

Wates Group is a family owned Construction, Development and Property Services business. Our work is guided by the purpose of, together, inspiring better ways of creating the places, communities and businesses of tomorrow.

We believe that the way we behave as a business should contribute to sustainability of the wider world. Our Guiding Framework provides the context within which we support sustainable communities. It guides everything we do and targets, amongst other things, the long term sustainability of our business.



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.

We aim to 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, our supply chain and wider stakeholders to invest time and resources in supporting the commitments we make.

We aim to drive new and innovative approaches tackling social issues in the areas where we work. We aim to ensure our programmes are aligned to our business sectors so we make best use of our skills and resources.

All of 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.

The impact of our programmes will be evaluated together with external partners where appropriate. We will share the impact of the work we do with our customers, supply chain and wider stakeholders.

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 is fundraising, volunteering or mentoring.

Wates Giving, the charitable programme run by the Wates Family Enterprise Trust is independent from the Wates Group and invests in local initiatives that benefit communities for the long term. It supports many of the programmes that Wates Group undertakes.

The successful implementation of the policy requires the co-operation, 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, July 2019