



Looking after our people

# The Perks

Open space management rooted in nature.



A photograph of two people in a forest. On the left, a man with short brown hair and a beard, wearing a dark jacket, is looking towards the right. On the right, a woman with long, curly dark hair and a pink scarf, also in a dark jacket, is looking at a tree branch with small purple flowers. The background is a dense forest of bare trees.

# Trustgreen

Here at Trustgreen, we believe perks are about more than a few branded mugs and casual friday. Instead we're focused on creating a work environment where our team feels supported, valued and inspired every day. From professional growth opportunities, to a culture which encourages collaboration and fun, we're committed to looking after our people.

Curious? Discover what we have to offer...





## Be a Part of History

Trustgreen are committed to respecting our environment and are investing in the creation of new habitats, all of our Trust People are a part of this journey to a more sustainable future.





## Week 1-4

Trustgreen implements a 'week 1-4' induction period, which means that for your first month here, the pressure is off! We want you to get comfortable and really enjoy your first few weeks.







## Progression Planning

Trustgreen are proud to have a low staff turnover rate, this is because we prioritise our people and the skills that are already at our disposal.





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## Take Back Your Birthday

Neither of us want you to work on your birthday, so we give you the day off as well as a bottle of champagne to celebrate!





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## 25 Days Annual Leave

We offer our employees 25 days annual leave, plus bank holidays. On top of that, an additional day is awarded for every year completed



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## Finley Wisdom

BNG and Habitat  
Ecologist

"As my first job out of University, I could not have asked for a better place to start my career. Not only does Trust feel like somewhere I can really grow and develop in my industry, but it also feels like a family where support is just an ask away."





## Competitive Salaries

Our roles are rewarded based on experience, whether that is from a university degree or years hands-on in the industry, our only goal is leading through knowledge



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## Enhanced Maternity/ Paternity Leave

Expecting parents, including adoptive parents or carers on the 'Fostering for Adoption Scheme' are offered enhanced leave with the option of Shared Parental Leave







## Team Socials

Throughout the year, we hold lots of social events to say thank you for the continued efforts of our team. In the past we have visited the Crystal Maze experience in London and attended Ladies Day at Chester Races



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## Employee of the Quarter

We notice when our 'Trust People' are soaring within their field with our Employee of the Quarter recognition and £500 towards a break or hotel stay



# BIG Christmas Party

At Trustgreen, we take christmas seriously. Our parties are company-wide and a great chance to catch up with members from other regional offices





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## Abbey Hitchenson

Land Proposals  
Manager

"I truly believe at trust you are not just an employee, you are part of a family. I have always had amazing mentors, been surrounded by knowledgeable people from the industry who are always willing to boost my knowledge to develop my career even further."



## AGM

Our Annual General Meetings are eagerly anticipated each year, with the entire team coming together at a fun location. Some past AGMs have included *Surf Snowdonia* and a Tarporley Treasure Hunt





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## Top of the Range Tech

We provide our Trust People with the proper equipment to carry out their role. Relevant departments utilise macbooks, iPads and top of the range laptops.







## Pension Contributions

Trustgreen contribute 5% to employee pensions and you have the choice of how much or little you would like to contribute.



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## Employee Assistance Programme

We offer individuals EASE, confidential support and counselling in partnership with Westfield Health.





A photograph showing two people sitting at a wooden table. The person on the left is wearing a pink and white striped sweater and has their hands clasped. The person on the right is wearing a dark blue sweater and is holding a white mug with a floral pattern. There is another white mug on the table. The background is a plain white wall.

## Mental Health First Aiders

Trustgreen are proud to have members of staff trained as mental health first aiders who are here to support you.



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## Vicky Tate

Marketing  
Manager

"As one of the newest members of the team I already feel right at home at Trustgreen. My Week 1-4 was such a great way to get settled into the team. There was no pressure and loads of support. I don't think I've ever settled into a job so well. I already feel like I'm part of a family who are always willing to lift you up in anyway they can."





## Friday Breakfast

Speaking of finishing off the week right, we offer our 'Trust People' breakfast every friday from a local bakehouse!



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## Early Finish On Friday

To end the week off  
right, every friday  
means an early dart,  
an hour earlier at  
3:30



## Use of Company Land for Personal Development

All sites that we manage are used to train our staff in areas of Ecology, like BNG.





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## Unlimited Training and Personal Development

We encourage any opportunity to expand your knowledge, through courses, conferences and qualifications in your field.





## Investors in People

We've been awarded Silver by Investors in People. Meaning that we strive to be the the kind of place where you can grow, achieve, but importantly, do the right thing.



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## Cameron Owen

Client  
Manager

"It feels like we're one big team and all working towards the same goal. When I first started at Trustgreen, I wasn't confident in communicating to clients or residents. With the help of members of the team and feeling empowered to reach out ask for help, and ask questions, I now feel completely confident."



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## Private Healthcare after 3 years

Members of the team  
receive private BUPA  
medical care after three  
years of service with  
Trustgreen



# Trustgreen

**INVESTORS IN PEOPLE®**  
We invest in people Silver

