

WELLBEING AND MENTAL HEALTH POLICY



Established in 1897, we are the UK's leading family-owned development, building and property maintenance company. We employ over 4,000 people and work with a wide range of public and private sector customers and partners. Now in our fourth generation of family ownership, we're committed to the long-term sustainability of the built environment and to making our industry more inclusive and representative of the communities we work in. We are driven by our shared purpose of working together to inspire better ways of creating the places, communities and businesses of tomorrow.

The wellbeing of all our employees is of paramount importance to the Wates Group. We are committed to looking for better ways of working to support the wellbeing of everyone who works for us and with us. This is part of our wider overall commitment to our people and will also enable us to:

- Achieve our stated targets and goals
- Ensure we remain the service provider of choice

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. We intend 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 chronic cases of physical and mental ill health. We also recognise that mental health problems 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. We endeavour to provide the best workplaces, opportunities and support for employees to thrive. We are also committed to contributing to the sustainability of our communities in which we work.

Effective management around safeguarding issues is provided for staff, through supervision, welfare support and training. Our people understand that if they observe any suspicious activity that could be linked to threats of terror, radicalisation or other safeguarding concerns, they must immediately report this.

The Executive Committee has overall responsibility for ensuring this policy is complied with. It will be reviewed 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

EOGHAN O'LIONAIRD
Chief Executive
May 2023

We extend our influence beyond Wates and into the wider community so we can inspire others to lead happier, healthier and more fulfilling lives.

We are committed to continually developing, reviewing and maintaining our processes and acting fairly on the views of all those who work for us, ensuring that we promote a proactive approach to wellbeing. In adhering to this policy, we will:

- Assess and where practicable to do so, reduce the impact of our company's business on the wellbeing of all who may be affected by what we do
- Promote people wellbeing and support everyone to achieve a fair work life balance
- Offer a variety of occupational health interventions and benefits to help promote and maintain a healthy mind and body
- Implement 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 all who work for us
 - » 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. Successful implementation requires everyone to cooperate, commit and assist us to ensure that wellbeing and mental health issues and risks are given adequate consideration.

**CREATING
TOMORROW
TOGETHER.**