ENVIRONMENTAL POLICY POLICY

Wates

Established in 1897, we are one of the UK's leading family-owned development, building and property maintenance companies. In 2025, we generated £29.2m in statutory profit before tax from a turnover of £2.56bn, working with a wide range of public and private-sector customers and partners. With 6,000 employees and 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 an Investors in People Gold-accredited company, driven by our purpose of reimagining places for people to thrive.

Our sustainability strategy focuses on reducing greenhouse gas emissions, driving positive outcomes for nature and optimising the use of materials through circularity. Through this we will:

- Deliver our near-term Science-Based Target of reducing absolute scope 1 and 2 GHG emissions 46.2% from a 2019 base year, reduce absolute scope 3 GHG emissions from use of sold products 68.0%, and support 77.0% of our suppliers by emissions covering purchased goods and services to have science-based targets by the end of 2030.
- Deliver our Science-Based Net Zero Target of a 90% reduction of Scopes 1, 2 and 3, in line with a 1.5°C pathway by the end of 2045
- Achieve zero avoidable waste by 2045
- Assess and disclose nature-related risks and opportunities across our value chain, in alignment with the TNFD framework, by 2030
- Maximise onsite/local net gains for biodiversity on projects where we have design input/responsibility

Each Division has its own 2030 environmental pathway to manage progress towards these targets. We review climate change and environmental risks with our Risk Committee three times a year and climate opportunities as part of our annual strategy development cycle. Both risks and opportunities are disclosed in our annual report and accounts. We are certified to ISO 14001: 2015.

Colleagues and members of the supply chain are invited to undertake training to help develop the skills to protect and enhance the environment. Every employee has an annual environmental objective, reported in their Performance Development Review. Supply chain partners are measured on environmental performance and invited to collaborate with Wates to devise new solutions that will reduce emissions, pollution and waste.

Performance against this policy is monitored through defined KPIs, reviewed quarterly by senior management, and used to drive continuous improvement and corrective actions where required.

In adhering to this policy, we will:

- Reduce the environmental impact of the assets we create for our customers
- Prevent pollution at source
- Minimise local impacts on air quality, noise and vibration
- Reduce our greenhouse gas emissions in line with climate science
- Ensure owned and hired assets become more resource efficient
- Design out waste across our operations and incorporate circular solutions
- Transition to materials and products with lower environmental impact
- Use water efficiently, monitor consumption, and reduce water stress impacts in water-scarce locations.
- Minimise the use of hazardous substances and manage chemicals responsibly.
- Protect natural habitats, eradicate invasive species and help to enhance biodiversity

We ensure continual improvement of our operational systems to meet our legal and other compliance obligations. We monitor our environmental performance through a regular review of our environmental management system and associated objectives and targets. We welcome suggestions for our continual improvement and opportunities to collaboratewith our established partners and peers across the sector to accelerate progress.

This policy applies to all Wates Group operations, subsidiaries, joint ventures under operational control, and to our supply chain partners, contractors and suppliers working on our behalf. It supports the UN Sustainable Development Goals, the objectives of the Paris Agreement, and our Science Based Targets aligned to a 1.5°C pathway.

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 Officer, June 2026