



We're going
somewhere

EPIC



come and join us...

Hey! Thanks for your interest in becoming part of the Rivus Team

Rivus was born in 2019, when private equity investors Aurelius acquired BT Fleet Solutions, market-leaders in LCV fleet management. Then, in November 2020, Aurelius acquired Pullman Fleet Services, the UK's largest independent provider of commercial HGV maintenance and fleet management.

Since then, we've worked side by side to provide unbeatable fleet management to our customers, taking care of everything from supplying the vehicles, to service and maintenance, accident management, and right through to vehicle end-of-life.

In January 2022, we decided it was a no-brainer to bring the two businesses together as Rivus. Because together we can go further, faster. Combining the strength and expertise of Rivus and Pullman makes us a driving force in the UK fleet management industry.

Whilst our services are rooted in over a hundred years of business, our history is only part of our story. What we're really excited about is the next chapter, as we continue the journey as one brand built on those decades of LCV, HGV, and specialist plant experience.

We're just getting started.

Our mission? To be the only fleet partner our customers will ever need.



From major retailers to key service providers, we keep some of the UK's biggest brands moving

From the WiFi that streams your favourite series, to the supermarkets that supply the snacks, we keep our customers moving so they can continue to provide products and services to consumers.





So, what keeps our wheels turning?

That's easy. Our business is driven by our people.

Whether you're a technician in one of our 75+ workshops, on the road as part of our Mobile Team, working directly with our customers or part of our support services behind the scenes, at Rivus every colleague plays a part in keeping some of the UK's largest and most critical fleets on the road.

It's not just about what we do, it's the way we do it that counts. Our EPIC values were created by our colleagues, by uncovering what's important to us in the way we do business and work with each other.





How we live our purpose

Everything we do is aligned to our core objectives.

People first

- Engaged & informed colleagues
- Empowered culture
- Driving diversity

Accelerate growth

- Commercially focused
- Customer growth
- Strong sales focus

Healthy business

- Sustainability focus
- Delighting our customers
- Clear purpose

Remove complexity

- Slick systems
- Efficient processes
- Clear product strategy

Drive innovation

- Being thought leaders
- New technology
- Using data insights to drive decisions

Now, let's skip to the good bit...

When you join us on our journey, we support you on yours. Here's some of the work perks we offer.



Health cash plan

Helping you cover everyday healthcare costs, such as dental, optical and therapies.



Private healthcare

Benenden Health gives you access to private healthcare for less than £12 a month. Some roles also qualify for company-funded Private Medical Insurance.



Cycle to Work scheme

Change up your commute with a shiny new ride and pay back the cost through your salary.



Long Service Rewards

Loyalty is important to us. When you stick with us, we'll reward you for it.



Benefits portal

Make savings and earn cashback of up to £1000 per year on everything from your weekly shop, topping up your tank to days and nights out.



But wait, there's more!



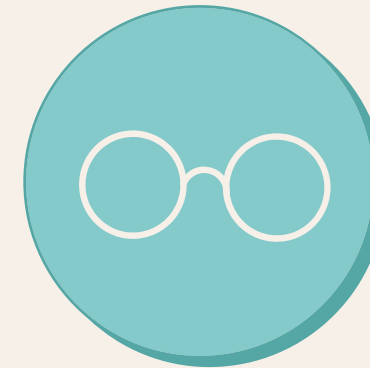
Reward & Recognition

Peer-to-peer and departmental rewards to recognise colleagues who live our values.



Life insurance

Financial security is important. We support colleagues with the peace of mind that life insurance can offer.



Eye test vouchers

A free eye test every 2 years to keep you seeing clearly. Plus a voucher towards the cost of glasses, depending on your test results.



Salary Finance

Salary Finance can provide loans repaid through salary, savings taken direct from salary, Help to Save and tools for budgeting and saving.



Free MOTs

Take advantage of our nationwide network and get your car MOT'd at one of our workshops for free!

Keeping your engine running

The health and happiness of our people is paramount.

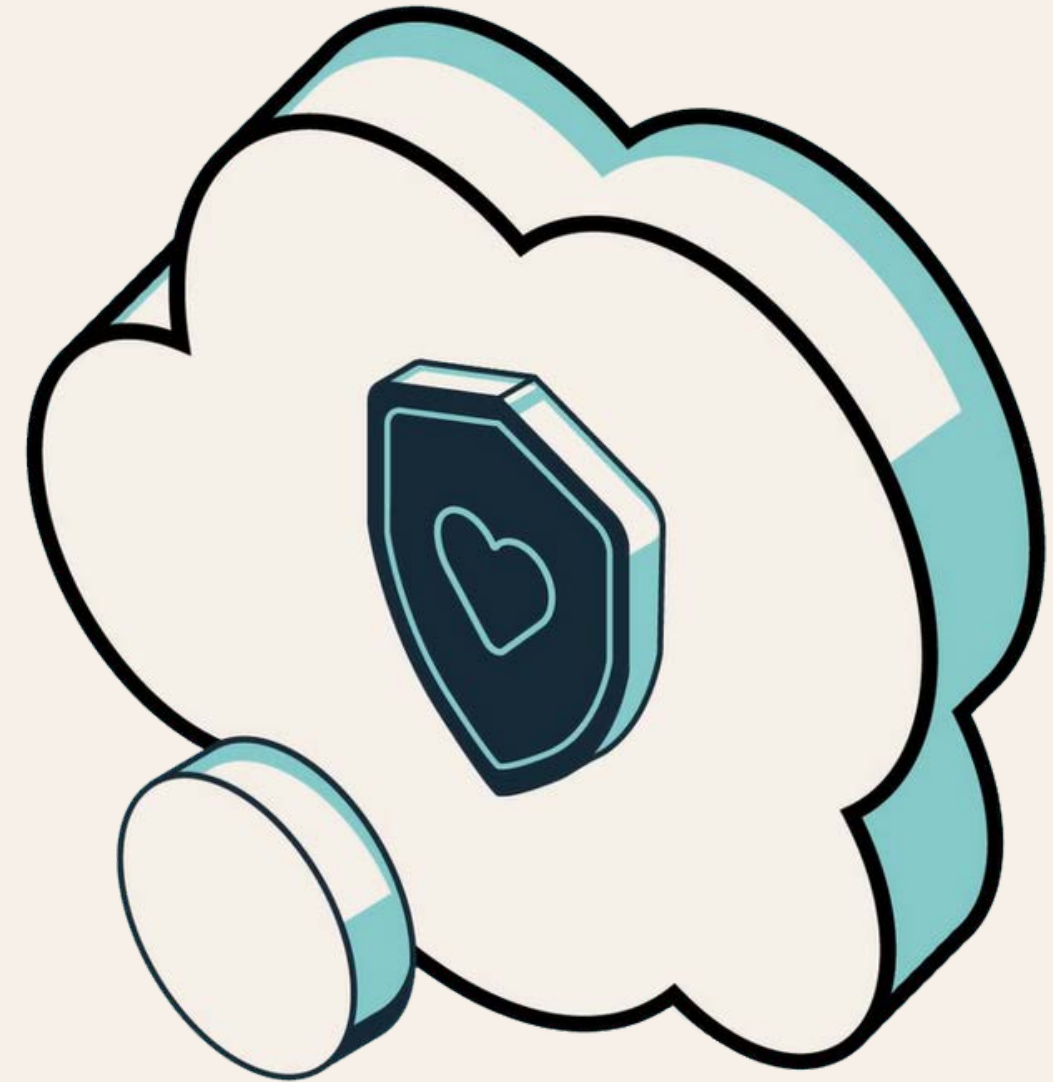
Each year we have a dedicated calendar of activities to promote and support colleague health & wellbeing.

Our Wellbeing strategy is centred around four key areas that our colleagues told us are important to them; Mental, Physical, Financial and Social.

A dedicated team of 16 Wellbeing Champions across the business

A team of trained Mental Health First Aiders, and by 2023 we will have Mental Health First Aiders in all of our sites

A Strava community where you can connect with colleagues who share a passion for keeping active and contribute to our 100,000km goal!



Employee Assistance Programme

The EAP is available to colleagues 24/7, providing impartial and confidential support



Rivus Community

Our colleagues feel passionately about social wellbeing. Because it feels good to do good.

We believe in investing into the communities we operate in.

Everyday, people across Rivus are making a difference by giving their time and enthusiasm to help charities and good causes. We also partner with 1-2 national charities each year (voted for by our colleagues) to make an impact in areas that matter most to our people.







Rivus Sponsorship Programme

Our way of offering sponsorship for grass roots sports, community initiatives and events in areas local to our colleagues.

Kicking your career into sport mode

We foster a culture where colleagues feel empowered and are inspired to innovate. To get where we are today, we've had to learn, adapt and move with the times to make sure we're always providing the award-winning service we're known for.

We want our people to do the same. Our in-house Learning & Development Team are here to support all colleagues, whether it's something we already offer or a further opportunity for development.

-  **Access to 100s of courses through our dedicated e-learning platform to support your personal development**
-  **Management & Leadership Development Programme (ILM certified)**
-  **Skills based training across our workshops**
-  **Training Support**



Driving towards a brighter future

At the heart of our business is building a sustainable strategy that puts people at the centre of everything we do, reduces our impact on the planet and supports the communities we operate in.

Part of our Environmental, Social and Governance (ESG) strategy is to collaborate closely with our suppliers and customers, to ensure we all do our bit to protect the planet for the future.



Leading the charge towards Electric Vehicles

We launched our Electric Vehicles as a Service (EVaaS) proposition in 2021. We partner with our customers on their journey towards a more sustainable future and ensure they can successfully transition their fleets to electric.

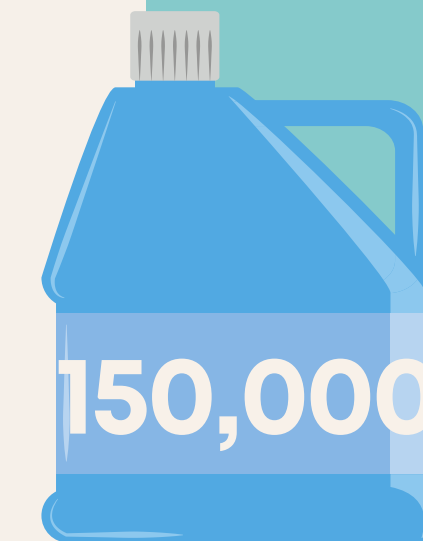
By the end of 2022 Rivus' own Company Car Fleet will be made up of 100% electric or hybrid vehicles too.

<https://www.rivusgroup.co.uk/esg/>

← find out more



plastic bags removed from parts delivery in 2021



single use plastic bottles removed by introducing bottle for life and bulk screenwash



tonnes of waste diverted from landfill, generating 169,233kWh of electricity

RIVUS

