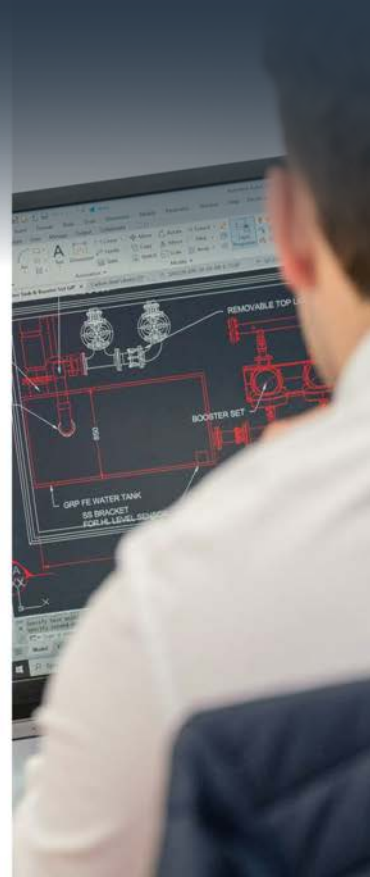


BROWNE

Learn with purpose

Graduate Programme 2025



Engineering with purpose



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Learn with purpose

Graduate Programme

I am delighted that you are interested in joining the Browne Graduate Programme.

We are committed to nurturing young talent and hope to set you on the right path to a successful career in the Civil Engineering industry. We are a growing business and are looking to foster the next generation of leaders to help us achieve our goals, through supporting our customers.

Throughout this programme, you will have access to great opportunities for development, learning and mentorship. I encourage you to make the most of this experience and embrace the challenges and opportunities that lie ahead.

I encourage you to get involved and in return we will hopefully help you to become the best version of yourself. Your success will be our success and we look forward to witnessing your growth and achievements, as Browne equally goes from strength to strength.

Paul McMahon
Managing Director



Our History

Where it all began

J Browne Construction was founded in 1971 by Sean Browne, who emigrated from Ireland in 1959 with a civil engineering degree. He started his career as a site engineer with Wimpey before joining J Murphy and Sons Ltd in the 1960s, becoming Managing Director and overseeing significant growth. In 1971 Sean decided to start his own business focused on developing strong client relationships and delivering high quality work.

The company began as a multi-discipline civil engineering contractor, working across highways, canals, pipelines, and infrastructure projects. Early major contracts included highways term maintenance for the London Borough of Redbridge in 1972 and canal works for the Central Electricity Generating Board (CEGB) installing cables along the Grand Union Canal network from 1973. These projects provided a stable workflow for the first decade of business.

By the 1980s, Browne had established itself as a leading contractor with a reputation for collaboration and quality.

The company relocated its head office to North London in 1983. That same year it acquired gas specialist RJ Wright & Sons, enabling expansion into pipeline and gas infrastructure projects for British Gas.

The 1990s saw the business continue to grow with a turnover of £13 million. Work included projects for clients like the BBC, Asda, London Electricity, and Transco. The privatisation of the water industry in 1989 brought a major

new client, Thames Water, leading to over 30 years of ongoing work including reservoir maintenance from 1991.

As the new millennium dawned, turnover reached around £30 million. The company triumphed in high-profile projects, including winning our first major wastewater network framework with Thames Water in 2005. The transition to the second generation of family leadership

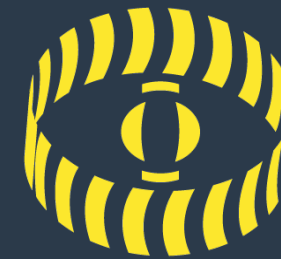
In response to changing times and market dynamics, Browne focused exclusively on the water sector from 2010 onward. This strategic decision streamlined our operations and set us on a path to thrive in this specialised domain. Joint ventures were formed to bid for large frameworks, resulting in a £25 million per annum Thames Water framework in AMP5. In 2015, following the successful delivery of our AMP5 programme, we won long term frameworks with Thames Water, Southern Water, Affinity Water and South East Water. By 2020 turnover reached £75 million.

In 2021 Renew Holding plc announced its acquisition of the company. This marked a pivotal moment in Browne's history, aligning its future with a larger corporate entity.

Renew Holdings operates as a holding company with a unique approach to its subsidiary businesses. Each subsidiary retains its distinct brand and autonomy, allowing them to effectively serve their respective markets while adhering to overarching standards set by Renew.

In 2023 Browne reached a significant milestone by achieving a turnover of £100 million, a testament to the company's dedication and strategic growth. Throughout the company's history, Browne has maintained its values of delivering quality work, collaborating with clients, and investing in people. From early leaders like founders Sean Browne to today's management team, the company's success has been built on the hard work and dedication of its employees.

How we work at Browne: Our Values



I R I S

Innovate Intentionally

Innovation at Browne is purposeful, not just for the sake of change. We adopt new technologies, challenge conventional thinking, and refine our processes to improve efficiency and effectiveness.

Create Impact

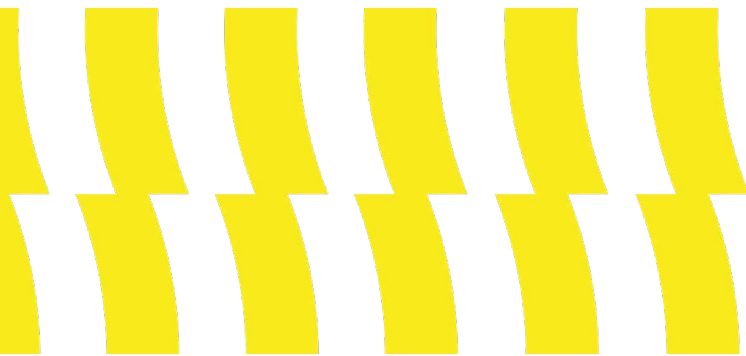
This value is about delivering meaningful, lasting results. We are creating solutions that enhance communities and contribute to a sustainable future.

Support Each Other

People are at the heart of everything we do. We believe in building a collaborative, inclusive, and growth-oriented environment where every employee can achieve anything they put their mind environment.

Act Responsibly

Responsibility means being accountable for our decisions, actions, and the effects they have on people and the environment. At Browne, we uphold the highest standards of governance, safety, and sustainability.



Our Graduate Induction

Welcome to the exciting start of your Graduate Programme at Browne. The induction week is designed to provide you with a comprehensive introduction and insight into our company culture, values, and mission. Below, provides an outline of what will be covered in this first week.



1

Welcome and Orientation Day

- 1. Introductions:**
Get to know your fellow graduates and support team members through ice-breaking activities.
- 2. Welcome Presentation:**
An outline of the Graduate Programme and expectations.
- 3. Welcome Address:**
A warm welcome from our Managing Director and senior management team providing an overview of the company.
- 4. Corporate Induction:**
This is an overview of the business and our ethos. You will learn about the different divisions of our company and how they contribute to our overall success.

2

Learning Day

- 1. Mandatory e-Learning and Training:**
You will start your mandatory e-learning training and also complete your EUSR National Water Hygiene training.
- 2. Digital App Training:**
An opportunity to learn about our in-house power platform apps.
- 3. Professional Pathways:**
An insight into your chosen professional accreditation body and what you will need to do to achieve your goals.
- 4. Meet Your Mentor:**
Your initial introduction to your mentor where you will get the opportunity to have a one-to-one meeting.
- 5. Team Building Activity**

3

Development Day

- 1. Core Business Training:**
Our Aligned Browne Culture (ABC) Programme has been developed to re-enforce our business culture.
- 2. Mandatory e-Learning**
Mandatory e-Learning: You will continue your mandatory e-learning training including modern day slavery, equality

4

Development and Wellbeing Day

- 1. STEM Ambassador:**
You will get the opportunity to learn and understand the importance of becoming a STEM Ambassador.
- 2. Wellbeing:**
You and your fellow colleagues' wellbeing is of the utmost importance, and we believe it is important to know

5

Community Engagement and Social Value Day

- 1. Community Engagement and Social Value Initiatives:**
An insight into our commitment
An insight into our commitment to making a positive impact on the community and the environment. We will also explore opportunities to participate in volunteering activities.
 - 2. STEM:**
You will design and create an activity that you can use at a future STEM event.
- Throughout the induction week you will have many opportunities to ask questions, seek guidance and connect with management, colleagues and mentors. It is a week dedicated to creating a solid foundation for your graduate journey empowering you to make the most of your time with us.

Our Graduate Programme Structure

Introduction to the Programme Programme Structure

Our Graduate Programme is designed to give you a well-structured, all-round learning and development experience. During the first year, you will gain a broad understanding of the business and the operating divisions including Developer Services, Repetitive Services, Complex Projects and the newly formed Non-Infrastructure division as well as our support functions. You will start building your site operational and practical experience developing technical expertise according to your graduate subject and career pathway.

Graduate Learning Journey



During the second year, you will strengthen your technical and commercial knowledge and expertise whilst continuously developing relevant site operational and practical experience. You will start to build on management fundamentals and professional skills applicable to your area of subject, e.g. commercial acumen, site management and project management skills.



Your Journey: Breakdown

Week 1 Induction Period:

Setting the Stage for Success
Your journey kicks off with an insightful induction period, where you'll become familiar with our business and ethos. This foundation will serve as a springboard for your future endeavours.

Month 11 to 16 Return to Career Discipline Placement:

Deepening Expertise After your business rotations, you will return to your chosen career discipline for a six-month placement that allows you to apply your expanded insights while continuing to refine your knowledge.

Month 1 to 7 Career Discipline Placement:

Nurturing Expertise
Following your induction, you'll delve into your chosen career discipline, honing your skills and gaining hands on experience under the guidance of seasoned professionals. This immersive placement is your gateway to mastering the intricacies of your field.

Month 17 to 18 Final Business Rotations:

Completing the Puzzle
During these final business rotation placements, you'll develop a genuine understanding of our core departments, enhancing your grasp of how they work together harmoniously, bringing your understanding full circle.

Month 8 to 10 Business Rotations:

Broadening Your Horizons
Prepare to expand your horizons through a series of business rotations across our core departments. These rotations span planning, procurement, project management office, customer service, business development, and safety, health, environment & quality. The nature of these placements aligns with your role — whether technical or commercial — and equips you with a holistic understanding of our business functions.

Month 19 to 24 Culminating in Your Chosen Career Discipline:

The Grand Finale
Your Graduate Programme concludes with a final six-month placement within your chosen career discipline. Armed with an enriched perspective, you'll be ready to contribute meaningfully and embark on

Expectations and Relationships

Welcome to the exciting start of your Graduate Programme at Browne. The induction week is designed to provide you with a comprehensive introduction and insight into our company culture, values, and mission. Below, provides an outline of what will be covered in this first week.

Expectations

What you can expect from Browne

- Individual development plans.
- A supportive and engaging work environment.
- Opportunities for professional development and growth.
- Mentorship, communication, and regular one-to-one reviews with constructive feedback on your progress.
- Exposure to all divisions of the business.
- Continuous training, learning and development.

The Role of the Learning and Development Advisor

The Learning and Development Advisor's role is to manage the Graduate Programme and work closely with senior management whilst reviewing the scheme, ensuring smooth rotations and that it is aligned to the business needs. In addition to this the Learning and

Development Advisor will:

- Be your first and main point of contact providing support, guidance and coaching.
- Manage the monthly one-to-ones and the business rotation process.
- Manage all your learning and development needs.

What we expect from you:

- Exhibit professionalism in your conduct which includes being punctual, a team player, collaborative, communicate openly and demonstrate respect towards



Relationships

What we expect from you:

- Exhibit professionalism in your conduct which includes being punctual, a team player, collaborative, communicate openly and demonstrate respect towards colleagues and clients.
- Function as an ambassador for the Graduate Programme.
- Always demonstrate the Browne values throughout everything you do.
- Use your own initiative and be proactive in driving positive change in our business.
- Adapt to new situations and be flexible in your role and responsibilities.
- Adhere to company policies and maintain high ethical standards in all aspects of your work.
- Possess client/customer focus, understanding of the importance of satisfying clients and customers whilst delivering value and excellent service.
- Commit to continuous improvement, learn from experiences and actively work on your own personal self-development.

The Role of Your Placement Line Manager

- The role of your Placement Line Manager is to ensure that you gain the relevant knowledge and experience while you are on the placement. The Placement Line

Manager will:

- Manage you on a day-to-day basis.
- Identify role specific training objectives.
- Coach you to increase your technical capability.
- Conduct placement progress reviews and provide feedback.
- Raises concerns over your performance immediately to the Learning and Development Advisor.
- You will have a wealth of support available and as such this is the best time of your career journey to equip yourself with knowledge, experience, and opportunities.
- Make the most of it, the support is there for you. We all want to see you succeed!

Your Professional Development

Development Skills

As part of the Graduate Programme, you will gain essential soft skills, such as communication, leadership, teamwork, time management and problem-solving. You will also attend tailored workshops, development courses and training sessions to enhance your technical and professional skills.

Progress Reviews

Throughout the Graduate Programme, you'll engage in regular discussions with our Learning and Development

Advisor to address any queries or challenges you might encounter. These monthly meetings serve as a touchpoint to ensure that you are on track.

Additionally, your progress will be monitored through quarterly reviews, involving your line manager and mentor. These evaluations are designed to gauge your growth, knowledge, and ensure you are achieving your objectives.

You are also encouraged to attend continued professional development workshops and professional networking in line with your chosen area of discipline outside of working hours.

To facilitate this process, scan the QR code to download and complete a graduate progress review form, which should be returned to the Learning and Development

Advisor. These checkpoints ensure that your journey remains on course, allowing you to make the most of this experience.



Professional Pathways

We believe it's important for our graduates to strive for a suitable accredited professional qualification.

Therefore, we're committed to supporting you as you work towards achieving your chartership in your chosen discipline and include covering the fees associated with your membership.

Your journey will be guided by your mentor and our Learning and Development Advisor. Together, we'll

facilitate the necessary Training Agreements and agree sharing their insights, knowledge and wisdom gained from years of experience in the industry. Your mentor will provide tailored advice and guidance based on your goals, aspirations and challenges, helping you navigate the intricacies of your role and the industry.

How does Mentoring Work?

Mentoring

At Browne, we believe in nurturing talent, fostering growth and igniting your journey towards excellence.

Our mentoring programme is here to empower you, guide you and help you maximise your potential.

Our mentoring programme will connect you with experienced professionals who are dedicated to sharing their insights, knowledge and wisdom gained from years of experience in the industry. Your mentor will provide tailored advice and guidance based on your goals, aspirations and challenges, helping you navigate the intricacies of your role and the industry.

As a mentee your journey towards development rests in your hands. You are expected to:

- Be proactive in coordinating and managing meetings with your mentor.
- Define your objectives and clarify your aspirations, empowering your mentor to guide you effectively.
- Take initiative and be prepared.

How does Mentoring Work?

Your mentorship journey is designed to be flexible and impactful. You'll be paired with a mentor who aligns with your career goals and interests, ensuring a productive and meaningful partnership. You will meet your assigned mentor on the second day of the Graduate

Induction Week.

At your first introductory meeting, both you and your mentor will sign a Mentoring Learning Agreement. This is your opportunity to share your aspirations and glean personalised advice tailored to your unique path. During your Graduate Programme you will engage in regular one-on-one meetings with your mentor to discuss your progress, seek advice and set goals. Remember your mentor is a safe space for questions, concerns and discussions about your career path.



Expectations and Relationships

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Extra Curriculum Activities

We're here to provide you with not just skills and knowledge, but experiences that will empower you to excel in your career and make a meaningful impact on society.

The heart of our Graduate Programme lies in offering an array of extra curricular activities, designed to enhance your learning journey. Our commitment to your growth and development takes the shape through a range of activities including becoming a STEM Ambassador and participating in volunteering days. Each of these activities plays an integral role in our holistic Graduate Programme, designed to equip you with a diversified skill set and a perspective that reaches beyond traditional learning.

STEM

Becoming a STEM Ambassador

As part of your graduate programme, you will register as a STEM Ambassador and play a pivotal role in inspiring the next generation of thinkers, innovators, and problem solvers.

What is a STEM Ambassador?

STEM (Science, Technology, Engineering, and Mathematics) Ambassadors are passionate individuals who bring the magic of these disciplines to life for students, sparking their curiosity and igniting their enthusiasm. By becoming a STEM Ambassador, you'll be showing young people that our industry is a captivating

realm of creativity, logic, and limitless possibilities.

Why Become a STEM Ambassador?

1. Shape Young Minds:

As a STEM Ambassador, you'll have the unique opportunity to influence the minds of tomorrow's leaders. Your insights and experiences can inspire the next generation towards exciting STEM careers.

2. Build Bridges:

You'll bridge the gap between education and real-world applications, helping students understand how STEM subjects are integral to the construction industry and beyond.

3. Fuel Innovation:

By nurturing young talents' curiosity, you'll contribute to a future where innovation thrives, and fresh perspectives drive progress.

4. Personal Growth:

Sharing your expertise will enhance your communication skills, boost your confidence, and deepen your understanding of your own field.



Your role as a STEM Ambassador is dynamic and rewarding. You will participate in:

1. School Visits:

You will visit local schools to engage students in interactive workshops, hands-on activities, and captivating talks that demonstrate the exciting world of construction and its STEM foundations.

2. Career Fairs:

You will participate in career fairs and events to showcase the multitude of opportunities available in our industry, from design and engineering to project management and more.

3. Mentoring:

You will offer guidance and mentorship to students interested in pursuing STEM careers, sharing your experiences and helping them navigate their educational paths.



Helping Hands Volunteering Days

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Introducing Our “Helping Hands” Initiative

We’re excited to introduce you to our “Helping Hands” initiative — a unique opportunity for you to make a meaningful impact to our communities. As a company deeply committed to social responsibility, we’re thrilled to provide our employees with a chance to give back and be an integral part of positive change.

What is the “Helping Hands” Initiative?

Our “Helping Hands” initiative is a dedicated programme that encourages our employees to actively participate in volunteer activities within our local communities. We recognise that our company’s growth and success go hand in hand with the wellbeing of the communities in which we operate. This initiative empowers you to contribute your time, skills, and passion to create lasting improvements that extend beyond our construction projects.

How Does It Work?

1. Volunteer Days:

As part of our commitment to this initiative, each employee is entitled to 24 hours (3 days) of paid volunteer days annually. These days can be utilised to participate in company-organised volunteer events or individual volunteering opportunities.

2. Flexibility:

We understand your busy schedules, so you can choose to use your volunteer days all at once or spread them throughout the year, based on your preferences and the needs of the work you’re involved in.

3. Project Diversity:

Our volunteer opportunities span a wide range of causes, from education and environment to community development. You’ll have the chance to select volunteering opportunities that align with your interests and skills.

4. Recognition:

We value your efforts, and your contributions won’t go unnoticed. We’ll celebrate your involvement in our company communications, showcasing the positive impact you’re making.



Why Participate?

1. Impactful Change:

Engaging in volunteer work enables you to directly impact lives, whether it’s renovating a community centre, repairing and constructing river deflectors, or assisting at a foodbank. Every small effort adds up to significant positive change.

2. Team Bonding:

Collaborating with colleagues outside the usual work context fosters strong relationships and enhances teamwork. Sharing experiences in a non-work environment strengthens camaraderie and unity.

3. Personal Growth:

Volunteering exposes you to new challenges and experiences, helping you develop skills such as leadership, problem-solving, and adaptability that can benefit your career and personal life.

How to Get Started?

1. Express Interest:

Let your line manager know that you’re excited to be a part of the “Helping Hands” initiative and would like more information. Alternatively scan the QR code and register your interest.

2. Explore Opportunities:

Keep an eye out for emails announcements for details on upcoming company organised volunteer activities. Alternatively explore what individual volunteering opportunities are available in your community.

3. Sign Up:

Register for volunteering activities that resonate with you and fit your schedule. Join us in making a difference through our “Helping Hands” initiative and leave a lasting impact that extends far beyond our construction sites.

For any questions or to express your interest, please contact Louisa Harris, Director of Support Services and ESG.

Employee Forums

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Expectations

Discover Your Voice and Make a Difference Through our Employee Forums

As a new member to the Browne family, we're thrilled to introduce you to our Employee Forums. These forums are not just committees; they're opportunities for you to shape the future of our workplace and make a difference.

Each forum is designed to address specific areas that resonate with our core values and the collective wellbeing of our team.

Becoming part of our Employee Forums is easy and rewarding. If you are interested in joining any of the forums, please scan the QR code and register. your interest.

Health & Wellbeing Committee

Your wellbeing matters to us, not just as an employee, but as a person. Our Health & Wellbeing Committee is all about fostering a healthy work life balance, mental and physical wellness, and a supportive environment.

By participating in this forum, you'll have the chance to contribute to initiatives that enhances the health & wellbeing of employees and create an atmosphere where everyone feels their best. Your input can shape policies that prioritise the health of our team, because a happy and healthy team is a productive one.

FREDIE Forum

Embrace the opportunity to stand up for what's right and be a catalyst for change. Our FREDIE Forum champions Fairness, Respect, Equality, Diversity, Inclusion and Engagement within our company. By joining this forum, you'll contribute to a workplace that celebrates diversity, respects individual experiences, and ensures equal opportunities for all. Through discussions, initiatives, and events, you'll help us cultivate a workplace culture that thrives on the strength of our differences and where everyone can bring their whole selves to work.

Safety Committee

Our Safety Committee is dedicated to ensuring that every member of our team goes home safely every day. By being a part of this forum, you'll actively contribute to maintaining a secure work environment. Whether it's sharing safety best practices, participating in training, or suggesting improvements, your involvement can directly impact the wellbeing of everyone on our projects.



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