

# 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 reimagining places for people to thrive.**

## Vision:

The wellbeing of our employees is paramount at Wates Group. We are dedicated to reimagining improved ways of working to support the wellbeing of everyone within our workforce. This commitment aligns with our broader purpose and reinforces our ability to achieve our objectives and remain the preferred service provider to clients and the employer of choice in our sector.

## Approach:

Guided by our purpose, our approach to wellbeing and mental health is centred around fostering a sustainable future for our business while treating all individuals with fairness and care.

We acknowledge the significant impact of workplace wellbeing on employee health, productivity, and fulfilment. Therefore, we endeavour to provide exceptional workplaces, opportunities, and support systems for our employees to thrive. We recognise that mental health problems can affect anyone, regardless of their position in the organisation and anyone suffering will be treated fairly, without judgement and will be fully supported.

## Safeguarding:

We guarantee efficient handling of safeguarding matters by providing thorough supervision, welfare assistance, and training initiatives. Our staff are urged to promptly disclose any concerning behaviours associated with terrorism, radicalisation, or instances of potential harm affecting a person's wellbeing.

## Community Engagement:

Outside of our organisational scope, we reach out to the broader community, aiming to inspire lives filled with increased happiness, wellness, and fulfilment.

## Continuous Improvement:

We are dedicated to continuously developing, reviewing, and maintaining our processes, while actively seeking and valuing the feedback of all stakeholders.

**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

In adhering to this policy, we commit to:

- Assessing and minimising the negative impact of our operations on the wellbeing of all affected parties
- Promoting employee wellbeing and supporting a fair work-life balance
- Offering various occupational health interventions and benefits
- Implementing and enhancing our Operating Framework to support wellbeing
- Providing adequate training, information, and support related to wellbeing and mental health to all employees and visitors

## Implementation and Compliance:

This policy applies to all employees and individuals working with or on behalf of Wates Group. Successful implementation necessitates the cooperation, commitment, and assistance of all stakeholders to ensure that wellbeing and mental health issues and risks are appropriately addressed.

## Responsibility and Review:

The Executive Committee holds overall responsibility for 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.

