

MARLOWE

Compliance. Assured.



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Marlowe is a UK leader in specialist services and software which assure safety and regulatory compliance, whilst managing risk for businesses across the country.

Marlowe offers...

- Expert advice
- Services delivered by specialist divisions of the UK's leading compliance service group
- Market-leading technology & software
- Dedicated, in-house experts
- Best-in-class service delivery standards
- Control, efficiency and reliability
- Wellbeing of Marlowe employees and the highest standards of internal health & safety
- Full nationwide coverage in every discipline
- 100+ sites around the UK
- Consistency and convenience
- The benefits of a trusted in-depth relationship
- Continual value-adding innovation

... helping you to

- Improve health & safety standards
- Improve HR compliance
- Comply with laws and regulations
- Ensure the health and wellbeing of employees
- Protect people, property & assets
- Adhere to insurance requirements
- Meet public expectations surrounding safety standards, health and wellbeing
- Protect your brand's reputation
- Improve sustainability & environmental compliance
- Enhance operational efficiency and control
- Manage and extend asset life
- Avoid potential fines or prosecution

Marlowe provides services to assure compliance and enhance risk management in your business



Compliance Software

Purpose: Intuitive technology, GRC software, contractor compliance, risk management, e-Learning, health & safety software and asset monitoring.

Recurring service: Health, safety and risk management, e-Learning, compliance and maintenance scheduling and contractor management.

More on pages 9 to 15



Health, Safety & HR Compliance

Purpose: Providing health & safety compliance, HR & employment law and occupational health to ensure regulatory compliance of commercial organisations and reduce their risk.

Recurring service: Auditing, consulting, assessing, training and fixed fee advice.

More on pages 19 to 23



Fire Safety & Security

Purpose: Providing fire safety, security, remote monitoring and connected services, ensuring fire and security systems adhere to regulation and that property and people are safe and secure.

Recurring service: Maintaining, testing, inspecting, monitoring and certifying.

More on page 25 to 29



Water & Air Hygiene

Purpose: Assuring water systems are safe, efficient, sustainable and compliant. Assuring commercial premises are compliant with air quality and environmental regulations.

Recurring service: Assessing, testing, inspecting, dosing, maintaining, monitoring and certifying.

More on pages 31 to 35

About us

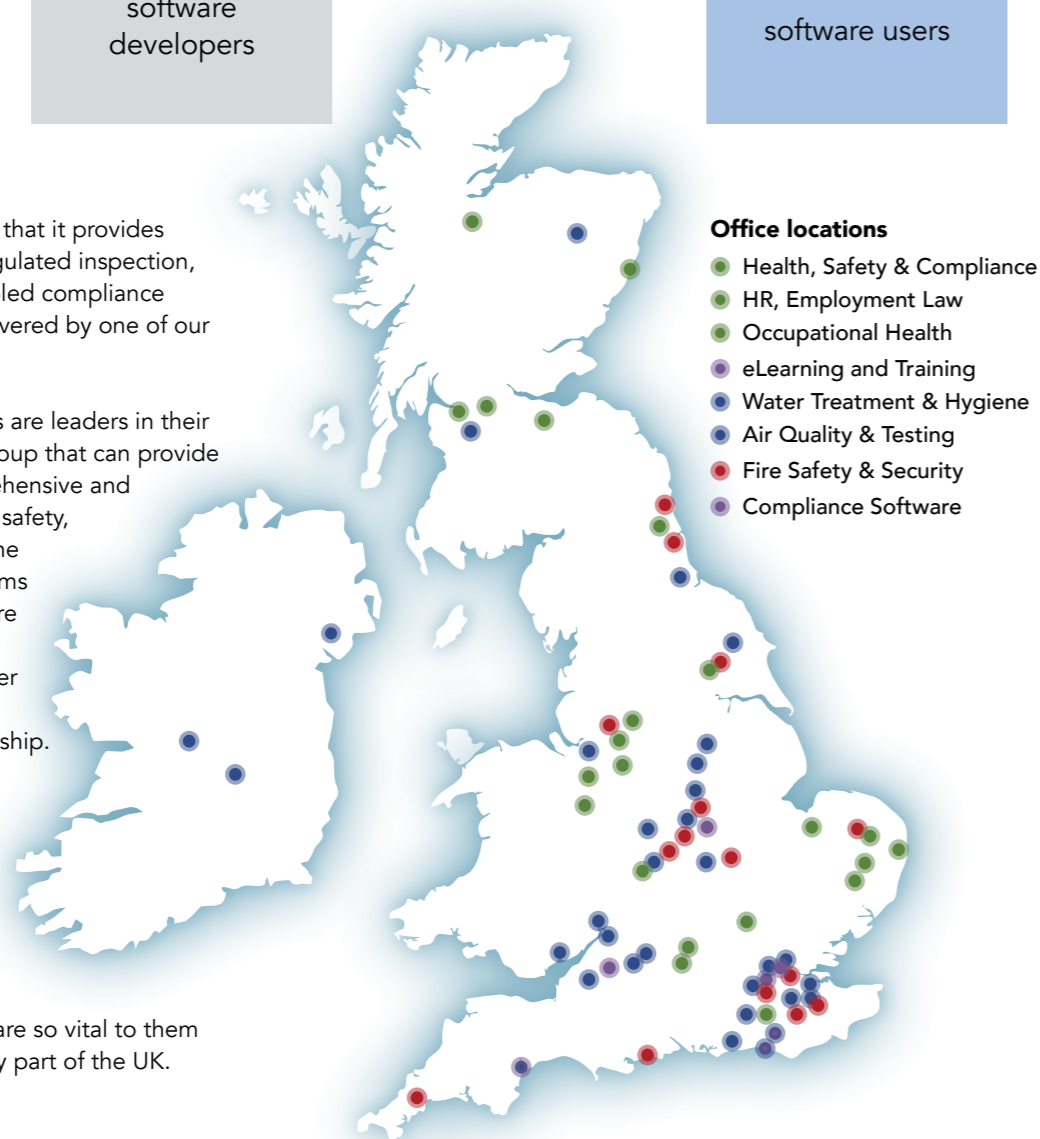
Marlowe is a well-established London Stock Exchange listed company which was formed to build a group of the leading specialists in their field with a vision to become the UK's most trusted name in the provision of regulated safety and compliance services.



Marlowe's unique strength is that it provides a range of closely related regulated inspection, testing and technology-enabled compliance services each of which is delivered by one of our specialist divisions.

Individually, these businesses are leaders in their fields but together form a group that can provide our customers with a comprehensive and integrated approach to their safety, regulatory compliance and the upkeep of the building systems they rely on. That means more convenience, better across the board compliance, greater consistency and the benefits of a trusted in-depth relationship.

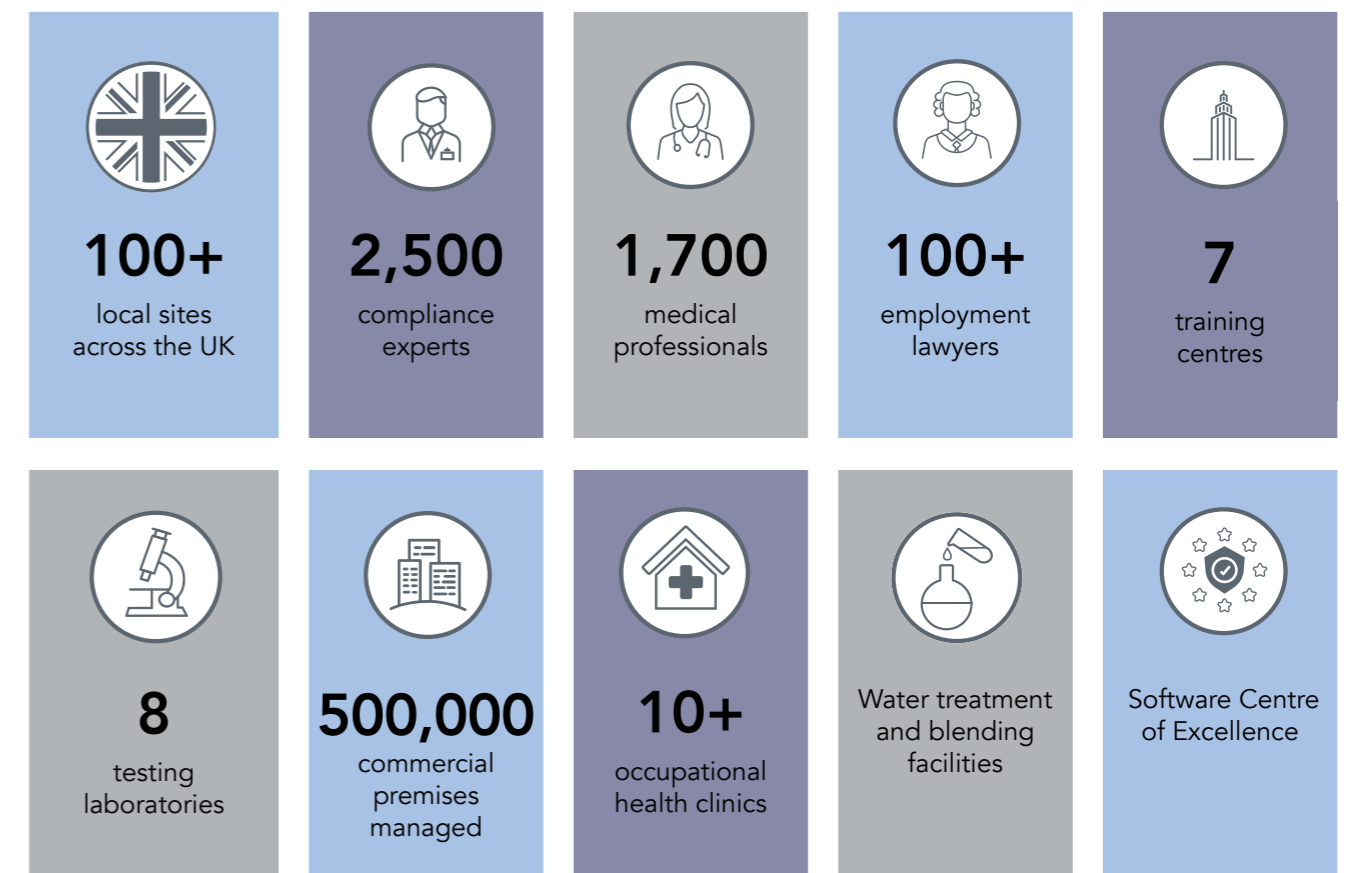
More importantly, our size, range and extensive national footprint gives our customers the peace of mind that comes from knowing that they can rely on Marlowe to deliver those mission critical services that are so vital to them every day of the year in every part of the UK.



Marlowe at a glance

We deliver compliance software and eLearning, health & safety, HR, employment law & occupational health, fire safety & security and water treatment & air hygiene - all of which are vital to the wellbeing of our customers' operations and are invariably governed by stringent regulation.

Our solutions help our clients reduce risk, assure regulatory compliance and achieve total peace of mind.



The Marlowe group consists of a number of leading businesses which provide technology-enabled services across four main regulated safety & compliance sectors.

Marlowe currently employs 4,000+ people across the UK, provides services to approximately 20% of Britain's commercial premises and is increasingly attractive to businesses who want a single outsourced, nationwide, provider of a comprehensive range of regulated health, safety and compliance services. Our software is used by over 1 million users.

Our clients can be found in most office complexes, high streets, leisure facilities, manufacturing plants and industrial estates, and include thousands of SMEs, large corporates, facilities and property management providers, local authorities, NHS trusts and FTSE 100 companies.

The Marlowe business philosophy

Marlowe was formed to create sustainable shareholder value through the growth and development of businesses that provide regulated compliance services.

Our decentralised operating model gives our businesses considerable autonomy within a disciplined and well-defined strategic framework.

Our managers are empowered to make the decisions that they need to grow their businesses in their markets.

Our model seeks to enable our companies to retain the agility of entrepreneurial private businesses whilst providing them with the resources of a much larger listed company, to help them unlock their potential and stewards their rapid growth in a way that ensures that all of the key stakeholders are focused on value creation.



£400m+
run rate revenue



68
acquisitions



40m
assets tested &
inspected each year



12 year
average
customer length

Over the years we have built a group of tech-enabled service providers that can assure UK organisations are safe, healthy and compliant with regulation.

Marlowe operates in non-discretionary service sectors with robust growth prospects. The majority of our revenues are recurring, predictable and visible. Our businesses benefit from a strong, shared, channel to market which provides us with an intrinsic competitive advantage.

Marlowe's defensive market qualities, organic growth momentum and proven track record of accelerating growth through targeted M&A strongly position us to continue to create sustainable shareholder value.

STRATEGY IN ACTION

ACQUIRE → ENHANCE → ACCELERATE → INTEGRATE → COLLABORATE

Group structure

Governance, Risk and Compliance (GRC)

OPERATING DIVISIONS

Consulting and software solutions to mitigate business risk and ensure legally compliant governance standards

Testing, Inspection and Certification (TIC)

OPERATING DIVISIONS

Recurring testing and inspection regimes to certify properties and systems are safe and compliant

END MARKETS

Health & Safety



Employment Law/HR



Occupational Health



eLearning & Compliance Software



Fire Safety & Security



Water Treatment



Air Hygiene



Asbestos



END MARKETS

RECURRING SERVICE EXAMPLE

- Software-enabled audits and assessments of property and workplace risk profiles
- Retained advisory and consulting assisting employers to mitigate and manage employee risk
- Mental health support and health surveillance services to improve workforce well-being
- Risk management software tools to optimise enterprise compliance and safety management
- eLearning software offering compliance and safety courses

LEGAL REQUIREMENT

- H&S at Work Act 1974
- Management of H&S 1999
- Employment Rights Act 1996
- Employment Relations Act 1999
- Workplace (Health, Safety and Welfare) Regulations 1992
- IOSH, NEBOSH, OSHA

RECURRING SERVICE EXAMPLE

- Recurring testing and dosing of water systems to ensure regulatory compliance
- Testing and certifying fire safety systems
- Software monitors and verifies contractors to ensure compliance and performance

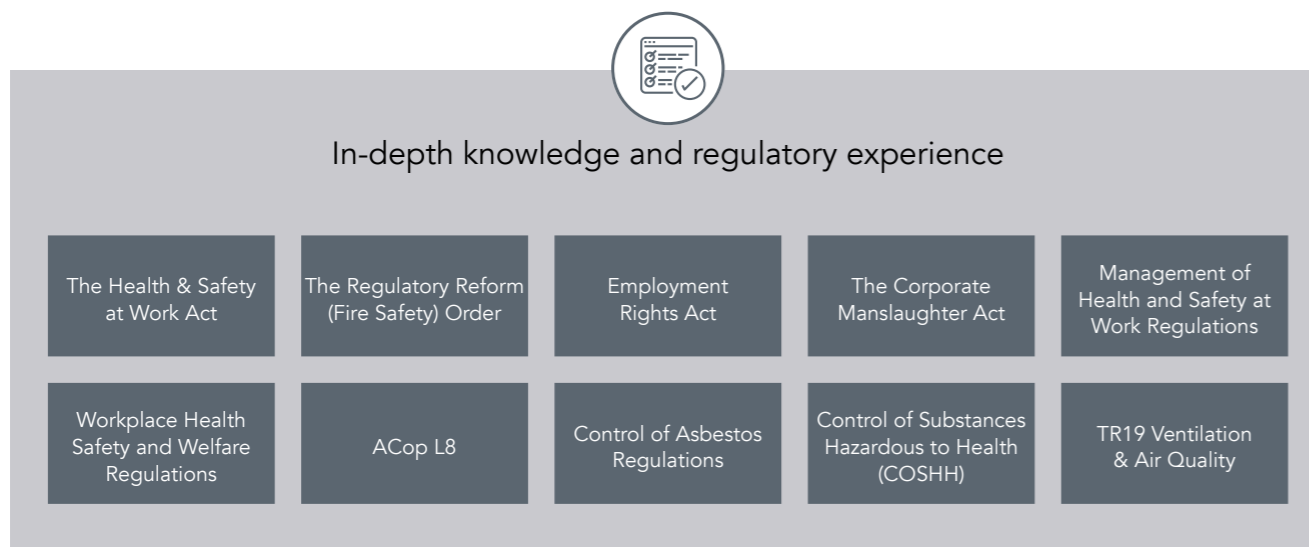
LEGAL REQUIREMENT

- ACoP L8
- HSG 274
- COSHH
- Regulatory Reform (Fire Safety) Order 2005
- Corporate Manslaughter Act 2007
- H&S at Work Act 1974

Who we work with

End-to-end solutions across a wide spectrum of industries and customers

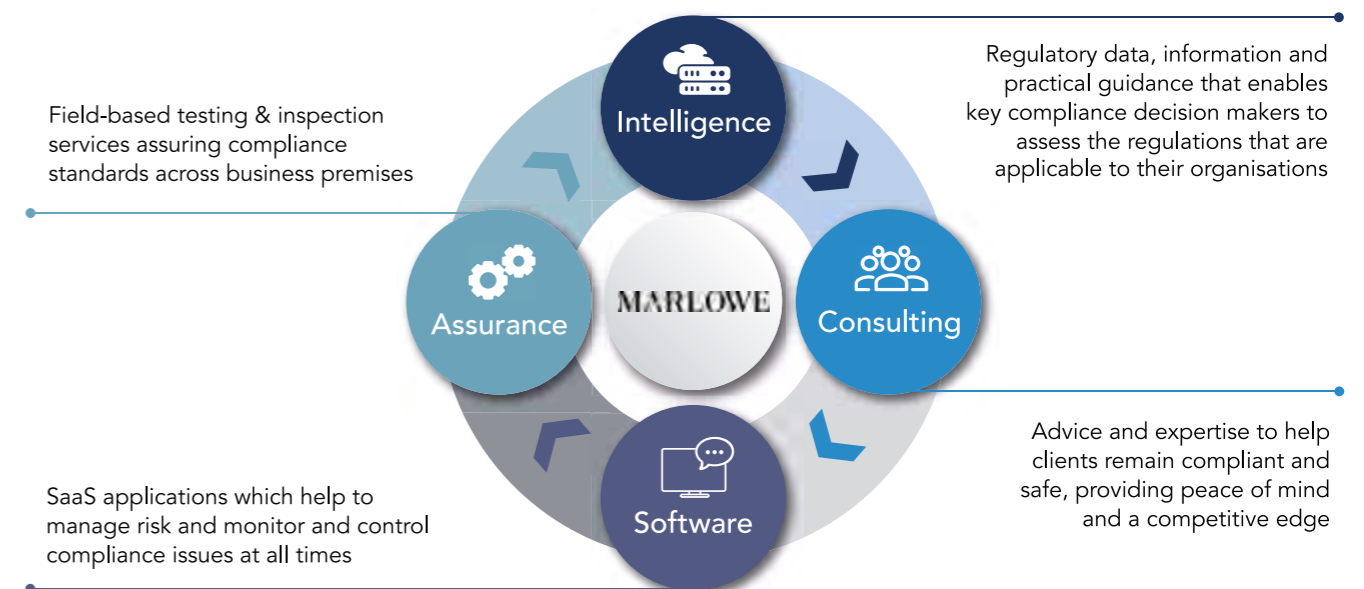
Marlowe provides end-to-end compliance solutions to a broad range of customers ranging from SMEs, schools, doctors' surgeries and food processing sites through to large national organisations, property managers, leading universities, airports and FTSE 100 companies.



Marlowe's end-to-end compliance model

Marlowe can provide the full range of safety and compliance services right from conducting health & safety audits and assessments, HR, occupational health or employment law advice through to testing a water system for bacteria or certifying a fire safety system.

MARLOWE'S VISION: END-TO-END COMPLIANCE CYCLE



Our businesses operate as autonomous sector specialists but are all bound by our common channel to market. Typically, we sell our services to Health & Safety, Risk & Compliance, Facilities or Property Management professionals who are responsible for the safety and compliance of their organisations and the properties they occupy. As a result, we closely understand what these individuals care about and are equipped with the tools to succeed in compliance service markets.

The vast majority of our competition only have the capabilities to provide a single service, usually only in a small region of the UK. We make attaining high standards of safety and compliance achievable for our client through working with them across the whole of the UK and across a number of closely related compliance disciplines. Each of our services is delivered by independent specialist divisions of Marlowe who are leaders in their respective fields in their own right, so our customers know that they are always dealing with experts.

In a typical commercial facility, our end-to-end model means we can implement:

- Our compliance intelligence capability via our software of regulatory data, information & practical guidance enables key compliance decision makers to assess the regulations that are applicable to their organisations.
- Our compliance consulting capability through our consultants & auditors provide advisory services which our clients depend on to help them apply these regulations to their organisations.
- It's then our compliance software capability which through our software applications help to monitor and control all risks.
- This then delivers our compliance assurance capability, a field-based compliance to test and inspect your business premises across areas like fire safety & water hygiene.

Marlowe is in a unique position in the UK of being able to provide this end-to-end safety compliance solution which assures total regulatory compliance.



75%

of property owners cite better data quality and accuracy as key to achieving their strategic real estate goals

Compliance. Assured.

Compliance Software

Meridian is a market leading compliance and risk management system which supports organisations to manage health, safety and QHSE across their portfolios.

Elogbooks is our market-leading Computer Aided Facilities Management (CAFM) solution with an integrated 24/7 service desk. The Elogbooks Facilities Service proposition is a supplier procurement, accreditation and payment service. It provides and manages the highest quality supply chain whilst reducing the invoicing burden on your business.

CoreStream is a configurable platform for rapidly introducing intuitive software applications to meet a wide range of business needs. We specialise in delivering solutions to complex problems.

The **Barbour** Service is a simplified all-in-one online solution providing safety and regulatory information from a wide range of trusted industry sources. We help organisations save time, reduce costs and stay safe and compliant.

4D Monitoring is an award-winning energy management platform that drives operational savings across commercial properties.

Omnitrack by VinciWorks is a simple, yet powerful, code-free tool for building compliance workflows. It leverages our deep relationships with UK and EU regulators to help businesses manage their compliance processes across a range of use cases. These include the EU Whistleblowing Directive, gifts registers for anti-bribery, health and safety risk assessments, and diversity surveys.



Key Services

- Meridian Risk Management Software
- Elogbooks CAFM
- The Occupier Services Portal
- Elogbooks Facilities Services
- Prosure360: Contractor Management
- Accreditation
- 4D Monitoring
- GDPR Solutions
- Action Management
- Case Management
- Audit and Assurance
- Policy Management
- Process Optimisation
- Performance Management
- Legal Register Facility
- Technical Guides
- Model Policies
- Legislation and Consultation Updates
- Toolbox Talks
- Monthly Webinars
- Compliance Training
- ESG Tracking and Reporting
- Supplier Due Diligence
- Data Privacy Tools
- Annual Compliance Declarations
- Whistleblowing Portals

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Meridian Software: Marlowe's compliance solution

Technology is a central component of our strategy. Compliance software is a key service line that we deliver to our clients and is central to their health & safety strategies.



Meridian is offered as a fully account managed enterprise system or as a self-administered system with core compliance functionality to ensure that the system can be deployed across all types of organisations.



As our clients' premises continue to digitise, we will continue to invest in software and connected devices to provide real-time visibility of safety and compliance standards and data. Meridian is at the heart of this strategy.

Meridian is our secure cloud-based risk management system that enables proactive, real time management of compliance, with powerful and flexible reporting. It sits at the heart of our approach to risk and compliance technology.

Meridian manages the challenge of disparate systems and vast amounts of compliance data by consolidating this across the

various compliance modules including document and action tracking, online inspections, incident reporting, contractor management to name just a few features. All of our clients compliance data, processes and regulatory obligations can be managed within one system.

Developed and managed in-house by over 25 software developers the system draws data from consultant applications, Marlowe group operating systems, customer record systems, and our consultant audits to present a holistic view of a customer's health and safety compliance status in real-time.

- 50k**
properties
- 25k**
users
- 25+**
external links
- 100+**
automated reports
- 4m**
documents
- ~2.5m**
actions
- In-house software
centre of
excellence

Elogbooks: CAFM platform with integrated 24/7 FM service desk

A combined branded 24/7 service desk with a bespoke CAFM system to aid risk mitigation, manage service delivery across your portfolio, and provide total visibility of the supply chain.



Our intuitive, cloud-based software is used across the industry in the UK and Europe (approx. 20,000 sites) by some of the largest Corporate/PLC's in the property and asset management sector.

Elogbooks controls millions of supplier and contractor requests, and presents live statistics to both the supplier and Property Manager, to give total visibility of service delivery.

The service desk and administrators, aid clients in managing/maintaining their system, ensuring that information and integrity of the data is accurate/up to date by pro-actively chasing down tasks.

Utilising Elogbooks as a supplier management system provides 365 day performance measurement, live reporting, and aids in the completion of the supplier audit / risk cycle. Every supplier is integrated with Elogbooks; every interaction is measured, aiding in compliance with contract SLA's, responding to system requests, or uploading certification.

Elogbooks also provides tools to accredit suppliers, track supplier compliance and audit reports for annual review. This ensures the whole supplier life cycle is managed from procurement through to contract termination, and means you get complete visibility of the process.

The system has comprehensive functionality using the latest in technology innovations such as NFC (near field communication), mobile apps, cloud based data management and high availability architecture.

Benefits

- Ensures high levels of accountability and compliance
- Drives improved contractor performance
- Provides complete visibility of the supply chain and building management process
- 24/7 telephone service desk to help manage jobs from start to finish
- Ability to monitor all planned, reactive and quoted works
- Gives full audit trails and asset history



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- 20k**
properties
- >1million**
tasks managed
per year
- 8/10**
largest European
property firms
use Elogbooks
- 10k**
active users
per annum
- 1,450+**
service
providers tracked
- 24/7**
helpdesk
service

Prosure360:

Giving you full control and visibility of your supply chain.

Prosure360 is an innovative cloud-based supply chain management platform giving organisations total transparency of the contractors and suppliers they work with.



What we do

With supply chains becoming more complex and an increasing focus on achieving high standards and ethical best practices, Prosure360 provides supply chain visibility to easily manage suppliers and contractors, and minimise the impact of vulnerabilities and disruptions. It also helps contractors gain the verifications they need to demonstrate their adherence to health and safety, compliance, relevant legislation and quality standards.

Providing transparency in your supply chain

As a business, when you're looking to select service providers to engage with, you need to be sure that they can do the job safely and without risks. At the same time, increasing legal requirements and expectations from stakeholders mean that you need to show that you're managing your business responsibly.

Prosure360 gives you have all the insights and data you need to make an informed decision on which service providers to work with. It allows you to easily track, manage and capture data and, with this technology-led approach, you control your own selection and approval criteria as well as streamlining your processes to increase efficiency.

Demonstrating credibility and ethical best practice

For suppliers and contractors, Prosure360 helps to demonstrate that you're compliant with all the latest relevant legislation and keep you ahead of the competition. Importantly, with an increasing number of businesses looking to mitigate risks beyond health and safety, you also need to show that you run your business ethically.

Through verification, you can confidently show your customers that you're in control of operational risks across the supply chain and operate to the highest standards in health and safety, quality, ethical best practices, and

responsible growth. You can also save up to £1,500 from our range of membership benefits.

Benefits of Prosure360 to clients

We help businesses find and connect with suppliers and contractors based on a broad range of information, such as health and safety, ethical and environmental practices, and key financial metrics - all in one place.

- Visibility of a wide range of service providers
- Reduced risk of issues occurring within your supply chain
- Ability to set standards and report where standards are not being met
- Pre-qualification and SSIP assessments managed and assessed by the Prosure360 team, reducing your workload in asking procurement and safety questions
- Leading UK verification scheme

Benefits of Prosure360 to service providers

- No more multiple pre-qualification questionnaires
- Provide peace of mind that you're fully compliant with SSIP
- Save time, money and reduce your admin
- Prove your commitment to key standards in health and safety
- Raise the profile of your business, potentially earning new relationships with clients
- Wide range of membership benefits, with the potential to save you money



1.25m
service visits
each year



3000+
team members



1,500
compliance
experts



30m
assets tested
and inspected
each year

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prosure360.co.uk

Barbour:

One place for all your compliance information and guidance

Barbour provides a simplified, all-in-one solution to help you remain compliant with your organisation's diverse range of responsibilities.



Our service brings you regional legislation and guidance from over 800 trusted and official industry sources to help you filter down to what applies to your business.

We know that legislation can be difficult to understand or interpret – so Barbour became a publisher in our own right to help support you. Our in-house experts produce straightforward guidance and legislation summaries published by topic, helping you to understand easily and quickly what is required of you.

The Barbour service also includes legal register templates, how-to guides, training tools and editable documents to help you train your teams and support the business with its responsibilities, saving you valuable administration time.

No other service provides both the legislation and guidance library along with communication tools, enabling us to provide you with a fully comprehensive and unrivalled service.

SAVE TIME

Everything you need to know is all in one place and updated daily for your peace of mind. Filter down easily to what applies to your organisation and cut out unnecessary research and administration time.

STAY COMPLIANT

Ensure your business is fully compliant with the latest legislative updates by receiving immediate alerts.

READY-TO-USE TOOLS

Benefit from a range of editable resources such as ISO gap analysis tools, CPD webinars, Technical Guides that summarise key topics and legislation, and Employee Factsheets to help you communicate with your team.

Product areas:

- Health & Safety
- Environment & Energy
- Fire & Security
- Mental Health & Wellbeing
- Estates & Facilities Management
- International covering 26 countries
- Supplementary modules:
 - o British Standards packages
 - o Food Safety
 - o Offshore Safety
 - o Chemical Safety



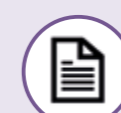
26
countries
covered



10K
users



250+
topic areas



800+
official
publishers

0845 300 0241
enquiries@barbour-ehs.com
barbour-ehs.com



RoSPA estimate that accidents and work-related health issues cost the UK economy in the region of **£30bn** annually



Compliance. Assured.

eLearning and Training

DeltaNet provides a full suite of business compliance and H&S eLearning courses, offering: bespoke/tailored courses, gamified content, a flexible cloud-based app and international translations. It serves businesses of all sizes across the UK and internationally to ensure their employees are trained in and comply with safety, HR and business compliance standards and legislation. Our course library has been further developed by the acquisition of Cylux, the eLearning specialist in equality, diversity & inclusion.

VinciWorks e-learning has trained millions of professionals on their compliance obligations, building a culture of integrity and inclusion. We raise awareness of key regulatory risks such as data privacy, ESG, anti-bribery, tax, modern slavery and ethics.

Tersus Training is a leading nationwide health and safety training provider. Our industry experts have a wealth of health and safety training and consultancy experience across a wide spectrum of industry sectors, which gives us the ability to create programs that will allow you to not only qualify but excel in your profession. Our professional team of trainers and consultants provide a full suite of safety related training courses on both an open-schedule and on-site basis.

WHAT WE DO

Deltanet delivers numerous safety and compliance online courses and personalised learning through filtered content and smart recommendations with Astute, the Learning Experience Platform (LXP).

VinciWorks e-learning offers compliance training relating to ESG, anti-money laundering, GDPR and data protection, anti-bribery, sanctions and more. With hundreds of courses to choose from, our training goes further than simply ticking the compliance box. All of our courses are fully customisable, with the option to change any aspect of the course, from adding a custom module to changing the colours and font within the course in line with your company's branding.

Tersus Training offer over 50 varied industry recognised training courses, professionally delivered by trainers throughout the UK. We also offer a bespoke training service, where the training can be tailored to suit your requirements. We deliver training courses from our dedicated centres located across the country, as well as conducting on-site training, to ensure we can deliver the training when and where you need it.



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Key Services

- Workplace Health & Safety Training
- Asbestos Safety Training
- Fire Safety Training
- Water Safety & Legionella Training
- Petroleum Training
- Working at Height Training
- Construction Safety Training
- E-Learning/Online Training
- Bespoke Training Courses
- ESG Training
- GDPR Training
- Sanctions Training
- Mental Health and Wellbeing Training
- Learning Management System

Key eLearning Courses

- Anti-Bribery and Corruption
- Anti-Money Laundering
- Code of Conduct
- Competition Law
- Customs Controls
- Cyber Security
- Data Protection
- Equality and Diversity
- Ethics
- FCA Compliance
- Financial Sanctions
- Fraud Awareness
- Freedom of Information
- GDPR
- Information Security
- Modern Slavery
- Home Working Risk Assessment
- Stress - Management for Individuals
- Stress - Managing Personal Stress Challenge
- DSE Display Screen Equipment
- Legionella and Water Safety
- Working at Height
- Asbestos Management
- Manual Handling
- Fire Safety
- Protecting Assets Training
- Records Management
- Social Media Awareness



The global compliance e-learning market has grown by 10% CAGR since 2018 and is expected to reach **\$8bn** by 2028



Compliance. Assured.

eLearning and Training

Skill Boosters is the UK's leading provider of video-based training on equality, diversity and inclusion, leadership, communication, personal effectiveness and workplace well-being. We collaborate with leading specialists and industry leaders to produce cutting-edge learning solutions that combine expert analysis with original drama, lived-experience stories and inspirational case studies.

EssentialSkillz were founded in Galway (Ireland) in 2001 by husband and wife team, Tony & Michelle Dervan. Tony had worked on multi-million dollar eLearning projects for Microsoft Interactive Press and Michelle was an experienced classroom teacher. Galway is still home to EssentialSkillz and is supported today by customer-facing offices in Chester (UK) and Delaware (USA).

We are extremely proud of the quality of our secure online compliance products and the services we provide. We work hard every day to ensure we deliver excellent value to our customers. As good as we believe our product to be, it is our award winning after-sales support that differentiates us in the market.

WHAT WE DO

Skill Boosters – in addition to our extensive range of off-the-shelf courses, our online resource centre offers a huge range of flexible video content to support blended learning solutions for both online and in-person training, supporting dynamic and inclusive leadership and enabling happy, productive and successful teams.

EssentialSkillz – in addition to our extensive range of current and annually third-party certified off-the-shelf courses, our authoring software enables you to tweak our courses or write your own to meet your specific needs. All of this is wrapped up in our online compliance platform that enables you to automatically roll out and manage compliance training, risk assessments and policies for signoff to your staff.

And if you already have a compliance platform or learning management system, we can provide risk assessments and courses editable by you for deployment through your preferred system. So you can have the best content in the platform you prefer.



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Key Services

- Equality, diversity & inclusion training
- Bullying & harassment prevention training
- Inclusive leadership training
- Workplace well-being training
- Effective and inclusive communication training
- Personal effectiveness training
- Automated compliance platform
- Complete learning management system
- User friendly rapid authoring tool
- People risk assessment system with concern escalation workflow
- Management of Compliance Memo delivery and sign off
- Compliance training and assessments
- Automated risk resolution
- SOP and Policy sign-off management

Key eLearning Courses and Risk Assessments

- Allyship
- Inclusive Language and Communication
- The Effective Bystander
- Mental Health - Stress Less
- Menopause at Work
- Understanding Race Bias
- Understanding Unconscious Bias
- Giving and Receiving Feedback
- Inclusion Essentials
- Emotional Intelligence
- The Impact of Micro Behaviours
- Age Bias
- Inclusive Leadership
- Gender Bias
- Transgender Awareness
- Neurodiversity
- Disability Awareness
- Health & Safety Training
- Health & Safety Refresher Training
- Business Protection Training
- Wellbeing Training
- Business Protection Training



The Health & Safety Executive 'Costs to Britain Model' estimates that in one year the cost of workplace injury and ill health totalled

£14.9bn

Compliance. Assured.

Health, Safety & Compliance

William Martin Compliance is a health & safety consultancy specialising in the provision of proactive property related health, safety and risk management solutions across all business sectors.

We deliver responsive and practical advice on the management, implementation, monitoring and review of health and safety compliance.

A client-centric focus, close engagement, exceptional people and robust and consistent quality assurance underpin our service delivery. Auditing, consulting and software solutions enable clients to manage their health & safety obligations in a proactive, sustainable and resilient manner. Market leading software and tech-enabled delivery gives our clients the tools to sustain a leading position in this important area.

WHAT WE DO

We provide a broad range of market leading solutions and strategies to help our clients integrate compliance risk management into the core of their business.

Our sector specific specialists deliver best in class consultancy and work in partnership with our clients to deliver compliance models specifically customised to their requirements, whilst meeting all relevant legislation, raising standards, optimising costs and mitigating risk, supported by our online compliance and risk management system, Meridian.

Meridian enables our clients to have total visibility across their portfolios and sites, allowing proactive management, monitoring and reporting via our intelligent software solution.



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Key Services
Health & Safety Consultancy
Risk Assessment Programmes
Audit and Gap Analysis
Competent Support
Fire Safety Consultancy
Water Safety Consultancy
Asbestos Management Consultancy
Access Audits
Contractor Management
Environmental Compliance
Training
CDM Consultancy and Principal Designer



Over
95%
client
satisfaction rate



Compliance. Assured.

H&S, HR and Employment Law

We provide compliance service to organisations of all sizes; giving our customers the peace of mind that their organisations are compliant with the latest Employment Law, HR, and Health & Safety legislation.

Over the course of this year, a number of our current Marlowe businesses will be coming together to form a coordinated Governance, Risk and Compliance (GRC) proposition. Employing over 300 colleagues, we exist because when employers are compliant, confident and risk-aware – and their employees are safe, supported and encouraged – an organisation has the peace of mind to concentrate on innovating and growing, while attracting and retaining the best people.

WHAT WE DO

As the leading single source of highly qualified in-person advice and comprehensive digital services, we empower our clients to manage all their employment, safety and wellbeing challenges. Our specialist support dispels anxieties around those sensitive issues that can damage a client's reputation and commercial performance. It's our unique blend of local knowledge and UK coverage that gives us a distinct advantage in understanding our client's organisation. Commercially-aware, technology-enabled and future-ready, our pragmatic, proactive and personalised services help employers navigate the fundamental aspects of working life - creating great places to work.

worknest

youmanage™
from worknest

Cater | Leydon | Millard
Employment Solicitors

cqccompliance
Expertise. Integrity. Passion.

esphr
from worknest

☎ 0345 226 8393
✉ enquiries@worknest.com
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Employment Law

- Fixed fee advice line
- Tribunal support
- Legal expense insurance
- Case management software
- Online document library
- Bespoke document creation
- Legal training and development
- Compliance e-learning

HR

- HR software (Youmanage)
- On-site and remote retained support
- Consultation support
- HR audits
- Investigations, hearings and appeals
- Mediation and facilitation
- Organisational design
- Welfare and capability
- Onsite training
- E-learning

H&S

- Fixed fee advice line
- H&S software
- Audits and inspection
- Accident and Incident investigation
- Legal expense insurance
- Policy and handbook
- Risk assessment
- IOSH training
- Compliance e-learning



The HSE states that 1.7 million people suffer from work related ill health, 50% due to stress, depression, or anxiety and 28% from musculoskeletal disorders, resulting in a total of

38.8m

working days being lost each year

Compliance. Assured.

Occupational Health

Optima Health is the UK's largest occupational health and wellbeing provider, with over 70 years' experience delivering high quality corporate wellness solutions in both the public and private sectors.

We deliver to every postcode of the UK, providing smart technology-enabled health services which supports more than 2 million working people.

Our goal is to empower organisations to bring out the best in their people by actively managing their health and wellbeing, which in turn improves business productivity and engagement, ensures compliance, and reduces staff absence.

WHAT WE DO

We provide tailored and proactive occupational health and wellbeing services including strategy and advisory support, risk and compliance assurance, performance and attendance management, and engagement and wellbeing solutions, through a multi-disciplinary team of skilled clinicians.

Our service portfolio includes our Help Employee Assistance brand, an Employee Assistance Programme (EAP) providing proactive mental wellbeing support services, and Healthy Performance, our niche wellbeing division, providing comprehensive solutions and valuable data insight to drive employee health and wellbeing strategies.

The occupational health division in Marlowe also encompasses the following brands: HealthWork, Integral and Noss.



Key Services
Health and Wellbeing Consultancy
Health Surveillance
Fitness for Work Assessments
Pre-placement Assessments
Attendance Management Services
Physiotherapy
Ergonomic Assessments
Capability and Functional Assessments
Rehabilitation Programmes
Employee Assistance Programme
Counselling
Specialist Mental Health Services
Education and Training
Flu and other Immunisation Services
Drug and Alcohol Services
Critical Incident and Trauma Support
Employee Health Checks
Health Promotion
COVID Antigen Testing
Digital Wellbeing Solutions

0330 008 5113
 sales@optimahealth.co.uk
 optimahealth.co.uk



Commercial fire claims saw an increase of

46%

in 2020

Compliance. Assured

Fire Safety

Marlowe Fire & Security Group provides a total fire life safety solution to ensure your people and property are protected.

By carefully matching technology to application, our range of fire life safety solutions are designed to prevent, detect and contain fire and where necessary enable a safe and timely escape.

Operating nationally, with over 470 multi-skilled Service Engineers, we offer a complete fire life safety solution to meet your specific requirements.

WHAT WE DO

From initial design, supply and installation, through to ongoing maintenance and monitoring, we maintain the capability to help prevent, detect and monitor your fire risks. Through our ongoing commitment to Compliance and Best Practice, we ensure that you receive a world class service.

MARLOWE
FIRE & SECURITY GROUP

MARLOWE
FIRE & SECURITY

MARLOWE
KITCHEN FIRE SUPPRESSION

 **Island Fire Protection**

 **fafs**
FIRE & SECURITY


 **Fire & Security**

 **HADRIAN**
TECHNOLOGY


 **Morgan Fire Protection Ltd**

 **acl**

 **Griffin Fire**
YOUR CENTRAL LONDON
FIRE SAFETY SPECIALISTS

 0333 010 2000

 hello@marlowefireandsecurity.com

 marlowefireandsecurity.com

Key Services

Fire Detection and Alarm Systems
Aspirating Systems
Emergency Lighting
Fire Extinguishers
Emergency Voice Communication (EVC) and Disabled Call Systems
Gaseous Extinguishing Systems
Kitchen Fire Suppression Systems
Sauna Fire Suppression Systems
Dry/Wet Risers
Hydrants
Sprinkler Systems
Passive Fire Protection
Fire Compartmentation
Fire Stopping
Fire Doors
Room Integrity Testing
Fire Risk Assessments
Fire Safety Training



Over

600,000

businesses were
victims of
crime last year



Compliance. Assured.

Security Systems

We protect our customers with tailor made security systems that are developed to respond to their unique requirements.

Over the years criminal behaviour has changed as they adopt new technology to circumvent conventional methods of protection. We recognise that our methods must change to respond to this.

We have evolved – keeping pace with the latest innovations and developments in crime prevention technology to keep our customers safe and secure in today’s world.

WHAT WE DO

We offer a total turnkey solution from initial design and product selection through to installation and commissioning. Our national coverage and Alarm and Video Receiving and Innovation Centre enables us to provide our customers with an ongoing 24/7 maintenance and monitoring solution.

You can relax in the knowledge that your premises are being vigilantly protected against unlawful entry with our security systems.



- ☎ 0333 010 2000
- ✉ hello@marlowefireandsecurity.com
- 🌐 marlowefireandsecurity.com

Key Services

- Intruder Alarms
- Access Control
- CCTV Systems
- Intercoms
- Panic Alarm/Assistance Call
- Nurse Call
- Lone Worker
- Asset Tracking
- Gates and Barriers
- Keyholding
- Integrated Security Solutions
- Crisis Management Solutions



Marlowe Connect monitors almost

7,600

customer connections



Compliance. Assured.

Remote Monitoring & Connected Services

Operating 24/7, 365 days a year through the latest communications technologies, our Category II NSI Gold Standard BS5979 accredited Alarm and Video Receiving Centre, Marlowe Connect provides monitoring solutions that can help you provide a safe and crime free environment.

Within our Technical Innovation Centre, Marlowe Connect works with our account management team and customers to develop tailor made, technically innovative security solutions that exceed our customers' expectations.

WHAT WE DO

Marlowe Connect continually monitors all alarm signals and reacts in the event of an activation, giving you peace of mind that your business is always protected day and night, with the emergency services on hand much faster to save lives, assets and buildings.

Our manned 24/7 technical support desk provides remote diagnostics, maintenance and remote repair solutions minimising the need and cost of an on site engineer.



Key Services

Alarm Monitoring
CCTV Monitoring
Vacant Property Monitoring
Lone Worker Solution
Personal Attack Alarm Monitoring
Asset Tracking
CCTV Router Solution
Technical Support Desk

- ☎ 0333 010 2000
- ✉ hello@marlowefireandsecurity.com
- 🌐 marlowefireandsecurity.com



Our Water Treatment & Hygiene division works with **38%** of all NHS hospital trusts in the UK



Compliance. Assured.

Water Treatment & Hygiene Services

We deliver safe, efficient and compliant Water Treatment, Hygiene and Wastewater Treatment services across the UK.

As trusted partners, we support our customers in meeting their legislative requirements and sustainability goals, such as reducing usage of water, chemicals and energy to improve operational efficiency.

Treatment technologies and chemical supply solutions are tailored to site-specific need and backed up by our service and maintenance plans – all underpinned by engineering expertise across the group.

WHAT WE DO

Water treatment and hygiene

Our water hygiene services enable expert water management, water quality, water hygiene risk assessment and L8 legionella compliance, supporting industrial process water, recreation such as pools and spas, cooling towers and evaporative condensers, closed water systems and potable water.

We deliver UKAS accredited legionella testing, laboratory analysis and training to ACoP L8 and HSG 274, closed heating and cooling systems to BSRIA BG50 and BG29, safe water in healthcare premises to HTM04 and swimming pool guidelines to PWTAG.

Wastewater treatment

On the sewage and industrial effluent side, our technical team include treatment and dewatering specialists to ensure the quality of flows recycled into the environment, in compliance with environmental permits.

We collaborate closely with our clients, which include highly regulated water utilities, to identify the optimal whole lifecycle and futureproofed solution for each site, whether new build, asset replacement or repurposing existing infrastructure.

Our wastewater accreditations include: ISO 45001, 14001, 9001 and CHAS



☎ 0845 094 4300
 ✉ info@wcs-group.co.uk
 🌐 wcs-group.co.uk

Water Treatment & Hygiene
Surveys and laboratory analysis
Equipment supply, installation and servicing (inc. reverse osmosis, water softener & filtration)
Cleaning inc. pre commissioning
Chemical treatments
Temperature and flow monitoring
Electronic log book and asset management
Consumables and spare parts
Training
Wastewater treatment
Hire and trial equipment
Customised treatment technologies
Site survey
Laboratory analysis
Chemical regime
Installation and maintenance
Consumables and spare parts
Training



We work with
29%
of all UK councils and
Local Authorities

Compliance. Assured.

Ventilation Hygiene

Combined, WCS Ductclean and Hydro X Air are the UK's leading Ventilation Hygiene specialists.

We ensure that your systems are safe, healthy and compliant and that your sites are appropriately maintained by carrying out essential ventilation, ductwork and kitchen extract cleaning and management.

Unmaintained ducting systems are one of the primary causes of fires and the spread of fire throughout buildings (compliance is governed by Section 17 of the Fire Safety Regulatory Reform Order).

Unhygienic ducting and ventilation systems lead to poor air quality which does not comply with TR19 causing harm to the health and wellbeing of a buildings occupants.

We are the UK's leading specialist in fire damper testing, inspections and maintenance, in accordance with BS 9999:2017.

We can also supply high-tech ductwork deposit monitoring system reducing site visits and allowing real time monitoring of your ducted systems.

WHAT WE DO

Our BESA accredited technicians are trained in-house at our state of the art training centre to implement a compliance service which ensures that your ventilation systems are safe, clean and compliant, that your fire and smoke dampers are operating in line with regulation and the air quality in your premises conforms with TR19 standards.



Key Services

LPS:2084 approved Ductwork Cleaning
Kitchen Extract Cleaning
Ventilation Management
Fire & Smoke Damper Inspections
Decontamination of Hazardous Material
Fire Risk Management in Ventilation Systems
Pre-commission Cleaning
LEV Maintenance
Dust Sampling
Air Handling Units: Cleaning and Disinfection
Fan Maintenance and Replacement

☎ 0845 094 4300
✉ info@wcs-group.co.uk
🌐 wcs-group.co.uk



The Health and Safety Executive estimates that there are **5,000** asbestos-related deaths per annum in the UK

Asbestos Consultancy

We deliver a fully comprehensive range of specialist consultancy services which enable duty holders to comply with the Control of Asbestos Regulations 2012 and the Construction (Design and Management) Regulations 2015.

With 35 years of experience, 360 specialists employed nationwide, UKAS accredited testing and inspection services, 10 offices and 6 site based offices, 12 permanent laboratories and mobile laboratory facilities, we provide a single solution for asbestos management compliance across all sectors in the UK.

WHAT WE DO

We prevent harm to people, property and the environment through the delivery of specialist services for each stage of your asbestos compliance journey. From initial inspection and analysis to identify asbestos which may be present, to the provision of advice and the development of your management plan, through to training, the project management of HSE licensed asbestos removal and provision of all of the legal documentation required to comply with CAR 2012 and CDM 2015, we provide all of the services you need in order to fulfil your legal duties.

Our customers can view their asbestos data, survey reports, certificates, management plans, training records and compliance overview using the online TEAMS portal. This provides real-time information across the entire property portfolio, whether it's a university campus, hospital, domestic property, commercial outlet, factory or a nuclear power station.

Key Services

Asbestos Surveys and Sampling (ISO 17020:2012 UKAS Accredited Inspection Body)
Air Monitoring and Four Stage Clearance (ISO 17025:2017 UKAS Accredited Testing Laboratory)
Asbestos Bulk Sample Analysis and Sampling (ISO 17025:2017 UKAS Accredited Testing Laboratory)
Expert advice and consultancy
TEAMS online customer portal
Procurement and project management of HSE licensed asbestos removal
CDM Services
Construction related IT solutions and building legislative compliance services
UKATA and BOHS approved asbestos training
CDM Training
Hazardous materials consultancy
Fit2Fit Accredited Face Fit Provider
Mobile laboratory services



Compliance. Assured.

- ☎ 0121 270 2550
- ✉ requests@tersusgroup.co.uk
- 🌐 tersusgroup.co.uk

Key services

Compliance Software

Meridian Risk Management Software
 Elogbooks CAFM
 The Occupier Services Portal
 Elogbooks Facilities Services
 Prosure360: Contractor Management
 Accreditation
 4D Monitoring
 GDPR Solutions
 Action Management
 Case Management
 Audit and Assurance
 Policy Management
 Process Optimisation
 Performance Management
 Legal Register Facility
 Technical Guides
 Model Policies
 Legislation and Consultation Updates
 Toolbox Talks
 Monthly Webinars
 Compliance Training
 ESG Tracking and Reporting
 Supplier Due Diligence
 Data Privacy Tools
 Annual Compliance Declarations
 Whistleblowing Portals

eLearning and Training

Workplace Health & Safety Training
 Asbestos Safety Training
 Fire Safety Training
 Water Safety & Legionella Training
 Petroleum Training
 Working at Height Training
 Construction Safety Training
 E-Learning/Online Training
 Bespoke Training Courses
 ESG Training
 GDPR Training
 Sanctions Training
 Mental Health and Wellbeing Training
 Learning Management System
 Equality, diversity & inclusion training
 Bullying & harassment prevention training
 Inclusive leadership training
 Workplace well-being training

Effective and inclusive communication training
 Personal effectiveness training
 Automated compliance platform
 Complete learning management system
 User friendly rapid authoring tool
 People risk assessment system with concern escalation workflow
 Management of Compliance Memo delivery and sign off
 Compliance training and assessments
 Automated risk resolution
 SOP and Policy sign-off management

Key eLearning Courses and Risk Assessments

Anti-Bribery and Corruption
 Anti-Money Laundering
 Code of Conduct
 Competition Law
 Customs Controls
 Cyber Security
 Data Protection
 Equality and Diversity
 Ethics
 FCA Compliance
 Financial Sanctions
 Fraud Awareness
 Freedom of Information
 GDPR

Information Security
 Modern Slavery
 Home Working Risk Assessment
 Stress - Management for Individuals
 Stress - Managing Personal Stress Challenge
 DSE Display Screen Equipment
 Legionella and Water Safety
 Working at Height
 Asbestos Management
 Manual Handling
 Fire Safety
 Protecting Assets Training
 Records Management
 Social Media Awareness
 Allyship
 Inclusive Language and Communication
 The Effective Bystander
 Mental Health - Stress Less

Menopause at Work
 Understanding Race Bias
 Understanding Unconscious Bias
 Giving and Receiving Feedback
 Inclusion Essentials
 Emotional Intelligence
 The Impact of Micro Behaviours
 Age Bias
 Inclusive Leadership
 Gender Bias
 Transgender Awareness
 Neurodiversity
 Disability Awareness

Health & Safety Training
 Health & Safety Refresher Training
 Business Protection Training
 Wellbeing Training
 Business Protection Training

Health, Safety & Compliance

Health & Safety Consultancy
 Risk Assessment Programmes
 Audit and Gap Analysis
 Competent Support
 Fire Safety Consultancy
 Water Safety Consultancy
 Asbestos Management Consultancy
 Access Audits
 Contractor Management
 Environmental Compliance
 Training
 CDM Consultancy and Principal Designer

Employment Law

Fixed fee advice line
 Tribunal support
 Legal expense insurance
 Case management software
 Online document library
 Bespoke document creation
 Legal training and development
 Compliance e-learning

HR

HR software (Youmanage)
 On-site and remote retained support
 Consultation support
 HR audits

Investigations, hearings and appeals
 Mediation and facilitation
 Organisational design
 Welfare and capability
 Onsite training
 E-learning

H&S

Fixed fee advice line
 H&S software
 Audits and inspection
 Accident and Incident investigation
 Legal expense insurance
 Policy and handbook
 Risk assessment
 IOSH training
 Compliance e-learning

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 Capability and Functional Assessments
 Rehabilitation Programmes
 Employee Assistance Programme
 Counselling
 Specialist Mental Health Services
 Education and Training
 Flu and other Immunisation Services
 Drug and Alcohol Services
 Critical Incident and Trauma Support
 Employee Health Checks
 Health Promotion
 COVID Antigen Testing
 Digital Wellbeing Solutions

Safety & Compliance eLearning and Training Services

Workplace Health & Safety Training
 Asbestos Safety Training
 Fire Safety Training
 Water Safety & Legionella Training
 Petroleum Training
 Working at Height Training
 Construction Safety Training
 E-Learning/Online Training
 Bespoke Training Courses

Fire Safety

Fire Detection and Alarm Systems
 Aspirating Systems
 Emergency Lighting
 Fire Extinguishers
 Emergency Voice Communication (EVC) and Disabled Call Systems
 Gaseous Extinguishing Systems
 Kitchen Fire Suppression Systems
 Sauna Fire Suppression Systems
 Dry/Wet Risers
 Hydrants
 Sprinkler Systems
 Passive Fire Protection
 Fire Compartmentation
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 Fire Doors
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 Fire Risk Assessments
 Fire Safety Training

Security Systems

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 Access Control
 CCTV Systems
 Intercoms
 Panic Alarm/Assistance Call
 Nurse Call
 Lone Worker
 Asset Tracking
 Gates and Barriers
 Keyholding
 Integrated Security Solutions
 Crisis Management Solutions

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 Lone Worker Solution
 Personal Attack Alarm Monitoring
 Asset Tracking
 CCTV Router Solution
 Technical Support Desk

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 Cleaning inc. pre commissioning
 Chemical treatments

Temperature and flow monitoring
 Electronic log book and asset management
 Consumables and spare parts
 Training

Wastewater treatment

Hire and trial equipment
 Customised treatment technologies
 Site survey
 Laboratory analysis
 Chemical regime
 Installation and maintenance
 Consumables and spare parts
 Training

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LPS:2084 approved Ductwork Cleaning
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 LEV Maintenance
 Dust Sampling
 Air Handling Units: Cleaning and Disinfection
 Fan Maintenance and Replacement

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 CDM Services
 Construction related IT solutions and building legislative compliance services
 UKATA and BOHS approved asbestos training
 CDM Training
 Hazardous materials consultancy
 Fit2Fit Accredited Face Fit Provider
 Mobile laboratory services

Directory

Compliance Software

Elogbooks Facilities Management
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info@elogbooks.co.uk

4D Monitoring
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CoreStream
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02071004378
info@corestream.co.uk

Barbour EHS
London
0845 300 0241
Enquiries@barbouehs.com

Omnitrack by VinciWorks
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020 8815 9308
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eLearning & Training Services

DeltaNet International
Loughborough
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enquiries@delta-net.co.uk

Tersus Training
Bristol
01642 680497
trainingadmin@tersusgroup.co.uk

Skill Boosters
London
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Essential Skillz
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00353 91 394350
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VinciWorks
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020 8815 9308
enquiries@vinciworks.com

Health, Safety & Compliance

William Martin Compliance Solutions
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0203 819 8829
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H&S, HR & Employment Law

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info@esphr.co.uk

Cater Leydon Millard
Oxfordshire
01235 821 115
info@caterleydonmillard.co.uk

CQC Compliance
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HELP | EAP
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Sheffield, Stockport, Wirral, Macclesfield,
Stoke-on-Trent, Bury St Edmunds,
Manchester
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admin@healthworkltd.com

Integral Occupational Health
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NOSS Network of Staff Supporters
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reception@noss.uk.com

Fire Safety & Security Services

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Manchester, Warrington,
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0330 010 2000
hello@marlowefireandsecurity.com

BBC Fire & Security
Norfolk & Tonbridge
01953 857 700
e: connect@bbcfire.co.uk

FAFS Fire & Security
Chessington & Maidstone
0208 974 1177
connect@fafs.biz

Marlowe Kitchen Fire Suppression
Wellingborough
01933 420 733
contact@marlowefireandsecurity.com

FSE Fire Safety Systems
Nottingham
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Island Fire Protection
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0800 294 6726
info@islandfireprotection.co.uk

Morgan Fire Protection
Nazeing & Bournemouth
01992 893 498
servicedesk@morganfire.co.uk

Hadrian Technology
Seaham
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info@hadriantechnology.co.uk

Water Treatment & Hygiene

WCS Group
Gloucester, Bishops Stortford, Blantyre,
Frimley, Glasgow, Leeds, Ware, Watford,
Yeovil, Redditch, Swindon, Belfast, County
Offaly, Surrey, Nottingham, Swindon and
Co.Kildare
0845 094 4300
info@wcs-group.co.uk

Guardian Water Treatment
Basildon
01268 287 477
info@gwtltd.com

Clearwater
Gloucester, Bishops Stortford, Blantyre,
Frimley, Glasgow, Leeds, Ware, Watford,
Yeovil, Redditch, Swindon, Belfast, County
Offaly, Surrey, Nottingham, Swindon and
Co.Kildare
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info@wcs-group.co.uk

B&V Chemicals
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ownlabel@bvwater.co.uk

Hydro-x
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info@hydro-x.co.uk

WCS Environmental Engineering
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02392 242600

Ventilation Hygiene

WCS Ductclean
Welwyn Garden City, Birmingham
& London
0845 094 4300
info@wcs-group.co.uk

Asbestos Consultancy

Tersus
Birmingham, Bristol, Brighton, London,
Manchester & Sheffield
0121 244 1828
requests@tersusgroup.co.uk

Eurosafe
York
01904 691 515
enquiries@eurosafe.co.uk

Santia Asbestos Management
Cardiff & Glasgow
03300 241 444
enquiries@santia.co.uk

Accreditations

COMPLIANCE SOFTWARE

HEALTH, SAFETY & COMPLIANCE

HR, EMPLOYMENT LAW AND HEALTH & SAFETY

FIRE SAFETY & SECURITY

WATER & AIR HYGIENE



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Woodrow Press Ltd is FSC certified and ISO 14001 certified showing that it is committed to all round excellence and improving environmental performance is an important part of this strategy.

Woodrow Press Ltd aims to reduce at source the effect its operations have on the environment and is committed to continual improvement, prevention of pollution and compliance with any legislation or industry standards.

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