



Welcome to
Aptus Utilities

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Colleague Benefits

About Aptus

Aptus is a Multi Utility company designing, installing and commissioning mains and services to housing and industrial and commercial developments.

At Aptus, we pride ourselves on making connections easy for developers, and therefore our customer service is absolutely key to our success. This is why we really invest in our people to ensure we deliver what we aim to deliver.

Aptus Utilities was founded in 2010 and the business has ambitious growth aims taking us well into the future, there is no doubt that this is an exciting company to be a part of.

CUMBRIA & SCOTLAND
Ullswater House
North Lakes Business Park
Penrith, CA11 0JG

NORTH WEST
Unit G3 Leyland Business Park
Centurion Way
Leyland, PR25 3GR

Head Office
Aptus House
Unit 19-20, Barrs Fold Road
Wingates Business Park
Bolton, BL5 3XP



NORTH EAST
Unit 16a, Follingsby Park
Gateshead
Tyne and Wear
NE10 8YG

YORKSHIRE
Unit 2-4, New Court,
Mildred Sylvester Way,
Normanton, West
Yorkshire, WF6 1TA

MIDLANDS
Unit 11, Smiths Close
Zone 3 Burntwood
Business Park
Staffordshire WS7 3FT



APTUS UTILITIES TIMELINE

2022
Aptus Academy launches
Academy is launched as a formal platform for promoting apprenticeships & training and promoting career pathways. Aptus commits to ESG framework

2021
Over 1700 contracts won to date
Three team members celebrate 10 years' service. Fourth Craft Apprenticeship intake due to launch Summer 2021

2020
Aptus Turns 10 Yorkshire Depot Coronavirus
Full shutdown and restart of operations March-April. Yorkshire Depot opens. Mental Health Focus. Housebuilder Awards Finalist

2019
Growth
WestBridge collaboration to assist with growth. New Chairman Martin Donnachie appointed. Aptus named in GM Fastest 50 for fourth consecutive year

2018
New Head Office & Midlands Depot
Bolton Head Office 'Aptus House' officially opens. Midlands Depot launches. North West SME Employer at National Apprenticeship Awards

2017
Awards
Sunday Times Virgin Fast Track 100 entry for second year running. Named in '1000 Companies to Inspire Britain' by LSEG. GM Chamber Skills Award makes it a hat-trick!

2016
North East Depot
Gateshead depot opens to support operations in Northumberland Teesside, Tyne & Wear and North Yorkshire

2015
Construction Apprenticeships launch
First eight Multi Utility/Joining Apprentices inducted on bespoke training programme

2014
Turnover triples
Turnover triples in three years to £15M. School Road Safety Campaign launches

2013
New Head Office
Aptus moves to Direct House at Wingates Business Park in Westhoughton as the workforce grows to 22

2012
First Apprentice
First Business Administration Apprentice is recruited as Aptus commits to vision to build a sustainable workforce for the future

2011
Aptus starts onsite construction
Aptus starts onsite in January for first client Rowland Homes, at Barrow Brook, Clitheroe in Lancashire

2010
Aptus is born
Aptus is incorporated as a Private Limited Company, founded by Jonathan, Andrew and Fred

COLLEAGUE BENEFITS

As well as offering competitive salaries, we offer a number of additional benefits to our colleagues

Healthcare Benefit

At Aptus, we believe that you shouldn't have to worry about cost when it comes to your health. This is why we have partnered with UK Healthcare to provide a cashback plan, where you can claim money back for eye-care, dental treatment, prescriptions and more.

Aptus enroll all employees to Level 1 and everyone has the option to upgrade their cover and add partners to their policy. Not only this, but up to 4 dependents can be added free of charge!

Full details of categories and cashback amounts will be provided on employment commencement.

Pension Scheme - Salary Exchange

From April 2023, Aptus will introduce a Salary Exchange scheme, where a portion of salary is exchanged for equal amounts of pension contribution. This means, due to savings in tax and NI, you will get more money in your take home pay each month, whilst maintaining the same pension contributions.

Death In Service Benefit

Should the worst ever to happen whilst you are an Aptus colleague, you will be covered under our Death In Service Policy. Full details of the scheme are provided on commencement of employment with Aptus. In the event that this was to be paid out, it will be done so under the policy's T&Cs

Employee Assistance Programme (EAP)

When you come to work at Aptus, we want you to bring your whole-self with you, so we see your mental and financial health just as important as your physical health. All our colleagues are offered access to an EAP helpline, which is a confidential service offering help in your time of need. Further details will be provided when you commence employment

Prioritising Mental Health

We pride ourselves on investing in our colleagues mental health and wellbeing. We run regular wellbeing campaigns and also invest a lot in Mental Health training. At the end of 2024, we had 15% of our workforce trained as Mental Health First Aiders with more booked onto training over the coming months. We ensure that there is a mixture of office-based and site-based colleagues trained too, so everyone has access to the support that they need.

We are also company supports of The Lighthouse Club, who offer emotional, physical and financial wellbeing support to construction workers and their families.

Flu Vaccination Scheme

Everyone at Aptus is offered a flu voucher which can be redeemed at a participating pharmacy for a vaccination. The schemes usually commence in September and details about the vouchers will be communicated to you in the run up to the flu season.

Family Fun Day

The Aptus Family Fun Day has become an annual event in the diary which is not to be missed. Each colleague is given a free ticket to the day, along with tickets for their immediate family members. Each ticket includes admission, food, drinks and entertainment throughout the afternoon. This is considered a Thank You to all Aptus personnel for their hard work and we feel it's important to invite your family along to celebrate the success of our colleagues and the business.

Christmas Party

Each year, we host a Christmas Party for all employees. The event is a free event with all food, drink and entertainment included. It's an excellent opportunity to socialise with your colleagues in a non-work environment, whilst enjoying some festivities in the run up to Christmas

Donate A Day

All of our colleagues are offered an additional day off, each year, to do something charitable or to give back to the community. Activities previously have included collecting at food banks, charity walks, maintenance at local hospices and community clean ups.

Mobile Phone Discount

Via our partner, SCG, we are able to offer all of our colleagues (and their family members) discounts with a variety of mobile providers, including EE and O2. Some offers include discount off hardware, as well as contract costs.

Colleague Appreciation

We love celebrating the successes of our people - whether it's a shout-out from a customer or member of the public, recognition from a line manager or another colleague, or a significant contribution to business performance. We share the details in our regular company updates and even offer prizes to those people who have been identified. These range from meals out and pamper packages, trophies and vouchers, to experience days away.

When our colleagues make it to 10 years, we like to make a bit of a fuss. You will be recognised and your contribution to the business celebrated.

We also reward our staff with additional days annual leave when they reach other milestones throughout their career with us.

Gym Discounts and Benefit Hub

We offer discounts on a variety of brands, experiences and restaurants, including brands such as Apple, ASOS, Wagamama and many more, via a benefits portal. We also offer discounts on gym memberships at participating clubs, including David Lloyd, Nuffield Health and many others.

It's the Little Things...

Each of our depots offers free on-site parking facilities.

Each depot is also fueled with plenty of free tea, coffee, milk and soft drinks so you can enjoy a drink, for free, whilst you are in the office or visiting the depot.



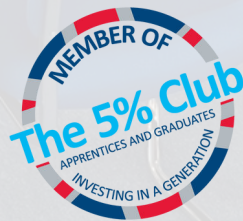
Aptus has always been big investors in training and development and in 2022 we formalised this commitment by launching Aptus Academy.

Our first cohort has 31 members who are working towards a variety of qualifications, including Multi-Utility Apprenticeships, Business Admin Apprenticeships, HNCs, NVQs, ILPs and Finance Apprenticeships.

Members of Aptus Academy will benefit from additional workshops to run alongside their training, which will include presentations from external speakers on a number of topics, including financial management, communication, team work and mental health and wellbeing. Each year, we will also celebrate the successes of the Academy by inviting the graduates to attend a celebration event.

At the start of 2023, Aptus was working with 6 different training providers to assist our colleagues in completing their qualifications and training. Once qualified, we have no doubt that our Academy Graduates will be an invaluable asset to Aptus.

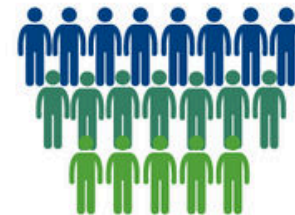
Aptus has also committed to being a member of The 5% Club, ensuring that a minimum of 5% of the workforce are undertaking formal qualifications



CRAFT APPRENTICES BY NUMBERS

2015

APTUS AND UTILITY & CONSTRUCTION TRAINING (UCT) LAUNCH SPECIALIST APPRENTICESHIPS



23

CRAFT APPRENTICES EITHER QUALIFIED OR IN TRAINING

20

MULTI-UTILITY APPRENTICES



Nine have qualified. 11 are in training.



JOINTING APPRENTICES QUALIFIED **3**



2019

FIRST YORKSHIRE APPRENTICE JOINS



2022

FIRST 3 MIDLANDS APPRENTICES JOIN

COLLEAGUE FEEDBACK

Don't just take our word for it. This is what some of our colleagues have to say about working with Aptus

Very caring employer, great reputation, I feel a very valued member of the Aptus team

Very good company to work for and happy to be apart of the team

Fantastic place, nowhere better, very happy

We do everything to a higher standard than everyone else

A little cliché but I wouldn't want to work anywhere else

One of the best places I've worked. They really look after you. Great place to work

At Aptus, everything is done how it should be

Aptus Utilities is a fantastic employer with excellent morals, values and personnel

Aptus works hard and plays hard, the team I work in are as close to family as colleagues get

Hands down the best company I've worked for

This is the best company I have ever worked for!

If I had an issue I know it would be sorted