



THE SUNDAY TIMES

The Sunday Times 100 Best Companies to Work For

Research conducted by



Willmott Dixon Trainee Challenge

5 WILLMOTT DIXON Construction



Top Scores

Giving Something Back	1st
My Company	4th
Personal Growth	5th
Male/female ratio	77:23
Average age	41
Voluntary leavers	6%
Earning £35,000	72%

This construction contractor does more than tick every eco box our survey measures — from harvesting rainwater and purchasing green energy to discouraging business travel and using electric or hybrid company cars.

The firm, which has its headquarters in Hertfordshire, operates from 100 sites nationally, and also runs campaigns to educate its 1,701 staff about climate change and how their role makes it a low-carbon business. It links some bonuses to environmental performance

and each year a “sustainability champion” wins a visit to the company’s carbon offset project — which is currently in Uganda.

Employees know this two-times winner of the Queen’s Award for Sustainability does everything it can to protect the environment, an 87% positive score unbeaten on this measure.

The company’s mission statement, “purpose beyond profit”, has been in place for 167 years and is reflected in its strong social conscience (88%, first). Chief executive Rick Willmott is the fifth generation of the Willmott family to head business and members of the workforce believe he runs it on sound values (90%, second).

This operation’s Building Lives Academies, partnered with councils and colleges, provide construction training to long-term unemployed people. Its Drylining Academy at HMP Elmley teaches prisoners plasterboard skills and leads to a Construction Skills Certification Scheme card.

Aiming to broaden the talent pool of the traditionally male-dominated construction

industry, the firm wants a 50:50 gender split at all levels by 2030, and there is a returner programme for people who have taken extended career breaks.

A track record for promoting from within is shown by the 57% of manager vacancies that were filled this way in the past year. As well as relevant job-based training, everyone gets a £750 starter fund to invest in a new hobby. Opportunities to learn and grow abound, say staff (80%, fourth) and the training on offer is of great personal benefit (82%, sixth).

willmottdixon.co.uk

