

# EQUALITY, DIVERSITY AND INCLUSION POLICY

**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 are committed to complying with the Equality Act 2010 and good practice, ensuring that every individual is treated with fairness and respect and has access to equal opportunities, regardless of who they are. Our people come from a range of cultures and backgrounds and we believe this diversity makes us a successful business. Attracting, recruiting, developing and retaining the best people is a key objective and therefore we are committed to promoting equal opportunities and to providing a culture where people are treated with respect and dignity in line with the goals and behaviours set out in our Guiding Framework.



No individual will be discriminated against on the grounds of any protected characteristics. This includes, but not exclusively, discrimination because of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, sex, religion or belief or sexual orientation.

We actively encourage and work with our supply chain to adopt similar policies in their own businesses.

Every employee or job applicant is treated fairly. Everyone should feel valued and respected whilst working for Wates.

In adhering to this Policy, in particular, we will:

- Encourage individuals to pursue their own destiny and create a mind-set of opportunity irrespective of background. We have an environment where employees believing they are subjected to discrimination, victimisation or harassment are safe to raise concerns
- Value individual differences and the breadth of contribution this brings. We actively promote equality, diversity and inclusion across teams to ensure we deliver the best solution for our people, our customers and the business. We ensure that all employees understand and recognise the value of a diverse and inclusive workforce
- Ensure equality, diversity and inclusion are. We regularly monitor our performance in this area and take steps to improve. In addition, we benchmark our performance against other organisations and independent external bodies. Through our engagement externally, we actively participate in campaigns and initiatives to promote the principles of equality, diversion and inclusion across our sector and wider businesses
- Ensure a culture of inclusion where everyone has the opportunity to develop in a way that is consistent with our vision and values. We aim to ensure everyone working with us or for us feels involved, respected and part of the success of the business

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