotiated contracts (generally high - or medium-risk transactions based on specified criteria) and contract templates include: (a) an obligation for the supplier to comply with applicable law, notify TD if the supplier is subject to an enforcement or other regulatory action or is otherwise charged with a failure to comply with law or regulatory action, and inform TD of its remediation plans; and (b) TD's right to terminate the contract for cause, which would include the supplier's failure to comply with applicable law.

In our 2023 fiscal year, based on inquiries made with the most relevant teams,<sup>3</sup> we did not discover any instances of modern slavery or human trafficking in the production of goods for our operations or in applicable supply chains that required remediation.

### **3.3 Assessing the Effectiveness of Our Approach**

TD employs a "three lines of defence" model for risk governance in which the first line of defence is the risk owner, the second line provides risk oversight, and the third line is internal audit. The role of the third line is to verify independently that the Bank's Enterprise Risk Framework is designed and operating effectively and to validate the effectiveness of the first and second lines of defence in fulfilling their mandates and managing risk. This includes, for example, independent testing of the effectiveness of AML/ATF controls. TD's Enterprise AML/ATF Policy, Respectful Workplace Policy, and Supplier Code of Conduct are also annually reviewed and updated as applicable to reflect changes to TD's operations and legal requirements.

As we examine ways to further integrate human rights considerations into our procurement and risk management processes, we also intend to identify key performance indicators to help us assess the effectiveness of the actions we are taking.

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<sup>3</sup> The Singapore Compliance department, and the teams who oversee the TD Conduct and Ethics Hotline and the Between Us: Employee Ombudsman Office.



#### 4. Our Consultation and Governance Process

In preparing this Statement, TDSEA and TDS USA consulted each other and with key areas of TD, including Environmental and Social Risk Management, Strategic Sourcing, Sustainability & Corporate Citizenship, Human Resources, Legal, Third-Party Risk Management and Global Anti-Money Laundering. The groups have global mandates, which include the subsidiaries to which this Statement applies.

This Statement was approved by each of the Boards of Directors of TDSEA and TDS USA on **April 24, 2024**, and has been signed on behalf of each Board by their respective authorized directors.

#### Toronto Dominion (South East Asia) Limited

#### TD Securities (USA) LLC

By: Jayant Jobanputra  
Title: Executive Managing Director and  
Regional Head, Asia Pacific  
Date: April 24, 2024

By: Christina Petrou  
Title: Chief Operating Officer  
Date: April 24, 2024