

# Bribery Act Statement

A Statement From David Allen

Wates' competitive advantage is strengthened by our excellent reputation as a private family business and by our Guiding Framework, particularly our goal to have a reputation as one of the most trusted businesses anywhere. Wates operates a zero tolerance policy towards bribery. We will not tolerate bribery in our business or in those we do business with.

The UK Bribery Act 2010 (the "Act") came into force on 1 July 2011. We are committed to a range of measures to comply with the Act and to carrying out our business honestly and ethically. Using the principles set out in the Government guidance relating to the Act, we have put in place a number of internal policies and procedures to prevent the risk of bribery and corruption both within our business and among our business partners, suppliers, customers and all third parties who work with us. We also value the importance of our business partners having their own adequate procedures in place to prevent bribery.

Further details on the prevention of bribery and corruption are set out in our Code of Conduct. Employees should contact Wates' Legal Director if they have any questions at all about compliance with the Act.

A handwritten signature in black ink that reads "J. O. Allen".

Chief Executive  
Wates Group Limited  
January 2020