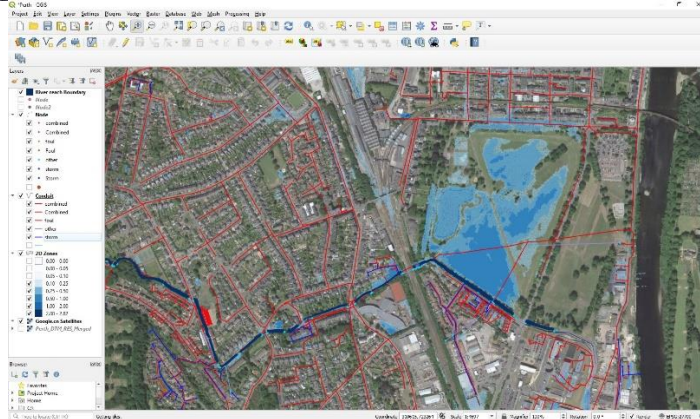




Company Information Pack



"Creating The Right Engineered Solution for the Environment"

TELEPHONE: 0114 2180642 FAX: 0114 2180643 EMAIL: info@res-env.co.uk WEBSITE: www.res-env.co.uk

RES Environmental Limited Office 116, Westthorpe Business Innovation Centre, Westthorpe Fields Business Park, Killamarsh, Sheffield, S21 1TZ
Company Registration Number:4709537

Who Are RES Environmental Ltd?

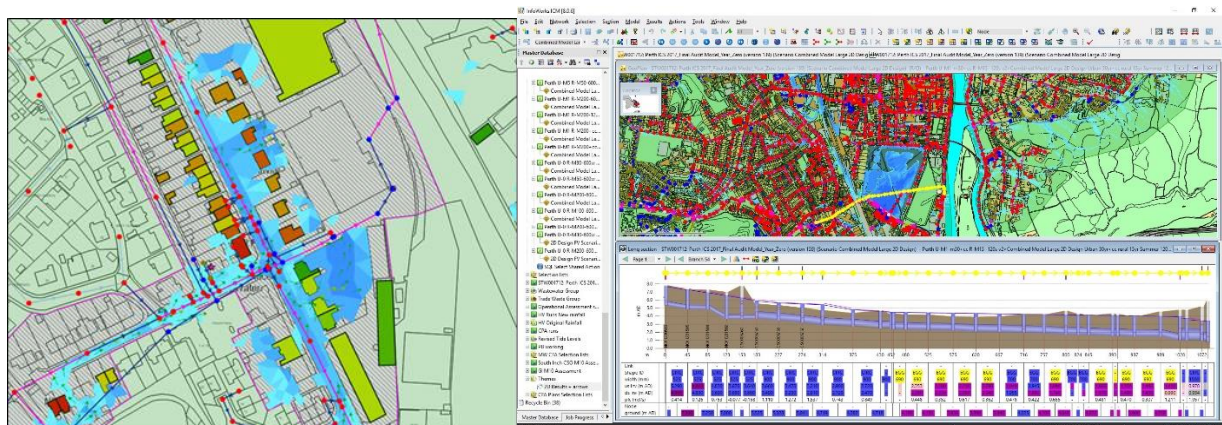
We are an Urban Drainage and Environmental Consultancy who have been in business since 2003. We work within the water and construction industry and specialise in all aspects of wastewater and river modelling, flood risk, storm water management and drainage design. We provide a specialised hydraulic modelling service for all wastewater network, river and integrated catchments

Since inception the company has grown in size and reputation through the recruitment of a dedicated team of specialist civil and environmental engineers with the technical expertise to meet the ever-changing challenges affecting storm water management and urban drainage. We continue on a projection of growth with a continuous pipeline of new and exciting projects to work on.

We pride ourselves on developing strong honest relationships and delivering a quality and robust product, which is testament to the high level of repeat business. We also have the ability to develop bespoke software which can save time and money and provide consistent outputs in order to help drive efficiency. We focus on the clients' needs, understand the problem, advise on and utilise best practise to ensure the right solution is delivered, which is sustainable, cost effective, innovative and improves the environment we live in.

We deliver projects for Severn Trent, Yorkshire Water, Scottish Water, Northumbria Water Irish Water, Northern Irish Water, Welsh Water and United Utilities amongst many other councils, urban planning and construction clients of all shapes and sizes and wish to develop our portfolio into other marketplaces including the developer lead projects.

We operate nationally from our office base in Killamarsh, Sheffield, where the urban city landscape meets more rural North East Derbyshire and the Pennine Trail.



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What Are Our Core Principles?

RES Environmental Limited have seven key principles that are the foundation of what we do and how we do it, both in our day-to-day operations and in our wider strategic development.

1 Hiring, retaining, rewarding and supporting talented and dedicated people

RES is a business made up of exceptional talent. Our continued success relies on a motivated and enthusiastic workforce where people understand their contribution is valued and rewarded. Our Commitment to our employee wellbeing, flexible working and advancement opportunities have led to turnover rates below industry average. We look for talented people starting with graduates to truly build our business from the bottom up.

2 Promoting learning in a positive working environment

We are committed to doing our best, but we can always do better. This is why RES creates a supportive learning environment for all our employees, so that they can maximise their potential for self-improvement and career advancement. As a company we offer a wide range of internal and external learning opportunities to help develop our team.

3 Encouraging staff consultation and clear communication

As an expanding business built by our staff, our ability to keep everyone in the group is very important. RES is committed to open and clear communication at all levels and has initiatives in place to ensure that we achieve this. Staff engagement is important to us and we know that RES succeeds through collaboration and cooperation because collectively we are greater than the sum of our parts. We encourage a culture in which all our people feel empowered to reach out to colleagues, no matter where they are in the organisation.

4 Building enduring client relationships

RES has more than 50 clients but we work hard to maintain the personal service that we started with. Our first client in 2003 was Yorkshire Water and we've continued to be involved with their capital programmes ever since.

We are directly or indirectly working with nine water companies, a number of local authorities and several developers throughout the UK. We are often working within highly scrutinised regulatory environments and work with our clients to ensure the right outcomes of the project are achieved from an environmental and ethical perspective. We have forged long-term relationships with our clients due to our business excellence. We have proven that we deliver a quality product and achieve full client satisfaction to ensure they continue to have RES as their partner of choice.

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5 Encouraging continuous improvement

As a growing SME we recognise the importance of continuous improvement in all that we do. We maintain a number of accreditations and certificates including ISO9001-2015 and CHAS. We are always looking to innovate and apply new technologies and approaches to meet our clients challenges and drive efficiency.

6 Investing in sustainable growth

We are focused on our organic growth and in the last year alone spent £150,000 on new IT and provide a developmental CPD training to enable supporting this internal growth.

7 Promoting the concept of sustainability in all that we do

The work we do has a positive environmental impact, and as an environmental consultancy, everything we do is rooted in sustainability. We fully support the Paris agreement on climate change and the Sustainable Development goals recognised by the United Nations. These fundamental drivers inform how we operate our business and how we support our clients.



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What Sort of Projects Do We Work On?

Our current project work is helping to deliver a variety of solutions to alleviate environmental deficiencies within the built environment across the UK and Ireland.

The core elements of our project work involves building and maintaining integrated catchments models of wastewater networks, river systems and 2D overland flow routing and using such models to develop solutions.

Our recent and current projects fall into several categories:

Project Category	Summary
New builds and model maintenance	Ranging from small villages to large scale integrated catchment studies covering cities. Includes scoping, planning and management of survey contractors and traditional model build, verification and Needs phases
Flooding Deficiencies (Wastewater Network)	Models used to identify cause and to develop solutions to resolve flooding from wastewater networks, may include river systems and overland flow, likely water company issue
Surface Water Pluvial Flood Risk	Integrated catchment models used to identify cause of flooding and develop solutions, likely local authority / EA issue.
CSO deficiencies - Storm Overflow Assess Framework (SOAF)	Models used to confirm CSO spills and assess against the SOAF process including cost benefit analysis for both aesthetic and water quality deficient CSOs
Growth studies and drainage impact assessment (DIA)	Assess impact of new developments on wastewater network and develop solutions to resolve detriment
Catchment Transfers	Assess impact of transferring a wastewater catchment into another network
Flood Risk Assessment	Traditional assessment undertaken confirming viability of a new development in accordance with EA requirements
Model Audits	Required to ensure model fit for use. It is important to ensure models are as accurate as can be, identifying the correct reasons for deficiencies and therefore promoting the right sustainable solution.

Our projects' timescales can vary from 1 to 24 months in duration and vary in size from a few streets to large cities or river systems.

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Our Clients range from Water Companies, Local Authorities, large consultancies and developers. We have worked with a number of Clients for many years on many projects. Examples of the types of projects covered in different water company regions is shown in the table below.

Water Company Region	Project Category
Scottish Water	New build, Model Maintenance, ICS, Flooding, DIA, Model Audit
Northumbrian Water	New build, ICS, Flooding, Bathing WQ assessments
Yorkshire Water	SOAF, Flooding, other CSO deficiencies, Surface water fluvial flood risk
Severn Trent	Model Maintenance, Growth, Flooding, Catchment Transfer, Surface water fluvial flood risk
United Utilities	Model Maintenance
Welsh Water	SOAF, Model Audit
Southern Water	CSO deficiencies - Water quality assessments
Northern Ireland Water	New build
Irish Water	New build



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Our Ambition

Our ambition is to become a leading independent multidisciplinary modelling consultancy that can truly integrate the worlds of hydraulic modelling from pipe and overland systems to river and water quality. Working with developer's water companies' local authorities and the Environment Agency throughout the country.

What is it Like Working at RES Environmental Ltd?

You get to work alongside a bunch of talented current and former graduates, as well as highly experienced and supportive senior staff. Staff get involved in the full lifecycle of a project helping them understand the project from inception to completion and developing the chance to forge strong collaborative relationships with our clients.

There is a clear progression route for our hydraulic modellers, supported by ongoing CPD opportunities and the opportunity to become members of CIWEM (Chartered Institute of Water & Environmental Management)

RES has a very strong staff retention record and a genuine feeling of `team`, offering an inclusive, accepting and supportive environment, and a commitment to staff health and wellbeing.

We have a workplace culture that encourages team building, social activities and charitable events. There is a friendly, supportive and open atmosphere within the office, where senior management are hands on, and very much part of the team.

We offer flexible / hybrid working to support a positive work life balance whilst meeting the needs of the business.

Our bright open plan office is located in a semi-rural setting making for both a pleasant journey to work, and a lovely environment for a lunchtime walk along the Pennine Trail.

We offer a range of benefits to our staff such as.....

- Westfield Health package with an Employee Assistance Programme
- Mental health and wellbeing support
- Hybrid working and flexible working hours, casual dress policy
- Ongoing investment in internal & external training and development and membership of CIWEM
- Contributory pension. Performance and long service rewards
- A generous holiday entitlement
- Retail, hospitality, leisure & gym discount schemes
- Team meals, free Christmas Party & other subsidised social events
- Free on-site parking, a bike shed for cyclists and car sharing opportunities
- Free tea & coffee..... and are always considering additional ways we can reward the commitment and talent of our team.

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Meet The Team

The current RES team consists of three Directors and an incredibly dedicated team of Hydraulic modellers. All are involved in project work on a day-to-day basis. Even the Directors' have their own projects allowing them to keep up with changes in technology and specifications.

Director – Mark Booker

Mark has 29 years' experience within the water industry working for consultancy organisations. He is particularly committed to developing in-house procedures for the technical aspects of hydraulic modelling which ensures a consistency of output across the modelling teams. Mark also takes the lead on all aspects of the business' Financial Management. Mark is another big sports fan and a big supporter of grass roots football.

Director – Jason Drake

Jason has 24 years within the utility industry. Spending the last 20 years within the water industry developing an in-depth knowledge of legislation, investment and drivers. Jason has helped develop procedures for a variety of water companies to assist in the delivery of their modelling programs and investment planning requirements. Jason also takes the lead on Quality Assurance, Sales and Marketing within the organisation. Outside of work Jason enjoys days out walking or travelling on his motorbike.

Office Manager – Christine Davies

Christine comes from a background in project management and operational management. She brings to RES Environmental a wealth of administrative, organisational and procedural skills and experience to help develop and manage the day-to-day business operations including quality assurance, finance, PR, staff recruitment, training and performance, and general office administration. Outside of work Christine is keen to maintain her daily exercise regime, and is a passionate music fan.

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The Hydraulic Modelling Team

At the very heart of all our work lie an incredibly skilled, knowledgeable, experienced and enthusiastic team of Hydraulic Modellers.

We currently have a team of 16 made up of Senior Modellers, Modellers and Graduate Modellers who have joined the company and flourished, helping us achieve the success we have had.



Our Modellers get involved in every step of the data and modelling process on client projects. This includes the scoping, development and assessment of a variety of urban drainage and flooding projects. Typical activities include:

- Initial feasibility studies and site works visits
- Gathering data from clients, databases and other sources
- Verifying, analysing and modelling data effectively, in collaboration with other team members
- Scoping of surveys
- Building hydraulic models using GIS
- Generating synthetic rainfall in the computer model
- Assessing model outputs and reporting on findings
- Developing both hydraulic and environmental solutions to the water industry
- Liaising with clients directly, producing reports and/or contributing to presentations for clients
- Designing data interfaces, incorporating graphs, tables and visual layouts

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Join The Team

As a growing business we are always keen to hear from individuals interested in joining our hydraulic modelling team. We look for people who can demonstrate;

- A desire to apply a love of logic and problem solving into a niche, technical career with great long-term prospects
- Great communication skills, particularly listening carefully and contributing positively within the team meetings and discussions
- Enjoys working as part of a team on client projects and be willing to support other team members
- Proactivity and the ability to work on their own initiative
- Meticulousness with great attention to detail
- Excellent reasoning and analysis skills, able to communicate numerical and other information clearly and confidently
- Competence in MS Excel and Word and able to pick up new systems quickly. It would be great if you also possess some experience of using GIS, or MapInfo.

And these are just some of the lovely quotes our staff have given about life at RES.....

- "There is a good dynamic amongst the team."
- "A small business structure allows employees to get to know co-workers easily and thus helps with communication and creates a friendly working environment."
- "I appreciate getting responsibility early on as a graduate and being trusted with project work."
- "There is good career progression."
- "We are allowed and encouraged to innovate and learn new skills/knowledge."
- "There is a good office/ company culture."
- "I like the attitude to building trusting, honest client and staff relationships and the quality of product it endeavours to deliver."
- "I like the tradition of the walk at lunch, and I enjoy our team coffee breaks on a Wednesday."
- "It feels a collaborative environment to be a part of."
- "The directors are approachable and offer transparency about the company's current & future plans"

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