



Totally
a great place
to work

plumbingworld

WHO ARE WE?

Plumbing World is part of the NZPM Co-operative and we've been in business since 1964. Starting in Palmerston North, we now have stores supporting plumbers and builders from Kerikeri to Invercargill and everywhere in between, along with our high-end luxury bathroomware company, Metrix.

We don't just sell world-class plumbing, we form strong relationships with our people, customers, suppliers, and local communities who know our people. Our frontline businesses are supported by our two distribution centres and significant support teams made up of Finance, IT, Digital and Technology, Marketing, Human Resources, and Supply Chain.

We know that it is all our people that give our company an edge, a real heartbeat within our industry. We've grown stronger over the years, and we have been successful due to holding strong to our core values, behaving ethically, and remaining faithful to our roots.

SUSTAINABILITY/ THE ENVIRONMENT

Our journey needs to be a sustainable one, in all senses of the meaning. We are passionate about treating people with respect and creating positive, healthy and safe experiences and environments for all the people that engage with us: employees, customers, suppliers, and locals across Aotearoa New Zealand. We continue to respect the environment and continually seek ways to protect and preserve our planet for future generations.

We have a sustainability committee who ensure that our business is operating sustainably and that we have a strategic plan to meet our sustainability goals.

INCLUSION AND BELONGING

We are committed to creating and fostering a culture that promotes and values diversity at all levels and providing a working environment that is inclusive, where people feel safe, respected and experience a sense of belonging. In practice this means that we seek out people with a variety of thinking styles, backgrounds and abilities.

We recruit based on merit, potential and attitude. We aim to create and support a diverse workforce that represents and reflects the communities that we operate in and our customer base. Where possible we will promote internal talent.

We recognise the need to take specific actions to remove barriers for those with disabilities. This includes customers, visitors or employees. We understand that flexibility and work/life integration are important and where possible we aim to support this with flexible working arrangements.

We are opposed to all forms of unethical business behaviour. We recognise the harmful impact that modern slavery has on individuals and society; we are committed to help prevent these practices and we have minimum standards that we expect of suppliers regarding complying with international and domestic labour laws.

PAY AND BENEFITS

We believe in paying people fairly and competitively. We review rates of pay annually and increases are made based on performance, market relativity, independent job evaluations and business performance.

Along with fair pay we believe in rewarding and recognising our people for tenure, extra efforts and celebrating good business performance.

- Health insurance for fulltime (over 20 hours) employees
- Paid day off on your birthday
- Time off to support a local charity or community event
- Wellbeing program
- Annual Excellence Awards program
- Long service gifts and leave
- Generous discounts on products we sell
- Flu injections
- Employer Kiwisaver contributions
- Access to a range of support services such as counselling and financial wellbeing advice

YOUNG PLUMBERS CLUB

Established in 2014, our Young Plumbers Club is here to help the next generation of tradespeople find their place in the industry faster.

By working together right from the start we can collectively build our industry to better support everyones long-term future. We also have an annual Young Plumber of the Year event to celebrate success within the Industry and to really inspire our young generation of YPC members to show up what they can achieve.



OUR VALUES

The overarching principle of our values is that together we can achieve **a great result every time**. Our values are the qualities, standards and principles that we believe will help us succeed. They are the basis for what we do and how we do it.

Play as a team

We take responsibility for the part we play in the team by treating everyone with respect, communication with honesty and openness and caring for each others wellbeing.

Go for the gap

We push ourselves to go for the gap by improving, growing and adapting ourselves so we are prepared for what tomorrow brings.

Every moment counts

We make the most of every moment to achieve great results for ourselves, our team, our customers and our business.

Customer focused

Our customer focused approach is at the heart of everything we do. Quality products, expert solutions and excellent service for our customers and each other.

OUR VISION

New Zealand's number one plumbing merchant by choice.

INVESTING IN OUR PEOPLE. WE BELIEVE IN SUSTAINABLE EMPLOYMENT, GROWING OUR TEAM, MANAGING OUR PIPELINE OF TALENT. WE BELIEVE THAT GOOD EMPLOYMENT IS SUSTAINABLE EMPLOYMENT AND WE STRIVE FOR THAT AT NZPM.

CHARITY AND OUR COMMUNITIES

One of our seven guiding principles is 'Concern for the Community' and that aligns with our growing focus on sustainability across our eco-structure, including the key areas of recycling and waste management, carbon emissions, Green Building, wellbeing and environmentally friendly products and practices.

We also support two cancer charities that affect many New Zealanders and we want to lend our support to these organisations who are helping to raise awareness, educate and support the community while also using funding to help with vital research for these life threatening illnesses. In 2022 we began supporting 'Big Buddy', an organisation set up to help young boys who don't have a father figure in their lives.

SUPPORTING LOCAL

We also support a number of local initiatives across our sites in New Zealand, from local sports teams, to Food Bank Appeals, Gumbboot Fridays and the Salvation Army Christmas drive.



**TAP
INTO A
GREAT
CAREER**

We've been supporting NZ Plumbers and Builders since 1964 and want **YOU** to join us.

Visit plumbingworld.co.nz/careers to view available roles