

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

The Wates Group is proud of the ethical standards that it has embedded into its business over many years, and believes that these standards are consistent with the underlying principles of the Modern Slavery Act 2015. Slavery and the trafficking of people have no place in the modern world, and we are committed to implementing and enforcing effective systems and controls to enforce our zero-tolerance approach to modern slavery and human trafficking.

### **THE WATES GROUP STRUCTURE**

The Wates Group is an independent and family owned construction, house building, maintenance, building services and facility management services company. It is the ultimate parent company of a number of Group companies that in total employs approximately 4,000 people. Our work takes place predominantly in the UK but we also have an office in Abu Dhabi. The Wates Group has an annual turnover of approximately £1.6 billion, and the following Wates Group companies have a turnover in excess of £36 million:

- Wates Construction Limited
- Wates Developments Limited
- Wates Group Services Limited
- Wates Living Space (Maintenance) Limited
- SES (Engineering Services) Limited.

This statement is made on behalf of Wates Group and the individual Group companies referred to above in accordance with the requirements of the Modern Slavery Act 2015, and its contents take account of the activities and supply chains of them all. This statement has been approved by the Board of Directors of Wates Group Limited and signed by David Allen, the Chief Executive of Wates Group Limited.

### **OUR POLICY ON ANTI-SLAVERY AND HUMAN TRAFFICKING AND OUR CODE OF CONDUCT**

The Wates Group Anti-Slavery and Human Trafficking Policy may be found [here](#) and our core values are underpinned by our [Code of Conduct](#)

We are committed to ensuring, so far as we are able, that there is no modern slavery or human trafficking in our supply chains or in any part of our business and we take a zero-tolerance approach to slavery and human trafficking. Our supply chains include sub-contractors, suppliers, labour agencies and professional services providers. Our Anti-Slavery and Human Trafficking Policy reflects a long-standing commitment to acting ethically and with integrity in all of our business relationships, supported by the development and implementation of effective systems and controls.

### **OUR ANTI-SLAVERY AND HUMAN TRAFFICKING ASSURANCE PROCESS**

As part of an initiative to identify and mitigate risk in respect of slavery and human trafficking we have:

- Carried out a slavery and human trafficking risk assessment to enable us to apply a risk-based and proportionate approach to dealing with slavery and human trafficking issues;

- Updated our Anti-Slavery and Human Trafficking Policy based upon our risk assessment;
- Reviewed the contracts that we have with our supply chains and amended these to require compliance with the Act;
- Mandated, where appropriate, that our supply chains be registered with the Constructionline validation system, which requires our supply chains to confirm their compliance with the Act;
- Updated our pre-qualification questionnaires (which form part of our process for accepting our supply chains onto our approved supplier list) to include specific questions on modern slavery and human trafficking. The responses to these questionnaires are reviewed by our procurement team;
- Developed a third party auditing process for targeted, high risk projects in circumstances where we are procuring directly. We have obtained information on the measures that our high risk supply chains are carrying out to ensure that modern slavery and human trafficking is not taking place. Where we consider that these measures are not sufficient, we are working with our supply chain to improve their approach;
- Held a Modern Slavery workshop with our key labour agencies; and
- Widened the scope of the Wates Group whistle-blowing procedures to include the reporting of modern slavery and human trafficking issues, so that any individual may confidentially raise a potential issue.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and in our business we are providing training to our staff on the Modern Slavery Act that is proportionate to the level of risk, comprising online and face-to-face training where appropriate.

## **DEVELOPING FOR THE FUTURE**

Continued internal monitoring of its supply chains remains a priority for the Wates Group. Those suppliers that have been identified as high risk are more heavily monitored to ensure that their working practices (and those of their supply chain) are compliant.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the Wates Group and its Group companies for the financial year ending 31 December 2017.



David Allen  
**Chief Executive, Wates Group Limited**

For and on behalf of Wates Group Limited and its Group companies  
Date: 19 June 2018