

Our new team members...welcome



Darren Chew – Planning Manager; Darren has over 30 years’ experience working within the construction industry and his experience of working on and running projects gives him an invaluable understanding of delivery issues on site which can be mitigated at the planning stages of a project. He has worked on numerous projects including schools, hospitals, residential apartments and housing, retail, offices and more recently the large Energy from Waste Plants all over the UK. Darren has always been involved in planning and recalls his early days sat at a drawing board with an ink pen and tracing paper preparing the Construction Programmes. Things have come along way since then and nowadays the

drawing board has been replaced by the laptop and the latest Project Management software. Away from work Darren loves spending as much time as possible with his 2 year old grandson, walking the dogs and going to Elland Road to watch the mighty Leeds United in their bid to get back in to the Premiership, fingers crossed this is the year!



Stacey Coote – Planning Co-Ordinator; Stacey has 15 years’ experience in construction from starting out as an Admin Assistant for a design division to then moving onto 3D CAD modelling, qualifying as an Architectural Technician and then into Design Coordination for Lindum Construction. Stacey has worked on many multi-million-pound schemes as an architectural technician before carrying out the role of design coordinator on large housing schemes. Stacey had a career break for three years and is now ready to tax her brain again! She has two children aged 12 and 7yrs and spend most of her time being active.

Stacey enjoys adrenaline activities from motor biking to cycling to boxing. She enjoys doing spontaneous sport activities also to help raise money for charities.



Paul Blackburn – Commercial Director; Paul recently joined the group bringing over 30 years’ experience in the construction industry having commercially run regional business areas for both Laing O’Rourke and Sir Robert McAlpine. In addition to regional roles Paul has been involved in numerous prestigious projects including Mustard Wharf PRS (£40 million); Yorkshire Schools (£110 million); Barnsley Schools (£300 million); Hepworth Gallery (£30 million) and Leeds Grand Theatre (£15 million). Paul brings strong commercial controls and predictability to the group providing clients and stakeholders with confidence

in delivery. Paul is married with two grown up children and is looking forward to the day they become financially independent! He is interested in travel and most sports, particularly Rugby League and switches off from the world when playing golf.



John Harrison – Site Manager; Malmaison; John started his career in construction in 2002 after finishing university. After 16 great years with Laing O’Rourke working on a massive array of projects the opportunity arose to join The Broadley Group. Working for a Leeds based company with projects within Yorkshire has always been important to John, so with this being at the heart of the Broadley business, his decision was made easier. Away from work he has a young family and a family farm which he helps out with. John is a massive rugby union fan regularly following Yorkshire Carnegie and England Internationals.



Maariyah Arshad – Finance Assistant; Maariyah started working in Finance in 2012 as an Accounts Assistant and since then has completed a degree in BSC Hons in Accounting and Finance at The University of Bradford. Maariyah joined The Broadley Group to assist the Finance team week commencing 26th of November. She has not worked in construction previously and is excited and hoping to learn lots. Maariyah is currently in the process of starting her ACCA professional papers to become chartered and believes that her role here will support her in completing that. Outside of work she spends a lot of time with her

family, enjoys cooking and loves to travel the world.



Broadley Speaking...



A note from our Chairman... Gary Broadley



As a business we are in the best position we have ever been in but we are still flushing the pipe with legacy stress projects. It is so apparent that we have stress at many levels but we do have a plan! I hope everyone will start to see things improving in the coming weeks and months. I trust and hope that everyone will buy into the changes as they are discussed and implemented.

I will at the risk of repeating myself in every edition stress that we need to further improve our delivery, our attitudes and the respect for our clients. We need to adopt a tough stance with those that do not comply and again there will be changes made to ensure we improve.

All of those who know me will know we are now entering my favourite season of the year and I wish everyone a very merry Christmas but more importantly I wish everyone a bright and successful New Year...

Carry on!!

Our largest contract to date...

Work is now well underway where we are converting a 1960’s former Aviva office building in York into a luxury 150 bed Malmaison Boutique hotel. The hotel is part conversion and part extension and is one of several hotels we are currently building.

The building sits in a sensitive location in front of the listed Grand Hotel and adjacent to the River Ouse; as such we had to undertake extensive consultation both with Historic England and the City Planners to achieve approval.

The hotel will include a spectacular Sky Bar and Restaurant overlooking the York City walls. The project will take 75 weeks and the hotel is due to open in April 2020 — Value: £17.5m



Congratulations to Emily and Joel who tie the knot on December 15th at Howsham Hall in York
All your colleagues wish you a lifetime of love and happiness





From my perspective it has been an interesting and largely enjoyable eight months with The Broadley Group. My initial plans were to stabilise project delivery by supporting projects and the delivery teams. This has been achieved in the main and it has been great to see the influx of new talent to the business to compliment the existing Broadley team. We are now into a phase of selective recruitment to suit the business demands.

The theme going forward is one of consolidation of the business where we focus on delivering our pipeline of work on time, budget and quality whilst we have a measured growth. Practically we need to have more rigor around the jobs we win and this will demand more pre-planning in order to give us assurance around price, margin, programme, and risk and in turn we will be better placed to predict the business outcome.

We are in the early stages of commencing new projects; Malmaison, York— King William House, Hull and The Tower, Sheffield and we continue to have a great pipeline potential beyond that with Roomzzz — Harrogate, Liverpool, Burley Road and Raithwaite Bay.

So as we come to the close of 2018 we all have every reason to be positive about the outlook for 2019 and beyond.

Finally I would like to take this opportunity to wish everyone and their families all the best for Christmas and the New Year.

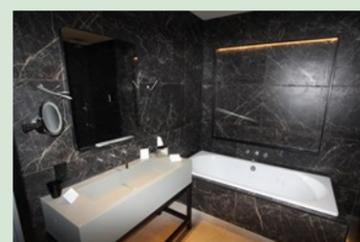
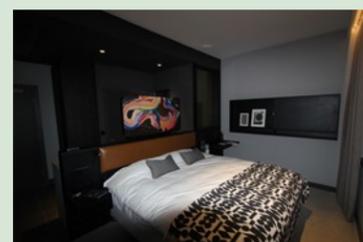
Dan Doherty — Chief Operations Director

JOINERY DIVISION UPDATE...

The joinery division has suffered for the past few months with continuity of work but is looking forward to a busy New Year. We are currently processing orders for PLP sites Lincoln, Newcastle and York, we have also completed the furniture for PLPs new offices at Hentons and are working on the mock rooms for Malmaison, photographs below.

In the coming weeks the Joinery Division is hoping to be investing in new machinery and undertaking training and review from Warrington Fire to allow us to become a licensed door processor. This additional arm to the division will not only boost our turn over, it means that the group will benefit from the cost and time savings on future projects.

Dan Hickinbotham — General Manager



GENERAL WORKS UPDATE...

General Works has seen some significant changes within the department over the last six months. Caroline Orange has joined our division as Quantity Surveyor, this will further help cement the structure and further develop our ability to act independently and reactively to the business needs.

Our larger projects headed by Colin Gebbie are gathering momentum and the development of the Aberford Court project has seen the design and value of the project increase significantly. This is as a direct result of the team's efforts both onsite and in the support functions. Project completion is set for Summer 2019. This will provide a 14000 ft2 high specification private residence; complete with swimming pool, wine cellar and cinema. Our mid-size projects headed by Craig Wood are now being managed more effectively with clarity over cost and programme being more transparent. This has enabled us to be far more effective in our discussions with all of our stakeholders. Craig has done a great job of bringing together a dedicated team, who are clear on what needs to be delivered and understand the importance of quality and cost certainty.

Our aftercare service headed by Glen Fairclough continues to grow and develop. However there are a number of challenges for us to overcome. Our ability to deliver a cost effective, timely and efficient defect service is reliant on both our client and delivery teams to engage with us at an early stage, ensuring the service, we deliver is 'fit for purpose'. We are currently developing this service to ensure that we 'deliver'.

In summary, 2018 has been a challenging year for us, but we are confident that we have a plan in place which, with the help of our major works colleagues will become more successful in 2019 and beyond. Wishing everyone a happy and prosperous 2019

Richard Pickles — Construction Director

HSQE UPDATE... What a Year!!!

I'm sure you all agree lots of changes and you have all seen the improvements especially out on site.

The directors and shareholders have invested in the entire team ensuring you are all trained to the highest standard – even the Directors have been attending training courses in the last few months which is brilliant!! This will continue in 2019 and if anyone would like to discuss training please do not hesitate to contact me or your direct manager.

Safety Culture within the company will feature a lot over the coming months starting with the survey we have written to you about - CIRAS are running an independent survey on our behalf to gain some insight into our health & safety culture – this survey is 100% anonymous and is just for our employees at this time, although in the new year we will be doing a survey with all our sub-contractors. The directors and my team would really appreciate you completing this and we will share our findings with you all. It is important we get the viewpoint of all the team. <https://www.surveymonkey.co.uk/r/CIRASBroadley> — this closes 17th December.

One of the most important things we have launched and will continue promoting is the 'Mates in Mind' campaign, all managers have received their training and we will be discussing this topic out on site – we must all take care of our own mental Health and also look out for each other. If any of you feel you need help please do not hesitate in talking to a manager.

Lindsey Smith—HSQE Manager

