

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 believe that the success of the Wates Group is a direct result of the people that work for us. The protection and safety of children and adults at risk is fundamental to how we operate. We believe that abuse of children or adults at risk violates fundamental human rights and we are committed to playing our part in ensuring that this does not take place within the communities in which we work. We ensure that all staff recognise this and report any wellbeing concerns in accordance with local safeguarding procedures.

This strict adherence to safeguarding is part of our wider commitment to our people and will also enable us to:

- Achieve our stated targets and goals
- Ensure we remain the service provider of choice

We have a responsibility to safeguard and promote the welfare of our people, partners and guests, especially if they are vulnerable. It requires us to listen to, value, encourage, and support those we work with. We provide clear procedures for identifying and dealing with concerns about possible abuse. We ensure that all local authority safeguarding reporting procedures are followed. Safeguarding is embedded within all Wates services to enable staff and those delivering services on our behalf to support a person's right to live a life free from abuse, exploitation or intimidation.

We take an intelligent approach to ensuring that our people and contractors have the knowledge and confidence to act and report on any safeguarding concerns.

Effective management around safeguarding issues is provided for staff through supervision, welfare support and training. Our people understand that if they observe any suspicious activity that could be linked to threats of terror, radicalisation or other safeguarding concerns, they must immediately report this.

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

A stylized, handwritten signature in blue ink, appearing to read "Eoghan O'Lionaird".

Chief Executive Officer, June 2026

In adhering to this policy, we will:

- Develop and maintain effective information sharing with statutory services and agencies as appropriate
- Ensure that our employees and supply chain work together with clients and outside agencies to make sure sensitive safeguarding issues are reported and acted upon appropriately and professionally
- Commit to implementing systems and processes to ensure that positive action is taken where individuals at risk of harm or abuse are identified
- Include, as part of our contracting processes, an obligation to ensure data sharing and safeguarding compliance is in accordance with UK legislation
- Encourage openness and provide support to anyone who raises genuine concerns in good faith under this policy, even if they are mistaken
- Support anyone who reports an issue, ensuring that they do not suffer any detrimental treatment as a result of stating this suspicion

As parts of our business actively work and interact with the public on a daily basis, we may encounter individuals with extreme or radical views. In the unlikely event these views manifest themselves with evidence of potential acts that could endanger life, we will notify the relevant authorities to minimise any threat to both our workforce and the general public.

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 safeguarding issues and risks are given adequate consideration.