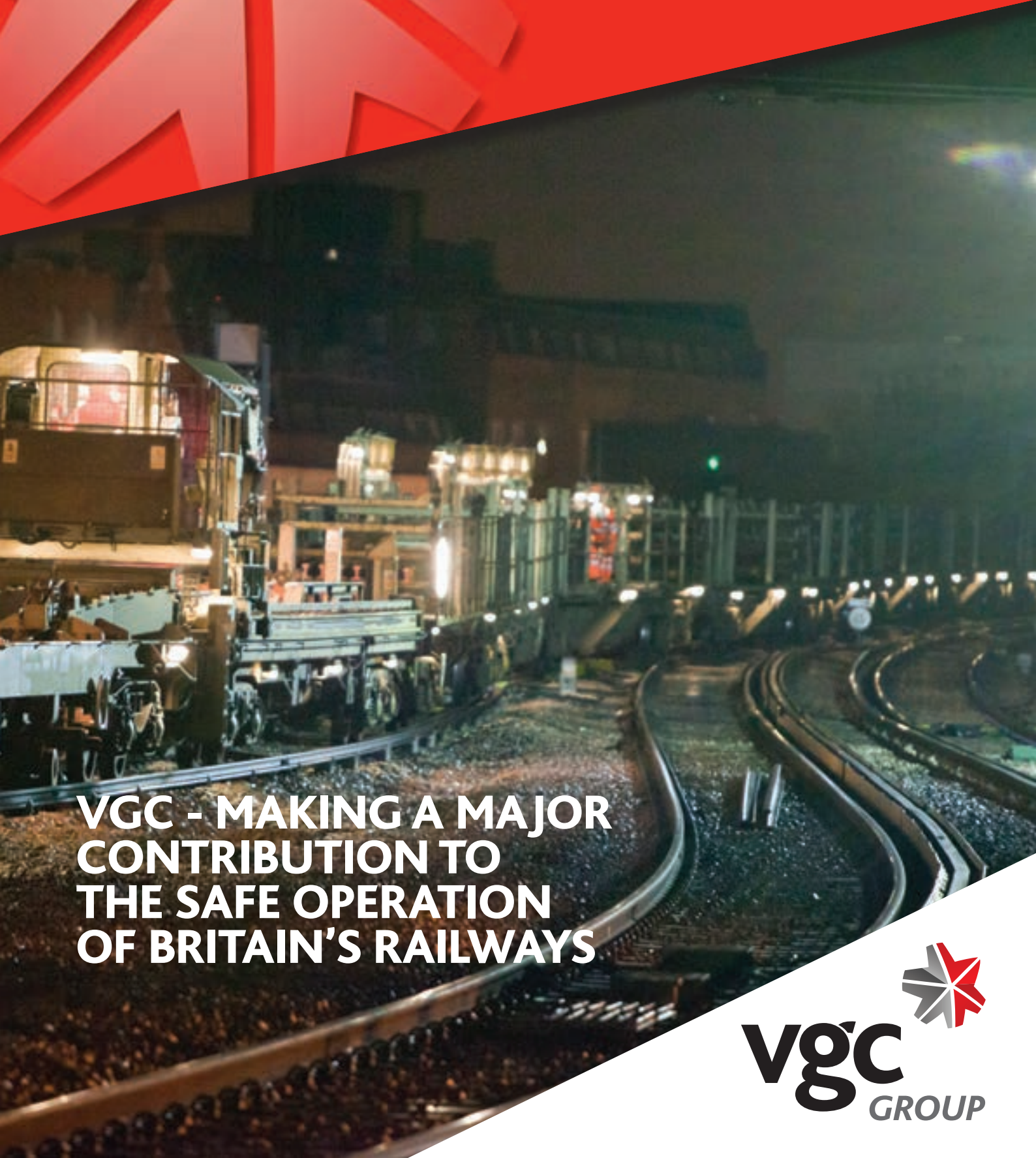


ISSUE THREE - AUTUMN 2013

outperformance

www.vgcgroup.co.uk/news



**VGC - MAKING A MAJOR
CONTRIBUTION TO
THE SAFE OPERATION
OF BRITAIN'S RAILWAYS**



vgc
GROUP



VGC - making a major contribution to the safe operation of Britain's railways

The planning and logistics required to keep Britain's railways running is something that most people take for granted. Among the critical elements of Network Rail's maintenance programme is the replacement of worn rails, which is where VGC plays a key role in the safe running of Britain's railway network.

Some readers will have fond memories of the 'clickity-clack' rhythmic sound of trains as they ran over the bolted, fish-plated rail joints of the tracks. Today's regular rail travellers can't share that experience as modern railways almost exclusively use continuously welded rail which has no joints. These rails are delivered in lengths of up to 216 metres, about twice the length of a football pitch.

Special rail delivery trains are used to move and handle the long lengths of rail so that they are delivered to the right locations. These trains are also able to pick up worn rail for either scrapping or for use on less heavily trafficked routes.

Network Rail owns purpose-built rail delivery trains that have been designed to handle the transport and delivery of long lengths of rail.

"A 216 metre length of rail weighs over 12 tonnes and it must be placed so that it doesn't damage any of the existing railway infrastructure such as signalling and telecommunications equipment, power supplies or traction systems."

In 2002 VGC Rail Projects was awarded a contract to operate the "Rail Putler", one of these specialised trains, which delivers 108 metre lengths of rail, mainly for use in tunnels and tight curves.

A year later the division secured a second contract to operate eight new rail delivery trains that were specially designed to handle rail in lengths of up to 216 metres.

Subsequently, the contract was extended to include the operation of additional long welded rail trains. To man these trains, VGC supplies twelve multi-skilled teams based at key locations throughout the United Kingdom, to ensure nationwide coverage, flexibility and optimum performance.

Building on its track record for safe and efficient rail delivery, in 2009 VGC Rail Projects was awarded a further contract by Network Rail, this time to operate its switches and crossing panel vehicle which is able to supply modular switch and crossing units to railway worksites.

The complex logistics of transporting rail requires thorough planning and this starts many weeks before the rail is delivered. This planning is undertaken in conjunction with Network Rail and its various stakeholders. The process involves site visits by one of VGC Rail Projects' experienced personnel four weeks prior to the planned rail delivery to survey the site and advise on any works that may be needed to ensure a smooth, safe and problem-free delivery. Most of the work is carried out in the early hours of the morning when trains are not running.

Throughout the night VGC operates a control centre at Uxbridge, just west of London, to coordinate activities, deal with any issues, and provide status updates to all relevant stakeholders after each rail drop. The Rail Delivery Contract is headed by Michael Elwood who leads a team of 52 operational staff. Keeping everything

on track is a challenging task and one that Michael does not take lightly.

Michael has over 10 years' railway industry experience coupled with 20 years in a management role and says that "despite the total commitment required to manage our contracts, I still relish the challenge of the rail delivery operation."

With over 1,000 kilometres of rail delivered from March to July this year alone, the logistics of planning this operation requires a combination of technical knowledge, good management ability and an understanding of the railways - valued and scarce commodities in today's world. "We should not underestimate the unrivalled expertise and experience of our rail delivery teams who operate these complex machines in all conditions, 365 days a year across England, Wales and Scotland," Michael adds.

VGC Training, an NSARE accredited training organisation, developed and continues to deliver all the competence management activities required for the operation of the rail delivery fleet vehicles. The programme ensures that the highest levels of competence is maintained amongst its operators through a continuous cycle of training and assessment activities, along with regular staff workshops to address safety, technical and industry updates.

Over the years VGC and Network Rail have refined rail delivery operations and achieved significant efficiency improvements, while at the same time maintaining an excellent safety record. The Group's Managing Director, Laurence McKidd, says "the rail delivery contracts are among VGC's flagship projects and we are proud to be contributing to the safe operation of Britain's railways."

Latest News

VGC delivers for Newcastle Metro's August Blockade



Newcastle Metro is currently undergoing a major £385m modernisation programme that will ensure the region has a reliable public transit system for many decades to come, and VGC Labour Solutions has been helping Balfour Beatty and Nexus with the implementation of their contracts on the scheme.

During August VGC was able to support a "blockade" where six kilometres of Metro track was replaced between Jesmond and South Gosforth just north of Newcastle, a section that sees 30,000 passenger journeys and 450 train movements daily.

The increased number of personnel supplied to the project included trackmen, telehandler operator yard-gangs, site access staff, store men, mini-bus drivers, supervisors and site administration staff

Graham Piggott, Director, VGC Labour Solutions said, "A key challenge for our contract supervisor, Tommy Hunter and his colleagues was to ensure that the requirements for 24 hour working were met and that only the most competent and skilled workers were supplied. Our expertise and local knowledge meant that this was a challenge that we were able to rise to."

Making the world's oldest railway fit for the 21st Century

The North West Electrification is part of Network Rail's ambitious multi-billion pound programme to improve Britain's railways.

Her Majesty's Government is committed to investing in a programme of electrification that will help transform the railway and provide Britain with a sustainable world-class transport system.

Electrifying more railway routes will improve services for thousands of passengers and help support economic growth across many of the country's cities and towns. It will mean faster and quieter journeys with more seats on trains and better reliability on some of the busiest routes.

The Liverpool to Manchester project includes 90 single track kilometres of new electrification including foundations, steelwork and wiring. In addition, there will be significant power distribution works and associated signalling, telecommunication and SCADA works.

In 2012 VGC Labour Solutions was appointed by Network Rail's main contractor, Balfour Beatty Rail, to supply operatives to undertake the



construction of the foundations for the overhead line masts. The division currently has a team of 43 operatives working on the project including seven supervisors.

In order to maintain rail services throughout, all work on the 160 piled foundation and concrete gravity bases is undertaken at night and the weekends.

Concrete is delivered to site in a specialist train operated by VGC for Balfour Beatty.

VGC has worked closely with Balfour Beatty and its client Network Rail to implement a programme of continuous improvement to reduce costs and improve overall delivery.

The Liverpool to Manchester railway is well known to railway enthusiasts as it was the first railway in the world to connect two major cities. Opened in 1830 by the Duke of Wellington, the line became very successful and is acknowledged as heralding the era of rail transport.

The railway was built by George Stevenson and is noted, among other things, for having the first railway tunnel under a metropolis - the Wapping Tunnel in Liverpool, and the technically brilliant crossing of Chat Moss, an area of bog land considered impassable by many sceptics.



Stephenson's Rocket, photo Tony Hisgett

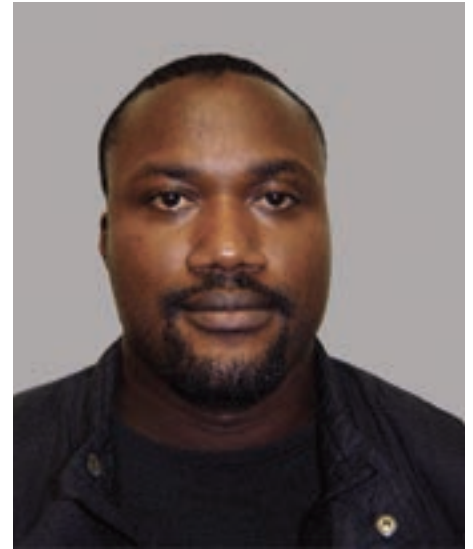
BE SAFE WITH VGC

SAFETY STATISTICS

Hours worked over last 12 months	1,109,737
Days since last RIDDOR reportable accident	134
Hours worked since last reportable accident	717,187
12 month RIDDOR AFR	0.12

As of 31st August 2013

Ehi Iwowo tells of his experience as a “Key Influencer” in VGC’s “Be Safe by Choice” programme



Ehi Iwowo



In 2011 VGC launched its Behavioural Based Safety programme called “Be Safe by Choice” which was designed to raise awareness of how behaviours and attitudes play an important part in reducing accidents and incidents in the workplace.

Identifying a number of “key influencers” throughout the Group was a key part in making the programme come to life. Among the first of the scheme’s advocates is Ehi Iwowo who tells the newsletter about himself and his experience of “Be Safe by Choice.”

Give us some background about yourself?

I have been working for VGC for the past six years on the London Underground Track Partnership programme with Balfour Beatty. I started as a plate layer and now work as a deputy foreman. Most of my work is on the BTR (Ballast Track Renewals) and DTR (Deep Tube Renewals) but I do occasionally get involved in some drainage renewal projects.

How did you become a key Influencer?

A year ago, I was given the opportunity by my VGC contract supervisor, Sean Moohan, to get involved in the “Be Safe By Choice” programme as Sean had shown faith in my work ethic and discipline.

Why did you want to get involved?

I wanted to get involved in the programme as safety is very important to me. I want to return home safely everyday but also want to help my work colleagues to improve our safety performance. While safety on the contract is good, I have seen a lot of things that could have potentially been managed differently. By becoming a “Key Influencer” I felt I would become empowered to help my colleagues work in a safer way.

How has it made a difference?

Since my training, with the support of both VGC and Balfour Beatty, I have been able to influence both my team and other teams to work in a way that is safer, including leading by example and demonstrating why it is important to report close calls. As a result there have been a lot of changes which perhaps wouldn’t have happened otherwise. A particular example is where we were asked to push a track trolley without the proper training. We reported this and as a result the whole gang was then put on the relevant training course.

Why should others get involved?

Other people should get involved in the programme as it can give you the confidence to raise safety issues and to make a difference to your work colleagues and also to the company’s performance.



VGC plays its part in this major addition to public transport in London

Investment in public transport in the nation's capital continues apace to ensure the mobility of Londoners and visitors alike. One of the most significant projects underway is Crossrail - currently the largest infrastructure project in progress in Europe.

The ambitious railway scheme will eventually provide a high frequency, high capacity service to 37 stations linking Maidenhead and Heathrow in the west, to Shenfield and Abbey Wood in the east via 21 kilometres of new twin-bore tunnels under central London.

The overall length of the new railway will be 118km and its ten-car trains will run at frequencies of up to 24 trains per hour bringing an additional 1.5 million people within 45 minutes commuting distance of London's key business districts.

Crossrail will be operated as a London Rail concession of Transport for London, in a similar manner to the London Overground. Services will commence in May 2015 between Liverpool Street and Shenfield and will be extended to other parts of the route during 2018 and 2019.



VGC is currently undertaking work on several Crossrail projects. To the west of London VGC Rail Projects is delivering a £4.5 million contract to carry out the civil engineering component of the signaling renewals being undertaken by Geoffrey Osborne. This important contract is part of the works required to provide the increased capacity to enable Crossrail trains to run on the existing Network Rail network outside of the central London area.

“A flagship project such as Crossrail gives us the opportunity to provide sustainable training and employment opportunities to new entrants to the construction industry.”

Within central London VGC Labour Solutions is working with joint venture contractors Balfour Beatty and Morgan Vinci at Whitechapel. The contract involves the refurbishment of the present Station, including a new station concourse above the East London Line, a new ticket hall and the construction of new shafts and platforms. VGC Labour Solutions is supplying all categories of trades and labour throughout the contract including M & E staff for the enabling works on the existing station.

VGC Labour Solutions is also working on the new Farringdon Station for the BAM Ferrovial Kier joint venture. Farringdon will be a key transport interchange when completed as it will be the only station from which passengers will be able to access Thameslink, Crossrail and London Underground.

VGC Labour Solutions has recently been awarded the contract for the Bond Street section of Crossrail with Costain Skanska. The work will involve platform extensions and the construction of a new station.

Commenting on VGC’s contribution to Crossrail to date, Chris Ryan, Director for VGC Labour Solutions (South) said, “VGC is pleased to be supplying all categories of trades and labour to this vital addition to London’s transport network. We also

EMPLOYMENT SUSTAINABILITY

To support employment sustainability and to engage with local young people in an area of high unemployment VGC Labour Solutions has employed three apprentices on Crossrail projects

- > Lee Van-Cliff
- > Shabul Hussain
- > Mumin Choudhury

believe that we have an integral role within the labour market in supporting youth employment.

A flagship project such as Crossrail gives us the opportunity to provide sustainable training and employment opportunities to new entrants to the construction industry.”

To support employment sustainability and to engage with local young people in an area of high unemployment, VGC Labour Solutions has employed three apprentices on Crossrail projects – Lee Van-Cliff, Shabul Hussain and Mumin Choudhury.

VGC was delighted to be part of the team at Farringdon that won the Crossrail Sustainability Award in the Young Crossrail and Community Investment category for their construction training in the community initiative.



The ambitious railway scheme will eventually provide a high frequency, high capacity service to 37 stations linking Maidenhead and Heathrow in the west, to Shenfield and Abbey Wood in the east via 21 kilometres of new twin-bore tunnels under central London.



Ron Cairns

Managing VGC's IT infrastructure for 30 years

It's a pleasure to introduce to you the technological wizard behind VGC's computer systems for three decades.

Glaswegian Ron Cairns is celebrating thirty happy years at the company this year, and even though he might have taken up golf in anticipation of retirement, he remains as committed to the cause as the day he first met Executive Chairman Sean Fitzpatrick back in 1983.

Back in those days Ron had worked his way into the IT sector having initially commenced a Mechanical Engineering Degree at Strathclyde University.

He might have attended school in the smallest county in Scotland, Clackmannanshire, but the young Ron had a big vision for the future and took the aptitude test at a company called Honeywell and landed himself a job as a systems programmer, and throughout his four year stint at the company gained vast experience and knowledge.

He took to the new high tech environment, rising to the role of analyst programmer at Slater Walker Finance, the company of then Cabinet Minister, Peter Walker. He then went on to Gulf Oil where he worked on a project to develop new control systems, and spent four years at ADP Network Solutions before setting up his own company, Holyport Software Services.

His pioneering approach impressed Sean Fitzpatrick, and the two men built up a solid customer-client relationship with Ron delivering robust new payroll, accounts, recruitment and competence management systems, maintaining and striving for constant improvement as an 'on-call' consultant for VGC at a crucial time in the company's development.

Appointed as a board director in 2011 and as

architect of the VGC systems, Ron worked closely with the ever-expanding IT department developing excellent team skills to compliment the often solitary role of programmer - the biggest challenge being that programming is a world of perpetual improvement and fast paced development as technology advances - but Ron has kept pace every step of the way.

His tireless dedication has created systems which have supported and maintained the growth of VGC, a fact for which the company is eternally grateful.

Keep fit fanatic Ron has recently switched jogging for cycling, and is something of a 'petrol head' - following Formula 1 and motor racing with a typically keen and analytical eye. It is fitting that Ron's excellent working relationship with Sean Fitzpatrick, based on professional respect and a pioneering attitude, has fuelled the ambition and growth of the company for so many years.

Married to Veronica, Ron is a loving father of two grown up children, James and Lisa. Veronica recently retired from her business life as owner of a gift shop in Marlow, Bucks, and is hoping that Ron will take the hint himself and follow suit!

True to form, IT Director Ron only works for VGC these days, and is rightly proud of a career of great achievement in allowing a company to thrive in the technological age.

Business is Buoyant

In 2013 VGC continues to secure new business and is optimistic about its growth prospects through the current year and beyond. The following is a summary of contract successes by business division since the last edition of outperformance.

VGC Labour Solutions

Crossrail

- Since the last edition of Outperformance VGC Labour Solutions has increased its presence on the Balfour Beatty Morgan Vinci joint venture Whitechapel project
- Started work on Farringdon for the Bam, Ferrovial, Kier joint venture
- Now working at Bond Street for the Costain Skanska JV
- Undertaking work at Abbey Wood for Balfour Beatty

Other works

- Continuation of works for Morgan Sindall on the Electricity Alliance contract, including substations and installations within London and throughout the north of England
- M25 managed motorways for the Balfour Beatty Skanska JV
- Appointed by Invensys as a framework civil engineering contractor
- Appointed by HVMS to undertake civil engineering work on its substation upgrade project
- Provision of resources to work on the upgrade of the Newcastle Metro (Nexus)
- Appointed by the Kier Aecom JV at Oxford to provide ground workers on a new sewage treatment works
- Appointed by Kier to undertake civil engineering works on the Urenco site at Capenhurst
- Undertaking work for Morgan Sindall on its Yorkshire Water contract

VGC Rail Projects

- VGC Rail Projects secured a contract for HVMS to undertake work on its railway power supply enhancement contract for Network Rail
- Progress is also going well on the Crossrail West Outer civil engineering works contract for Osborne and the Farnham Resignalling project for Atkins

VGC Construction

- VGC Construction is heading towards completing its contract to install large diameter storm drainage at Heathrow Airport Terminal 2
- Also at Heathrow, VGC construction has secured a contract for Morgan Sindall to undertake modification works to maintenance hangars to allow them to accommodate the new Boeing Dreamliner aircraft. Building on the success of this, VGC Construction has recently been awarded a further contract to undertake refurbishment work on the hangars

VGC Personnel

- Achieved the most improved recruitment company within the Siemens-Invensys framework for the supply of contract Engineering staff
- Secured approved suppliers status with Kier infrastructure for the supply of Professional engineers across the group
- Achieved approved suppliers status with Balfour Beatty's new procurement organisation, Advantage XPO. This now offers VGC the opportunity to supply temporary & permanent professional, technical, management and engineering staff across all of the Balfour Beatty operating Companies throughout the UK

Cole Hire

- Supplying refrigerated vans and Lutons to Red Chutney who are involved in location catering for a new film being created in Pinewood Studios and the West London area
- Supplying hanging garment vehicles to Clements & Church
- Supplying refrigerated vehicles to various catering clients at the Edinburgh Fringe Festival, Reading Festival and Leeds Festival
- Supplying various types of refrigerated, Luton and transit vans to Create Food for their Outside Catering events
- Supplying various types of refrigerated, Luton and transit vans to top-end London event caterers "Rhubarb"

Appointments

VGC is pleased to welcome the following people to the Group.

VGC Group

Bob Webb has joined as a Non-Executive Director. Bob has over 35 years' experience in the construction and rail industries having worked for some of the largest contractors including Balfour Beatty and (in joint venture) with Laing O'Rourke at Project Director level. He has worked on high profile projects including Euston Station Remodeling, the East London Line and Heathrow Terminal 5 as well as working as far afield as Australia, Brazil, Nigeria and Trinidad. Bob has been appointed to provide strategic management support to the Board with regard to planning, marketing, business development and risk management.

Dilani Thayalan has joined the Group as a Payroll Assistant.

VGC Personnel

Clayton Dempster has joined as Director for VGC Personnel. Clayton has over 20 years' experience within the recruitment industry having worked for Shorterm Engineers and subsequently operating his own business, Proactive Technical, which he recently sold to James Caan's Human Capital Group. He has experience in a wide range of sectors including construction, facilities management, transport and manufacturing. Clayton is joining VGC Personnel to strengthen its presence in professional and technical recruitment throughout the UK. He will focus on building a highly motivated team of recruiters and promoting the company through business development activity.

VGC Labour Solutions

John Daly has joined VGC Labour Solutions as a Supervisor on Morgan Sindall projects within the Northern region.

VGC Rail Projects

Daragh Brady has joined VGC Rail Projects as a Construction Manager. Daragh has over 10 years' experience working in the construction industry both in the UK and abroad.

Paul Hambidge has joined VGC as Commercial Manager for VGC Rail Projects. Paul has over 18 years of experience in commercial management within heavy civil engineering and has worked on high profile projects both in the UK and South Africa.

Customer Commendations Outperformance Evidence



VGC Labour Solutions was commended by Balfour Beatty for successfully completing the drainage contract on the London Underground Track Partnership contract. Balfour Beatty's senior works manager commented "this is a great achievement and I congratulate all staff and operatives involved"



Balfour Beatty's construction manager on its Alexandra Palace Contract commended VGC Labour Solutions for its performance. He said during the weekend's work he witnessed "good communication, excellent forward planning and great teamwork."



The logistics manager at Heathrow commended VGC employees Kelvin Austin, Neil Tobin and John Bryden for their reliability, dedication, and conscientious work ethic in support of Mace Logistics.



The Crossrail driver training manager commended VGC Labour Solutions vehicle marshalls Blen Y Meles and Binyam Gebriesilassi at Whitechapel for protecting members of the public during vehicle manoeuvres demonstrating best practice in a difficult situation.



VGC Construction achieved first place for the third time in the Ferrovial Agroman contractor league table for the T2A and T2B projects at Heathrow. VGC has yet again outperformed in the areas of innovation, best practice and health and safety.

News In Brief

NER accredited status for VGC Labour Solutions

VGC Labour Solutions has been awarded yet another national standard of accreditation – "Equality Accredited Employment" – giving the group accredited status on the National Equality Register (NER).

The Register is a national standard that encourages businesses and organisations to embrace equality practices in all that they do, resulting in competitive advantage and benefits to employees and the wider community.

VGC was awarded the accreditation following an extensive audit of the company's processes and interviews with staff at head office and on-site.



Commenting on the latest accreditation, Group Services Director Ciara Pryce said, "VGC has always been committed to

equal opportunities in every aspect of its activities from recruitment through to service provision. In recent years we have further developed this into an Equality, Diversity and Inclusion (EDI) strategy. This aims to remove barriers in relation to employment and development and to promote equality of opportunity to all who work with and for VGC."

VGC supports the Department of Health – Health Pledge

VGC is delighted to be supporting the Department of Health by signing up and actively promoting its “Health Pledge” initiative. VGC considers the health and wellbeing of its workforce as central to the business and are committed to raising health awareness and to improving the health of the construction industry workforce.

Health Awareness Day - M25 Project

VGC recently ran a Health Awareness Day on the M25 project for its staff who were able to meet with a nurse to discuss general health concerns and have basic health checks such as blood pressure, cholesterol and weight.

Laura Edwards, Human Resources Manager said, “VGC considers the health and wellbeing of our workforce as fundamental to the business. Not only will this reduce workplace absenteeism, it also demonstrates to our people that they are a valued part of our company. We are rolling out health awareness days on lots of our projects over the coming months.”

VGC launches new website

The Group has recently launched its new website. For up-to-date news about VGC and all the latest job vacancies visit www.vgcgroup.co.uk.



VGC Group expands social media presence



VGC Group is embracing social media! You can now follow us on Facebook, Twitter and LinkedIn. The Group believes that the addition of social media to its communications platform will enhance our online presence and create the opportunity for staff, customers and contractors to access the latest information on relevant VGC news and job vacancies – search ‘VGCGroup’ and start following today.

Civil engineering graduate recruitment programme

VGC is delighted to be launching a Graduate Civil Engineering Training Programme to work within our VGC Rail Projects and VGC Construction divisions. For further details about this programme please visit www.vgcgroup.co.uk.

Success in staff NVQ programme

Congratulations to Lisa Warwick, Marilu Pittelli and Laura Kenneally who were presented with their certificates by Daniele Robson from Exemplas for the achievement of their National Vocational Qualifications.

All have been working diligently over the last 12 months to build their NVQ portfolios providing evidence of activities in their job roles that meet the national frameworks. As a result VGC staff were awarded the following qualifications:

- Lisa Warwick achieved an NVQ Level 3 Diploma in Business and Administration
- Marilu Pittelli achieved an NVQ Level 2 Certificate in Business and Administration
- Laura Kenneally achieved an NVQ Level 2 Certificate in Team Leading

Ciara Pryce, Group Services Director said, “We are delighted with the achievement of our staff and their commitment and enthusiasm during this process. The NVQ process is having a very positive effect on the business through improved performance and confidence of our staff. We actively support our staff in gaining nationally recognized qualifications and the opportunity to develop themselves through training and development opportunities.”



Lisa Warwick, VGC Training, Marilu Pittelli, VGC Rail Projects, Danielle Robson, Exemplas & Laura Kenneally, VGC Group

VGC Charity Support

VGC raises over £6000 for Mesothelioma UK

VGC was delighted that Liz Darlison, a Macmillan Consultant Nurse for Mesothelioma UK was able to join the company and its guests for the VGC Charity Golf day at Pedham Place Golf Centre in Swanley, Kent on 16th May 2013. The golf day was held to raise further funds for the VGC 2013 Charity of Choice - Mesothelioma UK.



Sean Fitzpatrick Presents a cheque to Liz Darlison. L-R Sean Fitzpatrick, Liz Darlison, Laura Edwards.



Mesothelioma is a cancer of the lining of the lung or abdomen caused by exposure to asbestos. The cancer can take up to 30 years to manifest itself and is very aggressive and difficult to treat. There is currently no known cure. Mesothelioma UK provides support, information and education to sufferers and their families.

VGC and its staff have been supporting Mesothelioma UK for over a year and have organised a number of successful fundraising events including the charity golf day, a quiz night and cake sale.

VGC staff member, Alex Dalton also ran the Virgin London Marathon in April for the charity and raised over £2,000. Alex completed the marathon in a very creditable 3 hours and 35 minutes and his colleagues were very proud to be able to go along and support him on the day.

Since the company started to support Mesothelioma UK, it has raised over **£6,000**. A cheque was presented to Liz Darlison at the VGC Golf Day.

The VGC Group:

VGC Labour Solutions:
Trades and Labour
recruitment

VGC Personnel:
Professional, technical and
managerial recruitment

VGC Rail Projects:
Mainline Rail and London
Underground contractor

VGC Construction:
Building and Civil Engineering
contractor

VGC Training:
Training and competence
management services

Cole Hire:
Vehicle rental

Tel: 08456 201 201

www.vgcgroup.co.uk

