

Become part of the team.



Welcome to



OUR MISSION

We exist to create products that make construction better, faster and safer. To do so, we foster a culture focused on continuous improvement, leading to superior products and services for our customers. AG paving, flagstones, steps + kerbs are another great example of AG delivering concrete solutions in line with our mission.



THE COMPANY

A message from the CEO

Thank you for your interest in applying.

AG is a 3rd generation family-owned manufacturer that was founded in March 1960. Thanks to the efforts of our loyal workforce, we have grown to become one of the UK and Ireland's foremost manufacturers of paving and building products.

Our company's mission is to create products that can make construction better, faster and safer. This mindset not only influences how we develop new products, but it shapes how we run our business. We are constantly seeking ways to improve every aspect of our business and want to recruit the best talent to help us do so. We have big ambitions to grow our business in the coming years and we are confident for the future.



Stephen Acheson

I hope you find this pack to be informative and that you wish to join us on our journey to making our company even better.



AG have been at the leading edge of hard landscaping and building solutions for over 60 years – providing world class products and services to architects, specifiers, contractors and homeowners across the UK + Ireland.



WHO ARE WE?

£22m

Turnover

200+

Employees

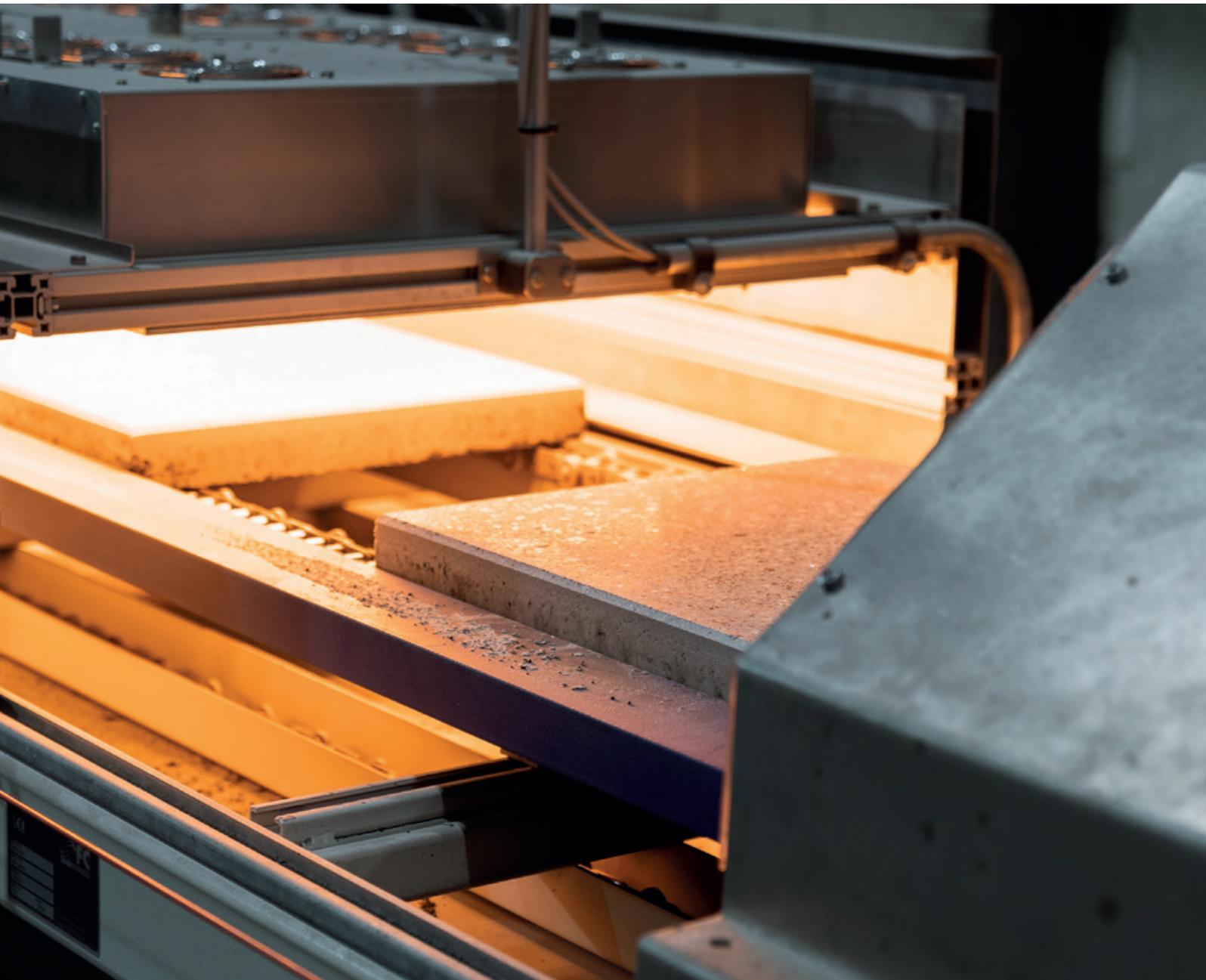
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Manufacturing
Plants UK +
Ireland

Private
family run
business

Distribution
network across
UK + Ireland

We offer
solutions to
specification
sector



THE AG PACKAGE

When you join the team.



WHEN YOU JOIN THE TEAM WE OFFER...

- Competitive hourly rate
- Shift Premium
- Employer Pension - Personal Pension Plan
- Life Assurance
- 31 days annual leave
- Training + Development Opportunities

Introducing AG's new Skills Development Programme for Operations + Manufacturing.



Accelerate is designed to offer full training support through our 'basic', 'semi-skilled' and 'skilled' roles as you become trained in the operation of one or more of our highly automated and world class production facilities.

- Entry Level
- Semi Skilled Level
- Skilled Level

Your rate of pay will increase in line with each of the training levels and you will be mentored and supported throughout the programme.

THE BENEFITS

Discover the perks of working for AG.

As an employee of AG, you are entitled to a whole range of benefits.

- Employee Discount
- Paid lunch breaks
- £500 Employee Referral
- Perks Card
- Christmas Gift
- Activ8 Wellbeing Scheme
- Regular Health Surveillance Checks
- Health Shield Plan
- Cycle to Work Scheme
- Complimentary Will Writing Service
- Employee Advantage Scheme with Vodafone
- Employee Assistance Policy
- Long Service Awards
- Best Site Competition
- Good Catch Health + Safety Initiative

WHAT WE DO FOR OUR PEOPLE



VISION, MISSION + VALUES

It's about how we work

We are all united by a shared set of values and aspirations that extend into every aspect of our business. They make themselves felt in our everyday working relationships and in our interactions with customers and suppliers.

VISION

To be the preferred supplier of innovative hard landscaping and building products which create a sustainable built environment.

MISSION

To provide customers with solutions that make construction better, faster and safer for all.

VALUES



Wellbeing

At AG we understand that being safe, healthy and happy, in and out of work, makes sense for both the company and our employees. This positive state is created through an environment that allows employees to flourish and achieve their full potential.



Sustainability

We will make every effort to minimize any adverse impacts from our activities on the environment and promote a more sustainable built environment for future generations.



Our People

At AG, nurturing our staff is a key part of our business – we've learned over decades that well trained, highly motivated staff develop and manufacture much better products and deliver the kind of responsive customer service that really sets us apart.



Customer Care

At AG we put our customers – and colleagues – at the heart of everything we do and are committed to exceeding their expectations. We pride ourselves on offering optimum solutions and building strong relationships, along with providing a friendly, helpful and professional service.



Innovation

Innovation is at the heart of what we do. We have been first to market with many innovative products throughout our history and will continue to be into the future. We should encourage new ideas and solutions from our people.



Integrity

At AG, leading by example while treating others with respect is the core of what we do. We always conduct our business in an open and honest way.

**Working together as a team,
to make construction better,
faster and safer for all**



MEET THE TEAM

Testimonials from our employees

A recent employee survey carried out by People Insight UK.

What is the best thing about being
in the AG Team?

Top 3 answers across the company:

No. 1 The People

No. 2 The Culture / Atmosphere

**No. 3 Shift Patterns + Work / Life
Balance**



Ciara Cullinan Sustainable Business Graduate

Ciara Cullinan has been part of the AG Team since October 2020 and works within the Health, Safety + Environmental Department.

Why did you decide to follow your chosen career path?

I always had an interest in environmental management within the manufacturing industry. While completing my degree, I realised how interlinked health and safety, quality and the environment are in the manufacturing sector. After completing a NEBOSH National General Certificate in Occupational Health and Safety, I knew I wanted a role that entailed health and safety, the environment and quality.

What does your day-to-day job entail?

My day-to-day role includes regular monitoring of the Engage EHS system to ensure all actions, observations, contractors and training is on track across all sites. Regular communication with supervisors and managers across all AG sites helps keep this on track.

Reviewing and updating risk assessments and safe operating procedures are also an important element of my role. I am also involved in quality control and spend time on sampling and testing of products.

What do you enjoy about working at AG?

I enjoy working with the people at AG. Everyone is so friendly and helpful and have made me feel very welcome since I've been here. Every day is different with new challenges and opportunities to learn.

What would you say to someone considering joining the team at AG?

To someone considering joining AG, I would say definitely join. There are many opportunities for learning and improvement available while working with friendly people.

What do you enjoy doing outside of work?

Outside of work I enjoy going out with friends, watching football and going to concerts.

Read more testimonials on our website at: ag.uk.com/MeetTheTeam



Jamie Keenan

General Operative, Fivemiletown Outside Rooms

How long have you been part of the team at AG?

One month.

Why did you decide to follow your chosen career path?

It was something I was interested in pursuing.

What does your day-to-day job entail?

Picking / orders and dealing with customers.

What do you enjoy about working at AG?

AG are a very good company to work for and the benefits of the job.

What would you say to someone considering joining the team at AG?

I would tell them about how great of a company AG are and that they would not regret joining.

What do you enjoy doing outside of work?

Car valeting, football and socialising.



Rhys McQuigg

General Operative, Fivemiletown Yard

How long have you been part of the team at AG?

Nine months.

Why did you decide to follow your chosen career path?

I started driving a forklift for a summer job when I was 16 years old.

What does your day-to-day job entail?

Picking loads for drivers and serving customers. Loading external hauliers. General yard upkeep.

What do you enjoy about working at AG?

No two days are the same. Given trust and responsibility to carry out duties without much intervention.

What would you say to someone considering joining the team at AG?

I would encourage them to join because it's a rewarding and friendly place to work.

What do you enjoy doing outside of work?

I'm a youth football coach, I also play cricket and follow Man City football club.

Why do people want to work for us?

These are comments taken from our latest employee survey.

"Shift patterns are good for work life balance."

"The culture at AG - feel as part of the family!"

"Seeing the company progress and be successful while playing a part in that. Seeing my colleagues be successful in their roles."

"There are great people working with AG who have a wealth of knowledge and want to help customers and fellow staff."

"I enjoy my work here, for the first time I am genuinely interested in what I am doing. I feel motivated and enjoy working alongside my team."

"Every day brings a new challenge!"

"It has an enjoyable work atmosphere and I receive a lot of support from the team I work with."

"Good working environment, always busy, good friends and job security."

"The flexibility - family circumstances are taken into account with Managers understanding that sometimes you need to step away from work to deal with other things."

"Open to good ideas from everyone to take the business forward."

"The chance for progression within the business excites me for the future."



PRODUCT RANGE**We are solutions providers**

We can supply building solutions at all stages of your project - from drainage products right up to the finishing touches of hard landscaping.

Facing Bricks**Flagstones + Block Paving, Kerbs, Ramps + Steps****Segmental Retaining Walls****Roads + Civils Products**

WHERE CAN YOU FIND US?



Our locations + markets

AG have several offices throughout the UK and Ireland including five manufacturing plants and two quarries.

AG also have four Outside Room Centres located across Northern Ireland - specially created to offer ideas and inspiration to homeowners and building contractors.

PROFESSIONAL

AG supply our range of products to the professional market via Architects and Specifiers for projects including utilities works, schools, offices, forecourts, commercial buildings, housing developments and many other applications.



HOMEOWNER



Through our Outside Rooms showrooms in Northern Ireland and our merchant stockist partners across the UK and Ireland, we supply our products to the homeowner for driveways, gardens, pathways and more.

VEHICLES + TRANSPORT





Fivemiletown

AG Head Office / Main Quarry / BESSER / MASA Plant / Internal Aggregates

Manufacturing facilities producing paving, walling and facing bricks.

Products

- Woodward frogged brick
- Country Cobble® paving
- Rectangular® paving
- Mile Stone kerbing / walling
- TerraKerb® kerbing
- Kamden double sided walling
- Anchor Aspen Stone™ retaining walling
- Anchor® Bayfield® retaining walling
- Anchor® Diamond® retaining walling
- Anchor® Vertica® retaining walling
- Anchor® Landmark® retaining walling

Wash Plant

Processes, grades and washes reclaimed limestone aggregates from FMT quarry into limestone sand 2-5mm and 4-6.3mm for use within all of AG's production sites.

Toome

MASA Paving + Flag Plant + Surface Protection / Hermetic Flag Press + Grinding + Texturing Line / Krupp Brick Press x2

Toome site manufactures our highest quality products including our TerraPave® and Plaza paving.

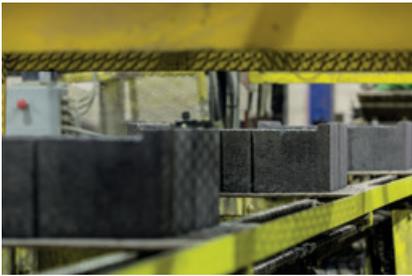
Products

- TerraPave® flagstones
- Plaza paving + flagstones
- Plaza Lineal paving
- Large Element Plaza paving
- Long Stone paving
- River Stone paving
- Oakland brick
- Lanyon® brick
- Stately brick
- Sivil brick
- Cat 30 / Cat 50 brick

Surface Protection

Toome have now installed a highly advanced spray bar that allows us to factory apply surface protection to paving and flags products.

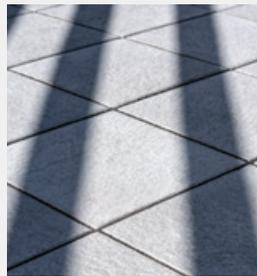




Dungannon

AG Sales + Marketing Head Office

AG Dungannon manufactures our Anchor® Vertica® 'Machine Install' blocks.



Ballygawley

OCEM Hermetic Flag Press

AG Ballygawley manufactures a range of paving products including our Canterra® and Rosemount flags which are very popular across the UK and Ireland.

Products

- Canterra® flagstones
- Rosemount flagstones
- Tactile + Deterrent flagstones



Carryduff

AG's Carryduff site manufactures our range of roads and civils products which are predominantly supplied throughout Ireland.

Products:

- Manhole Rings / Soakaways / Accessories
- Base Sections
- Slabs
- Drainage Gullies
- Road Kerbs + Accessories / Channels
- Standard flags (functional square edged flagstones with a dimpled finish)



Pomeroy

Internal Aggregates

AG's Pomeroy site supplies a range of quarried aggregates used in our manufacturing processes.



HSEQ

Health, Safety, Quality
and The Environment

AG has a robust integrated HSEQ management system which is accredited to the internationally recognised standards ISO 45001, ISO 9001 and ISO 14001.

Using these standards as a framework AG strive to maintain exceptional safety, quality and sustainability standards on a daily basis.

At AG the wellbeing of our employees is one of our core values. Safety is an essential component of all activities.

We at AG ensure that all employees personally commit to the continuous improvement of our Health, Safety and Wellbeing objectives ensuring a positive safety culture is embedded across the Business.

Ultimately we want all our employees to have a safe day at work so that they can do what is most important and go home safe to their family each day.

At AG we believe that safety is the most crucial investment we can make.

We have recently seen the benefits of significant financial and resource investment in a state of the art digital HSEQ Management tool, complemented by a full range of tablets and mobile phones.

This system is appropriately called Engage and allows us to carry our daily, weekly, monthly and quarterly inspections logging issues and improvements onto an online portal allowing them to be monitored in real time.

Engage has greatly contributed to our positive safety culture with the use of an observation reporting APP – where employees log HSEQ issues and improvement ideas, which are then assigned an appropriate action to ensure solutions are applied.

We are always looking for ideas to improve the wellbeing of our staff, as well as the quality and efficiency of our business – each month the employee with the best improvement idea will receive a £50 voucher!

The Engage system has helped towards our company goal of making safety positive and personal – positive safety behaviours and best practice are logged with a 'Thank-You for working Safely' tag on the app.

CERTIFICATIONS



Our social media channels



FACEBOOK

@agoutsiderooms
www.facebook.com/agoutsiderooms



INSTAGRAM

@ag_pavingbuildingproducts
www.instagram.com/ag_pavingbuildingproducts



LINKEDIN

@AG Paving and Building Products
www.linkedin.com/company/agpavingandbuildingproducts



YOUTUBE

www.youtube.com/achesonglover



TWITTER

@AchesonGlover
twitter.com/AchesonGlover



PINTEREST

Homeowner
www.pinterest.co.uk/achesonglover

Professional
www.pinterest.co.uk/AG_Paving_Building

INTERNATIONAL PARTNERS



Great Britain

4 Marlin Office Village
1250 Chester Road
Castle Vale
Birmingham
B35 7AZ
T +44 (0) 121 747 0202

Ireland

64 Old Moy Road
Dungannon
BT71 6PU
T 028 8778 8112

AG.UK.COM

