



This is to certify that

**Wates Group
DCS018725
is a Disability Confident Leader**

Period of award: 28/04/2025 to 24/04/2028

Issue date: 28/04/2025

As a Disability Confident Leader we:

- have subjected our Disability Confident self-assessment to an external challenge and validation
- are taking an active leadership role in encouraging and helping other employers on their journey to becoming Disability Confident.

Find out more about Disability Confident at:

www.gov.uk/disability-confident



#DisabilityConfident