

Build your future with Greenway

- | Do meaningful work
- | Grow with purpose
- | Make a difference



GREENWAY
Property

Good because we **care**

| WHERE IT STARTS

Good because we care.

People. Property. Planet.

Our culture starts with a simple idea: people should feel that Greenway does the right thing, for colleagues, customers, communities and the places we manage.

That principle shapes how we work and the standards we expect.



EQUITY

Fairness and opportunity



ENVIRONMENT

Responsible choices



PARTNERSHIPS

Trust and long-term relationships



QUALITY

Standards we can be proud of



EFFICIENCY

Better ways of working

| OUR PROMISE

Do meaningful work.
Grow with purpose.
Make a difference.

At Greenway, meaningful work and personal growth go together.

WHAT YOU CAN EXPECT

- Trust to do your job well
- Support to grow
- Work that has a visible purpose
- A voice and place in the team

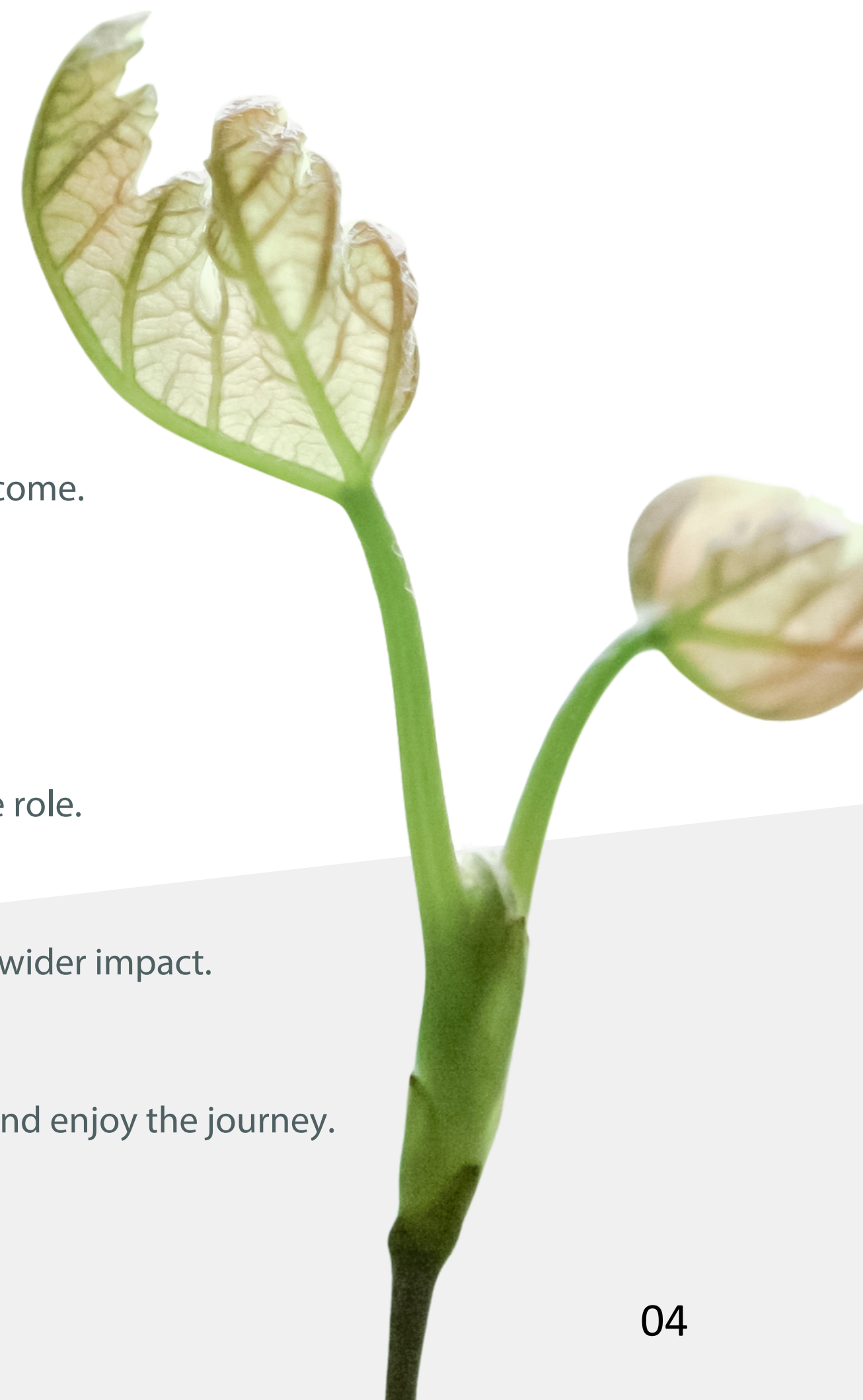
WHAT WE EXPECT

- Ownership
- High standards
- Curiosity and care for the difference you make
- Keep learning
- Support the people around you



| WHAT WORKING HERE SHOULD FEEL LIKE

Five things bring our promise to life.

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- 01 TRUST & OWNERSHIP
— Freedom to act, with responsibility for the outcome.
 - 02 GROWTH & OPPORTUNITY
— Room to learn, stretch and build your career.
 - 03 CARE & WELLBEING
— Support that recognises the person behind the role.
 - 04 PURPOSE & IMPACT
— A clear connection between your work and its wider impact.
 - 05 BELONGING & ENJOYMENT
— A team where people can belong, contribute and enjoy the journey.

| CARE YOU CAN SEE

Care should be experienced, not just stated.

We back the promise with practical support, recognition and moments that make working life better.



GBWC DAY

One day each year to care for something or someone that matters.

WELFARE FUND

Discreet support in exceptional or unexpected circumstances.

JOY FUND

A little freedom for managers to create moments of recognition and fun.

EAP

Confidential wellbeing support when it is needed.

SUPERMARKET SWEEP

A monthly £50 supermarket voucher draw for every employee.

BEST BECAUSE THEY CARE

Celebrating colleagues who make Greenway better through care.

WHY THE WORK MATTERS

Property is what we do. People are why it matters.

Every role contributes to better homes, better experiences and more responsible choices.

PEOPLE

Better experiences for colleagues, tenants, landlords and communities.



PROPERTY

Homes and services we can be proud to put our name to.



PLANET

Smarter choices that reduce waste and improve long-term impact.



That purpose is real: our work includes supporting Cornwall Council with emergency family accommodation when families need somewhere safe to stay.

| TRUSTED TO CONTRIBUTE, SUPPORTED TO GROW

High standards and a human culture are not opposites.

We give people autonomy, expect ownership and create opportunities to keep developing as Greenway grows.

TRUST & OWNERSHIP

- Autonomy within your role
- A voice in how we improve
- Responsibility at every level
- Support without unnecessary micromanagement

GROWTH & OPPORTUNITY

- Ongoing learning and development
- Knowledge shared by experienced colleagues
- Broader exposure across property
- New opportunities as Greenway grows

| THE GREENWAY DEAL

Ambitious enough to keep moving.
Human enough to **care** how we
get there.

Greenway is growing, which creates opportunity - but growth only matters if we keep the culture that makes us Greenway.

Bring ownership, ideas, high standards and care.
In return, expect trust, development, meaningful work and a team that wants you to succeed.



Good because we **care**