

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 focus on key environmental issues and aim to protect the environment whilst making 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 the delivery of our work.

Wates' sustainability programme is focused on delivering strategies that protect and enhance our earth's precious resources and which promote the health and wellbeing of people and communities. This includes inspiring positive behaviours that drive the safe and lasting delivery of our projects.

Caring for the Environment and for the resources of our planet is part of our effect to achieve the goal of making our business more sustainable, which is a vital part of our Guiding Framework.



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 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, July 2019