

## PARTNER CASE STUDY: WATES

Wates is one of the largest privately-owned construction, development and property services companies in the UK. Wates employs over 4,000 people and works with 10,000 supply chain operatives to deliver UK wide projects. Wates became a Partner to the School in 2012, and has played a pivotal role in driving the development of the School over the last 5 years.

*"We firmly believe that to achieve the sustainability goals we have set ourselves as an industry and business we need collaboration at every level from supply chain, our peers and our customers. The supply chain school provides this vital ingredient to help build knowledge and skills within the supply chain on issues such as waste, carbon, materials and communities. In a time of increasing economic pressures for many businesses, it is fantastic to be providing free resources to equip our supply chain, many of whom are SMEs, with the right skills and resources on this subject."*

**Rachel Woolliscroft, Sustainability Director, Wates**

## IMPACT

Since becoming a Partner to the Supply Chain School in 2012, we have:

### Supply Chain

- ✓ **Developed the sustainability knowledge and competence of 550+ individuals**, across all businesses nationwide through delivering 30 Supply Chain School events (19 Wates events, and 11 co-hosted School Supplier days)
- ✓ **Achieved our target of 80% of companies who we spend over £500,000 annually to be registered** with the School (currently 84%), with a total of 5,000+ individuals from 1,500+ companies who supply to Wates now being registered
- ✓ **Incorporated the School into wider business / supply chain objectives**
  - The School is referenced in our published Sustainability Strategy, 'Reshaping Tomorrow'
  - The School is referenced in our procurement process (in Pre-qualification questionnaires, tenders and bid responses), and membership is encouraged through the supplier relationship management process
- ✓ **Achieved an average increase of 13% in the sustainability competence of our supply chain**, with a total of 2,000 assessments completed
- ✓ **Used the School's resources to raise awareness amongst operatives on site** on issues such as Modern Slavery, Fairness Inclusion and Respect and Mental Health and Wellbeing
- ✓ **Created site signage stating that we are proud members of the School** to encourage sub-contractors to become members

### Internal use:

- ✓ **Achieved Gold status** with the School
- ✓ **Engaged 100+ internal senior managers from Design, Bid, Commercial, SHEQ, M&E and Community Investment teams**, through a series of tailored internal meetings, highlighting how the School's resources can help Wates deliver its wider business objectives
- ✓ **Made the School's CPD accredited e-learning modules available to Wates staff** on our own Learning Management System to upskill employees on a wide range of sustainability issues such as Environmental Management and Modern Slavery
- ✓ **Created site notice boards including School statistics as key KPIs** to measure sustainability and raise awareness among project teams
- ✓ **Highlighted School partnership status in bids**

### Collaboration

- ✓ **Played a key role as a founding Partner, in the development and launch of the Homes School in 2015, and Charing the Homes Leadership Group for 2 years**
- ✓ **Steered and input into the development of industry wide solutions** in areas such as Modern Slavery, BIM, Mental Health and Wellbeing through participation in 4 School Special Interest Groups



- ✓ **Provided representation on various School Groups:** Construction and Homes Leadership Groups, the Operations Group and many of the School's Special Interest Groups

## BENEFITS

**A more informed, skilled, efficient and reliable supply chain**, aligned to Wates' commitments and values. *"The self-assessment and associated resources and training provided to our supply chain has improved competency and capability, whilst enhancing skills. Free training and resources via the school website help our supply chain improve their knowledge on sustainability issues appropriate to their business and drive improvement".*

**Cost savings in relation to staff training through access to CPD accredited e-learning modules** on internal Learning Management Systems.

**Reduced reputational risk** by improving suppliers' sustainability knowledge on issues such as Modern Slavery and Fairness Inclusion and Respect.

**Retaining and attracting talent to the business** – We believe employees are looking more for organisations who are committed to corporate responsibility as a key determinant in their selection of employers.

**Industry wide recognition of leadership / client recognition** – Wates is proud of its partnership status. The School is a highly regarded, multi-award-winning initiative, and School partnership has provided significant PR opportunities to Wates over the last 5 years.

**Wider benefits to Wates' supply chain:**

- Each business will have a self-assessment and improvement plan for their business. This will be reviewed by the organisations on a regular basis and help in the first steps towards e.g. ISO14001 which shows a commitment to environmental improvement.
- Training our supply chain will ensure they have a clear understanding of the legal and policy issues to the environment – this in turn will help reduce environmental incidents and prosecutions within the sector and beyond.
- The self-assessment and associated resources and training provided to our supply chain will improve competency and capability and enhance skills. Free training and resources via the school will help the supply chain & sub-contractors improve their knowledge on sustainability issues appropriate to their business and drive improvement.
- Involvement in the school will show a clear commitment allowing the supply chain to comply with sustainability requirements as part of pre-qualification or tender assessments of main contractors / clients.
- The standardised approach of the training across the industry will be promoted and bring efficiency and cost benefits to the sector and beyond.

