

Corporate responsibility policy

Commitment to corporate responsibility

The Watts Group of companies has a strong commitment to understanding and managing its corporate responsibility (CR). Over and above the ethical rationale, the business recognises that active compliance is fundamental to its long-term success. Our responsibility to society and the environment is important to our clients and our people. Therefore, our corporate value of being responsible is also good for business. Essentially, we aim to engage with our stakeholders, comply with our policies, realise commercial advantage and gain recognition externally for taking a lead in CR.

Policy

Watts' policy is to conduct its business in an honest, responsible and progressive manner, and with respect for the interests of all those affected by its operations. Moreover, we will build continually on our professional competence in CR so that we can advise our clients effectively and thereby maximise the positive impact of our business operations. As an international property and construction consultancy, we can contribute to CR by raising awareness within our extensive markets. To be a good corporate citizen that can influence others, our principles will exceed regulation where necessary, including our policies on sustainability and health and safety.

We abide by the following key principles to deliver this policy:

1. We will communicate openly and actively encourage engagement with internal and external stakeholders, to understand how to optimise the impact of our operations.
2. We will comply with all relevant legislation, good practice and the ten principles of the United Nations Global Compact on human rights, labour standards, the environment and anti-corruption.
3. We will build long-term relationships with suppliers, choosing as business partners those with standards compatible with our own, and thereby engendering a supply chain that is fair and ethical in its operations and trading practices throughout its reach.
4. We will set group-wide policies that allow for local context, respond to client requirement and meet employee expectations, and thereby facilitate the achievement of the commitments set out therein.
5. We will continually review our objectives and performance and, where necessary, update this policy and other relevant policies and QMS procedures.

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6. We will appoint persons with adequate resource and direction, including training, information and supervision, to ensure that policies are understood, achieved and reported against when risk of non-compliance is present.
7. We will ensure that our professional competencies enable us to give our clients the best available advice on CR-related matters.

Scope and responsibilities

- The prime responsibility for CR rests with the Watts Group PLC Board. The PLC Board will undertake an annual review of this policy, and associated performance targets and procedures, annually.
- A Director appointed by the PLC Board has specific responsibility for leading CR matters across the group and has the resources to oversee implementation of the CR policy.
- This policy applies to our complete network of group offices.
- The Lead Directors and Boards of the international businesses are responsible for developing and implementing appropriate strategies to ensure compliance with this policy.
- Every employee of the Watts Group has the personal responsibility to understand and live up to the commitments in this policy.