

# 2021 in focus

**3,808**  
Employees

Turnover  
**£1.63bn**

Net Cash  
**£158.9m**

**£2.3bn**  
new work won

Profit Before Tax  
**£37.4m**

Cash  
**£228.7m**

Forward Order book  
**£7.1bn**

**22m** hours worked  
on 631 construction sites

EBITDA  
**£51.1m**

**Workforce**  
Female : 29%  
Ethnic minority : 13%  
LGBT+ : 3%  
Disability : 3%

**£116m**  
Social value generated  
through Wates  
programmes

**500,000+**  
Homes maintained in  
social housing sector

**Health and Safety  
Performance**  
Riddor AFR : **0.05**  
and accident incidence rate  
60% below industry average

**7,500+**  
new homes under  
construction

Facilities managed in  
**325** commercial  
buildings

**12,080**  
young people engaged  
in skills, training, and  
work experience

**12,700**  
homes in development  
pipeline

**£6.8m** spent  
with social enterprises

**53%** reduction in CO<sub>2</sub>  
emissions\* since 2019

**15,000**  
trees planted with  
The Conservation  
Volunteers since  
2019

**84.8%** of all energy demand from renewable  
sources with 66% fall in CO<sub>2</sub> emissions since 2016

\*Scope 1 and 2 emissions



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## INVESTORS IN PEOPLE® We invest in people Gold

### INVESTORS IN PEOPLE GOLD

Wates has retained its Investors in People Gold (IIP) accreditation for the fourth time in succession, from 2021-2024. The accreditation recognises our efforts to become the most sustainable, trusted and progressive organisation in our sector, with a clear focus on employee wellbeing, performance and inclusion.

## Awards and recognition



### NATIONAL SOCIAL VALUE AWARDS

Our efforts to leave a positive legacy in every community we serve helped win us the Private Sector Leadership award in 2021.

Recognised  
Service Providers  
proudly working  
together with the

Living  
Wage  
Foundation

### RECOGNISED SERVICE PROVIDER, LIVING WAGE FOUNDATION

Both Wates FM and Wates Residential are accredited Recognised Service Providers (RSP) with the Living Wage Foundation, with Wates Developments certified as a Living Wage Employer. Our commitment is for all parts of the Group to be Living Wage RSPs by 2025.

### DISABILITY CONFIDENT COMMITTED

Wates is committed to being an inclusive organisation. As a Disability Confident Committed employer we commit to ensuring our recruitment process is inclusive and accessible, communicate and promote our vacancies to candidates with disabilities and anticipate and provide reasonable adjustments as required. We are also committed to supporting our existing colleagues who have or acquire a disability or long term health condition, enabling them to stay in work and have a meaningful career of choice.



wates.co.uk



Wates Group Limited

## Company Credentials 2022



CREATING TOMORROW TOGETHER

wates.co.uk



# Who we are

## About Wates

The Wates Group, established in 1897, and celebrating our 125th anniversary in 2022, is one of the leading privately-owned construction, residential development, and property services businesses in the UK. We employ approximately 3,800 people and work with a wide range of public and private sector customers and partners.

## Our purpose

Everything we do is guided by our purpose of working together to inspire better ways of creating the places, communities, and businesses of tomorrow. Our goals are to be more sustainable, trusted and progressive, and our people are driven by our behaviours of 'we care', 'we are fair', and 'we look for a better way'.

## Family ownership

Now in its fourth generation of family ownership, Wates is committed to the long-term future of the built environment. The Wates Family is focused on the continued sustainability of the company and is committed to handing over to the next generation an even stronger, more sustainable business.

## Safe

Our top priority is the health, safety and wellbeing of our people. Since the launch of our 'We're Safer Together' Zero Harm programme in 2016, we have maintained an industry-leading health and safety record, with an accident incidence rate 60% below the construction industry average.

## Quality

We were among the first companies in the UK to begin the process of becoming a Building a Safer Future Charter Champion, helping to lead the systemic culture change required to ensure that everyone in the sector is always committed to building safety.



“When Edward Wates founded our business in 1897, he could not have foreseen he was starting an enterprise that would last for at least five generations. Over the past 125 years we have developed into one of the UK's leading companies within the built environment – working across both the public and private sectors and demonstrating that business, done well, is a force for good in society. Although times have changed, our family ethos remains the same. This anniversary gives us the opportunity to look back with pride at our achievements and look forward with excitement to what the next 125 years might hold.”

Sir James Wates CBE  
Chairman



## Generating social value

Delivering social value is intrinsic to our purpose and our goals of being a progressive and responsible employer. Our approach to social value is rooted in our belief that how we do business, is as important as what we do.

Our programmes and activities are focused on creating work and training opportunities; building sustainable communities through employment, skills and awareness; and advocacy of trade with the social enterprise sector. In 2021 we generated nearly £116m in social value from our own programmes and through partnerships with social enterprises.

**Chairman:**  
Sir James Wates CBE

**Chief Executive:**  
David Allen

# Our businesses

## Wates Construction Group

**Executive Managing Director:**  
Paul Chandler  
[www.wates.co.uk/construction](http://www.wates.co.uk/construction)

The Construction Group comprises two operating businesses, Wates Construction and Wates Integrated Construction Services (WICS). Wates Construction is a Tier 1 contractor working with a wide range of customers in both public and private sectors across the UK. It is a partner on over 60% of the UK's leading central and local government frameworks including for the Crown

Commercial Services; the Department for Education; Homes England; the Ministry of Justice and the Ministry of Defence.

WICS comprises specialist businesses, including SES Engineering Services, offsite manufacturing specialist Prism, Wates Building Services and Wates Drylining Services and has been established to help drive productivity, adopt modern methods of construction, and explore innovative technologies, to help deliver better and more sustainable projects for our customers.

## SES Engineering Services

**Managing Director:**  
Steve Joyce  
[www.ses-ltd.co.uk](http://www.ses-ltd.co.uk)

Part of WICS, SES is a separately branded business providing design-led mechanical and electrical engineering services, working in a wide range of environments. It delivers bespoke solutions for the whole construction industry, maximising its use of offsite manufacturing from the Group's production facility, Prism, in Coventry.

## Wates Developments Group

**Executive Managing Director:**  
David Brocklebank  
[www.wates.co.uk/developments](http://www.wates.co.uk/developments)

Wates Developments Group specialises in land, planning and residential development, and managed workspace throughout the South of England. It comprises Wates Developments, Wates Partnerships, Wates Development Agency Services (DAS) and the Group's flexible workspace business, Needspace?.

Wates Developments secures land and delivers planning consents in urban and sustainable edge-of-settlement locations where new homes are needed. It works with landowners to realise the development potential of their land and obtain consent for sustainable developments. Sites are then either developed in joint venture with volume housebuilders or sold on the land market.

Wates Partnerships offers land and building development in the affordable housing, private rented and senior living sectors, working with Wates'

contracting businesses to offer customers completed (or turnkey) developments.

Wates DAS provides outsourced development capability in residential project design, marketing and sales for customers, including local authorities and housing associations.

## Neespace?

**Acting Managing Director:**  
Jon Dickman

[www.needspace.co.uk](http://www.needspace.co.uk)

Neespace? provides quality managed, flexible workspace to a growing number of small businesses in London and the South East, offering a range of office, workshop and studio units to businesses looking to grow in an entrepreneurial environment. The business has a portfolio of seven premises in Clapham, Clerkenwell, Earlsfield, Hammersmith and Islington in London, as well as Crawley and Horsham in Sussex.

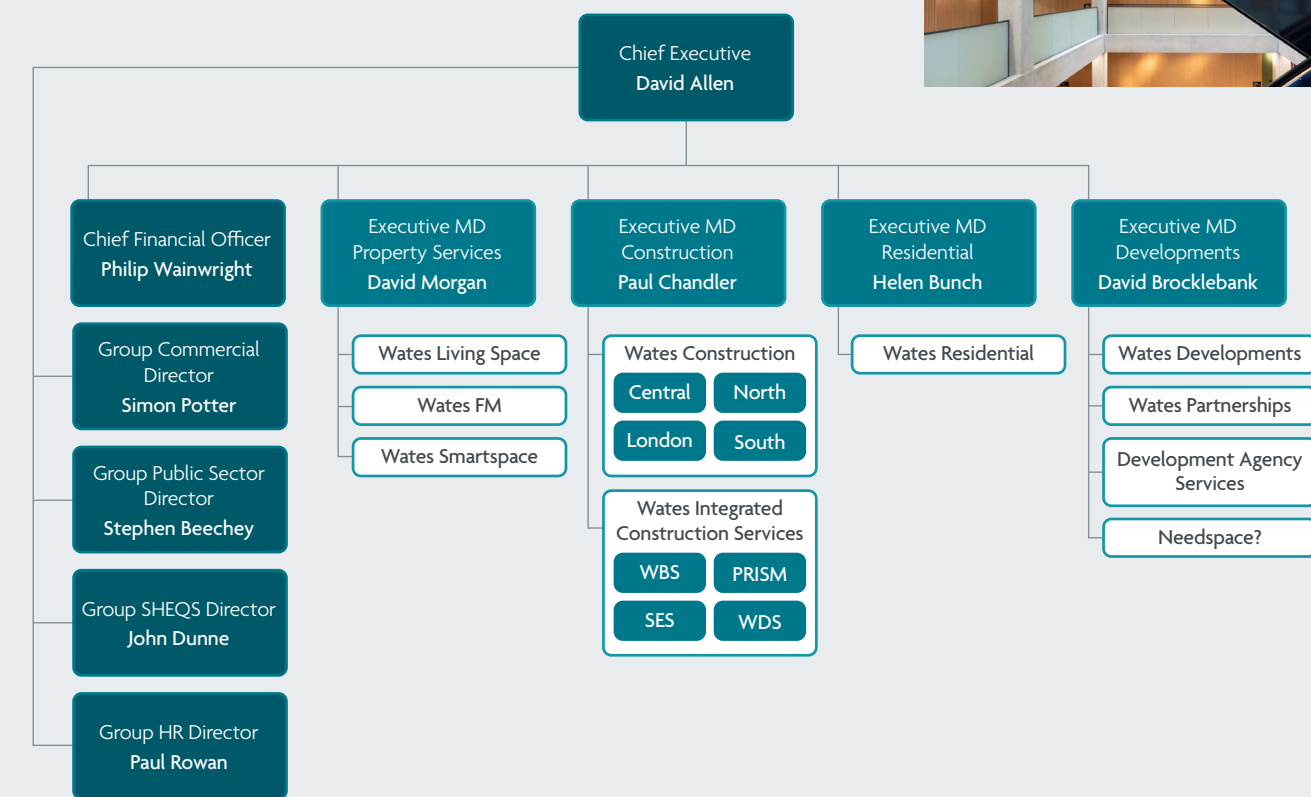
## Wates Residential

**Executive Managing Director:**  
Helen Bunch  
[www.wates.co.uk/residential](http://www.wates.co.uk/residential)

Wates Residential is one of the leading developers and contractors in London, the South of England and Wales, delivering mixed tenure housing schemes in partnership with the public sector. The business works with its public sector partners to address the UK's urgent need for new housing and is driven by a belief that everyone deserves a great place to live.



# Wates Group Structure



## Wates Property Services

**Executive Managing Director:** David Morgan

Wates Property Services has three specialist divisions: Wates Living Space, Wates FM and Wates Smartspace.

**Wates Living Space**  
[www.wates.co.uk/living-space](http://www.wates.co.uk/living-space)

Wates Living Space is a leading provider of strategic asset management solutions, delivering planned and responsive maintenance, fire safety works and zero-carbon retrofitting services to local authority and housing associations across the UK. As a trusted partner of over 50 social housing providers, the business maintains hundreds of thousands of homes every year.

## Wates FM

**Managing Director:** James Gregg  
[www.wates.co.uk/fm](http://www.wates.co.uk/fm)

Wates FM (Facilities Management) provides self-delivered mechanical, electrical and 'total FM' services to customers in both the public and private sectors. It works for customers in a wide range of sectors, including high-end corporate, healthcare, education, leisure, logistics, banking and finance, research and development, and heritage.

## Wates Smartspace

**Managing Director:** Scott Camp  
[www.wates.co.uk/smartspace](http://www.wates.co.uk/smartspace)

Wates Smartspace is a national business, delivering fit out, refurbishment and property upkeep projects, enhancing customers' operating environments. It works for banks, retailers, property developers, pharmaceutical and distribution businesses, owners and occupiers of commercial offices and public sector organisations including healthcare and education providers.