



VP PLC

COMMERCIAL GRADUATE PROGRAMME

Launch your career with Vp

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CEO MESSAGE



Dear Future Leaders

Firstly a big congratulations on graduating. It's a really exciting time to be looking at all the opportunities that lie ahead.

Here at Vp we have a really exciting graduate scheme that has innovation, collaboration and continuous learning at its heart. Our scheme is designed to nurture your talents, challenge your thinking and provide you with the opportunities to grow both personally and professionally. As future leaders, you play a crucial role in shaping the future of our Company and the markets we serve.

Our graduate scheme is not just a starting point; it's a launchpad for your aspirations. Here at Vp, innovation, collaboration and continuous learning are not just ideals but an integral part of your day to day role.

In joining Vp, you're not just joining a Company; you're becoming part of a dynamic community that values your growth and contribution. The journey ahead is filled with opportunities to push you outside of your comfort zone, develop new skills, and make a meaningful impact in your chosen field.

I encourage you to embrace opportunities as they arise, be curious and to be fearless in the pursuit of your ambitions.

At Vp, we're excited about the prospect of having talented individuals like you contribute to our vision. The future is bright and we really hope you choose to be a part of it.

Best wishes

Alice Woodward
CEO



BRIEF INTRODUCTION

Established in 1954, Vp has evolved into a dynamic group of companies with expertise in equipment rental. Our organisation encompasses ten prominent operating divisions: Airpac Rentals, Brandon Hire Station, CPH, ESS, Groundforce, MEP Hire, Torrent Trackside, TPA, TR Group and UK Forks.

Across these divisions, we proudly provide an extensive range of specialist products and comprehensive services tailored to various industries. Our offerings cater to diverse sectors such as construction, civil engineering, rail, water, oil and gas, outdoor events and housebuilding.

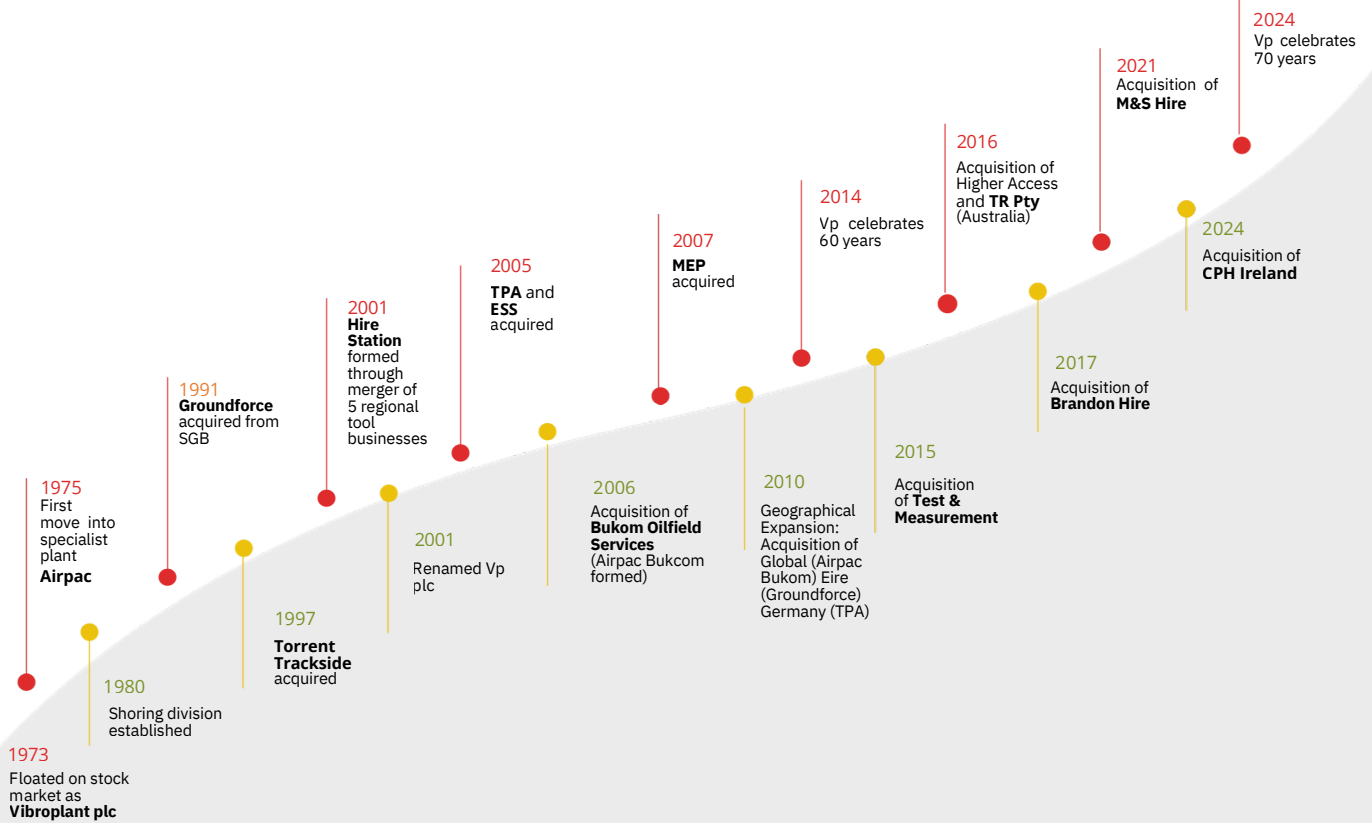




Group History 1954 to date



1954
Vibratory
Roller &
Plant Hire
(Northern)
Limited
founded



Revenue History:	1970:	1980:	1990:	2000:	2010:	2016:	2017:	2018:	2019:	2020:	2021:	2022:	2023:	2024:	2025:
	£2m	£14m	£70m	£55m	£129m	£209m	£249m	£304m	£383m	£363m	£308m	£350m	£371m	£368m	£380m

OUR GROUP BUSINESSES

Vp is a long established specialist equipment rental group which has evolved over 70 years. We provide products and services to a diverse range of markets.



Airpac Rentals Energy Industry Solutions is an international business supporting a wide range of oil and gas markets, servicing well test, pipeline testing, rig maintenance and LNG markets worldwide.



Brandon Hire Station is a leading provider of tools and specialist rental products to industry and construction across the UK.



CPH provides access hire, plant machinery hire and tool hire to the Irish construction, fit out and mechanical markets.



ESS is a specialist provider of safety, survey, communications and test & measurement equipment



Groundforce is the market leading rental provider of excavation support systems and specialist products for the water, civil engineering and construction industries.

OUR GROUP BUSINESSES ...



MEP Hire

Mechanical, Electrical & Low Level Access Specialists

MEP Hire provides mechanical and electrical press fittings and low level access products to the UK construction, fit out, mechanical and electrical markets.



Tech Rentals

Test & Measurement Equipment

Providing a complex array of complementary technologies and support services to a core group of industries that include mining, telecoms and defence.



Torrent Trackside

Railway Plant. Railway People

Specialist suppliers of rail infrastructure portable plant and related trackside services.



TPA

Portable Roadways

TPA Portable Roadways is one of Europe's largest suppliers of temporary access solutions.



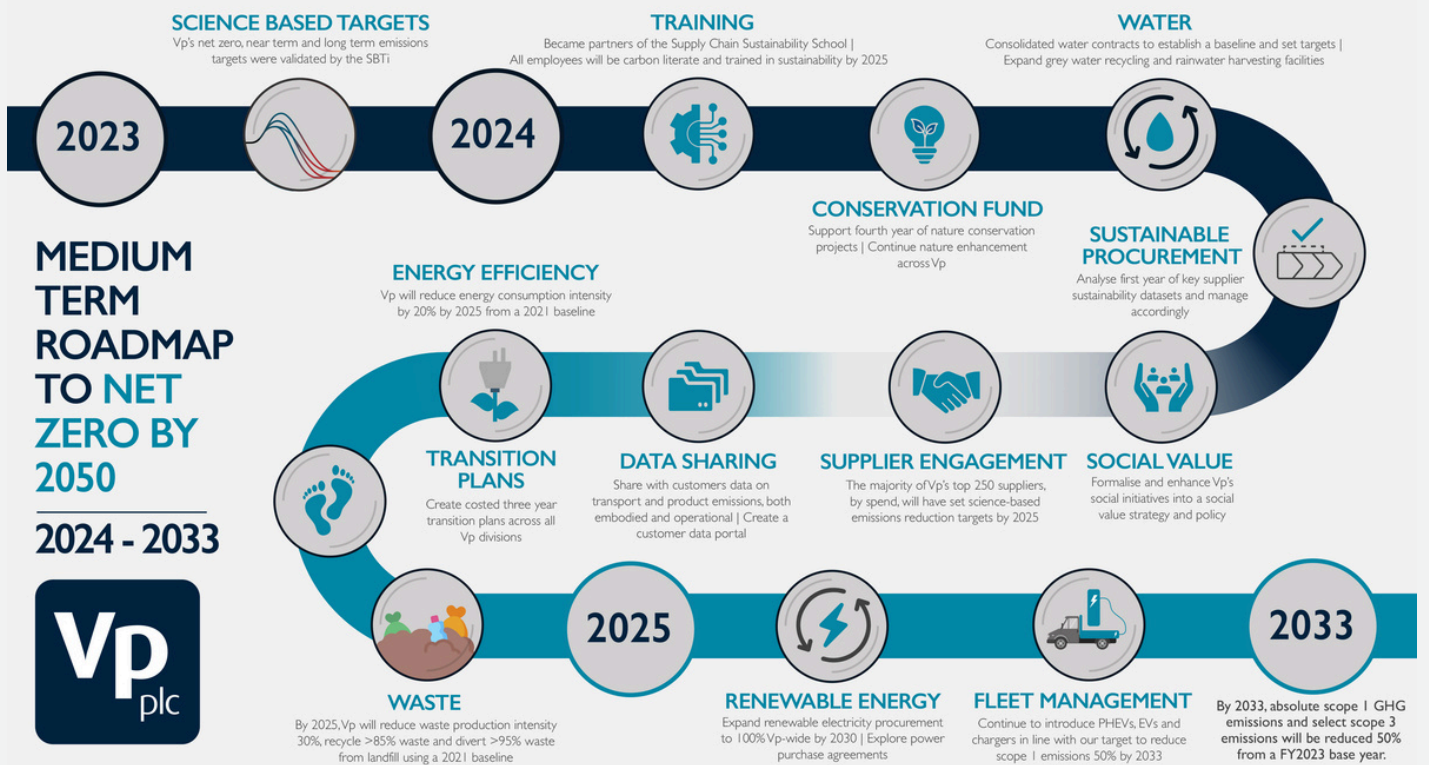
UK Forks

Materials Handling Specialists

UK Forks is one of the UK's leading specialist hirers of telescopic handlers and tracked access platforms.

ENVIRONMENTAL & SUSTAINABILITY COMMITMENT

Vp has committed to reach Net Zero carbon emissions by 2050 and reduce key emissions by 50% by 2033 from a 2023 base year. Our targets have been verified by the Science Based Targets initiative (SBTi)



As a global company, we know the importance of sustainability.

That's why we aim to be **Net Zero by 2050** at the latest

Graduate Programme Overview

Welcome to the business, introductions to Head Office functions.

Rotation in first business unit, gaining exposure to various functions such as Sales, Compliance, Hire Desk and Operations.

Rotation in another business unit, further exploring different aspects of its operations.

Rotation in one of our smaller business units, further exploring different aspects of its operations.

Continuing rotations in another business unit, further exploring different aspects of its operations.



Weeks 1-4



Weeks 5-16



Weeks 17-28



Weeks 29-30



Weeks 31-42

Weeks 43-54



Weeks 55-56



Weeks 57-68



Weeks 69-80



Weeks 81-82



Continuing rotations in another business unit, further exploring different aspects of its operations.

Rotation in one of our smaller business units, further exploring different aspects of its operations.

Rotation in another business, expanding knowledge and experience in a different setting.

Rotation in a different business, gaining further exposure to varied operational practices.

Rotation in one of our smaller business units, further exploring different aspects of its operations.



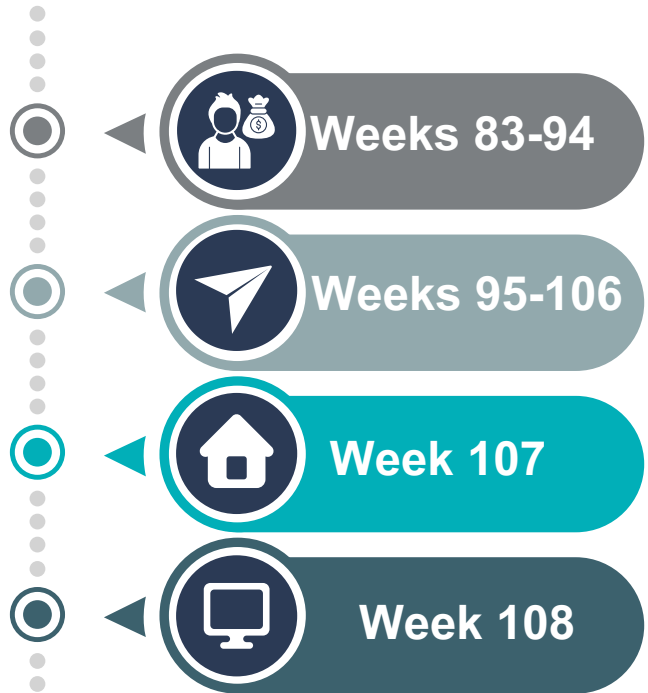
Graduate Programme Overview

Rotation in another business, consolidating knowledge and skills acquired thus far.

Engaging in a project that allows graduates to apply their learnings and contribute to Vp's goals.

As you approach the end of your programme, this week is spent presenting back to our Leadership Team with the outputs from your project.

As the programme now draws to a close, you move into a role that you've applied for during the last 12 weeks. Well done!



Throughout the program, graduates participate in leadership development days. They also have the opportunity to **interact periodically with our Chief Executive.**

This structured program provides a **comprehensive and well-rounded learning experience**, exposing graduates to various aspects of the business, different functions and the chance to develop leadership skills while working on impactful projects.



HEAR FROM SOME OF OUR FORMER GRADUATES





GRADUATE SPOTLIGHT

Tom Cook, Operations Manager, TPA

This graduate scheme provides an incredible opportunity to begin a fulfilling career and gain valuable skills and insight into a diverse business. The highlight of my time on the graduate scheme was the exposure to a wide variety of departments, projects, and people.

From day one, I was immersed into the business where I was encouraged to work alongside talented people on meaningful projects in all areas of the business. The exposure to real-world challenges during the graduate scheme was a crucial part of my development, broadening my knowledge and providing me with a comprehensive understanding of the business that greatly benefits me in my current role.

To future graduates considering the scheme, embrace every opportunity for learning and growth that comes your way. Be proactive in seeking out new experiences and never shy away from stepping out of your comfort zone. The power of networking and building meaningful connections cannot be overstated, even in a short time-frame. Finally, approach every challenge as an opportunity to learn and improve.

“The experiences I had on the scheme directly translated into my new role and I now manage multiple projects across all divisions and departments





GRADUATE SPOTLIGHT

Mehmet Temiz, Regional Operations Manager, Brandon Hire Station

A thought-provoking graduate scheme at Vp allowed me to learn and gain an holistic viewpoint into the hire industry. In addition to absorbing the different procedures at various divisions, having the opportunity to travel around the UK was an additional benefit. I was also given the chance to present regularly to the board, and attend senior management meetings; such interpersonal skills gained during the graduate scheme has been extremely helpful with my current Regional Operations Manager role at Brandon Hire Station.

Overall, if you enjoy travelling, meeting new people and learning constantly, then the Commercial Graduate Programme at Vp is an excellent choice!

“ If you enjoy travelling, meeting new people and learning constantly, then the **Commercial Graduate Programme** at Vp is an excellent choice!





GRADUATE SPOTLIGHT

Niamh Martin, Commercial Manager, MEP Hire

The Vp commercial graduate scheme presents an exceptional opportunity for recent graduates to embark on a promising career path. For individuals who, like myself, were uncertain about what career path they wanted to pursue, I would recommend this scheme as an invaluable choice to experience a little bit of everything.

During my time within the graduate scheme, I gained full exposure to all functions of the business, including marketing, sales, supply chain, operations, and beyond. From rotating throughout the business I have gained a comprehensive understanding of what is necessary to sustain business operations within all areas. Due to this exposure I was able to make a well informed decision about what career I wanted to pursue. Following completion of the scheme, I decided to join MEP as a Commercial Coordinator.

Prior to starting on the scheme, I wish I knew that no one expects you to be an expert in anything (after all the scheme is about exposing you to lots of areas for a short amount of time). You find yourself in a unique position, engaging with diverse employees on a daily basis. They understand the business better than anyone, and it was from these insightful conversations that I thought of my best ideas.

Lastly, I encourage you to be yourself - I am known for being able to speak and build trust with employees from all walks of life very quickly. I firmly believe that this attribute has played a pivotal role in my accomplishments, when I previously might have seen this as a negative.



The Vp commercial graduate scheme presents an exceptional opportunity for recent graduates to embark on a promising career path





GRADUATE SPOTLIGHT

**Joe Wright, Commercial Buyer,
Groundforce**



The graduate programme provided me with the opportunity to explore Vp's UK-based divisions, as well as gain valuable exposure to their key end markets. I interacted with a range of stakeholders across the infrastructure, construction, housebuilding and energy markets, as well as sectors involved in other markets. From the UK's largest cities to remote sites in the countryside, the programme offers a unique chance to experience a breadth of operations across different locations, something I feel differs to other graduate programmes.

Throughout the programme, I was given opportunities to manage real business projects that added value to different parts of the group. These projects incorporated different group and divisional teams, including marketing, sales, sustainability and finance, providing a well-rounded understanding of how the business operates. Notably, one project I completed for Groundforce has continued into my current role as commercial buyer, allowing me to build on my earlier work and contribute further to the division.

The experience supported my personal and professional development to a far greater extent than I initially anticipated. Regular exposure to new environments, teams and challenges strengthened my adaptability and overall knowledge of the whole industry. Being consistently encouraged to step outside my comfort zone enabled me to build confidence and resilience that I use to this day both in and out of work.

My advice to future graduates would be to remain curious and ask questions, regardless of how simple an answer may seem. Taking the initiative to seek clarity and understanding is invaluable. Equally, try and embrace new opportunities, it is where the most meaningful growth and development will take place.



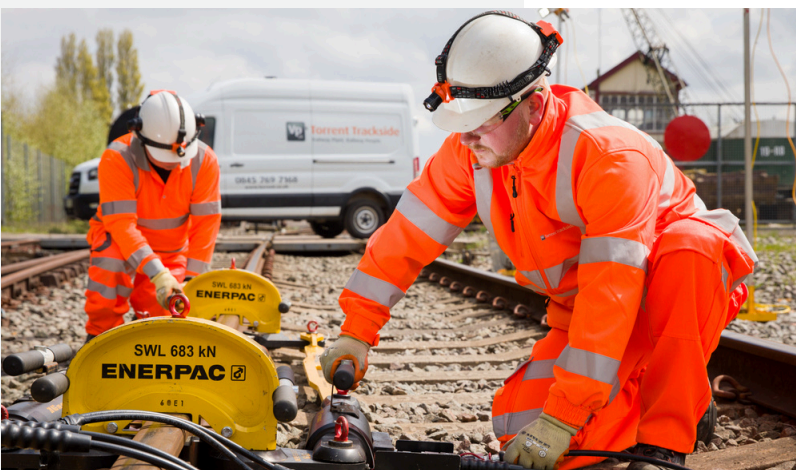
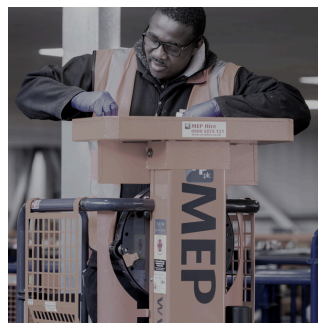
***A fast paced hands on
programme that turned my
learning into real business
impact***



Graduate Spotlight



the business takes graduates seriously and supports you in reaching your potential.



OUR APPLICATION PROCESS

1

Online Application

Kickstart the journey by submitting your CV through our dedicated careers site. This is your initial opportunity to showcase your educational background, including your academic pursuits, along with noteworthy extracurricular activities like sports or volunteering. Feel free to add any details that provide deeper insights into your personality and character.

5

Final Interview

This final round interview, lasting approximately 1.5 hours will consist of:

- A face-to-face competency interview with our Early Careers Manager at Vp and one of our Managing Directors.
- A 10-minute pre-prepared presentation on "Something you are proud of or something of significance that we don't know about you."
- A case study based on a real-life scenario within Vp. Full details will be sent to you prior to your interview.

4

Online Assessment

The next phase involves online testing or assessments. This step allows us to further evaluate your capabilities and gain valuable insights into your skills and aptitude.

2

Screening Call

If shortlisted, you'll receive an invitation for a telephone screening call with our recruitment team. This conversation is designed to assess your motivation for joining Vp, evaluate your understanding of our Commercial Graduate program, and delve into your interests outside of work. It's an opportunity for us to learn more about you.

3

1st Stage Video Interview

Your first interview takes place on Teams. A senior manager will lead the conversation, exploring your reasons for joining and providing you with an opportunity to ask questions. It's a chance for both parties to engage in meaningful dialogue.





PAY AND BENEFITS

Your welfare is a top priority. As well as looking after you, we want to reward you for your hard work. When you join Vp you will benefit from;

- A competitive annual salary of £30,000
- Company Car
- 25 Days Holiday + Bank Holidays
- Additional Holiday Purchase Scheme
- Pension
- Employee Wellbeing
- Discounts Across Hundreds of Retailers
- Discounted Gym Membership
- Volunteer Days
- Free Eye Tests and more



FAQS



You may have some questions about our Graduate Programme, below are the three most popular questions we get asked.

What happens at the end of the programme?

As you head towards the end of the Graduate programme, you will be working on your final project. During this time, we will create a number of roles within Vp that you will be invited to apply for. We will ask you for the three roles you're most interested in and arrange interviews based on your selection. The rest is down to you to showcase your skills and personality during the interview process.

Do I need experience in the markets I will work in?

In short, No!

When we recruit graduates into our business we're looking at your attitude and personality mainly. We want to see how you will 'fit' into the culture of Vp and we know you will gain the relevant experience during the programme.

Why rotate so often?

We believe our programme is much better than others as you rotate around all ten different parts of our business. This gives you a true insight into the challenges each business faces and the sectors they work within. The rotations involve all of our UK and Irish operating business units as well as an introduction to our Head Office functions including Finance, Investor Relations, Audit, H&S, Sustainability, Procurement, IT, Change, HR and Estates.





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