



Connecting People, Nurturing Talent



ENGINEERING A DIGITAL FUTURE

Table of contents

01	Introduction	3
02	About Indigo	4
03	Why join us?	11
04	Get in touch	14



01

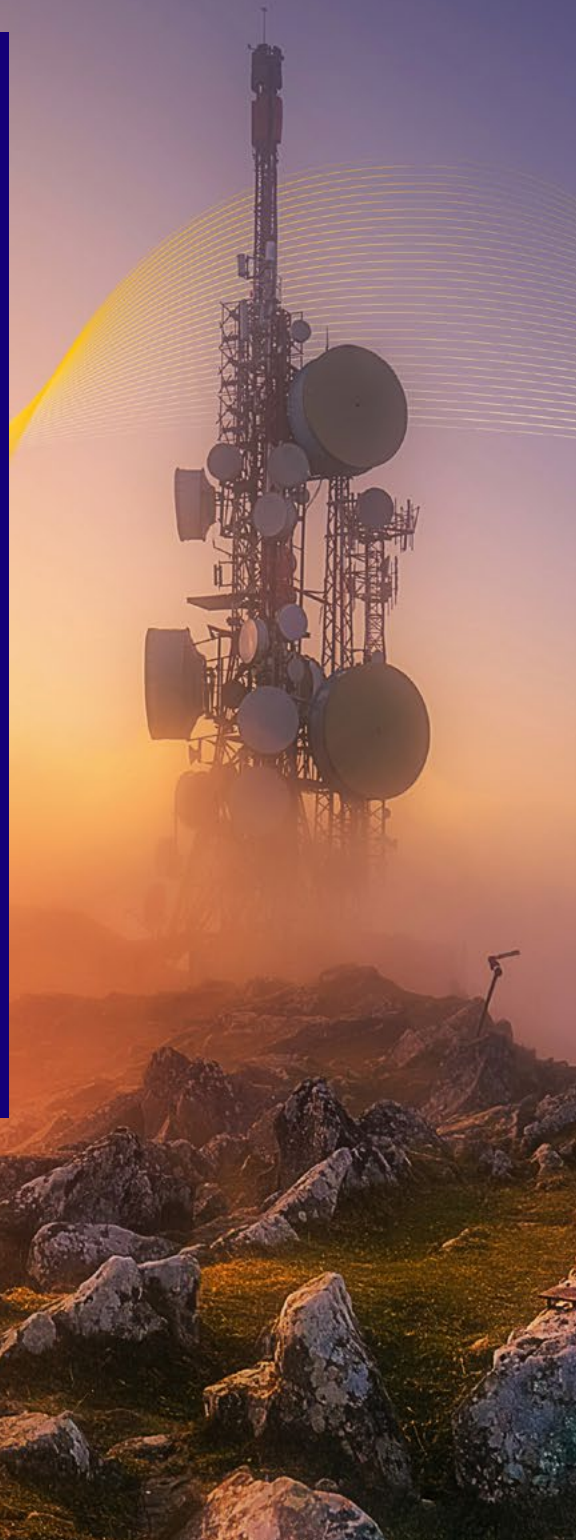
Introduction

If you are considering starting your journey with us, our Connecting People, Nurturing Talent guide will help you decide whether our story, vision and values, and company culture is right for you.

Indigo has been providing network and infrastructure services to fixed and mobile carriers and the enterprise sector since 1997 (branded as indigo from 2007). As a trusted partner to some of the biggest companies in the world, we invest in people as much as our services and industry.

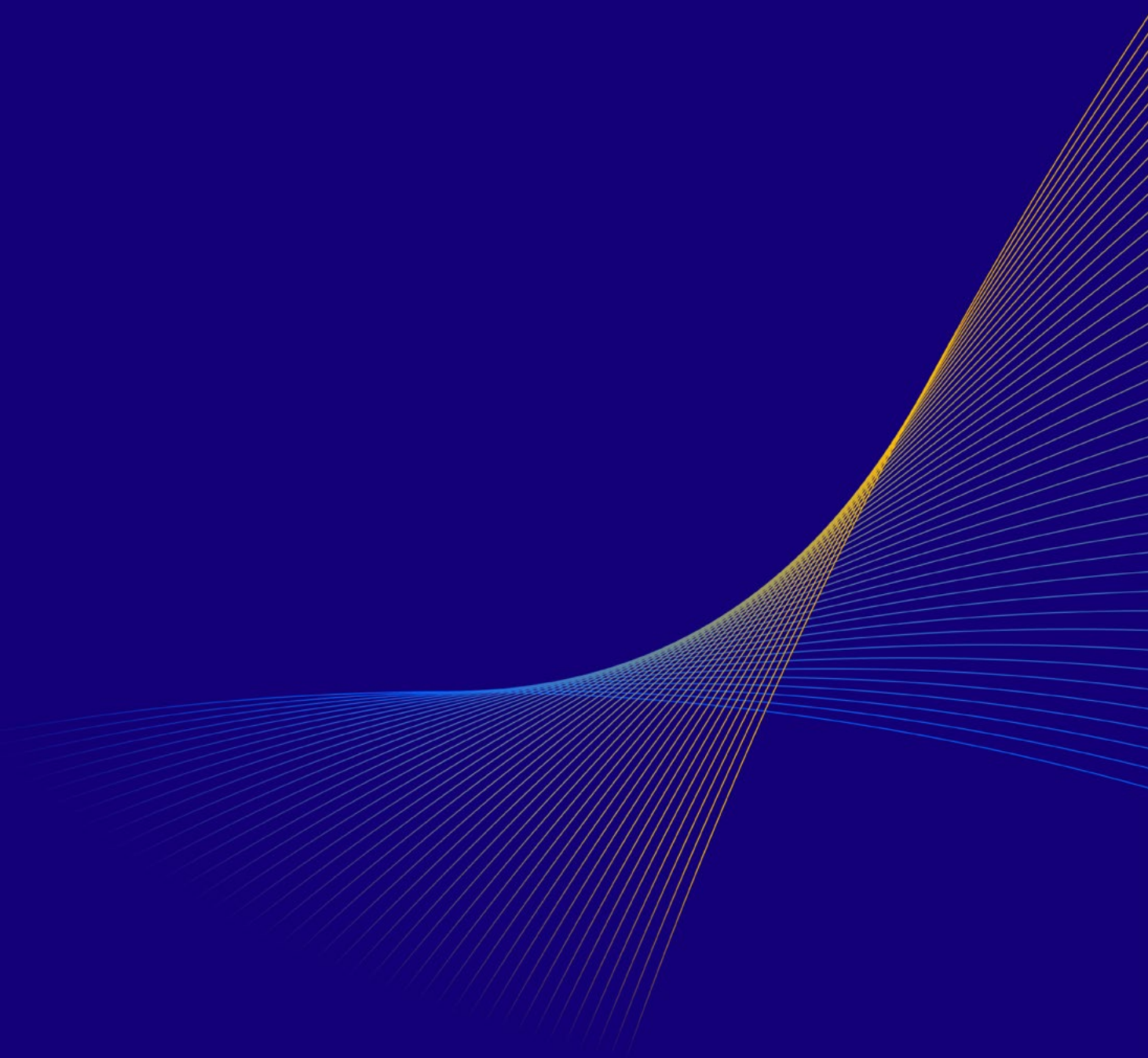
We are one Indigo, one team – working with people of different backgrounds, cultures, and thinking styles, helping our people grow into better professionals and leaders. We always treat people with respect and recognise that diversity and inclusion makes us stronger.

Our people are the driving force behind our business, and as a growing company we are always looking to expand our talent pool. We are very proud of where we are today and excited for what's to come in the future.



02

About Indigo



Our Story

We're an international provider of telecommunications engineering services and we've been doing it for over 20 years. Connectivity is as fundamental as the air we breathe, the water we drink. It's essential to the way we work and live. Connectivity enriches peoples' lives, saves peoples' lives, is integral to business, enhances communities and advances societies. We are proud to say that our design, build and support services are used by fixed and mobile carriers as well as companies of every size in the enterprise sector.

What started in a small office in South Wales is now a multi-million pound business operating in over 90 countries across the globe. We're a trusted partner to some of the world's biggest telecom, data centre and enterprise brands.

Our team currently numbers over 400 direct employees of 22 different nationalities, and access to 1000 engineers globally, and we're continuing to expand exponentially. We welcomed 140 new team members in 2020 alone and we will be recruiting many more over the next three years.



Our Mission

We're ambitious. Indigo is on a mission to become the leading global telecommunications service delivery partner for fibre access, fixed-line services, wireless and data service infrastructure. We want to be the first partner our clients call and the one that keeps them at the cutting-edge of communications.

Innovation is our identity. We use the latest technology and toolsets to meet the tightest deadlines and exceed our customers' expectations. But innovation also relies on nurturing new talent. We're passionate about training up the next generation of industry experts and creating new opportunities for development and growth.

Diversity is extremely important to us and our team is made up of over 22 different nationalities. In a technology-based organisation we are particularly proud to recognise the women who work both in leadership or technical roles, including our structural engineering and surveying teams.



Our Values

Every company has its values, even if they're not written down. Our values were chosen by our employees which makes them even more valuable in our view.

At Indigo, we're clear about what we believe in and our core values - which were identified by our employees - govern every aspect of our work. We see these values as integral to our growth and success and in establishing our position as market leaders. We only hire people who share these beliefs, and they unite our teams across the globe.

Our values keep us ahead of the CURVE.

CUSTOMER FIRST

Client success is our number 1 priority

UNITED

Teamwork is part of our culture

RESPECTFUL

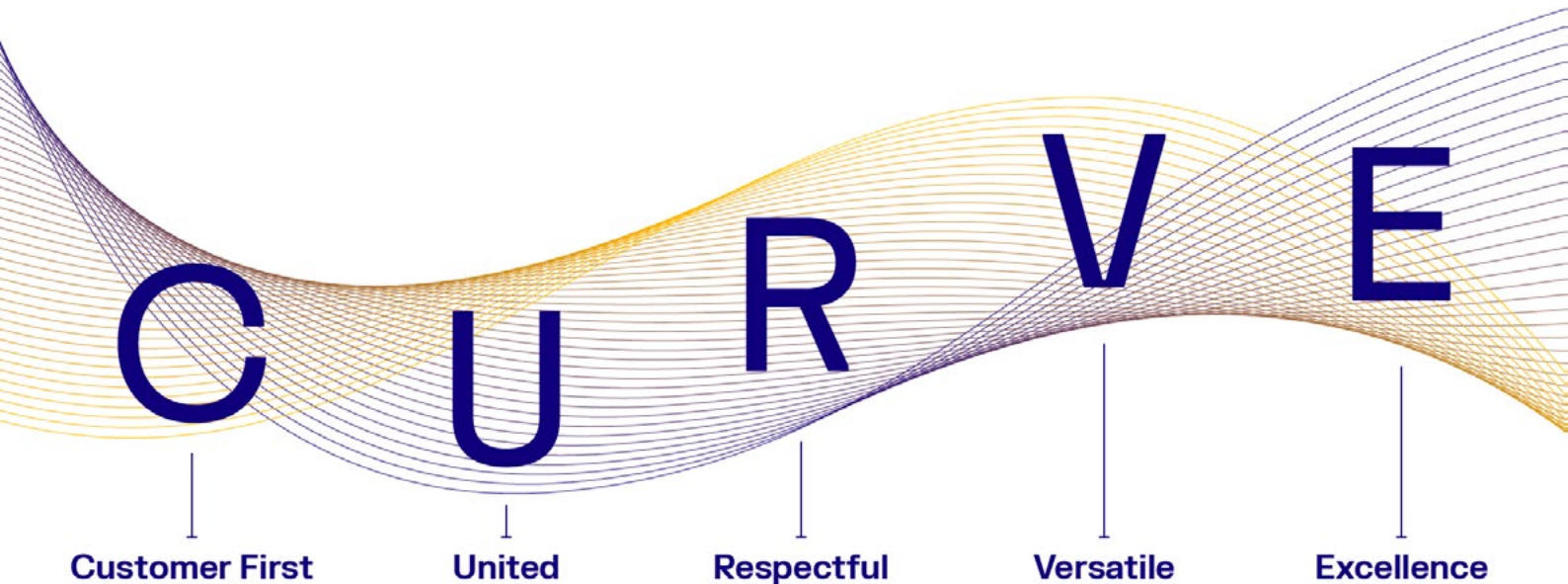
We are mindful of everyone we work with

VERSATILE

Our 'can do' attitude drives every engagement

EXCELLENCE

Our goal is to always exceed expectations



Our Values

CUSTOMER FIRST

We believe in the power of connection; building, maintaining, and celebrating long-standing relationships to bridge the path to tomorrow. We listen, learn, and bring the brightest, most bespoke ideas to build our solutions around our clients. We are the partner of choice for the world's most advanced and ambitious companies, and lead with transparency and clarity.

UNITED

We believe in emboldening and empowering each other through celebrating ideas and sharing successes. Uniting to achieve and exceed ambitious goals, we work hard and cultivate best practise to set skill in motion. Just as we are committed to helping our clients connect, we stand united connecting with each other to develop personally and professionally.

RESPECTFUL

We believe respect is the cornerstone of a great work environment, fostering great ideas and great relationships. We value integrity and nurture it by following through on our promises, holding ourselves to account, and respecting our planet. We uphold and promote equality for all and embrace diverse perspectives.

VERSATILE

We believe in adaptability and agility, drawing on our vast experience to solve with future change in mind. As diverse thinkers we embrace new tasks and challenges, enthusiastically engaging emerging technologies and complex systems to drive transformation. We celebrate our flexibility as our strength and adopt a dynamic perspective – we never stop thinking about how to outpace change.

EXCELLENCE

We believe in distinction through reflection, always honing our expertise to provide incisive and decisive solutions. We take a right first-time approach, setting ourselves the highest standards of safety and quality to produce consistently superior work. We have the courage to solve the biggest problems in digital infrastructure, and the knowledge to do it right.

Our Environmental, Social and Governance (ESG) approach

Indigo is a purpose-driven company committed to making the world a better place. We are dedicated to connecting people, businesses, and communities to new and exciting possibilities while also making a positive difference. Our commitment to Environmental, Social and Governance (ESG) is critical to all our activities. We recently restructured our board and senior management team to tackle climate change and play a more active role in creating a safe and inclusive world.

We're acutely aware of our moral and ethical responsibilities that come with running a business.

Our policies dictate our decisions and ensures we meet our social commitments and goals. We regularly review and update this framework to make sure that our impact on the local and global community is a positive one.

In line with our values, we are committed to uphold the letter as well as the spirit of the law when it comes to human rights, labour rights and equality rights.

We are proud to build and maintain the digital infrastructure and data centres that make it possible for people to live, work and play as never before. With our global footprint spanning over 90 countries, we partner with the world's largest communication and internet service providers.

Our relentless pursuit of innovation empowers our customers to deliver richer experiences for businesses and more meaningful connections for consumers. By collaborating and challenging our customers, we help them stay ahead of fast emerging and expanding technologies.

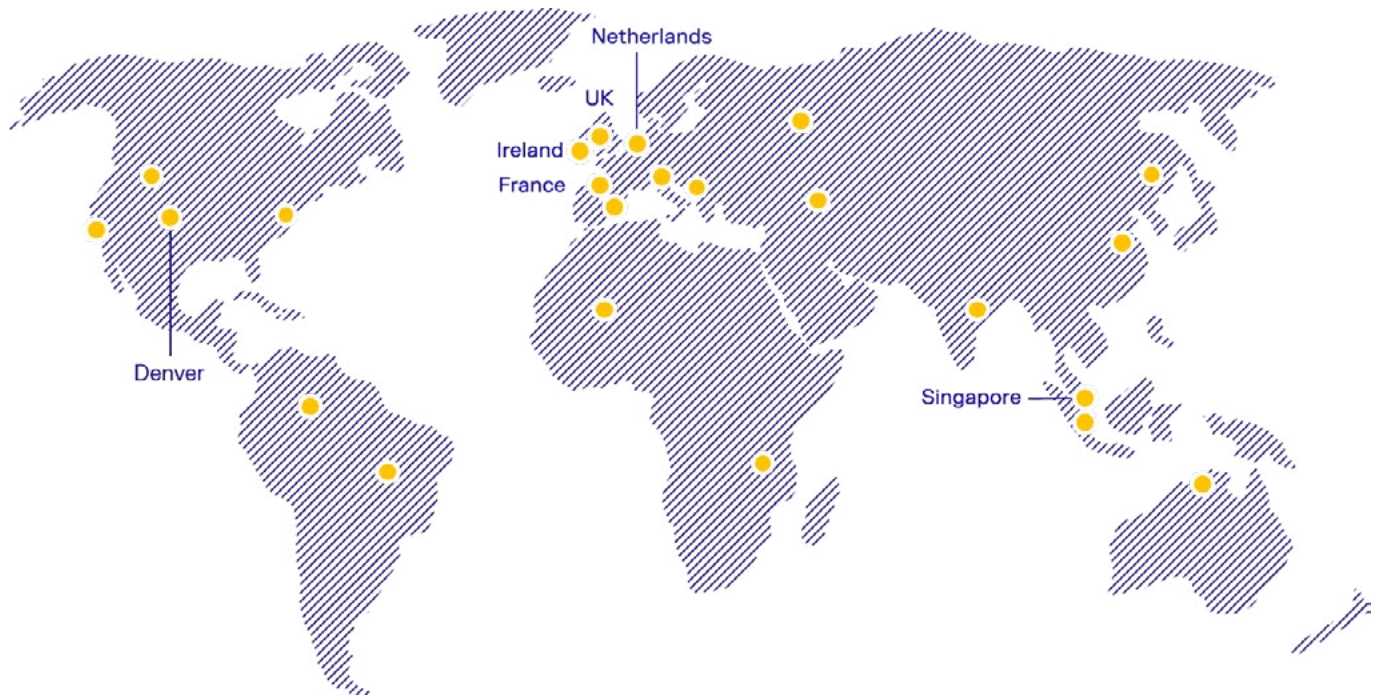
We cultivate talent with an appetite for innovation and foster technical skills to improve the performance of networks and data centres. Whether it's fibre or 5G, a hyperscale data centre or a colocation facility, we design to innovate, deploy to evolve, and provide support to continually enhance the service. We pair dynamism and diligence to realise and maximise the value of connectivity, end-to-end and from present to future.

We are creating future-focused networks and data centres, the digital foundations of modern society. We work closely with our customers, helping them scale at pace to meet the global demand for reliable connectivity and a better customer experience. We continue to focus on the positive impact we can have on our customers, partners, and employees, while remaining agile enough to embrace market uncertainty and adapt to opportunities that may arise.



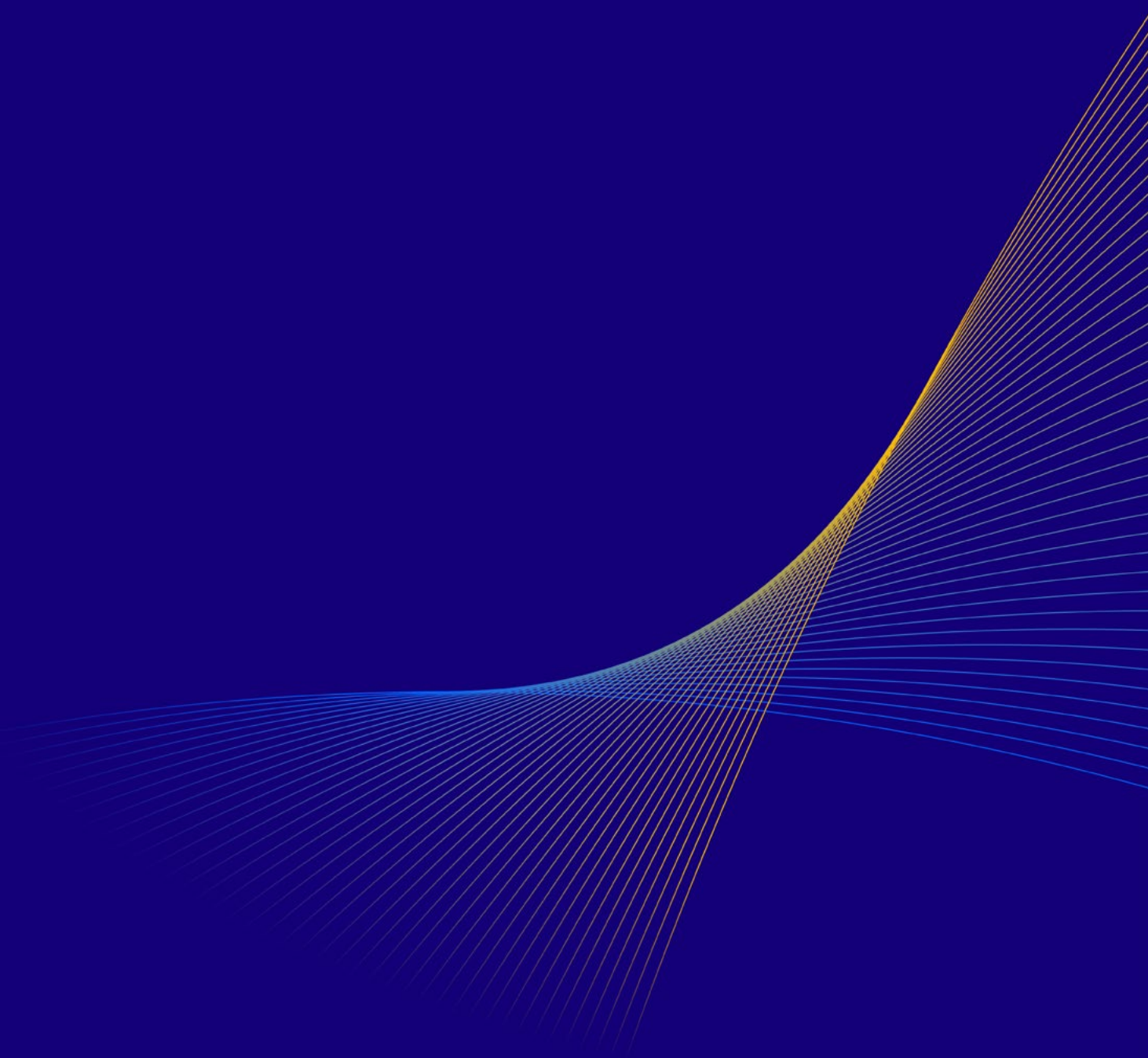
Global Reach

We operate in over 90 countries around the world and have offices in the UK, USA, Ireland, France, Germany, Spain, the Netherlands and Singapore.



03

Why join us?



Looking for your next move?

At Indigo, we're not just offering you a job; we're inviting you to be a part of something bigger—a thriving community that values your growth and development as much as you do. Here's why you should consider joining our team:

Investment in your Development:

We don't view our employees as mere wage earners. Instead, we see each team member as a unique individual with their own story and aspirations. That's why we are deeply committed to your professional development. We believe that your growth is our growth, and we provide various training and development programs to help you unlock your full potential.

Collaborative Growth: At Indigo, we don't just talk about development; we live it. We work collaboratively with our employees to identify their goals and create pathways to success. Your aspirations matter to us, and we are dedicated to helping you achieve them.

Recognition and Accreditation: Our commitment to our people is reflected in our UK Investors in People Gold accreditation—a testament to our dedication to employee well-being and development. We are also proud signatories of the UK Armed Forces Covenant, demonstrating our support for those who have served our country.

Flexibility for Your Needs: We understand that life doesn't always fit neatly into a 9-to-5 schedule. That's why we offer workplace flexibility to support your individual needs. Whether

you're balancing family responsibilities or pursuing personal passions, we want to make work fit into your life.

Nurturing New Talent: We are passionate about nurturing new talent. Our graduate and apprenticeship schemes provide a structured pathway into your career, giving you the hands-on experience you need to excel. We also collaborate with esteemed academic institutions, such as the Limerick Institute of Technology, the University of Limerick, and the University of South Wales, to create opportunities and placement programs for students and graduates.

Build Strong Team Relationships:

We believe that success is built on the strength of team relationships. We're not all business all the time—our team enjoys regular social events, from Christmas parties and summer barbecues to sports gatherings and casual catchups. We know how to have fun together while achieving our goals.



Indigo is more than just a workplace; it's a place where your story intersects with ours. Join us, and let's create a brighter future together. Your growth, your aspirations, and your well-being matter to us, and we're excited to welcome you into the Indigo family. Together, we'll achieve great things.

What our employees say

Indigo has taught me so much and provided great opportunities to succeed and progress in my career. I've enjoyed working on many different projects and built great relationships with customers globally.

Jasmine Maher
Project Manager

Indigo is a fantastic company to work for - professional but still having the personal touch. Everyone is friendly, helpful and we are all part of a team who likes to work hard.

Claire Watkins
Finance Team Manager

Working at Indigo has helped me understand the wider telecoms sector and the intrinsic importance of service centres. It's given me a taste for the industry and I'm keen to progress further in Indigo over the coming years.

Josh Fitton
Global Service Centre (GSC)
Team Lead

One of the things I noticed about working at Indigo is the diversity and inclusion. Last week I was sitting with colleagues and enjoying each other's company. There were six of us at the table yet all from different places around the world; Lebanon, South Africa, Portugal, Pakistan, Ireland and England. It's fantastic!

Geoff Ballard
Group Recruitment Manager

04

Get in touch

If you want to join an organisation that values your talents and wants you to fulfil your full potential, get in touch.