



MAYFLEX
A Sonepar Company

**OWN YOUR
FUTURE
WORK FOR MAYFLEX**

Powered *by* **Difference**

ABOUT MAYFLEX

Mayflex was formed in 1917 in Birmingham UK and is a leading distributor of converged IP solutions including infrastructure, networking and electronic security solutions.

We use our specialist knowledge and experience to bring together 'best-in-class' infrastructure, networking and electronic security solutions to create a compatible, feature rich, value for money offering to meet the demanding needs of business types and sizes across all sectors.

The IT industry moves at an incredible rate and keeping abreast with the latest technologies can be onerous. At Mayflex we are continually monitoring the market, technologies and industry to look for the latest developments and through our events, communications and training programmes we keep our customers informed of these opportunities.

We know that to stand still in a market that continually moves is detrimental to your business.

In April 2015 Mayflex was acquired by Sonepar, an independent family-owned company with global market leadership in B-to-B distribution of electrical products and related services. Sonepar has €20.6 billion of revenue and is represented by 239 entities operating in 44 countries on five continents with 43,000 associates.

Our vision, objectives and values are very clear and transparent. We encourage you to have the desire to go outside of your comfort zone and the ambition to try new things. And if one way doesn't work, have the confidence and our support to try a new and better way. That's how we'll stay ahead for our customers and continue our reputation for cutting-edge solutions and products.

Mayflex as a business will commit to investing and developing you as an individual. Distributing knowledge, advice, and passion with to our customers, we expect you to embrace your personal development and build customer relationships with respect.

Our commitment to you and our customers is paramount and therefore we expect you to demonstrate a desire to be successful in your role, by displaying a can-do attitude to all requests, taking pride and care in your work thus promoting a get it right first-time approach to meet the expectations of our customers.



AMBITION

A strong desire to do or achieve something.



SERVICE

The action of helping or doing something for someone.



PACE

The speed or rate at which something happens or develops.



INTEGRITY

The quality of being honest and having strong moral principles.



RESPECT

Due regard for the feelings, wishes or rights for others.



EXCELLENCE

The quality of being outstanding in what you do.



MISSION & VALUES

OUR MISSION

Our vision - Group sales in excess of £200 million by 2020.

OUR VALUES

A core value defines us as an organisation, and how individuals behave. It is 'how we do things around here' when working with colleagues, customers and suppliers. They define behaviours which we do not compromise, if we follow these, our company aims and goals will be achieved."

Our values are to ASPIRE.

A - Ambition

S - Service

P - Pace

I - Integrity

R - Respect

E - Excellence

OUR VISION

Group sales in excess of £200 million by 2020

Mission

Values



Growth

People

Service First

Digital

Values

Mission



Infrastructure.
Networking.
Electronic Security.

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COMPANY BENEFITS

Mayflex are committed to developing a strategy and associated policies to improve and maintain wellbeing within our workforce, alongside training and coaching for line managers. Our aim is to improve knowledge, skills and develop a benefits portfolio to support employee wellbeing.

MIDDLE EAST

- Company healthcare scheme
- Annual flight ticket for employee and family to home destination
- Schooling allowance – subject to terms and conditions
- Contribution to home internet
- 22 days per year annual leave & Bank Holidays

UNITED KINGDOM

- Holiday – 22 days per year which increases with length of service plus company shut down between Christmas and New Year & Bank Holidays
- Choice to buy up to 5 days extra holiday and to sell 3 days
- Long service awards – Extra holiday entitlement and vouchers awarded for length of service
- Sickness
- Westfield healthcare cash plan employee assistance programme after successfully completing your probationary period
- Enhanced pension after 12 months
- Free parking (head office only)
- Free fruit – Fresh fruit delivered every Monday
- On the Spot Awards – To recognise the achievements of staff
- Life Assurance
- Refer a friend scheme
- Anniversary & recognition awards
- Private Medical Insurance*
- Company Car Allowance*

*Subject to Contract



WHAT OUR STAFF HAVE TO SAY



**BEN
GALE**

SERVICE DESK ANALYST

Mayflex is a fun and friendly environment to work in. Although I find my job challenging, I find it very rewarding. I enjoy working at the company as they support career progression in allowing me to attend specific courses and training events.



**PAUL
COLLINS**

ACCOUNT DIRECTOR

I enjoy working for a company that doesn't stop at being No. 1 which is constantly evolving to take on and beat competition in both existing and new marketplaces. It is great seeing the competition look worried every time we walk in the room and working within an industry leading, committed team.



TRACEY CALCUTT

MARKETING MANAGER

I joined Mayflex in April 1999, from the first day I was made to feel welcome and part of the team. The company has evolved and continues to do so, we can't stand still in a market that continually changes. Working at Mayflex is challenging and hard work but it's also rewarding. Mayflex is a company that cares about its staff and employs some great people – I'm proud to be part of it.



AIDEN MATKIN

STRATEGIC SECURITY ACCOUNT MANAGER

In the 2 years I have been working for Mayflex I have found the organisation to be open, supportive and forward thinking. Mayflex is happy to progress its employees and supports them along the way on their chosen paths.

I see myself working here for a very long time!



CHARITY & SOCIAL

CHARITY COMMITTEE

Mayflex Cares. All together, Helping Others - At Mayflex we care about our staff and the wider community. In May 2017 we set up a charity committee of 15 members of staff across the business to give a far greater focus on charitable activities, both in terms of raising money but also giving time and even blood, to help others.

Mayflex are always looks to build on our corporate social responsibility, recently introducing volunteer days and in 2019 we will be supporting young enterprise.

Mayflex staff will nominate the charities that are closest to their hearts for us to focus our efforts and fund raising on.

SOCIAL COMMITTEE

At Mayflex there are 9 members of staff which make up the Social Committee who organise company events such as fun Summer BBQ's and fantastic Christmas Parties!



“IT’S A VERY FUN ENVIRONMENT. WE HAVE LOTS OF SOCIALS AND EVENTS FOR CHARITY WHERE THE OFFICE, WAREHOUSE AND DIRECTORS GET INVOLVED.”

ASHLEY GIRN
GROUP FINANCIAL CONTROLLER



YOUR DEVELOPMENT, YOUR FUTURE

We invest in our people, our learning zone provides training to support your development whatever stage you are at in your career.

Define pathways, programmes and our ASPIRE appraisal system ensures that you have everything you need to take the next step.

TALENT DEVELOPMENT PROGRAMME

At Mayflex we understand that succession planning is important to ensure that we retain and develop Talent within the business. Our Talent Development Programme (TDP) has been developed for those who wish to develop themselves and gain a greater understanding of business, enabling them to be ready to take on new challenges and roles within Mayflex or other OpCos within the Sonepar group.

Those successfully selected for the programme may already be in a management role, would like to move into a management role in the future, or expand their commercial skills within the business. The programme will help increase business acumen in strategy, finance and customer focus; build self-confidence, team building, project management skills and develop effectiveness in raising performance.



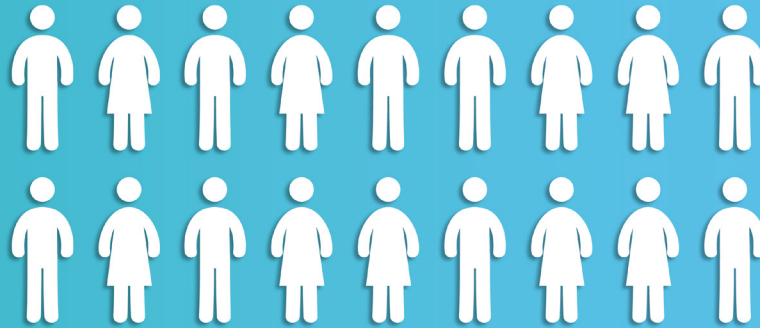


**2018 SONEPAR
FOOTPRINT**
44 COUNTRIES
ON **5** CONTINENTS

1,000,000+
ORDER LINES PER DAY



2,800
BRANCHES



46,000
ASSOCIATES

22.4 Bn €
OF SALES PERFORMANCE

115
CENTRAL DISTRIBUTION CENTERS

1,000,000+
B-TO-B CUSTOMERS SERVED WORLDWIDE

170
OPERATING COMPANIES

SONEPAR

You might know us as a strong local company, which we are. What you might not know is that we're global, too. As part of Sonepar, we're in a unique position. We have all the benefits of being global, but with a local feel.

We're a mixture of career progression and work-life balance. Family feel and international reach. Security and freedom to change. When local meets global, you get Mayflex - adaptable and able to keep up with our ever-changing world.





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