



ATW
GROUP



Innovation to prosper the community

Why ATW Group is for you

 **SAPPHIRE®**

MYDEK®
Non-combustible decking systems

ATW Group

The ATW Group has been growing for over 30 years, Sapphire started in 1992, and MyDek in 2019, where we live by our purpose of “innovation to prosper the community” this is embedded in all interactions internally and externally. Our people are proud to live by the company values every day whilst being stretched and rewarded.

Over the years the Group has transitioned from a small family business to an international group of companies with our products used in UK, Ireland, New Zealand, Canada, USA.

Many employees refer to working at ATW Group as a “place like no other”, operating as the “ATW Family” we look after our people so our people in turn can look after our customers.



Sapphire is 83%
MyDek is 17%
of the ATW Group

Our People – our number 1 asset

“Everybody across the group is willing to help and there is a unique focus on setting individuals up to succeed and to support them.”
– Carl Gilmore

Our People, Our Priority:

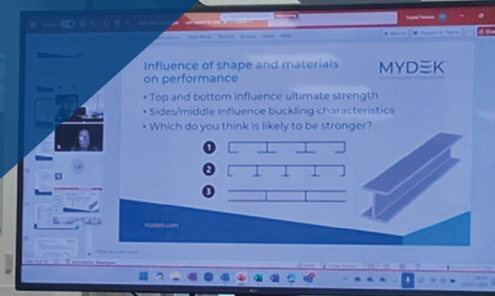
At ATW Group, we believe that our people are the heart of everything we do. We're committed to supporting and growing our team members, ensuring their wellbeing, engagement, and personal growth.

A Culture of Collaboration:

Our diverse and eclectic team brings together a wealth of knowledge, experience, and skills. We believe that strong teams are built on a foundation of capable individuals who are eager to learn and grow.

The Right Fit:

To achieve this, we use psychometric profiling tools to ensure the right people are in the right role at the right time. This helps both the individual and the business thrive.



Our **Sapphire** Values



Deliver

We do what we say we'll do



Initiative

We encourage everyone to use their initiative



Appreciation

We show appreciation for both performance and commitment



Learn

We stop to learn lessons and have the courage to change



Support

We support each other and avoid blame

Our **MyDek** Values



Learning

Always learning and innovating



Impact

Creating impact and delivering results



Freedom

Freedom to fulfil potential



Trust

Constantly caring and trusting deeply



Synergy

Partnering and transforming

Our Culture & Ethos

Trust Fuels Success

A high-trust culture is the foundation upon which our high-performing teams thrive.

Clear Direction, Clear Goals

We set clear, challenging quarterly objectives for every individual, ensuring everyone understands what's expected of them and can track their progress.

Accountability in Action

We promote a culture of mutual respect and accountability, where we challenge each other to be our best selves.

Embracing Ideas, Building Trust

In our culture, there's no such thing as a bad idea.

Compared with people at low-trust companies, people at high-trust companies report: 74% less stress, 106% more energy at work, 50% higher productivity, 13% fewer sick days, 76% more engagement, 29% more satisfaction with their lives, 40% less burnout

 =  + 
Trust **Speed** **Cost**

AND

 =  + 
Trust **Speed** **Cost**

Continue Learning to Learn

One of our core values is **learn**, but what does that mean for you?

- ✓ We are committed to supporting everyone in their own personal development to be the best version of themselves
- ✓ We establish key strengths and motivators that allow us to support you in your own growth journey
- ✓ Sharing experiences and increasing collaboration between peers is an opportunity to constantly learn and develop
- ✓ We are always keen to promote from within whether that's into roles of different seniority or cross-functional development

We achieve this through:

Personal Development Plans (PDPs)
LinkedIn Learning; CPD sessions; Coaching and mentoring; Cross-department collaboration; Quarterly performance reviews; **And much more!**

Innovation to Prosper the Community



Recruitment

Our Culture-Focused Recruitment Approach:

We're meticulous in our recruitment process, ensuring that each candidate and role are a perfect match. We believe that attitude is key, and with the right mindset, we can develop the skills and knowledge needed to excel.

Building the Right Teams:

By understanding individual needs and functional requirements, we align our people strategy to drive success.

This approach enables us to:

- Foster an agile mindset, allowing skills to be transferred and strengths maximised
- Cultivate high-performing teams that are diverse, forward-thinking, and committed

The Power of Alignment:

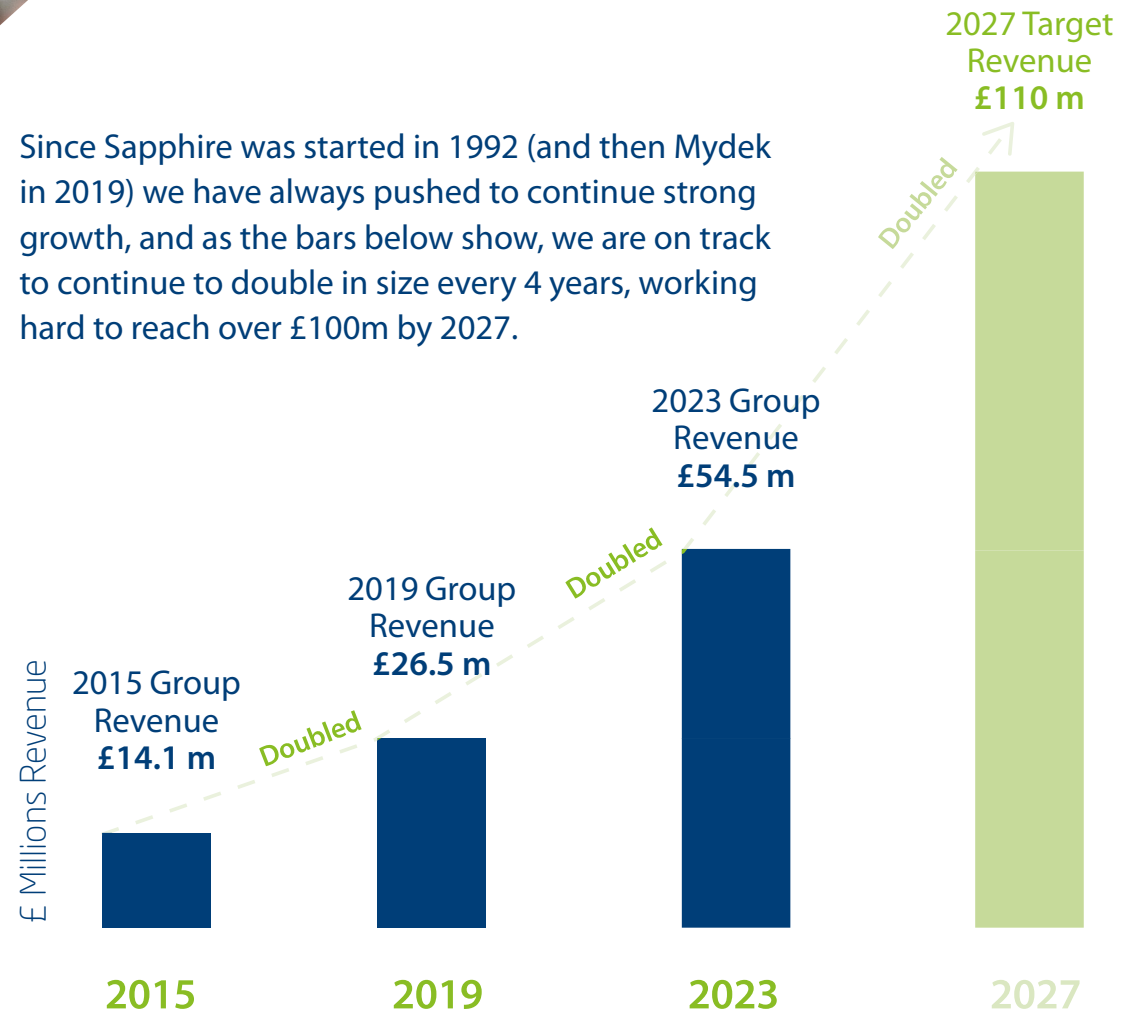
It's crucial that we find the right people for the right roles. Our rigorous recruitment process may take time, but it yields strong retention rates, high output, and overall job satisfaction.



Speed of growth

Since Sapphire was started in 1992 (and then Mydek in 2019) we have always pushed to continue strong growth, and as the bars below show, we are on track to continue to double in size every 4 years, working hard to reach over £100m by 2027.

ATW target for 2024
is £67m Total order
book is £84m





Why join ATW Group?

Empowering People, Unlocking Potential:

We believe that our people are the backbone of our organisation, and we prioritise their growth and development alongside our strategic plans. We're committed to providing a culture of continuous learning, where every individual can stretch their skills, challenge themselves, and reap the rewards.

Get out what you put in:

We're passionate about recognising and rewarding outstanding performance. We believe that you get out what you put in, so we celebrate and reward staff who go above and beyond the call of duty. Our goal is to create an environment where every team member feels motivated to give their best every day.

A Package That Truly Matters:

It's not just about hard work and dedication – we also recognise the importance of work-life balance. That's why we offer a comprehensive benefits package that goes above and beyond what's typical in the industry. From competitive salaries to generous perks, we're committed to supporting our people every step of the way.

What's our side of the deal...

Our **package** consists of:

- ✓ Competitive salary
- ✓ Quarterly bonus (subject to company and employee performance)
- ✓ Pension contribution from employer
- ✓ Hybrid working arrangements
- ✓ 24 days annual leave + bank holidays
- ✓ Quarterly performance reviews
- ✓ Employee "Moments of Truth" (Recognition programme)
- ✓ Live focus on L&D
- ✓ LinkedIn Learning
- ✓ Career development opportunities
- ✓ Private healthcare for you and your family
- ✓ EAP – 24/7 support and advice
- ✓ Flexible car scheme
- ✓ Free parking
- ✓ Employee referral bonus scheme
- ✓ Ongoing nominated charity support



Rewards & Incentives

Celebrating Our Values:

We prioritise appreciation as one of our core values. We believe in acknowledging and rewarding the exceptional efforts of our team members. Whether it's a fun team-building activity, a thoughtful gesture, or a tangible reward, we ensure that those who go above and beyond are celebrated and recognised.

Example Recognition Rewards:

From adrenaline-packed team-building activities like go-karting to more relaxed treats like street food and hampers, we're always looking for new ways to show our appreciation. Other examples of our recognition rewards include:

- ✓ Extra leave days
- ✓ Cash incentives (tax-deductible)
- ✓ Small gifts and surprises





ATW Group

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balconies.global



mydek.com



Check out the
ATW careers page

