

Wates Group is a family owned business providing Construction, House Building, Maintenance, Building Services, Facility Management Services and Managed Office Space. 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.

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 the delivery of our work.

Wates' award-winning 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.

Our approach to the Environment is driven by our Guiding Framework (below).



We will 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 2020