

Wates Group is a family owned Construction, House Building, Maintenance, Building Services and Facility Management Services company. As a leader in our chosen markets, our objective is to deliver excellent services for our customers, resulting in safe, fair and professional contracting services at all times

We are in a unique position to make a positive impact and we believe that the way we behave as a business should contribute to sustainability of the wider world. Our approach to sustainability is delivered through a framework called Reshaping Tomorrow. Reshaping Tomorrow sits at the heart of what we do, underpins the long term sustainability of our business and builds on our values of performance, intelligence, teamwork, integrity and respect for people & communities.

We are committed to leaving a lasting legacy through the work we do. Raising the aspirations of young people and inspiring them to consider careers in the built environment; supporting those who are furthest removed from the labour market and investing in local businesses and social enterprises enables us to make a difference to people and local communities. We also support our people to make a considerable contribution to communities through our Volunteering Impact and Professional Development programme.

INTEGRITY

Understand the social issues within the communities in which we work and ensure we deliver on the social value commitments made to our customers. We will inspire and encourage all our people, supply chain and wider stakeholders to invest time and resources in supporting the commitments we make.

INTELLIGENCE

Driving new and innovative approaches is key to tackling social issues in the areas where we work. We ensure our programmes are aligned to our business sectors so we make best use of our skills and resources. In addition community processes are integrated throughout Wates operating system and processes.

TEAMWORK

All our community programmes are delivered in partnership with a range of stakeholders who share our values and bring expertise and funding support. We are committed to working with our peers, industry groups, charities and not for profit organisations to drive impact and change.

PERFORMANCE

The impact of our programmes will be evaluated using robust and recognised methodologies. External partners will support this where appropriate. We will share the impact of the work we do with our customers, supply chain and wider stakeholders.

RESPECT FOR PEOPLE AND COMMUNITIES

People are at the heart of our community activities. We are committed to ensuring we transform lives through the programmes we deliver. We support our people both professionally and personally in their charitable activities whether it be fundraising, volunteering or mentoring.

Wates Giving, the charitable programme run by the Wates Family Enterprise Trust (WFET) invests in local initiatives which benefit communities for the long term. It supports many of the programmes which Wates Group undertakes however the Trust is completely separate to and independent from the Wates Group and its commercial activities.

The Executive Committee has overall responsibility for ensuring this policy is complied with and will review it at least once per year, and at such other times as may be required, to ensure it remains relevant and appropriate to the aims and objectives of our business.

A handwritten signature in black ink, appearing to read "D. O. Allen".

For and on behalf of the Executive Committee

DAVID ALLEN
Chief Executive
May 2018