

# EVOLVE

EMPLOYEE MAGAZINE | 2021 HIGHLIGHTS



GallifordTry

## Sustainable Growth

Bill Hocking and Andrew Duxbury discuss our strategy refresh P:10

## Welcoming nmcn

Steve Slessor outlines our future in the enlarged Environment business P:16

## Making in-roads in Highways

David Lowery tells us how our plans in Highways are already bearing fruit P:20

# EVOLVE

## Editorial panel



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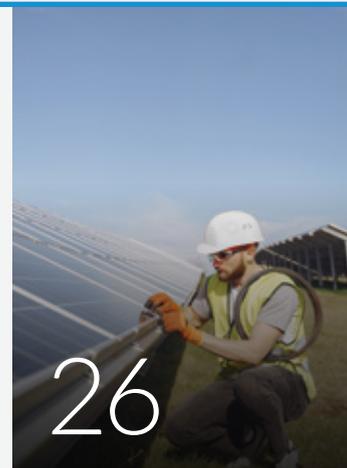
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## Message from the Chief Executive

Reflecting back on the year is always a gratifying experience as it allows me to think back to our achievements, big and small, challenges we have overcome and our opportunities to do even better the next year.

This edition of *Evolve* highlights just some of our peaks from the last 12 months including being named Contractor of the Year not once, but twice (see back cover) and a raft of prestigious award wins and nominations across the board. Congratulations to the individuals and teams behind this success for their excellent work and this well-earned recognition.

“A large part of our future depends on our collective ability to address climate change”

We have come through another extraordinary year, prioritising health and safety through the pandemic; we have reported an excellent first year as a pure contractor; we have announced our Sustainable Growth Strategy (page 10), and we have welcomed to our business our new colleagues from nmcn and Lintott (page 16).

As outlined in my recent roadshow, a large part of our future depends on our collective ability to address climate change and we are proud to have joined the UN-backed campaign Race to Zero and to be supporting our clients with their net zero journey too (page 26).

Digitalisation will play a huge part in this, as we have already seen with the adoption of platforms such as Holobuilder and Adobe Sign, and you can read about this on page 24.

To meet our objectives, we also have to retain our excellent talent base and gain more of the right people,



so it was great to see that we were awarded Gold status as an early careers employer (page five). Likewise, we are delighted to have achieved an engagement score of 72% in our staff survey (page 33) and are working on local action plans so that we can tailor our efforts to create a destination company where people from across the industry and beyond aspire to work. Learning, knowledge and development is an important part of this and we remind you how you can take your career into your own hands by taking advantage of some of the tools and resources we have (page 30).

“Thank you for your continued passion, determination and high standards”

I am delighted to lead a group of people so aligned to our purpose and I thank you for your continued passion, determination and high standards which have laid the foundation for a bright 2022.

**Bill Hocking**



# Best for Tech, Safety and Wellbeing

Galliford Try was named winner of ‘Best Use of Technology’ and ‘Health, Safety and Wellbeing Excellence’ at this year’s *Construction News Awards*, while being shortlisted for ‘Supply Chain Excellence’

Galliford Try impressed judges across several categories at the 2021 *Construction News Awards*. Highways’ introduction of Eave’s ‘smart’ ear defenders earned recognition for enabling operatives to constantly hear environmental sound, such as that from vehicles, while protecting them against noise-induced hearing loss, a commonly reported problem among road workers. The defenders use best-in-class ‘hear-through’ technology, vastly improving wearers’ safety, while also monitoring and mapping noise exposure digitally, allowing real-time analysis of each worker’s noise exposure.

Judges praised the amalgamation of hearing protection and exposure tracking as “a real game-changer for an under-explored space”.

Meanwhile, our Anstey Lane project (page 14) saw no accidents or safety incidents across 93,000 hours worked, as well as receiving a client satisfaction score of 94 per cent, together with full marks across the board against all 11 key performance indicators. Combined with our efforts across Challenging Beliefs, Affecting Behaviour and Be Well, this saw the team claim the Health, Safety and Wellbeing Award.

“Technology and health, safety and wellbeing are an integral part of our Sustainable Growth Strategy and will be crucial as we work with our clients to build tomorrow’s strategic road network. I am delighted with this recognition and thank our people and supply chain for their hard work in securing these highly coveted awards”

David Lowery, Managing Director of Highways

Judges said we had “not only taken into consideration the health, safety and wellbeing of direct workforce and supply chain partners, but also the wellbeing of local communities through close collaboration and listening to their opinions”.

The project was also a finalist for Supply Chain Excellence.

# Double success at Green Apple Awards

Hot on the heels of COP26, two of our teams have secured wins at the International Green Apple Awards for Environmental Best Practice.

Our new colleagues from nmcn Asset Security scooped Gold in the 'Electrical and Electronics' category for Environmental Best Practice, thanks to their approach to environmental improvement and biodiversity enhancement across electronic security projects. The Highways team's Lordship Lane project, meanwhile, undertaken for Stoke City Council through the Stoke City Council Minor Works Framework, won the International CSR Excellence Award.

The accolades represent early success following the launch of our Sustainable Growth Strategy and came after judges' assessment of key project credentials with outstanding environmental and social achievements.

Pictured third from left, Uzair Osman, who leads the Asset Security team, said: "We have set a new industry benchmark in our approach to carbon reduction and environmental best practice in the security industry and set a strong baseline from which we can further develop our responsibility to the environment. This confirms that 'business as usual' can offer

significant environmental benefits, an often over-looked advantage to a security installer's work. My thanks and congratulations go out to all our people involved in the work that underpins this award."

Ryan Murphy, Senior Quantity Surveyor, from the Lordship Lane project added: "It was a great day at The Green Organisation Green Apple Awards, collecting this award for our concerted efforts to deliver wider environmental benefits as part of our improvement works. Well done to all involved."



## Early careers strike gold

Our commitment to early careers has been recognised with a Gold Award by The 5% Club's 2021 Employer Audit Scheme.

This was our first audit by the Club, a movement which seeks to drive 'earn and learn' skills training opportunities. The audit validates employers' activities, explores their future plans and commitments and examines their approaches to quality, social mobility, diversity and inclusion.

We were one of just 58 companies out of 600, which represent a total of 1.2 million employees, to receive the Gold standard, recognising the strength of our early careers programme.

Vikki Skene, Group HR Director, said: "Early careers are the focus of many of our recruitment activities as they allow us to grow our own talent, so we are absolutely delighted to receive

this recognition for our efforts, particularly when we have just launched our 2022 Graduate Programme.

"Our aim is to create a destination company where people from across the industry and beyond aspire to work so this is further confirmation we are on the right path as a people-orientated, progressive business driven by our values."

### Also celebrating

Well done to the team behind the Teaching and Learning Centre at Durham University for receiving a regional RIBA award. Congratulations to our team at Burton-upon-Trent which received a Judges' Award at the ICE West Midlands Awards.



# Appointments & promotions

## Leading sustainability and decarbonisation

**Phil Tompkins** has been appointed to the new role of **Director of Risk & Sustainability** to drive sustainability and carbon initiatives as part of our Sustainable Growth Strategy, working alongside our existing leaders and teams across Health & Safety; People; Environment & Climate Change; Supply Chain; Clients and Communities.

Phil joined our business as Director of Risk and Internal Audit in 2018 and has since worked with the Board and our businesses to monitor, assess and address our principal and emerging risks to support the achievement of strategic objectives. This has increasingly focused on the significance of ESG (Environmental, Social and Governance) risks and opportunities, and, with his background, puts him in an excellent position to ensure our strategic sustainability priorities are achieved in a methodical way.

**Poppy Parsons** moves from Senior Design Manager to **Low Carbon Construction Lead**, marking a pivotal milestone in the Group's decarbonisation activities. This new role will support the development of our capabilities in helping clients to lower the operational and embodied carbon from their projects.

**Luke Savage** has been promoted to **Head of Internal Audit**, succeeding Phil, and taking the lead for all our internal audit activities. Luke joined us in 2015 and has worked with our business and services functions to drive stronger governance and more consistent compliance with our internal control processes.

**Viv Shapley**, who has been with the Group for four years, has been promoted to **Audit Manager**.

Phil Tompkins,  
Risk & Sustainability Director



Stephen Slessor,  
Environment Managing Director



Simon Courtney, Building West Midlands  
& South West Managing Director



David Lowery,  
Highways Managing Director

In pursuit of our growth plans, we were delighted to make a number of appointments from within and outside our business, reflecting our commitment to growing our own talent as well as our ability to attract high calibre individuals from across the industry

## Environment strengthens its team

**Stephen Slessor** was promoted to **Managing Director of Environment** in March 2021, taking over from Ian Jones. **Paul Ingham**, formerly Head of Service Delivery, Water Frameworks, Scotland, took over from Steve as **Regional Director** for Environment in Scotland and **Shaun Grant** was appointed **Head of Delivery for DV2**. Under the growth of the business, Steve appointed **Graham Funnell** as **Head of Design Management** to ensure a consistent approach to design

management and drive compliance with the BMS. **Wayne Hickling** was appointed **Operations Director of Technical Services**, in addition to his current responsibilities, to expand Environment's Technical Services team as an internal process engineering service provider for PMEICA projects. **Rob Smith** was promoted to **Strategic Development Director** to develop the new areas of focus in readiness for AMP8. **Michelle Cranston** was promoted to **Head of HS&S** in the business.

## West Mids & South West adds to team

**Simon Courtney**, who joined the business straight from university in 1999, was promoted to **Managing Director for Building West Midlands & South West**, taking over from Simon Burton who retired after 10 years with Galliford Try.

**Mike Deeming** was promoted to **Operations Director**, with **David Bowdley** being promoted to **Operations Director, South West**. **Mark Pausey** joined the business as **Regional Commercial Director** from Kier Construction.

## Highways makes key appointments

**David Lowery** was appointed **Managing Director of Highways** in April 2021, taking over from Duncan Elliott. David joined Highways as Operations Director, with responsibility for the relationship with Highways England, having started his career in civil engineering 20 years ago. **Ross Glendinning** was appointed **Operations Director** for the National Highways sector following David's promotion.

As Highways plays its role in the Group's Sustainable Growth Strategy, David has made several appointments. **Jon Hodgins** has been appointed **Engineering Director**, coming across from the Group's Technical Services team to provide

technical leadership across quality, planning, performance management, design and engineering activities.

**Alison Chippington**, a chartered civil engineer with more than 30 years' experience, joins from Morgan Sindall as Highways' new **Pre-Construction Director**, leading work-winning, tender strategies, pre-contract and bid management, customer service and business development. **Ondrej Humplik** is appointed **Partnership Director for our National Highways RDP Framework**, reflecting the importance of our relationship with National Highways and the framework to us. Ondrej, also a chartered civil engineer, joins from Balfour Beatty.

# Framework news



## Cornerstone appoints Environment BU

Our Telecommunications and Security business has been appointed by mobile infrastructure provider Cornerstone to a new multi-million-pound construction framework. The framework is set to run over three years, with an option to extend for an additional two, and will involve acquisition, design, construction and site decommissioning works.

## First framework with Northumbrian Water

Environment has successfully secured a place on three lots of Northumbrian Water's AMP7 framework contract for construction and engineering works on its water and wastewater assets, worth in excess of £10m to us over the lifecycle of the framework.

The works relate to both the Northumbrian Water Operating Area and the Essex and Suffolk Water Operating Area, representing a first for Galliford Try with Northumbrian Water, as we continue to strategically target water asset delivery. The work will be carried out over a four-year period covering capital works for infrastructure and non-infrastructure projects, and treatment assets such as sewer flooding schemes, strategic water mains, sewer refurb and rehabilitation, water, sewage, and sludge treatment facilities, pumping stations, boreholes and service reservoirs.

## NEPO

Galliford Try has been appointed to the latest version of the North East Procurement Organisation's (NEPO) Civil Works framework.

The Infrastructure division has been selected for six lots out of 13 across the £400m framework which will allow the business to tender for public realm, structures highways, civils and marine, coastal and river works across local authorities within the North East region and beyond.

# Environment appointed to £1bn of works by Scottish Water

Environment has been selected by Scottish Water, once again, to carry out works on its behalf through a place on lot 2 of Delivery Vehicle 2 (DV2) as well as the Non-Infrastructure Framework for the SR21-27 investment programme.

The DV2 framework, worth up to £350m to us over six years, will be delivered through Morrison Construction, with extension options of up to six years.

The appointment represents another strategic win with a key client and will cover planned civil engineering projects between £250,000 and £1.5m including pipelaying, drainage and capital maintenance of Scottish Water assets.

Environment has also been appointed to Scottish Water's new Non-Infrastructure Framework for the SR21-27 investment programme, in joint venture with MWH Treatment.

The framework is valued at £700m over a six-year timeframe beginning this year, and will see the 50:50 joint venture, known as ESD, support the capital delivery functions of Scottish Water, providing process design and build solutions for water and wastewater treatment works across Scotland.



# Highways appointed to £3.5bn Scheme Delivery Framework

Our Highways business has been awarded two places on the new £3.5bn Scheme Delivery Framework on behalf of National Highways. The new framework covers a range of maintenance activity for National Highways, including renewal, improvement and selected small scheme construction works on the strategic road network. Galliford Try won places on all the lots it could bid, in the 'Civils' lot for the North super-region and 'Drainage' lot for the Midlands. It is anticipated that these positions will be worth in the region of £120m to us over the course of the six years.

# Building appointed to £1.6bn LHC public sector framework

Building has been appointed to the new £1.6bn LHC Public Buildings, Construction, and Infrastructure PB3 framework. The four-year framework replaces LHC's previous School and Community Building framework, and covers projects across all public sector buildings. We have places in four value bands across the UK (excluding Northern Ireland) ranging up to £14m, that include a mix of new-build, refurbishment, and in the highest value band, infrastructure projects.



Q&A with

# Bill and Andrew

In September 2021, we announced our Sustainable Growth Strategy. Its aim is to ensure we develop our business in a sustainable and profitable way, while deepening our commitment to a progressive culture, socially and environmentally responsible delivery, quality and innovation. Chief Executive Bill Hocking and Finance Director Andrew Duxbury tell us more

**Q How has the Sustainable Growth Strategy been devised and what are its key strands?**

**A** BILL: Our updated strategy is an extension of the firm foundation we have built over the last few years, retaining what's good about the business and improving what we have needed to in order to improve our performance.

That's been really successful. We have embedded the right culture and processes, focusing heavily on our core strengths and risk management. The quality order book that results from that approach means we can move forward confidently in an environment where growth is supported by Government spending. We can grow in a sensible, sustainable way, retaining our focus on bottom line profitability, which has been at the core of our success.

***“We have embedded the right culture and processes”***

Our new strategy has four main cornerstones. The first one is about a progressive culture. Galliford Try is a people company focused on retaining our existing talent and investing in their development. Then we need to make sure we attract high calibre new people to the business to ensure we have the right people to deliver our growth. Being an employer which prides itself on inclusion will aid this hugely as we compete for talent, so I'm pleased that our early years cohorts over the last few years have been far more diverse. Health and safety of course goes hand in hand with people and we won't rest until we have achieved our goal of no harm to anybody in the business, on our sites or in our offices, relentlessly championing our safety programme Challenging Beliefs, Affecting Behaviour.

The second cornerstone is about socially responsible delivery and there are two strands to that. The first one is about the environment and carbon. We've joined the Race to Zero and committed to being net zero carbon by 2045. That's an exciting prospect and we're already doing a lot of work in this area, with lots more to come (page 26). The second part is about communities and society, making sure we add social value in the locality of our operations by employing local people and buying local goods and services to leave a legacy of skills and training as well as the buildings and infrastructure we deliver. The third cornerstone of the strategy is about quality and innovation driven by technology, digitalisation and Modern Methods of Construction. That's about how we take some really high-tech stuff and make it practical in our





day-to-day activities (page 24). This all comes together to raise our quality, customer satisfaction and margins to ensure we remain a sustainable company in the long term.

**Q What are the main drivers behind our refreshed strategy?**

**A** ANDREW: There are some really strong market drivers across both infrastructure and building, reinforced by the Government's build back better ambitions. Key amongst these are the need to invest in the UK's economic and social infrastructure; the Government's plans to level up across the country, particularly the Midlands and the North; the need to decarbonise the UK's built environment and also the need to generally increase the UK's productivity. Our Sustainable Growth Strategy is entirely aligned to these objectives. We are a key contractor for the Government working across sectors like Highways, Environment, Education, Health and Defence, which form the backbone of the country's infrastructure. We've got offices from the Highlands in Scotland, down to Plymouth in the South West of England so that really helps us to support the levelling up agenda. We are focusing heavily on decarbonisation, both by reducing our own carbon footprint and also helping our clients to lower the embodied and operational carbon from their buildings. As Bill says, we are also heavily investing in productivity with investment in our digital capabilities and Modern Methods of Construction. Overall, these are great conditions and we are very well placed to take advantage.

***“There are some really strong market drivers”***

**Q How will we grow our business?**

**A** BILL: There are two main ways we will achieve the strategy. The first one is doing more of what we already do in Highways, Environment and Building. As Andrew has outlined, the market exists to allow us to achieve that. It's about bringing all of our business units up to critical mass and investing more in our people and supply chain to make sure we can increase volumes in our business units. We understand the market and we operate predominantly in frameworks, so it's a good risk environment in which to operate. The second main growth area is in adjacent markets and has three main strands. The first



Click to watch our Sustainable Growth Strategy video with Bill and Andrew >>>

is in the (PRS) Private Rented Sector. We already build PRS schemes for private sector clients and what we're going to do is develop our own schemes. That will allow us to benefit from development margins as well as construction margins, which will augment our profit margin quite significantly. The second strand is to grow in the FM business - which is another higher margin business - and use our skillset to undertake the green retrofit of existing buildings, which will need to be a big focus of the Government's decarbonisation strategy.

The third strand is in the Environment business where we have an excellent base from which to grow. Most of our work centres around designing and commissioning water and wastewater facilities, and a natural next step is to maintain and optimise the performance of those facilities. The acquisition of nmcn (page 16) has accelerated this plan as it extends our capabilities in design and MEICA (Mechanical, Electrical, Instrumentation, Control and Automation), which will drive growth with higher margins.

In short then, we grow the core of our business, augment existing margins and pursue higher margin activities in adjacent markets.

**A** ANDREW: For me the new strategy allows us to construct the buildings and the infrastructure that communities need in a socially responsible way. At the same time it will allow us to deliver sustainable financial returns. The exciting thing is that those two things are entirely aligned.

**BILL:** I'm really excited about the future. It's really energising to be able to look forward with confidence based on a secure foundation of process and culture and go out to meet that challenge. It provides a great opportunity for people to grow their careers and a great environment in which to operate.

**“We will grow the core of our business, augment existing margins, and pursue higher margin activities in adjacent markets”**

**Q What excites you personally about our refreshed strategy?**

**A** A people-orientated, progressive culture driven by our values.

-  **Health and safety:** Prioritising health, safety and wellbeing and ensuring no harm to anyone linked with our operations.
-  **Our people:** Creating an inclusive environment and progressive culture that enables all individuals to reach their potential.

**Protect the environment and create greater social value for communities.**

-  **Environment and climate change:** Adopting sustainable resourcing and consumption practices and taking measures to mitigate carbon production and climate change to protect our environment and biodiversity.
-  **Communities:** Making a positive impact in communities where we operate by delivering greater social value and improving lives.



**Deliver excellence for our clients.**

-  **Clients:** Delivering lower carbon, superior buildings and infrastructure with a better social footprint for clients in our chosen markets through a focus on innovation, digitalisation and quality.
-  **Supply chain:** Aligning our supply chain with our culture and creating collaborative relationships that deliver best practice, innovation and sustainable outcomes for clients, communities and the environment.

**Earn a sustainable return on the value we deliver.**

- Taking a disciplined approach to selecting the work we take on and carefully managing risk at every stage of the project.
- Delivering strong, predictable cash flows and margin improvement.
- Generating increasing shareholder returns.

# Anstey Lane is Most Considerate Site, top for carbon and social value

The team behind the A46/A5360 Anstey Lane improvements project for Leicestershire County Council claimed the Considerate Constructors Scheme's 'Most Considerate Site between £7.5m-£10m', as well as winning 'Best Project' from ICE

Delivered on behalf of Leicestershire County Council, the project improves connectivity between the A5630 and A46, reducing congestion and improving road links between the city of Leicester and the wider county.

The project claimed the Medium Project Award at the Institution of Civil Engineers (ICE) East Midlands Merit Awards in recognition for its contribution to reducing carbon, as well as its positive outcomes for the local community.

Judges praised its approach to energy use on the site, which utilised a hybrid power system that saved 220 tonnes of carbon dioxide, as well as the project team's engagement with local students. The scheme also received a commendation for the high levels of collaboration between all the stakeholders involved. Community work extended to helping a local charity with food donations and supporting a school with its play area renovation and flooding issue.

Separately, during its audits from the Considerate Constructors Scheme (CCS), the team demonstrated best practice across community, environment and workforce, receiving two commendations for 'Safety' and 'Workforce'.

David Lowery, Managing Director for our Highways business, said: "The Anstey Lane project has truly demonstrated our commitment to lower carbon outcomes in the infrastructure sector and creating a positive lasting legacy from a social value perspective.

"The project has delivered all round excellence and further demonstrates our capability to collaboratively deliver with our customers and partners. We are delighted with this further recognition from the prestigious ICE and CCS awards in addition to that from *Construction News* and I would like to congratulate everyone involved for their fantastic work and achievements and for making Anstey Lane an exemplar project."



““ The Anstey Lane project has truly demonstrated our commitment to lower carbon outcomes in the infrastructure sector and creating a positive lasting legacy from a social value perspective.



## Work begins on sustainability pilot for DfE

Our cutting-edge work in delivering sustainable educational facilities has been underlined by a contract to build Marjorie McClure School, a Sustainability Pilot Scheme for the Department for Education

Contracts have been signed with the London Borough of Bromley to build the school, which has been designed to reduce energy demand and encourage biodiversity in response to the UK Government target to achieve net zero carbon by 2050.

The all age special school utilises a daylighting strategy that includes a window design which balances daylight and overheating by the use of external shading, while giving careful consideration of natural light and ventilation to reduce energy use. Heating and hot water generation is fossil fuel-free by means of an air source heat pump and photovoltaics are included on the roof which will generate energy to be offset against overall usage.

The building will be constructed with timber Structural Insulated Panels have been used extensively in Galliford Try's award-winning Optimum Schools solution. The panels are manufactured offsite, providing enhanced fabric performance and reducing embodied carbon.

The school, which is being delivered by Building Southern, will accommodate 100 students aged 4-19 with a range of different complex needs.

## Building starts on sustainable office building

Building London and South East Commercial starts work on a new sustainable commercial office

Our Building London and South East Commercial business has been appointed to a £12.7m contract to build a new sustainable commercial office building for CLS Holdings plc (CLS), the FTSE 250 office-space specialist.

The scheme, at Vauxhall Walk in South London, is targeting a BREEAM Excellent rating and will feature passive ventilation, smart lighting and photovoltaic panels.

The new 10-storey development will provide 28,500 sqft of high-quality office space, with a communal and private south-facing roof terrace, a café, shower and changing facilities along with secure cycle storage. Fit-out at ground floor will be completed to Category B, while the remaining nine storeys of office space will be completed to Category A.

Matthew Pool, Managing Director of Building London and South East Commercial, commented: "In line with our Sustainable Growth Strategy, we are increasingly working with clients to help them achieve their sustainability objectives. It is fantastic news for our business to secure this project for CLS."



# Questions with Steve Slessor

In October 2021, hot on the heels of our Sustainable Growth Strategy launch, we acquired the Water business of nmcn, including Lintott. As part of the £1 million acquisition, circa 900 employees joined our Environment business. *Evolve* talks to Steve Slessor, Managing Director of Environment, to learn more about what the acquisition means for our enlarged business

**Q** How does this acquisition fit with Galliford Try's strategy?

**A** As part of the Group's Sustainable Growth Strategy, we are targeting adjacent markets in our Environment business, such as capital maintenance, for example. Although this acquisition happened opportunistically on the back of nmcn's administration, it falls within our strategic goals for several reasons. First, it is a complementary geographic fit that will add circa £100m per annum to our order book and accelerate our growth through established frameworks with new clients. Second, it extends our capabilities in design and MEICA (Mechanical, Electrical, Instrumentation, Control and Automation), which will further drive growth across the Environment business unit. Third, the addition of a skilled and capable team strengthens our own talent pool during a period of growth. Fourth, and, finally, nmcn's geographic coverage, client relationships and technical capabilities are all highly complementary to our existing operations. So, I'm very excited to welcome our new colleagues to our Environment business and I look forward to a bright future together as a major player in the sector.

**“** I'm very excited to welcome our new colleagues to our Environment business and I look forward to a bright future together as a major player in the sector

**Q** Did the purchase of nmcn align to the Group's risk management strategy?

**A** We purchased the majority but not all of the nmcn Water business and specifically excluded certain legacy projects. We were fortunate to have a detailed understanding of nmcn Water's operations and closely followed the evolution of the Water business through nmcn's refinancing process and various trading and financial disclosures through 2021. This knowledge has provided us with a thorough understanding of nmcn Water and its prospects that fits with our strict approach to risk management.



## First impressions from Andy Langman, nmcn



It had been a challenging period at nmcn up to the point of administration, so joining Galliford Try has been a real positive for our people and business. I can see that the combination of our passion, skills and capabilities and Galliford Try's existing proficient team and robust business will be a powerful combination.

We've seen a real commitment from the whole team at Galliford Try, including the Executive Board and Senior Leadership Team, to welcome our people and, while there have been the inevitable hiccups during integration, I am truly proud and thankful of the efforts and commitment that people have made to ensure an expedient business mobilisation. Our people have a bright future to look forward to which is very much deserved.

### Q What is the current status of integration?

A The initial stage has revolved around remobilising. We have focused on critical matters such as transferring staff and client contracts, order processes; billing and governance to get 'back to business'. We've also made it a priority to meet the new team and welcome them through inductions and drop-in sessions.

The next phase of integration is about combining processes for the longer term, seeking feedback and retaining the best from each company. Following that, we will develop our strategic plan and short term budgets. Already, I am genuinely impressed with the calibre of our new colleagues, and how well our purpose and vision aligns. Our collective opportunity is incredibly positive and I am very excited about it.

“ I have been genuinely impressed with the calibre of our new colleagues, and how well our vision aligns

## Thoughts from David Owen, Lintott



Lintott is a people centric and digitally pioneering process solutions provider. We specialise in the design, manufacture, and after-care of factory-built water and wastewater treatment systems, process software, and electrical control panels. As part of Galliford Try, I believe both our enablers and prospects will be greatly enhanced. This includes our ability to redefine standards, create customer value, be a great place to work, and to further penetrate existing as well as new market sectors. We have a very exciting future together and I am looking forward to seeing the fruits of this combination in 2022.

# Morrison Construction claims conservation award

Morrison Construction Building Central's Ayr Grammar project has received further plaudits, receiving the 'Award for Conservation' from the Glasgow Institute of Architects.

The £16m project, on behalf of South Ayrshire Council and Hub South West, had previously been commended at the Scottish Design Awards, as well as being a finalist at Learning Places Scotland.

Designed by BDP architects, the scheme refurbished and repurposed the historic Ayr Academy building as a new home for Ayr Grammar Primary School with accommodation for more than 400 pupils, as well as an Early Years centre, community facilities and South Ayrshire's Archive Centre.

Eddie Robertson, Managing Director of Morrison Construction Building Central, commented: "I congratulate



the team who worked so hard on what has turned out to be a fantastically successful project. Giving new life to old buildings is always a satisfying part of the work we do, and Ayr Grammar is a real exemplar project of its type, demonstrated by this further award success."



## Boho X targets 80% local spend

Building North East and Yorkshire has been appointed a contract to build a new commercial office building on behalf of Middlesbrough Council with funding from the Tees Valley Combined Authority.

The Boho X project features 60,000 sq ft of office space over six storeys, in a town centre location. It includes the creation of new ground floor amenities including a gym and studio area, along with entertaining spaces on the rooftop, including a lecture theatre, terrace and bar area.

As part of our commitment to delivering greater social value through our projects, the scheme has set an ambitious target of spending 80% of the costs within the local supply chain, and creating employment opportunities for local entrants into the industry and engagement targets for nearby education and community groups.

# Investments achieves planning for build to rent development

Cardiff Council has approved plans for a key a build-to-rent development by Galliford Try on part of the Marcol Estate at Guildford Crescent in Cardiff.

The development will see the creation of 272 new homes in a 30-storey tower which will provide attractive, modern, open plan living with full height windows in a mix of one and two-bedroom apartments, reflecting the current demand within Cardiff City centre.

As well as being a new landmark in the city, the development will act as a catalyst for Cardiff Council's proposed Canal Quarter regeneration plans, with Galliford Try also providing works to improve the local public realm as part of the development. The refreshed terrace on the ground floor will provide retail spaces that will spill out on to the new paved areas, bringing in a continental café style area.



Phil Harris, Director for Galliford Try Investments, commented: "As part of Galliford Try's Sustainable Growth Strategy, we have highlighted that build-to-rent schemes such as this are a key part of the plan for our Investments business going forward. We are naturally delighted to be reaching a key milestone for this important scheme in Cardiff, the first of its kind for our business in Wales. We look forward to starting on site in 2022 and working with all the stakeholders involved to provide much-needed high-quality rental accommodation for local people."

# Wolvey swapped for energy efficient office

Galliford Try has left its East Midlands base that had been within the company family for over 100 years.

The Building East Midlands and Security and Telecommunications business units, as well as teams from Investments and Group Services have moved to new offices in the Gateway House development at Grove Park in Leicester.



The new office is energy efficient with internal green spaces and Electric Vehicle (EV) chargepoints.

The previous Wolvey campus, in rural Leicestershire had been the original headquarters of the Galliford business, one of the founding businesses of Galliford Try, and had been a major base for the business since around the time of the First World War. The new offices at Gateway House have been designed to retain that heritage, with the internal green space, and reclaimed elements of the old buildings.

Jon Marston, Managing Director for Building East Midlands, said: "We are excited to be starting a new era for the business in our energy efficient offices at Gateway House. This move aligns with the overall Group strategy for reducing carbon from our operations, and gives us a modern workspace, fit for a business looking to the future."

# Making in-roads

Earlier this year, David Lowery was appointed as the new Managing Director of Highways. Nine months on, he talks about the strides the business unit has made since, and the vital role it will play in the Group's Sustainable Growth Strategy



For someone who has been with the business for less than a year, David has quickly picked up the threads of our Highways business's strengths, and with it, a genuine sense of not just the challenge but also the opportunities in front of the business and sector.

"We have to acknowledge that when I came in, there was definitely room for improvement," he explains. "Part of this is a cultural issue in the infrastructure sector. The job can be a challenge and it's easy to become siloed and lose that shared sense of ownership and momentum."

***"Be genuine, be effective, be honest"***

Developing a plan together was therefore very much part of David's approach in equipping the business to capitalise on the opportunities that lie ahead and there were fundamental aspects that his wider team worked with him on to ensure the business has the right foundations in place to move forward.

"For me, while leadership may involve shining the torch and setting the direction of travel, I've always wanted to make sure that the team is a big part of it and empower them to deliver on how we get there."

"We have very much focused on what I call a 'four Ps'

approach,” David comments. “Then we have made great strides in creating a sense of purpose, getting the right people in the right places, and then giving them the right processes to help them... and that’s what delivers a great performance.”

Working hard on client relationships has been an important part of the plan as well.

“Be genuine, be effective and be honest,” he suggests. “We are here to improve people’s lives – and I use the terminology ‘improving lives’ a lot because we are here for a bigger purpose. But before we can do all of that, it is important to fundamentally do what we say we are going to. Our focus on going back to basics has allowed us to become a bit of a force in the local authority market for example.”

Confirming this, earlier this year, the business was awarded the third and final phase of the Grantham Southern Relief Road by Lincolnshire County Council, following the completion of the Lincoln Eastern Bypass.

## “We are here to improve people’s lives... for a bigger purpose”

Progress has so far exceeded David’s expectations, even if he says this softly. He is very clear that this is part of a longer-term project to get the business exactly where he would like it to be, but already the plan is definitely bearing fruit.

“We have made huge progress across a lot of areas. Our reputation with our clients has definitely improved, we are getting some really positive feedback, and, for example, on a lot of the matrices that National Highways use to judge performance, we are trending green.”

At a project level, too, there have been some excellent successes like the Anstey Lane project, which has won multiple awards this year for its approach to sustainability and community relations.

“We have got some fantastic practice and innovation going on at a site level which gives us a real basis to work off,” he says. “The Anstey Lane project has been industry-leading in their innovative approach, in that case in relation to sustainability, but it demonstrates the way we can think about things differently. Our partnership with EAVE, pioneered by the Health and Safety team, has also been recognised for the same reasons, demonstrating how through innovation we can solve historic



issues, in this case, protecting hearing while allowing relevant sounds to filter through.”

“I get excited by things like the ElectroRoad project which is at the cutting-edge of the UK’s transport decarbonisation plan.”

The study (page 29), on behalf of Department for Transport, considers how best to deploy Honda’s side-conductive power technology in the UK, allowing vehicles to charge on the move.

“I think over the next five years, markets will be opening up in retrofitting and adapting infrastructure to fit the decarbonisation agenda and it’s great that we are at the forefront of that, gaining key market intelligence ahead of some of our competitors.”

Progress against the four Ps has already put in place the stable foundations to underpin the Highways business and the future is very much about growing the business and leveraging its improving reputation to gain a greater share of the market.

“There is great potential for growth within our business,” he says. “The Group has been very clear that ours is one of the sectors that will drive the overall revenue targets for the future and we are clearly ambitious. You can see that through the high-quality appointments we have attracted recently such as Alison and Ondrej (page seven) who are excited to be part of Galliford Try, and believe we are a progressive organisation where they can really make a difference. We just have to keep an eye on maintaining those delivery basics that are at the heart of being a good business.”

# Break the silence

Do the right thing

HARASSMENT

DISCRIMINATION

WELLBEING

MODERN SLAVERY

HEALTH & SAFETY

FRAUD

ENVIRONMENTAL ISSUES

CORRUPTION

PERSONAL DATA

BULLYING



**Speak up if you see wrongdoing**

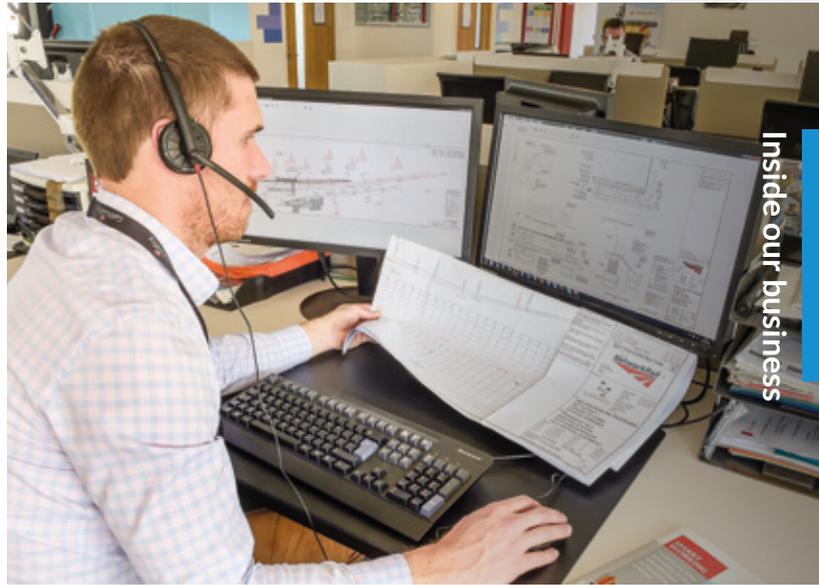
Contact Safecall on 0800 915 1571 or [www.safecall.co.uk/report](http://www.safecall.co.uk/report) for **confidential**, **anonymous** and **independent** whistleblowing, or speak to HR or your line manager.

# BMS update

We are pleased to announce that we have updated the BMS (Business Management System) to integrate our health, safety and environmental systems into our processes and further developed our ‘Right First Time’ culture and quality in construction

The updated BMS is leaner, more collaborative and incorporates earlier design and planning principles across all disciplines. It retains a strong emphasis on risk management and the digitalisation of our records and inspections. By using the BMS in a disciplined manner, we get better more consistent information, better more predictable outcomes with assured projects, all in support of our Sustainable Growth Strategy.

The BMS is the foundation of how we do business at



Galliford Try, giving our clients and stakeholders reassurance of how we operate and we must continue to adhere to its principles to guide our day-to-day activities. The updated BMS will be auditable from 1 January 2022. In the interim, any questions you may have can be directed to your Quality Systems Manager or via the feedback facility on the BMS page.

Colleagues from nmcn should continue to use the existing nmcn accredited management systems until advised.

# Challenging Beliefs, Affecting Behaviour refresh

Working with the business, the Health and Safety team is delighted to have refreshed Challenging Beliefs, Affecting Behaviour training with newer, more relevant examples that revitalise the ethos of the programme.

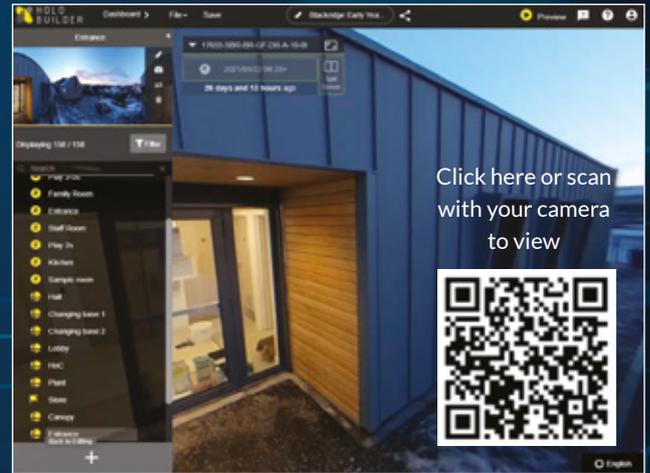
The refresh confirmed that all the fundamentals of the Golden Rules, Back to Basics, Safe Behaviour Discussions and Director Safety Tours remain key, but brings the programme fully up-to-date with our current approach to health and safety, including our focus on Lead Indicators and our aspiration of no harm. We continue to take a flexible approach based on a toolkit of options and the role of our Coaches remains paramount. The Challenging Beliefs, Affecting Behaviour mobile app, available via the Company Portal, contains all the



information regarding the programme. Please keep sharing your examples of great practice on the app.

# Digital strategy reaps rewards

How digitalisation is making our teams more efficient and supporting our net zero carbon targets



## Holobuilder tech transforms project progress management

Morrison Construction is leading the way in providing project stakeholders with the ability to easily create and view 360° photographic project records, in doing so assisting quality assurance and construction progress management on its sites.

The Holobuilder platform is enabling 360° photo records to be captured and shared, providing designers and construction teams with a way to manage construction progress from their desktops instead of having to physically walk the site and record current progress. It efficiently documents the 'as-built' conditions throughout the life of the project, enabling users to go back and see everything as it was originally installed.

This is additional to our use of Field View, our digital test and inspection tool. Photographic records are also being used to verify and validate installations with bodies such as Building Standards and independent certifiers, much more efficiently, especially for certifiers that may be geographically remote.

The permanent data resource created with Holobuilder can be utilised to help manage aftercare, and be shared with clients to assist them to manage their facility over its lifecycle.

Commenting on its success, James Laville, BIM & Digital Construction Manager for Morrison Construction Building Central, said: "It's really impressive how quickly we've adopted this new platform and delivered added benefits for the various project stakeholders."

The platform was used at the Early Learning and Childcare Centre in Blackridge, which became the first Scottish local authority educational facility to achieve Passivhaus accreditation.



## Technical Services rolls out new Dalux BIM tool

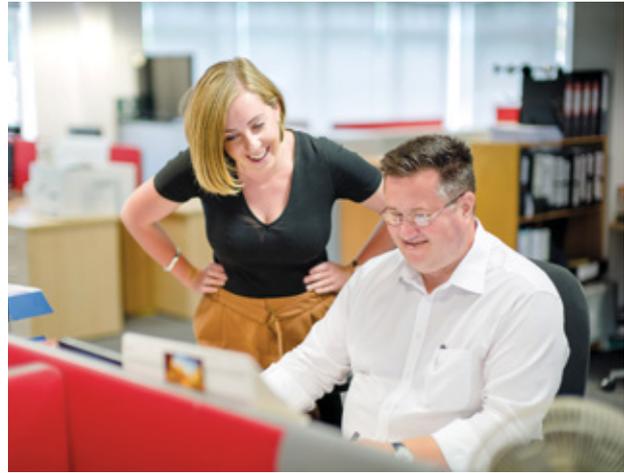
Galliford Try's Technical Services team has selected an innovative new BIM review tool provider, Dalux, to provide a business-wide BIM solution.

Dalux has been chosen by the team for its accessibility and simplicity, including a fully mobile-enabled viewer that makes it one of the best BIM-model viewing tools on the market. This procurement follows our commitment to making BIM more accessible and adding value to our projects and our people by keeping simplicity in mind.

The new Dalux tools are being rolled out on all new projects whether BIM is a specified client requirement or not, as part of our move to improve the efficiency of projects, help aid design and construction management, and improve the quality and co-ordination of information that project teams and their suppliers share.

John Ford, BIM and Digital Lead for Galliford Try, commented: "Successfully integrating BIM into everything we do at a project level is a vital part of Galliford Try's approach to digitalisation and ensuring that we remain fit for the future as a business and ready to embrace innovative ways of working.

"The roll-out of the Dalux platform is the latest step in the BIM strategy that we have put into place. With our emphasis on creating the right policies and procedures and giving people the right training, this new software is the final piece of the puzzle."



## Adobe Sign transforms doing business

Our business is transforming day-to-day tasks by utilising Adobe Sign for subcontractor agreements and other processes, increasing productivity and delivering sustainability benefits.

We have adopted this new software which enables firms to securely use electronic signatures, enabling cloud-based management of contractual processes.

Each project alone typically has up to 50 of these contracts, running to over 500 pages in length that had to be printed, with multiple signatures necessary for completion. Now, the contracts can exist solely digitally, with physical copies and the attendant signatures no longer needed.

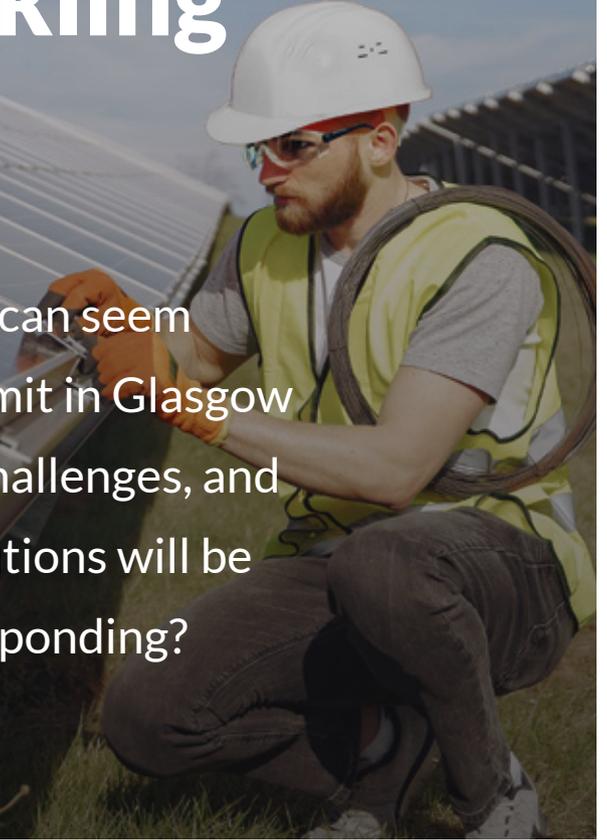
We estimate that we have already saved up to 4,500 hours annually, allowing our teams to focus more on value-adding tasks as a result of no longer having to prepare contracts, with the cost savings from the reduction in paper usage alone totalling over £25,000.

With the business targeting net zero carbon across our own operations by 2030, the carbon savings have already reached 50,000 kg through the initiative.

Mark Cotton, Chief Information Officer for Galliford Try, commented: "We have been one of the first adopters of Adobe Sign and I am delighted that we are now using it across all of our business. Using Adobe Sign has already saved us significant time and money and has reduced risks associated with our supply chain contracts."

# COP26 and Galliford Try's role in tackling climate change

The scale of the climate challenge can seem daunting. The recent COP26 summit in Glasgow covered enormous and complex challenges, and nobody is pretending that the solutions will be simple. So, how is Galliford Try responding?



Phil Tompkins is Galliford Try's Director of Risk and Sustainability with responsibility for leading the Group's initiatives to achieve our net zero carbon targets. Here, he explains how the construction sector can play a pivotal role in the fight against climate change and some of the steps we are already taking



It is important when we talk about reducing carbon that we focus on the areas where we have most influence. One of the most regularly quoted statistics in the construction sector is that the built environment is responsible for approximately 38% of global emissions. That represents a huge opportunity for our sector to play a key role in decarbonising the buildings and infrastructure that support our daily lives.

In the summer, we set out our ambition to achieve net zero carbon within our own activities by 2030 and across our whole value chain by 2045. Since then, we have taken a number of practical steps to turn this ambition into action. In addition to my own appointment, Poppy Parsons has recently been appointed as Low Carbon Construction Lead, with responsibility for developing our capability to design and construct low carbon buildings and infrastructure (page six). We have established a Carbon Reduction Working Group to oversee the identification,

development and delivery of the actions required to achieve our net zero ambition. In addition, we are developing the new tools, processes and training we will need to equip us for success as we transition to a low carbon world.

As we continue on our journey to net zero and the bigger societal aim of the decarbonisation of our built environment, five key themes will be of critical importance.

## 1. Reduce carbon associated with our own operations

We have the greatest influence over the carbon generated by our own operations. These mainly result from the fuel we use to power plant and equipment, company vehicles and the energy we use in our offices. We have already reduced these emissions by 59% since 2015, but there is still more to do if we are to achieve our target of being net zero across our own activities by 2030.

We are reducing the amount of diesel we use on our sites, for example, by ensuring that grid connections are made at the earliest opportunity and switching to alternatives such as biofuels, electric, and hydrogen as the technology develops. Our transition to an all electric/plug-in hybrid company vehicle fleet will help reduce the emissions associated with vehicle use, but we must also continue to embrace agile working principles and avoid unnecessary journeys.

## 2. Design and build energy-efficient buildings and infrastructure

Up to half of the built environment's carbon footprint is associated with the energy consumed for heating, lighting, and facilities management of buildings, and to power the process plant and equipment in infrastructure assets. It is therefore increasingly important both to us and our clients that we minimise the energy required for buildings and infrastructure to operate.

By maximising the use of natural light and ventilation, and by improved insulation we are already reducing buildings' energy requirements. And by incorporating renewable energy sources such as heat pumps and solar panels into the design, we are reducing the carbon emissions associated

with a building's energy use.

The opportunity goes beyond new buildings. The UK Green Building Council estimates that 80% of the buildings that will exist in 2050 have already been built and many of these won't meet the energy efficiency standards of the buildings we are designing today. The combined skills of our Facilities Management and construction businesses means that we're well-placed to retrofit existing building stock to support our clients as they seek to reduce their energy use and carbon footprint.

## 3. Transition to low carbon materials

The emissions associated with the materials used in construction, known as 'embodied carbon', can represent up to half of the carbon footprint of a building and an even greater proportion of some infrastructure assets such as roads. Many of the core materials used in construction, such as steel, cement, asphalt, and glass are manufactured using energy-intensive industrial processes that rely heavily on fossil fuels. The carbon emissions generated by manufacturing one tonne of steel is approximately 1.85 tonnes – equivalent to driving 7,500 miles in a diesel car. If the cement industry was a country, it would be third largest carbon emitter in the world. We have to reduce embodied carbon by transitioning to lower carbon materials.

There is a huge amount of research and development in progress to identify low carbon manufacturing processes and low carbon alternatives. Materials from renewable sources such as timber and bamboo, as well as the use of recycled materials also have a part to play. These alternative materials offer hope for a lower carbon future, but many are not available to deploy at scale today. However, we can still take steps to reduce embodied carbon now, and Poppy's appointment will help us to support clients with this.

Design rationalisation using our BIM tools and experience helps us to avoid over-specification and reduce the materials consumed. Similarly, embracing off-site manufacture helps to minimise waste and therefore use materials more efficiently.



## 4. Extend the life of existing assets

'The greenest building is the one that's already built'. Up to 60% of a building's carbon footprint is in its foundations and structural frame, and these elements typically have a useful life that exceeds the more visible elements of the building, such as the façade and interior fit out. As a society and a sector, we must increasingly look to avoid unnecessary embodied carbon by extending the life of the buildings that already exist.

Two of our recent projects - the renovation of the Municipal Bank building in Birmingham and the conversion of an office building in London into a hotel - are fantastic examples of giving existing buildings a new purpose and extending their life. We look forward to using this experience to engage in similar projects.

## 5. Collaborate

We can't achieve any of this on our own. We need to continue collaborate with all parties involved in the built environment - clients, architects, planning authorities, subcontractors and materials manufacturers. Participation in sector-wide initiatives such as the Construction Leadership Council's CO2nstruct Zero change programme are also a vital component of addressing these issues together as a sector.

Tackling climate change is a complex challenge and will not be addressed quickly or easily. Those of us working in the construction sector have the opportunity to play a leading role in decarbonising our built environment. We will do that through continuing to focus on these practical actions and those showcased here.

## Environmentally-friendly temporary power allows Highways team to lower emissions

Our team on the A46/A5630 scheme partnered with equipment hire and services firm Speedy to provide an environmentally-friendly temporary power solution to a major highway improvement scheme in Leicester, where a grid connection was not feasible due to the project's location.

A bespoke site power solution utilising two diesel generators, each linked to a hybrid unit, was sourced from hybrid power specialists Off-Grid Energy to help reduce fuel consumption and carbon dioxide emissions.

Over a six-month period, the solution reduced fuel consumption by over 35,000 litres, and cut carbon emissions by over 94 tonnes – the approximate annual emissions of 59 diesel cars in the UK. Compared to using a standard generator the solution also provided a net saving of over £6,000.

Shaun Beales, Senior Site Agent, said: "We have found this an excellent solution to a generator based system. The product has allowed us to find a commercially viable, and environmentally sustainable alternative. We have been provided with excellent recommendations and service in maximising the product efficiency."

The power solution also benefits from remote monitoring, reducing travel required by engineers to inspect and maintain equipment.



## Leading research into dynamic charging for road vehicles

As the UK strives towards its carbon targets and transitions to ending the sale of fossil-fuel goods vehicles by 2040, our business is at the forefront of a new research project into the feasibility of dynamic charging for road vehicles. Working in collaboration with UK partners Honda R&D Europe (UK), TRL and Miralis, alongside Honda R&D from Japan, the £1.1m ElectroRoad project, let via the £20m Zero Emission Road Freight funding competition managed by Innovate UK, will complete a comprehensive study into an innovative dynamic charging system to support the decarbonisation of the road network.

The technology is designed to charge electric vehicles on the move to help them travel longer distances without needing to recharge their batteries. The ElectroRoad project, funded by the Department for Transport, will complete an assessment of the UK Strategic Road Network to consider how best to deploy Honda's side conductive power technology in the UK and to identify suitable locations for future field trials.

The project closely follows our research investigating the implications for Connected and Autonomous Vehicles (CAVs) on the UK motorway network, which was a winner in Highways England's 2019 Innovation and Air Quality Competition and was awarded £1m from the Innovation and Modernisation Fund.

## Education sector pushing sustainable innovation

Our approach to education building is driving forward sustainable construction methods, as we seek to achieve our net zero carbon target in operations by 2030.

The past 12 months has been a busy one for Education and sustainability, starting at the turn of the year, when Morrison Construction Building Central delivered West Lothian's pilot Early Years Centre at Blackridge to Passivhaus standards.

We have also been working with the Glasgow Science Centre to further develop standards for Passivhaus building in schools, developing programmes to train the supply chain and innovate new ways of utilising sustainable components.

Earlier this year, the Technical Services team undertook a successful research exercise to re-engineer the Newman School project in Carlisle to test the feasibility of delivering a zero carbon school.

Working to the Department for Education's (DfE) guidelines, the team re-created the Newman design, taking a fabric-first approach to the frame and envelope, while utilising non-fossil fuel heating and natural ventilation systems, that along with the use of photovoltaic panels, meant the 'school' would reach and exceed the DfE targets.

The Education team continue to consolidate this learning by developing a plan for net zero carbon schools, which they exhibited at the Education Estates event in October. The 'Optimum Schools Zero' principles will be very much in application on Building Southern's recently commenced Marjorie McClure School (page 15), which is acting as a Sustainability Pilot for the Department for Education.

# Learning, knowledge & development



## GT Academy

Take learning into your own hands, at your own pace with the GT Academy. The Academy is an online portal offering different tools which are designed to aid your personal and professional development.

It includes resources for early careers, professional memberships, career paths, training dates, e-learning, our Leadership Framework and Personal Development Plans.

### Business skills modules on the GT Academy include:

- Business continuity management
- Change management • Commercial awareness
- Financial management • Managing different generations • Managing different individuals
- Performance management • Project management
- Scenario planning • Talent management
- Work-life balance

### Personal Skills modules on the GT Academy include:

- Career management • Coaching and mentoring
- Communication and presentation skills
- Confidence • Conflict management
- Decision-making
- Delegation and empowerment
- Emotional intelligence • Feedback • Meetings
- Motivation • Negotiation and influencing
- Networking and relationship-building
- Wellbeing and resilience • Self-awareness
- Time management



### Visit The Academy

For more information, click here or use the camera on your phone to scan the code.



As a people-orientated business, we place great emphasis on employee development so that you are supported to give your best personally and professionally. *Evolve* takes a look at some of the opportunities available to you

Click or scan to join our Yammer! group



## Career Paths

We have extensively developed and modelled potential career paths for people throughout the organisation, enabling individuals to take control of their development and progress at the pace that is right for them. Our Career Paths signpost developmental and educational support, which help individuals to identify the steps they need to take and receive the support needed, ensuring they stay on track.

Career Paths are open to all our employees and have been designed to support succession planning, with a view to underpinning our commitment to nurturing and retaining talent.

### Learn more

For more information, click here or use the camera on your phone to scan the code.

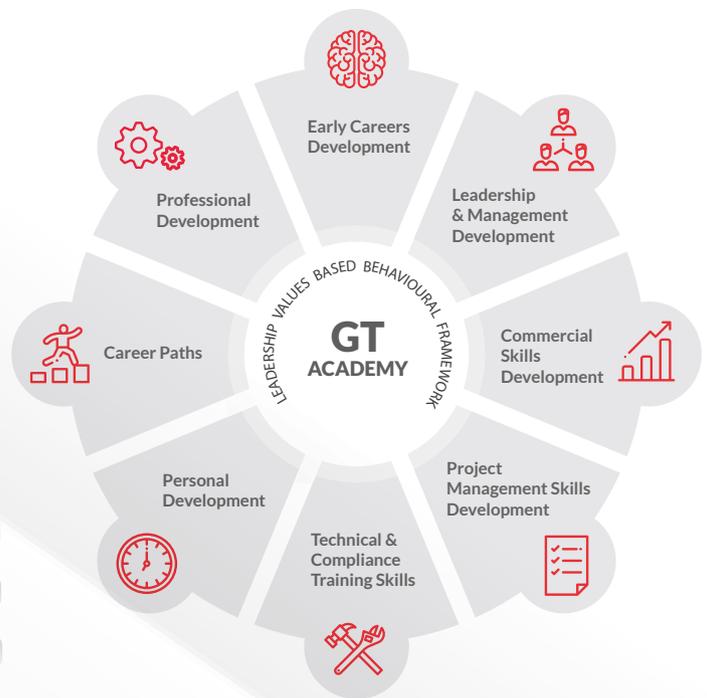


## Lunch and learns

Look out for these short, impactful webinars, covering all kinds of topics from personal skills development to business-specific subjects; all hosted internally by our own subject matter experts.

### Our approach to learning, knowledge and development:

We have a multi-faceted approach to learning, knowledge and development at Galliford Try as shown below. Learn more on the GT Academy.



# Kickstart success for FM and Highways

Our Facilities Management (FM) and Highways businesses are reaping the rewards of the Government's Kickstart scheme, which works with employers to provide experience and workplace skills to young people at risk of long-term unemployment through placements.

Tony Githaiga (pictured left) joined FM as Trainee Maintenance Operative across our Glasgow Schools Lifecycle project. It quickly became evident that while this was not the right opportunity for him, his IT skills would make him a great candidate for other roles in the Glasgow office. Within weeks, Tony moved on to more complex planning tasks, and following an assessment, the business has arranged a Modern Apprenticeship in Project Management.

Building Surveyor Donald Gray, who is Tony's line manager, said: "Tony has a great attitude and he's really fit in well with the team since he joined us. He's shown himself to be capable of various PM tasks so we're looking forward to him starting the training towards his qualifications."

Trainee Site Engineer, Najath Raffeeek in Highways, was also successful in converting his Kickstart work placement into a

permanent appointment.

Najath (pictured right) joined the team at the Ashton Green project for six-month placement in June. He was able to make such a great impression on his colleagues that he was offered a permanent role with the business - three months ahead of the six-month programme completion date.

Najath said: "I am very grateful to be given the opportunity to start my engineering career with Galliford Try. I have learnt so much about engineering and that is mainly due to the team around me, who are always eager to teach me."



# Highways Heroes celebrate success

Helen Nurrish and Mark Roberts have both been celebrated by the Highways Heroes Awards, which seek to recognise individuals for a significant personal impact and achievement in making the sector a safer and better place to work.

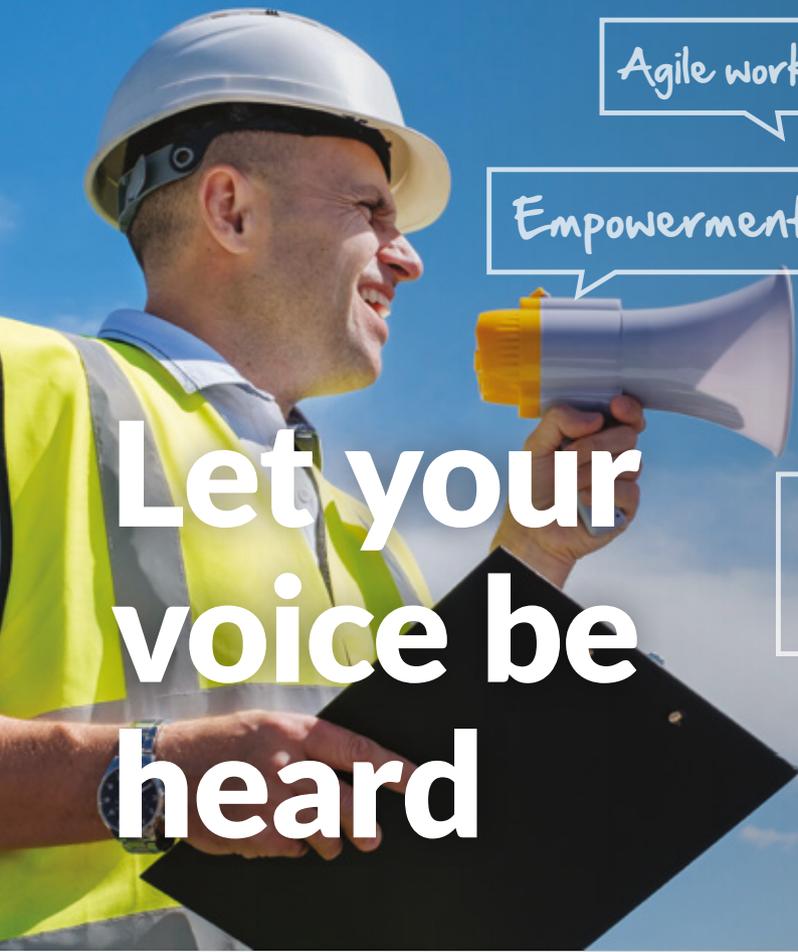
Helen, who is Employability and Skills Manager in our Highways team, was acknowledged for her work with ex-

offenders, partnering with local prisons to provide a pathway for young people to have a second chance in construction.

Health and Safety Advisor Mark Roberts, who previously served in the Army (page 34), was nominated for spearheading a drive to spark discussions around mental health, explaining to colleagues how to spot the signs of colleagues under pressure and how the team can support one another with these issues.

David Lowery, Managing Director for Galliford Try's Highways business, commented: "To have not one but two winners at these awards is a fantastic boost for all our team. Helen and Mark have done exceptional work in our business, helping others and supporting their colleagues and I thank and congratulate them for this achievement."





# Let your voice be heard



The Employee Engagement Group provides a two-way communication process and allows discussion to take place on key issues. Keep making contact with your representatives to voice your opinion on the matters that are important to you.

A full list of your Employee Forum Representatives and Champions can be seen on Galileo under Group Services > HR > Employee Engagement Group.



## Engaging our people

We were delighted to have achieved an employee engagement score of 72%. Please keep making your voice heard so we can keep building on our progress.

# 72%



Mark Roberts, Health, Safety and Sustainability Advisor



Darren Reece, Site Manager for Building West Midlands and South West



Neil Scullion, Regional Health, Safety and Sustainability Manager



Dean Williams, Health, Safety and Sustainability Advisor



Graham Summersgill, Regional Head of Health, Safety and Sustainability



Kevin Stacey, Senior Project Manager for Highways

## Spectacular six shortlisted for British Ex-Forces Awards

The British Ex-Forces in Business Awards, the world’s largest celebration of veterans in second careers, have shortlisted six individuals from Galliford Try for their exceptional talent and contribution to the business community since leaving the military

This year’s UK shortlist has been whittled down from 600 nominations, with Galliford Try’s nominees demonstrating the success of the business’s commitment to supporting those who have previously worked or continue to work in the military, as a signatory of The Armed Forces Corporate Covenant.

Finalists from Galliford Try included Mark Roberts (Health, Safety and Sustainability Advisor) for Inspiration of the Year; Darren Reece (Site Manager for Building West Midlands and South West) for Military Values in Business; Neil Scullion (Regional Health, Safety and Sustainability Manager) for Outstanding Achiever of the Year; Dean Williams (Health, Safety and Sustainability Advisor) for Service Leader of the Year; and Graham Summersgill (Regional Head of Health, Safety and Sustainability) and Kevin Stacey (Senior Project Manager for Highways) for Team Leader of the Year.

**“ We are proud to be an ex-military-friendly organisation, recognising the exceptional talent and strong values of those in and from the military and how that aligns to the people-orientated, progressive approach of our own organisation. It is therefore pleasing to see so many individuals from our business shortlisted for these fantastic awards and I congratulate them all on this excellent achievement.”**

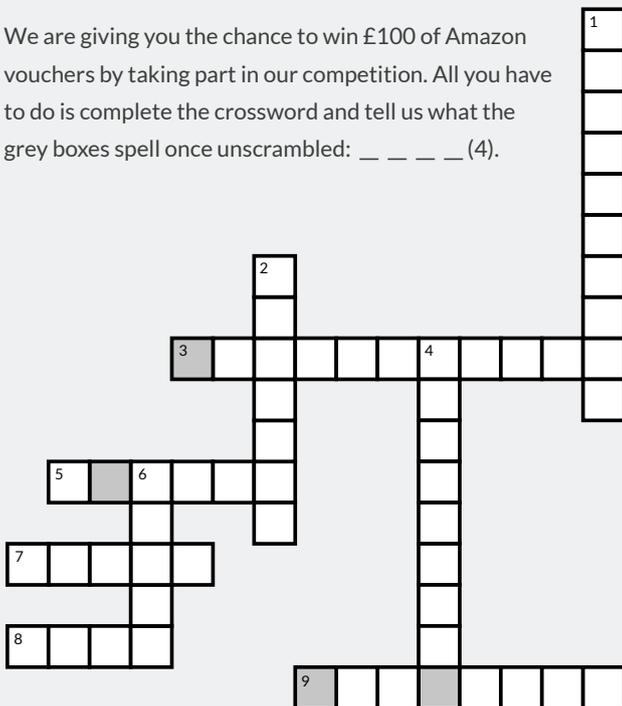
Bill Hocking, Chief Executive of Galliford Try.

# Competition



## Win **£100** of vouchers

We are giving you the chance to win £100 of Amazon vouchers by taking part in our competition. All you have to do is complete the crossword and tell us what the grey boxes spell once unscrambled: \_ \_ \_ \_ \_ (4).



Please send your entries to [group.communications@gallifordtry.co.uk](mailto:group.communications@gallifordtry.co.uk) by 31 January 2022 for a chance to win.

### Across

- 3. Where possible, use \_ \_ \_ \_ \_ - \_ \_ \_ \_ \_ authentication in addition to username and password (5,6)
- 5. Somebody who seeks to exploit weaknesses in computer systems or networks (6).
- 7. \_ \_ \_ \_ \_ @gallifordtry.co.uk is the address used to report any security query or incident (5).
- 8. Always \_ \_ \_ \_ \_ your computer when unattended (4).
- 9. This type of email is used to trick you into disclosing login details (8).

### Down

- 1. A type of malware that encrypts files and demands a ransom payment to unlock (10).
- 2. A collective word for different types of viruses (7).
- 4. This type of software is designed to detect and remove computer viruses (4,5).
- 6. Always \_ \_ \_ \_ \_ links and documents before clicking them (5).

# Class act in Education leads to Contractor of the Year twice

Galliford Try and Morrison Construction are celebrating success having scooped a raft of awards at the Education Estates Awards in Manchester and the Learning Places Scotland Awards.

“Education is one of the key sectors for Galliford Try and we have built an enviable track record across all types of buildings”

Our cutting-edge approach to educational buildings earned us the title of ‘Contractor of the Year’ at both awards, while the spectacular Barony Campus in East Ayrshire claimed ‘Schools Project of the Year’ at Education Estates, as well as receiving special recognition at the Learning Places Scotland Awards.

We maintained a strong shortlist across the awards including Swan School in Oxford; West Lothian Council Early Years Centre’s Blackridge Nursery – Scotland’s first public Passivhaus educational facility; Ayr Grammar Primary School, Dunoon Primary School and Cleeve Meadow School in Sidcup.

Claire Jackson, Education Director for Galliford Try, said: “We have built an enviable track record across all school and higher education buildings and are delighted to have been recognised for our achievements. The project award for Barony Campus, a truly fantastic scheme, is the icing on the cake.”

Eddie Robertson, Managing Director of Morrison Construction Building Central, added: “Creating inspiring educational facilities that drive sustainable behaviours is a key part of our Sustainable Growth Strategy, so I am delighted that we have not only won the coveted title of Contractor of the Year twice but also received plaudits and recognition in several wide-spanning categories.”

This was the third time we have been named Contractor of the Year at the Learning Places Scotland Awards, demonstrating our position as a consistently leading player in the sector.