



Company update

14 June 2018

Agenda

- Welcome
- RIP Ron Cairns
- New starters, congratulations and staff changes
- Group company performance, opportunities and challenges
- Construction business update
- Rail business update
- Corporate social responsibility
- Learning and development
- Wellbeing
- Long service awards

June update

Thank you for your work to date this year, especially those who have achieved despite difficult weather.



RIP Ron Cairns



New starters

- Louise Starkie, office administrator
- Steve Kenny, contracts manager HS2
- Ashanti Richardson, recruitment support coordinator
- Krista Edwards, operations administrator
- Swati Patel, CSR manager
- Jackie Cuthbert, business support manager
- Biresh Patel, senior recruitment consultant
- Rob Burke, site agent
- Pat Edwards, project manager
- Zoe Nealon, training administrator
- Clive Smith, project manager
- Rebecca Parfitt, process and resourcing partner (on placement from Brunel University)

Welcome back

- Alice Dupree, HR assistant
- James Andrews, contract supervisor

Promotions

- Simon Clamp
 - learning and development manager

- Marta Kwiecinska
 - assistant manager, Cole Hire



Congratulations

- Marilu Pitelli and Donal McCarthy - Ethan Daniel
- Heena Chatrath and Sunny Singh - Ayaan
- Jarlath O'Hara – married Katie



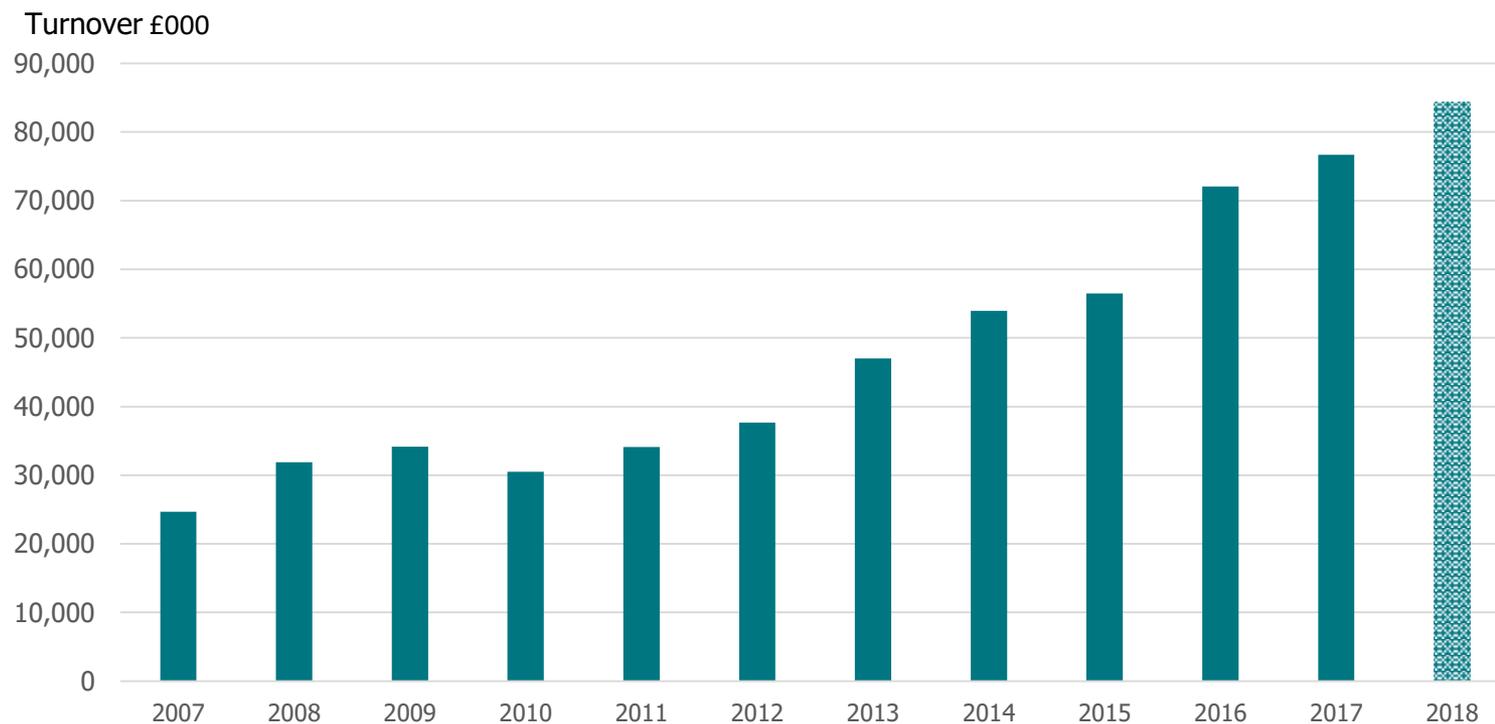
Congratulations and thanks

- Richard Nickell
- Opeyemi Osiyemi
- Bereket Kidane and
Caplea Pastoral Razvanthe



Performance in 2018

- Sales and profit are in line with budget



Challenges

- Employee development
- Teamwork
- Resources
- Winning work
- HSQE
- Competition - use of technology





VGC Construction update

William Dalton

Wakehurst Place

Client: Graham Construction



VGC Rail Projects update

Jacques Kriel

Rail Projects – Crossrail Anglia



- £13.5m
- Civil engineering works
- Stratford to Shenfield
- May 2015 to present
- 20 site staff
- 25 VGC B
- 20 VGC A

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Crossrail Anglia successes

- No reportable accidents (RIDDORs)
- Three Network Rail STAR awards
- Two Costain project contractor of the month awards
- Innovation award nomination – Rail Engineer



Rail Projects – Crossrail WBP sub-station





Corporate social responsibility

Swati Patel, corporate social responsibility manager
June 2018

The business case

- supporting bids
- local employment
- attract new recruits
- legislation



Welcoming people into construction

Attracting new recruits

Supporting existing workforce

The wider community

- Local employment
- Fairness inclusion respect

Five areas of focus

- Women
- Youth (15-30)
- Ex-offenders
- Ex-military
- Wellbeing



Activities

- Ethical Labour Sourcing Standard
- Internal VGC network group
- Construction skills boot camp for new entrants
- Apprenticeship programme
- Schools engagement programme
- New entrants – mentoring
- Fairness, inclusion and respect: 35 sessions; nine ambassadors; three trainers
- Targeted recruitment / information campaigns
- Volunteering / sponsorship / events

Awards

- Shortlisted in CECA 'Inspiring Change' awards
- LSE 1,000 companies to inspire Britain
- Ethical Labour Standard



Shortlisted for the 2018
Inspiring Change Awards

#InspiringChange
www.inspiringchangeawards.com



VGC Group as:

- employer of choice
- supplier of choice
- partner of choice



Our ask

- Fundraise for our charity partner Samaritans
- Volunteer for schools engagement programmes





Wellbeing
Fiona Dowling

Wellbeing champion Fiona Dowling

Corporate priority: We will continue to promote and improve the wellbeing of our staff

- Retain existing staff
- Ensure you feel supported



Wellbeing action plan

- Mental health training
 - Mates in Mind
 - Mental health first aiders
- Britain's Healthiest Workplace survey
- ATC occupational health audit
- Raise awareness of issues that affect us all



**BRITAIN'S
HEALTHIEST
WORKPLACE**

One million steps



Please email honestybox@vgcgroup.co.uk



Apprentice schemes

Learning and development
manager Simon Clamp

April 2017 to March 2018 summary

- Numbers have grown over the year
- We're doing well but apprentices only on three projects
 - 72% are on Hinkley Point
 - 17% on A14
 - 11% at Whitechapel
- All level 2
- Challenge is to role out to rest of VGC and create long-term development programmes for all staff



Long service awards

- Wayne Pleasant – five years
- John Daly – five years
(joined VGC on site in November 2011)

