

KEEPING IT SIMPLE

How we're building homes faster, more cost-effectively and more in line with customer needs: **P12**

DOING THE RIGHT THING

A refresh of the programme which encourages us all to live up to our values: **P20**

CELEBRATING OUR PEOPLE

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EVOLVE

SPRING/SUMMER **2019**
Your employee magazine



P06

LEADING THE WAY

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WIN £50 | Turn to p27 for our competition

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EVOLVE

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Babita Pawar
Editor of Evolve and Head of Group Communications



Jesus Guede
Graphic Designer and creative lead on Evolve

Ben Kunicki
PR Manager for Building and FM



Katrina McNicol
PR Manager for Scotland & Investments



Paul Kirkwood
PR Manager for Infrastructure in England



Naomi Burrell
Linden Homes Communications Manager



Megan Taylor
Communications Executive for Scotland & Investments



Grace Williams
Head of Communications for Partnerships & PA to Stephen Teagle



Evolve's commitment

Evolve is printed on paper which complies with internationally recognised forestry management standards.

MESSAGE FROM THE CHIEF EXECUTIVE

Having keenly read *Evolve* for many years, it gives me great pleasure to write my first introduction to the magazine and have the opportunity to touch on some of the fantastic projects, initiatives and innovations taking place across our business

We've had quite a fast-paced six months, with a few key changes but these are now starting settle. Our latest news and accomplishment is welcoming Strategic Team Group (STG) to our business (page five), which perfectly aligns with our plans to grow our Partnerships business and its national footprint.

“DOING THE RIGHT THING HAS TO BE AT THE CORE OF EVERYTHING WE DO”

We're making great progress in Linden Homes too, and a significant part of this is down to the standardisation we have introduced (page 12). Excitingly, we're yet to see this fully translate to the bottom line, which means there are more benefits to come.

I am delighted with the framework and contract awards we have had in both our Construction and Partnerships businesses such as our reappointment to the £500 million North Wales Construction Partnership (page five) and selection as development partner on the £6 billion Meridian Water scheme (page nine). Our appointments demonstrate the trust our clients place in us to build the very important homes, buildings and infrastructure that make a difference to people's lives. Our ambition to create that greater social value is showcased in the Considerate Constructors Scheme Awards we have won (page 16). Equally, our desire to be ambassadors for construction and promote the opportunities available within it through events like Open Doors (page 11), and Women in Construction (back cover) are key and I am pleased with the backing we collectively give them. This all forms part of doing



the right thing, which underpins our culture at Galliford Try (page 20). I am personally committed to this Code of Conduct and doing the right thing, which I firmly believe has to remain at the core of everything we do.

Part of this is celebrating the good in our Group, as you can see on page 24, but also planning for the future and embracing technological innovation (page 18).

Last, but hopefully not least, as I step into the role of Chief Executive, I know many of you will have questions about where I see the future of the Group, and while some of this has been covered in my roadshow and early communications to you, you can also read more on page six.

Thank you for all of your hard work and efforts, which make all of our achievements possible. I am very much looking forward to building on this with you all.

A handwritten signature in black ink, appearing to read 'Graham Prothero'. The signature is stylized and fluid.

Graham Prothero

APPOINTMENTS & PROMOTIONS

Graham Prothero appointed Chief Executive of the Group

Graham Prothero has taken the reins as Chief Executive of Galliford Try plc.

Graham, who joined Galliford Try as Group Finance Director in 2013, has been long-identified as a potential CEO (page six). Having been with the business for six years, he has an intimate understanding of all facets of our operations, including

playing a key role in last year's highly-successful rights issue, and the strategic development of the Partnerships business.

His distinguished career includes a role as Finance Director at Development Securities plc and a partner at Ernst & Young. Graham is a Fellow of the Institute of Chartered Accountants.



Andrew Duxbury promoted to Group Finance Director

Taking over from Graham Prothero as Group Finance Director is Andrew Duxbury, who joined Galliford Try in 2012 as Group Financial Controller.

Since then, he has held a number of operational finance roles, including Finance Director of Linden Homes, giving him

detailed knowledge across the Group.

Prior to joining us, Andrew was with PwC. He has worked closely with Graham for several years, enabling a seamless transition to his new role. Andrew is a Fellow of the Institute of Chartered Accountants.



Andrew Hammond becomes Chief Executive of Linden Homes

Andrew Hammond has taken up the newly-created role of Chief Executive of Linden.

Andrew joined the business in 2015 following a 20-year career at Persimmon Homes. He has been an Executive Board member of Galliford Try since 2016 and is promoted from the role of Divisional Chairman, which he carried out alongside

Tom Nicholson, who has left the business.

Andrew will remain focused on delivering Linden's strategy to 2021 and beyond, driving the benefits of standardisation (page 12) and growing the business in a controlled way. He will also drive expansion in both new and existing geographies for each of our regional businesses.



Kieran Daya appointed to P&R Board as Land & Development Director

Kieran Daya has joined the Board of Partnerships as Land & Development Director. This new role oversees the acquisition of new land opportunities through to start on site, providing support to Partnerships' Business Units nationwide.

Kieran has extensive land experience,

having previously headed up land departments for a number of national housebuilders. He joins Partnerships from Barratt subsidiary David Wilson Homes. Prior to his career in housebuilding, he qualified as a solicitor and also holds a Masters in Corporate Communications.



PARTNERSHIPS ACQUIRES STRATEGIC TEAM GROUP

Partnerships & Regeneration has acquired Strategic Team Group (STG), a well-established contracting and land-led developer in the North of England

The purchase of STG supports Partnerships' ambitious growth strategy, targeting growth in key regions around the country to increase the supply of new homes.

STG, based in Yorkshire and Cheshire, employs a total of 120 staff and currently has 23 live sites. In the year to September 2018, the business reported revenues of £61.8 million and delivered over 500 new homes. The management team and staff remain in place, working within Partnerships to accelerate both business' growth plans. The company started to trade as Galliford Try Partnerships Yorkshire from 1 July 2019.

Stephen Teagle, Chief Executive of Galliford Try Partnerships, said: "We are really excited to have reached agreement with STG, which is a great fit for our growing business. It will enable us to expand our regeneration offering and help accelerate delivery in Yorkshire and the North West. As we grow, we will continue to offer exciting employment opportunities and bring together the

skills across the business to deliver high quality developments. We look forward to working with new and existing clients to bring forward the supply of more homes."

Andy Watson, Managing Director of STG, now Partnerships Yorkshire, said: "Galliford Try Partnerships is an excellent fit for us and we believe the deal will help to accelerate growth in areas where we see real opportunity for housing supply, helping to deliver development objectives for clients."



GALLIFORD TRY REAPPOINTED TO KEY NORTH WALES FRAMEWORK

Building North West has been successfully re-appointed to the North Wales Construction Partnership (NWCP)

The anticipated value of the framework is £500 million, with Galliford Try appointed to Lot 5, for projects worth £10 million and over.

The first project to be awarded to Galliford Try under the previous framework was the £28 million Holywell Learning Campus, a new 'all-through' school, providing both primary and secondary education in Flintshire. Galliford Try has since gone on to complete the award-winning £17 million Eastern Command and Custody Facility for North Wales Police near Wrexham, and is currently on site at the £20 million Advanced Manufacturing Research Facility (AMRF) for the Welsh Government, to be operated by AMRC (Advanced Manufacturing Research Centre) and used by Airbus for wing testing at Broughton.

Ian Jubb, Managing Director for Galliford Try Building, commented: "We are delighted to have been reappointed to this key framework for our North West business. High-quality

frameworks such as this one are a major part of our strategy and we look forward to continuing our strong track record in North Wales with our partners at NWCP."





LEADING THE WAY

Stepping in as the new CEO at Galliford Try, Graham Prothero reinforces that the fundamentals of our business are right and focusing on our people, diversity and sustainability will drive the delivery of our ambitions

“Galliford Try is a group with a proud history and fantastic potential. We have talented teams in all three of our businesses and Group Services, and we’re well-respected and admired by our customers and other stakeholders,” says Graham Prothero, Chief Executive of Galliford Try plc.

This view isn’t a first impression as a newcomer to our business, but, instead an opinion informed by an intimate understanding of all facets of our operations from the seat of Group Finance Director over the past six years. Highlights from this time include a successful rights issue, the acquisitions of Miller Construction and Drew Smith, and the strategic development of the Partnerships business, making Graham a natural fit for the role of CEO.

While his degree in English might have made construction an

unlikely career choice, after qualifying as an accountant, he quickly knew that he wanted to work in an entrepreneurial business.

“I’ve spent most of my career in and around housebuilding, property development and construction, from my first job in the industry at Martin Grant Homes, to advising the financiers for the Shard, and arranging funding to purchase the Manchester Arena,” explains Graham. “I’ve worked in both large and smaller businesses, and also in advisory. I enjoy the excitement of creating something tangible, whether that be a new school, a piece of complex infrastructure, or a new home for a family.”

Graham says that it is the range of skills and the teamwork required to pull together projects like this, and the journey that develops a visionary idea to lead to a happy customer that appeals to him most about what we do.

He acknowledges that we’ve made some mistakes which have hurt our reputation and share price, but knows we can recover from those and rebuild on more solid foundations, as he explained in his recent roadshow.

“WE’VE HAD A LOT OF CHANGE AND I WANT THESE CHANGES TO SETTLE”

“That’s already part of our strategy to 2021 – focusing on doing more of what we do well, and optimising our core skills. I’m keen that the leaders of our businesses prioritise the areas where they most see the need to improve, and I will work with them to identify those and ensure they have the right resources to achieve them. For example, we can strengthen the consistency of our commercial control and reporting: at times we’re shooting ourselves in the foot by getting this wrong, or by failing to spot problems as they arise.”

But it’s not about rewriting our plans – Graham says the strategy we set out to 2021 was and remains strong and he is pleased with the operational improvements we’re making in each of our businesses. For example, standardisation in Linden, discipline in Construction and the way we’re applying our expertise to grow Partnerships like the recent acquisition of STG. In fact, the tremendous progress we have made in the past few years was recognised by Bovis, which expressed an interest in buying our Linden Homes and Partnerships businesses. We rejected that offer as it did not appreciate the true value of our business and Graham emphasises that right now we have a strong future ahead of us, based on our current business model with great plans, great people and great potential in Group and all three of our businesses.

Graham added: “While the market has changed since we first set out our targets, and we’ll review the precise volumes later in the year as we see how the present economic uncertainty plays out, how we go about achieving our targets will stay the same.”

Devolution will also remain. “We’ve had a lot of change in the

last few months, and I want these changes to settle. It's vital that they don't distract us from the business as we look to deliver our strategy to 2021. The independence of the three businesses will continue, although there are areas where we can get better value by exploiting the size and reputation of the Group, such as recruitment and development, and diversity and sustainability."

These are key themes Graham is focused on, saying: "I'm keen to further improve the way we develop our own talent, and the opportunities we offer all of our people to realise their potential. We have to make more progress in achieving a diversity of talent at all levels too."

Driving this in part, is a new forum that Graham is setting up at Group level, with representation from Linden, Construction & Investments, Partnerships & Regeneration and Group Services.

"The Employee Engagement Forum is a really positive step which will enable our Leadership Team to have vibrant and open communication with our teams all over the business, hopefully bringing good ideas which can enhance the Group as a fantastic place to work. Great customer service will only come from a team that is proud and passionate about the organisation."

Similarly, Graham is a great believer that the work we do gives us a huge opportunity to improve the lives and environment of our many customers and wider stakeholders.

"I am a strong advocate of doing business responsibly – as demonstrated by our refresh of *Doing the right thing* (page 20), so I am delighted we have launched our new Stakeholder Steering Committee, the role of which is to review and manage our approach to relationships with our key stakeholders. This will enable us to challenge ourselves further around our obligations to the society and communities in which we work."

"THE NEXT STAGE IS FOR ALL OF US TO STRETCH OUR IMAGINATIONS IN THE DIGITAL ARENA"

On the theme of delivering value and great service for our customers, and motivating our people to achieve this, Graham knows we have to ensure our teams have the right tools to deliver.

"It's easy to underestimate this, but our IT team has done a great job to make our network and applications reliable and effective – this is a considerable challenge in businesses like ours. The next stage is for all of us to stretch our imaginations in the digital arena (page 18) – what applications and tools are out there which could enhance what we do – whether that be in operations, health and safety, sales, customer relations or elsewhere. The digitisation of project delivery we are working on in Construction and Partnerships is a great example of this and we should continue to

explore these avenues."

For Graham, such changes are what will contribute to our business' sustainability.

He concludes: "As I said, Galliford Try is a group with a proud history and fantastic potential. I'm proud of our people, who make up the DNA of the Group, who strive to give their best for our customers and stakeholders, and who have the potential to take the Group to new heights. I look forward to working together to deliver our ambitions, and doing it in a way that leaves a positive legacy on the people and environment around us."

GETTING TO KNOW Graham



My friends and family would describe me as...

a hard-working, kind and clever man with a store of terrible 'Dad' jokes.

The first thing I do when I get home from work is...

singing 'Hey Mr Tambourine Man' to my two sleepy little girls.

Not many people know that I... am a lover of live music, from Bob Dylan to new artists in small clubs.

If I wasn't in this industry, I would be... manager of Crystal Palace.

If I could have one superpower it would be to... travel in time...**so I could...** walk the streets of Victorian or Shakespearean London.

My guilty pleasure is: a glass of red.

The last book I read was... 'Half of a Yellow Sun' by Chimamanda Ngozi Adichie; a brilliant, searing insight into raw humanity, at its most shameful and admirable.

The motto I live by is... be thoughtful, be thankful, and be the very best you can be.



REGENERATING EALING

Partnerships has signed a development agreement with Ealing Council worth around £275 million to create a new mixed-use scheme at Perceval House, delivering 470 new homes, alongside council offices and other community facilities

Half of the proposed development will comprise affordable homes, with more than 50 per cent of these homes provided as social rent and London living rent.

Plans for the development also include a new council headquarters building, library and customer services centre, retail premises, and residential and commercial parking areas.

The construction of the new civic centre comes at no cost to council tax payers as the receipts from the sale of the land and residential units will offset the cost of building the headquarters.

Councillor Julian Bell, leader of Ealing Council, said: "These plans will deliver much-needed genuinely affordable homes in our town centre, supporting our pledge of 2,500 new homes. At no cost

to the council, it will also provide us with a brand-new customer service centre and library, and a smaller, more modern and cheaper to maintain and run office block."

Stephen Teagle, Chief Executive of Partnerships & Regeneration, added: "We are delighted to help deliver a new civic centre and look forward to working with the council on this high-quality mixed-use scheme. It will make a significant contribution of affordable homes to the borough and will also provide a range of retail and commercial benefits. Our London team is currently working on a number of major regeneration projects throughout the capital and we look forward to using this expertise here in Ealing."

PARTNERSHIPS ANNOUNCED AS DEVELOPER FOR MERIDIAN WATER'S FIRST HOMES

Following stiff competition from 16 other developers and housing associations, Partnerships has been selected to deliver the first 725 homes at the £6 billion Meridian Water scheme, based on Enfield Council's decision that we are best placed to deliver on "value, quality, design and financial robustness".

The first homes will include a significant number of affordable homes and be built by 2022. They will be complemented by new public squares, shops and leisure facilities. Outline planning permission is already in place for the new homes, with construction enabling work having started in January 2017.

Enfield Council's Leader, Councillor Nesil Caliskan, said: "We are extremely excited to be working with Galliford Try as they have demonstrated that they will be able to deliver quality, well-designed homes in a timely manner and social infrastructure that reflects the Meridian Water vision."

The work represents the first phase of the Meridian Water development, which will deliver 10,000 homes and 6,000 jobs, world-class public spaces, community facilities and road and rail networks.



PARTNERING WITH HOMES ENGLAND

Partnerships & Regeneration has signed a deal with Homes England to build more than 850 homes across the UK.

The national partnership will deliver housing across key sites in Redcar, Cheshire, Staffordshire and Dorset as part of Homes England's initiative to build new housing at pace.

"WE ARE DELIGHTED WITH OUR EXTENSION OF WORK IN PARTNERSHIP WITH HOMES ENGLAND"

As preferred delivery partner, we will deliver: 360 homes in Redcar; 330 homes in Sandymoor, Runcorn including a 100-home extra-care development; 116 homes in Cannock and 60 homes in Blandford Forum. The mixture of housing tenures includes open market housing, affordable rent, shared ownership, private rent and an extra-care development.

Stephen Teagle, Chief Executive of Partnerships &

Regeneration, said: "We are delighted with our extension of work in partnership with Homes England to accelerate the delivery of much-needed new homes in these regions.

"We share Homes England's ambition to help more people access better homes and look forward to playing our part in making this a reality for communities in Redcar, Runcorn, Cannock and Blandford Forum."

The deal builds on our work with Homes England to transform the former Blackberry Hill Hospital site and create 346 high-quality new homes, including 100 affordable homes, in Bristol



BUILDING RENEWS POSITION ON SCF

Our Building Division has successfully renewed its place on the Southern Construction Framework (SCF), a collaboration between Devon and Hampshire county councils that offers public sector organisations throughout London, the South East and the South West support with construction procurement.

We have been successful in being appointed to Lot 1 for South West England, including projects of £2 million and above; Lot 2 for projects of £4 million and above across South East England; and Lot 3 for projects of £5 million and above within London.

Ian Jubb, Managing Director for Building, said: "Long-term collaborations through quality frameworks are an important part of our strategy, which is why the SCF is such a key target for us. We are delighted to have been accepted back on to the framework and look forward to working with SCF and its stakeholders to deliver high-quality public buildings for the communities of southern England."

The reappointment underlines our success over the past four years, during which we have worked on £142 million of projects through the SCF.



INFRASTRUCTURE REAPPOINTED TO WARWICKSHIRE HIGHWAYS FRAMEWORK

Galliford Try has been reappointed to Warwickshire County Council's construction works framework.

Our Highways business has been assigned to Lots 3 and 4 covering major highway, structural and other civil engineering works worth £1-5 million and over £4 million respectively. The total value of the framework is up to £80 million and it will run for two years with the option to extend for an additional two.

We progressed five schemes worth a total of approximately £12 million under the previous term of the framework including ongoing projects at Rugby (*pictured*), Nuneaton and Kenilworth.



ASSEMBLY BRISTOL SUCCESS FOR BUILDING

Building West Midlands & South West has started work on the new Assembly Bristol scheme for Bell Hammer and AXA IM-Real Assets – the client behind Building London & South East Commercial's award-winning Forbury Place project in Reading.

The development will consist of 200,000 sq ft of office and retail space across three buildings overlooking the Avon, adjacent to Temple Way near the city centre.

Simon Burton, Managing Director of Building West Midlands & South West, commented: "Our reputation for creating landmark office spaces continues to grow and we look forward to working once more with Bell Hammer and AXA to construct something truly special for the city."

Other key wins



In a £23 million deal, Building has been appointed by BAE Systems to deliver facilities to station a reformed Typhoon squadron at RAF Coningsby in Lincolnshire.



In Devon, the Defence Infrastructure Organisation (DIO) has appointed our Building business to provide a new accommodation block for personnel at the Commando Training Centre Royal Marines (CTCRM).

OPENING OUR DOORS

Our teams on 26 sites opened their doors to the public, giving more than 700 visitors an opportunity to go behind the scenes of our sites and learn more about construction

From the Highlands to Cornwall, our site teams left no ground uncovered in their bid to showcase the work of our industry to members of the public.

“OPEN DOORS PROVIDES AN EXCELLENT PLATFORM FOR US TO SHARE OUR PASSION AND ENTHUSIASM FOR WHAT WE DO”

Students from schools, colleges and universities, as well as interested members of the local community, were able to visit some of our most interesting sites to gain an insight into the activity happening and receive guided tours and presentations about opportunities in construction.

From large-scale regeneration schemes such as Partnerships' Brunel Street Works in London, to the state-of-the-art Barony Campus in Cumnock and an airport apron in Manchester, our work was showcased in full.

Megan McLeod, Early Careers Manager, who co-ordinated our efforts across the Group alongside Divisional Sustainability Manager Suzie Ellis, said: “Open Doors provides an excellent platform for us to share our passion and enthusiasm for what we do and showcase to a diverse range of people how construction provides promising and fulfilling careers for all. We were delighted to welcome 744 people to our sites and look forward to following up with them. Thank you to everyone who helped to make this a success.”



Partnerships London welcomed local schoolchildren including those from Upton Primary School at Brunel Street Works in East London



At Barony Campus, Site Manager Jamie McCaffery spoke with interested community members about our project



The East India Dock in London hosted students from London South Bank University at the Export Building project

KEEPING IT SIMPLE

Linden Homes is making an increasing contribution to the UK's housebuilding targets, and with the added benefits of The Linden Collection, we're building homes faster, more cost-effectively and more in line with our customers' needs. *Evolve* learns more

Back in 2017, Linden Homes began its standardisation journey, the main aim of which was to make the transition from a bespoke housebuilder to a more efficient builder, developing homes that meet customer wants and needs, while driving efficiencies for our business units.

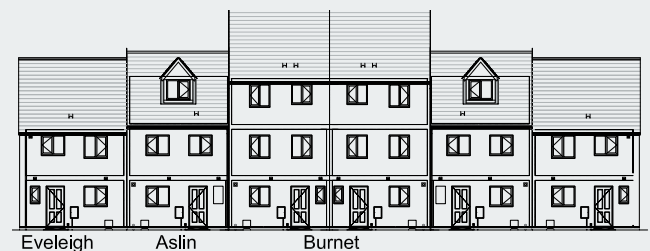
Two years on, and halfway to our strategy period to 2021, we're seeing real progress. Not only are we building 12% more homes than at the start of our strategy period, and making a solid contribution to the UK's housing market, but we've also increased our margin and decreased build times – but how are we doing this? *Evolve* showcases just a few examples.

Housetypes

The number of housetypes available has been reduced and refined from 39 Linden Homes Layouts (LHLs) to 22 in The Linden Homes Collection. Within this, there is a core of just 13 housetypes which provides flexibility without changing the core buildability of the unit.

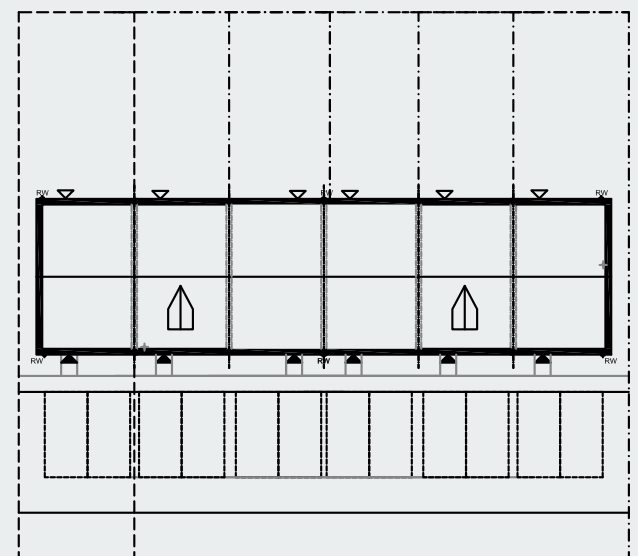
Simplification of build

The varying steps and staggers and varying eaves heights of bespoke homes makes them time-consuming and expensive to build in terms of aspects such as complex scaffolding and brickwork. Standardisation of these elements has made construction works simpler and easier to repeat.



Standardised footprint

The standardised footprint of our homes allows us to easily adapt our offering, meeting market challenges and needs. This means that altering a two-storey home to three storeys is far simpler and more cost-effective than previously.

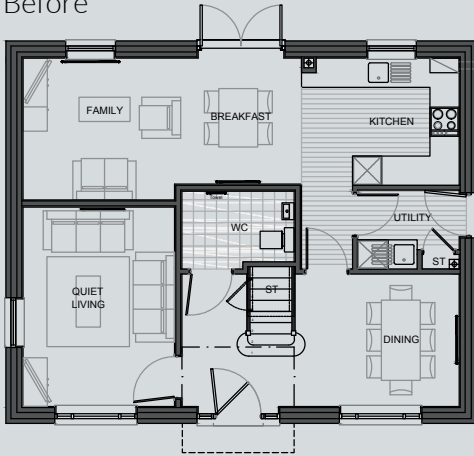


Better use of space

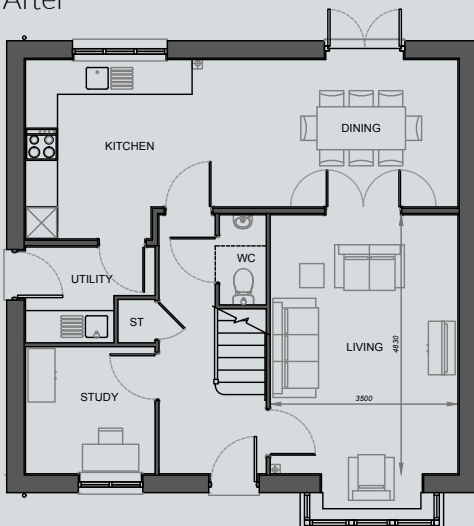
The use of space has been optimised in The Linden Collection. As an example, the former LHL 404 has been developed into the Pembroke (pictured right). While the width of the property has reduced by a metre, the space available is used more effectively, and more in line with customer needs:

- The deep bay feature has been moved from an already spacious family room at the rear of the house, to the living room at the front, increasing kerb appeal and providing more space in a room that would benefit from it.
- Separate study and utility rooms have been incorporated into the layout, providing customers with a desirable layout.
- The first-floor landing makes more efficient use of space, giving more space to the bedrooms.

Before



After



“We are realising the benefits of our simplified, standardised and quality-focused processes. Build times are down by 20%, and build costs are down by 12%. Around 20% of our completions are being delivered through The Linden Collection, with 64% of all planning submissions in the 2018 full year. As we deliver more, and as we continue to review, enhance, and fine-tune The Collection, further benefits will start to come through, such as lower professional fees and attracting and retaining our supply chain. Our achievements so far have been down to a real team effort and I thank everyone for their incredible hard work as we continue progress towards our strategy to 2021.”

Andrew Hammond,
Chief Executive of Linden Homes

EAST MIDS TEAM ROCKS OUT WITH FLEER

Building East Midlands continued its promotion of culture within Coventry by hosting local band *Fleer* for the shooting of a new music video at the Alan Higgs leisure centre project

The backdrop to the video, the project to build the Alan Higgs centre is an £11 million venture to create an eight-lane, 50m swimming pool with moveable floors and beams, and a 500-spectator pool viewing gallery. It will additionally feature a health suite with sauna, steam room and jacuzzi, alongside swimming education rooms, an extended fitness suite and function rooms.

Fleer's singer and guitarist, Liam Garratt, commented: "As local musicians, we always feel at home when playing in Coventry. It was only right we found the quirky setting for our new video in a city that means so much to us. Being able to film at the heart of



a regeneration project in the city was a brilliant metaphor and a once-in-a-lifetime opportunity to do something very different."

Galliford Try Project Manager Hugh Mattacola added: "This was a fantastic opportunity not just to display our proud support for the City of Culture on our hoardings, but to welcome culture into our site and get hands-on involvement in local initiatives."

Galliford Try was a corporate backer for Coventry's successful bid for the UK City of Culture in 2021 and also sponsored the music stage at the MotoFest event in the city last year.

DEPUTY FIRST MINISTER OPENS WALLYFORD PRIMARY



Scotland's Cabinet Secretary for Education and Skills and Deputy First Minister, John Swinney MSP, visited Wallyford Primary School to officially open the new building.

Mr Swinney joined East Lothian Council's Cabinet Member for Education and Children's Services, Councillor Shamin Akhtar, to unveil a plaque officially opening the new school. His visit to Wallyford Primary School gave him the opportunity to see the finished facility and hear from pupils, staff and members of the community about the difference it is making for them.

He said: "The new Wallyford Primary School will not only benefit generations of pupils, teachers and staff for years to come with a specifically-designed learning environment they can be proud of, but the new library and sports facilities will also have wider-reaching benefits for the local community."

Morrison Construction Operations Director David Wilson said: "We are proud to have delivered this fantastic school for East Lothian Council, which again demonstrates the state-of-the-art facilities our experienced team continue to build in the education sector."



TRILOGY WINS 'BEST REGEN' SCHEME

From left: Tom Ward, comedian and host; Sean Egan, Managing Director for Partnerships North; Christine Curran, Development Director for Partnerships North; and Joanne Gordon, Head of Bids and Partnerships for Home Group with a representative from Inside Housing

Scooping 'Best Regeneration Project' at Inside Housing's Development Awards, Partnerships North's Trilogy I scheme in Gateshead was praised for addressing the need for quality, affordable housing through its well-designed homes

An ambitious £12 million regeneration initiative designed to revive communities and kick-start economic activity, Trilogy I delivers a change in the quality and choice of mixed-tenure homes in Saltwell.

The development, which delivers 99 homes on behalf of Partnerships, Gateshead Council and Home Group, is part of a wider £350 million initiative. In a short space of time, the project has provided 20 homes for shared ownership, 18 for affordable rent and 61 for private sale through Linden Homes. It has significantly improved streetscapes, replacing pre-war semi-derelict houses and flats with striking new homes and communal gardens.

A quarter of the jobs and apprenticeships associated with the project have been filled by local people and 25% of contract spending is in the borough. Additionally, the scheme has created 11 jobs for unemployed people and provided three apprenticeships.

It ticked all the right boxes for judges, presenting as an "excellent example of comprehensive regeneration".

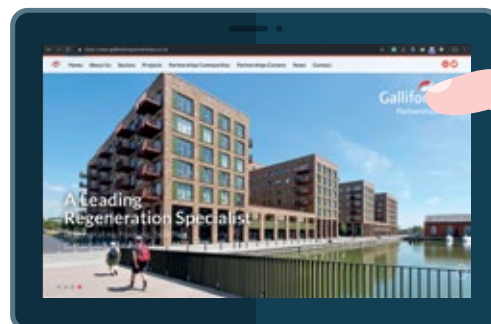
The win capped an excellent night for Partnerships, as five additional projects were also shortlisted at the prestigious awards: Brunel Street Works in East London, Quayside in Totnes, Longbridge Retirement Village in Birmingham, Potters Court in Oxford and Boorley Green in Botley.

NEW WEBSITE FOR PARTNERSHIPS

Partnerships & Regeneration has launched a new website, strengthening the business' online presence and showcasing the business' activities to potential employees, clients and the communities Partnerships works in.

As the business progresses towards Project 750 to increase turnover to £750 million by 2021, the new website will be core to work-winning and business development activities, highlighting to clients the business' approach, sectors we work in and our unique offering. It also illustrates to potential employees, the culture of the business and what a career at Partnerships could offer, while demonstrating to communities the positive impact we have on them. In the first month of launch, the website had around 5,000

visitors. To view the website, visit: www.gallifordtrypartnerships.co.uk





GROUP CELEBRATES 25 CCS AWARD WINS

The positive impact we make on neighbourhoods, the public, staff and the environment were celebrated at the CCS National Site Awards, where 25 of our sites were recognised as the UK's very best for considerate construction

Since 1998, the CCS (Considerate Constructors Scheme) has been rewarding the UK's most considerate sites for the contribution they have made towards improving the image of our industry, with its National Site Awards recognising sites that have raised the bar for considerate construction. Among this year's winners were 25 sites from our Construction & Investments and Partnerships & Regeneration businesses, putting them in the top 12 per cent of UK construction sites.

Ultra Sites

- M1 J13-J16 Smart Motorway T3 by Galliford Try Costain
- Brunel Street Works by Partnerships London *(pictured)*

Gold

- Middlesbrough Street Lighting by Infrastructure – Highways
- Public Realm Works – EID by Building London & South East Commercial
- Darras Hall Primary School by Building North East & Yorkshire
- West End Villas by Partnerships North
- Fleet Services by Building London & South East Commercial
- East Street, Southampton by Building London & South East Commercial
- M1 Smart Motorways J23a-J25 by Galliford Try Costain JV

Silver

- Airbus Wing Integration Centre by Building West Midlands & South West
- 6 Thomas More Square by Building London & South East Commercial
- Export Building (Capstan House) by Building London & South East Commercial
- Hambrook House by Building London & South East Commercial
- Colindale Offices by Building Southern
- Wandsworth Riverside Quarter by Building London & South East Commercial

Bronze

- Stephenson Quarter UTC by Building North East & Yorkshire
- Lincoln Eastern Bypass by Infrastructure – Highways
- Triangle Site, RAF Uxbridge by Building London & South East Commercial
- Cherry Garden Primary School by Building Southern
- Rugby Radio Link Road, Houlton by Infrastructure – Highways
- Devons Road Phase 4 by Partnerships South West
- M1 J19-J16 Smart Motorway All Lane Running by Infrastructure – Highways
- Paradise Street by Building East Midlands
- Kinellar Primary School by Morrison Construction Scotland – North East
- Sutherland Crescent, Buckie by Morrison Construction

EMPLOYEE FORUM NOMINATIONS OPEN

The business is pleased to launch its first-ever Group-wide Employee Forum – a platform for employees to elevate their views and opinions about key matters to our plc Board directors

The Forum will involve, engage and communicate with our people, taking on board your feedback about topics including culture, new technology, work-winning activity, our working environment, business performance and new policies.

The Group Employee Forum will comprise representatives from Group Services, Linden Homes, Construction & Investments and Partnerships & Regeneration. It will be chaired by Terry Miller, Non-executive Director and Senior Independent Director of Galliford Try plc, ensuring that the employee voice at Board level is strengthened.

If you are interested in becoming a representative for your business, please contact your HR Lead.



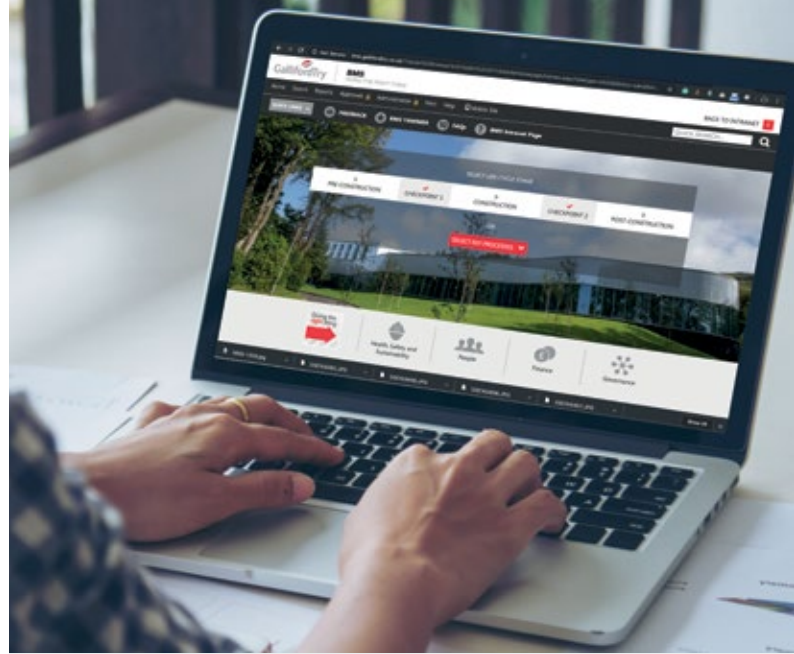
NEW COLLABORATION STANDARD ACHIEVED

Construction & Investments has been accredited for its approach to collaborative business relationships under a new standard set by the International Organisation for Standardisation (ISO).

ISO 44001 succeeds the British Standard 11000 and aims to help organisations develop effective competitive business relationships based on a collaborative approach.

Bill Hocking, Chief Executive for Construction & Investments, said: “This achievement clearly demonstrates our expertise in and commitment to collaboration, one of our core values, as well as fitting in well with the principles underpinning Delivering Excellence.

“Working even more collaboratively and, moreover, demonstrating it via ISO 44001 will support us with gaining repeat business. It will also support our objective to improve margins through better operational efficiencies, and closer collaboration with clients.”



NEW BMSs LAUNCHED IN CONSTRUCTION AND PARTNERSHIPS

Construction & Investments and Partnerships & Regeneration have rolled out new simplified Business Management Systems, providing quick and easy access to our processes for employees

The Business Management Systems (BMSs) in Construction & Investments and Partnerships & Regeneration have been overhauled and replaced with new streamlined systems, based on feedback from key stakeholder groups, and will help employees carry out their roles more efficiently.

The new BMSs, which comprise tools for planning, monitoring and controlling all areas of operations, use new style process maps that outline the business functions each member of staff is involved in as part of their daily duties. The process maps additionally highlight interactions between all departments and individuals to ensure that collaborations occur as and when required.

The move represents a significant step in the digitisation of our business process and procedures, giving employees quick and easy access to the information they need to carry out their roles, whether they be responsible, accountable, consulted or informed. The new systems also ensure that all business units operate consistently, and with the governance and quality controls required of a leading company.

These new BMSs represent the minimum management standards that should be adopted across our operations, and fully support our strategic goals in both businesses.

Both BMSs are available via an app on Galileo. For further information, contact your local BMS manager.



DRIVING INNOVATION

Our IT team hosted the first Galliford Try ‘Innovation Day’ in May, showcasing technologies that could help our businesses improve their effectiveness and efficiency, and highlighting areas for exciting future developments

Approximately 40 employees from across our Group were invited to participate in a day of technology showcases and workshops, giving them a platform to explore tech-driven ideas and opportunities for improvement.

“DELEGATES WERE SHOWN HOW ROBOTIC AND DIGITAL TOOLS ARE HELPING IN OTHER INDUSTRIES”

The day was split into a series of sessions which attendees rotated through in groups. Chief Executive Graham Prothero opened proceedings with an address to the delegates, underlining his commitment to ensuring that Galliford Try maximises the potential benefits of digital platforms that our IT team and the business have spent a significant amount of time and effort implementing.

The ‘Modern Workplace’ segment, hosted by our partners at Microsoft, demonstrated the existing untapped potential of Microsoft Office 365 and the large number of applications that exist within it, as well as how they might assist with collaboration and enhanced working practices.

The main focus was around how tools like Microsoft Teams, which some areas of the business are already using, can help the flow of collaboration and allow the systems that we currently use to plug into each other, so project information can be shared more effectively both within and outside our organisation.

In the ‘Robotics and Automation’ showcase, attendees were shown how robotics software can stitch together many different manual tasks in conjunction with Artificial Intelligence solutions

and other sensors and systems. Examples from other sectors of these solutions were demonstrated, not just with repetitive tasks but also with more complex diagnostic issues. They showed how eliminating human error from mundane repetitive, predictable processes using a “digital worker” could lower risk in certain situations, achieve greater consistency and free people to monitor and intervene when exceptions are identified.

In this area, there was an overlap with one of the other workshops, relating to Health and Safety. A range of tools were again showcased, from wearable technology which monitors individuals to ensure they are healthy and not at risk, to augmented reality which identifies and analyses risk in the environment around us and potentially on sites.

“OPERATIVES COULD UTILISE MULTIPLE APPLICATIONS TO COMMUNICATE WITH ENGINEERS FROM OTHER SITES TO SOLVE MAINTENANCE ISSUES, ALL WHILE STILL IN THE LIVE ENVIRONMENT”

The attendees were shown one particular example whereby utilising information provided by water companies, Augmented Reality (AR) could display in a live environment where cables and water pipes lay, using a tablet to project them on to the real image in front of them.

In another AR example, operatives could utilise multiple

applications to communicate with engineers from other sites to solve maintenance issues, all while still in the live environment – similar to blockbuster *The Minority Report*.

“AUGMENTED REALITY (AR) COULD DISPLAY WHERE CABLES AND WATER PIPES LAY, USING A TABLET TO PROJECT THEM ON TO THE REAL IMAGE”

Finally, the ‘Big Data’ workshop looked at ways in which data that the businesses collect could be analysed and probed to find better solutions for business efficiency. The scale of the data collected even with a business like Galliford Try is astronomical, but over time, applications and users are becoming more intuitive in how to analyse and interrogate that data to achieve actionable solutions. It was also apparent that our employees are bringing together many different data sources to produce reports and analysis, something that the tools we already have can help with significantly.

The whole purpose of the workshops was to gain feedback on real issues that our colleagues face on a day-to-day basis and any new opportunities. The lists and notes of the four showcases have been categorised and analysed with the aim of developing action plans to deliver solutions that solve the issues raised or realise the opportunities over the coming months. As with all true innovation, the transformation will be delivered by the business in conjunction with IT, increasing the chance of success significantly.

For example, among the key themes that were identified were a greater clarity over the availability of tools available to the business already and the intention is that further education and communication around those applications will be available soon.

All those who attended the event agreed it was a highly worthwhile and enlightening exercise and provides the business with a fantastic launchpad to improve Health, Safety, productivity, efficiency, profitability, collaboration, knowledge and more.



CIO'S TAKE

Our Chief Information Officer Mark Cotton hosted the event and was delighted with the response he saw from all those involved

“The foundations laid over the last four years position us well to use the Innovation Day to give our businesses a real boost. Engagement with our businesses, specifically those ‘in the trenches’ who often have the clearest view of opportunity, is vital to make sure that everything we do translates to what people need in their day-to-day working lives.

Over the past few years, we have spent a lot of time getting our basic business platforms, such as Oracle, Microsoft Office, our network and communications and COINS right, and that has been time well spent. We now think we have that solid foundation and in many ways we are ahead of the curve in terms of our peers in this sector.

I am clear, though, as is Graham, that we need to do more to give our business a competitive advantage and our Innovation Day was the start of that process.

Technology is moving at an incredible pace (it always does) and that presents us with a challenge. How do we ensure we get maximum value out of the systems that we have and how do we identify the systems and technology of the future that will keep us on track? By consulting with the business in this way, we can now use that feedback to deliver more. This day has helped us identify where there needs to be more communication, where our systems need to be adapted to address business needs, and where the business thinks we can get most value of future developments.

Our IT leadership team and technology partners worked incredibly hard to ensure the day went smoothly, my personal thanks go to them for their efforts and of course to the attendees who embraced the concept immediately and provided so much enthusiasm and feedback. The day was a tremendous success and has given us a good blueprint for how the rest of the digital transformation programme can be delivered in the future.”

DOING THE RIGHT THING

We recognise our obligations to our colleagues, clients, customers, suppliers, partners and the communities and environment in which we operate, and aim to create greater social value through what we do. This is underpinned by doing the right thing, the principles of which are outlined in our newly refreshed Code of Conduct



We have three excellent businesses at Galliford Try which are united by one set of values – Excellence, Passion, Integrity and Collaboration, and a commitment to doing the right thing.

This is something that must remain at the forefront of our thoughts and actions, particularly when it comes to increasingly important and evolving areas.

To ensure everyone understands what we mean by doing the right thing at Galliford Try, and that we maintain our commitment to it, we have refreshed our Code of Conduct.

SO, WHAT IS THE CODE?

Our Code of Conduct consists of standards and principles that set out how we work and what we value. It provides a framework for every individual at Galliford Try, and those who work with us, to ensure everything we do is in line with our values, legally compliant and ethically acceptable.

“It’s amazing how often people accept and continue unacceptable practices because ‘we’ve always done that’, or ‘it wasn’t really breaking any rules’. Please be an active ambassador for doing the right thing in your business. Take the time look through the Code and ensure you understand its principles and our collective responsibilities to upholding them.”

Graham Prothero, Chief Executive of Galliford Try plc








WHAT'S NEW IN THE CODE?

Doing the right thing means adapting to the changes in the world around us. We've updated the Code to incorporate new guidance about equality, diversity and inclusion, modern slavery, conflicts of interest, data protection, anti-money laundering and cyber security.

WHAT'S IN IT FOR ME?

Following our Code of Conduct protects us, as individuals and as a business, in an increasingly competitive and regulated environment. It provides:

-  A sound definition of what you can expect from the company.
-  Clarity around what is expected of you.
-  Guidance about how to raise a concern if things go wrong.
-  The confidence that your concerns will be heard, taken seriously and dealt with confidentially.
-  The reassurance that we can all go home knowing we have done the right thing.

HOW TO DO THE RIGHT THING


If you ever find yourself in a situation where you are unsure about how you should behave, ask yourself the following questions:


- Is it legal?
- Does it align with our values?
- What are the consequences of it?
- Am I comfortable with it?

HOW TO SPEAK UP

In most cases, your line manager/supervisor should be your first port of call. If you prefer not to speak with your line manager/supervisor, speak with your department head/director, or liaise with HR or the department specified in the relevant section of the Code. In the vast majority of situations, these concerns can be resolved informally. Alternatively, you can raise a concern using our dedicated telephone hotline. The service, known as 'Safecall', is an independent and confidential reporting line which is available all year around. Call 0800 915 1571 or visit www.safecall.co.uk/report.



 Download the Code from Galileo



INSPIRING THE NEXT GENERATION

Pupils from Bearnas Primary School visited Linden Homes South West's Kings Gate development to find out more about housebuilding and the different materials used

As well as a tour of the site and the show home, pupils were shown safety clothing and discussed how to be aware of their surroundings.

Site Manager Pete Smith explained the housebuilding process and discussed the variety of work carried out on site, from plumbing to carpentry, bricklaying to decorating. Each child was then given a Lego construction set to remember their visit.

Teacher, Sarah Luxton from Bearnas Primary School, said: "The children loved their visit to a real building site."

She added: "Being able to see a house in construction and a digger in action is much more memorable than us talking about it in the classroom. The children were very excited and really enjoyed exploring the development."



MORRISON CONSTRUCTION PROVIDES NEW STRIPS FOR YOUNG FOOTBALLERS

A youth team is sporting new strips on the football field thanks to sponsorship from Morrison Construction, Galliford Try Investments and Galliford Try Facilities Management

Playing their first season of competitive 11 a-side football, Stewarton Annick FC were proud to don new football kits which were provided by Morrison Construction.

The business is currently building the £68 million Barony Campus in East Ayrshire and heard about the opportunity to support the team through Hub South East Project Director Scott Brown who has volunteered as a coach for the team, which his son plays for, since 2013. In that time, the team has been developed at the club and is now playing in the West of Scotland Youth Football League.

Eddie Robertson, Morrison Construction Managing Director of Building Central, said: "As a business it is important to contribute to the local communities we work in when there is an opportunity.

"This team sponsorship is just one of our community benefits initiatives we are undertaking in the area to leave a legacy after construction is completed."

Galliford Try Divisional Managing Director of Investments and Facilities Management Mark Baxter added: "It is important to our

employees to give back to the community. I commend Scott on his long-term volunteering efforts with Stewarton Annick FC and I wish the team every success this season in their new strips."



TOP FOR COMMUNITY ENGAGEMENT

Morrison Construction won the 'Excellence in Community Engagement' category at the Highland Women Business Awards 2019

The annual awards recognise the contribution of women in the diverse Highlands business community.

The awards dinner was held at the MacDonald Drumossie Hotel in Inverness, where Morrison Construction was presented the award.

To win, a panel of judges assessed Morrison Construction to have demonstrated a commitment to social responsibility activities, the positive impact it had on staff and the local community, as well as alignment of initiatives with organisational aims and objectives.

Reflecting on winning the award, Community Social Responsibility Manager Sally Cooper said: "Morrison Construction has a progressive community benefits programme, committed to giving back, which includes many local initiatives across the



Highlands.

"This achievement would not have been possible without our employees who volunteer their time for worthy local organisations. We work where we live in so it is so important that we give back to our community when we have the opportunity."

ROBOTS FOR SCHOOLS

Linden Homes' donation of robot kits helps schoolchildren with ICT

Pupils at Fair Oak Junior School are getting to grips with modern technology and enhancing their ICT skills with the addition of 16 mini programmable robot kits, thanks to a donation from Linden Homes South.

The pupils were able to build the robots from scratch, allowing them to acquire important skills that will help them during their school years and beyond. The robot kits also bring into focus the necessity of ICT in today's modern world by expanding their knowledge beyond the basics by tackling the art of computer programming.

Mr Andrew De Silva, Headteacher at Fair Oak Junior School, said: "We are most grateful to Linden Homes for this donation, the children are really enjoying building and programming the robots. It's a great opportunity for the children to further enhance and extend their learning in ICT."

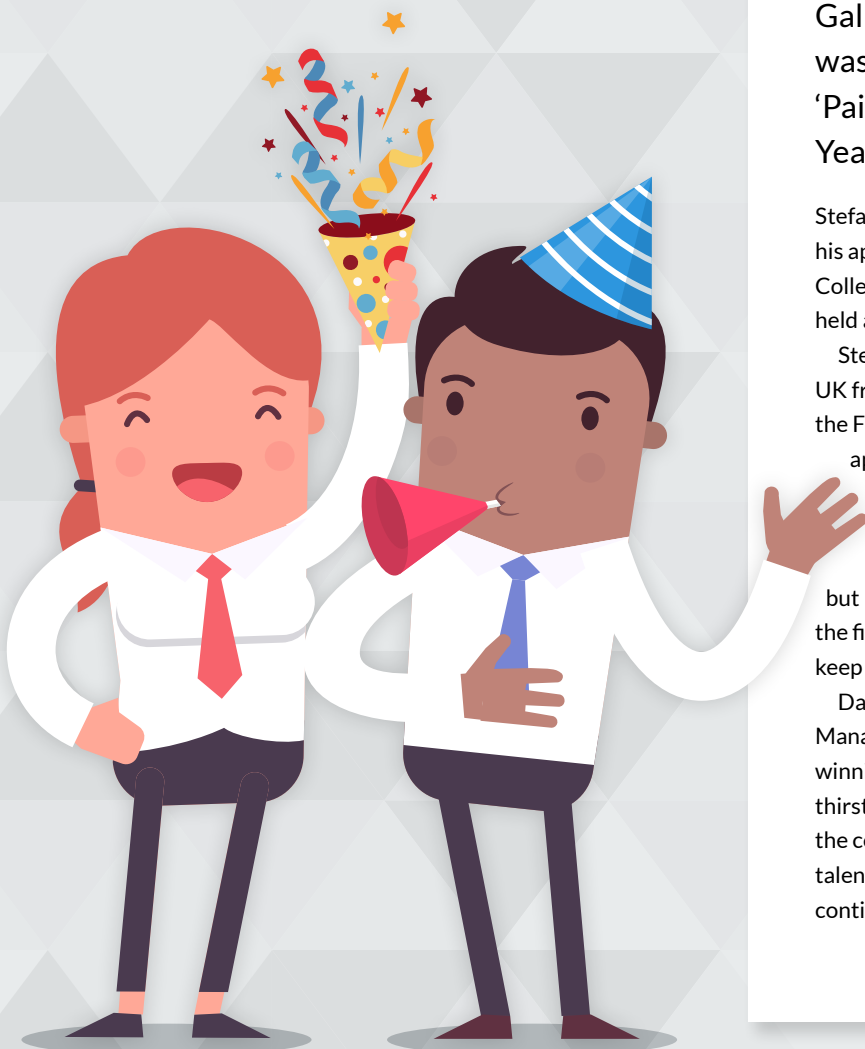
Phil Chapman, Managing Director at Linden Homes South, said: "We are delighted to have provided Fair Oak Junior School



with the funds to purchase 16 new programmable robot kits. With an increasing focus on all things digital, it's important to help prepare students for their future by teaching them a variety of digital and IT skills from an early age and we are pleased to be able to support this forward-thinking learning."

CELEBRATING OUR PEOPLE

Congratulations are in order for several of our colleagues who have shone among the best in their respective disciplines



STEFAN WOJCICKI NAMED 'APPRENTICE OF THE YEAR'

Congratulations to Stefan Wojcicki from Galliford Try Facilities Management, who was named South Lanarkshire College's 'Painting and Decorating Apprentice of the Year'

Stefan Wojcicki, who is now in the second and final year of his apprenticeship, was presented with the award at the College's Annual Construction Awards Ceremony which was held at the Town House in Hamilton.

Stefan's construction career started after he moved to the UK from Poland in 2006. A former labourer, Stefan joined the Facilities Management team in 2013 before starting his apprenticeship in September 2017.

Commenting on the award, he said: "I was surprised and honoured to win the award. My apprenticeship has taught me valuable personal and professional skills, but I didn't expect to win. It has allowed me to progress into the final year of my apprenticeship with the confidence to keep pursuing my career in painting and decorating."

David Lochans, Operations Director for Facilities Management, added: "We are very proud of Stefan for winning this award and it is tribute to his hard work and thirst for knowledge that he is up there with the best in the country. We are fortunate to employ some of the best talent in the industry, and our business is enriched by their continuing hard work and enthusiasm."

ALAN BAKER CROWNED 'FLEET MANAGEMENT SUPERSTAR'

Our Head of Fleet, Alan scooped 'Fleet Management Superstar' at the Great British Fleet Awards, as part of the Great British Fleet Event

Staged in London, the awards recognised excellence from across the industry. Alan, who runs a mixed fleet of 2,500 company vehicles, was praised for demonstrating a complete understanding of our fleet, as well as managing drivers and suppliers brilliantly.

He maintains an attractive and tax efficient car choice list for employees, featuring cars with low carbon dioxide emissions which, as well as protecting the environment, reduce the cost to the company and help drivers reduce their benefits in kind tax bill. Alan was also recognised for the way in which Galliford Try reduces risk to its drivers by using psychometric analysis to highlight the behavioural risk factors applicable to each driver.

He won *Green Fleet* magazine's 'Private Sector Fleet Manager of the Year' award in 2016 while the same year, the company was commended in the 'Private Sector Fleet of the Year' (medium/large) category. For the last two years, Alan has featured in *Green Fleet's* Most Influential 100 list.

Alan said: "These awards reflect the dedication and positive attitude of the Fleet Team without whom it would not have been possible. Other plans include making electric cars more widely available to our drivers and adding new fuel-efficient models to the car list as they become available."



DAVID WHITE WINS MATES IN MIND AWARD

Our 'Be Well' approach to mental health has been recognised once more, with Construction & Investments Assurance Director David White named as 'Individual Champion' at the Mates in Mind Impact Awards

Working alongside our HS&S and HR teams, David led the launch of our Be Well programme in late 2017 and in 2018 showcased our approach to peers at an industry-wide Mates in Mind event.

As well as promoting the Be Well programme internally, David has personally participated in out-of-work charity and volunteering events, and has worked with businesses outside Galliford Try to help give them the benefit of our learning in this area.

David commented: "It is always gratifying to be told that you are doing a good job, so I am pleased to accept this award. I do so though on behalf of everyone in our organisation who has made Be Well a success so far and embraced mental health issues so fully. This is still only the beginning for us and I hope that we will continue to strengthen the support we offer to all our staff and keep up the conversation about mental health issues."

Our Be Well programme has previously won 'Most Inspiring Mental Health Initiative' at the Inspire Awards and 'Best Mental Health Strategy' at the Employee Benefit Awards.





Time Out with **JAY LEWIS**

Evolve speaks with Jay Lewis, Trainee Site Manager for Linden Homes Western, who discovered she had a natural talent for BMX riding which took her all the way to the World Championships

Q How did you get into 'BMXing'?

A When I was younger, I saw a chrome BMX and went on at my dad until he caved in and bought it for me. I went past the local skatepark every day, to and from school, until I was old enough to go there and attempt to have a go. I'd encourage anyone to get into any form of cycling. Road and mountain bikes are fun too and help to keep you fit and healthy. My dad got so involved in my hobby he's even opened his own bike shop.

Q What is your biggest achievement to date?

A Competing in the World Championships in Malaga and getting to the finals was mind-blowing. Coming sixth at my first ever competition in Hastings against professional riders I've always looked up to was also a massive achievement. I also came third at 'NASS' - a festival of music, street art, skating and BMX which attracts some of the best pros and amateurs from around the globe.

Q So, can we call you a professional?

A Effectively, as I have a World Championship ranking that classes me as a 'professional' but as for getting paid to ride

BMX full-time I have no plans currently. I am looking into more downhill mountain biking this year. I recently signed up to my first race. At the moment this is an amateur race but we'll see where it takes me.

Q Which places has your hobby taken you to?

A My best friend Jason and I travel all over the UK to try out different skateparks and even have a converted camper van for our mountain and BMX bikes.

Q How often do you train?

A Training to ride BMX isn't great in the UK without spending lots of money on indoor skateparks, which due to the weather is hard to avoid. However, I try to get out on the mountain bike at least three times a week - whenever the weather is good I'm out on the BMX.

Q Have you ever had any serious injuries?

A Yes, I've managed to snap my jaw, break my knee, hip and jaw, although thankfully not all at once. It hasn't put me off though.



WIN £50 OF VOUCHERS

We are giving you the chance to win £50 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:

— — — — — (6).

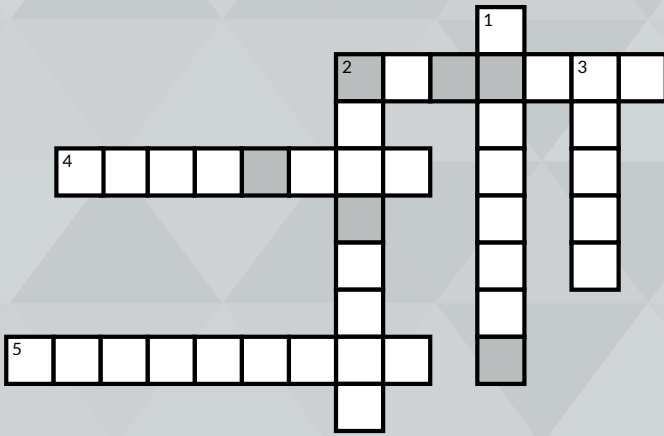
Across

- Modern _____ (7) is a serious issue which includes servitude, forced or compulsory labour and human trafficking.
- A _____ (8) of interests occurs in a situation where an individual or organisation has competing or multiple interests.
- _____ (9) is one of our values as a business.

Down

- The Code of Conduct applies to _____ (8) at Galliford Try.
- Cyber _____ (8) relates to keeping our IT systems and platforms safe.
- Our Code of Conduct is known as Doing the _____ (5) thing.

Answers should be emailed to: evolve@gallifordtry.co.uk by 12 August 2019. The winner will be selected at random from all of the correct entries.



CONGRATULATIONS TO...

Emma Armstrong, Bid Co-ordinator for Galliford Try Partnerships East Midlands

Thank you to everyone who entered our competition. The five data protection hazards featured in the image were: the unlocked computer; John's bank details in the non-confidential waste basket; and the folders containing CVs, passwords and customer surveys. Emma was selected at random from all the entrants who responded correctly to win £50 of Amazon vouchers.

“Well, I never. I am thrilled to win. I think I'll put the Amazon vouchers towards a pair of sun loungers in the hope that we have a summer like last year.”

Emma Armstrong,
Bid Co-ordinator



CHAMPIONING WOMEN IN CONSTRUCTION



Construction & Investments and Partnerships & Regeneration joined forces to throw their weight behind the Women in Construction Summit, hosted in Olympia, London

The day-long event welcomed women from across the UK, providing a broad range of career and personal development workshops, critical discussions assessing real-life company case studies, and inspiring keynote presentations from advocates who are challenging the norm.

It gave a platform for representatives from our two businesses to meet with delegates and outline to them how we at Galliford Try are supporting women in construction.

Vikki Skene, HR Director for Construction & Investments, who joined our team on the day, said: "As a values-driven, progressive, people-orientated company, we recognise the benefits of having a diverse workforce and are proud to support Women in Construction, promoting equality, diversity and inclusion across our business."

She added: "Sponsoring and attending this event was a fantastic opportunity for us to get involved with thought-provoking discussions about how we can do more as an industry to promote careers in construction to women. It also enabled us to outline some of the fantastic work we're doing here at Galliford Try such as championing female role models, promoting better work-life balance through agile working to create a more inclusive environment and creating gender-balanced shortlists for senior positions."

Our support of the event builds on Galliford Try Partnerships' sponsorship of 2018's Inspire Summit (*pictured bottom*) encouraging women into our industry, and Linden Homes' sponsorship of the Women in Property National Student Awards for the past four years.