

**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 wellbeing of our employees is of paramount importance and we are committed to looking for better ways of working to support the wellbeing of everyone who works for and with us.

Our approach to wellbeing and mental health is at the heart of our efforts to achieve the goals and behaviours set out in our Guiding Framework and our intentions to create a sustainable future for our business whilst treating everyone who works with us fairly and with care.



We recognise that good wellbeing in the workplace contributes significantly to employees feeling healthier and happier; being more resilient and productive; and having a greater sense of fulfilment and control in their lives. In turn, this leads to fewer physical and mental ill health issues. We also recognise that mental health can affect anyone, regardless of their position in the organisation. Anyone suffering will be treated fairly and without judgement, and will be fully supported.

We believe that working for Wates should have a positive impact on employees' wellbeing and we endeavour to provide the best workplaces, opportunities and support for employees to thrive in the workplace. We are committed to contributing to the sustainability of the communities in which we work and live and will extend our influence into those communities to inspire others to lead happier, healthier and more fulfilling lives.

We are committed to developing, reviewing and maintaining our processes continually and to responding fairly, promptly and effectively to the views of all those who work with us, to ensure that we promote a proactive approach to wellbeing.

We will:

- Assess and where practicable to do so, reduce the impact of our company's business on the wellbeing of everyone involved in or affected by what we do
- Promote wellbeing and support everyone in achieving a fair and sustainable work life balance
- Offer a variety of occupational health interventions and benefits to help individuals maintain a healthy mind and body
- Implement, maintain and continually improve our Operating Framework to ensure it:
  - ◊ Assigns wellbeing accountabilities within the business as appropriate
  - ◊ Supports the development of strategies to achieve our aim of improving and supporting the wellbeing of everyone involved in what we do
  - ◊ Promotes effective and expedient incident control, reporting on and investigating all wellbeing and mental health matters
  - ◊ Provides sufficient and appropriate wellbeing and mental health training, information and support to all of our employees and visitors

This policy applies to all our employees and those working with us or on our behalf. All of our employees are expected to cooperate with and assist in the implementation of this policy by ensuring that risks to people's wellbeing 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 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