

Wates Group is a family-owned Construction, Development, House Building, Property Maintenance, Building Services, Facilities Management and Managed Workspace business. As a leader in our chosen markets, our objective is to deliver excellent products and services to our customers safely, professionally and consistently.

We are committed to our vision of being a global leader in safety, health and wellbeing. This means we will strive to achieve a world-class performance by keeping all workplaces under our influence, as far as is reasonably practicable, free from risks to health and injury and which:

- Realises the stated vision and mission of the company
- Ensures we remain a service provider of choice
- Helps us continuously outperform other providers in our chosen markets

Our approach to safety, health and wellbeing is one of sensible risk identification and management which is driven by our Guiding Framework.



We will hold the safety, health and wellbeing of all people impacted by our products and services in the highest regard, and we will comply with legal requirements and adopt industry best practice at all times. In addition, we will do what is morally correct.

We are committed to continually developing, reviewing and maintaining our safety, health and wellbeing systems and processes to ensure that we continually improve our performance in these areas.

We are committed to actively seeking and acting on the views of all those who work with us to develop an open approach to our safety, health and wellbeing arrangements, promoting a pro-active, structured approach in order to minimise defects in our performance.

We are committed to continually improving our safety, health and wellbeing performance, and to taking action where required to do so. We will measure and publish where appropriate our safety, health and wellbeing performance.

Wherever we operate, we seek to develop enduring relationships based on mutual trust, respect, and understanding of our impact. We are committed to ensuring our approach to safety, health and wellbeing benefits society at large by focussing on risk reduction to ensure that our employees and members of the public are not put in harm's way.

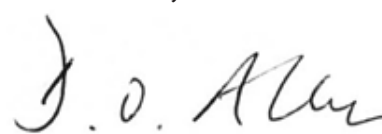
In adhering to this policy, in particular we will:

- Assess and where practicable to do so, reduce the impact of our company's business on the health, wellbeing and safety of all who may be affected by what we do
- Implement, maintain and continually improve our Operating Framework to ensure it:
 - ◊ Assigns health, wellbeing and safety accountabilities within the business as appropriate
 - ◊ Supports the development of strategies to minimise impacts, achieve objectives and targets and review the outcomes
 - ◊ Continues to meet the needs of our business
 - ◊ Supports effective and expedient incident control, investigation and reporting
- Provide sufficient and appropriate health, wellbeing and safety training and information to all of our employees and visitors
- Pay particular attention to the provision and maintenance of plant and equipment, systems of work, the use, handling, storage and transportation of articles and substances used in the delivery of our products and services and the preparation and application of effective emergency procedures

This policy applies to all of our employees and those working with us or on our behalf. All of our employees are expected to cooperate and assist in the implementation of this policy by ensuring that health, wellbeing and safety issues and risks are given adequate consideration.

The successful implementation of this policy requires the cooperation, commitment and involvement of everyone in the business.

The Executive Committee has overall responsibility for ensuring this policy is complied with and will review it 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
DAVID ALLEN
Chief Executive, October 2021