

HEALTH AND SAFETY 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 reimagining places for people to thrive.

Vision:

Our vision is to be a global leader in safety, health, and wellbeing. We are steadfast in our pursuit of world-class performance, striving to maintain all workplaces under our influence free from risks to physical and psychological health, as far as is reasonably practicable. This commitment enables us to achieve our stated targets and goals while ensuring that we remain the preferred service provider.

Approach:

Guided by our purpose, our approach to safety, health, and wellbeing is rooted in sensibly identifying and managing risks. We adhere to all legal requirements and consistently adopt industry best practices, guided by moral integrity. Our dedication to continuous development, review, and improvement of systems ensures high performance and prioritises the safety, health, and wellbeing of all individuals impacted by our operations.

Communication and Engagement:

We actively engage with our workforce, responding promptly to feedback to minimise risks, foster safe working environments, and promote open dialogue at all levels. We regularly measure and, where appropriate, publicly report our safety, health, and wellbeing performance.

Commitments:

In adherence to this policy, we pledge to:

- Assess and minimise the impact of our operations on the health, wellbeing, and safety of all affected parties

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. June 2024

- Continually update our Operating Framework to assign health, wellbeing, and safety accountabilities, support strategies for risk mitigation, and review outcomes
- Provide comprehensive health, wellbeing, and safety training and information to all employees
- Prioritise the provision and maintenance of equipment, systems, and substances used in our products and services
- Regularly review and enhance emergency procedures
- Ensure that this policy is available to all employees and stakeholders, requiring their cooperation and commitment to address health and safety issues effectively

Responsibility and Review:

The Executive Committee holds overall responsibility for policy compliance, ensuring annual reviews and updates as necessary to align with our business objectives and values.

Conclusion:

At Wates Group, we are unwavering in our dedication to creating safe, healthy, and thriving environments for all. By upholding this policy, we reinforce our commitment to the wellbeing of our employees, partners, and communities, driving continued success in everything we do.

