

2025 Strategic Goals

ZERO WASTE
from Wates operations



INSPIRE 20,000

YOUNG PEOPLE ABOUT CAREERS IN CONSTRUCTION



TO GROW OUR SPEND WITH SOCIAL ENTERPRISES



ZERO CARBON
(Scope 1* and 2 emissions)

NATURE POSITIVE
(above existing levels)



WE'RE SAFER TOGETHER ZERO HARM

Wates

Our partners in sustainability



MHFA England

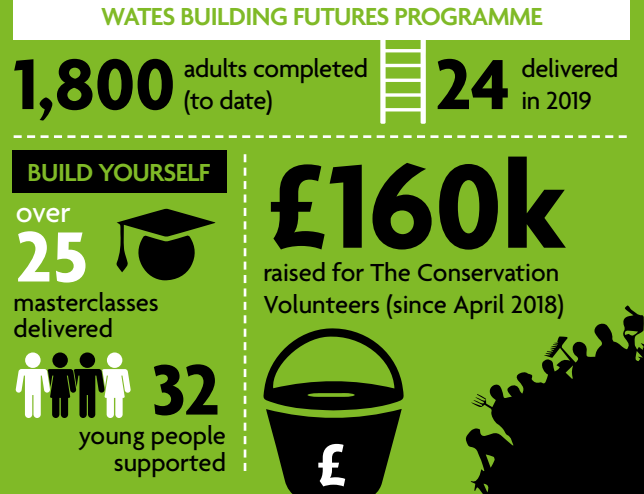
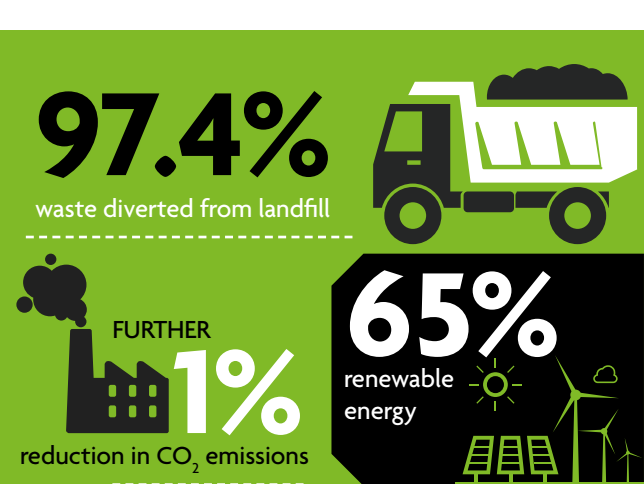
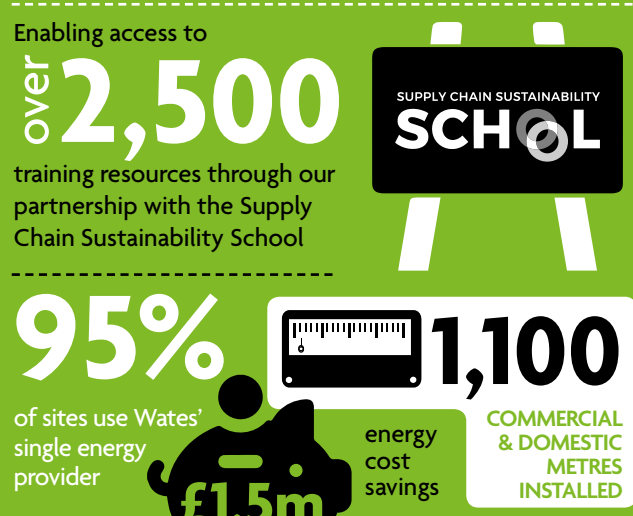
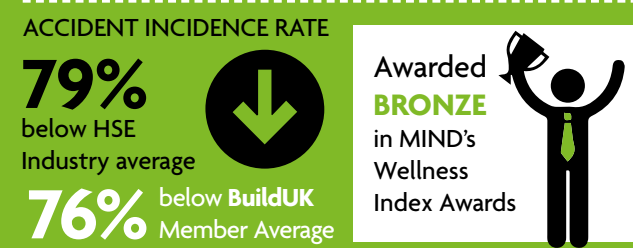
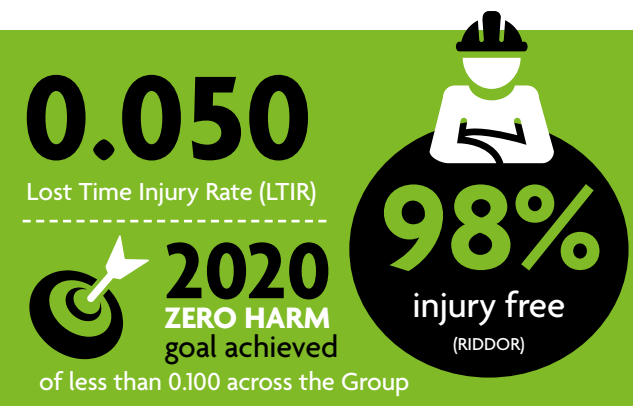


WATES SUSTAINABILITY HIGHLIGHTS 2019



Wates

WE'RE SAFER TOGETHER ZERO HARM



WATES SUSTAINABILITY CREDENTIALS

Sustainability Report

Wates' approach to sustainability is encapsulated in its Guiding Framework and in the Group's purpose of inspiring better ways of creating the places, communities, and businesses of tomorrow. Our belief that business, done well, can be a force for good is reflected in our drive to create tangible social, environmental, and economic benefits for the people and communities we serve.

Wates' sustainability programme focusses on four key areas: wellbeing, the environment, sustainable building and communities.

In each of these areas we are working to positively impact the environment, improve people's wellbeing and safety, influence and drive more energy efficient buildings, and ease poverty by creating education and employment opportunities for those furthest from the workforce.



BUILD YOURSELF

Build Yourself is Wates' pioneering approach to inspire the next generation of construction professionals. The programme is made up of Insight Days (Think Build) and Wates Summer Camps, providing a structured approach to school engagement.

MENTAL HEALTH FIRST AIDER

MENTAL HEALTH

Providing support to our employees and raising awareness of mental health issues such as depression, work-related stress, and suicide prevention.

BUILDING FUTURES

Our two-week programme for adult (19+) job-seekers offers an insight into working in construction, skills-training, and work experience, providing an industry-recognised skills certificate that opens routes for employment.

WE'RE SAFER TOGETHER ZERO HARM

Our award-winning safety campaign, which underpins the five-year strategy we set out in 2016, and which saw Wates achieve its Zero Harm objective a year early in 2019.

Wates SUSTAINABLE TECHNOLOGY SERVICES

Wates' unique service that helps customers to identify and implement innovative and sustainable solutions to support the creation and maintenance of buildings that are low carbon and energy and waste efficient.

WATES SUSTAINABILITY CREDENTIALS



SUPPLY CHAIN SUSTAINABILITY SCHOL

Wates is a founding member of the Supply Chain Sustainability School, which aims to be a world class collaboration enabling a sustainable built environment. In 2019 Wates supported a full redesign of the school's website and Learning Management System (LMS) to enable members to access over 2,500 training resources.

TCV The Conservation Volunteers

Our four-year corporate charity partnership with TCV supports our goal to create the places and communities of tomorrow, engaging our people and suppliers in a wide range of volunteering and fundraising activities that connect mental health and nature.

Wates REEATHLON
15,000 TREES | 2019 - 2022 CHALLENGE

Together with TCV, our Treeathlon campaign aims to plant 15,000 native trees by 2021. This is done through employee volunteering and through our local carbon offsetting schemes. In 2019, we planted more than 5,000 native trees.

SINGLE ENERGY PROVIDER planetfirst energy

Wates was the first company in the built environment sector to support the creation of (and to appoint) an independent Social Enterprise – Planet First Energy – to help reduce our CO₂ emissions and meet our long-term sustainability goals.

NATIONAL LIVING WAGE

Recognised Service Providers proudly working together with the Living Wage Foundation

In 2019 our Wates FM business became a Certified Recognised Service Provider, working with the supply chain and clients to promote the Living Wage standard.



*This is based on research by NEF Consulting which calculated that every £1 invested in community and educational / employability programmes generated social value of £1.49.