

INTELLECTUAL PROPERTY POLICY



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.

We protect and respect intellectual property because it reflects who we are: responsible, ethical, and committed to excellence. This policy outlines the principles that guide how we create, use, and share ideas, information, and creative work.

We are committed to acting with:

- Integrity

We handle all intellectual property (our own and that of others) honestly, lawfully, transparently and in accordance with relevant contractual obligations. We do not copy, misuse, or misrepresent others' work, and we ensure accuracy and fairness in all content we create or publish, including written materials, drawings, models, images, videos, digital assets, and AI-generated content.

- Respect

We respect the rights of creators, colleagues, partners, clients and communities. We use IP only with legal entitlement or clear permission, and we recognise contributors appropriately. This includes respecting image and privacy rights when capturing or using photographs or recordings.

- Responsibility

We protect Wates' assets, including knowledge, ideas, designs, data, and creative output. We safeguard confidential information and project materials such as drawings, models, digital files, and built environment data, using appropriate controls to prevent unauthorised use or disclosure.

- Collaboration

We encourage innovation and teamwork while ensuring that shared work is treated fairly and in line with our commitments. Collaboration with partners or the use of AI tools must respect ownership, licensing, confidentiality, and any contractual obligations.

- Accountability

We each take ownership for using IP appropriately. When unsure, we seek guidance before using, sharing, or generating materials that may involve protected rights, personal data, or third-party content.

In adhering to this policy, we will implement a set of rules which will inform how we create, use, and share ideas, information, and creative work. We will:

- Use photos, videos, and recordings only where we have the required permissions or rights.
- Protect all Wates-created materials, including branding, content, inventions, research, and designs.
- Use third-party materials (such as images, text, graphics, software, designs, and data) only with the correct licenses or permissions.
- Use AI tools responsibly and never upload confidential or proprietary information into public or untrusted systems.
- Handle built environment IP in line with contractual and confidentiality obligations.
- Ensure employment, contractor, supply chain and third-party agreements contain appropriate IP ownership and protection provisions.

This policy applies to all our employees and those working with us or on our behalf. Successful implementation requires everyone to cooperate, commit and assist us to ensure that intellectual property issues and risks are given adequate consideration.

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

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A stylized, handwritten signature in blue ink, consisting of several loops and flourishes.

Chief Executive Officer, June 2026