



M GROUP

Delivering essential infrastructure services for life

What it means to be part
of the M Group team



An extraordinary moment for infrastructure

Telecom that supports our connected lives and tech-enabled futures. Energy that heats, lights and powers our lives. Transport that keeps things moving safely and effectively. Constant access to clean water and effective collection of wastewater. **Imagine life without these.**

An infrastructure in need of renewal. An opportunity to meet the challenges and demands of a changing world. An imperative to deliver lasting results and meet the drive for value. And strive towards net zero. **We're at tipping point.** A once in a generation opportunity to deliver an infrastructure that the people, communities and economies of the UK and Ireland need. And the planet deserves.

Right across infrastructure, there's a requirement to not only maintain, but also renew and reimagine. For everyday life. For sustainable life. Few are better placed and more committed to delivering essential infrastructure services. For life. **This is our ambition – and at M Group, whoever you are and whatever you do, it's yours too.**



An exceptional time to be part of the team

There's never been a better or more important time to be part of our growing team.

The next decade and beyond are going to be transformational. Achieving our ambition needs your experience as well as fresh perspectives. It requires a dedication to excellence and the ability to innovate. It demands open minds and collaboration. But whether you've been with us for some time, you're new to the team or considering joining us, you can expect the coming years to be exciting and defined by change and ambition. Whatever stage you're at on your career journey, with us you'll have an exceptional opportunity to grow and develop. **And make a lasting positive impact on the world.**



If we could really harness everything, we'd be unstoppable.

M Group

Our ambition

So how do we need to work to deliver essential infrastructure services for life?

For life at M Group

Teamwork and collaboration

Not only with those around you, but across our group. Working seamlessly across water, energy, highways, rail & aviation and telecom, sharing learnings and joining the dots between areas that are part of the same ecosystem. Safety first as well as client and customer-centricity are second nature. Our culture is friendly, fun and respectful, in an environment where you're much more than just a number.

A growth mindset and commitment to excellence

In a world that's constantly evolving, continuous improvement and the motivation to build your skills and expertise, are rewarded by the opportunity for a long and varied career. One that's defined by diversity: of thought, perspectives, experiences and people. As an organisation, there is little we don't do and much to get involved in.

But above all, life with us is defined by vision

The innovation to know how to tackle new challenges. The inventiveness to find better ways to tackle existing ones. Ours is an environment that is both resilient and ambitious. Looking ahead and anticipating what the future demands.

For you

We've been on a rapid journey of change and we've achieved a great deal. But there's more to be done to ensure our ambition for life in our organisation, is a reality for everyone.

We want to be an employer of choice and a great place to work, attracting diverse and talented people, who join us and make a difference. We are one of the Top 100 UK companies actively supporting and recruiting army veterans. We're licensed as a supporter of international recruits. Whether you're a trainee, apprentice or graduate, or progressing through your career, our people benefit from industry recognised programmes, training and development. That's not all. We understand that growth is about having a holistic approach: it's about on the job learning, mentoring, learning from others, as well as the training you'd expect.

Naturally, wellbeing, health and safety are always our enduring priority. We have a strategy to help you grow the technical skills to meet the demands of working across different divisions. We have a structured approach for career progression.

Those who excel, can move across our varied organisation. And in the future, harnessing our ambition, these opportunities are set to increase.



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We want to get even better at giving people greater exposure across the group.

M Group

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We have an excellent safety culture.

M Group

Aligned to deliver

Infrastructure is dynamic, crucial, varied and essential to our lives. We're shaped to deliver right across infrastructure, right across the UK and Ireland. It's exciting. And because infrastructure is joined up, though our capabilities, skillsets and perspectives are diverse, our principles and how we behave are joined up too.

- We're **responsible** and go further for our people, clients, communities and the planet
- We know we can only succeed by delivering responsibly, sustainably and safely
 - We take ownership, we're accountable and we deliver
 - We're rigorous, expert and committed to excellence in all we do
 - We have integrity and do the right thing

Responsible

- We're **open** and seek new and better ways of exceeding expectations
- We are curious and learn from our experiences
 - We're flexible, open-minded and know there's more than one way to achieve our objectives
 - We influence by listening, valuing the contributions of others and having a point of view
 - We're problem-solvers that act on data, insight and evaluation

Open

- We're **together** and as one team, the whole is greater than the sum of the parts
- We achieve more by collaborating and delivering together
 - We respect one another's differences and learn from one another's diverse perspectives
 - We look after and support one another to work safely
 - We inspire one another to excel, succeed and enjoy the work we do together

Together

- We're **ambitious** and embrace opportunity, to lead essential infrastructure services for life
- We're progressive and constantly seek new ways to deliver outstanding outcomes
 - We're resilient and thrive on challenge and change
 - We are sector leaders in our areas of expertise and are aligned around a shared vision
 - We're entrepreneurial, innovative, constantly looking ahead and continuously improving

Ambitious

Shaped for success

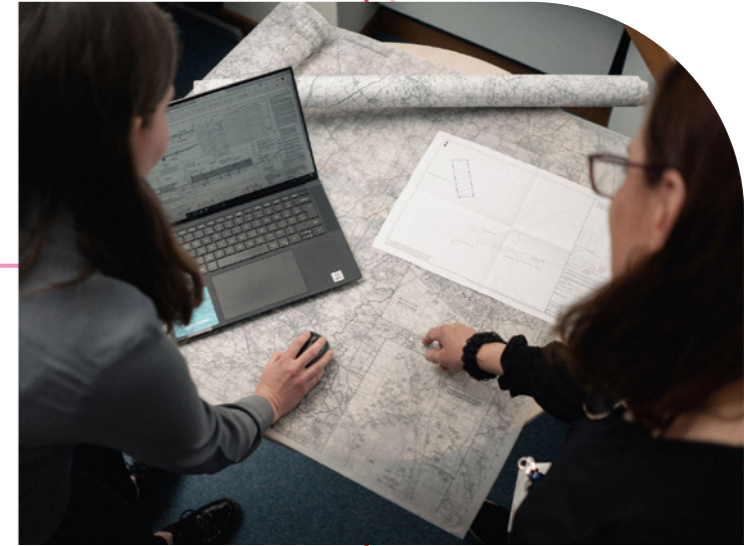
In this fast changing and challenging environment, it's important we share learnings and best practice across our business. And in our increasingly connected and tech-enabled world, what we do is becoming increasingly aligned. So how are we shaped and what does it take to meet the demands of the once in a generation challenge in infrastructure?

It takes scale
At M Group, we work with private and public sector organisations across water, energy, transport and telecom, delivering essential infrastructure services, with more than 11,000 people, 200 locations and a heritage of more than a century.

It takes broad capabilities and deep expertise
We're constantly evolving, so we can continue to deliver at the pace of change. Collaborating across our group to create the best outcome. Partnering with our clients to keep our country running and supporting all aspects of life. **There is little we can't do.**

It takes vision
Working smarter to achieve more. Adapting to support a changing world. Tackling the climate crisis. Securing lasting results. With the excellence for which we're known and the innovation that the future demands. Achieving this is our ambition. Few are better placed and more committed to delivering **essential infrastructure services for life.**

Water
Energy
Highways
Rail & Aviation
Telecom
Plant & Fleet



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Scale matters: revenue, resourcing, geographic reach, ability to be highly competent and look ahead.

Client

Here for a better future

All of us at M Group have a responsibility to contribute to solutions that ensure the essential infrastructure of everyday life meets the needs of millions of people across the UK and Ireland. We're driven by more than profit alone.

Now, more than ever, we need to ensure how we work is sustainable, responsible and beneficial to economies, as well as the environments and communities in which we work.

We're committed to setting science-based targets to reduce our Greenhouse Gas Emissions. We've signed up to the United Nations Global Compact standard. We consider how we work to endeavour to align with the United Nations Sustainable Development Goals. **And we're driving down our Group ESG Risk Rating.**

We're actively delivering social value

Through our armed forces recruitment, our support of ex-offenders getting back to work, our STEM (science, technology, engineering and mathematics) ambassadors visiting schools, universities, the economic benefit we deliver to communities through our employment and development of people – and much more.

The health, wellbeing and safety of our people is critical.

We aim to improve our performance year-on-year. We have a long track record of receiving prestigious health and safety awards. Our behavioural safety framework helps deliver health and safety minimum standards right across the business. Our initiatives are helping open the conversation around mental health.

We celebrate diversity, foster an inclusive workplace and deliver the equity our people need to succeed

Our employee networks span all strands of diversity and make a tangible difference to shaping policy, raising awareness and providing support.



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(The future) is a massive opportunity but the challenge will be how to step up and do this in a sustainable way.

Client

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What we do – and M Group does – is aligned to the world. We can help move the country and the planet to a better place.

Client

A journey to be proud of

At M Group we have a history that spans more than a century. Delivering essential infrastructure services for life requires having scale, depth and breadth across all areas of infrastructure, that are essential to the efficient and effective running of our country and lives.

So we have an acquisition strategy to ensure we continue to build the scale, capabilities and expertise to meet the demands faced in infrastructure, as we face our once in a generation challenge to maintain, renew and reimagine it. This means we have been formed by acquiring excellent, skilled businesses and teams across water, energy, highways, rail & aviation and telecoms. We will continue to do so. This is why few organisations are better placed and more committed to delivering **essential infrastructure services for life.**



A future to be excited about

At M Group, the best is yet to come and CVC – one of the world’s leading private equity firms – is providing us with new investment to help fuel our next phase of growth and development.

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M Group is a leader in an attractive market growing on the back of structural trends linked to ageing infrastructure, decarbonisation initiatives and technology transitions. We are delighted to support its management team in this exciting next phase of growth and development.

CVC

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The amount of work we will need to do in the next 10, 20, 30 years is staggering... it’s an incredible opportunity... to win long-term collaborative work... we’ll be asking for more capability... solutions to problems... innovation and a different mindset... in a growing, transitioning world... there’s a unique opportunity to really maximise that position.

Client





M GROUP

We're at tipping point

We're well-placed and committed to delivering essential infrastructure services for life.

**And with you, we'll achieve it.
For everyday life. And sustainable life.**

mgroupltd.com

Essential infrastructure
services for life

