

We are in a unique position to make a positive impact and we believe that the way we behave as a business should contribute to sustainability of the wider world. CREATING TOMORROW TOGETHER is the framework within which we support sustainable communities. It sits at the heart of what we do and underpins the long-term sustainability of our business and builds on the principles of our Guiding Framework.

We are committed to leaving a positive legacy through the work we do by:

- Supporting those who are furthest removed from the labour market through employability and fair wages
- Raising the aspirations of young people and inspiring them to consider careers in the built environment
- Investing in local businesses and social enterprises enables us to make a difference.

We seek to understand the social issues within local communities by working in partnership and analysing data, using this insight to tailor the commitments we make to our customers and ensure we deliver for local projects.

People are at the heart of our community activities. We support our people to actively participate in delivering social value, by providing time for personal/professional volunteering such as fundraising or mentoring.

Wates Giving, the independent charitable programme run by the Wates Family Enterprise Trust invests in initiatives that benefit communities for the long term. It supports communities where we live and work.

We will:

- Educate and inspire our people to understand the role they play in delivering social value
- Embed social value by ensuring that all new starters receive social value awareness training and through our Community Investment team who support the business to define and deliver our commitments.
- Encourage our supply chain and wider stakeholders to invest time and resources in supporting the commitments we make.
- Drive new and innovative approaches tackling social issues in the areas where we work by delivering programmes that reflect customer and local priorities, focusing our skills and resources for maximum impact.
- Transform lives through the programmes we deliver.
- Create opportunities for local people to access employment and training including upskilling through apprenticeships and accredited courses.
- Raise awareness and aspirations through work placements and education engagement programmes.
- Deliver our community programmes in partnership with appropriate stakeholders who share our values and bring expertise.
- Work with our peers, industry groups, charities, social enterprises and local organisations to drive positive outcomes and change.
- Evaluate the impact of our programmes with external partners where appropriate. We measure impact through qualitative and quantitative approaches, combining valuations such as National TOMs with personal impact stories.
- Share the outcomes of our work with customers, supply chain and wider stakeholders.

The Executive Committee has overall responsibility for ensuring this policy is complied with and will review it at least once per 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

DAVID ALLEN

Chief Executive, July 2020