

EVOLVE

OUR PEOPLE MAGAZINE | 2024 HIGHLIGHTS




GallifordTry

Cover story

Exploring innovation at projects including the Melton Mowbray Distributor Road P:20

Sustainable Growth

A special focus on our updated strategy featuring a look at Specialist Services P:14

Grow Together

Vikki Skene outlines our approach to retaining and gaining talent P:24

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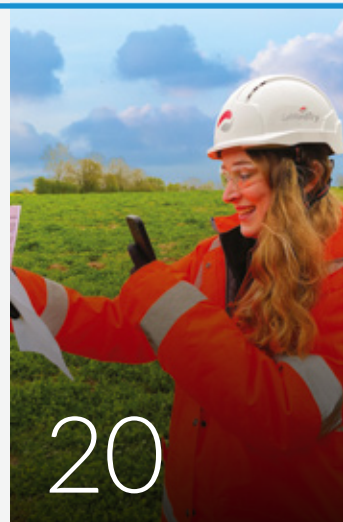
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Message from the Chief Executive

I'm pleased to welcome you all to celebrate the highlights from 2024 in our annual edition of *Evolve*. It's been a great year for all parts of our business, and we now stand at the start of our Sustainable Growth Strategy to 2030, poised to do more excellent work in our chosen markets.

“**Innovation, Modern Methods of Construction and digitalisation will play a key role as we deliver our strategy”**

You can read more about our excellent position, our ambitions, and how we will get there on page 14. Mark Baxter dives into the detail of the contribution our Specialist Services businesses will bring on page 16, while David Lowery gives his insights into his new role on the Executive Board on page 22. Importantly, our 2030 strategy will create further opportunities for career advancement for our people, and Vikki Skene outlines how on page 24.

Innovation, Modern Methods of Construction and digitalisation will play an increasingly key role going forward, and we are already using all three to our advantage with some industry-leading examples on pages 19 to 21.

This progressive approach is also attractive to new generations of talent, who we are committed to promoting our industry and business to, ensuring we have the skills and talent needed to deliver the UK's social and economic infrastructure. Mentoring the Next Generation (page 30) and our Military Programme (page 27) are excellent, tailored examples of the initiatives



we have in place to achieve this, alongside the day-to-day work our Social Value teams do in schools and communities.

Evolve continues to proudly celebrate our project and people successes, including a triumph by Project Director Barry Kingscote, who was singled out by the Chartered Institute of Building for the coveted title of Construction Manager of the Year (page 28).

“**It is a privilege to lead a business that has so many different strands of success”**

It is a privilege to lead a business that has so many different strands of success, where we are all delivering for clients while working collaboratively with supply chain and improving the environment.

I thank you for the tremendous role you have all played again this year. We are in really good shape, and look forward with confidence to a bright 2025.

Bill Hocking



The Rise and rise of MMC

The first collaboration of Building West Midlands and GT Investments on a Private Rented Sector scheme, The Rise, has seen the use of Modern Methods of Construction, and now the sale of the scheme to Lloyd's Living.

Formerly known as Guildford Crescent, The Rise is being delivered in Cardiff by Building West Midlands and South West, and will create 272 new homes and retail space in a 31-storey tower.

Pictured above are just some of the 5,000 components that have been manufactured off site in pre-cast concrete and assembled on site as a 'kit of parts', providing safety benefits, and time and carbon savings.

In November, Investments, who assembled the development through funding, acquisition and planning, announced the sale of the Group's interest in the scheme, to Lloyds Living.

“ The Rise development represents a crucial step for us within the Private Rented Sector market - and important part of our Sustainable Growth Strategy. We are proud to be working on it with Lloyds Living.”

Phil Harris, Managing Director for Galliford Try Investments.

New tech drives Winchburgh WWtW

The construction of Scotland's lowest carbon new waste water treatment works has been completed by our ESD joint venture.

The new Winchburgh works make use of award-winning state-of-the-art Nereda filtration technology which reduces energy usage by up to a half and treats wastewater more effectively, while requiring a third less land, and giving a carbon saving of up to 25%.



Duke of Gloucester opens Hirst building

Greenhead College's new Hirst building, built by Galliford Try's Building North East and Yorkshire team, has been officially opened by His Royal Highness Prince Richard, Duke of Gloucester.

The Duke was taken on a tour of the new building, visiting students and staff during their lessons, before cutting the ribbon alongside Professor Judy Hirst, a pioneering figure in science and former Greenhead student, who the building has been named in celebration of.



Appointments

Kevin Boyd joins Board as Non-executive Director

Kevin, who has a wealth of experience in the engineering and manufacturing sectors, brings a strong combination of financial, strategic and multi-organisational expertise to the Board of Galliford Try.



Kris Hampson appointed as new Chief Financial Officer

Kris joined the Executive team from his position as Group Financial Controller at the FTSE 100 group Rentokil Initial. He leads the finance function within Galliford Try and is becoming an important face for the business, dealing with investors and City institutions.



Glennan Blackmore becomes MD for Infrastructure business

Glennan, who joins from Skanska, is responsible for increasing Galliford Try Infrastructure's share in existing markets and progressing aligned adjacent market opportunities.



Phil Harris promoted to lead Investments business

Phil originally joined Galliford Try with the acquisition of Miller Construction in 2014, having joined that business in 1996, before progressing to Investments Director through a series of promotions.



Steve Catlin appointed as MD for Facilities Management

Having played a key role in the success of the FM business, Steve has been promoted with a remit to leverage our existing contracts and frameworks, and develop our capabilities in Small Works and Net Zero retrofit markets.



No misses for NMIS

National Manufacturing Institute Scotland (NMIS) won Project of the Year at the Education Estates and Learning Places Scotland (LPS) awards, adding to its impressive haul.

Developed for the University of Strathclyde, NMIS is a groundbreaking facility that sets a high standard for eco-friendly design in education and research.

It is designed to be operationally carbon neutral and features a fully digital 'factory of the future,' manufacturing skills academy, and collaboration hub. This latest recognition from Education Estates and LPS, brings NMIS's award count to an incredible 19, cementing its reputation as a sustainable leader.

In addition to NMIS's success, the Beatlie Campus project, delivered in conjunction with Hub South East, also earned recognition at both ceremonies, winning the Pupil/Student Experience Award, as well as the Inclusive Design Award at LPS.

“I cannot speak highly enough of our teams and all our stakeholder partners in these two fantastic projects”

Built for West Lothian Council, Beatlie provides specialist resources to support students with varying needs.

David Ewing, Managing Director of Morrison Construction Building Central, which built both schemes, said: “I cannot speak highly enough of our teams and all our stakeholder partners in these two fantastic projects. Congratulations to all those involved for their well-deserved success.”

Net Zero Route Map published

The Group's first Net Zero Route Map, detailing the steps to achieve science-based and net zero carbon targets, has been published. The plan provides the route required to ensure we achieve zero Scope 1 and 2 emissions by 2030, and net zero across all scopes by 2045.

Covering 16 key areas, including diesel use, materials, and carbon offsetting, milestones include 100% renewable electricity by 2025 and zero construction waste to landfill by 2026. The roadmap provides actionable guidance for teams and evolves alongside advancements in emissions measurement and low carbon practices.



Paisley pushes on

A new £69m campus for Paisley Grammar School featuring cutting-edge educational facilities to support up to 1,380 pupils, along with all-weather sports pitches to encourage year-round physical activity, has hit the ground.

The project by Morrison Construction Building Central will also deliver a 300-seat theatre, providing a dedicated space for performances, assemblies and community events. Together, these facilities create a vibrant and inspiring environment designed to serve both students and the wider Paisley community.

The contract follows the successful redevelopment of Paisley Town Hall for the same client last year, and builds on a prolific portfolio of consolidated education campuses across the central belt, including the award-winning Barony Campus, Winchburgh Campus and Wallyford Campus.



North West completes AO gig

Building North West has handed over the prestigious AO Arena refurbishment project to client ASM Global.

The renowned concert venue, which is located in central Manchester has benefited from a £30m overhaul, including the reconfiguration of the stage and seating areas, that will increase the visitor capacity for major events, as well as the refurbishment of the entrance and backstage areas.

Included in the project was also the creation of The Mezz, which is a state-of-the-art space dedicated to restaurants and other hospitality, and a brand-new viewing area.

Darren Parker, Managing Director for Building North West, commented: "We are delighted to have played our part in maintaining AO Arena's position as one of the very best entertainment venues in the north."



AMP8 accelerates

Wessex Water Capital Delivery Framework

We have secured two positions on Wessex Water's Capital Delivery Framework for AMP8, valued at £3.7bn overall and expected to bring over £400m to Galliford Try over six years. The work will cover Lot 1 MEICA and civil engineering projects, as well as Lot 3 Capital Maintenance.

Strategic partner for Southern Water

Under a £3.1bn framework spanning seven years, with a potential five-year extension, the Environment team has been appointed to Southern Water's Capital Programme Strategic Delivery Partner Framework. The framework is expected to bring over £500m to Galliford Try under Lot 2, which includes planning, civils and MEICA design, and construction management for non-infrastructure wastewater projects.

MEICA Delivery Partner for SWW

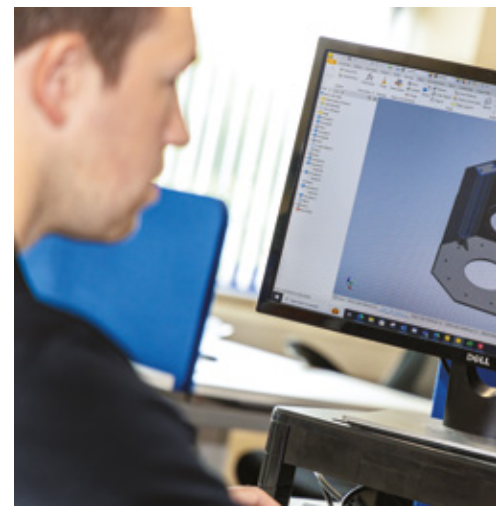
We have been appointed as a Tier 2 Delivery Partner on South West Water's (SWW) MEICA Framework within the new Amplify alliance. As one of five preferred suppliers, we will support SWW's £2.8bn infrastructure plan (2025-2030), covering planned and reactive works across Cornwall, Devon, Bournemouth, Isles of Scilly, and Bristol Water areas.

Lintott awarded two Lots on £74.7m Anglian Water Framework

Lintott Control Systems has been awarded a place on Lots 1 and 2 of Anglian Water's Operational Technology Services and Resources Framework. The framework, a first of its kind for Lintott, covers an initial eight-year period and is worth a total of £18m to the business. Lot 1 will cover all telemetry, electrical and associated mechanical and configuration work, while Lot 2 involves all systems integration and associated electrical, mechanical and configuration work. Lintott is one of three contractors on both lots.



David Owen, MD of Galliford Try's Water Technologies business with Environment MD Mark Shadrick



LINTOTT
Pioneering service

Water Tech facility opens in Paisley

A state-of-the-art facility that will house our Water Technologies operations in Scotland officially opened in September, with Environment Managing Director Mark Shadrack leading the ceremony.

The new premises includes 640 sqm of manufacturing space dedicated to Galliford Try Fabrications, along with specialised workshops for Lintott Control Systems and Ham Baker Engineering, all part of the Water Technologies business.

Currently, Fabrications focuses on advanced

metalwork for projects in Scotland, working closely with the ESD joint venture for Scottish Water, as well as supporting Morrison Construction.

The opening event featured a plaque unveiling by Mark, followed by a guided tour of the new facility. Attendees included key client representatives from Scottish Water, as well as partners from Galliford Try's supply chain and members of the wider Environment business, highlighting the importance of this new centre for the local industry and community.

Galliford Try launches GT5C scheme

Galliford Try's Environment business has launched GT5C, a unique arrangement with leading consultants AtkinsRéalis, WSP, Binnies, Sweco, and GHD to support water industry clients in meeting AMP8 goals.

This collaboration enhances in-house design capabilities by guaranteeing high-quality engineering

resources across the UK.

GT5C offers nationwide coverage with local expertise, ensuring efficient, agile support through standardised service agreements and streamlined resource management, setting a new benchmark for industry collaboration.

New look for Lintott, new site for HBE

Lintott Control Systems, part of the Water Technologies business, has received a new and fresh look, signalling a new milestone for the control systems provider.

The new brand identity retains Lintott's traditional blue colour, reflecting its history and its future as a committed provider of excellence to the water sector.

David Owen, Managing Director of Galliford Try's Water Technologies business, commented: "We are delighted to be building on the excellent progress we have made so far as part of the Galliford Try group, with this reinforcement of our brand identity."

Lintott's sister business, Ham Baker Engineering, meanwhile launched its new website highlighting its extensive product range and design expertise for the water, wastewater, environment and industrial sectors.

Graham Funnell, Operations Director for Ham Baker, commented: "We are delighted to be able to launch our new website which we hope will be useful to all our customers in introducing our capabilities and our growing business. I look forward to continuing to develop our offering to the industry as we move into the future."

Caldew beams at CSLR

The £140m Carlisle Southern Link Road project, being delivered in partnership with Cumberland Council and Homes England, is making significant strides.

The project's largest structure, the Caldew Crossing, is currently under construction and is taking shape with the recent delivery of 18 weathering steel beams. These beams, crafted from 30–55mm thick steel, are designed to weather naturally over time.

This innovative approach not only enhances the structure's aesthetic appeal but also serves a practical purpose by reducing future maintenance costs.

The crossing will span both the railway and the River Caldew, serving as a vital link in the new road network, which will improve regional connectivity.



A303 opens to traffic

The £135m A303 has been successfully opened for traffic, following a ceremony with National Highways.

The project saw the dualling of a 3.5-mile section of the single carriageway A303, helping to promote economic growth, improve journey times and increase safety by unlocking a major bottleneck in the county on a major route for the Strategic Road Network.

The scheme included three new junctions and two new major structures, a bridge at Steart Hill and an underpass at Hazlegrove, as well as 33 new culverts and wildlife crossings.

The road received its official opening with guests including local MP Sarah Dyke and National Highways Chief Executive, Nick Harris



SEALR contract secured

The Local Authorities team has secured another significant contract, after being appointed to the £88.9m South East Aylesbury Link Road (SEALR) project on behalf of Buckinghamshire Council.

This vital infrastructure initiative is aimed at improving transportation efficiency and easing traffic congestion in Aylesbury. The project involves the construction of 1.1 miles of dual carriageway, which will feature three

new roundabout junctions, effectively linking the A413 Wendover Road with the Stoke Mandeville Relief Road, facilitating smoother traffic flow and enhancing connectivity between key thoroughfares.

By alleviating congestion in the heart of the town, the SEALR project is expected to improve travel times and promote economic growth in the region. Galliford Try is committed to delivering this project efficiently and sustainably, ensuring that it meets the needs of both the local community and the environment.

Questions with Glennan Blackmore

Glennan Blackmore joined Galliford Try in August as our new Managing Director for Infrastructure covering National Highways, Local Authorities and Major Projects. Here, he gives us an insight into his background in engineering and his thoughts on how to create a successful working environment.

Q Tell us about your career journey.

A Born in South Africa, I was unsure about my career path during school. After my military service, I discovered an army magazine featuring an ad that piqued my interest with people working outside with heavy equipment. I learned that civil engineering was the key to that career, so I promptly applied for a scholarship. This led me to work with Goldstein, a South African contractor. In 2006, I joined Skanska, where I spent 18 years managing the National Highways portfolio as Highways Sector Director and serving on the board for the Infrastructure business.

Q What attracted you to Galliford Try?

A I was attracted to Galliford Try because its values align closely with my own, fostering a genuine sense of belonging. My prior experiences with Bill and exposure to GT's commitment to mental health and fair treatment reinforced my decision. I appreciate the Group's emphasis on mental health awareness and the importance of building trust within the team, ensuring everyone feels respected and valued. This supportive culture is what makes Galliford Try stand out to me.

Q What is your vision for the Infrastructure business?

A As we look ahead, let's prioritise celebrating our continuous successes, reinforcing a culture that

acknowledges milestones rather than merely addressing challenges. Achieving our revenue and margin goals by 2030 hinges on the wellbeing of our people. Safety remains our utmost priority, promoting trust and ensuring a productive, high-quality work environment. Simultaneously, we're committed to nurturing a vibrant culture where inclusivity, inspiration, and enjoyment are central, where every voice matters and every achievement is recognised.

“People are important to me, leadership is helping people to be the best versions of themselves”

Q What key aspects of collaborative culture drive success in infrastructure projects?

A Building trust and mutual respect among all stakeholders, including supply chain partners, creates an environment where open communication thrives. By including clients in every conversation, we ensure alignment and clarity, which minimises surprises and fosters teamwork. When everyone from subcontractors to specialists feels empowered to express their aspirations and needs, we can collectively address challenges and enhance efficiency. This true collaboration not only strengthens relationships but also drives project success, as it allows us to navigate complexities together while meeting our shared goals. Together, we can achieve more.

Awards



Galliford Try recognised for Partner award

Our approach to actively championing the Supply Chain Sustainability School (SCSS) and its resources within the construction industry was rewarded with the Partner Award for Supply Chain Engagement at the SCSS Awards.

As a partner of the school, which serves as a key online resource for companies in the built environment supply chain, Galliford Try supports the SCSS's work to empower professionals across the sector with the knowledge and tools necessary to build a resilient and environmentally responsible supply chain.



Galliford Try and Morrison Construction sites receive 15 CCS Awards

Site teams from Galliford Try and Morrison Construction earned a total of 15 awards at this year's Considerate Constructors Scheme (CCS) National Site Awards, including four gold, three silver, and eight bronze.

Every Galliford Try site is audited to evaluate adherence to the CCS Code, with performance assessed in various areas including community respect, environmental care, and workforce protection. The Gold Award winners for Galliford Try were: 127 Charing Cross Road; Colmore Square; Bloxham Grove Academy and the Melton Mowbray Distributor Road project.



BOHO X awarded for innovation

BOHO X received the British Council for Offices' (BCO) Innovation Award at the regional ceremony for the North East.

The project features more than 60,000 sq ft of Category 'A' office space spread across seven storeys and represents the latest phase in the redevelopment of Middlesbrough's Boho area. The award highlighted several innovative aspects of the project, including flexible workspaces and sustainable elements such as photovoltaic panels, a green roof and air source heat pumps.

Cliff Wheatley, Managing Director for Building North East and Yorkshire, commented: "This is a great achievement and serves as proof of our commitment to innovation and good working relationships. Well done to everyone involved."



Double award for Asset Intelligence

Asset Intelligence received two accolades at this year's British Security Awards, which recognise the accomplishments, bravery and innovations of professionals in the UK's security sector.

The team was recognised with the National Partnership Award for its Water Industry Partnership Model, praised for establishing a new standard for efficiency and aligned practices.

Bethany Davies, Design Engineer was acknowledged in the Management Excellence category for her contributions to United Utilities' recent security initiatives and being a role model for women's career opportunities in security.



St Andrews wins best project

A rock face reinstatement project conducted by Morrison Construction near Billinge Nook, a local beauty spot on the Fife Coastal Path in St Andrews, was awarded Civil Engineering Contractors Association Scotland's Best Project Under £2m at the Scottish Civil Engineering Awards, organised alongside the Institution of Civil Engineers.

The project was praised for demonstrating Morrison Construction's commitment to safety, the environment, social value and effective project management, achieving a positive outcome for the client, the environment and the wider community as a whole.



HMP and YOI Stirling takes home gold

Morrison Construction's HMP and YOI Stirling project won a gold award at the Scottish Design Awards in the Health Building/Project category.

Organised by *Urban Realm* magazine, the awards highlight exceptional design in Scotland. This new facility for women in custody accommodates 100 prisoners, replacing the former HMP Cornton Vale. It focuses on mental wellbeing through a trauma-informed design, developed in collaboration with the Scottish Prison Service. The layout features seven single-storey buildings, blending with the site's natural and historic elements.

Delivering Sustainable Growth

With excellent cash, year-on-year profit and robust revenue, the Group is in a great position, and looking confidently to 2030, say CEO Bill Hocking and CFO Kris Hampson.



“There are no surprises in our updated strategy,” says Chief Executive Bill Hocking who is coming up to five years in the post. “It’s an evolution of our previous strategy, building on the solid foundations that we’ve built over the last few years.”

Bill and the leaders who now make up our Executive Board have put the business on an upward trajectory by keeping things simple.

“That comes down to our engine of growth - a core of good people, all aligned to the same idea of what good looks like for our business; being selective about the work we take on, which leads to a very good quality order book comprised of projects we can do day in, day out; delivering those consistently and predictably to strengthen our already strong balance sheet; which reinforces our ability to be selective about our projects. And so the wheel turns,” he explains.

This philosophy set the foundations for the Group’s Sustainable Growth Strategy – focusing on people, working with our supply chain to deliver excellence for our clients, and remaining committed to being socially and environmentally responsible to earn sustainable financial returns.

“Thanks to our good people, our excellent financial position and strong demand in our market, we have demonstrated that our strategy is the right one, reporting four years of sequential growth,” Bill highlights with confidence.

Back to the future

Having progressed the Group’s revenue and margin targets to 2026 targets ahead of plan, Bill and the Board have set their sights on the strategy period that will lead us to 2030. The ambition is to grow revenue in excess of £2.2bn at an operating margin of 4.0%.

“We’ve demonstrated that our strategy is the right one”

“Growth will be achieved in three ways, says Bill. “Firstly, we will continue to grow both revenue and margin in our existing core markets of Building, Infrastructure and Environment where there is resilient, long-term demand.

“Secondly, we will develop our business in the higher-margin Affordable Homes market where there is significant demand.

“Thirdly, we will expand our higher margin Specialist Services businesses, including fire protection, digital infrastructure, security and FM (page 16). Likewise, in Environment, we will grow our capital maintenance and asset optimisation business, our product manufacturing businesses and our engineering capability.

“We’ll leverage our geographical and client footprint across the UK, doing more of what we do, and selling more services to more clients across our businesses. What our new targets tell you is there is more to come.”

What the numbers say

Chief Financial Officer Kris Hampson, who already has his first set of financial results behind him, is in agreement: “Four years of sequential growth is a great story. It’s not often you come across a company that can repeatedly grow revenue, margin percentage and turn all the profit into cash.

“This is a great story”

“This puts GT in a really impressive position, and is a credit to all our business unit teams across GT who’ve delivered it. There is a huge market opportunity still in front of us, the Group has a solid foundation, an excellent culture and our Specialist Services show niche technical prowess which give us an edge too.”

Similarly, the Exec have been vocal about the Group’s digital agenda taking our business to the next level by improving safety, driving more efficient project delivery, enabling cross-party collaboration remotely, improving visibility and using augmented reality to simulate real scenarios (page 19). “These, along with innovation in materials and Modern Methods of Construction are real enablers of profitable growth,” says Kris.

“As Bill has noted before, investors like consistent delivery, so we have to make sure that, going forward, we continue to execute just as well as we have in the past few years, and, if we do, our targets are ambitious *and* achievable.”

People first

Finally, Bill adds that the refreshed strategy will create opportunities for career advancement (page 24), with tools such as our comprehensive Career Paths and our internal mobility programme Explore driving the way. As an example, this year 362 people, almost 10% of our workforce, were

“Our digital agenda will take our business to the next level”

promoted and 69 people made internal moves to develop further, achieve their career ambitions and/or to support changes in their personal circumstances such as a change of location.

Concluding, Bill says: “I’m excited by the future of Galliford Try. Being people-orientated and values-driven will always reside at the very centre of our strategy so Galliford Try is a great place to be, now and in the future.”



Scan to watch Bill and the Board introduce our Sustainable Growth Strategy to our investors



Monk Bridge, Leeds



Meet the Specialists

Higher margins, a fragmented national market and strong demand from our clients mean our Specialist Services businesses have a unique expansion opportunity and have been earmarked to play a key role in our Sustainable Growth Strategy. Mark Baxter, Executive Board member and Divisional Managing Director for Specialist Services, outlines how that plan will come together.

“Our Specialist Services businesses have a great deal of potential for higher margin growth,” says Mark, who has headed up the role of Divisional Managing Director for Specialist Services since 2019.

“The opportunity is different in each business, but the common theme across all of our specialisms is that each business is established and profitable, there is strong demand for the services provided, and we already benefit from a solid client base,” he explains.

Over the years, the Specialist Services have been a less prominent part of the Group, each working largely independently in their areas, and building a reputation for expertise in technically challenging areas. Mark says the market is now presenting an opportunity to expand.

“Clients in our Building, Infrastructure and Investments businesses are increasingly telling us that it’s actually very difficult to get technically competent people in specialist areas, so having our own teams within Galliford Try, backed by our considerable financial strength and long-term stability is really attractive.”

Mark points out that when you combine our capabilities with our geographical and client footprint across the UK, there’s an enormous opportunity to leverage Galliford Try’s position to deliver more work to more clients.

“We can provide a more holistic service to their businesses by co-ordinating within Galliford Try to reduce and manage interfaces and to offer services across the whole of the UK from our existing office network. This is a real differentiator.”

““ This is a constant task, so it provides an annuity income stream”

‘Joining these dots’, as CEO Bill Hocking has previously put it, is one part of the plan but all these businesses have their own growth potential, as set out on the right.

“The 2030 strategy for Specialist Services is exciting and challenging but very achievable,” says Mark. “We are on the right track, building our businesses the right way and look forward to making an increasing contribution to the 2030 strategy.”

Oak Specialist Services

Regional Ops Directors Bill Bishop and Ben Wilson



The Building Safety Act is driving significant focus on fire safety. Oak install and maintain passive fire protection to buildings and undertake façade remediations and new façade installations. The team surveys and remediates existing buildings and has accredited fire door engineers who inspect, repair, maintain and replace, if necessary, fire doors across huge portfolios. This constant task provides an annuity income stream. The business currently operates out of the South East, and the plan is to grow organically using our existing regional office network as a springboard to provide UK-wide services to our clients.

Asset Intelligence

Uzair Osman, MD



Asset Intelligence has been built up out of the increasing security requirements around Critical National Infrastructure (CNI).

The mere scale, pace and complexity of the threat to the UK's CNI is rising, with greater cyber threat, geopolitical tensions and ageing infrastructure being just a few of the contributors. That, coupled with increasing regulation is driving demand, while advances in technology and AI are enabling Galliford Try to take a more proactive approach to security and get ahead of the risks. The strategy here is to do more with existing clients, to embrace tech, and to expand these services to clients in other parts of GT.

Digital Infrastructure

Andy Duggins, MD



Digital Infrastructure was born out of our former Telecoms business that delivered more than 25,000 wireless and core network installations across all operators within the UK in the last 30 years. That wealth of knowledge has been leveraged in a recent transformation, where these skillsets and capabilities have been turned to emerging digital infrastructure markets. These include EV charging infrastructure, private 5G networks, and an increasing specialism in sensitive projects within the Defence sector.

Facilities Management

Steve Catlin, MD



FM is the most established of the Specialist Services businesses and benefits from a long-term PPP order book. The business is seeing higher workload in its chosen markets, where clients are looking to maximise the lifespan of their facilities through high-quality proactive and reactive maintenance, as well as using green retrofit to meet their net zero carbon ambitions. The team's plan is to accelerate Hard FM and Total FM solutions across the UK and grow its Small Works capabilities nationally.

Watch the video

From our role as principal contractor on major public and private sector projects, through the specialist works of our active and passive fire proofing and security installations, and including our ongoing life cycle maintenance works through our FM business, we deliver turnkey end-to-end solutions that add value for our clients and society.



Scan to watch our 'What we do' video





Investing in the future

Phil Harris, Managing Director of Investments, runs a lesser-known but vital part of the Galliford Try group, which among other benefits, makes a significant contribution to our balance sheet. Here, he outlines the key focus areas for his business.



For many years, Galliford Try Investments (GTI) has been a key part of the Group's mix, working with the business to maximise opportunities across sectors such as Education, Health and Affordable Homes.

The team has historically used its expertise in arranging finance to devise solutions for our clients, providing contracting opportunities to build and maintain the facilities and create a regular income stream. These skillsets are now being used to

progress co-development opportunities, with a focus on the Private Rented Sector (PRS).

The business now operates in four different workstreams as seen below, covering the areas that people would expect, such as managing our £42m investments portfolio, but also the areas that are less obvious, with all the transferrable skills and potential expertise that we are able to lend to the wider business, and their clients."

PRS development projects

GTI acts as developer and development manager, working closely with our regional construction teams to design and build new homes in the Private Rented Sector. The team is responsible for land assembly, planning process and delivering turnkey projects to institutional investors. The most prominent of these schemes is The Rise (page four) a scheme in Cardiff that was recently sold to Lloyds Living.

Investing in UK PPP projects

GTI has long-term investments in UK public sector infrastructure projects that include health, education, roads, housing, emergency services and social care.

The business is now investigating opportunities to invest in low and net zero carbon infrastructure such as renewable energy.

Consultancy and estate management

GTI Consultancy Services provides estate and financial management services to the companies that operate the facilities we have invested in, and privately financed projects that are owned by other investors. Services include statutory accounts, bank returns, reporting, board packs and energy monitoring. It also provides defects and regulatory compliance management, as well as estate planning services to public and private property owners.

Operating Hubs in Scotland

Hub North and Hub South East are two of five PPPs established by Scottish Government to develop and deliver community infrastructure projects. GTI is the majority private shareholder in Hub South East, holding a significant stake in Hub North and providing the senior leadership teams to both businesses.

The Hubs have produced £2.3bn of work to date with Morrison Construction as main contractor on many of those projects, and GTFM providing facilities management services.

Digitalisation

Digital tools are driving our performance by creating a more efficient approach to project delivery.

They are



Improving safety by reducing the need to be on site.



Enhancing quality by accurately relaying live data to enable informed decisions, reducing errors and rework.



Enabling collaboration by facilitating simultaneous, real-time adjustments by multiple parties remotely.



Improving visualisation by providing 3D models in a simulated, life-like environment, making it easier to identify potential design flaws.



Supporting training with life-like Virtual Reality, reducing the risk of accidents and injuries.



Lowering carbon and saving time by reducing waste through increased accuracy and reducing the need for travel.



Driving down costs by speeding up processes and freeing up employees to carry out higher value work.

Examples in our business include:



Digital twins: we have developed the capability to produce digital replicas of water assets to allow engineers to remotely monitor and optimise plant performance. This enables us to deploy the knowledge of skilled experts who are in short supply nationwide.



Digital mapping: we are combining advanced technology laser scanning with traditional surveying practices to efficiently capture and create accurate representations of physical spaces. This mapping enables teams to share information and collaborate on design and operational management issues of client assets in real-time, enabling effective triage of issues and better planning.



Augmented Reality: we are using software to overlay 3D design models with augmented reality to simulate the next sequence of activity,

highlighting potential issues before they happen and creating efficiencies.



Artificial Intelligence is being used to take into account factors such as productivity, waste management, lean construction, sustainability, and health and safety to lead to improved performance and create cycles of continuous improvement.



Virtual Reality is being used to train our people on high potential health and safety issues so they can visualise risks in real locations and scenarios from Galliford Try.



Digital photo records: we are using software to capture regular 360 degree images and videos of the live construction phases we build, which provides progressive assurance to our clients and means that, there is 'as-built' documentation of buildings for future reference.

Innovation



Compaction tech brings safety benefits

First-of-a-kind compaction technology to speed up construction and improve safety on road sites has been trialled by our A303 upgrade scheme.

The technology uses 3D mapping and a sophisticated sensor system, which ensures that the right level of compaction is achieved first time, and that any uneven areas which could cause settlement issues in future are rectified.

Using these features, the driver can set the target depth and required compaction level using a device in the cab, ensuring the task is completed safely and eliminating the need for someone to be on the ground.

Without the use of such technology, the only way to be confident of the compaction level across a site is through repeated trials, so the technology also improves efficiency and environmental benefits.

Claire Hamar, National Highways Head of Innovation, said: “We are constantly exploring new innovative ways to design, build and maintain our roads and are committed to making connected and autonomous plant the norm in construction. We believe that embracing innovation is the path to more efficient and safer projects.”

MMDR team utilises innovative lift technology

Pictured on the front cover, we used an innovative load assistance system to help successfully complete a major beam lift for the £85m Melton Mowbray Distributor Road project.

The Vita Load Navigator is a semi-autonomous propulsion-driven device that connects below the hook of the crane and is remotely controlled.

It is capable of measuring over 1,000 data points per second to detect load movement in real-time and adjusts the load with high-powered fans to eliminate spinning, rotations, and other problems that could cause injuries or site damage.

The system was deployed to lift 18 concrete beams into place as part of two bridges over water courses.

Using the navigator and a temporary beam system allowed for minimal interfacing between the site operatives and the actual beams themselves, while tolerance accuracy was maintained to within 5mm.





Qflow platform supports carbon reporting

Carbon measuring platform, Qflow, has been adopted by the Infrastructure business to capture and process information from delivery and waste tickets, using AI technology.

It enables the capture of digital and paper tickets, ensuring complete and accurate data collection relating to deliveries and waste transfers. Goods recipients upload a photo from their mobile in real-time at the point of delivery, which is logged on to Qflow and can be used to build a better picture of a site's carbon profile.

Poppy Parsons, Head of Low Carbon, said: "Purchased goods and services represent some 94% of the Infrastructure business's total carbon footprint, with numerous different suppliers and high volumes of Goods Received and Waste Transfer Notes. Accurate and complete data is vital in us evidencing the great work we do to decarbonise our projects but more importantly, allows us to generate data driven insights to feed into our key decision-makers to make the right decisions to decarbonise."

Low carbon concrete research wins funding

A partnership including Galliford Try has been awarded a research grant by Innovate UK to work on developing a more eco-friendly concrete utilising Graphene, a material extracted from graphite that is made up of pure carbon, to reinforce it.

Working together with Graphene@Manchester (part of Manchester University), CEMEX and Northumbrian Water, Galliford Try will take part in the research project to investigate an innovative approach to decarbonising concrete

by integrating micronised limestone and Graphene-based admixtures into the concrete mix.

Jon de Souza, Research and Innovation Lead for Galliford Try, said: "We are delighted our project has been chosen for funding by Innovate UK in a very challenging competition. We look forward to working with the rest of the stakeholders to take a further step forward in the production of lower carbon concrete, that will make such a difference to the industry."

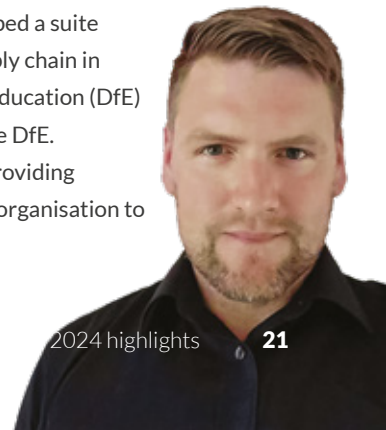
BIM lead John lends expertise to new guides

John Ford, Head of BIM and Digital Delivery for Galliford Try, has once again been sharing his expertise to help the wider industry understand BIM and maximise its potential.

John chaired a group for the British Standards Institution that created a revised design management systems guide, BS 7000-4, aimed at addressing the lack of standardisation in how organisations manage the design development process.

In a separate initiative, John also developed a suite of digital verification tools to assist the supply chain in verifying data against the Department for Education (DfE) requirements - an approach endorsed by the DfE.

He said: "Galliford Try is committed to providing valuable resources that extend beyond our organisation to benefit our clients and industry peers alike."





Low-down from Lowery

Since joining the Group from a role on HS2, Dave Lowery has quickly progressed through the ranks from the role of MD of the then Highways business, to heading up both Infrastructure and Environment as a member of the Executive Board. We learn more about Dave, the inner workings of the Exec, and his ambitions for the future.

The tenacity and drive required for leadership come naturally for Dave, who played football semi-professionally in a past life. It was after that that his passion for construction came to the fore, and he found himself in the Caribbean working on a programme to build two hospitals on two small, remote islands, with little manufacturing and even fewer people to resource the build.

“The three things that are really important to me are integrity, humility and honesty”

“The only way we were going to make it work was calling on a very different workforce to what I was used to at the time, of all experiences, genders and cultures, which really challenged my biases and norms.”

Dave considers it a life experience that ignited something in him to figure out what drives different people and

influenced a shift in his thinking.

“It was one of those lightbulb moments when you think not everything I’ve learnt in the past 20 years is the be all and end all.”

Arguably, it may have been that experience that singled out Dave for a bright future as a leader, recognising what makes a high performing team.

On his return to the UK, Dave spent a decade leading critically-charged, complex projects, including a period on HS2. He then joined Galliford Try, where he was quickly earmarked for elevation to the Executive Board in acknowledgement of his credentials and people-orientated approach.

With the significant growth of the Infrastructure and Environment businesses, and more to come in the new strategy period, Bill and the other members of the Exec agreed the Group had outgrown the current structure and decided to strengthen the Executive Board with Dave’s appointment.

“All members of the Exec have been very welcoming, led through Bill’s character,” Dave says, reflecting on the last few months.

“The three things that are really important to me, which I saw from outside the Exec, are integrity, humility and honesty. These things that I’ve seen from outside the room, I’ve also

seen from inside the room, and that's quite refreshing. It's made easier for me because I've been able to plug myself into it straight away - as everything is as I thought it would be.

"Bill is very clear that everyone is entitled to put their view across, we might not all agree with it, but it's important to say your piece - and when you do dig your heels in, have that respected within the room."

The majority of Exec members have been together as a decision-making group since 2020, but Dave found himself joined as a new face by new Chief Financial Officer Kris Hampson, who came into the business in September. The pair have struck up a strong working relationship already through the shared experience.

Dave commented: "It's a slightly different experience for me because I've been within the business, whereas Kris has had an intense start going straight into the full year results, but it's been good for me to be able to have those conversations with him about being the new faces in the team."

"These things that I've seen from outside the room, I've also seen from inside the room"

Despite his relative freshness, Dave is clear as to what his role within the Exec should be, providing his own perspective on the strategic direction of the business, while reinforcing the framework that is already in place.

"We've got a really good business, my role and that of the Exec board is to shine a light on the direction and ambitions for the business, ensuring we maintain control, reinforce our culture and enable our teams to continue to make Galliford Try a great place to be."

Operationally, he admits that it's been more challenging for him, "having lived and breathed the Highways business for the past three years", to pull himself away from it, but that has been helped by finding the right successor for Dave's previous role in Glennan Blackmore.

"Senior level changes can take 18 months to unfold," he says. "It's been very controlled and managed in the right way so we're not rushing and processes are followed through."

As for Environment, Dave is still learning about the business, making visits and spending time with the Environment board.

"As we continue to grow, everyone wants more from us"

"And that's still ongoing, including the Water Technologies businesses and understanding their needs," he says.

"We've been on a bit of a journey to understand just what makes this business tick but we're in a good place, and it's about applying all the good stuff from Galliford Try's way of working that will help them, while adapting all the stuff that may slow them down."

Looking forward, he concludes: "The potential for growth across all of Infrastructure is very exciting, but for me at the moment, the most important thing is ensuring we grow in a methodical, stable and managed manner, and through this process we maintain the discipline and control that has helped to underpin the foundations we have today.

"As we continue to grow, everyone will want more from us, whether that's our shareholders, our clients, and even our people, but that's a really nice place to be. However, staying true to our fundamentals, non-negotiables and ways of working will be critical to our future success.

"I'm really looking forward to what these next few years will look like for Galliford Try as a whole, and am excited to be leading Infrastructure and Environment which both have an important place at the fore of the Group's ambitions."



Grow Together

Our 2030 targets create great opportunities for career advancement, a proposition that HR Director Vikki Skene coined 'Grow Together' back in 2022. She tells *Evolve* how retaining, gaining and developing talent continues to be a focus, delivering on our promise to be people-orientated, progressive and driven by our values.



"We've spent a lot of time investing in the unique set of benefits that our people receive in return for the skills, capabilities and experience they bring to our business," says Vikki Skene, HR Director. "We've done that because we want to encourage retention and attract the right talent."

With an employee advocacy score of 87%, achieved against a backdrop of a downward trend for engagement levels in employee surveys across the UK, Vikki is optimistic that the business must be doing something right.

"Our last employee survey showed that, while the last two years were tough for most companies due to economic instability, Galliford Try was outperforming the sector *and* a lot of other UK companies," says Vikki.

"As the competition for high calibre people increases, it will be just as important to ensure we keep progressing our approach and listening to what people want."

So far, the Group has a number of badges to its name, including number one apprentice employer in the sector, the second spot for graduates, being listed as a top 50 veteran employer, as well as accreditations from the Defence Employer Recognition Scheme, Disability Confident and inclusion specialists The Clear Company.

"We are earning a reputation as a destination employer and we look forward to continuing that momentum."

The next target areas for Vikki and her team include embedding a culture of learning to give people more power over the direction of their careers, reviewing the induction process, and continuing to review the benefits we offer - as shown on the next two pages.

A learning culture

We have redefined our career development proposition to enable us to establish a learning culture, 'Careers without Compromise' across Galliford Try.

We want to be a place where:

- Learning is valued at every level of the organisation.
- Learning is embedded into people's roles - at an individual and team level.
- Employees are encouraged to continuously seek and share.

Training materials have been developed for both our line managers and employees to encourage and support them to achieve better career outcomes through active management of their careers, including 'Career Conversations'.

The approach champions the use of the 70:20:10 methodology for the way we learn at Galliford Try.



This is where 70% of learning comes from on-the-job experiences, 20% of learning comes through feedback and coaching from other people, and 10% of learning comes through formal training.

Career Paths

Our Career Paths are frameworks for all careers within Galliford Try, categorised by pre-construction, commercial, operations and support, with further sub-categories.

Each Career Path has a set of development options we recommend for each role, as well as 'Success Factors' - the key competencies we would expect to see, including technical and behavioural indicators you will need in order to be successful.

The Career Paths are regularly reviewed and an update will be launched with a new dedicated website in 2025.



Explore

Our internal mobility programme 'Explore' is designed to retain the people and talent in our business. It encourages and empowers employees to review career opportunities within our Group when they are looking for a change in location, career path, discipline or working pattern and advocates moves within the business with dedicated resource to support managers. So far, 69 people have used Explore to find a new career within Galliford Try, meaning they can fulfil their personal and professional needs and we hold on to their skills and talent.



Agile Working

Construction as an industry is agile. Our Agile Working programme uses this logic to promote flexibility in how we all work. It allows our people to take advantage of arrangements such as job shares, compressed hours, staggered start and finish times, remote working, sabbaticals and return to work programmes to suit both your needs and those of the business. This is a valuable job benefit that can be discussed at any point of your career.



Rewards and benefits

Recent improvements to benefits have included a new car benefit scheme with new options for eligible employees, enhanced family leave policies, an update to the wellbeing programme Be Well, and more to come on pensions. Each employee can see the total value of their benefits in an annual Total Rewards Statement.



Scan the QR code to visit Galileo for our full rewards offering.



Inclusive leadership

This year, business unit leadership teams across Galliford Try have been engaged in a series of sessions aimed to give them the skills and knowledge needed to embed Equity, Diversity and Inclusion (EDI) into our day-to-day working.

The EDI sessions have focused on four key learning outcomes: an understanding of how EDI directly influences business performance; enabling leaders to lead with greater empathy, awareness and effectiveness; developing action

plans to embed EDI practices into their specific areas and committing to creating a workplace culture that fosters inclusion, innovation, and ultimately, high performance.



Recruiting from new talent pools

As we grow as a business, we will increasingly look to new talent pools. We have already established a strong Military Programme (page 27), and are also looking at working with ex-offenders. One untapped talent pool continues to be women. While women make up 48% of the overall UK workforce, in construction that figure is only 15%, although that proportion is higher within Galliford Try at 22%.

Last year, we started a research project on Women in Construction to understand the challenges faced by women in all industries, the specific barriers for women in operational roles in construction, the stages of women's careers where they are most likely to be derailed, and the areas we need to target to make progress within our own business.

Using external and internal research, we are forming a strategy that will position Galliford Try as a recognised place for women to establish long-term, flexible careers.

Inductions

We are developing our inductions to give the best new starter experience that creates an early sense of belonging, and ensures that our people are equipped with the core knowledge and understanding of our purpose, values, behaviours, systems, processes and culture.

Rallying the troops

Refer a Military contact

Supporting Military personnel within Galliford Try is not only a privilege, but their discipline, commitment, and unique skills enrich our workforce. As we grow our business, we are encouraging you to refer former and existing Military personnel, Cadet Force volunteers, Reservists and spouses of Military

personnel for a role with us. Successful appointments could earn you a £1,500 bonus, an additional two days' annual leave for each referral (up to a maximum of six days per holiday year) or an alternative reward that matches the monetary value. To learn more, search 'Military Referrals' in Orbit > Jobs.



Top 50 employer for veterans

We have reaffirmed our position as a top employer of veterans with a listing in the Top 50 Employers of the GREAT British Employers of Veterans programme. This ranking serves as a resource for individuals transitioning from the Armed Forces, assessed by a panel of 20 veteran

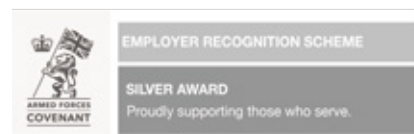
business leaders. As a signatory of the Armed Forces Corporate Covenant, Galliford Try actively supports former service members through initiatives like a buddy system designed to assist their transition to civilian life.



GT shines Silver for defence

We have been awarded Silver from the Defence Employer Recognition Scheme (ERS) for our dedication to the Armed Forces in recruitment practices. The ERS encourages employers to support the Defence community and align their values with the Armed Forces Covenant.

Our Military Programme has been shaped by the experiences of Galliford Try employees who have previously worked or continue to work with the Military, and supports individuals both professionally and personally.





Questions with

Barry Kingscote

Evolve speaks to Barry Kingscote, Project Director for Building London and South East Commercial, who won the Chartered Institute of Building's prestigious Construction Manager of the Year Award and scooped Gold for his leadership on the 1-4 Marble Arch project for The Portman Estate.

Q Why do you think you were the overall winner for the CIOB awards?

A You're asking the wrong person! Winning these awards is never about one individual. Yes, I was the recipient of the award but the truth is that every member of the wider GT team was involved and provided a major contribution to this project to produce a fantastic quality building.

Q What made the 1-4 Marble Arch project so complex?

A Retaining a six-storey historic façade with a 330 tonne external steel support structure and adding a second basement level next to the Marble Arch gyratory already made the project particularly challenging. We were demolishing a building with a live boundary against another major project, with six tower cranes and up to 100 lorries a day between the two sites. Being in the heart of the West End, surrounded by tourist attractions and businesses added an extra layer of complexity. There were always a few plates to keep spinning!

Q How did you feel when you heard your name being called out at the awards?

A I think the word that I have used most since is 'surreal'. You feel privileged to have been selected as a finalist, but when your name is called to receive the main award at such a prestigious event, the feeling of surprise is quickly replaced

by a sense of pride. It was a special moment to share with key members of the client and GT teams who we have grown so close to.

Q What do you think was key to the success of the project?

A The strong collaboration between the GT team and our stakeholders enabled us to develop management strategies that benefited the project over three and a half years. Together, we successfully managed project risks and navigated challenges like Covid-19. This sense of teamwork and resilience ensured everyone felt valued and engaged. Ultimately, our shared commitment led to the creation of a remarkable building that will serve The Portman Estate and the community for many years to come.

1-4 Marble Arch

This highly successful scheme saw the reconstruction of a 1920s building while preserving its original façade, creating prime office space, three floors for the Moco modern arts museum, and an eighth floor events space with views across Hyde Park.

Rising stars

Apprentice of the Year

Zak has been named Apprentice of the Year in the *Construction News*' Workforce Awards. Zak consistently demonstrates remarkable dedication and attention to detail. His technical expertise and diligence have set him apart in our Fieldview operations, where he has not only excelled in his responsibilities but also identified and communicated critical improvements, showcasing commitment to quality and efficiency.

"I feel proud to have won the CN Apprentice of the Year Award and I am thankful for the opportunities provided that have helped me succeed in my journey so far." said Zak.



CECA's Most Promising QS

Freya was awarded the Civil Engineering Contractors Association (CECA) Scotland's Most Promising Quantity Surveyor award for demonstrating a strong work ethic by taking on challenging situations and overseeing multiple projects simultaneously.

"I'm thrilled to be recognised as CECA Scotland's Most Promising Quantity Surveyor! It's an honour to contribute to such meaningful projects." Freya added.



Rising Star of the Year

Kim has been nominated for *Utility Week*'s Rising Star of the Year award for her hard work and exemplary mentorship. Beginning as an Assistant Procurement Buyer in 2017, Kim excelled and progressed through roles while completing her BSc in Construction and the Built Environment and mentoring a Graduate in his career development.

Kim said: "I'm grateful for this recognition. Empowering others and mentorship helps to create collective success, allowing us to push boundaries and work together."



Advocate for STEM

Divannia was shortlisted for the STEM Champion award at the Inspiring Women in Construction and Engineering 2024 Awards. As a passionate advocate for STEM, Divannia has dedicated an extensive amount of time and effort to inspire the future generation, nurturing their interest in the STEM fields.

Divannia stated: "Engaging in STEM programmes has been rewarding, allowing me to inspire curiosity and advocate for women in construction."





Mentoring the Next Generation

Scan to watch the video



Galliford Try has introduced a new mentoring scheme aimed at encouraging the next generation of women to explore careers in construction.

Partnering with five schools across the East Midlands, Galliford Try is piloting a three-year programme that pairs female students with experienced mentors from within the business.

This unique initiative provides students with a first-hand look at the diverse, rewarding opportunities available in the construction sector.

Participants in the programme benefit from practical skills training, including workplace communication, career matching, CV writing, and interview techniques. Through hands-on STEM activities and collaborative teamwork exercises, students also build confidence in areas relevant to the construction industry. By the third year, participants will explore specific career pathways at Galliford Try, with dedicated support to help them prepare for interviews and apply for roles that align with their interests.

Early Careers Manager Megan McDeen, who has been instrumental in the conception of the programme, said: “People think of construction and they think of the outside and the cold. And, yes, our industry can be that, but we are much more. We’re at the cutting edge of digitalisation and are using AI and robotics to shape the world around us.”

The Group is committed to changing these perceptions through school talks, site visits from pupils and initiatives like Open Doors. Mentoring the Next Generation recognises it is

particularly an issue among females, with women making up just 15% of people employed by the construction industry, although that proportion is higher within Galliford Try at 22%.

“Our programme aims to break down these barriers, demonstrating hugely fulfilling, rewarding and flexible careers with a variety of roles available that girls and young women may not know are possibilities for them in an environment that enables them to be successful.”

“Our programme aims to break down barriers, demonstrating hugely fulfilling, rewarding and flexible careers that girls and young women may not know are possibilities for them”

The scheme is already making a positive impact and has been enthusiastically received by students and mentors alike. The delivery team plans to review the pilot’s outcomes, refine the programme, and prepare for an expanded rollout in 2025, ultimately helping more young women step confidently into the construction industry and pursue successful careers in construction.

Early Careers focus

5% Club

Galliford Try has retained its Platinum membership of The 5% Club, demonstrating its commitment to promoting Early Careers.

The 5% Club is an audited scheme that accredits over 1,100 employers who are dedicated to driving positive change and maintaining an Early Careers

population in excess of 5% within their business.

Our Early Careers cohort makes up over 10% of our total workforce, with Galliford Try one of only 65 companies across the country, and one of only 31 large companies to currently hold Platinum membership.



Top spot for JobCrowd

Galliford Try has been rated as the number one spot for apprentices and number two for graduates in this year's annual JobCrowd results, the UK's only graduate and apprentice employer league table to be based on employee feedback.

The business was named in first place for apprentices within the Construction and Engineering sector, and seventh for all sectors, while Galliford Try's graduate scheme also finished high, being ranked second within the sector and in 26th place for all sectors.



New careers website

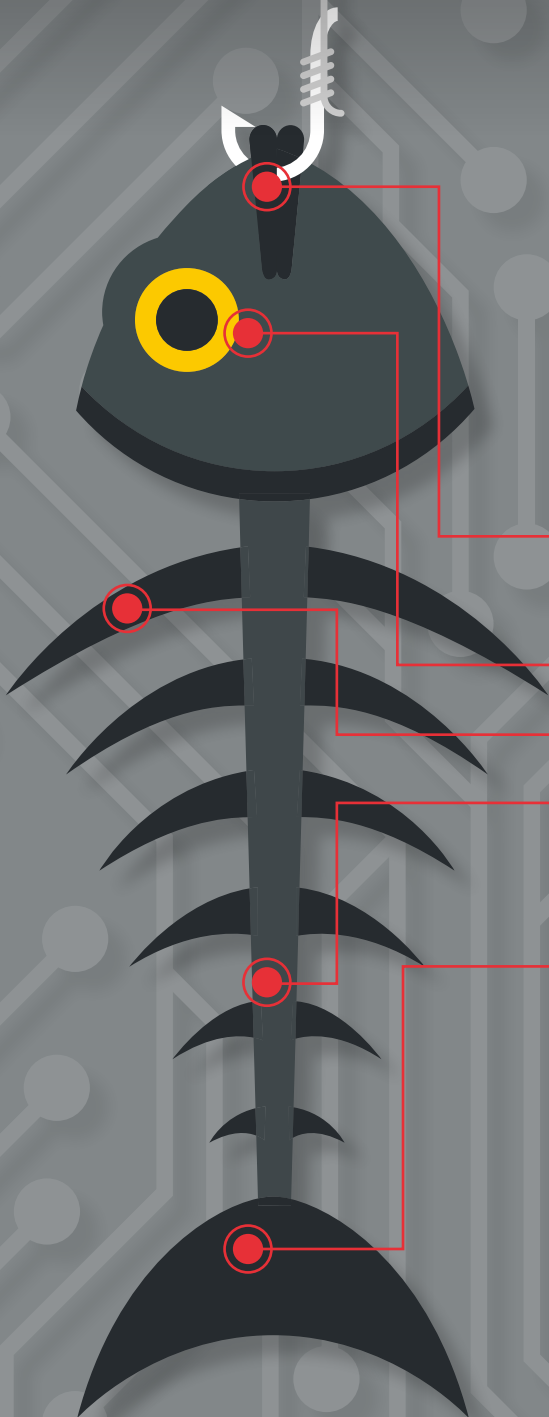
The HR Team has launched Galliford Try's new careers website, providing a platform for those interested in the wealth of opportunities available across our progressive construction group.

The new site also offers a range of information for those interested

in Galliford Try's award-winning apprenticeship and graduate training programmes, while showcasing and providing an insight into different job families and the breadth of professionals and technical specialists who contribute to making Galliford Try a great place to be.



Phishing for your data



Fraudsters use phishing by email to obtain login details, usernames, passwords and bank account details by duping you into carrying out an action.

Typical anatomy of a phishing email

- 1.** Mimics the sender details of someone you trust.
- 2.** Looks like an urgent request.
- 3.** Contains links or attachments.
- 4.** Sophisticated threats don't always have spelling mistakes or grammatical errors these days.
- 5.** Requests sensitive data like usernames, passwords or bank details.

Delete the email
or contact the IT
Help Desk on
01455 544600.



Drama at HS&E Conference

Galliford Try's annual HS&E Conference took an unexpected twist this year when what appeared to be an emergency unfolded in the lobby during the opening address at St George's Park.

As Chief Executive Bill Hocking and Group HS&E Director Mike Webb introduced the event to 140 employees, delegates were suddenly led outside to witness paramedics arriving at the scene.



Fortunately, this alarming incident was, in fact, a carefully staged event orchestrated by the HS&E Leadership Team and the theatre group Dramanon. The simulation aimed to immerse attendees in a realistic workplace incident, offering a hands-on opportunity to explore health, safety and environmental responses in high-stakes situations.

This staged incident quickly became the focal point of the day. Attendees were guided through multiple HS&E scenarios, tasked with making swift, informed decisions as they coached actors through potential safety hazards. Through 'flashback' scenes, actors shared their thought processes leading up to the incident, providing valuable insights into critical workplace behaviours. Key individuals from the staged incident also shared observations, prompting participants to consider the essential actions



required within the 'golden hour' following an incident.

In addition to interactive role plays and 'murder mystery' scenarios, which encouraged deep engagement, the event featured contributions from Divisional Managing Directors Ian Jubb and David Lowery, as well as HS&E members Matthew Cain, Trudi Bowen, Nimesh Patel and Steve Houckman. Meanwhile, Stuart Ponting from Walker Morris gave insights into the legal challenges behind investigations. The following day, an 'Ask the Experts' panel brought together industry leaders, including Peter Gibbs from Ainscough, Rob Lowe of Nationwide, and Patrick Flannery of Flannery Plant Hire, who provided invaluable insights on industry best practices and safety standards.

The two-day conference left participants with a renewed commitment to Galliford Try's HS&E standards, underscoring the importance of proactive leadership and collaboration in maintaining safety excellence across the business.



Pension update

Just as we go to print, the Group will be announcing updates to our Pension Scheme as part of our continued commitment to ensuring our benefits remain competitive.

The changes will be applied to monthly employees joining the business with effect from April 2025.

Employees in the current pension scheme may continue with current scheme arrangements or opt to join the new scheme – however they must do so within a required timeframe and the change will be permanent.

These changes will be visible on Galileo, simply search ‘Pensions’.



I would walk 500 miles

Morrison Construction Building Highland raised money for children's healthcare charity The Archie Foundation through a 'Walk 500 Miles' fundraising challenge.

Throughout the month of September, eight teams of five competed to collectively aim to walk at least 500 miles between them.

The team that ultimately triumphed by walking an impressive total of 873.54 miles was named *Cirque de Sore Legs*, including Ethan Murray, Angus Macdonald, Alistair Fraser, Lucy Gardiner and Johan Mearns. Three teams in total managed to walk over 800 miles, with an overall aggregate for all the teams of just under 6,000 miles in total.



Hugh Try obituary

Hugh Try CBE, former Chairman of the Try Group - a founding Galliford Try company, passed away at the age of 87.

Part of the Try family, Hugh joined the business in 1955 as a Trainee Surveyor before working his way up to Chairman, a position he held for 15 years until shortly before the merger with the Galliford business in 2000.

Hugh was awarded a CBE for services

to construction in 1997, and also held the role of Chairman of the Construction Industry Training Board, as well as Chair of the Council at Brunel University, near the historical Uxbridge home of the Try Group business.

Hugh is survived by his wife Joy, son Nick and daughter Jacqui, and four grandchildren.



Help is always available

Sometimes, it can feel like life is full of challenges. That's when it's reassuring to have somewhere to turn to when you need reliable information and expert support, or someone to talk to when things don't go so smoothly. Whatever you're going through, you don't need to go it alone. In addition to our own Employee Assistance Programme (bottom right), help is available from the following hotlines if you would like to discuss anything that may be troubling you in any area of your life.



24/7 support for construction workers and their families.

☎ 0345 605 1956

🏠 constructionindustryhelpline.com

Support also available via the app, downloadable via the app store.



24/7 emotional support to anyone in emotional distress or struggling to cope.

☎ 116 123 🏠 samaritans.org



Advice and support for anyone experiencing a mental health problem.

☎ 0300 123 3393 🏠 mind.org.uk



Leading a movement against suicide.

☎ 0800 58 58 58 🏠 thecalmzone.net



☎ Contact Safecall on 0800 915 1571 or www.safecall.co.uk/report for confidential, anonymous and independent whistleblowing, or speak to HR or your line manager.

Employee Assistance Programme

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

- Personal support
 - Counselling
 - Health concerns
 - Consumer issues
 - Debt
 - Tax queries
 - Family issues
 - Court claims
 - Relationship issues
- Mortgages
 - Housing advice

☎ Call the Employee Assistance Programme helpline on 0800 072 7072 or go to: axabesupported.co.uk
 Username: gallifordonline | Password: supported

Hole in one with Stroud's feat of engineering

A new mega tank measuring 25m deep by 25m wide with a capacity of 7,400m³ – the equivalent of three Olympic-sized swimming pools or over 24,500 bathtubs of water – has been delivered for the Stroud Sewer Strategy project.

The concrete-lined tank will drastically improve water storage capacity by 1,300% during heavy rainfall, helping to reduce sewer flooding and spills into rivers and watercourses. Its cutting-edge smart controls will hold storm water back during severe weather events and return it to Severn Trent's treatment works when rainfall has subsided.

Mark Shadrick, Managing Director of Galliford Try's Environment business, commented: "The success of the Stroud Sewer Strategy is a testament to the dedication and expertise of our team and partners. We look forward to seeing the long-term benefits this project will bring to the Stroud area."

Steph Cawley, Customer Operations Director for Severn Trent, added: "This enormous tank is an incredible feat of engineering that will benefit residents for generations to come."

