

Restore
Datashred



Restore Datashred Information pack



Contents

- › Page 3 - About Restore Datashred
- › Page 4 - We are
- › Page 5 - Our locations
- › Page 6 - Our fleet of vehicles
- › Page 7 - Our uniforms
- › Page 7 - Quick facts
- › Page 8 - Mission & values
- › Page 10 - Benefits of working at Restore Datashred
- › Page 11 - Our advice when preparing for your interview



About Restore Datashred

We are the UK's leading secure & confidential document shredding service who specialise in secure paper, digital media, textiles and product shredding. With depots nationwide, we offer local-level service of on-site and off-site shredding to suit security needs.

In an increasingly competitive business environment company's integrity, reputation and prosperity depend on the secure handling, storage and destruction of sensitive information.

After all, no company can afford to underestimate the cost, to both name and bottom line, of information falling into the wrong hands.

To help businesses protect what matters most, rest assured we're one of the UK's leading confidential document destruction companies.

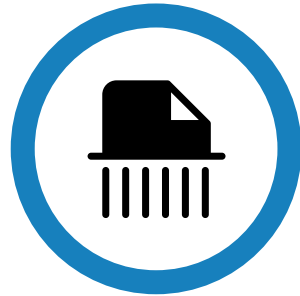
We are ISO 9001, ISO 14001, ISO 27001 and ISO 45001 accredited, BS EN 15713:2023 shredding standard accredited, and a member of the BSIA and UKSSA.

Like you, we're committed to reducing our environmental impact. We shred and recycle 100% of the paper and materials we process every day, we're upgrading many of our vehicles to alternative fuels, and are proud that our ongoing work has been recognised with planetmark™ certification – all of which contribute to your reducing your own carbon footprint.





We are



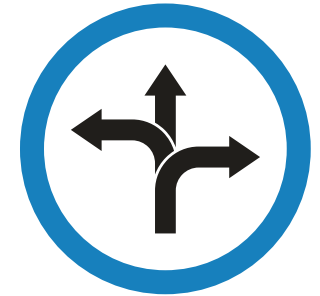
The UK's leading secure & professional shredding services.



Specialists in secure paper, digital media, textiles and product shredding.



Nationwide, but offering local-level service to fit you.



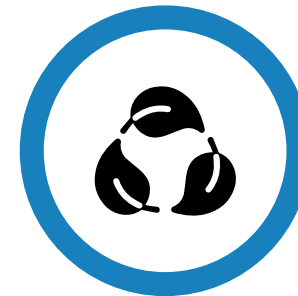
On-site and off-site shredding to suit your security needs.



'Excellent' according to over 1,000 of our customers on Trustpilot.



Our highly secure shredding services offer complete reassurance.



Pursuing our sustainability goals that helps you meet yours.



Our locations



- Optima Park (Crayford)
- Exeter
- Gateshead
- Manchester
- Northern Ireland
- Norwich
- Newbridge (Scotland)
- South Kirkby
- Southampton
- Coventry
- Bedwas



Our fleet of vehicles



MDX-3 Vehicles

In high-security mode, the MDX-3 can shred up to 1,600 kg of paper per hour. By the end of a session, the shredded material can result in over 630 million randomly shaped paper particles in the back of the truck.

This makes the chance of identifying or reconstructing any single piece of information as low as 1 in 630 million.



SAV (Secure Automated Vehicle)

Restore Datashred operates a range of specialist collection vehicles (SAV) throughout the UK that accommodate the confidential destruction requirements of our clients.

One of the critical features of the SAV is the rotational drum situated on the rear of the vehicles, accessed only by a security shutter, offering the client an added level of security.



Secure Collection Vans

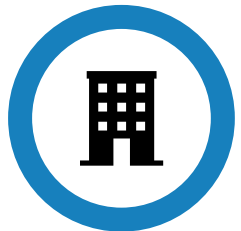
We operate a variety of small vans and vehicles across the country, each of different ages and brands (location dependent).

All vans are 100% secure with GPS tracking as standard, ensuring that all confidential data is protected in transit until it returns to a secure shredding centre.

Our uniforms



Quick facts



11 secure destruction centres strategically located across the UK.



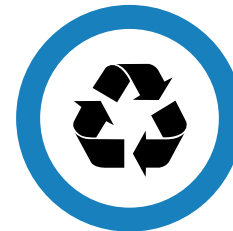
£43 million in annual turnover.



Fleet of over 150+ shredding and mobile destruction vehicles.



350 security-vetted colleagues across the business.



52,000 tonnes of paper recycled annually.



500,000 service visits delivered to clients each year.



Accredited to EN15713 (CPNI Approved), with BS7858 staff vetting, and ISO 9001, 14001, and 27001 certifications.

Mission & values

Our mission: Grow Stronger Together



Restore Group Purpose:

To deliver a secure and sustainable future.



Our Vision:

To be the UK's most trusted and reliable provider of secure data destruction and recycling services by delivering a national service with a local feel.



Our Mission:

Delivering exceptional service to our customers, promoting a culture of continuous improvement whilst making our business a great place to work.



Serving our Customers



Growing our Revenue



Enhancing our Capability



Engaging our People



Exceeding our Standards



Mission & values

Our values



Customer Centric

We build trust with our customers, understand their priorities and listen to their feedback.



Accountable

We are all responsible for our words, our actions and our results. We own the decisions we make and their outcomes. We empower each other to take ownership of our actions and actively learn from our mistakes to drive positive outcomes.



United

We have purpose in our individual roles and are strongest when we work together. We bring our unique skills and perspective and collaborate to achieve bigger and better things. We nurture positive relationships with each other.



Open

We challenge the status quo with open minds, focus and pace. We foster environments where everyone feels able to share relevant ideas, opinions and information without fear of judgement. We trust each other and are open to give and receive feedback.



Benefits of working at Restore Datashred



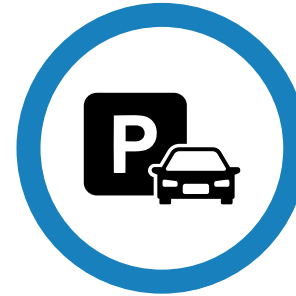
·Minimum 23 days annual leave + bank holidays.



·Life Assurance
2x basic annual salary.



·Bereavement Counselling
Support during difficult times.



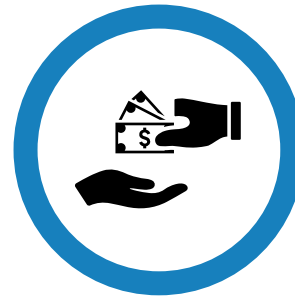
·Free onsite parking.



·Employee Assistance Programme (EAP)
Confidential counselling via Health Assured.



·Eye care support
Free eye tests and up to £70 towards glasses for DSE users and drivers (includes retinal photography for drivers over 40).



·Access to Wagestream
Instead of waiting for payday, staff can withdraw part of what they've already worked for, helping them manage unexpected expenses, avoid overdrafts, and reduce reliance on high-cost credit.



Our advice when preparing for your interview:

We know interviews can be nerve-wracking, but we're not here to catch you out. We want to get to know you and see if you'd be a great fit for our team. This guide is here to help you feel confident and prepared for your interview.

Before your interview:



1. Get to know us

Take a few minutes to explore who we are and what we do. Restore Datashred is part of the wider Restore Group, and we specialise in confidential data destruction for a range of customers across the UK. Understanding our mission and values will help you stand out and show us why you're interested in joining our team.



2. Understand the role

Review the job description carefully. Think about your previous experience and how it aligns with the responsibilities of the role. Whether you're applying for a driver, customer service, operations, or sales role—consider the key skills needed, such as attention to detail, communication, timekeeping, teamwork, and customer focus.



3. Prepare real examples

We often ask for examples of how you've handled situations in past roles. Use the STAR method (Situation, Task, Action, Result) to structure your answers. Think about times when you've solved problems, supported a colleague, improved a process, or gone the extra mile.



4. Plan ahead

If your interview is in person, make sure you know where you're going, how to get there, and who to ask for when you arrive. Aim to be 10–15 minutes early. If it's a telephone or video interview, check your signal, internet connection, and find a quiet space to talk.



5. Look the part

We expect candidates to make an effort with their appearance. While a full suit isn't necessary, we do expect you to turn up looking smart, clean, and professional. First impressions count, especially in a business like ours where we take pride in presentation, whether you're working in the office, on-site, or face-to-face with customers. Dressing appropriately shows us that you're serious about the opportunity and respectful of the process.





During the interview



1. Be yourself

We're looking for people who are reliable, friendly, and ready to get stuck in. Don't worry about having all the answers, be honest, and let your enthusiasm and work ethic shine through.



2. Listen & ask questions

Listen carefully to the questions being asked, and don't be afraid to pause before answering. We also encourage you to ask questions about the team, training, day-to-day duties, or progression opportunities. It shows you're serious about the role.



3. Highlight your strengths

If you've worked in customer-facing roles, handled confidential material, worked to targets or KPIs, or managed heavy lifting/manual tasks—make sure you mention it. These are all highly valued across our business.





After the interview

1. Stay positive

Once the interview is done, take a moment to reflect. No matter the outcome, each interview is a valuable experience.

2. We'll be in touch

We aim to get back to all candidates within a few working days. If there's a delay, feel free to follow up with us - we appreciate your patience.

Useful links:

- Restore Datashred: <https://www.restore.co.uk/datashred/>
- Restore Plc: <https://www.restoreplc.com/>
- STAR: <https://nationalcareers.service.gov.uk/careers-advice/interview-advice/the-star-method>
- Interview tips: <https://nationalcareers.service.gov.uk/careers-advice/interview-advice/interview-advice>





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