

# THE VALUE OF EXPERIENCE

Attracting excellence is key to our People First strategy, we look at how hiring talent has created a strong foundation for success across the group.



## Employing Excellence

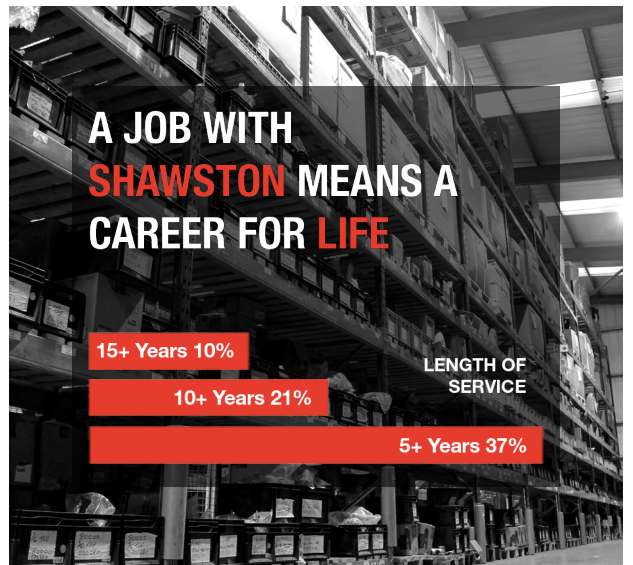
Our company ethos has always been to search and recruit the best talent we can find and to hang onto them. Following this mantra has allowed The Shawston Group to operate so successfully over the last couple of decades and build a team of people, nationwide, that each contribute to the sustainable business we all own and continue to develop today.

**Our proven meritocracy-based culture recognises and rewards colleagues through career opportunities and progression.**

## Shawston Greatness

People. Our most valuable asset. It is their understanding of our company history, our culture, our processes, and our strategy that helps them to make well-informed decisions, successfully mentor new recruits, maintain operational continuity, and offer unrivalled customer service. Every. Single. Day.

Each of our teams are made from people of all ages, diversities, genders, and abilities, all having a direct impact on how our business operates and the way in which we want to function within the marketplace.



## Time Tested Talent

It is well-recognised that long service within a business brings many different benefits that hugely boost the overall company health and operational efficiency. In fact, employees who have spent a considerable amount of time in a business are seen to make positive impacts through their combined experience, deep knowledge, and their desire to commit to the company's values and goals.

## A MILESTONE FOR MARK

Setting a benchmark for others is standard practice for Mark Dyer. With the business now for 20 years, he has contributed hugely to its success, climbing through the ranks Mark has recruited many individuals who still stand by his side today.

Ever since his first interview in the Slug and Lettuce pub in central Manchester, Mark has lived and breathed the vision and values of The Shawston Group. Navigating the challenges and seizing opportunities whilst also playing an essential role in mentoring many individuals within our business has all been in a day's work for the unequivocal Mr Dyer.



## ANDY IS ALL IN

Another outstanding member of the Shawston team and also celebrating his 20-year tenure is Andy Ashby. A popular and hugely knowledgeable member of the High Wycombe squad.

Andy's attitude and commitment to providing unrivalled customer service is a leading example of the Shawston culture at its finest. Always on hand to offer advice and support both internally and externally to both our customers and suppliers we are delighted to have Andy on our side.

## A Job for Life

We celebrate the longevity of our co-owners regularly, from 1 year to 20 years plus. They are all milestones that matter to us collectively because we see time as a valuable perspective, it's incredibly important and it is time that makes the ultimate difference.

Working for The Shawston Group is more than just a job, it's being listened to, becoming a co-owner, a decision maker, a mentor, a leader, a team player and much more. It's a job for life.

Every year Shawston has grown, and every year subsequent growth gets harder, but every year Shawston grows again. Building a business and maintaining it is a difficult challenge, but our focus has never shifted – longevity – this is the most important variable because time is what makes you great.

**ACTING LIKE OWNERS: SHAWSTON ARE WHOLLY OWNED BY ITS EMPLOYEE SHAREHOLDERS**