

# EVOLVE

EMPLOYEE MAGAZINE | 2025 HIGHLIGHTS



GallifordTry

## Cyber Security

Why Cyber Security is more important than ever, and how we can all play our part in protecting the business. P:31

## Thomas Faulkner Q&A

A sit down with our new Divisional MD for Specialist Services. P:16

## Innovation

Highlighting how forward-thinking solutions are shaping the future of our business. P:24

# EVOLVE

Your Comms Team



**Babita Pawar**  
Communications  
Director



**Jesus Guedez**  
Senior Graphic  
Designer



**Ben Kunicki**  
Head of External  
Communications



**Leynna-Jay  
Honegan**  
Communications  
Executive



**Alex Harris**  
Communications  
Executive



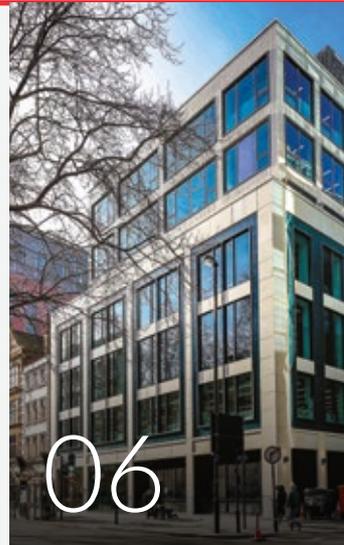
**Anthony Gilbert**  
Multimedia  
Designer

## Evolve's commitment

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

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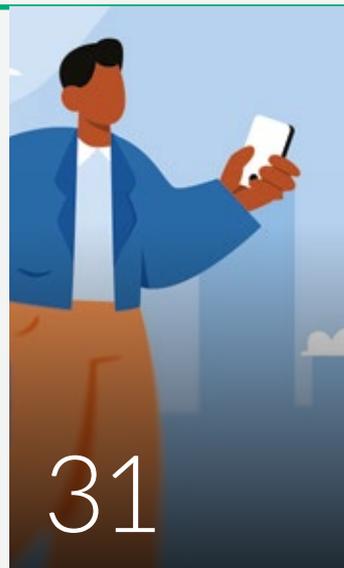
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## Message from the Chief Executive

Hello and welcome to this year's edition of *Evolve*, covering the past 12 months across our business. We have made good progress with our Sustainable Growth Strategy, and this is reflected throughout this magazine.

“ From quality and innovation, to our investment in our people and processes, good things are happening across the Group.”

Gaining a place in the FTSE 250 (page 5) is a great demonstration of the way our business has moved on in the past five years. Our robust financial health and the returns we have delivered to our shareholders sets a strong benchmark for our industry.

That is made possible by the excellent work from you, our people, and in the great projects we deliver for our clients, which you can read more about in these pages. From quality (page 20) and innovation (page 24), to our investment in our people and processes (page 28), good things are happening across the Group, and I hope you are all enthused to be part of our journey.

It's particularly satisfying to see the number and breadth of awards our people (page 30) and projects (page 18) have won this year, and I congratulate all those who have been part of those successful entries this year.

No business stands still, and the last few months have seen some significant changes, with Thomas Faulkner and Cliff Wheatley joining our Executive Board and Mark Baxter and Ian Jubb announcing their well-earned retirements. Thomas talks more about his plans for the Specialist Services business on page 16. Our ability to



promote from within, with a number of key appointments in the year is testament to the strength and depth of our succession planning, which saw over 400 people receive promotions last year.

“ We are supported in our strategic plans by the Government's commitment to invest.”

As we look towards our next major milestone of achieving 4% divisional operating margin by 2030, you can read the thoughts of myself and CFO Kris Hampson (page 22). We are supported in our strategic plans by the Government's commitment to invest in the UK's social and economic infrastructure, as demonstrated by key contract awards in water, roads, defence and affordable homes (page 4).

Thank you all for your invaluable contributions this year, and I look forward to working with you all as we continue to deliver Sustainable Growth.

**Bill Hocking**

# Breaking ground on first DEO defence projects



Galliford Try Building North East and Yorkshire has officially broken ground on two landmark projects - RAF Leeming in North Yorkshire and RAF Boulmer in Northumberland. These are the first schemes to begin construction under the Strategic Alliance for the Ministry of Defence's (MOD) Defence Estate Optimisation (DEO) Portfolio.

The £5.1bn DEO programme is one of the largest infrastructure investments in a generation, and is set to transform accommodation, technical, training and office facilities for over 100,000 service personnel and civilian staff across the UK.

Valued at £26.5m and £12.74m respectively, the RAF Boulmer and RAF Leeming projects will provide the Air C2 (Command and Control) Force with modern Single Living Accommodation and office spaces. Supporting 24/7 air surveillance of the UK and NATO airspace, the schemes follow the relocation of the Air C2 Force from RAF Scampton and will enhance operational integration, resilience and agility.

These projects will provide high-quality working and living environments for RAF personnel and make best use of the defence estate, supporting the MOD's commitment to operational excellence and sustainability for years to come.

Galliford Try was appointed to the Strategic Alliance with the Defence Infrastructure Organisation on behalf of the MOD

in 2023. The contract streamlines procurement, replacing traditional project-by-project tendering with a collaborative approach designed to facilitate best practice and innovation.

“ We are delighted to have started on site at RAF Leeming and RAF Boulmer as the first Strategic Alliance partner to go live under the DEO Portfolio. We look forward to collaborating closely with all stakeholders to make our customer's vision a reality.”

Christian Standage, Defence Director for Galliford Try

# Galliford Try joins FTSE 250 index

Galliford Try has been included in the FTSE 250 index for the first time since becoming a standalone construction company, marking a major milestone in the Group's continued growth and success.

The achievement follows five consecutive years of strong performance since the disposal of the Group's housebuilding businesses and builds on the excellent results announced earlier this year, including the early delivery of our 3% margin target one year ahead of schedule.

Between 1 July 2020 and 30 June 2025, Galliford Try has delivered 352% total shareholder returns and £108m in shareholder distributions, including the recently announced £10m share buyback programme. Over the same period, the company's share price has risen from 103p to more than 500p,

underlining investor confidence in its long-term strategy.

Entry into the FTSE 250 is a significant endorsement of Galliford Try's Sustainable Growth Strategy, which continues to drive operational excellence, sustainable delivery, and strong financial performance.

The recognition reflects the discipline, commitment, and expertise of employees across the business, whose efforts have positioned Galliford Try among the UK's leading listed companies and reinforced its reputation as a responsible, progressive, and successful construction group.

## Securing our first standalone affordable homes project since sector return

Galliford Try has been appointed as preferred bidder for its first standalone affordable homes project since re-entering the sector, following the sale of its Partnerships business in 2020.

The £26m scheme, awarded by Registered Provider Clarion Housing, will deliver 126 high-quality one and two-bedroom apartments on a canal-side site in Chester. Designed to create a vibrant and inclusive new community, the project also includes the introduction of a new public canal path, enhancing local connectivity and supporting wider regeneration in the area.

The development represents the first phase of a broader masterplan featuring four additional residential plots along the waterfront. It reflects Galliford Try's strategic return to affordable housing delivery, complementing its strong track

record in regeneration and residential construction, while supporting the growing demand for quality, sustainable homes across the UK.



# 127 Charing Cross'd off the list

Galliford Try Building London and South East Commercial has successfully completed the 127 Charing Cross Road project, handing it over to client Nomura Real Estate Development and development manager Lothbury Investment Management.

Located at 127–133 Charing Cross Road, the scheme involved partial demolition and a new four-storey extension to create an eight-storey mixed-use development. The refurbished Category A office space modernises the former 1970s building, expanding it to 78,523 sqft with upgraded retail and leisure areas, dedicated tenant facilities, and a rooftop terrace overlooking the West End.

Designed with sustainability and innovation at its core, the project achieved BREEAM Outstanding and holds Smart Spaces, WiredScore and SmartScore Gold, and ActiveScore Platinum certifications.



# Dolphin Square Phase Two makes a splash

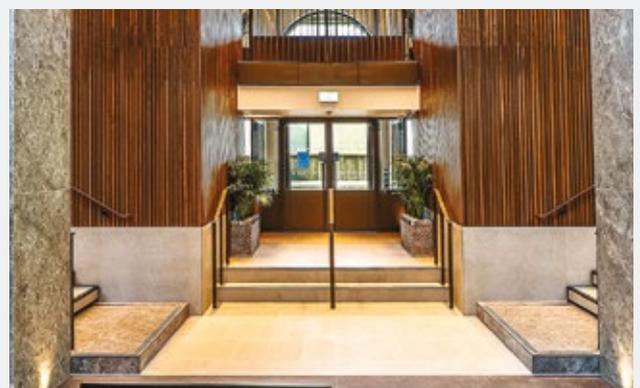
Following on from the multi-award-winning first phase, the second phase of the restoration and refresh of the 7.5-acre Pimlico estate has been awarded to Galliford Try Building London and South East Commercial following a successful partnership with AXA IM Alts and the Dolphin Square management team.

The 795,990 sqft development is being modernised to provide more than 1,200 high-quality private rental apartments with upgraded amenities and leisure spaces. Phase two focuses on six estate houses comprising 542 homes ranging from studios to six-bedroom apartments across nine storeys.

Key improvements include structural alterations and reconfigurations to optimise living spaces, façade repairs with 2,846 new sash windows for improved thermal performance, and roof upgrades incorporating air source heat pumps and photovoltaic panels. The project targets BREEAM Excellent and WELL Platinum ratings while retaining and enhancing the estate's historic features.

“We are delighted to continue our partnership with AXA IM Alts on this landmark restoration. Delivering high-quality homes for Dolphin Square residents reflects our ongoing commitment to the residential sector and sustainable, innovative design.”

Matthew Pool, Managing Director for Building London and South East Commercial



## Royal Dornoch clubhouse tees off

Morrison Construction Building Highland has completed the £11.7m Royal Dornoch Golf Club clubhouse, delivering a modern facility that enhances one of Scotland's most iconic courses.

The three-level slate and stone clubhouse includes a pro-shop, restaurant, bar, and locker rooms, alongside an entrance hall and lobby, bag drop-off, caddy master area, kitchen cellar, medical room, trolley storage, drying area, admin store, and laundry room. The design blends contemporary functionality with the club's historic character, providing high-quality spaces for members and visitors alike.

Founded in 1877 and granted royal status in 1906, Royal Dornoch is a cornerstone of Scottish golfing heritage, with links dating back to 1616. The course offers views across the Dornoch Firth and has been described by *Golf International* as the "king of Scottish link courses".



“Completing this project is a proud milestone. The new clubhouse offers world-class facilities for members and the wider community, honouring the club's legacy while looking to the future.”

Gordon Williamson, Managing Director for Morrison Construction Highland

## New Lord Baker Building opens in Bolton

Galliford Try Building North West has completed the £17m Lord Baker Building at University Collegiate School (UCS) in Bolton for the Department for Education and QUEST Multi Academy Trust. Named after Lord Baker, co-founder of the Baker Dearing Educational Trust, the new facility enhances UCS's specialist STEM provision, supporting students aged 11–19 in preparing for future careers in industry.

The project includes new teaching spaces, a sports hall, activity studio, dining area, and kitchen, along with refurbished learning areas across the existing campus.

Working in partnership with Creagh Concrete, the team developed an innovative rapid-school precast concrete sandwich panel system, with 70% of internal walls and all



external elements prefinished offsite. The approach provided faster, safer, and more predictable construction while reducing waste, carbon emissions, and costs.

“The Lord Baker Building is a fantastic example of collaboration and innovation in action.”

Darren Parker, Managing Director for Galliford Try Building North West



## GT5C initiative gathers pace

Galliford Try's GT5C initiative, a first-of-its-kind collaboration with AtkinsRéalis, WSP, Binnies, Sweco and GHD, to strengthen our design capability, has now been utilised by more than 62 projects nationwide.

The consultancy service, in addition to Galliford Try's 250 in-house engineers, guarantees the business's clients access to high-quality engineering resource as we move into AMP8.

Since its launch in 2024, alongside those 62 projects, GT5C has delivered agile resource sharing between regions to meet changing client needs and common data environments and performance frameworks that have streamlined delivery.

Kay Denham, Engineering Director, Galliford Try Environment, commented: "GT5C has proven that collaboration isn't just a word, it's an operating model that brings trust, visibility and innovation into everything we do."



## Winchburgh WwTW recognised for innovation

ESD, a joint venture of Galliford Try, Binnies and MWH Treatment, received the Royal Academy of Engineering's Major Project Award for Sustainability for the £35m Winchburgh Wastewater Treatment Works (WwTW) for Scottish Water.

Designed to support a four-fold population increase, the state-of-the-art facility replaces ageing infrastructure and ensures long-term environmental protection. It features innovative low carbon Nereda® technology, an advanced process which harnesses naturally occurring micro-organisms in waste water to treat organic pollutants in a single-tank system – offering faster treatment, reduced chemical usage, a smaller footprint, and up to 50% lower energy consumption compared with traditional alternatives.

# AMP8 advances for Environment

Galliford Try's Environment business has achieved further success across the UK water sector with a series of significant framework appointments supporting AMP8 delivery programmes.

The business has been appointed to two lots on the Wessex Water Design & Build Contractors (Minor Works) Framework Agreement, working in partnership with YTL Construction (UK). The framework will support Wessex Water's £3.7bn AMP8 investment programme and runs for an initial five-year period, with the potential to extend to eight years. Galliford Try has secured places on Lot 1, covering non-infrastructure works including facilities and treatment systems, and Lot 2, covering infrastructure works such as network and pipeline projects.

In addition, Galliford Try has been appointed to the complex element of Yorkshire Water's new Non-Infrastructure Works framework for AMP8 (2025–2030). Valued at £850m, the

**“We have sustained a successful track record of winning places on these key water sector frameworks for the AMP8 period.”**

Mark Shadrick, Managing Director, Environment

framework is expected to generate around £100m of work for the business, delivering civil engineering, Mechanical, Electrical, instrumentation, control and automation (MEICA) and building solutions across clean and wastewater assets.

## AVRS Systems launches new website

AVRS Systems, has launched its new website, showcasing its expertise in delivering innovative Mechanical, Electrical, instrumentation, control and automation (MEICA) solutions across the water, energy, and nuclear sectors.

The new site highlights AVRS's growing capabilities as part of Galliford Try's Environment business, reflecting its commitment to engineering excellence, sustainability, and collaboration.

With a modern design and improved navigation, the website provides visitors with easy access to information about the company's services, projects and contact information as the Group prepares for growth during the AMP8 investment period.





## Key structures progress at A47 scheme

The 5.5-mile (9km) A47 North Tuddenham to Easton upgrade has passed the halfway mark and remains on schedule for completion in Spring 2027. Three bridges are complete, four more are under construction, and the project is preparing for the installation of four 45-metre, 100-tonne beams for the River Tudd crossing in Spring 2026. Excess material is being reused on the A47 Blofield scheme, while relocated water voles have successfully settled into a new purpose-built habitat. Despite Storm Claudia, the team also delivered a complex four-day closure to complete key culvert, drainage and traffic management works.



## Way paved for £66.5m Banwell bypass

Galliford Try's Infrastructure business has secured a £66.5m contract via the Procure Partnerships Framework to deliver the Banwell bypass for North Somerset Council.

Funded by Homes England, the scheme will ease congestion on the A38 and support future housing, while creating new walking, cycling and horse-riding routes.

This key infrastructure project will significantly improve transport routes for local people in North Somerset and provide long-term benefits to the community by unlocking future housing potential and promoting sustainable travel options.



## £9bn framework creates a buzz for Infrastructure

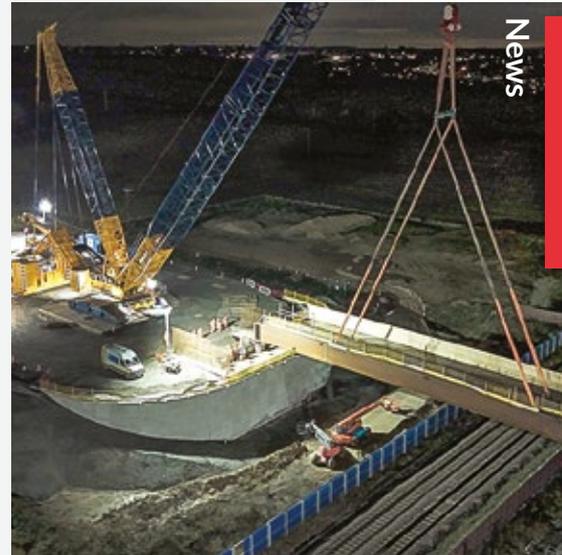
Galliford Try Infrastructure has been appointed to National Grid's £9bn HVDC (High Voltage Direct Current) Framework, joining Lot 1 – Converter Civils & Buildings and marking a major step into the energy sector for Galliford Try.

The five-year framework is intended to facilitate a major upgrade to the electricity grid, enabling its transition to net zero and decarbonisation of the energy system.

Working with RPS Group, the business will deliver civil engineering and building works for converter stations, with opportunities across multiple business units including Asset Intelligence and Building.

## Melton Mowbray bridge lift hits new heights

The Melton Mowbray Distributor Road (MMDR) project continues to progress well, following the installation earlier this year of the final major structure, a 47m railway bridge over the Birmingham to Peterborough line at Lag Lane. Completed in just nine hours using 150-tonne girders and the UK's only LR1700 crawler crane, the structure marked a key milestone for the 7.1km scheme. All project structures are now complete, with surfacing and finishing works underway ahead of completion in Spring 2026.



## Phase two complete at SEALR project

Significant progress has been made on the South East Aylesbury Link Road (SEALR), with Phase 2 and the Stoke Mandeville Relief Road now open to traffic, a major step forward for the £88.9m scheme. Work continues across the project, including the 560m<sup>3</sup> concrete pour for the west abutment on 27 November. Bridge beams have arrived on site and are being assembled ahead of installation in the next few months. Surfacing on Phase 1 East is complete, creating the platform needed for Europe's largest crane. The scheme remains on track for completion in late 2026.



## Halifax A629 upgrade

The Halifax A629 scheme continues to progress well, with major improvements completed in the western section, including wider pedestrian routes and upgraded crossings. The new signalised junction at Bull Green has replaced the former roundabout, allowing several bus services to return to George Square, while the new Bull Green car park is now open. Upgrades at Skircoat Road, Prescott Street, Commercial Street and Fountain Street are enhancing walking, cycling and accessibility. The next phase will focus on improvements around Halifax Rail Station, the Piece Hall and key town centre gateways.



# Appointments and promotions

## Executive board update

Galliford Try is welcoming Thomas Faulkner and Cliff Wheatley to its Executive Board, in preparation for the retirement of the long-serving Mark Baxter and Ian Jubb, respectively in 2026.

Thomas has joined the Board as Divisional Managing Director of Specialist Services. He brings more than 28 years of experience across the construction and infrastructure sectors to the role, joining Galliford Try from Skanska UK, where he spent the last decade as Executive Vice President. A chartered civil engineer, Thomas (see page 16) is widely recognised for his collaborative, people-led leadership style and his strong commitment to digital transformation, technical excellence and innovation.

In Building, Cliff Wheatley is promoted to the role of Divisional Managing Director for Building from 1 January 2026. Cliff joined Miller Construction as a Commercial Manager in 2008 and progressed through the business to become Managing Director for Building North East and Yorkshire in 2014. With more than 28 years' experience in the industry, Cliff has been instrumental in delivering strong performance and growth across the region.

Commenting on the appointments, Chief Executive Bill Hocking, said: "I am pleased to welcome Thomas and Cliff to the Executive Board at this very exciting time for our business and I look forward to working with them both as our Sustainable Growth Strategy to 2030 continues to build momentum.

"While Mark and Ian will remain with the business for some time, enabling a smooth transition, I'd like to thank them both for their invaluable contributions over their combined 46 years with the Group."



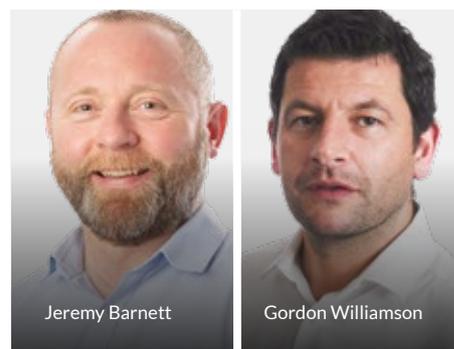
Thomas Faulkner



Cliff Wheatley

## New Building business MDs

The business has promoted two senior leaders from within to take on Managing Director roles. Jeremy Barnett will become Managing Director for Building North East and Yorkshire from 1 January 2026, succeeding Cliff Wheatley (see left), while Gordon Williamson has been appointed Managing Director of Morrison Construction Building Highland, succeeding Donald McLachlan who retired in September.



Jeremy Barnett

Gordon Williamson

## Leadership changes drive future sector growth

Wayne Hickling has been appointed to lead our new Asset Management business as Managing Director within Environment, bringing over 41 years' water sector experience to the role. Replacing Wayne as Managing Director of Asset Creation Midlands and West, Justin Fellows has been promoted to draw on 25 years of commercial and operational expertise within the Environment business.



Wayne Hickling

Justin Fellows

## Building energy solutions with Nick Whymant's leadership

Nick Whymant has been appointed as Framework Director as part of our expansion into providing civil engineering solutions for the energy sector, taking charge of Galliford Try's position on the National Grid's £59bn HVDC Frameworks.

He joins the business from Skanska where he was last Project Director on the major A428 scheme, following a 20-year career in civil engineering. He has previous experience of the energy sector having worked on the National Grid London Power Tunnels project.



Nick Whymant



**£1.1bn**  
Capital maintenance  
order book



**14**  
MOJ framework  
positions

## Custodial sector grows stronger

In recent times, Galliford Try has been renowned for its presence in education building, with a current order book standing at £768m. Likewise, its reputation as a defence contractor has been strong, with our place on the key Defence Estates Optimisation portfolio Strategic Alliance.

During this period, one sector, that has perhaps been slightly less heralded than the others has been stealthily growing in importance to the Group, with turnover in custodial and judicial trebling between 2022 and 2024.

In the past 36 months, the sector has accelerated so much for Galliford Try, that the business is now regarded as the number one contractor in terms of capital maintenance for the Ministry of Justice's (MOJ) prison estate, with a forward order book that now stands at £1.1bn until 2031.

Over the past 12 months alone, contracts worth a combined £110m have been signed as part of the critical Fire Safety Improvement (FSI) programme, to ensure HMP Wakefield and HMP Moorlands meet the new regulatory standards. Further major FSI jobs are just around the corner in preferred bidder status, and the nature of the programme means more cross-selling of services provided by Asset Intelligence and Oak Fire Protection. The team are also supporting the MOJ's priority for increasing capacity, while also focusing on the long-term high security needs in stabilising the estate that require security hardening measures.

The business is now on 14 framework positions with the MOJ, having this year expanded that position with its appointment to Framework A of the Constructor Services Framework (CSF) for the Wales and Central, replacing the now-defunct ISG business. It has also been awarded the largest validation package for former ISG projects, including HMP Birmingham.

Steve Ripp, Secure and Custodial Director for Galliford Try, commented: "The past three years have seen us greatly accelerate our portfolio of work in the custodial sector as we look to partner effectively and collaboratively with the MOJ.

"It really is a standout success story for Galliford Try at the moment, and we are continuing to work with the Building business units and Specialist Services to ensure we deliver in a time of urgent need, while maintaining our reputation for innovation in this space."



## Cross-business collaboration delivers West Calder extension

Multiple Galliford Try business units collaborated to deliver the £11m extension at West Calder High School. Working with Hub South East, Morrison Construction, Galliford Try Facilities Management and Galliford Try Investment Consultancy Services combined expertise to deliver a new extension, increasing capacity and enhancing STEAM learning through modern, flexible collaborative spaces.



## Staying in position for Fusion21 FM framework

Galliford Try's Facilities Management business has retained its place on the £700m Fusion21 Workplace and Facilities Management Framework, which will run until 2029. Following a competitive tender, the business secured positions on Lot 1 (Total Facilities Management) and Lot 4 (Building and Engineering Services) across all applied regions - London and the South East, the rest of England, Scotland, and Wales. The framework provides a streamlined route for procuring FM services, helping public sector organisations improve efficiency and focus on core activities.

## Leicester gets the green light to glow up

Our Investments team has partnered with Cityregen Leicester to secure planning permission for the regeneration of the historic Corah Works site in Leicester. The project will deliver up to 1,100 homes, new public spaces, and better links between the city centre and Abbey Park. The façade of the 1865 Old Textile Building and two landmark chimneys will be retained and reintegrated into the development, ensuring the most recognisable parts of the factory remain visible.



## Digital Infrastructure to deliver new Mobility Hubs

Galliford Try Digital Infrastructure has been appointed by Dumfries and Galloway Council to lead design and preconstruction for new Mobility Hubs across the region. Awarded through the Crown Commercial Service framework, the project supports the shift to low-carbon transport as part of the UK Government's Levelling Up Fund. The hubs will feature EV charging, e-bike storage, car sharing, repair facilities, and community spaces using low-carbon construction methods.





# Questions with Thomas Faulkner

In September 2025, we welcomed Thomas Faulkner to our Executive Board as Divisional Managing Director of Specialist Services. Here, we find out what attracted him to the Group and his plans for the business.

**Q Could you tell us a bit about your background and the experience you bring to your new role at Galliford Try?**

**A** I joined Skanska 28 years ago as a graduate civil engineer and became chartered early in my career. I worked on a wide range of infrastructure projects, including time in Zimbabwe and on the London 2012 Olympic Park. After that, I moved into leadership roles as Managing Director and later an Executive Board member. These experiences have given me a strong understanding of the construction industry and leading complex organisations, and I look forward to bringing this perspective to my new role at Galliford Try.

**Q What was it about Galliford Try and the opportunity to lead Specialist Services that appealed to you?**

**A** Galliford Try has a fantastic reputation, not just in terms of delivery, but also for its culture and the people who work here. From the moment I started meeting colleagues, there was a real sense of enthusiasm, professionalism and pride in what the business does.

The strategic direction is clear, performance is strong, and the business is operating in the right sectors, with the right customers. There is a huge opportunity to take Specialist Services to the next level, particularly building off our existing client relationships across GT, and I'm looking forward to working closely with the teams to make that happen.

**Q What are your immediate priorities as you settle into the role, and where do you see the biggest opportunities for impact?**

**A** My first priority is to get to know the business and, most importantly, the people. I want to keep an open

mind, listen carefully and really understand how Specialist Services operates today.

The biggest opportunity for impact lies in how Specialist Services can add even greater value across the wider business, both operationally and strategically.

***“My priority is to get to know the business and its people while understanding how Specialist Services operates today.”***

**Q How do you see Specialist Services contributing to our overall strategic objectives?**

**A** Specialist Services has great potential as each of the businesses, FM, Oak, Digital Infrastructure, Investments and Asset Intelligence generate higher margins. They all operate in areas that are complementary to our existing sectors - for example, fire safety improvements for our Building clients, or security solutions in Environment, planning and land acquisition from Digital Infrastructure as well as the more obvious FM and Investments offering for our Building teams. There is a lot of demand for these services,

and the backing of the GT group and our national presence is attractive to clients.

**Q What are your key priorities for developing the function over the coming year, and how will these support business growth?**

**A** Everything starts with people. If you have the right people around you, it's amazing what you can achieve. I'll be focused on making sure everyone understands how their role links to the wider strategy. We also need to make sure people have the right tools to do their jobs well, and that we continue to invest in digital capability to make our ways of working more seamless and efficient.

**Q As the industry continues to evolve, what emerging trends or innovations do you believe will shape the future direction of Specialist Services?**

**A** The industry has changed significantly in recent years and continues to become more collaborative, innovative and digitally enabled. Meeting our net zero ambitions is one of the biggest challenges we face, as construction is one of the most carbon-intensive industries, and decarbonisation will require joined-up effort across the entire sector.

Commercial models must also evolve to encourage the right behaviours, and the *Construction Playbook* provides an important framework for aligning industry and Government around shared goals.

Digital capability will continue to grow, but with that comes increased cyber risk, so cyber security will be a key focus. We must also embrace new technology as it emerges and look at new markets such as electric vehicle infrastructure, as we are in our Digital Infrastructure and Facilities Management businesses, where there are exciting opportunities in areas like EV charging.

**“Specialist Services has a bright future ahead and a tangible role to play in achieving our targets to 2030.”**

## Oak Specialist Services

Delivers cladding remediation, fire protection, fire doors building surveys, façades and retrofit solutions. With support from Galliford Try's national footprint, Oak is scaling beyond London to provide a UK-wide service, supporting clients responding to the Building Safety Act.

## Investments

Structures and funds major projects through public-private partnerships, managing delivery through to operations. The team generates long-term income through financing, fees and asset growth, and has expanded into Private Rented Sector development, working with institutional investors and the Building division.

## Facilities Management (GTFM)

Provides full life-cycle asset management, primarily in education and healthcare. By building long-term client relationships and working closely with the GT construction teams, GTFM achieves better performance, lower risk, and strong cash generation.

## Asset Intelligence

Supplies integrated security and active fire solutions to Critical National Infrastructure, government and regulated sectors, protecting high-value assets and communities across the UK.

## Digital Infrastructure

Has significant experience in communications network installation and is now expanding into adjacent markets such as EV charging and sensitive projects.

# Awards



## Retrofit win for Resident Edinburgh Transformation

Morrison Construction's Building Central team has won the Retrofit award at the Scottish Design Awards for transforming The Resident Edinburgh.

The judges praised the imaginative redesign of a 1950s office block into a high-end hotel through imaginative design and collaboration, retaining its original frame while modernising the interior. The project is only the second in Scotland to recycle architectural glass into new float glass, with 8.5 tonnes or 45% of the façade reused, saving around five tonnes of carbon dioxide and 10.2 tonnes of raw materials.



## Silverwood facility Highly Commended at DIMH Awards

Galliford Try Building Southern is celebrating after the Silverwood mental health inpatient facility at St Peter's Hospital in Chertsey was highly commended in two categories, Service User Engagement and Arts Installation of the Year, at the Design in Mental Health Awards.

Delivered for Surrey and Borders Partnership NHS Foundation Trust, Silverwood was co-designed with people with lived experience of mental health services. The facility features four new wards, each with single en-suite bedrooms, therapy spaces, and dedicated gardens.



## Double win for Galliford Try at SCF Awards

Galliford Try Building Southern was recognised with a double success at this year's Southern Construction Framework (SCF) Awards with two individual honours for the London and South East region.

Matt Riley was named Preconstruction Manager of the Year for his leadership on the Rowan Wood School project, transforming a complex brief into a benchmark SEND scheme.

Zak Scarborough (pictured receiving his award), now Assistant Site Manager, was awarded Apprentice of the Year for his dedication, technical skill, and improvements in FieldView operations, also on the Rowan Wood School project, building on his previous CN Workforce Awards win.



## Morrison Construction triumphs at Learning Places Scotland Awards

Morrison Construction achieved outstanding success at this year's Learning Places Scotland Awards, being named Contractor of the Year for its collaborative, high-quality approach to creating inspiring learning environments. The business also won Project of the Year for East Calder Primary School, with Easthouses Primary highly commended. Further recognition came with Beatlie ASN School winning the Space for Outdoor Learning Award and Easthouses Primary securing the Inspired Learning Spaces Award.



## Stonebow recognised at IHEEM Awards

Our Stonebow Unit project in Hereford was highly commended as Refurbishment Project of the Year at the IHEEM Awards.

Delivered by Galliford Try Building West Midlands and South West for the Herefordshire and Worcestershire Health and Care NHS Trust, the £12.6m scheme enhanced facilities for adult, older adult, and dementia patients, creating 39 en-suite bedrooms with ground-floor garden access and improved staff welfare areas.

Designed by Design Buro, the project aligns with the Modernising the Mental Health Act 2018, eliminating dormitory-style accommodation and supporting adaptable, patient-focused care.



## Asset Intelligence wins Installer of the Year

Asset Intelligence was named Installer of the Year at the British Security Awards, recognising outstanding performance across the UK security sector.

The award highlighted the team's work in the water industry, including delivery of one of the country's largest integrated security upgrades, securing more than 400 live clean water sites serving millions of people.

The business was also Highly Commended for Best Use of Technology and Environmental Project of the Year, reflecting its use of AI, innovation, and environmental best practice.

# Quality culture counts



Over the past two years, Galliford Try as a group has been placing an ever-growing emphasis on quality as a key factor in delivering our Sustainable Growth Strategy.

From her position as Group Head of Quality, Ruth Stockdale has been leading the charge, developing a strategy to drive quality improvement through our business:

“It’s vital that we demonstrate a culture and hold a set of behaviours, that collectively promotes the delivery of the expected quality on our projects, and that we see quality as an imperative.

**“Quality is therefore everyone’s responsibility; everyone has a role to play in the successful outcome of our projects.”**

Our vision for quality aligns with our business strategy to build quality into our projects from the start, aspiring to deliver excellence, value and innovation to our customer every time, and avoid preventable error, underpinned by our ‘Doing the right thing’ culture.

We do this by applying a risk-based approach to our projects from work winning, planning, design and construction. Quality is therefore everyone’s responsibility; everyone has a role to play in the successful outcome of our projects.

## Quality assurance versus quality control

Ensuring quality is built into the products we deliver for customers does not happen by chance out on site, it is built in purposefully by everyone involved.

Assurance is achieved using a framework, developed on risk-based thinking, to prevent error in all activities in a project’s lifecycle.

Assurance starts with the commitment and support from business leaders, involves detailed consideration of client’s requirements to develop plans and design that will work, by skilled and competent people, producing clear and documented evidence. Where issues arise, they are raised and actioned to limit project risk and communicated widely to ensure continued improvements are shared and best practice achieved. The Business Management System provides this assurance framework.

Control of quality happens when we look for whether we have achieved the desired outcomes that we have planned for; the test and inspections performed will tell us. We cannot expect to find quality when we look for it, unless we plan to build it in through assurance from the start.

## Competence

The *Building a Safer Future* report exposed a critical challenge in our industry: 'Competence is fragmented, inconsistently defined across disciplines, and often lacks integration between interdependent roles. This fragmentation has contributed to systemic failures and, in some cases, catastrophic outcomes.'

Traditionally, competence was viewed as a moral obligation rooted in professional integrity. That era is over. Today, competence is a legal requirement for every individual and organisation involved with designing, managing and delivering building work activities.

This shift presents a defining moment for the built environment. We must recognise that competence is dynamic, it must be continuously assessed, developed, and aligned with evolving standards. This is our opportunity to raise the bar and redefine excellence across the sector.

Through structured competence development, we can align workforce capabilities with recognised industry benchmarks. Enhance building safety, quality assurance, and operational delivery, and provide clear career pathways and targeted Professional development."

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## CBAB incorporation

As with safety, quality also needs the right behaviours and culture to be successful. With that in mind we are building on the success of the Challenging Beliefs, Affecting Behaviour programme and extending the principles and toolkit to include quality behaviours.

## BMS updates

In line with our strategy to become more efficient through digitalisation, the BMS will soon see a refresh. The move to a new version of Triaster will see our BMS delivered through cloud-based software, which will enable better integration with SharePoint, creating an updated user interface and enable smarter searching.

## Quality Lead Indicators

Group Quality Lead Indicators have been developed to monitor how we are performing in quality and have been implemented business wide for the first time this year. For each of our five Quality Lead Indicators, as below, we have selected a key measure linked to our BMS, leadership or core training that will be reported on by our business units, allowing us to measure quality performance.

- 1 Awareness and training** – BMS eLearning. Our BMS is vital for all employees to understand the part they play in quality. It ensures consistency across our business and projects.
- 2 Leadership commitment** – Leadership tours and reviews. Visible commitment from business leaders is key to creating the right environment to enable the right quality behaviours to exist throughout our teams.
- 3 Compliance** – Checkpoint 1 is the gateway between preconstruction and construction and ensures we are ready to begin construction works.
- 4 Production quality** – Inspection and test plans. Planning how we will test and inspect our works is one place we can look to see how the golden thread of information is being passed through the lifecycle of projects being delivered.
- 5 Assurance** – Improvement report actions closed in time. Raising improvement reports is the business's way of ensuring we capture, control and learn from issues that occur. Non-conformance could occur in planning, design, procurement, installation, in fact anywhere in our processes. Reporting is vital for continual improvement.



# The road to 4%

Five consecutive years of growth have led to a record year for Galliford Try. Together, we have delivered our 3% divisional margin target a year ahead of schedule, secured a record £4.1bn order book and made our debut as a standalone construction group to the FTSE 250, with the share price topping the £5 mark. Here, CEO Bill Hocking and CFO Kris Hampson tell us where we are on our plan to achieve the next milestone of 4% margin by 2030

## Q Where do you see revenue and margin growth coming from in terms of the sectors we are working in?

**Bill:** “In the first part of our strategy period, growth is being driven by our core three operating businesses of Building, Infrastructure and Environment. We are well placed in these businesses, with excellent client and supplier relationships, and a high-quality order book. We need to continue doing what we have been, and remain faithful to our strategy of only pursuing contracts with the terms and conditions that will allow us to deliver safely, profitably and to a high quality.”

**Kris:** “Expanding on that, we will then look to convert on our capabilities in higher margin, adjacent markets of capital maintenance and asset optimisation within the existing Environment sector, and Specialist Services - including fire protection, digital infrastructure, electronic and physical security, and FM. Our skills and experience in the Private Rented Sector (PRS) also benefit our growth plans in affordable homes. All of these ‘adjacent’ markets offer a path to margin growth by using strengths and resources we already have, and will allow us to expand into new areas where there is strong demand, while mitigating the risks associated with entering entirely new, unfamiliar markets.”

## Q How does our national presence play into this?

**Bill:** “We have the opportunity to leverage our geographical, framework and client footprint across the whole of the UK, selling more GT services to existing customers and sectors. Our national presence and regional approach are an advantage in the Specialists markets too, where clients are struggling to find national contractors like us who can deliver reliably and consistently across the country.”

## Q Are macro-environment factors still in our favour?

**Bill:** “Yes. The construction industry is seen as a stimulus for economy with the Government’s investment plans in infrastructure and housing aiming to promote long-term economic growth. Paired with that, long-term underinvestment means much of the country’s infrastructure is ageing and requires more frequent maintenance or replacing – from roads and water infrastructure to prison capacity and a shortage of affordable homes. These are all key markets for us, of course, and where we have excellent positions.”

**Kris:** “The Government has doubled down on capital investment with over £120bn of public investment during this Parliament aimed at improving infrastructure and boosting productivity and creating jobs. For construction specifically, there’s renewed funding and enormous programmes of work across the public and regulated sectors.”

**“Adjacent markets offer a path to margin growth by leveraging existing strengths and resources.”**

“We are also operating in a more mature contracting environment. Changes introduced by the *Construction Playbook* are fostering a more co-operative approach to problem-solving and more equitable risk management. There is a better understanding from our clients that best price doesn’t drive best solution, and encouraging a shift towards value-based procurement from our clients.”

**Q How will operational improvements drive margin?**

**Bill:** “Our focus on quality, using digital tools and Modern Methods of Construction, will improve our efficiency, adding to the bottom line. As well as providing safer and improved ways to work, they reduce waste, speed up programmes of work, reduce risk and errors, and enable slicker project execution, providing real opportunities for us.”

**Q Are there any more acquisitions on the horizon?**

**Kris:** “When setting the strategy, the Board always said we could achieve our targets without any acquisitions, but that we’d assess any potential acquisition opportunities in line with our strategic priorities, as we did with four bolt-on acquisitions from 2021 to 2023, which have served us very well. The cash levels we have allow for this, but the important thing is that we consider opportunities against our strategic

priorities, cultural fit, existing geographies and financial, quality and contract criteria.”

**Q How do you feel about the future?**

**Bill:** “Very good. We’re in really good shape with a strong balance sheet, growing high quality order book, no debt and strong Government demand in our chosen sectors. We have an excellent core of 4,400 people and the right supply chain relationships to deliver well into the future for our clients and communities.”



Our Leadership Conference brought together 220 of our senior management to outline progress on our strategy

# Innovation



## Innovative CoMLaG concrete drives carbon reduction

Galliford Try's Innovation team, working with Cemex, the University of Manchester, Northumbrian Water and Sika, has developed an innovative low carbon concrete that could transform sustainable construction as part of the Innovate UK funded CoMLaG project. Standing for Combining Micronised Limestone and Graphene, CoMLaG represents a breakthrough in reducing the environmental impact of concrete, one of the world's most carbon-intensive materials. By introducing graphene as a strengthening agent, the project team has reduced the amount of cement required, significantly lowering embodied carbon while maintaining, and in some cases enhancing, performance.

Concrete production is estimated to contribute around 8% of global CO<sub>2</sub> emissions, and many low-carbon alternatives face the challenge of longer curing times, which can delay projects. The inclusion of graphene in CoMLaG overcomes this by accelerating strength gain, providing both environmental and practical benefits for construction delivery.

“This project has been a fantastic example of how innovation and collaboration across sectors can drive real change in our industry.”

Jon de Souza, Innovation Lead

The project involved multiple stages of testing and development, including laboratory trials at the University of Manchester and Cemex batching plants, followed by a successful live pour at a Northumbrian Water treatment works. These trials demonstrated the material's potential to deliver high performance at a fraction of the traditional carbon cost.



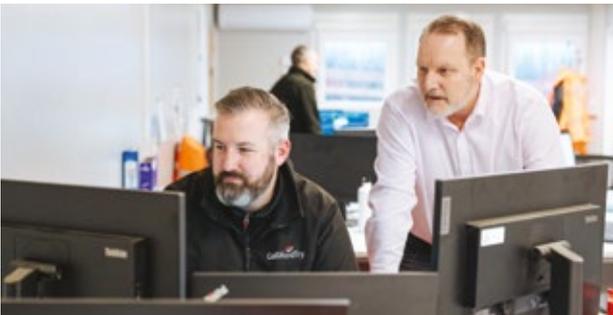
## Digital twin enhances Woodham Academy performance

A digital twin of Galliford Try's newly completed Woodham Academy is enhancing long-term building performance through real-time data monitoring. Developed using Twinview, it allows the client and aftercare team to manage maintenance, track energy use, and analyse live data on temperature, CO<sub>2</sub>, and solar output, optimising efficiency and informing future school designs.



## SmartWorker trial enhances safety at Brent Cross

Galliford Try partnered with SmartSite to trial the innovative SmartWorker solution at Brent Cross Plot 13, using sensors and AI-supported cameras to enhance on-site safety and management. The system is designed to enable project managers to track operatives' locations and ensure only qualified personnel work in designated areas, improving compliance, efficiency, and overall site visibility.



## AI research project targets quality improvement

This research partnership with Kingston University focuses on reducing rework and improving construction quality using AI and machine learning.

The project is developing a data-driven tool to help operational teams identify and mitigate quality risks, supporting smarter decision-making and improving efficiency across project delivery.



## Augmented reality in construction

Galliford Try partnered with the University of Hertfordshire, Leeds Beckett University and White Frog on the ARVAST project, exploring how Augmented Reality (AR) can improve on-site installation of offsite-fabricated components.

Working with the Building London and South East Commercial team at Brent Cross Plot 14, the researchers sought to develop process-based algorithms to enhance project delivery, demonstrating the potential of AR to improve accuracy, efficiency, and collaboration in modern construction.

# Sustainability



## Green Economy Mark recognises sustainability credentials

Galliford Try has been awarded the London Stock Exchange's Green Economy Mark for the first time in 2025, recognising that more than 50% of the Group's revenues are derived from activities that deliver clear environmental benefits.

The Green Economy Mark identifies companies and funds whose products and services contribute to key environmental objectives, including sustainable construction, low-carbon infrastructure, and the transition to a greener economy. To qualify, organisations must generate at least half of their annual revenues from Tier 1 and Tier 2 micro-sectors as defined by FTSE Russell's Green Revenues Classification System.

Galliford Try is one of just 101 London-listed businesses to reach this threshold, reflecting the Group's leadership in sustainable delivery and innovation.

## GT maintains highest MSCI mark for four years in a row

Galliford Try has once again achieved MSCI's highest Environmental, Social and Governance (ESG) rating of AAA for the fourth consecutive year, reflecting the Group's ongoing commitment to sustainable growth and responsible business practices.

MSCI, a leading global provider of investment decision support tools, assesses companies on their resilience to long-term ESG risks, rating them from AAA to CCC. Galliford Try's consistent top rating highlights the strength of its Sustainable Growth Strategy and robust ESG framework, underpinned by transparent reporting.

The Group's strong performance in key areas, including Health and Safety and Governance, demonstrates its alignment with shareholder interests and reinforces investor confidence in its long-term, sustainability-led approach.

**MSCI**  
ESG RATINGS



CCC B BB BBB A AA **AAA**

## Social value continues to Thrive

We continue to have a positive impact on the communities in which we operate and delivered £1,076m in Social and Local Economic Value (SLEV), during the year to 30 June 2025, with 83% of projects exceeding our benchmark of 25% of project value (2024: 79%).

During the second half of the year, our social value teams have transitioned to new specialist software Thrive, to

enhance how we record, measure and report on social value outcomes.

Thrive allows us to customise our own metrics in addition to using the IES (Impact Evaluation Standard) making it easier to align with our business and project needs. The platform has built-in tools for evidence collation and verification aligning to the Government's Procurement Policy Note 002.

## Lintott joins GT in PAS 2080:2023 status

Lintott Control Systems has become the latest part of the Galliford Try group to achieve certification to the PAS 2080:2023 standard for carbon management.

The certification confirms that Lintott meets the requirements for product and material suppliers under the global standard, which promotes carbon and cost reduction through smarter design, manufacturing, and use.

Earlier this year, Galliford Try achieved PAS 2080:2023 certification for its construction businesses as both Constructor and Designer, becoming one of the first organisations to qualify under the updated standard for buildings. Lintott's achievement further strengthens the Group's commitment to embedding carbon management across its operations and supply chain in support of its net zero ambitions.

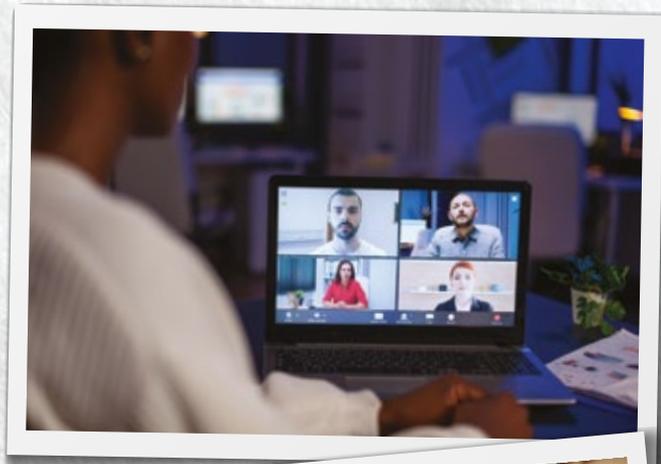
## One in a Million

Galliford Try's One in a Million initiative, which aimed to save at least one tonne of carbon (tCO<sub>2</sub>e) per £1m spent in 2024, has exceeded its target, achieving an impressive 7,225tCO<sub>2</sub>e reduction – equivalent to 4tCO<sub>2</sub>e per £1m.

Across 49 projects and 11 business units, savings were achieved through innovations such as reusing existing

structures, adopting hybrid generators, and procuring low-carbon Electric Arc Furnace (EAF) steel, which alone saved over 4,800tCO<sub>2</sub>e.

The initiative, part of Galliford Try's net zero route map, will continue in 2026, encouraging every project to identify and deliver measurable carbon savings.



## New Active Bystander workshops

Doing the Right Thing remains central to Galliford Try's values-driven culture, and throughout the year employees completed Active Bystander workshops to support a safe, respectful, and inclusive workplace.

The training helped participants recognise inappropriate behaviour, intervene safely, and support colleagues constructively, reinforcing the company's Code of Conduct and commitment to challenging unacceptable behaviour across all working environments.

Delivered via Teams, the workshops built on Challenging Beliefs, Affecting Behaviours and supported compliance with the Worker Protection Act, further strengthening Galliford Try's culture of respect, accountability, and inclusion across the organisation.

## New digital induction enhances onboarding experience

Galliford Try has launched a new digital induction journey on Orbit for monthly-paid employees, offering an engaging and structured introduction to life at the company.

The programme features nine modules covering key topics such as company culture, behavioural safety, sustainability, quality, personal development, and wellbeing. Designed to help new colleagues settle in quickly, it provides a clear understanding of how the business operates, its values, and the opportunities available across the Group.

New starters receive regular line manager check-ins and knowledge checks to reinforce learning and support their transition into the business.

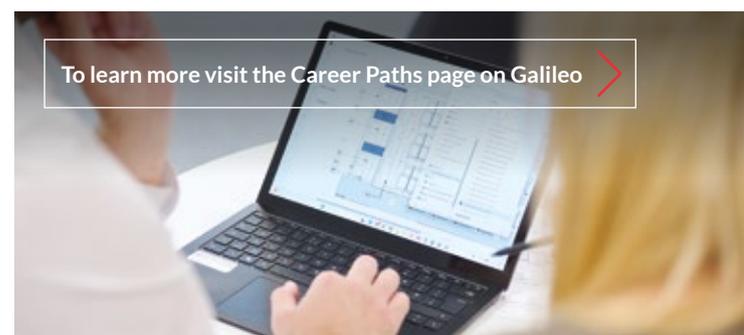
Part of Galliford Try's Grow Together Employee Value Proposition, the induction ensures new colleagues begin their journey feeling informed, supported, and ready to succeed.

## New Career Paths supported employee development

Galliford Try launched new Career Paths to help employees grow professionally and personally while exploring opportunities across the business.

Accessible through a user-friendly website, each path outlined development options and Success Factors—the technical and behavioural skills needed for success.

Based on the 70:20:10 learning model, the Career Paths covered Pre-construction, Commercial, Operations, and Support roles, providing clear guidance and support for individual career development.





## Refreshed GT Academy

The Learning and Development team launched a refreshed GT Academy, featuring new resources, content types, and a personalised user experience. Employees can bookmark materials, create playlists, and access engaging formats such as infographics, videos, self-assessments, and skill-bites, making learning more interactive, accessible, and tailored to individual development needs.

Start exploring the new GT Academy today and take the next step in your development journey.

Visit: <https://gt-academy.mindtools.com/home>



## 5% Platinum status for third year

Galliford Try has retained Platinum membership with The 5% Club for the third consecutive year, the scheme's highest level of recognition.

The 5% Club recognises employers that demonstrate a firm commitment to developing talent through apprenticeships, graduate programmes, and sponsored qualifications. Galliford Try's continued success reflects its strong investment in people and its culture of continuous learning and development.

More than 10% of the workforce are currently in 'earn and learn' roles, spanning early careers and experienced employees undertaking professional qualifications, reinforcing the Group's commitment to growing future talent and supporting lifelong learning across the business.

## Top employer for grads and apprentices

Galliford Try has been rated the Top Company for both graduates and apprentices in the construction and civil engineering sectors by TheJobCrowd, the UK's leading employer league table based on employee feedback.

The Group also won the Environmental and Ethical Awareness award, ranked seventh for apprentices and 21st for graduates across all UK industries.

This recognition marks the seventh consecutive year Galliford Try has featured in TheJobCrowd's Top Graduate & Apprentice Employer lists, consistently ranking among the highest performers, including previous number-one positions.

TheJobCrowd evaluates over 600 employers on culture, training, career progression, ESG performance, work-life balance, and overall employee satisfaction, reinforcing Galliford Try's reputation as an industry leader in people development and responsible business practices.

## Survey shows support for Group progress

Galliford Try again benefitted from a fantastic response to this year's annual Employee Survey. The sector-leading advocacy score remained at 87% for the second year running, demonstrating the strength of our people's belief in the business.

The survey benefitted from a 80% participation rate, with 85% of staff proud to work for Galliford Try, while importantly 96% say that the business gives Health & Safety a high priority.

A total of 86% also stated that the business focuses on quality outcomes.





## Mia Keith, finalist for Young Employer of the Year

Mia Keith, Communities and Social Impact Coordinator for Morrison Construction's Building Highland team, was a finalist for Young Employee of the Year at the 2025 Highland Business Awards. Her nomination recognised her leadership on the Building Futures Programme with Dingwall Academy, creating real opportunities for students. Mia also balances her role with a Business Management Graduate Apprenticeship.



## Isaac Jude, Commercial Person of the Year

Isaac Jude, Head of Commercial for Galliford Try Asset Intelligence, was honoured with the prestigious Commercial Person of the Year Award at this year's Fire and Security Matters (FSM) Awards. The award recognises individuals who demonstrate outstanding commercial performance and a commitment to delivering exceptional customer service in the fire and security industry.



## John Ford named as a Digital Construction Power Player

John Ford, Galliford Try's Head of BIM and Digital Delivery, has been named a 2025 Digital Construction Power Player by Digital Construction Plus. Recognised for his leadership in BIM, AI and Digital Twins, and key contributions to industry standards, he was selected by BSI and industry as the top expert supporting the upcoming ISO 19650 update. He also leads IFC resource development for the Department for Education, setting new digital construction benchmarks.



## Claire Jackson, Inspirational Leader

Claire Jackson, Education Director for Galliford Try received the Inspirational Leader of the Year award for her outstanding leadership and long-standing commitment to excellence in the education sector. Through Optimum Schools, the platform she has led for over a decade, Claire has helped create more than 91,500 pupil places.



## Senai Kabba, Emerging Talent

Senai was awarded Emerging Talent for her exceptional potential and early impact. As part of the £21m Merrist Wood College redevelopment, she co-ordinated input from architects, engineers and subcontractors to ensure practical, buildable designs. She led the adoption of Dalux 3D modelling, delivering training and improving co-ordination, clash detection and issue tracking across the team.



## James Green Wins NHBC Quality Award

James Green, Project Manager for Galliford Try's Building London and South East Commercial business, has won a Quality Award at the NHBC Pride in the Job Awards.

Recognised for excellence on the 249-home Brent Cross Town Plot 13 project, part of one of Europe's largest regeneration schemes, James ranks among the UK's top 5% of site managers.

# Cyber Security

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## Password security

Strong unique passwords or passphrases.



## Screen locking

Lock your screen when away.



## Email vigilance

Trust nothing! Don't enter your credentials.



## Training & education

Stay informed, stay protected!



## Public awareness/ social media

Never post personal details. Mind your surroundings.



## User ID & data sharing

Never share credentials. Think before sharing data.



# 20 reasons to celebrate at the 2025 CCS National Site Awards

Galliford Try has secured 20 awards at the 2025 CCS National Site Awards, recognising excellence across its projects.

Galliford Try has received 20 accolades at this year's Considerate Constructors Scheme (CCS) National Site Awards, recognising exceptional standards in community engagement, caring for the environment, and workforce support across its projects.

The 2025 results include two Gold, three Silver, and 15 Bronze awards, an outstanding achievement that reflects the dedication and professionalism of Galliford Try's site teams in delivering projects that embody care, responsibility, and respect.

Gold Awards were presented to the North East Melton Mowbray Distributor Road and A629 Phase 2 infrastructure projects, while Silver Awards were earned by College Road and Station Road Transforming Cities Fund, Adelaide House, and Worthing Integrated Care Centre and Multi-Storey Car Park. A further 15 Bronze Awards were presented across the Group's Building, Infrastructure and Environment businesses, including major schemes such as Brent Cross Town, Carlisle Southern Link Road, Woodham Academy, and A303 Sparkford to Ilchester Dualling Scheme.

“These awards are a testament to the hard work, professionalism and care shown by our site teams day in, day out.”

Bill Hocking, Chief Executive of Galliford

The CCS National Site Awards celebrate sites that go above and beyond in demonstrating respect for the community, care for the environment and value for the workforce. Every Galliford Try site is assessed against the CCS Code of Considerate Practice, which measures performance against these three principles.

Bill Hocking, Chief Executive of Galliford Try, said: “These awards are a testament to the hard work, professionalism and care shown by our site teams day in, day out. I'm proud to see Galliford Try once again recognised for our efforts in creating social value, minimising our impact on the environment, and maintaining a culture where our people can thrive.”

# Galliford Try strikes Gold as top Defence employer

Galliford Try achieved the Gold Award in the Defence Employer Recognition Scheme (ERS), the highest honour for organisations demonstrating outstanding support to the Armed Forces community.

To earn this status, employers must champion defence initiatives, influence partners and suppliers, and show measurable outcomes from their commitment to the Armed Forces Covenant. The award recognised Galliford Try's sustained advocacy for serving personnel, veterans, reservists, cadet force adult volunteers, and their families.

This milestone followed the Group's Silver Award, its inclusion among the Top 50 Employers for Veterans, and individual recognition for employees Pam McNeill and Steve Houckham at the British Ex-Forces in Business Awards.



## Recognised among UK's top veteran employers

Galliford Try proudly marked Reservist Day by maintaining its position as one of the UK's Top 50 Employers of Veterans, as part of the prestigious GREAT British Employers of Veterans programme.

The annual ranking celebrates organisations that demonstrate exceptional and sustained support for former service personnel, reservists, and military families. Galliford Try's inclusion in the 2025 list reflects its long-term commitment to creating opportunities for veterans through initiatives such as the Refer Your Military Network scheme and dedicated partnerships that promote tailored career pathways for ex-Forces personnel.

Since signing the Armed Forces Covenant in 2016, the Group has worked closely with the Career Transition Partnership (CTP) to help service leavers successfully transition into civilian careers, offering placements, mentoring, and development opportunities across its projects and offices.

50 GREAT  
BRITISH  
EMPLOYERS  
OF  
VETERANS





## Remembering Peter Galliford CBE (1928–2025)

Galliford Try paid tribute this year to Peter Galliford CBE, a central figure in the Galliford family legacy, who passed away at the age of 96.

The Galliford company was founded in 1916 by Peter's father, Thomas J. Galliford, and after the Second World War, Peter, alongside his brother and sister, played a vital role in re-establishing the business from its base at Wolvey in the East Midlands. Over the next five decades, Peter became the face of Galliford, guiding its growth and success until he became the last Galliford to leave the business following his retirement in 1999, shortly before the company became the Group that we know today when it merged with the Southern-based Try Construction.

Peter's lifelong dedication to construction was recognised with an OBE in 1981 and a CBE in 1992, honouring his significant contribution to the industry and the enduring values that continue to shape Galliford Try today.

He is survived by his wife, Rona, their sons Marcus, Miles, and Bruce, and seven grandchildren.



## Viktoria Explores a new career

Our internal mobility programme, Explore, is specifically designed to facilitate internal career moves, allowing employees to explore different roles and business units within the company.

Viktoria used our Explore internal mobility programme to relocate from the South of England to Scotland, enabling her to stay with the company while moving closer to her partner. With her project ending and 15 years of engineering experience, she saw it as the ideal moment to take her career in a new direction. She is now a Technical Administrator on the Scottish Water contract, where her engineering background has supported a smooth transition. Viktoria found the process simple and efficient, and highly recommends Explore as a clear example of how the company supports employee growth and values their skills.

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## 401 promotions

during the year, equating to 9.7% of all employees

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## 67 of our people

used Explore to move roles internally during the year

# New Employee Assistance Programme

Galliford Try has launched its new Employee Assistance Programme (EAP), provided by Spectrum Life and replacing the old AXA scheme, offering enhanced wellbeing support.

As a people-focused business, the health and wellbeing of employees remains a top priority. The new EAP provides direct, confidential access to 24/7 counselling and advice, alongside a wide range of wellbeing resources, fitness and nutrition content, and mental health guides.

Employees can access the helpline at any time by calling 0808 196 2016 or texting 'Hi' to 07418 360 780. A new online platform and mobile app also provide instant access to wellbeing materials and employee discounts, supporting a healthier, more balanced lifestyle for everyone across the business.



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.

## It pays to have a friend

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

We believe success comes from our people which is why we place such a focus on being a people-orientated, progressive organisation, driven by our values.

As we deliver our ambitious 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 will receive the choice of £1,500 or two extra days of holiday. #ProudToBeGT

Learn more about our Employee Referral Programme and how you can get involved by visiting the HR page on Galileo.

# The Rise ascends

With the external structure complete, and internal fit-out making strong progress, work is beginning to come to a climax at The Rise, Cardiff's future tallest building.

Located at Guildford Crescent, the landmark development will deliver 272 high-quality Private Rented Sector (PRS) apartments, along with ground-floor retail units and resident amenity spaces across the ground, first and 27th floors. Privately funded by Lloyds Living, the scheme is being delivered by Galliford Try with Galliford Try Investments acting as client.

The project team has utilised Modern Methods of Construction throughout the programme, including pre-cast concrete panels, bathroom pods and modular service installations, helping to drive quality, efficiency and programme certainty as the building rises across the city skyline.

You can see more about the progress and how the project has incorporated MMC and digitalisation by using the QR code.

