



adi
Group

**Total
Engineered
Solutions**



@adigroupltd



Systems adi Group



01214512255



info@adiltd.co.uk

About the *adi* Group



The adi Group is a large, multi-disciplined, privately owned engineering company offering a single source, integrated service to provide Totally Engineered Solutions.

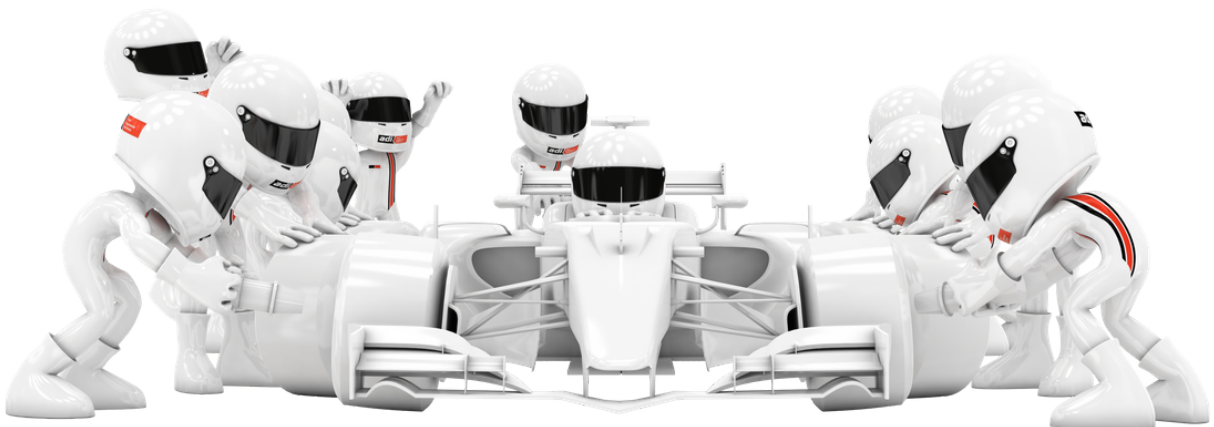
With over 30 specialist in-house engineering divisions co-ordinated under one single source, adi Group delivers award winning, value engineering solutions tailored to your requirements. From construction through to operations and maintenance, we are the preferred engineering partner for many leading global brands and industry sectors.

Founded in 1990 with headquarters in Birmingham, the Group currently operates in twelve regional locations coordinating over 650 technical resources across the UK and Ireland. Our customers come from industries as diverse as aerospace, defence, food and beverage, automotive, general manufacturing, petrochemicals and pharmaceuticals.

Our specialist engineering services are called upon for more than 5,000 engineering projects a year varying in size, value and market sector. Customers turn to us to deliver bespoke solutions that result in lean practices with increased efficiency and reduced costs.

Mission Statement

Our **purpose** is to grow a **profitable** group that adds **value** to our customer's business, maintains a **safe ethical working environment** and is an organisation that people **aspire** to work for.



Our Responsible Business



Our People

Become an employer of choice by:

- Keeping our people safe and healthy
- Developing a diverse culture of inclusion and continuous improvement
- Supporting and inspiring emerging talent into the business
- Increasing employee engagement through communications, benefits and recognition
- Providing opportunities for learning and development

Our Community

- Engage and enthuse young people with Science, Technology, Engineering and Mathematics (STEM)
- Inspire young people into careers in our industry
- Share Pre-Apprentice Programme model with industry peers
- Support charitable organisations through fundraising and volunteering
- Provide opportunities or work experience and placements



Our Supply Chain

- Prioritise locally sourced materials to minimise carbon footprint
- Reduce the number of materials used and increase use of recycled materials or those that have been obtained by socially sustainable means, have lower environmental impact or superior performance of existing materials
- Work only with environmentally friendly suppliers who demonstrate compliance with the Anti-Slavery Act 2015

Our Environment

- Achieve Carbon Neutral status by 2025
- Reduce material use and waste
- Support environmental organisations through fundraising and volunteering



Inspiring the next generation

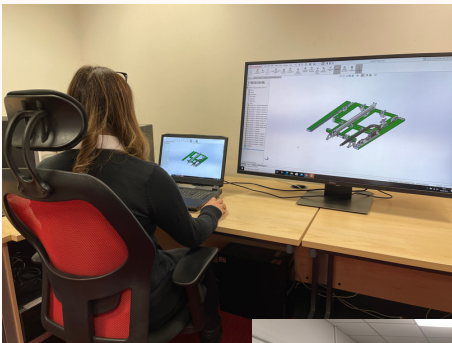
Inspiring the next generation into the world of engineering is paramount to our success. We are well aware of the STEM Skills shortage in our industry and how failure to respond to this could impact our business and recruitment in the long term.

The Group is passionate about inspiring the next generation of engineers who will support projects of the future at adi Group which is why we pledged our commitment through The 5% Club – an industry initiative aimed at bridging the skills gap.

The aim of the club members is to achieve 5% of their workforce in earn and learn positions (including apprentices, sponsored students and graduates on formalised training schemes) within five years of joining.

As a member of The 5% Club we are:

- Committed to helping the country’s growth agenda and acknowledge the importance of developing our people as both an employer and a social imperative.
- Playing our part in addressing youth unemployment and skills shortage.
- Pledging to work toward having a minimum 5% of our UK workforce enrolled on formalised apprentice, sponsored student and/or graduate development schemes within five years.
- Measuring and reporting on our progress annually against the above metric in our Corporate Responsibility section of our Annual Report and Accounts or equivalent document/website.
- Committed to encouraging other employers to participate in the campaign.



Our Apprentices Academy

The Group formalised its commitment to Apprentices back in 2014 with the launch of our Apprentices Academy.

Aimed at providing our apprentices with a more formalised programme – as well as additional opportunities to build soft skills and network with fellow apprentices - the Academy continues to provide apprentices of all ages with the support needed to flourish and progress in engineering careers. Many apprentices in adi Group over the years have progressed into Senior management teams across the Group and have been with us for over ten years as fully-fledged members of our team.

Apprenticeships are offered in all areas of the adi Group including our automation, automotive services, compressor services, facilities engineering, electrical, process pipework and mechanical engineering divisions.

Over 20 Apprentices are currently part of our academy at various stages of their apprenticeship qualifications from first years through to final year apprentices. All apprentices are with us for three to four-year programmes where they work towards NVQ Level 3 qualifications specific to the engineering discipline they are paired with. On joining us our Apprentices are assigned with a mentor in their division providing support and guidance throughout the duration of the apprenticeship.

