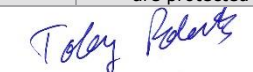




Sustainability is a principal function in our business and supply chain and we are committed to sustainable procurement. Our core values are to deliver sustainable solutions for our staff, our clients, the wider community and the environment in which we work. WJ applies the principles of the UK's Chartered Institute of Purchasing and Supply's (CIPS) Policy on Purchasing Ethics, and operates in line with our Business Integrity & Principles Policy.

|  | Health & Safety  | Sustainability   | Ethical Working and Values  | Continuous Improvement and Innovation   |
|--|--|--|---|---|
| <b>WJ is committed to:</b>                     | Engage and work in partnership with our supply chain to provide a safe environment and supply chain  | Meet its needs for goods and services, in a way that achieves value for money and generates benefits not only to the organisation, but also to society, whilst minimising environmental damage <ul style="list-style-type: none"> <li>Collaborate with our suppliers on the development of enhanced sustainable products and services</li> <li>Collaborate with our supply chain to develop inclusive community engagement strategies that involve their employees working on our projects</li> <li>Benchmark suppliers' capability through our accreditation process providing guidance to those who only meet our basic requirements</li> <li>Maximise local spend and employment</li> </ul> | Use ethical and transparent methods of working <ul style="list-style-type: none"> <li>Ensure all appropriate suppliers are subjected to WJ's accreditation process</li> <li>Ensure that we and our suppliers comply with the International labour organisation's core conventions as well as local labour laws and regulations</li> <li>Provide clear and fair procurement methods and develop long-term relationships</li> <li>Recognise excellent supplier performance through repeat business opportunities</li> <li>Make payments in accordance with agreed payment terms</li> </ul>                  | Consult with, listen to and act on suppliers' suggestions for continuous improvement <ul style="list-style-type: none"> <li>Lead continuous improvement programmes within the supply chain</li> <li>Deliver solutions that exceed customer requirements</li> </ul>  |
| <b>WJ expects its</b>                          | Provide safe, capable and competent employees  | Purchase products and materials that are responsibly & ethically sourced   | Treat people fairly and with respect, so there is a culture of equality and equity  | Commit to and participate in continuous improvement programmes  |
| <b>Supply chain to:</b>                        | <ul style="list-style-type: none"> <li>Incorporate safety into design and work to approved method statements and risk assessments</li> </ul> | <ul style="list-style-type: none"> <li>Efficiently manage and alleviate their environmental impacts</li> <li>Continually develop their environmental performance</li> <li>Identify opportunities and implement actions to reduce carbon and fuel</li> </ul>  | <ul style="list-style-type: none"> <li>Comply with the International Labour Organisation's core conventions as well as local labour laws and regulations</li> <li>Deliver to the agreed specification, on time and to agreed cost</li> <li>Apply the principles of this agreement fairly and consistently to their supply chain to ensure that key risks are understood and mitigated against</li> </ul>  | <ul style="list-style-type: none"> <li>Share and promote new innovation with WJ</li> <li>Understand our safety, sustainability, quality, time and cost management requirements and provide competent people that will continuously deliver to our standards</li> </ul>  |
| <b>WJ and its supply chain together shall:</b> | Provide a safe and healthy workplace <ul style="list-style-type: none"> <li>Act to positively influence our people's health</li> </ul>       | Deliver leading edge sustainable solutions to our clients that exceed their expectations <ul style="list-style-type: none"> <li>Make tomorrow a better place</li> </ul>  | Work in accordance with the WJ's core values of honesty, collaboration, mutual dependency, professional delivery, sustainable profitable growth and innovation <ul style="list-style-type: none"> <li>Deliver a "right first time" customer solution through better planning, performance improvement and risk management</li> <li>Deliver to agreed programme, quality and cost so that that our customers' success becomes our success</li> <li>Support the United Nations Universal Declaration on Human Rights to ensure that all parties working with WJ are protected and treated fairly</li> </ul> | Reduce cost and eliminate waste through continuous improvement <ul style="list-style-type: none"> <li>Deliver value for money to our customers</li> <li>Develop and deliver innovative solutions</li> <li>Promote a two-way engagement process that encourages continuous improvement of sustainable issues and cost reduction</li> </ul> |

  
**Richard Fielden**  
 Managing Director

  
**Toby Roberts**  
 Executive Chairman

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