



# OUR CULTURE BOOK

*What makes us special*

---



# IT'S NOT JUST ABOUT WHAT WE DO, IT'S HOW WE DO IT...

*Paul Sewell*  
CHAIR OF SEWELL GROUP

**“So, what does this mean for you?** Whether you’ve been with the Group for many years, or you’re just starting out on your Sewell journey, this book will give you an insight into our culture and how it’s made us a sustainable business for over 140 years.

I still hang around because I love doing what we do and working with our people. I have a tremendous amount of fun and I get paid for it, which is great. I love the business process, particularly when it’s done right, and I believe we do it right.

We put the customer first by really looking after our people, who in turn look after the customer. We are professional about what we do, and we live by those behaviours.

Our culture is a collective DNA and is the way we treat each other with respect. I believe we are

proactive with our culture, probably more than most.

The main differentiator in business is your culture and I have maybe set the bar with a framework for that over the years, but it’s mainly about how we treat each other. It’s respect with a bit of affection and fun at times.

Being humble has served us well and it’s nice if people say we are special.

I think the fact we are still a family business is special and the people who are really settled at Sewell have a work family. We are a family business determined to be world class in everything we do and I’m really proud of what we have achieved.

We do the people thing really well.

Here’s how...”







WE'RE A DIVERSE GROUP OF BUSINESSES WITH A SHARED SENSE OF PURPOSE. UNITED BY OUR CULTURE, OUR VISION IS TO ENRICH PEOPLE'S LIVES AND MAKE THE WORLD A BETTER PLACE.





Our Group is made up of two distinct sides; Retail and Estates. What unites us is our culture, our behaviours and the way we do business. We've got lots of different brands that come together under the Group umbrella. You'll find out more about these a little bit later on.

**You could say** we're getting on a bit, but we like to put it down to experience! The history of the business can be traced back to 1876, when our founder, Fred Sewell set out on his journey to create a great local construction company. Since then we've grown our business and diversified into different areas to become the multi-disciplined Group we are today.

What's remained consistent over the last 140 years is our dedication to the local communities we serve. We've always had one eye on the future and like to do things differently. Our business sense, hard work of our teams

and ability to respond to our customers' needs is what's made us so successful today.

As a Sunday Times 100 Best Company to Work For, we strive to be a great place to work so we can be a great and innovative company to deal with. In 2021, we received a Queen's Awards for Enterprise for Promoting Opportunity – the most prestigious accolade a UK business can get! The award celebrates our contribution to the region through employing local people and investing in developing talent, as well as giving back to communities and supporting the local economy.

### Sewell Retail



With 13 forecourts in East Yorkshire

- 🏠 Charterlands    🏠 Willerby
- 🏠 Southcoates    🏠 Wytonbar
- 🏠 Maybury        🏠 Hull West



### Sewell Estates



Supported by the Professional Services Team



# SEWELL ESTATES

Sewell Estates is our collective of built environment businesses that work across the north of England. We often work closely with the public sector, particularly in health and education, but also with commercial clients.

Meet our brands...



**Sewell Investments** – Invests in and develops a host of estates and regeneration projects. Joint Ventures include Hull Citycare, Hull Esteem, York Schools and Yorkshire Energy Park.



**Sewell Construction** – Delivers a host of construction projects for public sector and commercial clients across Yorkshire and the Humber.



**Sewell Facilities Management** – Delivers total FM services, including statutory compliance, planned and reactive maintenance for public sector customers across Yorkshire.

## SHAREDAGENDA

**Shared Agenda Solutions** – A specialist estates consultancy operating UK wide. The team's expertise is in strategic property advice, business case development and delivery management.



**Parallel Data Intelligence** – A web application development company specialising in interactive mapping and data visualisation for Public Health England, the NHS and local authorities.



**Illingworth and Gregory** – West Yorkshire based contractor delivering refurbishments, design and build contracts, maintenance and extensions.



**Community Ventures Partnerships Ltd** – the latest business to join the Sewell family that develops, builds and manages health and social care facilities across the north of England and Midlands.



80% local labour to benefit local economy



Tripled investment in Graduates every year



For every £1 spent, £3.57 goes back into the local economy





# SEWELL ON THE GO

**Our retail arm, Sewell on the go, operates 13 fuel and convenience stores across Hull and East Yorkshire, including Subway franchises and storage container businesses.**

Our decades of success are underpinned by simple, local, family values since day one. Each store is run by local, friendly, customer focused people, who are always on hand to deliver our promise of good value, quality products and services, tailored to the needs of our local communities.

Wherever we can, we partner up with local suppliers and stock our shelves with great local produce ensuring we keep the local £ local.

**sewell onthego**

Over 4 million customers every year

6,000 loyalty card members

All our stores are open 24/7

£1m coffee sales each year

19<sup>th</sup> in the UK's top Independent Fuel Retailers

[www.sewellonthego.co.uk](http://www.sewellonthego.co.uk)

**sewell onthego**

Fantastic offers all year round

24 hours

ATM

WC

[www.sewellonthego.co.uk](http://www.sewellonthego.co.uk)



Callum started by doing work experience with us and now has a full-time job as a Retail Assistant at our South Cave store.



Retail assistant James at our South Cave store.





# PROFESSIONAL SERVICES TEAM (PST)

Working across both sides of the business, PST is a high performing collection of strategic professional services covering Communications & Marketing, Finance, Human Resources, Safety, Environmental & Compliance, Technology and Administration.

The team are experts across their fields, sharing and demonstrating this knowledge within the Group with a high level of engagement.

With a primary purpose to protect and enhance the Group, each member of PST brings a whole lot of passion and are the driving force behind our Sewell culture and values. This team are here to allow their customers to focus on doing what they do best.

*«To deliver a world class service that delights our customers by being innovative and up to date, to protect and enhance the Group.»*



PEOPLE TEAM



GROUP ADMIN



TECHNOLOGY TEAM



COMMUNICATIONS



SAFETY, ENVIRONMENT & COMPLIANCE



FINANCE





# OUR STORY SO FAR...

1876



Fred Sewell and his gang worked on Sutton Chapel.



1905

F Sewell & Son was formed with son Herbert.

1950

Fred Sewell's grandson Doug joined the building firm.

1978

Having met at University, Paul, son of Ron the grocer, and Dennis, son of Doug, joined the building firm. Sewell Construction was born.

1980s  
DOING THE RIGHT THING



Sewell donated nearly half the year's profit to Castle Hill Hospital for vital operating theatre equipment.

*Our 30+ years' legacy of Giving Back continues!*

1980

Sutton village filling station was acquired by Sewell Construction. Five years later, Sewell built the new Sutton service station on the bypass.



1990

Sewell Construction built Dove House Hospice which was opened by the late Diana Princess of Wales

GENEVA WAY

Sewell Group became a PLC company. The firm moved to Geneva Way.

1996

Sewell gained Investors in People status and the quality standard BS 5750 accreditation; both were regional firsts.



1999

Sewell, Hull City Council and the Deputy Prime Minister opened Victoria Dock Primary School, the first UK PFI.

2002

Sewell built Age Concern in Hull, the UK's first Older Person's Health Living Centre.



2005-2013

Citycare was formed and since then has transformed the primary care estate in Hull.



- 13 health centres
- £234m local economy impact
- housing 100+ public services

THE BUSINESS WEEK

2005

Sewell was intrinsic in the creation of Humber Business Week.

Over in West Hull, Robert Sewell was selling fruit from a handcart to feed his family of 20.



1960

Robert Sewell's son Ron grew the fruit handcart business to half a dozen grocers in Hull and York.



South Cave Service Station

1997

Sewell acquired South Cave and Beverley service stations.



1998

Paul's son Patrick formed Sewell Retail and added Maybury and Southcoates to its portfolio.



2002

Sewell Retail acquired Ferriby service station on the A63 Westbound.







## 2009 esteem

Sewell formed Hull Esteem Consortium, a local regeneration partnership with Hull City Council.

- 22 schools
- £516m local economic impact
- 500+ apprenticeships



Sewell formed a partnership with young people's charity CatZero.

## 2010 & 2011

Our first appearance in the Sunday Times 'Top 100 Best Companies to Work For'



## 2010

The Sewell Studio and Skills Academy was created.

- 1500 students engaged
- employability skills
- 6 sample trades

## 2011

Paul Sewell was awarded an honorary doctorate from the University of Hull and an OBE from her Majesty the Queen.



## 2012

Sewell invested in and created a new public private partnership Shared Agenda Solutions.

Dennis retired. Paul Sewell became sole owner.

## 2014

Sewell picked up its 10th award in 8 years from Considerate Constructors.



## 2014 & 2015

Sewell formed further and higher education estates partnerships in Leeds and Hull.

## 2013

Citycare and Sewell Facilities Management won the Building Better Healthcare 'FM Provider of the Year'.

## 2015

Continuing its support for young people, Sewell transformed the Skills Academy into the Tommy Coyle Academy.

Major Partner "Hull's ambition for it's year as UK City of Culture is huge and we aim to deliver a cultural programme that will leave a lasting legacy in the city"

Martin Green, CEO & Director Hull 2017



## 2017

Sewell Group invests in family owned, Huddersfield construction company, Illingworth and Gregory Ltd.

## 2020

Specialist web application development company, Parallel Data Intelligence Limited, joins Shared Agenda.



## 2018

Sewell Facilities Management won the BIFM 2018 Impact on Society Award for their 'Abilities in Facilities' partnership with Humber Mencap.

## 2019

Sewell Group becomes a Social Mobility Pledge Accredited Employer, supporting the Rt Hon Justine Greening MP's pioneering fight to ensure Britain is a country in which people can progress in life, regardless of their personal circumstances or background.



## 2021

Sewell Group is recognised as one of only 16 businesses across the country in the Queen's Awards for Enterprise for Promoting Opportunity - the most prestigious for UK businesses.



Sewell Group invests in Community Ventures Partnerships Ltd, which develops, builds and manages health and social care facilities across the north of England and Midlands.

## 2007 & 2008

Sewell Retail acquired the Cottingham, Chanterlands, Wyton Bar, Pocklington, Holderness and Willerby filling stations.



Sewell Retail won UK Forecourt Trader of the Year.



## 2011

Patrick Sewell joined the Association of Convenience Stores Board and was later appointed Vice Chair.



## 2013 sewell onthego

Sewell Retail transformed its Ferriby branch to Hull West Service Station, as part of a multi-million pound programme of store improvements. The company rebranded to Sewell on the go.



## 2017

Sewell on the go invests in their 13th forecourt site adding Dunswell service station to its estate.



## 2022...

THE NEXT CHAPTER IS UP TO YOU...



## OUR VISION:

TO BE A WORLD CLASS  
REGIONAL COMPANY  
WHICH SERVES  
COMMUNITIES FROM  
WITHIN THOSE  
COMMUNITIES



sewell  
**on**thego

**Our sales director & shareholder** started on the shop floor with a part time weekend job. She had a difficult childhood, with a brain condition that kept her in hospital for a long time and grew up in a single parent family. The company has supported her through training and development, and she became a Director and Shareholder aged 33.

*Katherine Batch*

“We’ve got a really strong family culture. A lot of our people are grown from within, we very rarely recruit externally for management or supervisory positions, they’re all internal.”

*Jay Black*

**Jay was an apprentice** on our Rutland Mills site in Wakefield - he’s ambitious and wants to manage his own site one day. The site team had a visit from local school children, who were doing some designs for the hoardings, and the team got involved in a number of community projects in the local area. Activities included donating easter eggs to local food banks, local litter picks, and even upgrading the Sea Cadets hub across the water.



“We do a lot for the local communities, schools, hospitals, stuff like that. As a business we give stuff back to people, so I like to be involved in what’s going on around the company.”

 **Sewell**  
Construction



---

# OUR MISSION IS TO BE A GREAT PLACE TO WORK, SO WE'RE A GREAT AND INNOVATIVE COMPANY TO DEAL WITH

---



**JO TAYLOR—STANDLEY**

“It’s an amazing feeling being on the Sunday Times Top 100 list knowing that we’ve achieved it by pulling together as one big team. It’s that teamwork and real family atmosphere that make Sewell such a lovely place to work.”

---

**LOUISE ALEXANDER**

“It doesn’t matter if you’re having a good or a bad day, they don’t judge you, they’re just there for you and that’s why I like it here. If you don’t love coming to work, then what’s the point?”

---



**ELLIOT PARKINSON**

“Work experience got me into this role. Obviously, they’re aware of my autism and so they have put steps in place to understand what works best for me and stuff like that, on my day-to-day job. Just to have that understanding that everyone works differently really.”

---



**LUKE GARNER**

“Staff and students of Broadacre, I cannot tell you how honoured I am to be a part of this great and wonderful journey. I’d like to personally thank Kerrie White and Martin of Sewell for making me a part of this.”

---





# THE SEWELL COMPASS

WE LIVE BY THE SEWELL COMPASS, TO KEEP ALL AREAS OF OUR BUSINESS IN BALANCE...

**To maintain a sustainable and healthy business we use our Sewell Compass.** The four areas of the compass came from our people and were recognised as the key attributes of a successful business. The compass means we focus on each area equally keeping our business objectives in balance. The compass is underpinned by a suite of Key Performance Indicators (KPIs) which are tracked at a Group level throughout the year.



**PERFORMANCE:**  
HAVING CLEAR AND SMART GOVERNANCE TO SUPPORT OUR GROWTH AMBITIONS AND SUSTAINABLE FUTURE.

**PEOPLE:**  
HAVING A POSITIVE IMPACT ON OUR PEOPLE AND PROVIDING MEANINGFUL WORK AND CAREER EXPERIENCES FOR POTENTIAL FUTURE TALENT.



**PLACES:**  
BEING A FORCE FOR GOOD WITHIN OUR COMMUNITIES, LEAVING A POSITIVE LEGACY WHEREVER WE GO.

**PLANET:**  
WORKING WITH OUR PEOPLE, SUPPLY CHAIN AND STAKEHOLDERS TO HAVE A POSITIVE IMPACT ON THE PLANET, SUPPORTING OUR VISION OF BEING AN ETHICAL BUSINESS TO WORK WITH.



# PEOPLE

Having a positive impact on our people and providing meaningful work and career experiences for potential future talent.



1 OF ONLY 18  
BUSINESSES TO RECEIVE  
**A QUEEN'S AWARD  
FOR ENTERPRISE,**  
FOR PROMOTING OPPORTUNITY



*Mo Hasnane* I&G

«I had no prior construction knowledge, but they saw that I was willing and was able to give my all to the company. I remember going home and telling my family about it, they were really pleased! »



**3 STAR 'WORLD-CLASS'**

ACCREDITATION FROM BEST COMPANIES, WITH OUR HIGHEST LEVELS OF ENGAGEMENT IN 2021

OVER

**£300,000**

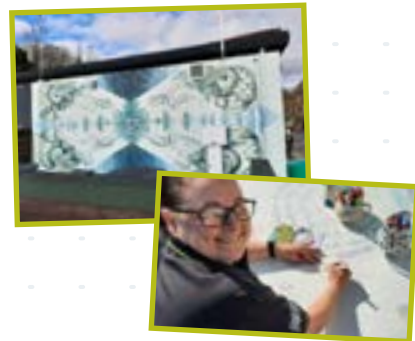
SPENT ON STAFF TRAINING & DEVELOPMENT EVERY YEAR

WE AIM TO PROTECT & CREATE AT LEAST **650 JOBS** PER YEAR

**TRIPLING** OUR INVESTMENT IN GRADUATES, APPRENTICES & TRAINEES OVER THE NEXT 5 YEARS

## GREEN AMBASSADORS

Staff across our 13 Sewell on the go sites have become 'Green ambassadors' as we embark upon our mission to make our retail business more sustainable.



*Harry Taylor* CAT ZERO INTERN

«I have seen that they really do prioritise their people and the results show. I really want to continue learning as much as I can from the people around me and hope that I can see the South Hunsley school extension through to the end. »



# THE SKY IS NOT THE LIMIT

IN SEPTEMBER 2021 OUR VERY OWN ALLISON TOOK TO THE SKY TO PROVE THAT THERE IS NO LIMIT TO OUR COMMITMENT TO DOING THE RIGHT THING

Allison O'Sullivan is our Operations Manager for Sewell on the go, and she doesn't just get out of bed to come to work every day, she manages to go above and beyond, exceeding expectations and doing more than just her day job.

Allison completely devotes herself to causes in our local community, here's just a little taster of how she does it;

- Leads on the food bank collections at Hull KR games, raising over £1,000 worth of donations
- Organised the Sewell teams for the Dove House 'It's a knockout', raising £1,000, continuing to support and organise fundraising efforts specifically for the Hospice throughout the year
- Even jumped out of a plane for Yorkshire Air Ambulance, raising over £1,000 and counting!



“I've always wanted to do a skydive and I've had this in my performance plan for a couple of years now. I enjoy raising money and get a big kick out of helping others.

I chose Yorkshire Air Ambulance not only because we have a connection through Sewell on the go, but because I have friends and family who live in a village near Bridlington who have needed the support of the air ambulances in the past.

...AND IT WASN'T JUST ALLISON WHO WANTED TO THROW HERSELF OUT OF A PLANE!

Paul Dyson  
SITE MANAGER, I&G

“I jumped at the chance to skydive as part of our charitable efforts this year – it was something that had been on my bucket list for a long time!

“I was apprehensive, but knowing it was to raise money for The Kirkwood, it was important to me to get involved. I&G have had both a personal and professional experience with The Kirkwood, completing several refurbishment and extension projects, but more importantly, two of our colleagues received the very best care and support from their amazing team.”

Helen Lever  
BID MANAGER, SEWELL CONSTRUCTION

“This year marks a huge milestone for I&G and its great the whole of the Group can get involved.

“I've really been looking forward to getting involved and making even just a small contribution to the ambitious pledge our colleagues have made over in West Yorkshire.”



I&G embarked on many fundraising activities throughout 2022 and beyond, all in celebration of turning 50.

Eight team members from across the Group took part in the UK's highest skydive to raise money for The Kirkwood, an end-of-life hospice based in Huddersfield.

The daredevils 15,000ft jump raised over £3,000 for this great cause!

9 employees also took to a spot of abseiling to contribute towards money raised for The Kirkwood. The team bravely abseiled 200ft down Hull's tallest office building, the K2, in Hull City Centre.



Our customers are our reason for being, and we do what we do for

## OUR COMMUNITIES



### Alison Fearn

PROJECT MANAGER AT BARNSELY HOSPITAL NHS FOUNDATION TRUST

« I&G have exceeded expectations in terms of working in partnership, and between the client commercial team and I&G, we have managed to overcome the challenges of a constrained site, a tight budget and programme, and the impact of the pandemic to deliver a building we are truly proud of.»

### Robbie Keane

EAST HULL AND BEANNIE STREET FOODBANKS

« The donations from the Big Local Harvest last year helped more than 250 families, some of whom hadn't had food for two weeks. I find myself lucky that I don't have to use foodbanks, but for those who do, it is so vital, and these food parcels make such a difference to the families. **Sewell on the go** and its customers have done so much to support us and without them, those families would have to go without food.»

### Alyn

CALVERT LANE RESIDENT, COMMENTING ON WEST HULL HEALTH HUB

« Many thanks once again for the **West Hull Health Hub** tour. I was absolutely fascinated, and I was still buzzing hours later. Your knowledge of everything that had been done was truly exceptional. The health and safety throughout the Centre was outstanding and I listened intently to your description of all the new methods and how they worked.

With Rob, Dave and the rest of your marvellous crew at the helm, the owner and directors can be assured that their company is in very safe hands and should be very proud.»



### Lisa Staines

HEADTEACHER AT BROADACRE PRIMARY SCHOOL

« Thank you so much for today and every day when you have all supported us through the process of creating our fabulous new school. It is amazing and we can't wait to welcome the staff and children into it. It has been a pleasure to work with you all. I am very proud of what we have achieved together. Thank you so much!»





# PLACES

Being a force for good within our communities, leaving a positive legacy wherever we go.



*Cameron Wood*

GRADUATE CONSULTANT, SHARED AGENDA

“I get a bit of pride in myself knowing that health care centre is going to provide those health opportunities to my family and people I know.”



*Aidan Wickenden*

GRADUATE CONSULTANT, SHARED AGENDA

“It’s really focused on what can be done in the community and makes a long-lasting effect.”

*Dominic Coneyworth*

SEWELL ON THE GO

“The community is supporting you, so why not support the community, and it’s about supporting each other as human beings because every little bit helps.”



5 PAID **VOLUNTEERING** DAYS PER YEAR

**OVER 80%** LOCAL LABOUR ON OUR CONSTRUCTION PROJECTS, CREATING EMPLOYMENT & TRAINING OPPORTUNITIES

**240** HEALTH ESTATE STRATEGIES TRANSFORMING LOCAL COMMUNITIES

**I&G 50/50 >** OPPORTUNITIES TO HELP LOCAL CHARITIES





# PERFORMANCE

Having clear and smart governance to support our growth ambitions and sustainable future



**Sophie Lee**  
CONSULTANT, SHARED AGENDA

“It’s the best of both worlds really, it’s the building and development but for the public sector, so health and education, so you really do feel like you’re making a difference.”

COMMITTED TO REINVEST **25%** YEAR ON YEAR INTO **LEARNING & DEVELOPMENT** FOR OUR PEOPLE, ENSURING WE LOOK AFTER OUR CUSTOMERS BY LOOKING AFTER OUR PEOPLE

WE AIM TO SCORE **40+** IN ALL OUR CONSIDERATE CONSTRUCTORS SCHEMES



**Jack Henderson**  
ASSISTANT SITE MANAGER, SEWELL CONSTRUCTION

“It has always been important to me to find a company that was a good cultural fit and would invest in my career development. This couldn’t be more true here at Sewell; I’ve just started a degree in Construction Management at Sheffield Hallam University and I’m excited to be able to further my academic career with the support and guidance from the leadership team.”

**Bethany Dennett**

COMMUNITY INVESTMENT CHAMPION, SEWELL CONSTRUCTION

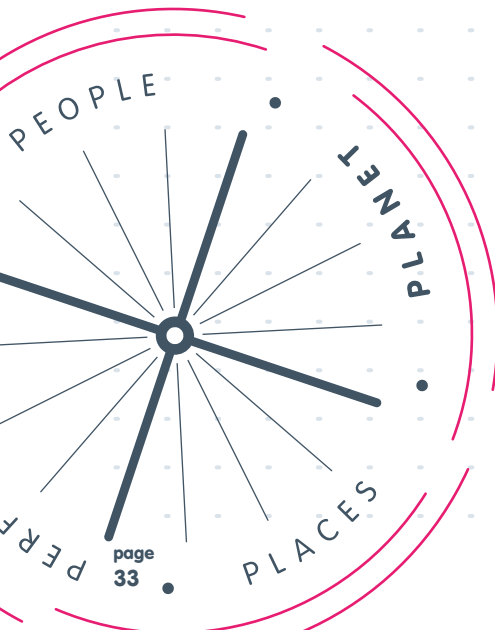
“Thanks for a great 6 weeks on the management and development programme, it’s been really well organised and enjoyable throughout, the sessions have been absolutely great and I have learnt so much. Was so nice to get to know everybody and hopefully we can catch-up throughout the year too!”





# PLANET

Working with our people, supply chain and stakeholders to have a positive impact on the planet, supporting our vision of being an ethical business to work with.



*Sean Henderson*

MANAGING DIRECTOR, SEWELL FACILITIES MANAGEMENT

“ There are some simple things that people can do to contribute to reducing energy and water usage on a day-to-day basis, as well as the more strategic lifecycle planning that we can support customers with.

Through key projects, we're looking at a £1,000 energy saving across all 13 health centres, which is likely to triple with the current rising utility costs.”



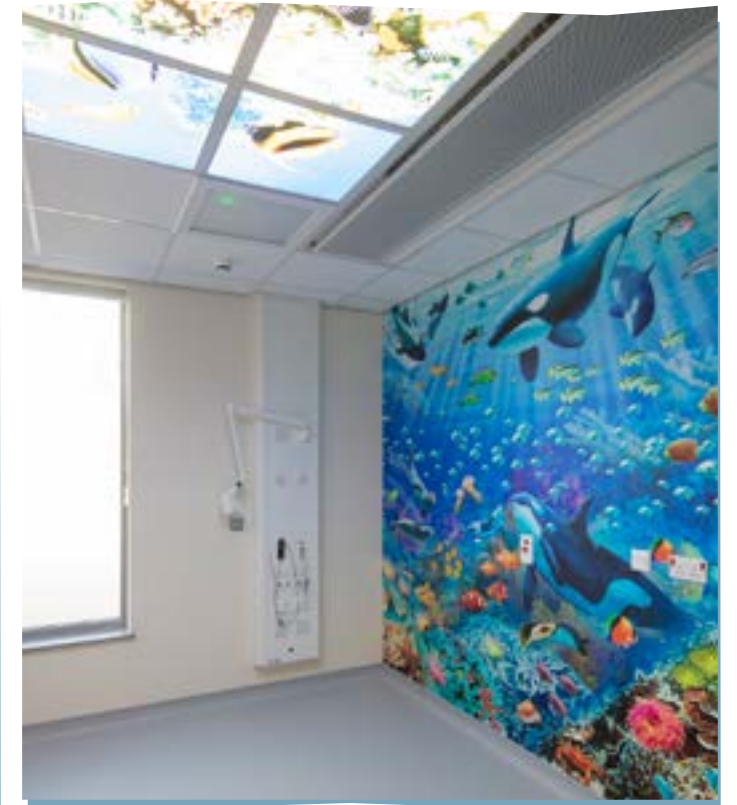
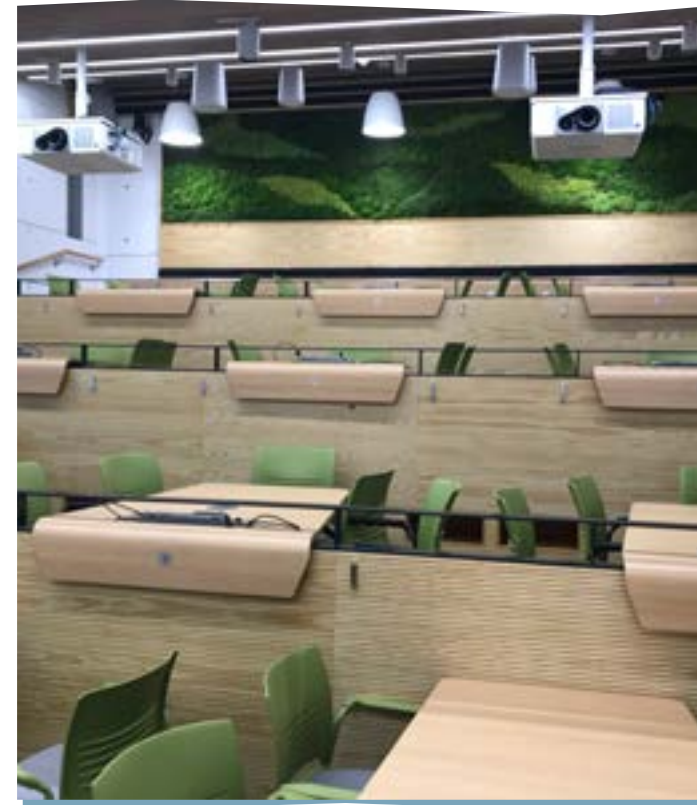
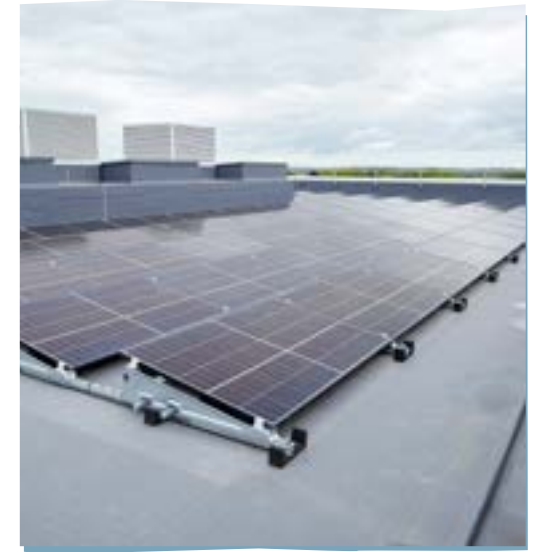
**ONE OF ONLY 18** COMPANIES NATIONALLY ON THE FUSION 21 DECARBONISATION FRAMEWORK (LOT 2)

**>95%** WASTE DIVERTED FROM LANDFILL

**5 YEAR PLAN** TO REDUCE WATER CONSUMPTION/ENERGY USE BY **20%**

**GREEN ENERGY INCLUSION** ON LARGE CONSTRUCTION SCHEMES

OVER **15,000M<sup>2</sup>** OF ACUTE HOSPITAL SPACE TRANSFORMED TO IMPROVE FUNCTIONALITY AND EFFICIENCY





# OUR BEHAVIOURS CREATE OUR UNIQUE PERSONALITY, OUR DNA. OUR PEOPLE LIVE AND BREATHE THESE EVERY DAY...



## *Our 5 behaviours*

**We strongly believe** skills can be learnt, so we hire on cultural fit first before anything else. Our leaders are dedicated to recruiting the right people and developing our own talent, which is why staff turnover across our business is so minimal.

All our leaders have 360° appraisals which specifically measure them on our core behaviours of; being positive, professional, customer focused, team players and doing the right thing. We can only be the best when we seek feedback on how we're performing – and that's the case for our leadership team too. They want to ensure they're being the

best they can be, in order to guide the next generation of leaders through the ranks.

Our senior management team demonstrate their commitment to our organisation's behaviours and principles, encouraging all employees to live by them through their open communication, building trust, being present and approachable across the business.

Events throughout the year use our five core behaviours as key themes to hook communication around and our annual Convention Week brings people together to celebrate how people have contributed to these through the 'Star Awards'.



## TEAM PLAYERS

We work collaboratively in a team and in partnership



## DOING THE RIGHT THING

We keep our promises and do the right thing



## POSITIVE

We are positive, bold and move quickly



## PROFESSIONAL

We are professional and look and act that way



## CUSTOMER FOCUSED

Our customers are our reason for being





# WHAT MAKES US A WINNING TEAM

To achieve our vision and mission we require the following behavioural and attitudinal changes from our people.

Our team is full of hard working, skilled and dedicated people all pushing in the same direction. It's this collective mantra of wanting to be the best that sets us apart from other businesses. We have a competitive spirit and performance culture that allows people to grasp opportunities.

“Sewell is a great place to work, it's not just a badge or award that we stick on our website, it's a real genuine desire from our leaders within the business to get the best out of people – by treating them well and rewarding hard work. We work hard, but play hard too!”

<p><b>Leaders at all levels –</b> leadership is an attitude not a position.</p>	<p><b>Bias for action –</b> everyone gets stuck in and delivers with energy and passion.</p>	<p><b>Think win:win:win –</b> do what's best for the customer, the business and you.</p>	<p><b>Leave a legacy –</b> think long term and make the business better.</p>
<p><b>Easy to deal with –</b> care, be humble and emotionally attractive.</p>	<p><b>Go the extra mile –</b> work harder than the competition.</p>	<p><b>Control our destiny –</b> appreciate our privileged position and don't waste it.</p>	<p><b>Deliver more for less –</b> innovate, be efficient and work smarter.</p>
<p><b>THE SEWELL WAY</b> – <i>how do you fit?</i></p>			
<p><b>Make excellence a habit –</b> do your best every time.</p>	<p><b>Run towards problems –</b> admit them and be resilient enough to solve them.</p>	<p><b>Work with pace –</b> approach every task with optimum energy.</p>	<p><b>Nurture your relationships –</b> and build new ones.</p>
<p><b>Be brave, bold and ambitious –</b> see opportunities and have a 'can do' attitude.</p>	<p><b>Think outside the box –</b> make suggestions, have ideas and always have a plan B.</p>	<p><b>Believe –</b> in yourself, in our business, our culture and live it!</p>	<p><b>You have one career –</b> make it count and enjoy it.</p>



# FROM YOURS TRULY - OUR DIRECTORS

As MD of Sewell Estates, Jo heads up the estates collection of businesses, which is made up of Sewell Investments, Sewell Construction, Sewell Facilities Management, Illingworth and Gregory, Shared Agenda, Parallel and Community Ventures.



*Jo Barnes*  
SEWELL ESTATES MD

*I work best when I work in partnership with our customers to find the right solution for them. My approach is very pragmatic, and I always have an eye on viability and affordability, seeking transformative solutions that really help our customers move their organisations forward.*

*I love learning about people and trying to understand what motivates them. As a Group we are very protective of our focus on personal development and I'm proud of the talent I have seen grow from relatively junior to senior posts in my time here.*



*The behaviours and values of our company sum up our culture to me. In essence, it's how people act naturally without being watched over or micro-managed.*

*Everyone has a part to play, and that creates a team with the same vision and values.*

*Our high standards, innovative way of working, great service and focus on our people is what make Sewell special.*

## *Patrick Sewell*

SEWELL ON THE GO MD

**Patrick started as Retail Manager for the family business at one of our stores and is now both a director and a shareholder in the business.**