

Polypipe Plus

From graduation to innovation

polypipe.com/graduate

 **Polypipe**

Know your future. Know Polypipe.

Three years. It seems a long time, but it will be gone before you know it. Of course there is a reason for that; time flies when you're having fun. And that's what you'll experience on the Polypipe Plus Graduation Recruitment Scheme. That, and immersing yourself in how Polypipe works. Where, why and how it all began. And where you'll fit in to help take the business, and your career, forward.

It's manufacturing with a difference. It's working with plastic in a sustainable, responsible, useful and interesting manner. It's understanding real life value and witnessing real life challenges – and taking part in finding solutions through research, development and expertise. You'll travel the country. You may travel overseas. And you'll have a three-year journey filled with innovation, ideas, hands-on experience, diversity and hard, but fulfilling, work.

We're a business that looks forward... to knowing you.

Hello. We are Polypipe.

Polypipe is one of Europe's largest manufacturers of engineered piping systems, water management solutions and energy-efficient ventilation systems, delivering engineered solutions that respond to a rapidly changing environment.

Since 1980, we have provided the construction industry with innovative drainage, plumbing and surface water management solutions for the residential, civils and commercial markets – developed to meet project challenges, for the successful management of water both inside and outside buildings and the infrastructure that surrounds them. But with new challenges emerging every day, we continue to develop new systems to out-perform them.

These developments include solutions that intercept and manage storm water; helping to prevent flooding, whilst having the ability to reuse it, capture and clean it as part of a permeable pavement system, for example. Use it to protect and allow inner-city trees to thrive as part of a drainage system. Repurposing it to naturally irrigate green surfaces from below; saving on potable water and easing the strain on our sewer systems. We've even created systems that manage water efficiently and effectively with vegetation to help create evaporative cooling by evapotranspiration from plants and soils – helping to cool inner cities, offset the urban heat island effect and ultimately, helping to create places where people want to be and where biodiversity can thrive. And we're also ahead of the curve designing and developing more environmentally friendly living spaces, with energy efficient heating and low-energy cooling and ventilation systems, which – together with Smart Controls – create better, more comfortable indoor environments.

Whether it's a roof-to-river water management solution, a fully fabricated drainage stack for a high-rise development, low energy living environment cooling and ventilation system or complete sewer replacement system; our engineering and management expertise across all divisions keeps us at the forefront of shaping the future of the built environment. And in doing so, making it a more interesting place to be, more sustainable, and innovatively charged.

The Innovation to Build

Pipes are an integral part of all our lives, they provide us with clean water, transport gas to heat our homes and protect the infrastructure that gives us wi-fi. At Polypipe, we've been providing solutions to help build the towns and cities within which we thrive, for over 35 years. It all starts in our industry leading laboratory, a testing and development facility that's been in operation since 1998 and works tirelessly 24 hours a day to ensure new products perform to exacting standards and that help to make construction easy, fast, cost-effective and sustainable.

And this includes systems that build-in space for water to help create Green Infrastructure allowing the creation of urban environments which incorporate biodiversity and green spaces as part of a holistic solution. Polypipe develop products and solutions that can self sustain the life of these green spaces whilst also capturing, storing and reusing rainwater.

Now, you can be a part of the process within a FTSE 250 company – and a part of the progress; learning and applying your ideas that enable solutions for a sustainable and resilient built environment.

And you thought we were just a pipe company.



Financial rewards are just the beginning

At Polypipe, our people are our most valuable assets. And as we continue to grow, meeting new challenges and chasing exciting opportunities, so too does our investment in people.

The Polypipe Plus Scheme focuses on finding the best people; those who want to move forward with us and help us to progress further as a result. Which is why you'll enjoy an interesting three years of hands-on innovation throughout all Polypipe Divisions – taking part in insightful research and discovering opportunities that could change how we live today for the better. At the same time, you'll be rewarded with a total package worth more than £30,000 in your first year – as well as the start to a great future with a forward-thinking company.



Success out of the blue

What you need to succeed

Degree with a 2:1 minimum application level – driving licence needed for secondment flexibility.

To be able to demonstrate aspirations to work in a fast-paced environment, to be practical and down-to-earth in your approach, and have the ambition and drive to succeed.

Evidencing attributes should include



Planning and organising



Creativity in resolving issues



Analytical/Problem solving and decision-making



Resilience and ability to cope in stressful situations



Leadership/Working with others



Communication



Pace/Drive and ambition

Your 3-years' innovation experience begins here



First 6 months, full induction into your selected business function. Second 6 months, secondment plan to broaden breadth of Company and Group understanding. Secondment Programme developed taking your preferences into account.



Return to your selected business function and embark on Leadership Management top-up qualification, whilst undertaking functional duties.



Project-driven Initiative (back within Group business), inclusive of Project Training.



Permanent Placement (Guaranteed within Group). Your career path may take you into one of several functional areas including: New Product Development, Product Management, Quality, Engineering, Technical, Manufacturing, Sales, Marketing, Finance, HR, Health & Safety or even Mergers and Acquisitions.

The financial rewards



The facts from the FAQs

What would I expect to learn as part of the three-year graduate scheme?

You'll enjoy your first 6 months within your preferred Polypipe Business Unit, allowing you to settle in whilst experiencing all functions of the Polypipe business to fully understand its processes. You'll then be seconded around the UK business units spending time in all areas within the Polypipe Group, until completing your first 12 months. Then, catch your breath and settle back into your preferred Business Unit whilst undertaking a 12-month Management Development Leadership Programme, working in an assigned role. During your third and final year, you'll be set a project of continuous improvement, utilising what you've learned to present your outcomes to the Chief Operating Officer. Of course, you'll be brilliant at this because you will have honed your knowledge and creativity over the three years to deliver an interesting and innovative presentation. How good is that? Polypipe Plus Graduate Scheme... completed!

What happens at the end of the Graduate Scheme period?

You will be offered a permanent role within the business and to ensure it ticks all your boxes, we'll work with you and support you to offer the most suitable role available. After all – we've trained you... we want to keep you!

Why do I need a driving licence?

After 6 months, we'll expect you to become mobile to be able to move around the Polypipe divisions within the UK. This will also require overnight stays so you must be able to move freely between sites.

What other company benefits will I receive as a Graduate?

Along with your salary, you will be given a Ford Fiesta after the first 6 months. You will also have the opportunity to join the company Sharesave Scheme, Pension Scheme and Health Scheme – and any overnight accommodation incurred while performing your duties and business travel will be fully expensed. You'll receive a new laptop and mobile phone, and in your third year we'll offer you a bonus as a percentage of your project savings with a minimum guaranteed!

What does Polypipe expect from me?

Charisma, commitment, energy, flexibility, punctuality and willingness to learn and develop. Nothing out of the ordinary there... except we would love some extraordinary ideas.

Who will I learn from?

Your colleagues are there to guide and teach you – as well as training programmes; both accredited and bespoke. But you will be assigned a specific manager and an independent mentor who will help and support you throughout. Don't forget, you also have your HR and L&D team always on hand should you need anything.

Will my learning stop once I've completed the Polypipe Plus Graduate Scheme?

No! Our Learning and Development team continually support all our colleagues across the business. Once you have completed Polypipe Plus and your career develops, there is the potential to undertake studies at Cranfield University or undergo our Coaching and Leadership Development programme.

What are my chances of becoming a Director?

Over 75% of our team of Directors have worked their way up through the business. We are proud of our progression statistics and there is every chance to become a future Director.

When is the best time to apply?

Our intake is September each year and you must evidence the minimum qualification level. We actively start seeking applications at the start of each year.

I have a Masters Qualification but haven't got a 2:1 degree – can I still apply?

Our minimum entry requirement for the Graduate Scheme is a 2:1 Degree but that shouldn't stop you applying for other roles displayed on the Polypipe website.

What other elements are you looking for on my CV?

We need to know you have a strong work ethic, so evidence of your UCAS points, any work experience and other curricular programmes you have undertaken would be a great start.

What will my working hours be?

Initially you will be contracted to 9am – 5pm, Monday to Friday, but we expect some flexibility as there is some variation in working hours across our businesses.

I graduated last year – can I still apply?

Yes, as long as you meet the minimum requirements.





25 years in the making

Meet Cameron McLellan. He's our Building Products division Managing Director. He didn't simply take the role – he earned it. "I joined Polypipe in 1993 and though a lot has changed since then, our ethos of manufacturing products that meet the demands of our customers hasn't." he says. So let's rewind to 1993 and discover what attracted Cameron to Polypipe.

I have always been fascinated with how things work, but also how they make us feel when we interact with them. The aesthetics and dynamics of a product is just as important as its ability to perform the task. The creative process of designing products to meet these criteria appealed to me greatly, so that's the career path that I chose to pursue.

My curiosity, tenacity and the desire to apply myself as a junior member of Polypipe presented greater opportunities, my job became increasingly more interesting – enabling me to design and be involved in the manufacturing of systems that make a difference to the lives of those that use them.

Polypipe has held a position as industry leader for a long time, and is able to do so by ensuring that we only hire the best talent. I believe the Polypipe Plus scheme can hone and deliver that talent and offer an ideal opportunity for ambitious, driven graduates who truly can make a mark within our business and their career development.

My career at Polypipe has developed in ways that I couldn't have imagined. And with the support, belief and vision of my colleagues, I continue to learn, progress and head up a business that I'm proud of – and excited to be a part of every day.

You'll never look back.

2 years and counting

Brandon Harper was just like you two years ago. Wondering whether his new venture into the world of construction would be the right choice for him. “The two years that I’ve spent with Polypipe” says Brandon, “have been fast-paced, challenging and interesting – which is everything that I’ve come to expect them to be.” We’re guessing that’s a “YES” then Brandon?

My role is marketing, not the sort of career you’d expect for a graduate, most would choose a marketing or PR agency, but working in-house so to speak, provides new and interesting challenges, delivering the right message to a wide audience base, yet with a focus on the core business.

I’m not tied to a desk either. The innovation and expertise of the team here at Polypipe create systems that are designed to meet the constant changes within the industry as well as the challenges of a changing world – and they take me on a journey every day. I learn exponentially, working closely with other colleagues and departments, researching, to deliver material that’s informative, accurate, creative and exciting. Ultimately delivering a brand message to the wider market to ensure the business remains market leader.

Be prepared to prove your worth out of your comfort zone. It’s a great place to be. Comfort zones tend to restrict, inhibit and deny you the opportunities to discover a more exciting world – and even yourself. Rather than taking a back seat, therefore, I’ve been able to work with colleagues, builders and plumbers merchants, Housing Developers and our end users, undertaking market research – and helping to influence the direction for new product development in the future.

I have always had an interest in architecture, construction and product design, and felt that to achieve my ambitions, beginning my career in a large company like Polypipe was the way forward. Yet it doesn’t feel imposing, it’s more of a family affair. Everyone is welcoming, supportive and helpful. Providing the opportunity to learn more each day.

It’s an exciting time to be part of the team. Indeed, it’s exciting to be with one of the biggest names in UK manufacturing.



Focus from diversity

Our business is built around the residential, building services, civils and infrastructure markets.

You'll learn why, by being a part of each of our divisions, Polypipe's markets are so different, requiring different products, different systems and face different challenges. And with a detailed understanding of the applications in which our systems are used, you'll come to learn why focus is important within a diverse industry such as construction.

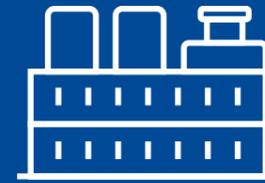
You'll also realise (very quickly) that it takes a team of different disciplines such as Consultants, Architects, Contractors, Developers, Landscape Architects, Project Managers, Sub Contractors and Quantity Surveyors, for example, to deliver a project. They in turn, work with external influencers such as Town Planners, Public Health Engineers, Water Companies and the Project Owners to establish and deliver the best results. So you'll muster your skills to be able to concentrate on what's needed, and for whom.

Knowledge worth planning

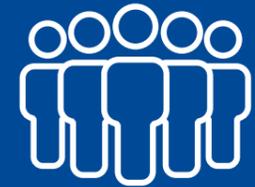
Whether you're selling, manufacturing, delivering, designing or project managing; you need to be proficient in understanding the end-to-end process. Ensuring projects meet Balanced Scorecard challenges for value and Health & Safety, for example; after all, at Polypipe, product innovation and quality of expertise and experience go hand in hand. And that means understanding what's required from the planning stages right through to the finished development.

We make it work together

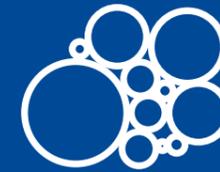
From our trusted suppliers and partners working with our business to the strength of Polypipe's nationwide stockists; these are the people you'll work with, helping you to deliver our customers' projects. We also have our Robimatic business; based on a 12-acre site, it repackages Polypipe products ready for distribution to DIY and retail merchant markets. So whether it's a highways scheme, a fabricated drain replacement for a tall building or a new multi-residential scheme requiring energy efficient ventilation and underfloor heating, you'll have teams helping you – and you'll learn how to get the best from them.



17 factories



3,000 people



24,000 product lines



Over 400 vehicles



350 million metres of plastic piping per year



Exports to over 60 countries



Manufacturing over 950,000 ventilation products each year



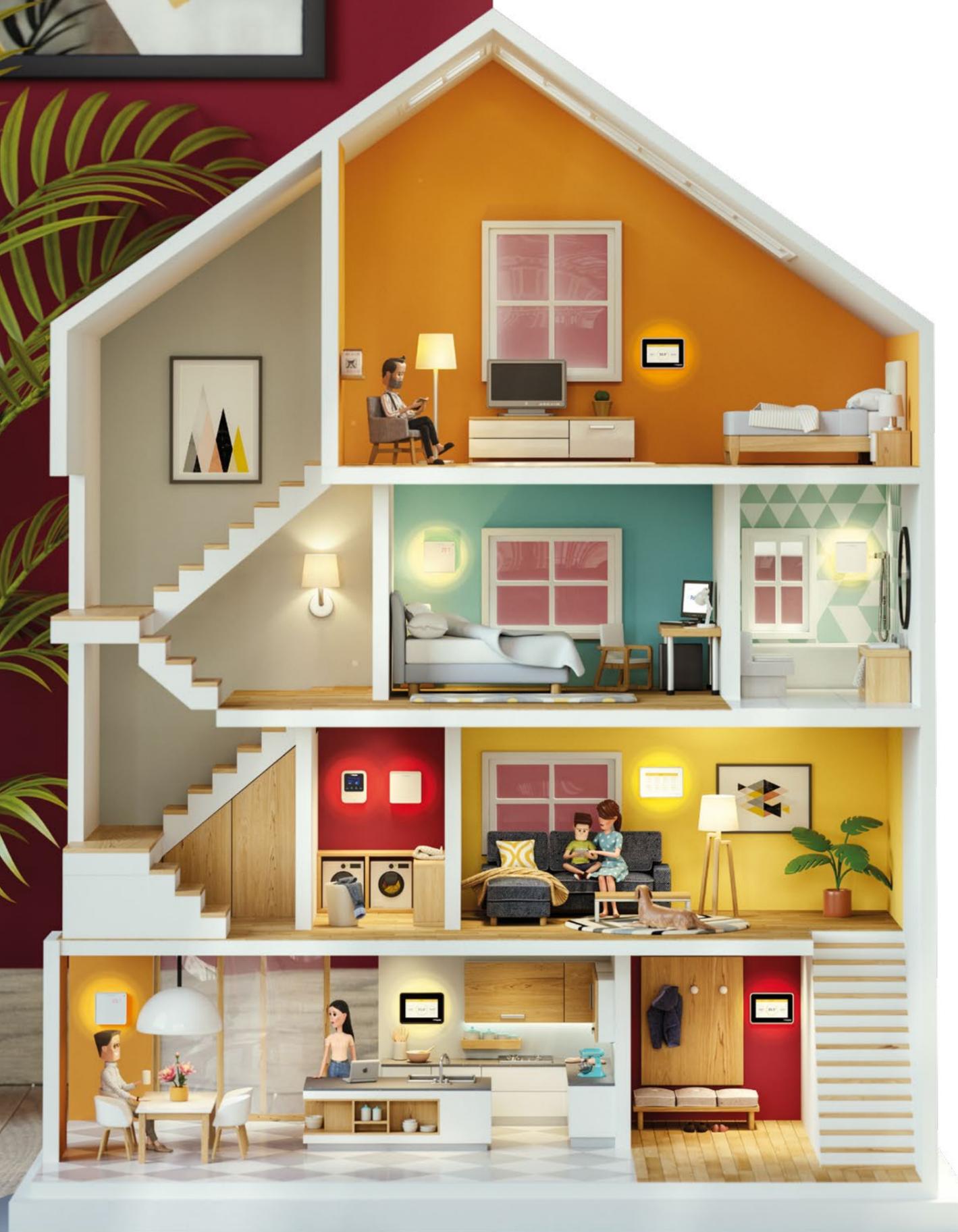
Over 1 million geocellular units sold to date



Over 100 third party product approvals



3,500 stockists nationwide



Building Products

Our Building Products business specifically recognises the demands of modern construction environments and works across all disciplines to help customers with new build or refurbishment projects.

To really understand what's needed to help customers achieve day-to-day goals as well as their more long-term objectives, you'll receive on-the-ground training, working alongside National and Local developers in both private and social housing, Plumbers and Heating Engineers, General Builders, Groundworkers and National and Independent Merchants. But you'll also get to know our products and systems; our Kitemark® accredited Traps range, for example. Our above and below-ground drainage systems, rainwater solutions, our Underfloor Heating systems with Smart Plus controllability and the largest range of plastic hot and cold plumbing products on the market.

Ready to roll up your sleeves?



“ Pick up the mantle to design, create and deliver.”

Civils

Civils is our Infrastructure and Water Management Solutions business. Here you'll work on some of our most diverse projects including designs for implementing Green Infrastructure and delivering projects from ideas through to completion. Leaving you with an unmatched understanding of the market, its requirements and its possible challenges.

We have the inside know-how to provide the tools you need. Indeed, some of our most senior staff are Civil Engineers and their implicit knowledge will help you to pick up the mantle to design, create and deliver intelligent water management systems, sewer systems and cable protection for the Roads & Highways, Power, Ports & Harbours, Rail and Commercial Infrastructure.

Terrain

With our Building Services division, you really can take your future career to new heights. Having proven expertise in the construction methods of tall buildings, our Terrain business teams, with the support of our technical team and tools, such as BIM modelling, can provide the best solutions delivering a focus on whole life costs as well as value.

You'll be an innovator, a lateral thinker, creating systems that help maximise a project's budget and to deliver it complete even if your customer is experiencing skill shortages. You'll help create innovations matching that of our fabricated, fully modular replacement drainage and soil stacks, for example, which enable installation floor by floor without having to assemble the component parts beforehand.

So you'll be getting right to heart of the matter, working closely with external influencers such as Building Services Engineers, Public Health Engineers, Local Authorities and organisations such as the Building Research Establishment (BRE). And you'll find that once on the construction ladder, you'll learn everything there is to know; from the ground up – and down again.

International

Working for Polypipe provides opportunities that take you further – both literally and metaphorically. Whilst the UK is our main focus for delivering our sustainable solutions, we also export our products and systems to over 60 countries throughout Europe (specifically Italy), India, Africa and the Middle East.

For example, our particular experience in supplying sustainable water management systems, coupled with our Terrain Drainage expertise for Tall Buildings, has seen the opening of a new training centre in the Middle East – an area of the world that has a problem with too little water (and at times too much) and where tall building designs push the boundaries of internal drainage and ventilation innovation.

So you may be required to visit these regions to really understand how Polypipe designs and manufactures to meet location-diverse challenges.



Nuaire

Wales is a beautiful part of the world to visit. And with our Nuaire Training Facility located at Caerphilly, you'll have the perfect excuse to take in the sights. You may have realised by now that Polypipe does more than just manufacture exceptional engineered plastic piping.

Be prepared for three years to pass very quickly. The variety of manufacturing, systems and products includes our carbon-efficient solutions. Those products that enable the collection, transmission, emission and control in heating, ventilation, indoor air quality and cooling. To help make built environments better, more energy-efficient, more comfortable to live in and cleaner.

Our Nuaire energy-efficient domestic and commercial ventilation solutions, for example, are designed to remove condensation and pollutants, improving indoor air quality, whilst recovering the heat that would otherwise be lost to the outside.

Such is the case with our Nuaire IAQ-VALVE – a carbon filter and air supply valve in one. It uses unique technology to remove up to 91% of Nitrogen dioxide (NO2) and Volatile Organic Compounds (VOCs) from traffic emissions. Particularly in homes located near main carriageways, the IAQ-VALVE could help to reduce the negative health effects such as asthma, lung cancer, heart disease and even dementia.

Our Nuaire brand has been at the forefront of packaged Air Handling Units (AHUs) for over 20 years, designing and manufacturing market leading ranges. Ecosmart Boxer revolutionised the industry by providing the best solution for performance and energy efficiency, then enhanced it with the Ecosmart 'plug and play' control.

These are new innovations born out of modern technology techniques, to deliver better products for cleaner, healthier indoor environments.

Now it's your turn to be at the forefront of new ideas.

Surestop

We have innovations that help the conveyance of water, those that capture, store and reuse rainwater – and we also have those that stop it in its tracks. Our Surestop automatic stopcock, developed and manufactured in our West Midlands facility, features a pressure-activated switch which automatically and quickly shuts off the water supply should a leak occur.

Its innovative technology, incorporating a switchable valve, doesn't need electricity to work, and is ideal for homeowners with limited strength where a traditional stopcock could prove difficult to turn. It's particularly useful in tenanted properties and student accommodation where water damage repairs could prove costly. These are high-level ideas that help take the industry forward – ideas that you'll have yourself whilst learning to establish.



Graduate application process

You've come a long way – both in terms of your career planning and getting to the Application Section in this brochure. So what's next? It's a no-brainer really, after all, what better reason is there to join a company than to be a part of a better future? All you need to do to get started is go to polypipe.com/graduate and fill out the form.

What to expect.

The form will ask you for some basic details; name, address, mobile phone number and so on. We'll ask you to supply details of your Degree and all the legal bits and pieces that these types of forms require by law. And we'll also ask you about your commitment, which isn't required by law, but is required by us. Together with the form, you'll need to upload your CV and (here's the fun part) submit a short 2-minute video statement of why you'd love to work for Polypipe and what personal qualities you could share with us to further our business and your career.

Once we've received all relevant information, you'll be requested to take a couple of online tests. If you're successful after all that, you'll be invited to complete some exciting challenges at one of the Polypipe Group sites.

Then, if that goes well, you'll receive a conditional offer.

So what more can you expect? A great future... that's what.





Polypipe Group

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