



DECEMBER 2015 | COMPANY ROUND UPS | ADDED VALUE | GOSSIP!

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KALEIDOSCOPE



BOHO 5, Middlesbrough
5 storey office block for Middlesbrough Council



WELCOME TO KALEIDOSCOPE



With 2015 looking like another successful year for Esh Group we are now focussing on 2016 and the challenges ahead of us.

In business it seems like you are wishing your life away by looking years ahead and having a 5 year strategic plan for progression. It can be frightening and you need a work life balance to live for today running alongside it.

We have made great strides over the last 3 - 4 years putting ourselves into a strong position as now a regional player across the North of England and Southern Scotland. As per our 5 year plans we have used 2015 as a year of consolidation with turnover looking to be only marginally up on 2014

2016 should show some growth but more importantly it's when we start on our new IT Programme, "GATEWAY", as it is being called. This is a major undertaking and will require patience and support across the whole Group. It will affect all departments and in the short term will no doubt cause us some issues. We must however

take a medium to long term view and ensure it works to future proof the Groups' systems for the next 10 years.

The key to our success has always been the people we employ and we must not forget that as we grow and become more system and process driven we need people to work the system and keep us focused on the human aspect

Enjoy Kaleidoscope and the news it brings across the Group, it certainly showcases what's happening and it's a lot.

Thanks, Brian



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ESH COMPANY ROUND UP



YORKSHIRE

**LUMSDEN
& CARROLL**
CIVIL ENGINEERING



Following disappointing news in the summer that our submission for the renewal of the Yorkshire Water Framework had been unsuccessful, Lumsden & Carroll in Yorkshire are on the verge of replacing the work with two new projects for blue-chip clients. The procurement process is confidential at this stage but we will be able to confirm the details as soon as the contracts are signed.

Our continued growth in the region outside Yorkshire Water, has required an increase in numbers employed across the board, including a couple of key appointments this year and we have welcomed Peter Dawson, construction manager for General Civils and Dominic Eyre, contracts manager for Housing Infrastructure.

The YORcivil 2 framework is about to be re-bid. It will be pivotal to our continued success in Yorkshire, as it is used by most of the Local Authorities in the region.

Our 'Housing Infrastructure' team headed by Anthony Lee, has worked exceptionally hard this year culminating in the recent award for a £4m infrastructure scheme for a Redrow / Persimmon Homes JV in Sherburn.

Elsewhere we have been undertaking a couple of successful flood alleviation schemes for household names, Smith and Nephew and Morphy Richards in Hull and Mexborough. Our Junction 37 Signalling scheme for Barnsley MBC was recently recognised with a 'Plaque unveiling' ceremony performed by the Lord Mayor of Barnsley.

ESH BUILD



There have been a number of notable changes in Esh Build in Yorkshire this year culminating in the recent appointment of Stuart Leslie, who joined us in September to lead the team into 2016. Along with Alan Walker, commercial manager, and Abigail Tice, design manager, Stuart completes the new structure for Esh Build in Yorkshire.

Since the summer, Yorkshire has appointed five new apprentices and Armand Anebo has joined the Yorkshire Business Development team on a one-day per week placement as part of our sponsorship of Leeds Force Basketball.

Throughout the year, the Yorkshire region has been delivering the first phase of the 'Leeds Logic' development for our client Muse Developments and have recently commenced work on phase two for a 'hush, hush' end-user. Both phases are being delivered as a true Joint-Venture between Esh Build and Lumsden & Carroll.

Esh Build Yorkshire received confirmation of their place on the Bradford Metropolitan Council's Education Framework in the summer and is looking forward to receiving opportunities in 2016.

One of the key activities currently being undertaken is the bid for the YORbuild 2 Framework. The original version of the framework has been crucial to Esh Build in Yorkshire and it is expected that YORbuild 2 will be even more significant.





ESH PROPERTY SERVICES

EPS Yorkshire, whilst undoubtedly has had a challenging year concluding some difficult schemes, it has also been a positive year in terms of re-establishing a team and systems and process which will allow us to move forward with greater confidence in terms of work winning, operational delivery and commercial certainty.

The early part of this year saw the team handover the first of our schemes since the regionalisation. Sicklinghall, a £1.1m rural development for Yorkshire Housing has been well received and has given us a strong and confident platform to develop a relationship with that client which has one of the largest spend profiles and development appetites across our region. This relationship has since led into an award of 2 further schemes, with one being the ability to negotiate a £3.6m opportunity. This is true testament to how important good relationships are to creating a sustainable business alongside delivering a great product, on time and within budget as a given.

August saw the team conclude one of our biggest challenges to date, the Healey development, on behalf of Home Group. This 51 plot scheme has put everyone involved through their paces, but no doubt the learning's that we have all taken during the last 12 months of delivery has matured our current processes and appreciation as to following a good, logical order of preconstruction, mobilisation and delivery on site.

To accommodate the future growth of the business we have welcomed a number of new recruits into the team during the course of the year. Stacey Chappell joined us as Design and Technical Manager at a similar time to Dave Suthers who is our operational lead as Contracts Manager. Steve Oxtoby joined early 2015 to bring a local emphasis to estimating which has allowed us to gain a further benefit by local engagement with subcontractors. Beyond last year's appointment of Managing QS David Singleton, our QS function was further strengthened by the appointment of Dan Wood and most recently we are pleased to have been in a position to commit to both our added value aspirations and investment into the future by appointing an apprentice QS, Joseph Knaggs.

We move forward now, committing to our original strategy of creating a mixed pipeline of new build, refurbishment and land led schemes. The social housing market continues to be a key political area of debate and policy, whilst recent



announcements of a 1% rental reduction of social rent has put affordability of schemes back on the radar for our clients, there remains no doubt that the need for increased social and affordable homes for outright ownership is in more demand than before and will see the ability for more mixed tenure schemes and larger scheme aspirations.

We are in current discussions on a number of schemes which are in the pipeline to start on site commencing the early part of 2016. This brings new client relationships to the region and the ability to diversify in line with our strategy as alongside tendered work, some of these are land led schemes which have been developed via negotiation and include an element of for sale properties on behalf of the clients private sale development teams.

We look forward to 2016 and we are confident we now have the mechanics in place to maximise every opportunity we create and equally what is presented to us.



NORTH EAST

**LUMSDEN
& CARROLL**
CIVIL ENGINEERING

Following the market improvements of 2014, Lumsden & Carroll Civil Engineering remains a key figure in the North East Civil Engineering market, delivering solid performance across our main sectors of works and delivering increased turnover across the region, all within the restraints of the current market conditions, which remain extremely competitive.

The first quarter of 2015 successfully saw the delivery of our largest program of works for Northumbrian Water, which drew to a close the end of the existing framework agreement for AMP5.

Over the last 6 months the Framework and Bid Teams have worked tirelessly on completing the PQQ and Tender process for Northumbrian Water Group's AMP 6 Water and Wastewater Networks. The framework is a 10 year agreement, which we have successfully secured with our design partners MWH. A new Joint venture has been formed named Esh / MWH.

This contract extends our working relationship with Northumbrian Water, with whom we have worked for over 20 years and is in addition to another contract – delivering reactive wastewater maintenance services – which we secured earlier in the year.

The award of the framework is a fantastic achievement as it secures our position as one of the leading contractors within the North East working alongside a major blue chip client and cements the foundation for the continual growth of the business. It is also the start of a new exciting chapter with the formation of a Joint Venture alongside MWH, a leading global Design Consultant, bringing a wealth of experience within the Water Industry and formalises a partnership which goes back for over 10 years.

Esh Build North East have continued to develop and grow throughout 2015 following on from a solid performance throughout the previous year. Against both Regional and National competition the business has increased its turnover, values of works and sectors of operation.

Securing a place on the NEPO framework's (Lots 1-4) has led to the successful award of several high profile and larger value schemes, spread across the North East region including; Wharton Park for Durham County Council, Ellington First School & Ashington High School for Northumberland County Council and Orion Building for Teesside University.

Several multi-million pound schemes have been successfully delivered, running concurrently across the Middlehaven area of Teesside. These include Boho 5, £3.3m for Middlesbrough Council, Northshore Innovation Centre, £5.3m for Stockton Borough Council, Thirteen Group new Headquarters, £5m for Muse Developments and our largest scheme delivered to date, the STEM Skills Centre for Middlesbrough College at £7.4m.



Ahead of government requirements in Building Information Management (BIM) we have continued to strengthen our capabilities and knowledge, with employment of Design Coordinators to assist in delivering projects to this standard. We are also working towards our PAS 1192 Accreditation, which is the next step in Esh's overall BIM strategy.



At the time of writing the whole of the Social Housing Sector is changing massively. We are entering a new era in the world of affordable housing and what is uncertain at this point in time is the direction Registered Providers will take.

Whatever direction our clients take we remain positive in our ability to adapt our business strategy to align ourselves with their plans and continue to support them.

We have had a successful year in relation to enquiries into the business at over £150m. The marketplace has shown to be more competitive as ever as opportunities are lessening and competitors strive to fill their order book.

As a business we are extremely proud of our financial stability and more so our people who we feel are more passionate than ever in the role they play to deliver new and refurbished homes across the region.

We have strengthened our in-house After Care team as we strive to not only deliver well on site but make sure our After Care service to residents and clients is one of the best in the sector.

Central to our success we have secured some major project wins over recent months in the North East, including;

- ISOS - Planned Maintenance
- Accent - Planned Maintenance
- Gateshead Housing Company - New Build
- Two Castles Housing Association - New Build
- Yorkshire Coast Homes - New Build
- Your Homes Newcastle - New Build

We are continuing to work closely with our clients to understand their land requirements that help meet their new strategic priorities as we all embark on this new way of life.



Esh Border is now over a year old, and for all of us the time has flown by. Since the last issue of Kaleidoscope we have opened the new office in Livingston to support our ambition to grow our business within the Central Belt of Scotland and we have added new staff to the team.

Business remains relatively strong in social housing and construction and whilst we are seeking sustainable growth in these sectors, we are also looking to grow the civils business to mirror the performance of Lumsden & Carroll (L&C) elsewhere in the Group. This will take time and requires steady growth based around strong capability where client retention and repeat business underpins success, the geographical growth of the civils business based upon the L&C model is a huge opportunity for the Group.

As in other parts of the business, we are looking with interest at the social housing sector and how that will be impacted by the rent reductions being imposed and the extension of the right to buy in England. There are no rent reductions planned in Scotland, where right to buy is to end in August 2016.

Opportunities remain, however, and we are delighted to be in negotiation with several key Housing Associations on new schemes. What is clear is that the success of these schemes will require us to change our model as house specification and cost are balanced between outright rent and shared ownership market needs.

We have a growing pipeline of opportunity in the commercial build sector and have some great projects underway. Of note is the highly prestigious Engine House in Stirling for Historic Scotland. Additionally, we have several schools in construction with the recent completion of the new 6th form block at Ulverston Queen Victoria High School receiving great praise from our client who was delighted with the build and full of praise for the delivery team.

Our joinery business, Border Joinery, which has a massive talent pool and is now undertaking work across Esh, is really worth a visit if you have the opportunity. Perhaps our star performer is Finlaysons, a business based in Galashiels undertaking roofing, painting and joinery works. They have really driven the business forward basing their success on reputation with continued high quality of delivery.

All businesses are about people, and whilst it is difficult to pick out a few people, it is equally right that exceptional performance is recognised. For our business we have successes from apprenticeships with Arron Brunton at Finlaysons receiving the “Best Advanced Craft & Joinery Student 2015” from Borders College, Arron then went on to receive the Bob Wall award and secondly Chris Sim, who received the University Medal from Edinburgh Napier University in recognition of his outstanding achievements, also gained a first class honours degree.

Our growth will also be down to how we do things i.e. our tenders, the level of engagement we have with clients and their design teams and how we are seen in the wider community: in short, our reputation. In addition to the growth plans mentioned above, we are seeing a huge opportunity via design coordination within the contracts secured and also at tender stage; to support this we have recruited Richard Howitt, Design Coordinator based at our Livingston office. Areas like this really serve to differentiate Esh from the rest. The other area we all relish is the Added Value programme which we have launched this year in Scotland, as we all appreciate this offers us a fantastic platform to demonstrate our commitment to the communities where we work.

Again, we would like to thank the whole team, that is all members of the Esh team, for their commitment, drive and support: working together is our strength.



CROSS REGION

ESH FACILITIES 

The Facilities Services market continues to be very challenging. We performed well in 2014 achieving targets in terms of turnover and profit and whilst trading conditions are demanding as we enter into new markets and geographical areas.

Our continued performance in 2015 is testimony to the commitment, enthusiasm and hard work of the Staff & Operatives. We thank them for their efforts and continued support for the remainder of 2015 & beyond.

Unfortunately Northumberland County Council decided to deliver all of their reactive maintenance using their own direct labour in 2015. This has been extremely challenging to replace but we have recently been successful in securing a major new contract with West Yorkshire Police Authority.

The Business Development Team continues to strive to deliver our Strategic Plan and enter into new market sectors including Social Housing repairs and maintenance. Other new contracts include:

Social Housing

- ISOS – Fire Risk Assessment Works to a variety of buildings
- Housing 21 – repairs and maintenance in the North
- Salvation Army Housing Association – repairs and maintenance in the North

Education

- 12 month extension to contract with the University of Leeds
- Newcastle University – various framework projects
- Northumbria University – minor works framework



Public Authority

- West Yorkshire Police Authority – 5 year Reactive maintenance, planned preventative maintenance & minor works £2m per annum

Private

- ISS UK Projects Vendor Framework – Key partners on a framework agreement to deliver project works across multiple ISS serviced accounts. This will include project works for Barclays and may also potentially lead to work delivered by Esh Facilities for other clients such as Hewlett Packard, Carlsberg, Heinz and ATOS.



With the housing market gradually improving we continue to find land and secure planning permissions for our affordable and executive house building needs. Emma Graham has joined the team as Development Surveyor and will support the ever growing demand for land led affordable housing and sites required for our newly formed executive house builder Trivselhus by Esh.

Land Led Affordable Housing

We continue to support our sister companies Esh Property Services and Esh Border as they grow throughout the North East, Yorkshire, Cumbria and Scottish Borders. Our affordable rural exception sites in Hexham (26) and Stocksfield (16) are now on site and we continue to search for similar opportunities in a very competitive market for affordable housing land.

Trivselhus by Esh

We are in the early stages of our newly formed joint venture with Swedish company Trivselhus. Next year we aim to build 40-50 high quality executive homes with sites already secured at Wetheral (3), Brampton (5), Hexham (16), Langwathby (16), Hackthorpe (25) and Darlington (27). This highly sustainable product is constructed using a Swedish timber framed closed panel system which offers home buyers zero regulated energy bills.

Strategic Development

We have successfully achieved a change of use planning permission at our site in Bowburn, Durham which includes an extension to Esh House and the construction of a new Esh Academy training building.

Planning permission has been granted at our site in Philadelphia, Houghton le Spring which will see the construction of 500 new homes plus a new supermarket and refurbishment works to the existing industrial estate.

We have continued our partnership agreement with Hartlepool Borough Council which involves the exchange of 3 development sites in Seaton Carew for refurbishment works to the seafront.

We have submitted a planning application for a mixed use development scheme in Chilton, County Durham which includes commercial units and 113 residential dwellings with planning being determined in December 2015.

We are currently preparing a mixed use planning application to be submitted in 2016 for our site at Middle Dock, South Shields which will include commercial offices and residential units.



TRIVSELHUS BY ESH



Amidst exceptionally tough trading conditions within the construction industry, Bartram Walker were still able to produce a positive set of results for the financial year of 2014. May we yet again extend my thanks to the team, Steve, Michael, Andrew, Susan & Harry, together with all the Esh support staff involved in the delivery of these results which is testimony to all the hard work put in by the whole team. Well done to all and thank you for your efforts.

As mentioned, trading remains tough and securing contracts with healthy margins, as experienced and enjoyed in recent years, is becoming harder and harder to find in the current marketplace. However in light of this, we've been able to reignite our relationship with Keepmoat, Homes division to be exact, and look forward to working with them delivering over 140 units over the next 18 months, with the hope that we secure more in the meantime.

We strongly believe that one of the factors that appealed to Keepmoat is that we were now able to offer a combined plumbing and electrical package, which gives us the perfect opportunity to welcome Lee Brannan on board and is tasked with heading up our electrical division to complement our existing plumbing services. Well done on assisting in our recent successes.

As we continue to work hard through these tough times, it is essential that we still keep one eye on the future and it is extremely pleasing to see the investment in our people is bringing some positives to the business.

Congratulations to Harry Woolley, who completed his Level 3 Extended Diploma in Construction in July of this year, which will see him continue to assist with the future estimating and quantity surveying needs of the business in the coming years. Well done Harry.

Next we extend our congratulations to Alex Hirst, our 2nd year apprentice, who joined the business in Sept '14 and is currently working towards his level 2. Alex has been receiving glowing reports from his co-workers on site and is proving to be an exceptional addition to our business, which was also recognised in his latest college review.

On the strength of this and other excellent feedback we've received leaves us with no hesitation in putting Alex's name forward for the Bob Wall merit award in 2016, where we hope he stands an excellent chance of becoming the first Bartram Walker winner of this award.

However he has tough competition from Jonathan Lyons, another one of our apprentices. Jonathan is currently in his 3rd year of training and we are pleased to announce that he has been named as the Wilkinson's Shield winner for the best portfolio for his NVQ level 2 plumbing. Jonathan has been invited to attend an award evening where his efforts will be recognised by the 'The Worshipful Guild of Plumbers'!! Well done to all the lads and thanks to Steve, Andrew and all the site team, too many to mention individually, for spending the time and effort training Alex and Jonathan.

Trivselhus by Esh is the brand name for a new generation of Esh Executive Homes and will set itself apart from other residential developments with a range of distinct characteristics for a totally new approach to housing design.

The Trivselhus by Esh product is very distinct in its modern approach to executive housing. Taking inspiration from the most up to date energy efficient techniques in housing design, Trivselhus features a highly insulated timber frame shell with triple glazed windows and solar panels, meaning any heat in the building is retained. The result is drastically reduced energy bills in comparison to that of a conventional home.

It has been an exciting few months for the brand with the joint venture agreement signed with Trivselhus Sweden and the first house being completed ready for launch on 30th September.

The first development, Garth House Gardens in Brampton, Carlisle is now under construction and the first show home open to the public. A VIP launch took place with guests from



all across Cumbria and the North East with the showhome very well received by assembled guests and local media.

We hope to soon begin work on further developments at Darlington and Hexham.



DEERNESS 
FENCING & LANDSCAPING

Deerness has had a very busy 2015 with a number of changes taking place to the structure of the company. At the end of 2014 Paul Crowe (Operations Director) left the business to start a new life in America. Following his departure new appointments have included Jonathan Hanson (Contracts Manager), John Robinson (Project Manager), Adam Crook (Assistant QS) and Victoria Pilch (Business Development and Commercial Assistant).

Across the year we have invested into Esh's apprenticeship programme and currently employ 4 apprentices. Luke Towler, one of our Landscape Apprentices has attended various Pole Climbing competitions throughout the year and even came first in the Scottish Novice Championship.

We have established relationships with a number of new clients including Seneca Homes and Gus Robinson, while still delivering long term partnerships to our existing clients such

as Derwentside Homes, Dale & Valley Homes, Thirteen Group, Four Housing, Taylor Wimpey and Persimmon Homes. Our regeneration contract with Kier – North Tyneside is our largest fencing contract to date and by the end of 2015 we will have completed over 50,000 metres of fencing to over 2,000 properties as part of this project.

A number of landscaping projects have been undertaken throughout the year including Glastonbury House, a communal garden for elderly residents of Thirteen Group and a number of outdoor classrooms for Marmax, a new client whom we have developed a close working relationship with. These landscaping projects have been completed in line with our Grounds Maintenance contracts and landscaping plot works.

This year we have extended our services to a number of contracts outside of the region including work in Cumbria, Yorkshire and a one off contract at Milton Keynes.

It is with great pleasure that we can announce that Deerness have once again been presented with a Gold Award for Grounds Maintenance Services to the University of Sunderland via Northumberland in Bloom and with this we have re-secured the contract for a further 4 years.

To give back to the community in which we work we took part in a community project with Kier North Tyneside named 'Kaci's Garden' in which both fencing and landscaping works were completed over a two week period to ensure that Kaci's new garden was wheelchair accessible.

ESH TRAINING 
SOLUTIONS

Esh Training Solutions (ETS) arrange training to meet mandatory job role requirements and needs of the business whilst also responding to the personal aspirations of Esh Group employees, while responding to the management and delivery of Training and Recruitment Targets (TRTs) required by the Homes and Communities Agency (HCA).

In 2015 the team have arranged over 5,500 training courses with over 4,000 employees and subcontractors attending courses ranging from asbestos awareness to Microsoft Office training.

Personal development and softer skills development has been addressed through the annual Performance Development Review process; with staff undertaking training in managing challenging behaviour in the workplace, change management and NLP.

The Group, through ETS, continues to support colleagues with Further Education and Higher Education courses. By the end

of the school year we had paid £73k in course fees, making a further commitment to spend of £103k on fees in 2015/2016.

2014 saw the launch of the Esh Academy; today 95% of apprentices achieved their learning aim and 85% of them were retained within the group. As anticipated and planned 2015 saw a further 59 apprentices join the Group; including 4 apprentices in the Yorkshire Region.

The Future Leaders Programme was launched in yearly 2015 with 12 people from a range of functions across the group selected to take part; those delivering the sessions developed their coaching skills by attending train the trainer and those selected to take the mentor role attending mentoring for leaders training.

We are also proud to announce that we have been shortlisted in the Pride of Construction Industry and the Apprentice Employer of the Year categories at the CITB Apprentices and Apprentice Employers Awards. Winners will be announced in late 2015.



MECHPLANT 
PLANT HIRE

Following on from 2014, Mechplant have continued to invest throughout 2015 in new equipment and product lines with 61 new items purchased to date at a total cost of over £2m. Cranes are a brand new product line to the business, with the most recent addition being an 80 tonne mobile crane which will enhance the existing fleet and open up new business opportunities.

We continue to work closely with our suppliers and have strong customer relations with the industry's manufacturing leaders including JCB, Terex & Manitou which benefits our replacement and expansion programme.

Continuous investment has not only contributed to the larger fleet size but combining it with greater utilisation has resulted in increased profitability for Mechplant.

We would like to welcome Iain Henry our new Operations Manager to the company. As well as Iain we have this year employed Crane Drivers, Slinger/Signallers, Drivers and a Plant Fitter as we continue to grow to meet the demand of our customers.



REMEDIOS 
INTELLIGENT SOLUTIONS

Remedios has been part of the Esh Group for over three years and has continued to provide Environmental and Geotechnical services to various clients both in house throughout the UK.

In April 2014 the Coal Authority, on behalf of the Environment Agency and DEFRA, was commissioned to run a feasibility programme that would investigate the potential of different technologies to remove metals from waters affected by abandoned non-coal mines within England. The aim was to develop a series of different techniques that would successfully remediate these waters. The trials would be project managed by the Coal Authority.

Remedios proposed three methods for the removal of metals from mine water. The two methods accepted by the Coal Authority to treat the mine water were the use of waste product

from the whisky distilling process (DRAM) and treatment with a chemical compound to achieve metal removal.

The trial, with a contract value of £254k and which is currently ongoing at Killhope uses a bespoke system designed by Remedios to pump the mine water into treatment tanks housed in a secure container. The raw water is treated by chemical injection and the use of DRAM. The treated water is then returned to the mine. The advantage of the system is that it can be transported easily and set up to trial the removal of various metals from water affected by abandoned non coal mines. If the trial is successful the system may be scaled up to treat all of the metal affected water at a particular metal mine location.

This is a new area of development for Remedios with excellent potential.

ESH ADDED VALUE



BUILDING MY SKILLS

It has been a busy year for the Building My Skills programme to say the least...

- Culminated the 2014/15 academic year – which involved 69 schools and over 70 business partners by hosting mock interview days across our operational regions providing opportunities to over 1,200 committed students.
- Won the Business in the Community's National School Partnership Award (2015) against stiff competition from the BBC, Manchester Airport, DWF, Deloitte and Pinsent Masons.
- Welcomed 35 new partners including The Armed Forces, Boeing, Boots, NHS, Lucite International, MWH, Freeths, Yorkshire Housing, Northumbrian Water Group, Capita, Beattie Communications, PwC and Brodies.
- Launched the 2015/16 programme in 75 education establishments which this year for the first time includes 2 Universities, 6 Colleges, 5 Scottish schools and 10 Schools from the South Lakes peninsula. This year's sessions will be delivered by over 100 businesses from over 20 business sectors and over 30 Esh Group staff.

FOCUS ON SCOTLAND

Generating over 4,000 learner hours for 777 students from:

- Maxwelltown High School Dumfries & Galloway
- Galashiels Academy Scottish Border
- Preston Lodge High School East Lothian
- Broxburn Academy West Lothian
- Forrester's High School Edinburgh
- St Augustine's High School Edinburgh

FOCUS ON BARROW IN FURNESS

Generating over 1,300 learner hours for 251 primary students from:

- Dalton St Marys CE Primary
- Parkside GGI Academy
- Sir John Barrow School
- Greengate Junior School
- Victoria Academy

Generating over 3,800 learner hours for 726 secondary students from:

- Dowdales School
- Furness Academy
- St Bernard's Catholic High School
- Walney School
- Ulverston Victoria High School



BMS

GROWING OUR 'TEAM'

The Esh Added Value Team has grown significantly over the last few months. Armand Anebo from Leeds Force has joined the Business Development team in Yorkshire as well as this Armand will support Celeste Armitage who has moved to our Leeds office to coordinate all Yorkshire community operations following her graduation from the University of Northumbria.

Sarah Ward joined our team in March to collate our Corporate Responsibility case study library, focusing on developing content on environment, workplace and marketplace.

Following Sarah Ward's appointment Sarah Lamb joined us in September having graduated from the University of Sunderland with 1st Class degree in Business & Marketing. Sarah will be studying a Master's in Education part time.

If you wish to speak to one of the team about added value and how you can get involved email addedvalue@esh.uk.com



APPRENTICES

Esh Academy offers a wide range of apprenticeship opportunities from Intermediate Level 2 Apprenticeships which include business and administration, bricklaying, carpentry and joinery, general construction operations, painting and decorating, plastering, multi-skilled operatives, roofers, fencing and landscaping; Advanced Level 3 Technical & Professional Apprenticeships, including construction engineers, quantity surveyors and estimators and Higher Apprenticeships in leadership & management, construction management and IT.

We also present an annual trainee of the year award at our annual AGM.

100% of Esh Academy apprentices with 2015 planned end dates completed their apprenticeship, 34% higher than the industry average for construction.

Esh Group currently employ 88 apprentices across our operational areas – 50 ‘new’ apprentices. We also have 38 ‘saved’ apprentices set to complete their studies in June 2016.

We have retained 92% of Esh Academy apprentices recruited in 2014 and 2015.

During the next 2 years we will invest over £900k in our apprentice programme with a view to having 150 apprentices in the Group during the 2017/18 academic year.

In addition Esh Group companies are supporting 39 members of staff to complete further of higher level training including HNC, HNC, Degree and Masters qualifications taking our current committed investment in employee development to over £1m.



Darush Dodds
Head of Corporate
Responsibility and Added Value –
darush.dodds@esh.uk.com



Sarah Ward
Added Value Coordinator –
sarah.ward@esh.uk.com



Armand Anebo
Part Time Placement
Added Value Coordinator –
armand.anebo@esh.uk.com



Celeste Armitage
Added Value Coordinator –
celeste.armitage@esh.uk.com



Sarah Lamb
Added Value Coordinator –
sarah.lamb@esh.uk.com



Andy Thomson
Part Time Placement
Added Value Coordinator –
andy.thomson@esh.uk.com



Clare Davison
Added Value Coordinator –
clare.davison@esh.uk.com





"We are so thrilled with the help given to Exodus by the Esh Communities programme. Not only have they supported us financially, but they have provided paint and materials, as well as volunteers and expertise to get our children's centre newly decorated. It looks amazing. Thank you on behalf of everyone at Exodus".

Martin Sawdon, Team Leader.

ESH COMMUNITIES

Esh Communities will be launching for the 4th consecutive year this October. Backed by the Esh Charitable Trust, grants of up to £1000 are available to charities and organisations who are making a positive difference in their local community.

Esh Communities was established in 2012 and this programme forms a vital part of our company ethos of 'adding value above and beyond contract requirements'.

Since 2012, Esh Communities has awarded 93 organisations over £90,000.

On average each organisation has been awarded £960.64 each and as part of our commitment been supported by Esh Group regional staff for 12 months.

This year, the Esh Charitable Trust has allocated £50,000 for up to 50 organisations who reside across our 4 operational areas; North East, Yorkshire & Humber, the North West and Scotland.

Applications are welcomed via an online application form on the Esh Added Value website.

THE EXODUS PROJECT, BARNSELY

The Exodus Project in Barnsley aims to improve the lives and aspirations of children and young people who live in some of the most disadvantaged estates in the country.

Funding has been used to support the educational activity camps at Jenny's Field - the base location for the project. The activity weekends are a chance for the vulnerable young people to build trusting relationships with the team members who can support them in tackling their historic destructive life choices.

The project improves future aspirations and employment prospects for some of the most economically and socially disadvantaged young people.

In addition to funding, Esh staff led a project team to refurbish Jenny's Field, which is a donated old church. We were joined on the day by Hardy's Painting and Decorating, who provided paint, materials and an experienced tradesman to oversee the activities.

As a team, we renovated 2 bathrooms, a living room space, corridors and a wash room.



INTRODUCING 'GET INTO STEM'

Esh Group has launched our very exciting 'Get into STEM' community initiative.

STEM (Science, Technology, Engineering and Mathematics) is high on the government's agenda. At Esh we are actively promoting construction themed STEM activities with the aim to positively shape young minds of our future workforce.

The 'Get into STEM' kit is aimed at Early Years and Primary School aged children stretching from Nursery through to Year 2 as we understand that young children need enthusing about construction careers from an early age.

STEM skills are key in formative years and our kit allows a soft but fun introduction to the 'built environment' sector.

HOW IT WORKS

- Our kits provided free of charge to schools.
- Esh Group's Added Value team introduce kit with an interactive and engaging 40 minute session.
- The kit remains in your school for a period of 2 weeks providing teachers with resources and materials which can be integrated into the curriculum to enhance and support student learning.
- It has been designed to put construction based STEM topics into a stimulating, relatable and every day context.

INSIDE THE KIT

- Bright and vibrant materials commonly used in the construction world such as foam bricks, cement mixer and measuring equipment.
- Includes site safety clothing and equipment promoting our 'ESH Safe' message and the potential dangers of a construction site.
- Construction words and jobs are introduced to pupils.
- Project booklets to help pupils investigate shapes and patterns whilst encouraging them to record their discoveries and designs through play.

This initiative encourages discovery of the construction industry through free play and has been developed to align with the national curriculum. It provides a fun and engaging way to introduce STEM skills by providing a real life context within the construction world and promoting the Esh Group brand.





SHHHH, IT'S GOSSIP!



GREAT NORTH RUN

This year's Great North Run took place on 13th September and included one or two members of staff from Esh Group raising much needed funds for charities close to their hearts. Over £3,000 was raised for the following charities: Heel & Toe, Lord Taverners, Rethink Mental Health, Maggie's Centre at The Freeman Hospital & The North East Down's Syndrome Association.

Esh Group employees included Jake Henderson (Lumsden & Carroll), Stuart Jackson (Esh Property Services), Kevin Ross (Homes by Esh), James Noble (Esh Facilities) Lee Brannan (Bartram Walker) & Sophie Lacey (Esh Facilities).

Well done to everyone at Esh who took part!

MACMILLAN BAKE SALE

Esh Group took part in this year's Macmillan Coffee Morning by organising 'The Great Esh Group Bake Off' on 25th September.

We asked staff to bake delicious treats which would then be judge in the following categories Best Sweet Treat, Most Creative, Best Looking Cake and Best Savoury.

Winners were as follows:

Best Sweet Treat – Dave Singleton

Most Creative – Chris Wilson

Best Looking Cake – Francesca Madden

Best Savoury – Debbie Hogarth

We were also kindly donated an iPad Mini which we then raffled off with all money going to the charity. Congratulations to Chris Henderson from Lumsden & Carroll on winning this. In total over £600 was raised through the sale of cakes and raffle tickets. Thank you to everyone who took part.



GREAT NORTH SWIM



For those of you who aren't aware the Great North Swim is the biggest open water swimming event in Europe with around 10,000 people taking part every year. Over three days, participants of all abilities take the plunge into the freezing cold Lake Windermere. This year 2 members of Esh Group decided to take the plunge this is their stories....

After being diagnosed with testicular cancer in late 2014 Colin Butler from Lumsden & Carroll didn't let it hold him back. When Colin was given the all clear in May 2015 he signed up to do the Great North Swim, raising money for Macmillan a charity which was clearly close to his heart. Colin raised over £300 for the charity and completed the swim in 47 minutes.

Also taking part for the second time was Clare Davison from Esh Added Value. Sadly in late 2014 Clare's father passed away after a 3 year long battle with cancer. During his last year he attended the Day Hospice at St. Cuthbert's which provides specialist palliative care for patients with any life limiting illnesses including those with a diagnosis of cancer.

Clare had vowed to beat her time from the previous year and managed to successfully do so shaving 11 minutes from her previous time and completing the swim in 55 minutes. Clare rose over £400 for St Cuthberts Hospice. Well done to you both!



BABIES

Congratulations to everyone who have welcomed new additions into their families this year.

Olivia Tilley – Lumsden & Carroll, Howard, 7lb 14oz

Mark Knight – Esh Property Services, Betty Grace, 7lb

Andy Johnson – Esh Build, Ruben George, 7lb 9oz

Sarah Hall – Esh Property Services, Ruby Catherine, 8lb 14oz

Sarah Dougherty – Esh Group, Hatti, 7lb 1oz

Lyndsey Bartley – Esh Group, Oliver James, 7lb 12oz

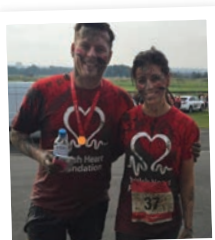
Shannan Firby – Esh Group, Flynn James, 7lb 6oz

Dominic David – Remedios, Max Kingsley, 6lb 10oz

Rachael Metcalf – Lumsden & Carroll, Ellie Louisa, 9lb

Tom Rowell – Mechplant, Rogan

RUN DARUSH RUN



Darush Dodds, Head of CSR and Added Value seems to have caught the running bug over the summer and has taken part in a number of competitive runs.

Darush hit the ground running (no pun intended) and took part in the Kielder 10k on 3rd October raising money for

the Sir Bobby Robson Foundation and COCO. He completed the course in 54 minutes which is a great time for his first competitive run.

He then went on to run the Newcastle Stampede just over 2 weeks later at Newcastle Racecourse. The Newcastle Stampede is not just a 10k run it is filled with unique and challenging obstacles designed to push you to the limit. All money raised at this event is donated to the British Heart Foundation.

Overall Darush rose over £200 for the charities.

He has more events planned throughout the next year, we wish him all the best with his new hobby.



GRADUATIONS

Michael Brandwood – Esh Group, passed his Diploma in H&S

Jack Brayford – Lumsden & Carroll, 1st Class Honours in Business and Applied Marketing Management

Sarah Lamb – Esh Group, 1st Class Honours in Business and Applied Marketing Management, Sarah also won the CIM award for Academic Excellence in Business and Marketing Management and the Ede & Ravenscroft prize for outstanding academic achievement across all business programmes.

Celeste Armitage – Esh Group, 2:1 in Crime Science BSc



BIRTHDAYS

Julie Lumsden – Esh Group – 50th Birthday

Raymond Pirrie – Esh Border – 50th Birthday

Matthew Ashurst – Esh Group – 18th Birthday

Debbie Hogarth – Esh Group – 50th Birthday

Brian Wray – Mechplant – 50th Birthday

Shannan Firby – Esh Group – 21st Birthday

Leigh Robson – Esh Group – 21st Birthday



ENGAGEMENTS

Sarah Leake, Internal Auditor, Esh Group said yes when her partner Rob proposed at Loch Ness in June 2015.

RETIREMENTS

Geoff Daw – Esh Border Construction – 9 Years Service

Gordon Bremner – Esh Build – 46 Years Services



OUR **YEAR** IN FIGURES



HIGHLY COMMENDED

RUNNER UP IN THE CITB MANAGING
AGENT LARGE APPRENTICESHIP
EMPLOYER OF THE YEAR



1200

WE HAVE 1200 EMPLOYEES
ACROSS THE NORTH & SCOTLAND



107

EMPLOYED APPRENTICES
ACROSS THE GROUP



2ND

WE ARE THE SECOND
LARGEST PRIVATE COMPANY
WITH HEADQUARTERS
IN THE NORTH EAST



BUILDING MY SKILLS (BMS)

BITC NATIONAL
AWARD WINNING
SCHEME FOR SCHOOLS
PARTNERSHIP 2015

ESH GROUP
THE MULTI DISCIPLINED
CONSTRUCTION AND
DEVELOPMENT BUSINESS
WORKING ACROSS THE
NORTH & SCOTLAND



170

WE HAVE OVER
170 EMPLOYEE
SHAREHOLDERS



BUILDING MY SKILLS (BMS)

WAS DELIVERED TO 74 SCHOOLS,
REACHING 8,891 STUDENTS,
VIA 109 BUSINESS PARTNERS



£1.3M

FUNDING PROVIDED FROM ESH
CHARITABLE TRUST (EST 2006)
TO SUPPORT THE COMMUNITIES
IN WHICH WE WORK.



BASKETBALL

ESH GROUP EAGLES NEWCASTLE / LEEDS FORCE NOT JUST A SPONSOR BUT TRUE SUPPORTERS



ENQUIRIES@ESHGROUP.CO.UK



WWW.ESHGROUP.CO.UK



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