



CAREERS WITH ALCUMUS

We're proud that our people are the strength of our business and the key to us helping create better workplaces.

To find out more visit
ecompliance.com



CONTENTS

- 1 Who we are
- 2 How we help
- 3 What makes us different?
- 4 Our people
- 5 Our culture
- 6 How we support others
- 7 What we offer
- 8 How we help our clients
- 9 Our achievements



WHO WE ARE

Our people are our biggest strength and most valuable asset. That's why I'm passionate about building a supportive and dynamic environment for all our people, so that we can grow together.

No matter what role you have, you'll be helping us to create better workplaces. We've got ambitious plans for the future and you'll directly help us to achieve our continued success.

We have a strong set of values that underpin all that we do and are fundamental to the way we work, which we bring to life across our business. They shape how we work together and our approach to clients and each other.

We recognise that having a motivated workforce creates a positive and productive working environment. That's why we're all committed to making Alcumus a great place to work.

Our focus is on building an informed and engaged workforce: so everyone understands our purpose and how your work contributes to the delivery of our business goals.

I'm proud to say that in every office, in every team, you'll find passionate, collaborative people who care for you and our success. We all work together, helping our business to thrive and to make sure you reach your full potential.

Alyn



Alyn Franklin

Chief Executive Officer

HOW WE HELP

Since 1979, we have been providing our clients with pioneering risk management solutions. We have expanded over the years to include health and safety consultancy, HR consultancy, training, software, certification and accreditation expertise, resulting in the Alcumus business that exists today.

We help businesses keep their environments and employees safe through market-leading integrated products and services. By building great relationships with our customers, we understand their needs and provide a range of technology solutions, advice and support that helps them identify and minimize risks, navigate compliance and create better workplaces to keep people safe.

Originally founded as Sypol Noise and Pollution in the UK, when we started to evolve our business we chose to rebrand as Alcumus to reflect our strengths, commitment, culture and values. In Greek mythology Alcumus was the father of Mentor, which we believe reflects our ethos of exceptional mentoring, advice and support. Our 'star and shields' logo represents 'protection and guidance' – shields being one of the most instantly recognizable symbols of protection and a star an international symbol of guidance.



Our vision

We help create better workplaces. Keeping people safe, reducing risks and simplifying processes through our expert teams and our technology.



Our mission

Create great relationships with our customers to understand their needs and support them to build strong, resilient businesses. We deliver the service and technology which helps them create safe and effective workplaces.

- ✓ We help over 48,000 clients
- ✓ 35% of clients are FTSE 100
- ✓ 29% of clients are FTSE 250
- ✓ 140+ years of experience



WHAT MAKES US DIFFERENT?



What we believe...

By building great relationships with our customers, we understand their needs and provide a range of technology solutions, advice and support that helps them identify and minimize risks, navigate compliance and create better workplaces to keep people safe.

Why we believe it...

Our **EXTERNAL** values shape who we are, what we do and how people see us.

- ✓ Through **COLLABORATION**, we keep people safe and reduce risks with our expertise and technology. Being **ACCOUNTABLE**, we deliver on our promises and take accountability for our actions, so our customers get the dedicated support they need.
- ✓ Being **KNOWLEDGEABLE**, we deliver the service and expertise needed through our in-depth knowledge of sectors, regulations and challenges.
- ✓ Through **INNOVATION**, we provide a range of market leading tools and technology to help simplify processes to create better workplaces.

Our **INTERNAL** values are fundamental to the way we work, which we bring to life across our business.

- ✓ **BE A TEAM PLAYER** – be inclusive, and help our stakeholders achieve their potential.
- ✓ **BE BRAVE** – speak up and take accountability for the part you play.
- ✓ **KNOW YOUR STUFF** – you have the expertise, so keep building and improving on it.
- ✓ **ENJOY THE JOURNEY** – work hard, have fun and take a positive and constructive outlook.



OUR PEOPLE



“Our team leads the people agenda to make Alcumus a great place to work.”

Valerie Rees, Chief People Officer

We want our people to love what they do, just as importantly as making sure our clients love what we do. We're a 670 strong team across the UK and North America and we operate as one team with an exciting future ahead of us as we grow our business and create new roles.

Our people are at the heart of our business and have a genuine passion for helping to build strong relationships with our clients and colleagues. We have a strong set of values that underpin all that we do and are fundamental to the way we work, which we bring to life across our business. They shape how we work together and our approach to clients and each other.

We believe in people, so recruiting talented people, engaging and developing them and supporting them in their careers are important commitments we make and are supported by our managers and CEO.

At Alcumus, we strive to be an even better place to work, where everyone can be at their best.

Valerie Rees
Chief People Officer

In 2020:

670 strong team

3 UK based offices

2 Canadian based offices

1,653 internal learning lab page views

28% of vacancies internally filled

148 people virtually inducted via our new interactive platform

785 learning and development days

90 growth roles

OUR CULTURE

Our culture is our DNA and has always been an integral part of who we are. At Alcumus we're open, collaborative and caring, where people can be themselves at work and we're proud to place diversity and inclusion at the heart of our business. We celebrate individuality and our aim is to be a truly inclusive and diverse organisation, which is fundamental to our success.

Rewarding and recognizing employees for their good work is a big part of our culture. We're big believers in celebrating success and it's important to us that we reward hard work and make our team feel valued and appreciated.

Having a balanced life means that everyone is happier and healthier, and we want our people to know they can talk about any issues they may have openly and in confidence. That's why we place great focus on the wellbeing of our team and have a range of support in place to help you. We have mental health awareness trained champions across the business and a range of initiatives that help to support and encourage our employees when they're at work and with any personal issues they may be experiencing.

We've also introduced a range of family-friendly policies, increased female representation at executive level and reviewed our approach to flexible working.

It's about doing what matters, in the right way. That's why people choose to join Alcumus and want to stay.



HOW WE SUPPORT OTHERS

As part of our vision to create better workplaces and keep people safe, we strive to have a positive impact, for everyone, in everything we do.

The way we do this is through our focus on employee wellbeing, community support, charitable giving and environmentally friendly projects for the benefit of everyone and future generations. Some examples of our efforts are as detailed below.

In 2020, we made a commitment to plant a tree for every employee in the business. Following the bush fires in Australia at the end of 2019, our people elected to plant these trees in Australia to help restore the damaged environment there resulting in a donation of over 550 saplings via OneTreePlanted.

Throughout the Coronavirus pandemic, our canteen team in the UK provided hundreds of meals for local people, including half term lunches for local children. We've raised thousands of pounds for charities over the years and are proud to support several organizations which our staff care passionately about. Some of the charities we have supported regularly include:



WHAT WE OFFER

As well as paying a competitive salary, we also offer an excellent benefits package for all our employees including:



Unlimited vacation days and birthdays off - we don't have a limit on the number of vacation days you want to take. We trust our employees



Full medical and dental benefits - you'll have access to a comprehensive benefits package which includes an employee assistance program (EAP)



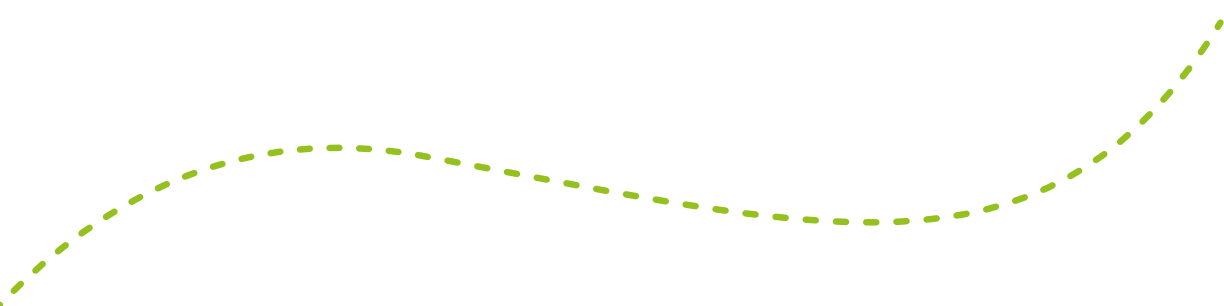
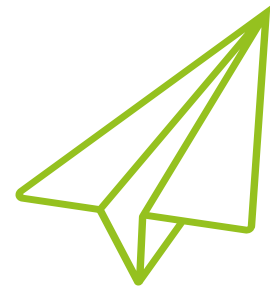
Educational Stipend - receive \$1,000 towards courses, to support your growth



Flexible working hours - our teams practice flexible workplace schedules to ensure you're at your best



Work-life balance - we want you to have a balanced lifestyle between your personal and professional priorities



HOW WE HELP OUR CLIENTS

In North America, our operations comprise eCompliance, Field iD and ContractorCheck. We operate in the UK through two divisions managing solutions that best meet the needs of small and medium size businesses and Enterprise clients.

A risk management solution for every type of business:



Alcumus eCompliance operates in North America, providing EHS (Environment, Health and Safety) and App software to front-line employees to strengthen the safety culture within their organization with real-time reporting on safety performance to help prevent incidents and accidents.



Alcumus ContractorCheck in North America is a specialist company providing health and safety pre-qualification and contractor management accreditation. The business works with companies across Canada by assessing and accrediting contractors to legislative and client requirements. Its services help clients to maintain compliance and reduce risk when engaging with contractors.



Alcumus Field iD operates in North America, providing safety software to simplify asset inspection and deliver better results with 360 access to data. This user-friendly mobile app helps manage asset inspection across a multitude of sites, ensuring assets are tracked, serviced, and maintained to deliver a safer work environment.



Alcumus Info Exchange, operating in the UK, delivers a market-leading software solution that brings together operational and risk management information, processes and workflows.



Alcumus ISOQAR in the UK, provides UKAS accredited certification against internationally recognized management system frameworks, so you can minimise risk, deliver change, drive improvement and win more business. Alcumus ISOQAR has a worldwide presence and certificates issued in every continent except Antarctica.



Alcumus Sypol, supporting UK clients, specialises in providing simple and effective solutions that help to protect employees, comply with COSHH legislation and create competitive advantage through a unique combination of COSHH software, consultancy and training.



Alcumus PSM (People and Safety Management), operating in the UK, specialises in human resources and health and safety consulting for small and medium-sized enterprises.



ReportLine is a live 24/7 dedicated phone reporting service in the UK, that provides organizations with access to highly skilled specialists, who are responsible for tracking, logging and reporting workplace incidents and accidents. Combining expert service and award-winning software, ReportLine provides a simple solution to meet your health and safety reporting requirements.



Alcumus SafeContractor helps to manage the challenges of monitoring UK based contractors' health and safety processes by providing a bespoke and supported accreditation service so that all contractors are meeting their legal health and safety paperwork requirements.



Alcumus e-permits (previously Banyard Solutions Ltd) provides e-permits and is the UK's first and leading web-based work authorisation and permit-to-work system. The business delivers control of contractors and a reduction of risk to over 60 blue-chip clients in the UK and abroad.

OUR TEAMS

In North America, our teams work within the eCompliance, Field iD and ContractorCheck businesses. In the UK, our people work in the SME division, Enterprise division or one of our central support teams.

Our North America Team



“Our teams work with eCompliance, Field iD and ContractorCheck clients and are responsible for developing the brand in the North American market.”

North America, Tyler Davey - Chief Executive Officer

We support clients of all sizes to prevent workplace incidents and comply with a wide range of internal and external compliance and regulatory obligations.

Our solutions help these businesses to create better workplaces and keep people safe:

eCompliance

eCompliance provides cloud-based safety management software designed to help EHS leaders to simplify complex safety processes like audits and inspections, meet and maintain regulatory compliance, and increase frontline worker participation in safety activities.



8
YEARS OF
PROVIDING
SAFETY
SOFTWARE
SOLUTIONS



AWARD
WINNING
SOFTWARE



OVER
1 MILLION
WORKPLACE INCIDENTS
ELIMINATED

ContractorCheck

ContractorCheck provides health and safety pre-qualification and contractor management accreditation, assessing and accrediting contractors to legislative and client requirements. Its services help clients to maintain compliance and reduce risk when engaging with contractors.



12
YEARS OF
HEALTH
AND SAFETY
ACCREDITATION



19,000+
CONTRACTOR
NETWORK



40+
ANCHOR
CLIENTS

ECOMPLIANCE IS A GREAT PLACE TO BE FOR THE MOTIVATED, OPTIMISTIC AND CONFIDENT INDIVIDUAL. YOU ARE SURROUNDED BY A SUPPORTIVE WORK ENVIRONMENT AND COLLEAGUES WHO WANT TO SEE YOU SUCCEED. WITH THE GLOBAL EXPANSION, ALCUMUS OFFERS EVEN GREATER OPPORTUNITIES FOR GROWTH.

Nora Mawashi
Senior Growth Marketing Manager

Field iD

Field iD is a powerful cloud-based software that helps track assets across multiple locations on desktop or mobile. Increasing efficiency and streamlining safety processes, it gives clients an unparalleled, customized experience when transitioning between online and offline modes.



10
YEARS OF
SIMPLIFYING
ASSET
INSPECTION



10,000+
USERS



8 MILLION+
ASSETS INSPECTED

Our UK SME Team



“Our team is responsible for managing solutions that best meet the needs of small and medium size businesses and developing the SME brand in the UK.”

SME Division UK, Gemma Archibald - Chief Operating Officer

We support 38,000 SMEs who work with us for accreditation, certification and support / guidance. These SMEs have common challenges, with lots of compliance and regulatory obligations.

Our solutions help with these challenges so SMEs can run an efficient, safe, compliant business who are able to win work in its chosen markets:

PSM

(People Safety Management)



YEARS OF
PROVIDING
PEOPLE
AND SAFETY
MANAGEMENT



24/7

ACCESS TO OUR
EXPERT HEALTH
AND SAFETY AND
HR TEAMS



50,000+

HR SOLUTIONS
DELIVERED
ANNUALLY

ISOQAR

(ISO certification)



YEARS IN
ACCREDITED
CERTIFICATION



7,500+

CLIENTS
GLOBALLY



13,000

AUDITS

SafeContractor

(online contractor management system)



YEARS OF HEALTH
AND SAFETY
ACCREDITATION



33,000+

CONTRACTORS



480+

CLIENTS

I'VE BEEN WORKING FOR ALCUMUS FOR 3 YEARS NOW AND DURING THIS TIME I HAVE BEEN EXPOSED TO A LOT OF DEVELOPMENT OPPORTUNITIES WITHIN DIFFERENT ROLES. INVESTMENT IN PEOPLE IS A PRIORITY AND AFTER RECEIVING AN INTERNAL PROMOTION I FEEL I'M VALUED AS AN EMPLOYEE. THE COMPANY IS COMMITTED TO ACHIEVING GREAT THINGS BUT HAVING LOTS OF FUN ALONG THE WAY MAKING IT A GREAT PLACE TO WORK.

Bethany Phelps
Business Development Executive



Our UK Enterprise Team



“Our team is responsible for managing solutions that best meet the needs of large organizational clients and developing the Enterprise brand in the UK.”

Enterprise Division UK, Helen Jones - Chief Operating Officer

We support over 1,000 Enterprise clients. Mostly these businesses have lots of people, properties and suppliers along with complex processes of varying degrees of risk. They also have many internal and external compliance, regulatory and legal obligations to meet.

Our solutions help to meet these requirements efficiently and also continually improve businesses:

Info Exchange

(software solution)



YEARS OF
PROVIDING
HEALTH
AND SAFETY
SOFTWARE
SOLUTIONS



190+
CLIENTS



AWARD
WINNING
SOFTWARE

Sypol

(COSHH management)



YEARS OF
COSHH
EXPERIENCE



750,000+
COSHH ASSESSMENTS
AVAILABLE



875+
CLIENTS

ePermits

(web-based work authorisation and permit-to-work system)



YEARS OF
PROVIDING
HEALTH
AND SAFETY
SOFTWARE
SOLUTIONS



AWARD
WINNING
SOFTWARE



240,000
SOFTWARE USERS

ReportLine

(health and safety support)



24/7
SUPPORT



RIDDOR
TRAINED EXPERTS



38,000+
WORKPLACE
INCIDENTS
MANAGED AND
REPORTED

SINCE ARRIVING AT ALCUMUS ISOQAR, I'VE BEEN SO IMPRESSED WITH THE VALUES OF THE BUSINESS AND THE ATTITUDES OF EMPLOYEES ACROSS THE WHOLE COMPANY. I KNEW FROM THE GET-GO THIS WOULD BE A GREAT PLACE TO WORK. IT'S UPLIFTING TO HEAR ALL THE TEAM LEADERS TALK ABOUT DEVELOPMENT AND GROWTH WITHIN THEIR TEAMS, AND WITH THE TEAMS CONSTANTLY EXPANDING, IT'S AN EXCITING TIME TO BE A PART OF ALCUMUS ISOQAR.

Amy Shaw
Client Operations Administrator

Our Technology Team



"We are building a cutting-edge platform with applications that will significantly improve real world outcomes: making work healthier and safer and improving levels of corporate responsibility to their employees and the environment. Our software saves lives."

Rhys David - Chief Technology Officer

Some of the technologies we are currently using include:



Technology team members are directly involved in influencing the direction and content of our roadmap. The team's vision is to create the first software platform to underpin a multi-sided market: connecting together blue collar workers and the organizations that wish to engage their services in a way that promotes health, safety and economic growth and our mission is to create a single framework to accelerate the development of digital products for Alcumus.

- Software with a purpose that is transforming our industry - creating better workplaces
- Break/fix things - we love new ideas
- Paired programming
- No hierarchy on ideas
- Start-up mindset
- Continuous learning environment



Our Central Support Teams

Marketing team

The marketing department at Alcumus plays a vital role in promoting the company's brand and proposition to our customers, prospects, investors and internal clients.

People team

The team is integral to our 'people first' culture and supporting our group values. They work in partnership to attract, develop and retain talented individuals. Our people plan supports the ethos of employee engagement which goes hand in hand with employee wellbeing.

Legal and Compliance

Our legal and compliance team is responsible for making sure that Alcumus complies with applicable legal and regulatory requirements and that there are high standards of corporate governance at all levels.

Finance

Our finance team is integral to the day-to-day running of the group and to the future strategy. The team covers a wide range of activities from purchasing and credit control through to invoicing and provides financial insight that is essential to the company's growth.



OUR ACHIEVEMENTS

Awards and accreditations

We're really proud to have gained recognition from external bodies for our services and the team. Our achievements recognize the contribution we make and how committed the team are to providing an excellent, high-quality service to our clients.

We're delighted to have won:



Wales Large Company Management Team of the Year at the BVCA Management Team Awards



Tomorrow's Health & Safety Award for Alcumus SafeContractor



Tomorrow's Health & Safety Award Alcumus Info Exchange



Recruitment Team up to 1000 Employees 2019 - Gold Winner



On-Boarding Strategy 2019 - Silver Winner



Recruitment Leader of the year 2018 - Gold Winner



Best Newcomer (Team) of the year 2018 - Gold Winner

Our certifications and accreditations include:



ISO 9001



ISO 14001



ISO 45001



ISO 27001



Alcumus ISOQAR are UKAS accredited against ISO 17021 and ISO 17065



CONTACT US

Toronto Office

111 Queen St E Suite #500
Toronto ON M5C 1S2

Calgary Office

5925 12 ST SE Suite #212
Calgary AB T2H 2M3

www.alcumus.com

www.safecontractor.com

www.ecompliance.com

SOCIAL



@alcumusgroup
@Safe_Contractor



@AlcumusGroup
@SafeContractor



Alcumus
SafeContractor
eCompliance



@lifeatalcumus



Alcumus

ContractorCheck



@ContractorChk



@ContractorCheck



ContractorCheck (Alcumus)



ContractorCheck

ABOUT ALCUMUS

Alcumus is a leading provider of technology-led risk management solutions providing clients with advice, expertise and support to help them identify and mitigate risks, navigate compliance and keep people safe. It supports clients with a wide range of risk management services, including products across Supply Chain Management, EHSQ Software, UKAS Accredited Certification and HR and H&S support services.

Our people are at the heart of our business, building strong relationships with our clients to understand their needs, minimize risks and navigate compliance through our in-depth knowledge of your sector, regulations and challenges.

To find out more visit
ecompliance.com

