

# CENTURYAN



Skypark Buildings 10 & 20

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August 2018

As many of you will know we are shortly going to change our main IT software systems. Currently we are using software packages some of which are more than 15 years old. Support for those systems has long been withdrawn but they remain business critical. We have selected a comprehensive package known as Red Sky. Development is ongoing and during the next few months individual modules will be released. Training will be provided to all staff in due course.

This is probably the most ambitious and crucial project that we have ever undertaken. I need all of you to understand that and to work with the development and training teams when required.

Red Sky is necessary to equip the business for its next stages of development and to modernise the Group and enable it to function more efficiently in a rapidly changing business environment.

The new system will enable better understanding and control of our financial performance and especially our site costs. As the business grows we cannot lose sight of the fundamental issues. We must generate cash and control what we spend. We will benefit from these basic principles.

Once again I am extremely proud to confirm that CRL has been awarded the 2018 RoSPA Order of Distinction which recognises 18 consecutive Gold Awards. This continues to show very high standards of health and safety management and I would like to thank all of you for continuing to recognise our obligations not only to our employees but to all who may be affected by our works.

There is no doubt that the next 12 months will be challenging not only for Centura but for UK PIC. This business has traded successfully for 64 years through some of the most difficult times that anyone can remember. You all remain the most loyal and innovative team in the business. Thank you for that loyalty and let's work closely together to ensure the continuing success of Centura.



Tony Rimoldi  
Chief Executive

## Summer 2018

I hope that you are all enjoying the glorious summer weather that has been so kind to us these past few weeks. I know that plants and grass are looking a bit yellow but eventually the rain will fall and the green will return.

In mid 2018 Centura finds itself at the end of another financial year. The past 12 months seems to have flown by with lots happening both in the Group and of course in the UK in general. The Brexit negotiations remain headlines with as yet no clear route forward with March 2019 getting ever closer. Inevitably this is causing some of our clients to delay commitments to spend money. It is interesting to see many changes in retailing and the high street in particular as more of us choose to shop on line.

Overall our forward order book remains strong. It must be remembered that much of our work is funded either through government spending or through statutory bodies involved with infrastructure and there are no signs that investment will fall.

Our subsidiary companies will contribute around £4m of sales this year. These smaller businesses are exposed to a wide range of market sectors and market forces. Staff changes and recruitment processes have affected performance in part but the investment and hard work put in now will ensure firm foundations for the future.

CRL continues to enjoy strong growth and an improving reputation. Our policy of offering

services to wide range of clients ensures that our eggs are "Not all in one basket". We have a significant workload for Highways England in the Midlands with growing HE orders and opportunities both in the North and Southwest regions. Our workload in the water and wind power sectors remains strong. Structural repair and upgrade work remains in demand across the country and for a very varied list of clients.

Restoration work in London region contributes strongly to sales. In Bristol the success of the facades team is now making a positive impact on sales and profitability.

The team in Scotland have recently moved in to new offices. Just around the corner from the existing premise our new office base has been the subject of a comprehensive refurbishment managed by the local team.

Of particular note is the latest expansion of CRL. After 2 years of planning I am really pleased to announce that we now have a branch office in Melbourne Australia. The suggestion to set up in Australia was made by an ex CRL (Now back on the books!) employee Jon-Paul Marrow. Trading will begin in August. We have looked closely at the market opportunities and the competition and feel that this will be very positive development in the long history of CRL. It will certainly take us a long way from the next 12 months of Brexit negotiations which will surely affect us and our future operations in the UK.

# the numbers

A regular feature in this newsletter is to publish a scorecard showing how the group is performing. The following tables has gathered together all the latest information from the current financial year.



## Customers & Markets

1597

No. of tenders submitted

£154.7m

Value of tenders submitted



731

No. of new contracts awarded

£49.1m

Value of contracts awarded



## Learning, Quality & Innovation

1,613,388

RIDDOR free man hours

98%

CSCS carded site workforce

92%

Employees H&S Training Compliant

0

Suggestions submitted in the Innovation scheme

## Operational

100

% of performance questionnaires showing client satisfaction

547

No. of contracts in progress

385

No. of contracts ahead of target

## Financial & Stakeholders

Turnover year to June



Profit year to June



Overhead costs year to June



Cash Flow



## Group Business Plan Sales Forecast for Year to June 2019

	Target	Total
<b>Concrete Repairs Ltd</b>		
Bristol	£6.75m	
Chesterfield	£16.5m	
Falkirk	£5.5m	
Mitcham	£11.0m	
Australia	£2.0m	£41.75
<b>CRL Surveys Ltd</b>	£1.25m	£1.25m
<b>Buxton Associates Ltd</b>	£0.85m	£0.85m
<b>FJ Samuely Ltd</b>	£0.4m	£0.4m
<b>Equilux Ltd</b>	£1.3m	£1.3m
<b>TL Fire Ltd</b>	£0.2m	£0.2m
<b>Lifespan Ltd</b>	£0.4m	£0.4m
<b>Total Sales Forecast</b>		<b>£46.15m</b>



# group gossip

## The Group would like to welcome...

Agron Mustali, CRL MIT  
 Alan Duncan, CRL FAL  
 Alasdair Brannan, BUX  
 Alec Rae, CRL FAL  
 Andrew Campbell, CRL FAL  
 Arran Reid, CRL BRI  
 Dhrew Parmar, CEN  
 Dilukshan Kathirvel, CEN  
 Elizabeth Arnall, CRL CHE  
 Elle Fabian, CRL CHE  
 Fung-Yin Tsui, BUX  
 Geoff Bysouth, CRL MIT  
 George Haffenden, CRL CHE  
 Hossein Shafiepour-Motlagh, BUX

Jaimin Patel, BUX  
 Jaina-Jordan Desai, CEN  
 James Naylor, CRL CHE  
 James Sweeney, CRL FAL  
 John Deary, CRL CHE  
 John McElvogue, CRL BRI  
 Jonathan Mills, BUX  
 Jon-Paul Marrow, CEN  
 Jose Castro, CRL CHE  
 Joshua Fussell, BUX  
 Katy Conlon, CEN  
 Lawrence Bugeia, BUX  
 Lethu Sithole, CRL CHE  
 Lewis Davies, CRL BRI  
 Lyn Brian Davies, CRL BRI

Marcia Warrell, CEN  
 Nick Lauricella, CEN  
 Panos Pittakas, CRL BRI  
 Paul Roles, CRL BRI  
 Petre Andreescu, CRL MIT  
 Premila Jeayananthan, CEN  
 Rexhep Lala, CRL MIT  
 Rhys Davies, CRL BRI  
 Robert Elder, CRL CHE  
 Sammy Adams, CRL MIT  
 Sorrentina Chorlie, CEN  
 Stefan Horhoaca, CRL MIT  
 Sukhpreet Singh, CRL CHE  
 Tanya Sives, CRL FAL

## Say goodbye to...

Alejandro (Alex) Garcia, CRL CHE  
 Alfie Smith, CRL MIT  
 Anthony Defreitas, CRL MIT  
 Ben Coffey, CRL MIT  
 Bradley Linnen, CRL MIT  
 Bradley Marriott, EQU  
 Chris Van Talligan, CRL CHE  
 Corey Mason, CRL SUR  
 Daniel Hewitt, EQU  
 David Kalejaiye, CRL MIT  
 David Southey, EQU  
 E Jack Childs, CRL MIT  
 Einars Vitols, CRL BRI  
 Heidi Duthie, CEN

Huseyin Ince, BUX  
 Iain Cook, CRL BRI  
 Ivaylo Petrov, BUX  
 Jonathan Walsh, BUX  
 Juliel Goulart, CRL SUR  
 Kelly-Ann Fisher, CEN  
 Marcin Dylowski, BUX  
 Mark Beddis, CRL BRI  
 Martin Neale, CRL BRI  
 Matthew Splevings, CRL CHE  
 Melissa Hansraj, BUX  
 Mick Balmforth, CRL CHE  
 Nathaniel Nixon, CRL MIT  
 Nicolas Etienne, CRL CHE

Noel Broderick, BUX  
 Oliver Brooker, BUX  
 Paris Beckford, CRL MIT  
 Philip Sim, CRL BRI  
 Raivis Gedvils, CRL BRI  
 Rish Mendis, BUX  
 Roberto Mule, CRL MIT  
 Russell Askew, EQU  
 Scott MacDonald, CRL FAL  
 Shirley Bentley, CEN  
 Simon Lee, BUX  
 Sophie Parker, CRL MIT  
 Stuart Campbell, BUX  
 Thomas Drumm, CRL BRI

## Congratulations on promotions to...

Adrian Rook - Foreman, CRL BRI  
 Anne Idziak - Office Administrator, CRL FAL  
 Arran Reid - Tradesman, CRL BRI  
 Bartek Wisniewski - Tradesman, CRL MIT  
 Colin Smith - Foreman, CRL FAL  
 Dagmara Urbanska - Senior Site Manager, CRL MIT  
 Derek Chalmers - Tradesman, CRL FAL  
 Grzegorz Pawlik - Senior Foreman, CRL CHE  
 Jake Lovell - Tradesman, CRL CHE  
 James Naylor - Improver, CRL CHE  
 Jason Harwood - Senior Tradesman, CRL BRI

Jeffery Thomas - Senior Tradesman, CRL BRI  
 Joseph Beaney - Foreman, CRL BRI  
 Kamil Kocur - Senior Tradesman, CRL MIT  
 Kenton Riley - Estimating Manager, CRL BRI  
 Khalid Rahmany - Project Manager, CRL MIT  
 Peter Booth - Tradesman, CRL CHE  
 Rhys Davies - Tradesman, CRL BRI  
 Richard Simpson - Tradesman, CRL CHE  
 Shane Daniels - Tradesman, CRL BRI  
 Tomasz Markowski - Improver, CRL BRI  
 William Sinnott - Senior Contracts Manager, CRL BRI



# snapshot

## Gravelly Hill Viaduct

CRL have commenced the next phase of works to the Gravelly Hill Viaduct with our partner Kier, as the Principal Contractor.

The total value of the combined package of the P64 and P86 works is in excess of £5m and incorporates 16 bent structures that elevate a section of the Gravelly Hill Interchange. The bents carry the motorway slip roads from the M6 South, into Birmingham City Centre over access roads and Highways England land.

The project scope of works is to strip out and replace the existing cathodic protection, undertake concrete repairs where necessary and install new ribbon mesh CP systems. At the same time, we will remove and replace all the existing drainage with new and re-paint the "I" beams.

The activities at each bent will include high pressure water treatment to enable surface preparation of the concrete beam surfaces and hydrodemolition to remove any delaminated or de-bonded concrete. The ribbon mesh cathodic protection system will be installed on each of the bent crossbeams, panel walls and tops of columns after the repairs have been completed.

To date, concrete foundations to enable scaffold erection have been set out and poured, hydrodemolition work to high level column repairs have commenced and scaffold towers have been constructed to a number of bents to facilitate access to the beams. The overall project duration has been programmed as approximately 12 months in total.

J Paul Quinlan  
Project Manager, CRL Chesterfield



# snapshot

## Skypark Buildings 10 & 20

CRL Facades from the Bristol region have undertaken the facades installation to two new commercial buildings at Skypark for Dawnus Construction, adjacent to Exeter City Airport.

Skypark Building 10 involved the installation of an external wall insulation system to sections of the building with Gebrik panels being used for the completion of the façade which was subsequently pointed to create the continuous brick-effect panels.

On Skypark Building 20 the client had chosen to go with a combination of Gebrik cladding and aluminium curtain walling cladding in other areas. CRL undertook all the Gebrik installation of around 700m<sup>2</sup>, this required extensive detailing of all the Gebrik panels and sections as the architect required that the Gebrik should form window heads and reveals as well as pier around rainwater pipes. This needed a number of special Gebrik units to be manufactured which could be fixed together to create these elements. Once again all the Gebrik was pointed

using Parex historic mortar to produce the completed façade works.

*Steve Jones  
Regional Manager, CRL Bristol*



## New Scottish Home

CRL Falkirk has moved, from 16 Winchester Avenue to 31 Winchester Avenue, Denny.

The team had outgrown Carron house and we have been desperately looking for a new home for the last 4 years without much success.

Our search came to an end in March 2017 when we spied a vacant building with good storage, not much more than a stone's throw from Carron House.

In August, Centura's property Company, Standmark Ltd made a bid for 31 Winchester Avenue, which was accepted.

So, from then until January 2018 we had to engage Architects, Structural Engineers, Asbestos Surveys etc. to draw up plans and submit them for planning and Building Warrant.

Once this was achieved, we set about engaging all the sub-contractors required to transform this un-loved building into CRL's new Scottish home.

Work commenced with internal demolition in late February, early March, through to decoration in June. Works were completed in time for CRL to move in on Friday 29th June 2018.

We are currently running a competition to name the new building which I am sure will be announced in the near future.

*Sean Byrne  
Commercial Manager, CRL Falkirk*



# snapshot

## Life Span Structures wins ICE Award

At the ICE South East England Engineering Excellence Awards we were Highly Commended for the Best Infrastructure Project category for the two cycleway bridges we supplied to East Sussex Highways in Eastbourne for the Horsey Cycleway Scheme.

The new Horsey Cycleway crosses a wetlands area where two bridges with service vehicle access were required to cross-waterways on the route. Due to the poor ground conditions, the bridges needed to be lightweight to aid installation and reduce the abutment loadings. The Client, East Sussex CC, had already used one of our FRP composite footbridges on a previous scheme and commissioned us to design and manufacture the two FRP composite footbridges. The bridges were both 3m wide and had clear spans of 14.8m and 10.6m with respective deck weights of 4600Kg and 3100Kg. The bridges were designed to the BD90/05 standard with a 60 year design life and provided 40% reduction in carbon and 54% energy embodiment when compared to the steel footbridge option. The parapets are 1.4m high galvanized steel and powder coated. The bridges are designed with a longitudinal camber to improve the visual aesthetics and the client was able to select a colour scheme which complemented the surrounding environment.

To keep the bridge weights to a minimum we worked with our supply partner, Fibercore Europe, to design the bridges using six FRP composite beams and an integral deck incorporating a combination of glass and carbon fibres. The bridges were 65% lighter than the equivalent steel bridges, which made them much easier and safer to install on site.

The bridge decks were constructed in the factory and delivered to site ready for the parapet attachment and final installation. Lifespan provided lift plans to Costain who were then able to finalise the lift and installation site procedures. For the St Anthony's bridge Costain were able to use a truck with a hiab crane to deliver and place the bridge. The whole installation procedure for each bridge was completed in less than an hour. For the Tollgate bridge it was necessary to use an 80 tonne crane to achieve the reach necessary to install the bridge. The offsite manufacturing process and lightweight decks significantly reduced the health and safety risks on site. Feedback from the site management was very positive.

Lifespan has now delivered 14 FRP composite bridges and two more will be supplied in September to the Isle of Wight for Ringway Island Roads to install. We are now working with the London Borough of Enfield to amend the Bridge Station software used by many local authorities so that procedures for the inspection and management of FRP composite bridges are included.

John Drewett  
Group Marketing Director



### Evening Class Claim Scheme

The company will contribute up to £100 per employee, per academic year, towards the cost of an evening class at a local college or education centre. There is no restriction on subject matter.

For more info contact Nicky Hill, Group Training Officer 02082884836.

# snapshot

## Safety, Health, Environment & Quality

Concrete Repairs – Royal Society for the Prevention of Accidents (RoSPA) Order of Distinction for Health and Safety

Concrete Repairs Ltd have been handed a prestigious award in recognition of its practices and achievements in helping its employees, contractors and clients get home safely at the end of the working day.

Concrete Repairs Ltd has achieved an Order of Distinction (18 consecutive Gold Awards) in the internationally-renowned RoSPA Health and Safety Awards, the longest-running industry awards scheme in the UK.

Murray Soutar (Falkirk Regional Manager) will be presented with the award during a ceremony at DoubleTree by Hilton Glasgow Central on Thursday, September 13, 2018.

The RoSPA Awards scheme, which receives entries from organisations around the world, recognises achievement in health and safety management systems, including practices such

as leadership and workforce involvement.

Julia Small of RoSPA said: "The RoSPA Awards are the most highly-respected in the health and safety arena with almost 2,000 entrants every year. The awards allow organisations to prove excellence in the workplace, demonstrating a commitment to the wellbeing of not only employees but all those who interact with it."

The majority of awards are non-competitive and mark achievement at merit, bronze, silver and gold levels. Gold medals, president's awards, orders of distinction and the Patron's Award are presented to organisations sustaining the high standards of the gold level over consecutive years.

Headline sponsor of the RoSPA Awards 2018 is NEBOSH – the National Examination Board in Occupational Safety and Health – for the 13th consecutive year.



## You Said - We Did

A little while ago all staff were asked to complete a CRL Culture Survey. We are very pleased to report that we received more than 180 responses from not only our staff but also from supply chain members.

The following table reminds us of the topics and a summary of your responses ( You Said). The final column confirms CRL's actions (We Did). I hope that you can take the time to study the results of the survey and also to understand that the company is

listening to your comments.

We value the input and ideas of all staff and hope that we can continue to improve your workplace.

Thank you for your contribution.

*Tony Rimoldi*  
Group Chief Executive

Topic	You Said	We Did
Unsafe Acts	There is a tendency to minimise near miss or minor accident reporting. There are some instances of a Blame Culture	Reminded everyone of CRL's No Blame Culture policy. Reminded everyone of the importance of, and reasons for, reporting all accidents or incidents, no matter how apparently insignificant. The eForm 17 allows easy reporting of all non-compliances.
Non-compliance with procedures	Not all employees or sub-contractors comply with CRL safety requirements.	CRL have reminded everyone, particularly during site Induction, of the requirement to comply with all safety and other CRL procedures and the training they have received in relation to their training and qualifications.
Welfare	Welfare provision is inconsistent across the CRL projects	CRL have reviewed the welfare provision, particularly for remote locations or sites with restricted space. Contract managers discuss available facilities with Clients and PC's during contract negotiations.
Feedback	There is a lack of feedback to the site teams	CRL are implementing briefing sessions to update the team on relevant topics. Distribute Centuryman Newsletter. CRL Monthly Safety report available to all employees.
Procedures	Lack of communication. Lack of easy accessibility to procedures and comprehension of their content.	CRL are currently reviewing procedures to ease comprehension, improve availability and streamline contents.
HAVs	What are the risks?	Improved communication on HAVs monitoring and assessment, reduction and elimination. Encouraging intervention by the team when anyone is seen to be exposing themselves to risk.
Mental Health	Stress levels appear to be increasing.	CRL, in conjunction with Sarsens Health, have started Mental Health workshops. CRL are reviewing the 'Mates in Mind' training for Mental Health Awareness.
Environment	How can we help improve the environment	Communicated CRL's Environmental Values and Objectives Review CRL's opportunities for reducing environmental impacts on site, travelling to site and waste management.



# group gossip

## Announcements

Congratulations to...



Congratulations to Nigel Roper (Centura) and Beverley who tied the knot on Friday 8th June. Wishong you a life time of happiness.



Congratulations to Shaun Swinbourne (CRL Mitcham), partner Holly and daughter Daisy, on the birth of their baby boy Eddie, born 21st February at 12:01 weighing 8lb 4oz. What a beautiful addition!

## Thank You

to Phil Morgan, Jason Hussey and Chris Gibson (CRL Chesterfield) for from the church for their generous donation of £70 to the Lourdes fund.

**A special Goodbye** to both Shirley Bentley (Centura) and Noreen Whitelaw (CRL Falkirk) who have both retired.

Shirley leaves us after 23 years loyal service and Noreen after 15. You will both be dearly missed.

Thank you for all your efforts over the years, Wishing you both a long and happy retirement.



Congratulations to Stewart MacLennan on the award of his BSc Civil Engineering degree.

For many the Royal Wedding is a time for excitement. Some more than others....

Isn't that right Roger Southwell???



BMW parking award for 2017 goes to Matt Cain, CRL Chesterfield.