

# EQUALITY, DIVERSITY AND INCLUSION POLICY



Wates Group is a family owned Construction, House Building, Maintenance, Building Services and Facility Management Services company. As a leader in our chosen markets, our objective is to deliver excellent services for our customers, resulting in safe, fair and professional contracting services at all times.

We are committed to ensuring that every individual is treated with fairness and respect and has access to equal opportunities, regardless of who they are. Our people come from a range of cultures and backgrounds and we believe this diversity makes us a successful business. Attracting, recruiting, developing and retaining the best people is a key objective and therefore we are committed to promoting equal opportunities and to providing a culture where people are treated with respect and dignity in line with our vision and values. Our commitment is to comply with all relevant legislation including the Equality Act 2010 and good practice.

No individual will be discriminated against on the grounds of any protected characteristics. This includes, but not exclusively, discrimination because of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, sex, religion or belief or sexual orientation.

We actively encourage and work with our supply chain to adopt similar policies in their own businesses.

## INTEGRITY

Every employee or job applicant is treated fairly. We ensure our processes, written documents and decisions reflect this. The views of all employees are important to us and we actively seek feedback across a range of issues and put in place actions for improvement. Everyone should feel valued and respected whilst working for Wates.

## INTELLIGENCE

We encourage individuals to pursue their own destiny and create a mind-set of opportunity irrespective of background. We have an environment where employees believing they are subjected to discrimination, victimisation or harassment are safe to raise concerns. Clear processes are in place for dealing with such concerns and these are addressed in an efficient and timely manner.

## TEAMWORK

We value individual differences and the breadth of contribution this brings. We actively promote equality, diversity and inclusion across teams to ensure we deliver the best solution for our people, our customers and the business. We ensure that all employees understand and recognise the value of a diverse and inclusive workforce.

## PERFORMANCE

Equality, diversity and inclusion is promoted across everything we do. We regularly monitor our performance in this area and take steps to improve. In addition, we audit and benchmark our performance against other organisations and independent external bodies. Through our engagement externally, we actively participate in campaigns and initiatives to promote the principles of equality, diversity and inclusion across our sector and wider businesses.

## RESPECT FOR PEOPLE AND COMMUNITIES

We have a culture of inclusion where everyone has the opportunity to develop in a way that is consistent with our vision and values. We aim to ensure everyone working with us whether employees, supply chain or wider stakeholders feel involved, respected and part of the success of the business. This extends to those organisations with whom we have formal partnerships.

This policy statement is an integral part of Wates Operating Framework. This includes our Code of Conduct, Wates Professional Standards, including, but not exclusively, recruitment, disciplinary, learning and development and supply chain appointment together with our Rules and Guidance.

The Executive Committee will review this policy bi-annually and at such other times as may be required, to ensure it remains relevant and appropriate to the aims and objectives of our business.

A stylized, handwritten signature in black ink, consisting of a large, sweeping initial 'A' followed by a horizontal line that curves upwards at the end.

For and on behalf of the Executive Committee

**ANDREW DAVIES**

Chief Executive

October 2015 (last reviewed April 2017)