



We came to be way back in 2006 - and we've kept ourselves super busy doing our bit for the planet and the people who live on it ever since.

Here's a few stats we're really proud of:

We've given

9

ex prisoners the opportunity of employment.

We've completed

4

community garden makeovers.

We've welcomed

8

recovering addicts to our team.

We've funded

100

orphaned children's education.

We've got

7

bee hives at our Solar Gates HQ.

Why do we do it?

Well, it's pretty simple, really. Because we do way more than build and innovate. We care. We save carbon. And most importantly - **we save lives.**

Misfits Who Fit



We're renowned for our **innovative products, cutting-edge tech** and **continuous drive to transform the industry**, but we wouldn't get very far with any of that without the talented bunch of misfits that make up our team. The motivated oddballs that keep stuff moving. The delectable dafties that, okay, you get the point.



Second Chances

35% of our workforce have overcome barriers to employment during their time with us. From **addiction to past convictions** or **seeking refuge**, the journeys our colleagues have been on are nothing short of incredible.

Because they're living proof of the great things people can achieve if you give them a **second chance** or throw them a lifeline, and we believe everyone deserves a shot at turning things around without being judged for their past.

As part of that, we've created a company culture that's characterised by support and understanding.

So when our people come to work, they can be entirely themselves, all of the time.

How We Say Thanks

We believe our people deserve to be rewarded for their contributions to Solar Gates and the brilliant work they do.

Here's a few things we've put in place to say thanks:



Learning and Development

We provide every member of our team with a yearly training budget so they can upskill in their profession.



Wellbeing Programme

We're a culture of healthy living, healthy minds who look out for each other, and our wellbeing programme is a huge part of that.



Profit Share

We work as a team, so we share as a team. That's why anyone who's been with us for a year is automatically eligible for a share of our profits.



Fair Rewards

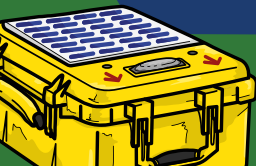
We're constantly striving to offer extra benefits to improve our employee's work/life balance and make their careers more fulfilling.

Mmmm... Honey

We don't just do **award-winning solar hybrid barriers and gates**. We've also got a dozen beehives dotted around the factory that we use to farm delicious honey and help local food producers.

Sounds a bit random, we know. But bees support our **ecosystem** and a **huge variety of wildlife**, and that's something we care a lot about.

Our bees also set a really great example for the way our team works. Just like the bees in our hives, everyone pitches in, works together and looks after each other.



The Path to Net Zero

All of our products are **solar or hybrid powered** so we can help our customers strive towards becoming Net-Zero.

We design everything to require as little power as possible, regardless of the season, so we can do our bit to help counteract the negative effects of carbon emissions and strive towards a greener planet - **because the Earth deserves to be looked after.**