

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.

Reshaping Tomorrow is our framework for a sustainable future.

Our aim is to help our customers create better buildings while leaving a positive legacy. We focus on the key environmental issues where we can collaborate with our peers to protect the environment and make a real difference to the built environment. Our priorities are: pollution prevention through the development of management processes and operational standards, reducing carbon and waste; sourcing responsibly; implementing measures to protect and preserve natural habitats, flora and fauna; using water efficiently and being a good neighbour during our construction works.

Our approach to Reshaping Tomorrow's Environment is driven by our core values.

## INTEGRITY

Strive to fulfil and where possible exceed, the compliance obligations to which we subscribe and seek ways to work with our customers, supply chain and peers to drive industry environmental best practice. We will influence and work with Government, trade bodies, our customers and peers to improve the performance of the sector as a whole.

## INTELLIGENCE

Develop new systems and solutions to drive environmental best practice and standards on our projects. We will work with like-minded organisations to bring expertise and thinking to continually improve our environmental standards and performance.

## TEAMWORK

Work in partnership with our customers, supply chain and other stakeholders including non-governmental organisations (NGOs), charities and not for profit organisations to challenge thinking and identify new ways of delivering environmental improvement in the built environment.

## PERFORMANCE

Establish short and medium term corporate environmental objectives, targets and processes for our key priorities. We will measure our environmental performance, seek continuous improvement, report and review annually and share with our people, our customers, supply chain and wider stakeholders. We will allocate suitable and sufficient resources which enable the company to achieve this.

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## RESPECT FOR PEOPLE AND COMMUNITIES

Provide environmental training to our own people and our supply chain on environmental issues and encourage individuals to make environmental commitments on our sites and in our offices.

In adhering to this policy, in particular we will:

- Assess and where practicable to do so, reduce the environmental impact of our company's products and services
- Implement, maintain and continually improve the management systems (our Operating Framework) to ensure it:
  - \* Assigns environmental accountabilities within the business as appropriate
  - \* Supports the development of strategies to minimise impacts, achieve objectives and targets and review the outcomes
  - \* Provides the basis for improving our environmental performance
  - \* Continues to meet the needs of our business
  - \* Supports effective and expedient incident control, investigation and reporting

This policy applies to all of our employees and those working with us or on our behalf. All of our employees are expected to cooperate and assist in the implementation of this policy by ensuring that environmental issues and risks are given adequate consideration.

The successful implementation of this policy requires the cooperation, commitment and involvement of everyone in the business.

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.



For and on behalf of the Executive Committee

**DAVID ALLEN**  
Chief Executive  
May 2018