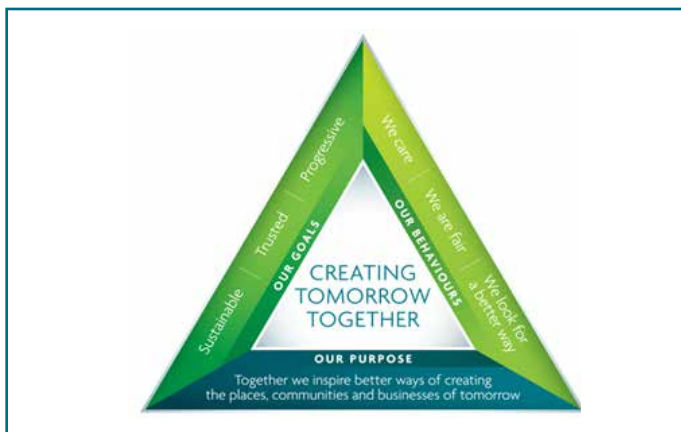


**Wates Group is a family-owned Construction, Development, House Building, Property Maintenance, Building Services, Facilities Management and Managed Workspace business. As a leader in our chosen markets, our objective is to deliver excellent products and services to our customers safely, professionally and consistently.**

The Group’s purpose of Creating Tomorrow Together and the goals established in our Guiding Framework of making our business more sustainable, trusted and progressive, place the creation and support of sustainable communities at the heart of how we operate. We believe that the way we behave as a business should contribute to the sustainability of the wider world, so we are committed to leaving a positive legacy through the work we do by:

- Supporting those who are furthest from the labour market by helping them develop the skills and experiences needed to access employability
- Paying fair wages
- Raising the aspirations of young people and inspiring them to consider careers in the built environment
- Investing in local businesses and social enterprises



By listening to and partnering with members of the communities in which we work and live, and by analysing data, we tailor our efforts to support communities in ways that address the key local issues effectively.

People are at the heart of our community activities. We support our people to participate actively in creating social value, by providing time for volunteering, fundraising or mentoring.

Wates Giving, the independent charitable programme run by the Wates Family Enterprise Trust invests in initiatives that benefit communities for the long term.

We will:

- Educate and inspire our people to understand the role they play in creating social value
- Embed social value in the business’ culture through the social value awareness training provided to all new starters and through our Community Investment team who support the business to define and deliver our social value commitments
- Drive new and innovative approaches to tackling social issues in the areas where we work by delivering programmes that reflect customer and local priorities, focusing our skills and resources for maximum impact
- Transform lives through the programmes we deliver
- Create opportunities for local people to access employment and training including upskilling through apprenticeships and accredited courses
- Raise awareness and aspirations through work placements and education engagement programmes
- Deliver our community programmes in partnership with appropriate stakeholders who share our values and bring expertise
- Encourage our supply chain and other stakeholders to invest time and resources in supporting the commitments we make
- Work with our peers, industry groups, charities, social enterprises and local organisations to drive positive outcomes and change
- Evaluate the impact of our programmes with external partners where appropriate. We measure impact through qualitative and quantitative approaches, combining valuations such as National TOMS (Themes, Outcomes and Measures) with personal impact stories
- Share the outcomes of our work with customers, supply chain and wider stakeholders

The Executive Committee has overall responsibility for ensuring this policy is complied with and will review it at least once a 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, October 2021