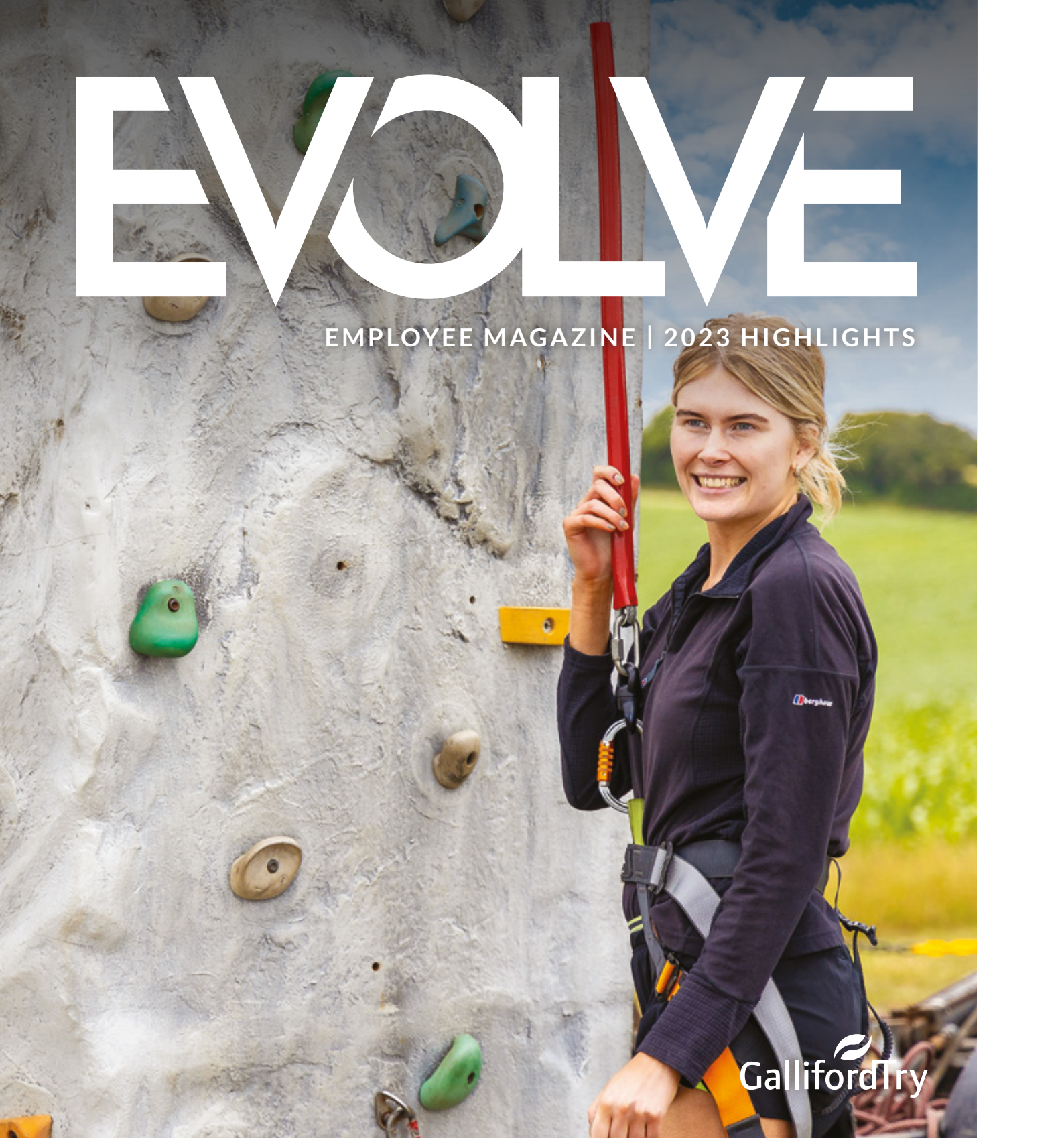


# EVOLVE

EMPLOYEE MAGAZINE | 2023 HIGHLIGHTS



GallifordTry

## Winning formula

How our Graduate Programme, pictured above, is clocking up awards P:32

## Poised for success

We talk with Mark Shadrick, the new Managing Director of our Environment division P:6

## Explore a new career, right here

How our internal mobility programme is offering a world of opportunities P:22

# EVOLVE

Your Comms Team



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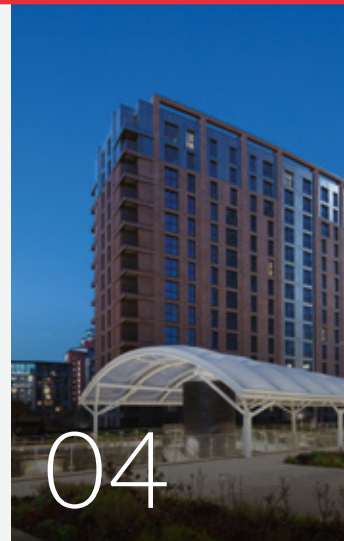
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## Evolve's commitment

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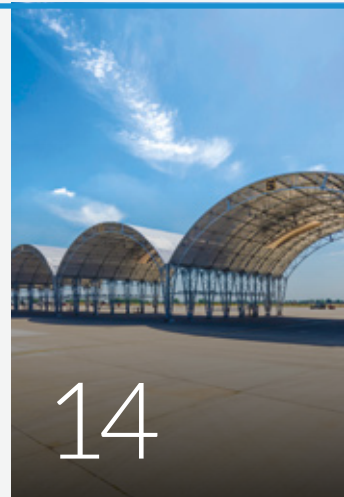
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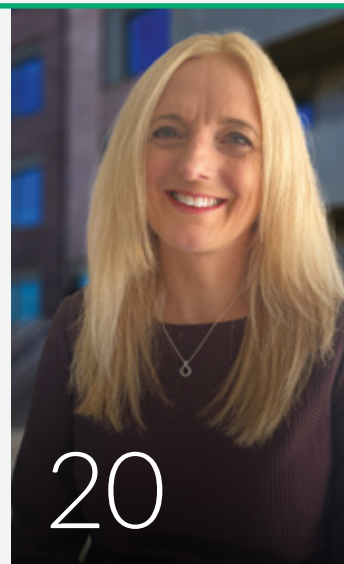
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## Message from the Chief Executive

Welcome to this annual highlights edition of *Evolve*, covering the past 12 months across our business. The year has seen so much positive news, that we barely have space to fit it all in this magazine, and it's testament to the dedication of all our people that we have so much to talk about once more.

“ Working for businesses with such fantastic heritage is something we can all be proud of”

You can see over the coming pages the breadth of our business now, from the truly impressive achievements of the Monk Bridge team in completing the £106m development, to the great success our Infrastructure business has had winning major projects, and the progressive growth, through new acquisitions and an accelerated strategy for Environment.

We welcomed Mark Shadrick as the new Managing Director for our Environment division a few months ago, and he sets out how he sees the prospects for his business on page six. There's also a spotlight on the Defence Estates Optimisation portfolio, a major pipeline of work for our Building division, which I was delighted to be a signatory to back in May (page 14) and you can see just some of our tremendous awards success on page 10.

For this issue, we've outlined the progress we are making in our steps towards net zero, both delivering for our clients and the accreditation we have received for the measures we are taking to control our own carbon emissions.

I was very pleased to see the launch of our Explore programme earlier this year, that encourages good people



to stay within our Group by accessing the wealth of opportunities we have available through the variety of our business units up and down the country, and you can see real-life examples of this on page 22.

We are also celebrating the 75th anniversary of Morrison Construction this year on page 28. Working for businesses with such fantastic heritage is something we can all be proud of, and there is no doubt about the impact the brand has had on Scotland over the years.

“ I was personally very pleased to see the launch of our Explore programme earlier this year”

As we look forward into 2024, I'm sure there are many more achievements to come and more stories to tell as we deliver for our clients and our communities, and I look forward to writing that next chapter for our business with all of you.

**Bill Hocking**



# Major Monk Bridge scheme delivered

Our Building North East and Yorkshire business has completed the major £106m Monk Bridge private rental sector scheme in Leeds city centre, the largest of its kind ever delivered by Galliford Try.

The five-block development, which is being delivered on behalf of City Developments Ltd, is one of the most significant in Leeds, and has created 665 new homes, transforming the former Monk Bridge steel works site, close to the city's main rail station.

As part of the redevelopment of the brownfield site, 20 arches from the adjacent Grade-II listed Victorian viaduct have been converted to provide space for retail and hospitality businesses, providing job opportunities and an economic boost to the city.

The scheme has provided a fantastic learning opportunity for entrants into the construction industry, with Galliford Try and its supply chain facilitating more than 1,000 weeks of apprenticeship training on site over the course of the build.

Cliff Wheatley, Managing Director for Galliford Try Building North East and Yorkshire, said: "The city centre location, combined with our proximity to a Grade-II listed viaduct, a railway line, and the River Aire has made Monk Bridge one of our most challenging, yet rewarding projects.

"Monk Bridge is one of a small handful of five-block developments in progress outside of London, and we are proud of

**“Galliford Try’s track record gave us the confidence to keep the project as one and it was absolutely the right commercial and delivery decision. We’re delighted with the end result”**

what has been achieved. It wouldn't have been possible without a strong and robust supply chain that have been tremendous.”

Neil McGinty, UK Development Director at City Developments Limited, said: "In Monk Bridge's formative stages we considered dividing the project into two smaller sites, aware that the complexity of delivering on such a challenging site could restrict our choice of contractors.

"Galliford Try's track record and considered offer gave us the confidence to keep the project as one and it was absolutely the right commercial and delivery decision. We're delighted with the end result."



## BLSEC lands Brent Cross scheme

Building London and South East Commercial has deepened its relationship with Related Argent, having been appointed to deliver two phases of the major Brent Cross Town regeneration.

The 180-acre Brent Cross Town scheme will create nearly 7,000 new homes, developed in partnership by Barnet Council and Related Argent.

Plot 13, worth £75m, was awarded to Galliford Try back in March, and features 249 new homes for private rent, as well as amenity areas across three new blocks, while the £87m Plot 14, awarded in November, creates 286 apartments across a further three blocks, and includes a leisure suite and swimming pool.

Bill Hocking, Chief Executive of Galliford Try, said: “The private rental and residential sectors are an integral part of our Sustainable Growth Strategy, particularly when we can work with respected repeat clients like Related Argent.”



## Guildford Crescent kicks off

The Guildford Crescent build-to-rent scheme is underway, after Galliford Try Investments and Building West Midlands and South West signed contracts with a major operator for the £52m development in Cardiff.

The scheme will see the creation of 272 one and two-bedroom apartments in a 30-storey tower at the site which is close to the centre of Cardiff. In addition, retail space and public realm will be built as part of the project which represents the first step of Investments’ move into this adjacent market.

Bill Hocking, Chief Executive of Galliford Try, commented: “Build-to-rent is a key area for growth within our Sustainable Growth Strategy. The Guildford Crescent scheme is the first of a number of similar schemes we are taking on in this space and we look forward to creating fantastic new living spaces for the community in Cardiff alongside our partners.”





# Poised for success

New leadership and a new structure, coupled with increasing demand for our services as our clients tackle the challenges of the water sector, position us for success. Mark Shadrick, Managing Director for the Environment division, explains how he is looking to carry on the exciting strategy for growing the business going forward.

It's been something of a whirlwind journey since Mark Shadrick and his colleagues at nmcn joined the business in 2021, and he became part of the Environment Division's Senior Leadership Team. Through that process, Mark had what he describes as "the privilege of gaining real insights into what makes Galliford Try successful".

Taking a lead role in the integration of nmcn, and as Managing Director of the Asset Creation Midlands and West business also positioned Mark well to take over as Divisional Managing Director when his predecessor Steve Slessor stepped down.

“ I was excited by the opportunity and I was honoured to be asked”

"Steve was made an offer, and testament to what we have built here, he really wrestled with that choice. Naturally, I was excited by the opportunity and delighted to have earned Bill and the Executive Board's trust to take forward our Source to Sea strategy," Mark says.

"It's good to be able to provide that degree of continuity,

and I was delighted that not only was I able to step into Steve's position, but that Wayne (Hickling) was able to step into my position, and Kay (Denham) stepped into Wayne's, which is a great advert for the succession plans we have in place around the business."

For Mark, the transition has been really smooth and he puts that down to a united board which is focused on the delivery of its Source to Sea strategy.

"Bringing Galliford Try and nmcn together has given us a unique position in the sector where we have complete





coverage of the water companies across the UK,” he comments. “Our portfolio of frameworks, the combined tacit knowledge in our teams, and our acquisition of MCS, Ham Baker and more recently AVRS, enables us to stay at the forefront of technological advancements in the sector, which we can share with our clients.

“We’ve been very clear on the direction of travel of the Environment business and our Source to Sea strategy is absolutely aligned to the challenges that the water sector faces and perfectly aligned, in my view, to the AMP8 programme.”

It is that AMP8 programme, set to start in 2025, that is very much on everyone’s minds, and Mark is convinced that the work that has been undertaken by the business has put it very much in pole position as the sector moves into a new phase.

“We’ve undertaken a lot of work to understand what our clients are likely to require in AMP8, and we are seeing that research now being reflected in the water companies’ business plans, so we’re ahead of the game at the moment, and it creates a great opportunity for us,” he says.

**“Our Source to Sea strategy is absolutely aligned to the challenges that the water sector faces”**

“Our clients are facing increasingly challenging efficiency targets as we approach AMP8, and we can support them in a number of areas. Our Asset Creation businesses can ensure we provide innovative, cost-efficient solutions drawing on the expertise of our internal Engineering teams and our Water Technologies businesses. Our Asset Optimisation team can help clients reduce their operational costs through extending the life of existing assets and reducing energy and chemical



**“The digital agenda is critical to our advance”**

consumption, all of which also helps our clients meet their carbon reduction targets.”

There is a considerable amount of optimism around the division, which means that even those areas where issues are found, can be “met with confidence”, says Mark using the skills shortage as a good example.

“Resourcing is a challenge but we’re managing it,” he says. “That’s why to me, the way we develop our people is important, the training and the career paths we offer, and the early careers joiners we take on, so that people are able to come in at an entry or mid-level, and work their way up the business, as both myself and Steve have done previously.”

And it wouldn’t be a discussion about the Environment business without a comment on digitalisation, where the acquisition of businesses like Lintott and MCS has seen the division pushing the boundaries forward.

“The digital agenda is critical to our advancement, looking at the challenges the sector faces, driving efficiencies and innovation and it’s absolutely critical we remain at the forefront of that technology,” Mark adds. “Having Lintott, and the partnerships we have with businesses like Createch and Siemens will enable us to achieve our goals.”

That confidence of being able to deliver successfully for clients, and being ideally placed to grow the business, means the Environment division is an exciting place to be across all its functions right now.

“Our teams are delivering technically challenging and innovative asset creation schemes across the country. In addition, we have teams working alongside our clients maintaining critical water and wastewater infrastructure. All of which is supported by our highly-skilled engineering and manufacturing teams,” Mark concludes.

“When you put that all together it’s a compelling offer, not just for our clients but for our people, who are really excited to be part of a business that has ambitious growth plans for the future.”

# Galliford Try partners with Siemens

Galliford Try and industrial technology leader Siemens have partnered to accelerate the integration of digital technologies across the lifecycle of water and wastewater projects.

The new model brings together the complementary solutions and expertise in the water sector to help clients meet the regulatory, environmental and operational pressures in modernising their infrastructure while reducing time, cost, risk and carbon.

The joint digital tools and sector experience will help water



companies solve a range of challenges, such as the ability to identify potential blockages in sewer networks, improve operational efficiency of treatment works and become a net zero industry by 2030.

## AVRS joins Galliford Try

The Environment division has completed a further expansion of its business with the acquisition of mechanical and electrical engineering specialists AVRS Systems.

Established in 1972, AVRS has built a reputation as one of the UK's Mechanical, Electrical, Instrumentation, Control and Automation (MEICA) specialists, providing design and build solutions in both the water and energy sectors.

As part of the deal, 95 new colleagues have joined Galliford Try, based in AVRS's existing facilities in Cumbria, Middlesbrough and Warwickshire.

The move builds on the recent additions of nmcn's water businesses and Lintott in 2021, and MCS Control Systems and Ham Baker in 2022.

The acquisition gives Galliford Try a further advantage in preparing for the water industry's AMP8 cycle, providing in-house capital maintenance capability and the platform to expand into asset maintenance in the wider water sector.

Bill Hocking, Chief Executive of Galliford Try, said: "The acquisition of AVRS is another key milestone in Galliford Try's Sustainable Growth Strategy, which combines organic growth with acquisition opportunities in existing and adjacent sectors.

"AVRS has a solid reputation in the sector, already working

with many of our clients, and am I delighted to welcome our new teams to the business and look forward to working together to deliver for our customers."

Mo Akhmed, Managing Director for AVRS Systems, added: "We are delighted to become part of the Galliford Try group and see this as a great opportunity for growth. Together with Galliford Try, we will form a stronger business, drive further growth and innovation, and create more value for our employees, customers and stakeholders."



*Mo, pictured with Strategic Development Director Rob Smith*



# Partnership with Additive Catchments



Galliford Try's Environment business has established a partnership with Additive Catchments as part of its commitment to enable more sustainable decision-making.

Through the arrangement, Galliford Try will adopt the use of smart sensors, big data, earth observation and AI-powered digital twins to help clients make more informed and sustainable decisions about the environment. The monitoring systems involve comprehensive data collection and analysis from water catchment areas, including factors

such as water quality, quantity, pollution levels and run-off, providing a robust basis for sustainable management decisions, pollution mitigation, enhanced risk management and optimised investment outcomes.

The additional capability will support water companies to comply with the monitoring requirements set by the Environment Act 2021, providing a more cost-effective solution than traditional methods.



# Ham Baker moves into new premises

Our Ham Baker business has moved to new premises, complete with a refreshed look, to mark the start of a new era.

The team moved to a new factory in Newcastle-under-Lyme, Staffordshire, a short distance from the previous location in Stoke. The new site covers 1,000 sqm and will house the full operations of the business which includes our asset inspection, maintenance, refurbishment, and installation expertise as well as the manufacture and assembly of our spares, screens and distributor operations.

The refresh extends to a new name, Ham Baker Engineering, and a new logo. The rebranded business will operate alongside Galliford Try's Lintott brand as part of the recently-created Water Technologies business stream, with a focus on advanced equipment manufacturing that yields higher profit margins and incorporates cutting-edge technology.

Ham Baker was acquired by Galliford Try in 2022, adding to the Environment division's growing offer to its clients, with a particular expertise in addressing storm overflow challenges.

**HAM BAKER  
ENGINEERING**  
Pioneering service





# Awards



## Galliford Try named Contractor of the Year at Education Estates

Our Building division was named as Contractor of the Year at the annual Education Estates Awards in Manchester.

Galliford Try was named Contractor of the Year for the third time at the awards, recognising the past 12 months' success, with particular emphasis this year on the strides the business has made in producing Net Zero Carbon in Operation schools for the Department for Education, as well as continuing the long-established track record in producing high-quality Special Educational Needs and Disability (SEND) facilities.



## Double award for Asset Intelligence

Galliford Try Asset Intelligence enjoyed a double award success being named as the Installer of the Year at this year's British Security Awards (BSA), before scooping a Green Apple Award for sustainable innovation.

The team was recognised by the BSAs, organised by the British Security Industry Association, for its outstanding work over the past year in designing, implementing, and installing physical and electronic security solutions on Critical National Infrastructure assets.

In November, Asset Intelligence followed up this success with an International Green Apple award for its work with water industry client United Utilities to decarbonise secure perimeters.



## CMPS scheme at HMP High Down wins multiple awards

Building Southern's Construction Mentoring Partnering Scheme (CMPS) has won multiple awards this year. The pilot scheme saw Galliford Try engage with prisoners, providing work experience and training on the construction site at HMP High Down.

The scheme won the People Development and Value awards at the National Constructing Excellence Awards, having been a regional winner for the South East, before Heather Bryant was named as Community Champion at the Considerate Constructors Scheme Leading Lights Awards, which you can read more about on page 26.





## NMIS completes awards hat-trick

Following its completion in January, Morrison Construction Building Central's National Manufacturing Institute Scotland (NMIS) project has been in award-winning form, picking up three major prizes.

Firstly, it was awarded Commercial Project of the Year at the *Herald* Property Awards, before winning in the Office/Commercial/Industrial/Retail category at the Glasgow Institute of Architects Awards. Completing the victories so far, the project was named as Offsite Project of the Year at this year's *Building Awards*. You can find out more about NMIS's low carbon credentials on page 20.



## Environment team successful at Water Industry Awards

The Mansfield Sustainable Flood Resilience scheme, built for Severn Trent Water, was one of the major winners at the Water Industry Awards, claiming the prize for Natural Capital Initiative of the Year.

The project team was praised for its efforts in leaving the environment in a better state than when they arrived, mitigating the impacts of climate change, and going above and beyond to ensure the environment was protected during the construction phase.



## Lockhart Campus wins Inclusive Design prize at Learning Places Scotland

Morrison Construction Building Central's Lockhart Campus was named Project of the Year in the Inclusive Design category at the Learning Places Scotland Awards.

The school, which provides for pupils with additional support needs, is a unique learning and living environment with fully accessible facilities for 200 children and young people, from the early stages to the senior phase. As well as sensory spaces, it includes a swimming pool, a hydrotherapy pool and enhanced outdoor learning.



# Infrastructure rebrand is fit for the future

The Highways business has rebranded as Galliford Try Infrastructure, as it looks to capitalise on new markets and opportunities.

Under the leadership of Managing Director David Lowery, the business has developed a high performing capability in the highways sector, and continues to build out from that success into its adjacent markets, realigning to create three business streams of National Highways, Local Authorities and Major Projects.

“ This rebrand marks a significant milestone in the delivery of our Sustainable Growth Strategy and our progress towards our 2026 strategic objectives. Our Infrastructure business has had a successful period and the growth in its order book is complemented by a growing reputation across the industry”

Bill Hocking, Chief Executive of Galliford Try

As the business grows and local government focuses on integrated transport systems, greater opportunities are opening up for Galliford Try across the wider infrastructure market, driving the rationale behind the name change. Exciting projects featuring multi-modal, urban schemes, where pedestrians, cyclists and public transport interface to create greener transport systems are already in place, such as the current projects for Sheffield and Stoke-on-Trent councils.

David Lowery, Managing Director of Galliford Try Infrastructure, said: “This evolution reflects our ability to provide a greater variety of infrastructure solutions, supporting our customers to deliver positive outcomes.

“I am excited to work with all our stakeholders as we look to enhance our contribution, delivering the vital infrastructure that the country needs, improving lives and connecting people, while ensuring that we as an industry tackle the climate challenge.”



## Infrastructure enters ECI agreement for M5 scheme

Our Infrastructure team has entered into an Early Contractor Involvement agreement with Gloucestershire County Council to design the proposed improvements to junction 10 of the M5, near Cheltenham.

The new junction will provide access in all directions, unlocking housing and employment opportunities at sites proposed for development around the outskirts of the town.



## Carlisle Southern Link Road starts on site

Work is underway after the business was appointed to design and to build the new £140m Carlisle Southern Link Road (CSLR).

The project is vital for the economic growth of Carlisle and will provide supporting infrastructure for the new community at Cuthbert's Garden Village, bringing significant benefits to the city and the wider county.



## Melton Mowbray moves on

In May, Galliford Try was appointed to the £85m contract to build the Melton Mowbray Distributor Road.

The project, procured through the Midlands Highways Alliance (MHA) and part-funded by the Department for Transport, will see a new road built to connect branches of the A606 around the north-east edge of Melton Mowbray, creating a new through route and reducing congestion in the town centre.



## TCF schemes to create travel corridors

Our Infrastructure business was appointed to new active travel corridor projects for Sheffield City Council and Stoke-on-Trent City Council, as part of the Transforming Cities Fund (TCF), totalling a value of £30m.

The schemes will deliver multi-modal transport facilities, including improvements in walking and cycling with new cycling provisions, reduction of traffic flow and congestion, and delivering greener infrastructure.

# All go for DEO

In May this year, Chief Executive Bill Hocking was one of the signatories penning ink on the contract that saw Galliford Try become one of the contractors on the Ministry of Defence's Defence Estate Optimisation portfolio.

The Defence Estate Optimisation is being managed by the Defence Infrastructure Organisation (DIO), and is the single biggest estates change programme within the sector, bringing together an ambitious portfolio of interdependent programmes, construction activity, unit and personnel moves, and land release.

A special ceremony was held to signify the commitment to bring forward a pipeline of £5.1bn across the defence estate, with Galliford Try's share potentially exceeding £387m.

Galliford Try was successful in its bid to win the Air &

UK Strategic Command regional package which includes refurbishment, new-build and single living accommodation projects at RAF bases and Strategic Command facilities across the country, as well as the major project package at Munster Barracks in Catterick Garrison.

Currently, four of the Building division business units are scheduled to work on these packages, with four projects from the Air Sub Programme Three package ready to move forward to the next pre-construction stage, finalising designs and programmes, before moving to the construction phase in 2024.

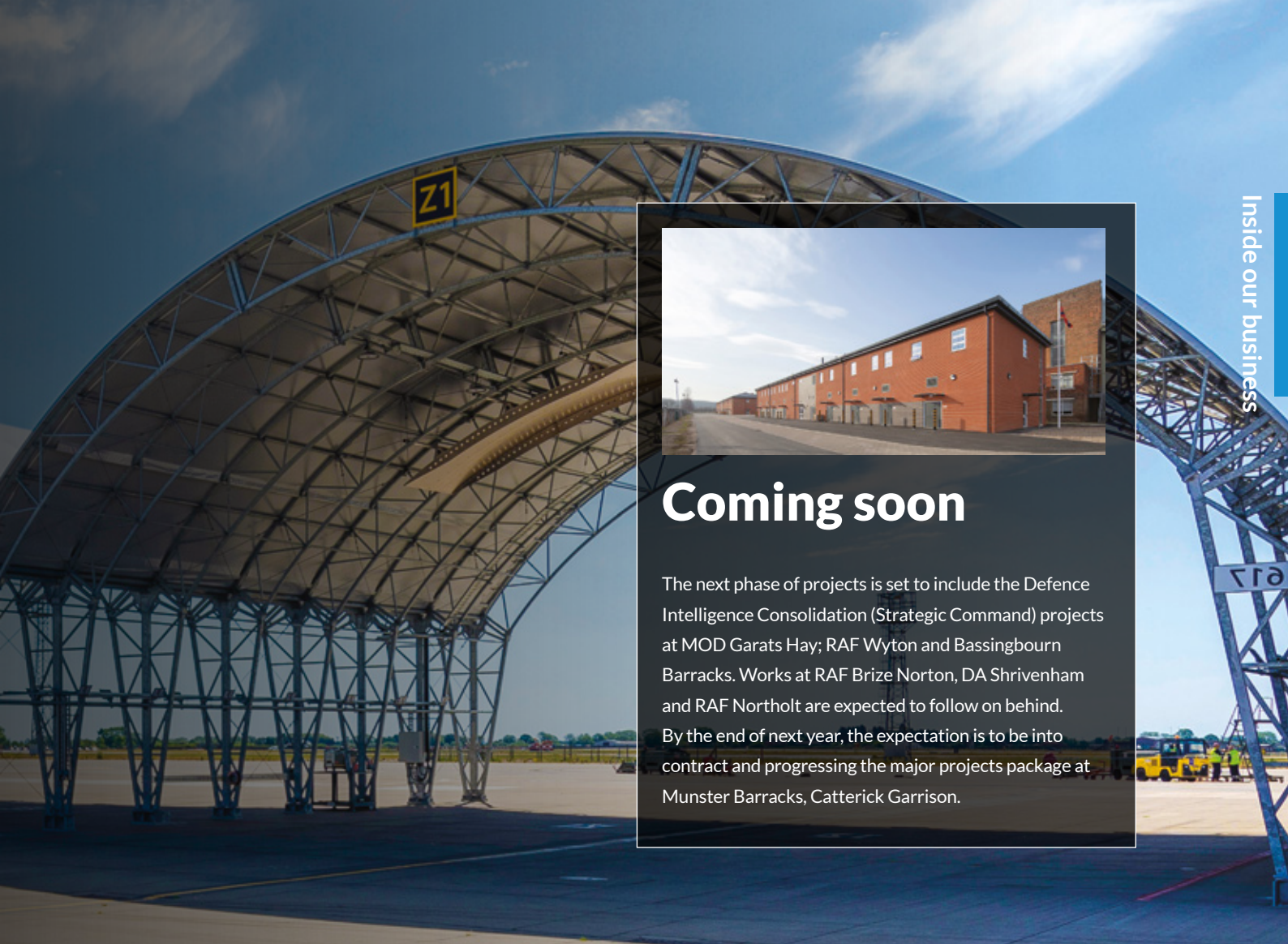


The project at RAF Waddington, home of the world-renowned Red Arrows, since their move from RAF Scampton, will see Building East Midlands create new office space and ancillary facilities at the base, as well as 6,700 sqm of new hangar space to house the aerobatic team's aircraft.



RAF Boulmer, near Alnwick in Northumberland, houses the Aerospace Surveillance and Control System (ASACS) Force Command, which is used to defend UK airspace and train for contingent operations. The project will see the creation of 48 new Single Living Accommodation places across two blocks, as well as new office facilities.





## Coming soon

The next phase of projects is set to include the Defence Intelligence Consolidation (Strategic Command) projects at MOD Garats Hay; RAF Wyton and Bassingbourn Barracks. Works at RAF Brize Norton, DA Shrivenham and RAF Northolt are expected to follow on behind. By the end of next year, the expectation is to be into contract and progressing the major projects package at Munster Barracks, Catterick Garrison.



## RRH Staxton Wold

Remote Radar Head Staxton Wold is an air defence radar station operated by the Royal Air Force, located near Scarborough in North Yorkshire. It is one of oldest facilities of its kind in the world, having been first opened in 1938. Building North East and Yorkshire will be creating a new workshop, office facilities and refurbishing 40 Single Living Accommodation spaces at the base.



## RAF Leeming

The RAF Leeming base in North Yorkshire is home to the No. 135 Expeditionary Air Wing and No. 90 Signals Unit. Works being undertaken include the construction of new offices and welfare facilities, as well as a new workshop and store and a block of Single Living Accommodation to house 32 personnel.



# Carbon news



Considerable progress has been made over the past 12 months in developing Galliford Try's offer to the education sector regarding low carbon school buildings.

The business now has a number of Net Zero Carbon in Operation (NZCiO) schemes on site, with the latest contract signed by Building North West for the St Ann's project in Manchester in September.

In November, the first NZCiO building created by Galliford Try was complete, with the new £25m sixth form building handed over at Greenhead College in Huddersfield.

Particular emphasis has been placed on a fabric-first approach to designing NZCiO schools, concentrating on using the right materials that achieve a lower carbon rating and provide energy efficiency.

Claire Jackson, Education Director for Galliford Try, commented: "We continue to drive innovation as we gain more experience from each project we build to a net zero standard. This valuable knowledge is being shared across the business and in a short space of time, we have already adapted and amended the way we look at these projects."

## Adopting low carbon steel

Morrison Construction's Easthouses Primary School project, being delivered through Hub South East for Midlothian Council, has reached an early milestone, with the low carbon steel frame now in place, the first of its kind for the business.

The frame has been constructed utilising Electric Arc Furnace (EAF) steel, which significantly reduces the use of fossil fuels over Blast Furnace Basic Oxygen Furnace steel, by using electrical processes and utilising higher percentages of recycled content.

The calculations demonstrate that the steel frame has achieved a 70% carbon saving against traditional blast furnace steel, representing an overall project saving of 14%, while currently proving to be no more expensive in terms of cost.

Morrison Construction's Building Central business unit has committed to using the solution for all steel-framed educational facilities going forward, after developing a cost-effective solution in collaboration with its supply chain as part of its Net Zero Partners initiative.







## Carbon targets backed by SBTi

We received validation from the UN-backed Science Based Targets initiative (SBTi) that the Group's near-term target to reduce GHG (Green House Gas) emissions was determined to be aligned with a 1.5°C trajectory, the most ambitious designation available through the SBTi process and in line with the 1.5 °C range that avoids the worst impacts of climate change.

The SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF) which drives ambitious climate action in the private sector. The Group has already reduced carbon dioxide equivalent emissions across its operations (Scope 1 and 2) by 69% from 2012 to 2022.

## CSIC certifies Galliford Try PLEDGER status

The Cambridge Centre for Smart Infrastructure and Construction (CSIC) has certified us with the PLEDGER level of the Carbon Reduction Code for the Built Environment (CRIC).

The Carbon Reduction Code, hosted by CSIC and part of the Construction Leadership Council's (CLIC) Construct Zero initiative, is structured around commitments that take action around carbon reduction with the goal to create a community of built

environment organisations that work together to reach net zero.

Phil Tompkins, Director of Risk and Sustainability for Galliford Try, said: "The Carbon Reduction Code is an important recognition of the journey we are undertaking. We look forward to working with our clients, supply chain and wider stakeholders to ensure we meet our pledges and play our part in decarbonising the built environment."

## Galliford Try joins scope 3 data pilot

Galliford Try has joined forces with construction technology provider Causeway Technologies in a project to develop automated, real-time scope 3 emissions reporting.

The project will see the businesses provide data to help Causeway's technology accurately calculate the amount of scope 3 emissions created by the construction process.

Dr Adam O'Rourke, Causeway's emerging technologies consultant who is working with Galliford Try on the pilot, explained: "Causeway's scope 3 initiative provides contractors, for the first time, with an accurate, consistent and automated reporting tool that reflects the actual materials and products used, not just what was planned."

# NMIS sets the standard

Delivered on behalf of the University of Strathclyde, the National Manufacturing Institute Scotland (NMIS) is a fantastic example of how even a large industrial facility can be made into a low carbon building.

The flagship research and development centre, which received its official opening in June 2023, is a hub for industry, academia and the public to collaborate on ground-breaking research, transform productivity levels and boost the skills of Scotland's workforce.

The 11,500 sqm structure is operationally carbon neutral in design, and has achieved BREEAM 'Outstanding' for sustainability – the highest accolade possible – by utilising many sustainable initiatives and systems.

The building benefits from an innovative Ambient Water Loop and Water Source Heat Pump system supplied by the nearby wastewater treatment facility, which provides low carbon heating and hot water for the facility at a significant saving over a traditional system.

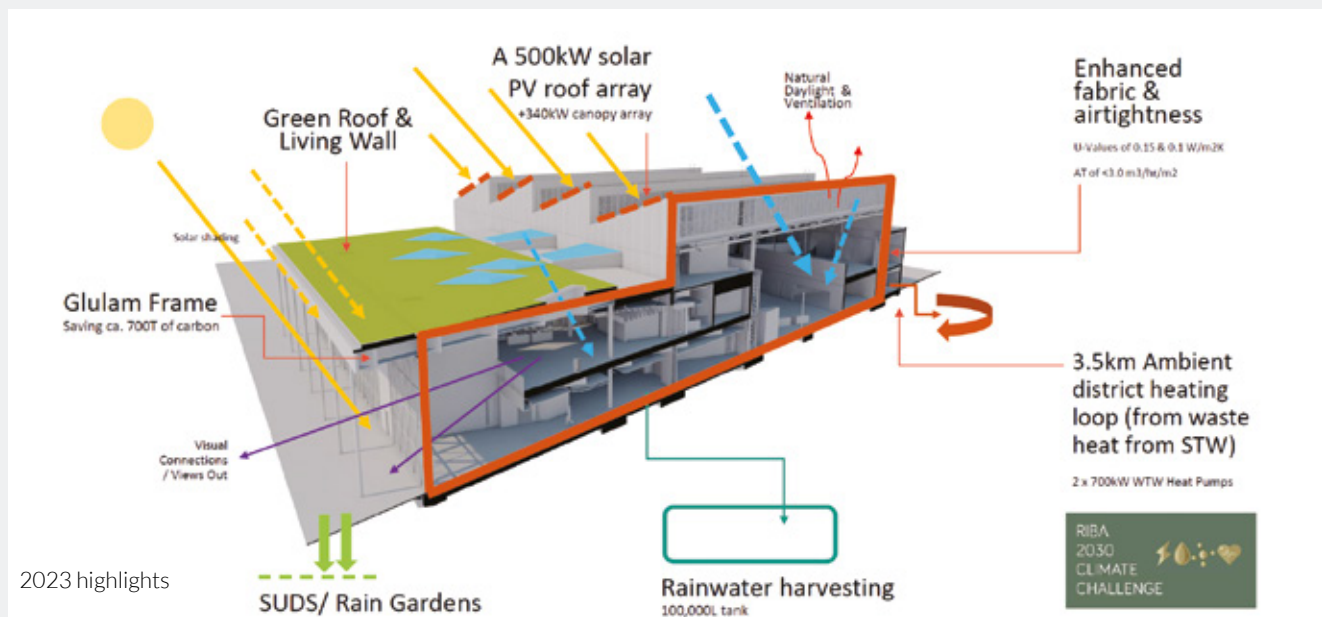
In addition, smart airhandling and lighting controls allow for both automatic and remote adjustments, allowing the mechanical and electrical systems to be run optimally and reduce waste. A rainwater harvesting system stores and pumps rainwater into the building to be utilised to flush toilets, while the advanced Building Management System monitors the building performance and provides reports on



energy use across the facility.

Over 1,600 solar panels on the striking heather-coloured roof provide power for the facility, while the workspace and forum building features a green roof, which will help to improve air quality, support wildlife habitats, and reduce rainwater run-off.

Allan Smith, Low Carbon Manager for Morrison Construction Building Central, commented: "The NMIS project is fantastic example of how we can achieve low carbon outcomes for challenging buildings by collaborating with all the stakeholders to ensure a joined-up sustainable design is achieved. It truly is a great achievement for our business and everyone involved and the learning we take from this project will be invaluable for the future."







# Royal approval for training initiative

An initiative launched by Galliford Try's Health, Safety and Environment team was lauded earlier this year at the Princess Royal Training Awards.

The Princess Royal Training Awards recognise and honour organisations that show exceptional commitment to learning and development by creating engaging learning programmes for growing and retaining talent across the UK and Ireland.

The Choose the Safe Path Virtual Reality initiative was celebrated by the awards which are delivered by City and Guilds Foundation, and encompass businesses across all sectors, from small and medium enterprises, to multi-nationals.

Choose the Safe Path, which was also a finalist in the *Construction News Workforce Awards*, is a unique training tool that was designed to address the need for a solution that would deliver lasting behavioural change concerning the prevention of falling objects.

Working with Gateway HSW Consultants and Forward Slash Films, an interactive training package has been developed which provides employees with an authentic learning experience using real locations from Galliford Try sites and real actors from the team for the demonstration.

Since implementing the training, there has been a 50% reduction in high-risk accidents, and two additional VR modules have now been introduced.

Mike Webb, HS&E Director for Galliford Try, attended an official award ceremony, presided over by HRH Princess Anne,

the Princess Royal, to receive the award and certification.

"It was a real honour and privilege to receive this award from Princess Anne herself, on behalf of the business," Mike said. "We are delighted that the hard work and innovation that has gone into making Choose the Safe Path such a success has been recognised in this way, and I would like to thank everyone who has engaged with the training programme so far, which has allowed us to make genuine progress in reducing incidents."

**Galliford Try's dedication to submitting a high-quality application demonstrates strong commitment to providing excellent workplace training and creating opportunities for its people"**

City and Guilds CEO Kirstie Donnelly MBE, said: "Galliford Try's dedication to submitting a high-quality application demonstrates strong commitment to providing excellent workplace training and creating opportunities for its people."

# Questions with Angela Brockbank

Angela Brockbank joined Galliford Try in September as our new Director for Affordable Homes. Her new role will set out the business's offering for the sector, building relationships with affordable housing providers, local authorities and wider stakeholders.

**Q Can you tell us a bit about your career so far?**

**A** I've been in the public sector for the last 20 years, first working in local authorities in economic development where I delivered large, complex regeneration schemes, from schools to retail, health, leisure and of course, housing. A few years ago I had the opportunity to move to Thirteen Housing Group, one of the biggest Registered Providers (RPs) in the North East, as their Head of New Business and Growth. Housing has always been a passion for me, it's such a fundamental social need and can provide the building blocks to a better life for individuals, families and communities.

**Q What is at the heart of your plan for affordable housing?**

**A** The need for affordable housing is a pressing national issue and the sector is looking for trusted partners who can deliver their affordable homes programmes, providing pace and quality. We need to offer solutions to the sector, be it around decarbonisation targets, addressing the Building Safety Act or working in partnership to get much needed schemes off the ground. Initially we will concentrate on contracting through frameworks where we can use our expertise to deliver mid- to high-rise schemes in our towns and cities, moving on to a partnership approach - assembling developments and then taking them as opportunities to RPs - as our experience progresses.

**Q What other adjacent markets do you think are open to us?**

**A** There's a lot of focus in the sector around retrofit and decarbonisation which is where I think there's another huge opportunity for our business, with the adjacency to some of the work we already do. Also with housing schemes at scale comes the need for major infrastructure works, Homes England alone has over 9,000 acres of land for housing that will require enabling works to open up the sites for affordable homes.

**“ With our build-to-rent background, we've still got the expertise in-house and we're able to articulate that ”**

**Q How excited are you by the possibilities for the affordable housing sector at Galliford Try?**

**A** I am very excited about the possibilities for the business to deliver in this sector. The sector will contribute to our growth strategy and complements our focus on delivering social benefit by providing high-quality homes for the communities in which we operate. A focus for me will be getting out and about to talk to potential partners, and to those consultants and land agents to identify the affordable homes opportunities. I am also keen to speak to as many colleagues as possible about our business plan, so that they can articulate this to their contacts, and so I can address any questions about the affordable homes sector and our exciting ambitions.



# 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.



# Explore a new career, right here

Callum Finch's story is a great example of how people can be attracted to our business and then have a range of opportunities presented to them enabling an exciting and varied career journey, which is one of the key aims of Galliford Try's Explore initiative.

Callum was attracted to a career in construction at school, and after a careers advisor told him to look for work experience opportunities, he ended up working on Galliford Try's Tollbar End scheme near Coventry, that began in 2013.

Through this he was exposed to the different options available within Galliford Try's Early Careers programme, opting to pursue a Degree Apprenticeship. Joining in September 2016, Callum worked part-time while studying at college and then Nottingham Trent University, where he graduated in 2022.

Throughout this time, Callum had been working on the M1 scheme, which allowed him to experience a range of activities and roles, before being given an experiential secondment to the Planning team.

Having impressed his mentors and managers within Galliford Try Infrastructure, he was encouraged to make a permanent move from a technical-based role into the

Pre-Construction Planning Team, where he currently works, gaining experience on major schemes including the Melton Mowbray Distributor Road, and assisting with the Carlisle Southern Link Road tender.

“ I want to say thank you to my line managers, managers and supervisors for all the support you have given me over the years, and for demonstrating the flexibility that has allowed me to find the role that suits me best within the business and continue my professional development”

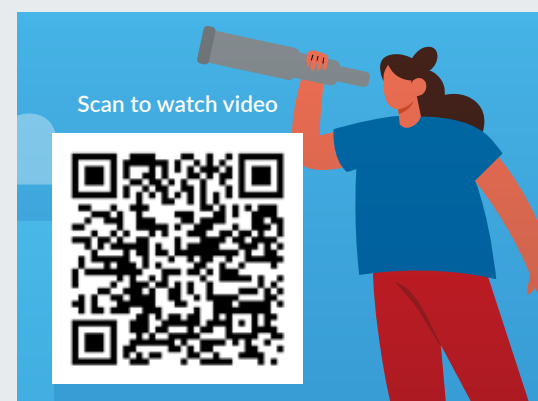
## Explore explainer

Explore is Galliford Try's internal mobility programme, aimed at ensuring we support our people to achieve their career objectives and ambitions, while remaining a part of our organisation.

The programme offers the opportunity to take advantage of the

wide range of locations we operate in, and offering new experiences within different teams and different work patterns.

We want to help facilitate employee mobility and movement across the UK, due to career aspirations, or personal location preference.





Sam Dibaj started his career with Galliford Try in March 2018 as a Construction Manager for Building North East and Yorkshire. During this time, he cut his teeth on the impressive Carnegie School of Sport project and became involved with the local Chartered Institute of Building committee, becoming the local chairperson.

Notwithstanding his success, Sam decided he wanted to try new challenges and expand his horizons. The opportunity came up to transfer to Galliford Try's ESD joint venture which is part of the Environment business and works on Scottish Water's SR21 Framework. The move gave Sam the opportunity to work as a Project Manager, in an unfamiliar sector, across a number of different projects simultaneously, each with its own distinct set of challenges.

Currently Sam has been able to maintain a hybrid-working pattern, splitting his time between working from his home in England with working in person in Scotland for part of the week, or as required by the demands of each project.

"I was very grateful for the opportunity to take up a new challenge," Sam says. "By moving to the Environment team, I was able to take a multi-disciplinary focus, managing across

a number of smaller projects, which has really allowed me to refine my skills and develop my career."

**“We are so fortunate as a business to have that geographic spread that allows us to move around the country and I would recommend to anyone, that they investigate the breadth of roles and activities that the business undertakes, as there is definitely something to excite everyone”**

## Earn £1,500 with our Employee Referral Scheme

Our success comes from our people which is why we focus on being a people-orientated, progressive organisation.

As we deliver our Sustainable Growth Strategy, we're looking for

people across all levels and roles to join our team.

Recommend a friend for a vacancy, and if we appoint them, you can choose either £1,500 or two extra holiday days.



# Brand new Car Benefit Scheme

## How do I get in contact if I need help?

The CBS helpdesk offers dedicated support for any car benefit queries or needs. This is managed by the CBS Customer Experience Team, who are always on hand to help, either via online chat, or on the phone via 0161 826 0000.

Our brand new Employee car benefit scheme offers increased vehicle choice including fully electric, plug-in hybrids, self-charging hybrids, petrol and diesel, and revised cash amounts to tailor to everyone's needs.

In partnership with Car Benefit Solutions (CBS), we have a dedicated Galliford Try CBS Car Scheme portal, which will be eligible employees' go-to place for more information on the new benefit. In addition to your choice list, you will be able to manage your car benefit through the CBS Portal.

The new scheme offers an enhanced company car choice list for those wishing to order EV or PHEV vehicles, an alternative more tax efficient car allowance for those wishing to source their own vehicle, or a new option of the Employee Car Ownership Scheme (ECOS) for those wishing to stay with more traditional fuel type vehicles.

When you become a CBS driver you'll also have access to a bespoke Galliford Try driver website, where you can find details about servicing, maintenance, tyres, windscreens, what to do in an accident, how to take your car abroad and more.

## Be Well refresh

As a people-orientated business, the wellbeing of everyone who works at Galliford Try is of vital importance to our leadership teams, and ensuring we address mental health issues is an important part of that.

Our revamped Be Well programme, launched this autumn focuses on the four pillars of emotional, social, physical and financial wellbeing, with guidance, resources, tools and helplines for both employees and for managers to help with supporting their teams.

Working together with our Wellbeing Network, we aim to provide support to everyone in our business, offering bespoke training that helps people to help themselves and others deal with all aspects of wellbeing, accessing help when they need it.

Scan to download  
the booklet



## Clear Assured Bronze Award for EDI

Our commitment to embedding inclusive practices throughout our organisation has been recognised by The Clear Company, creators of Clear Assured, a globally recognised standard for inclusion.

Achieving the Bronze standard reflects a cultural shift in recruitment and retention practices, where embedding inclusivity is recognised as core to strategy.

The Group is continuing to work with The Clear Company to develop its approach, focusing on the areas where it has the opportunity to make the most significant impact including more focused ED&I education and awareness.





# Employee Survey Results 2023

We are delighted to share the high level results from the Employee Survey. Thank you for taking part.



# 86%

employee advocacy score

A measurement of whether you would recommend us.

Who took the survey:



**72%**  
of invited males took part



**80%**  
of invited females took part

# 75%

of people took the survey



**67%**  
of invited early careers took part



**66%**  
of invited site staff took part



**83%**  
of invited office staff took part

## Biggest changes since 2021 survey

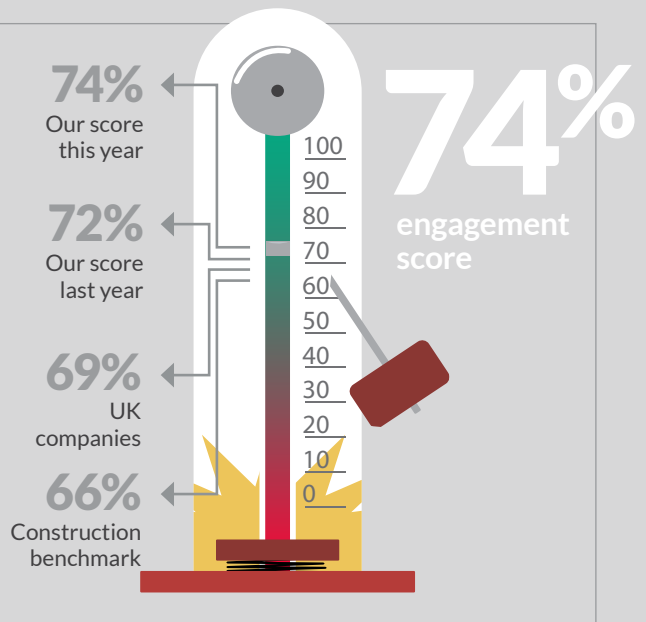


## Highest scores

**98%**  
I understand my role in keeping my colleagues safe.

**95%**  
Galliford Try gives Health & Safety a high priority.

**87%**  
I know what I need to do to be successful in my role.





# Questions with Heather Bryant

Heather Bryant, Communities and Social Impact Manager for Building Southern, has been one of the key members of the award-winning Construction Mentoring Partnership Scheme (CMPS) at HMP High Down, receiving personal recognition winning Community Champion at the Considerate Constructors Scheme Leading Lights Awards. The CMPS was a pilot training programme, engaging with prisoners and building their skills to allow them to develop careers in construction.

**Q What inspired you to become involved with the CMPS scheme?**

**A** When you have someone that loves and nurtures you, then anything can be yours, but a lot of people within the prison system don't have that, and that so easily could be anyone of us. It felt like the right thing to do, and an opportunity to give back and I know there were a number of people working on the project team who felt the same.

**Q What was important for you to deliver through the CMPS?**

**A** It's difficult to persuade people to go behind the wire to teach and deliver skills training to prisoners, so we came up with a six-week programme that makes sure they're competent. It's all well and good building birdboxes but when they are released onto a construction site, they're not going to be making a birdbox. So, we had to make what they were learning in prison more relevant to what we need with the skills shortage.

**Q How did you make sure you achieved some tangible results?**

**A** We did deliberately ringfence an apprenticeship from our usual programme for one of the participants, which was

the right thing to do in my eyes. As we spread the scheme across all our business units, we are targeting recruiting one person from every prison project that we are working on.

One of the High Down trainees is now fully employed with us as a Quantity Surveying apprentice and three are currently in an open prison working on our sites, and the others are still serving, and they will get job support on release with our Swiftline brickwork package.

**Q How do you feel about the recognition both yourself and the scheme have received?**

**A** It doesn't sit comfortably with me personally, but it raises the profile of social value and that's why I'm really pleased. People are talking about it now and they are wanting to know about it. I love what I do and I'm quite lucky, but for me it's about the recognition of the programme and hopefully more people will take it on.





# Employee Assistance Programme

The Employee Assistance Programme (EAP) is a lifestyle support service offering access to a range of specialist support and information. It is available 24/7 and is free of charge to all employees. Services include:

Personal support

Mortgages

Counselling

Health concerns

Consumer issues

Tax queries

Housing advice

Debt

Court claims

Family issues

Relationship issues



Call the helpline on 0800 072 7072 or go to: [axabesupported.co.uk](https://axabesupported.co.uk)

**Username:** gallifordonline | **Password:** supported

# Morrison Construction celebrates 75 years

This year marked the 75th anniversary of Morrison Construction's founding by a young Alex Morrison at Tain in the Highlands in 1948. From small beginnings, the business became and remains one of leading construction companies within Scotland.

Having expanded its infrastructure business into England, Morrison Construction became part of Galliford Try when it was purchased from Anglian Water Group in 2006.

A series of events have taken place across our offices in Scotland to celebrate the landmark, including a fantastic family fun day in August at the Black Isle Showground in Muir of Ord, Easter Ross, held by Morrison Construction Building Highland.

“It was a fantastic day out for everyone, and great to celebrate such a landmark in a place not far from where this business began.”

Donald Maclachlan,  
Managing Director of Building Highland





## Trio receive GEM Award

Scottish Water's GEM (Going the Extra Mile) Award has been awarded to Matthew Anderson (pictured left), Christina Calder (centre) Drew Mackie (right), from our Asset Creation Scotland team for their outstanding work and customer service in delivering the Sanday Whale Community Project.

The project reclaimed a coastal site for public use on the Northern Orkney

Isle of Sanday, that had previously been used by client Scottish Water to dry and store sludge from the production of drinking water.

Drew Mackie, Construction Manager, said: "I am proud that myself, Christina, and Matthew have received this recognition and brought a disused site back into the public realm for the benefit of the community."



## Eileen Mackin awarded Inspiring Women Award

Eileen Mackin, Project Director for Hub South East, won the Inspiring Women in Construction Award for her inclusive and collaborative approach to ensuring bespoke solutions while working on Morrison Construction's Beatlie School Campus project, which provides

specialist education for students aged from three to 18.

Eileen said: "Beatlie was, and still is, the project closest to my heart and this award may be in my name but it belongs to every single person who worked with me on the project."



## Mental health visit for MP

Liz Twist MP, chair of the All Party Parliamentary Group on Suicide and Self Harm Prevention, visited Galliford Try to learn about our approach to supporting the mental health of our people.

The visit was part of Liz's involvement as a fellow of the Industry and Parliamentary Trust, a charity of which Galliford Try is a member that

aims to bring cross-party politics and industry closer, where she is focusing on mental health in construction.

Liz attended Building London & South East Commercial's Charing Cross site in Central London and received a presentation on the subjects of our wellbeing aims, and the key challenges that we face in our industry.





# Volunteering



**Mark Shepherd,**  
Project Manager for Asset Creation North East

## Little Shepherd Reptile House visits Nursery

Mark conducted half of his volunteering day at his son's nursery after being asked to show off some of his exotic animals. He found it to be an amazing experience for himself and the children and it demonstrated how much learned behaviours can have an impact, just like they do in the construction industry.

"The children had zero fear and it made their day seeing the staff scared of snakes," Mark said.



**Noel Wright,**  
Managing Quantity Surveyor for Building East Midlands

## Doing the 'Wright' Thing for Local School

Noel and his partner, were approached by Stobhillgate Primary School, to volunteer their time to help around the school. This included cleaning up the main entrance to the school, brightening up the entrance with new plants and plant pots and tidying up the internal courtyard.

"We thought it would be nice to give something back to the school to improve the appearance and create a safe space for the children to explore," said Noel.



**Project Anchor team,**  
Galliford Try Building North East & Yorkshire

## Project Anchor Support Scunthorpe Community

David Sewell, Rebecca Counce and Tim Cooke joined volunteers from North Lincolnshire Council and housing association Ongo to revamp the communal areas in the Market Hill neighbourhood. The team painted play equipment and installed a bench in memory of the previous Chair of the Market Hill Residents Association.

"Volunteering gave us the opportunity to engage with residents in the community and further strengthen our relationship with clients," David said.





## A303 team sponsor True Heroes

Our Infrastructure team, delivering the A303 Sparkford to Ilchester scheme on behalf of National Highways, has renewed its sponsorship of True Heroes Racing for the second year running, as part of their social value creation programme.

Based in Yeovilton, True Heroes Racing is the UK's first and only motorcycle race team dedicated to supporting wounded, injured and sick UK Service personnel and veterans. Founded in 2012, they aim to aid military personnel in gaining a renewed sense of direction, improving social skills and exposure to new experiences and technical skills among like-minded individuals.

“ I’m delighted that, as a project team, we can offer our support to such a great organisation for another year. At Galliford Try, supporting our Armed Forces personnel is extremely important to us and what True Heroes Racing has achieved to date is brilliant – long may it continue”

Chris Hill, A303 Project Director for Galliford Try Infrastructure

## Showing support for Turn to Starboard

We are proud to sponsor Forces' sailing charity, Turn to Starboard, which supports veterans who have been affected by life in service.

The Falmouth-based sailing charity assists veterans returning from operational tours and their families by providing sail training aboard their fleet of yachts, which includes a 92ft schooner donated by The Princes' Trust.

The charity's focus is on resettlement, reintegration and reinforcing a sense of value and belonging for veterans, in an experience delivered on the water where individuals can meet people facing similar challenges, and gain valuable skills that apply to everyday life.

“ It is a pleasure for us to sponsor Turn to Starboard. The partnership builds on our commitment to The Armed Forces Corporate Covenant, which we have pledged to since 2016, and our work with the Career Transition Partnership (CTP) to support Forces leavers with resettlement”

Bill Hocking, Chief Executive of Galliford Try



## Galliford Try top of the pops for Grads

Galliford Try has been voted the best place for graduates to work, and second for apprentices, in TheJobCrowd's list of Top Construction and Civil Engineering Companies as reviewed by grads and apprentices themselves.

Receiving the title of Top Graduate & Apprentice Employer for the fifth year running, Galliford Try additionally ranked 22nd for grads and 24th for apprentices across all sectors, out of over 600 UK companies.

The organisations were benchmarked on employee feedback across 13 criteria including culture, enjoyment of role, ESG factors, rewards, training, career progression, and work-life balance.

## 5% Club Platinum award

We have been awarded the new Platinum membership of The 5% Club's Employer Audit Scheme, in its first year of introduction within the accredited benchmarking programme.

As a result of achieving Gold membership for three years, having 10% of our employees in 'earn and learn' positions (graduates, apprentices, sponsored students) in its third year, Galliford Try was among only 20 employers to achieve the Platinum Standard, which means Galliford Try is one of the top 3% of The 5% Club.

Vikki Skene, HR Director for Galliford Try, commented: "Our success in achieving Platinum membership for The 5% Club's Employer Audit Scheme in the first year of its introduction highlights our business's dedication to the employment of early careers staff, as well as to their professional development."



Apply for a role on our award-winning Graduate and Apprentice programmes.

