

OUR MASTER PLAN

Our Master Plan sets out our collective business mission, values, where we have come from and where we want to be in the future.



“At Leap29 we drive innovation and positive social change by connecting the best talent with businesses from around the globe.”

Nathan Ward, Managing Director

LEAP29 IN NUMBERS

Established for **23 years**

**20% Employee
Owned**

**£44,000,000
Turnover**

**72 Incredible,
Outstanding
Employees**



**770 Global
Placements**

in FY 22/23



8 Global Entities

Including the UK, Singapore, The Netherlands, USA,
Malaysia, India, Turkey and UAE!

Data from August 2023

OUR COMPANY

At Leap29 we are a global recruitment business with over 20 years of experience in providing reliable recruitment and employment management support to businesses and candidates.

With 8 global offices, we have built a reputation as a trusted partner for companies in a variety of Engineering related industries, including Construction, Oil & Gas, Pharmaceuticals, FMCG, Renewable Energy and IT.

At Leap29, we understand the challenges that businesses and candidates face in finding the right talent or the right job. That's why we work closely with our clients and candidates to provide tailored solutions that meet their specific needs.

Our expertise in recruitment, combined with our global reach, enables us to provide high-quality recruitment services that are unmatched in the industry.

OUR BRANDS



Leap29 Global Recruitment Solutions *Bringing People and Businesses Together*

Driven by our mission to help our clients and candidates, throughout the years we have expanded into several new countries, sectors and services.

Today, we have 3 key business units that work in synergy with one another, Leap29, Leap29 EOR Services and Novus Executives.

The first, Leap29 global recruitment, which remains at the core of our business. This business unit includes contract recruitment, permanent recruitment, workforce management and payroll services.

Leap29 EOR Solutions *A personalised and human approach to global employment solutions.*

The second, Leap29 EOR Services. We know that navigating the complexities of international employment can be challenging, which is why we offer a comprehensive suite of services that take care of the administrative burden away from our clients. Providing a personalised and human approach to global employment.



Novus Executives *Trusted Search Partner for the Investment Industry*

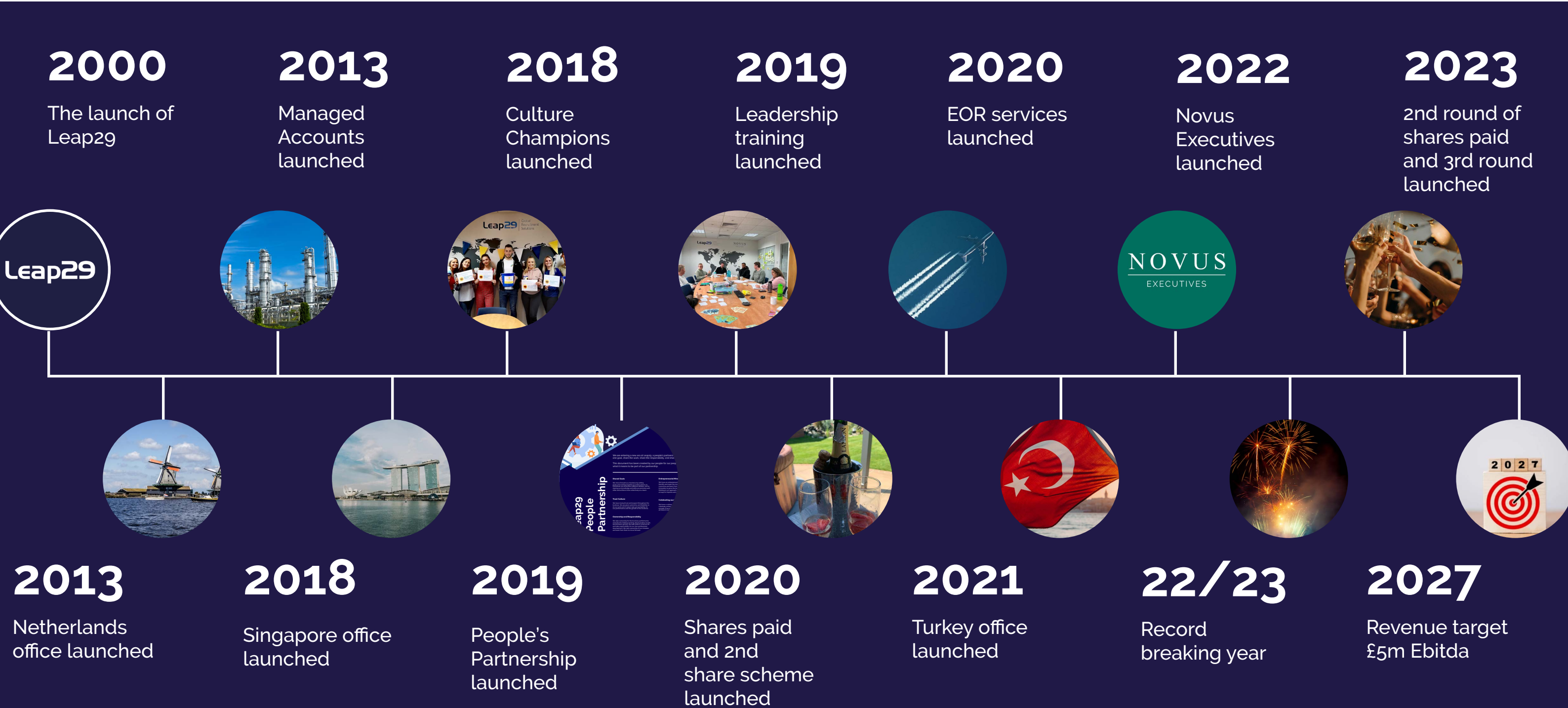
The third, Novus Executives, a Trusted Search Partner for the Investment Industry. After working within the industry for over 10 years, we decided to launch a dedicated brand to support both our clients and candidates within the investment industry.

Through Novus Executives we ensure a highly professional and confidential recruitment searches for all junior to senior level hires. Helping our partners to access the best global talent for their firms. Our dedicated sector experience includes Credit, Infrastructure, Investment Banking and Advisory, Private Equity, Real Estate, Venture Capital and Growth Equity.

OUR JOURNEY

Leap29 has undertaken a remarkable journey to reach the successful position it holds today. Throughout our history, the company has navigated numerous key events and milestones that have played an instrumental role in shaping our growth and accomplishments.

Here is an overview of some of the important events that have contributed to Leap29's success.



OUR FUTURE



Our vision for the future growth of Leap29 is centred around 3 key objectives. ★

We strongly believe that to achieve our objectives and our ultimate goal of £5m EBITDA by the year 2027 we must invest in our people, we've recognised the importance of nurturing the outstanding talent at Leap29, as well as equipping everyone with the knowledge, skills and resources needed to stand out as specialists in the global market.

We are excited to all join together for the next step of this phenomenal growth journey because with growth, comes opportunities. Not only for the business, but for you, as you play a big part of how we are going to achieve our future goals!



OUR VALUES

1 People First

Putting people first is our leading value as a business as it recognises the importance of our employees, clients, and candidates. At its core, this approach prioritises the well-being, happiness, and success of people over other business considerations.

Putting people first helps create a culture of care, empathy, and respect. This culture helps to foster strong relationships with employees, clients, and candidates, leading to greater collaboration, loyalty, and results.

3 Entrepreneurial

At Leap29 we embrace entrepreneurship which helps foster a culture of innovation, risk-taking, and adaptability, driving our growth and success. It also encourages our team to take ownership of their work, be proactive, and seek out opportunities for growth and development. Entrepreneurship is a powerful driver of Leap29's success and helps us stay ahead of the curve in an ever-changing business landscape.

2 Global Mindset

At Leap29 our approach, skills, attitudes, and behaviour are designed to work effectively in a global context. We are open-minded, adaptable, and curious about other cultures and perspectives, which allows us to respond to the needs of our clients and candidates on a global scale.

Having a global mindset enables us to build strong relationships with clients and candidates, tap into new markets, and foster innovation and creativity.

4 Trust

Trust is critical in building strong, long-term relationships between us and our clients and candidates. By prioritising trust as a core business value it helps us establish a positive reputation in the industry, build a loyal client base, and achieve sustainable growth over time.

OUR PROMISE

To create a happy, healthy and trusting work environment

To encourage our people to grow professionally and personally

To support our people and lead them to success

To listen to feedback and take responsibility when we do things wrong

To be transparent with our people, do what we say we are going to do and finish what we start

To recognise and value our people and celebrate successes

To be fair and consistent with our people, we don't have favourites!

To have a flat structure where everyone is friendly and approachable, no matter your job title everyone is treated the same

To trust and respect our people, giving them autonomy and flexibility to do their job

To treat everybody how we would like to be treated

To help foster a positive work environment, bringing a "can do" attitude to work

To take ownership of your role and professional development

To respect and support your colleagues, there is no 'I' in Team!

To be able to give and accept feedback, after all feedback is a 2 way street, never take offence

To be open and honest at all times, honesty is always the best policy

To call out inappropriate behaviour, if it is unacceptable then don't accept it

To be inclusive with all of your colleagues, we don't have cliques at Leap29

To never disrespect a work colleague or be derogatory about anyone in the business

To take accountability for your performance and the growth of the business

To treat everyone how you would like to be treated

YOUR PROMISE

OUR ACHIEVEMENTS

Our business awards are a testament to the hard work, dedication, and success of Leap29. We are extremely proud of the awards that we have won, as they demonstrate our commitment to excellence and our continual efforts to achieve our goals.



OUR PEOPLE'S PARTNERSHIP

At Leap29 we have a people's partnership where we have one goal, share the work, share the responsibility, and share in the success. These values have been created by our people for our people and sets out what it means to be part of our partnership.

Shared Goals

We move forward as a business by setting goals and working together to achieve them. As individuals we all possess different abilities, but by sharing our knowledge and skills we promote each other and achieve more collectively as a team.

Entrepreneurial Mindset

We have an entrepreneurial mindset where we identify and make the most of opportunities, overcome and learn from setbacks, and use innovation to succeed. We are forward thinking in our approach and are constantly looking at ways to improve and progress.

Trust Culture

We have mutual trust and respect throughout the business. We are given autonomy and flexibility to do our work and in return take accountability for our performance.

Celebrating our Success

We have a culture of success, where we regularly celebrate achievements through recognition and rewards. Everyone's contribution is valued and we all share in our success together.

Ownership and Responsibility

We take ownership for the business performance and take the initiative to bring about positive results. We take pride in what we do and take responsibility for our own professional development. We take ownership of our mistakes and learn from them to move forward.

Ultimately, the growth and success of Leap29 is built on the collective effort of all of us. By owning our responsibilities, setting clear goals, and working collaboratively, we can help to drive the company's growth and achieve long-term success.

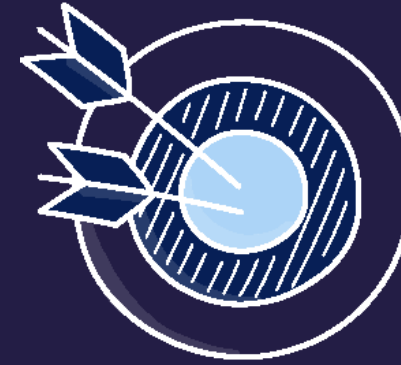
Add 3 of your key responsibilities for this year to help drive Leap29's growth and success...

Your first responsibility

Your second responsibility

Your third responsibility

YOUR RESPONSIBILITIES



YOUR GOALS

It is also important we align our individual goals with the company's overall objectives, and work towards achieving them. By doing so, we can contribute to the growth of the business and help to create a culture of continuous improvement and innovation.

Add 3 of your key personal goals for this year...

Your first personal goal

Your second personal goal

Your third personal goal

