

N BROWN



YOUR N BROWN CANDIDATE PACK



ABOUT US

N Brown is a top 10 UK clothing and footwear digital retailer, with a home proposition, headquartered in Manchester and employs over 1,400 people nationwide.

Through our strategic retail brands including JD Williams, Simply Be and Jacamo, we exist to make our customers look and feel amazing, and take great pride in passionately championing inclusion and serving the under-served.

Our customer-first shopping experience, supported by our innovative financial services proposition, is designed to deliver choice, affordability, and value to our customers, and allows us to be truly inclusive and accessible.

We're not the new kids on the block - we're over 140 years old and led by our ambitious CEO, Steve Johnson, and a spirited executive leadership team.



STEVE JOHNSON

Chief Executive Officer



DOMINIC APPLETON

Chief Financial Officer



DAN JOY

CEO of Financial Services



DENE JONES

CEO of Retail



NUNO MILLER

Chief Operating Officer



NATALIE ROGERS

Chief People & Sustainability Officer



CHRISTIAN WELLS

Company Secretary and General Counsel



CLARE EMPSON

Chief Customer Operations Officer

OUR BRANDS

JD·WILLIAMS

JD Williams delivers inspirational and accessible fashion and lifestyle products, designed specifically for women aged 45+. The product comprises both exclusive own brand and credible third party brands such as Sosander, Whistles and Mango, all made affordable by our value and credit proposition.

simply be.

Simply Be is an inclusive fashion brand for trend-led women aged 25-45 who prioritise great fit. Created in-house and having grown at pace, this digital-first brand has a consumer proposition with massive potential, both in the UK, and on the global stage.

JACAMO

Jacamo is a fashion platform for men of all sizes, aged 25-50, offering a choice of brands, including our own, that embody the latest trends and styles to suit him. As a men's only retailer, everything from our shop to our tone is geared towards guys.

HERITAGE BRANDS

We have six heritage brands with loyal customers that we're proud to serve. These brands play a key role for us in terms of their overall scale and value creation.

The customers of these brands are loyal and valuable given their high degree of credit penetration. A dedicated team manage these brands and are focused on the management of the existing customer file to maintain their value.

HOME▲
essentials fashion

PREMIER MAN

ambrose*
Wilson

Marisota

OUR VALUES AND BEHAVIOURS

Our vision is that by 'championing inclusion, we'll become the most loved and trusted fashion retailer' and we exist to make our customers look and feel amazing.

We have four values that we live by that help us do this. They champion who we are, what we do and how we do it. We've built a culture where colleagues can thrive and bring their best selves to work by being **empowered by trust**, **driven by curiosity**, **motivated by pace** and **together for the customer**.

We live our values and behaviours in everything that we do. Challenging and supporting each other, always learning, taking opportunities and ready to deliver value fast.



MOTIVATED BY PACE

- Comfortable by ambiguity
- Composed
- Resilient
- Action oriented
- Purposeful



DRIVEN BY CURIOSITY

- Use perspective
- Reflective
- Open-minded
- Innovative



EMPOWERED BY TRUST

- Act with integrity
- Honest
- Courageous
- Empathetic
- Share



TOGETHER FOR THE CUSTOMER

- Inclusive
- Supportive
- Reliable
- Collaborative
- Listen

OUR WAYS OF WORKING

At N Brown we work in an agile way. Put simply, agile working is an approach to getting work done with maximum flexibility and minimum constraints, with a relentless focus on delivering value.

At N Brown, it means that when it comes to projects, instead of betting everything on a 'big bang' end goal or launch, we'll take an iterative approach and work in small, bite-sized increments that deliver value along the way.

Whilst we'll always have our eye on the end goal, we continuously review our requirements, plans and results as we go. We're always be flexible, ready to pivot and adapt to changes in the environment and customer behaviours and sentiment, allowing us to keep up in the ever-changing world of digital retail.

We live our values and behaviours, which are agile in nature, in everything that we do. Challenging and supporting each other, always learning, taking opportunities and ready to deliver value fast.

HYBRID WORKING

We offer hybrid working, which means colleagues can work from one of our hubs or from home. **For us, hybrid working means coming together at least 2-3 times each week.** Some roles aren't able to accommodate hybrid working and none of our roles are 100% remote.

EMBRACE

DEI&B STRATEGY

We're proud to embrace our differences and to embrace Equity, Diversity, Inclusion and Belonging as a strategic element of our business and culture.

We encourage everyone at N Brown to take time to listen, learn and add your ideas and voices to our efforts to ensure we really do embrace each and every colleague.

Embrace supports our vision as we're committed to both building a diverse workforce and creating an inclusive environment that values equality for all. A diverse team with different voices, perspectives, and day-to-day life experiences broadens each colleague's personal and professional growth, improves our ability to understand and respond to our customer's requirements, and strengthens our decision-making. A diverse team that feels a true sense of belonging helps us better deliver on our mission and achieve our vision.

Our Embrace strategy sets out our ambition to build a truly diverse workforce, where our people have equal opportunity to succeed, fulfil their potential at work and feel empowered by a true sense of belonging.

We're also proud signatories of the British Retail Consortium D&I Charter, our commitment to challenging culture and biases holistically and embedding D&I into every aspect of the retail industry.

OUR FIVE EMBRACE COMMUNITIES

We have five communities that represent core strands of diversity that exist within our business.



**Accessibility
and allies**



**Intergenerational
and allies**



**Multicultural
and allies**



**Women
and allies**



**LGBTQ+
and allies**

SUSTAIN

SUSTAIN is our Environmental, Social and Governance strategy and it aligns our ethical policies with our commercial activities, achieving tangible results and benefits for our stakeholders. Fully embracing the values of our business, SUSTAIN is our overarching strategy across our sustainability pillars – Our People and Our Planet.

Our people

We want everyone who works with us, wherever they are, to be treated with fairness, dignity and respect. We want customers to enjoy our products with confidence, trusting that we do the right thing for our planet and its people.

Our planet

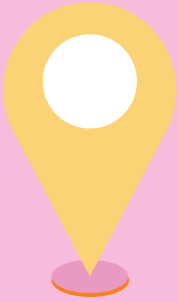
We're determined to find smarter and more sustainable ways of working. That means partnering with suppliers who share our standards and working together to source, produce and transport ever more sustainable and responsible products.

OUR BENEFITS

We're big believers in rewarding you for the job you do. Here are just some of the benefits you'll receive while you're here:

- Hybrid working and staggered start times to give you the flexibility you may need (role dependent)
- 24 days annual leave (plus 8 bank holidays) with the option to buy an additional 10 over the year
- Enhanced maternity and adoption leave
- A range of financial wellbeing support
- Mental Health support both internally and externally via our wellbeing champions and counselling services
- Company pension with up to 8% N Brown contribution
- Life Assurance and Private Medical Insurance (role dependent)
- Colleague discount across all our N Brown Group brands and onsite café with subsidised rates and local restaurant discounts!
- Annual bonus scheme
- A Make A Difference (MAD) Day – we offer all colleagues a full day paid to volunteer for a charity of their choice

WHERE WE ARE



Griffin House - Head Office

We are headquartered in Manchester where our buying and merchandising, marketing, IT, finance and creative teams are based.

Address: Griffin House, 40 Lever St, Manchester M60 6ES

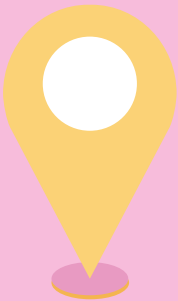


Shaw and Heywood Distributions Centres

We have two distribution centres on the outskirts of Manchester - Shaw and Heywood.

**Shaw address: N Brown, Lilac & Briar Mill,
Beal Lane, Shaw OL2 8PJ**

**Heywood address: N Brown, Link 95 Hareshill Distribution
Park, Heywood, Greater Manchester OL10 2RQ**



Oxendales

Our Oxendales colleagues are based in our Dublin office.

**Address: Woodford Business Park, Unit 2.2,
Santry, Co. Dublin, D17 W995, Ireland**

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