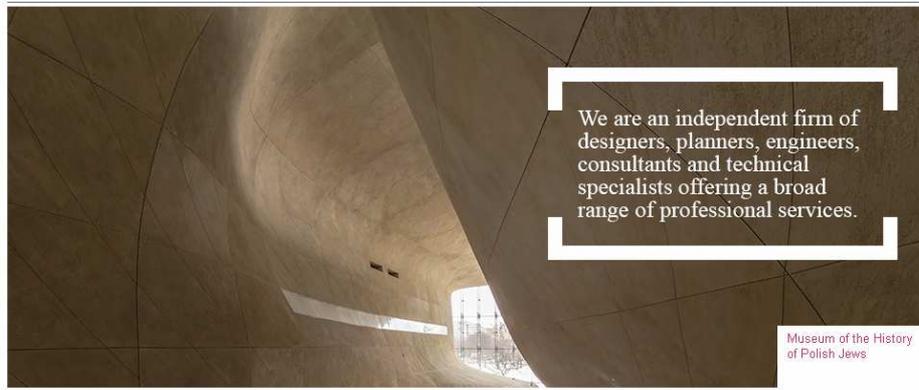


ARUP

We shape a better world



Arup's Story

Arup has a reputation for pioneering innovations and for fresh approaches to age-old challenges. The firm's creative spark and intellectual independence has been there from its very beginning. These shared values, like the firm's name, are essentially derived from the beliefs and convictions of the firm's founder, the engineer and philosopher Ove Arup.

The firm's ownership structure – held in trust on behalf of its employees – ensures that Arup retains its independent spirit. Arup's operating principles and commitment to sustainability is paramount. These shared values unify Arup people – a formidable and diverse group of individuals; freely exchanging ideas and sharing opinions.

The decision by founder Ove Arup and his partners to move to a trust ownership arrangement was to ensure that the firm could continue beyond their own existence and continue to be led by Arup people and not by outsiders, who might buy their way into the firm. The original objective was to create stability for the firm whereby it could grow and flourish for the benefit of all its members and the public at large.

As such, the group [values its people greatly](#). This is why one of the strategic goals Arup has set itself is to invest in our people and have Arup recognised as 'an employer of choice'. It is a critical ambition for the firm as it is one of the key ways in which the group can sustain its culture, its expertise and its talent pool, and in turn maintain and grow Arup's reputation and standing around the globe.

The firm, Arup Group, is now owned by three trusts, Ove Arup Partnership Employee Trust, Ove Arup Partnership Charitable Trust and Arup Service Trust. The beneficiaries of the Trusts are the staff, including past staff, their dependants and charities.

[The Key Speech](#), written by founder Ove Arup in 1970 is essential reading for Arup staff as it explores the values held by Ove Arup that are still integral to our culture today.

Over the years, Arup has been recognised for as a leading organisation for gender equality in the workplace by [The Times](#) in the UK, Australia's [Equal Opportunity for Women in the Workplace Agency](#) and as a top employer of graduates by the [Australian Association of Graduate Employers](#).