

LONDON IN FOCUS

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GRAHAM 



GRAHAM NEWS AND UPDATES FROM LONDON



Introduction

Welcome to the third edition of **London in Focus** – an insight into our work in this iconic city and the Greater London region

It has been over two years since our last instalment of London in Focus.

During the intervening period, we've witnessed a plethora of seismic events, from the vote in favour of leaving the European Union, to the election of Labour's Sadiq Khan as London Mayor, a snap General Election and the tragedy at Grenfell.

Nationally and globally, it has been an era of unprecedented political and economic upheaval.

Naturally, investors, developers and public bodies continue to exhibit a degree of caution with regards to capital programmes, infrastructure schemes and routes to market.

In terms of the broader health of our economy, construction is often viewed as an accurate barometer.

Clearly the industry has slowed in comparison to the spikes of previous years, but the outlook, particularly in London, appears healthy, even optimistic.

From our point of view, we've enjoyed sustained momentum within the city and the wider region.

In parallel, we've grown considerably as a Group, recording an annual turnover of £767m for 2018, with a healthy cash balance sheet that puts us in a strong financial position.

From the platform of our Old Jewry office, we have completed a range of stellar developments across the city, and its surrounding boroughs, while our order book for the next three years is full of high-profile, cutting edge schemes.

Our portfolio features construction, refurbishment and estate rationalisation projects for a range of high-profile universities including UCL and the Royal Central School of Speech and Drama, while we are currently upgrading QMUL's School of Mathematical Sciences.

As the Programme Contracting Partner for the major capital development programme at Royal Botanic Gardens, Kew, we have embarked upon a complex programme of works at the UNESCO

World Heritage site and, in support of Barnet Council, we are delivering a five-year £150m major works programme.

We have also demonstrated our technical competency in the completion of complex civil engineering projects worth a combined total in excess of £150m.

Our legacy has been felt in Southwark (Bellenden Road) and Lewisham (Westdown Road) where we undertook essential bridge replacements and supplementary works, and, in significantly widening the Lea Bridge Road, we ensured segregated cycle tracks in both directions from Whipps Cross roundabout through to the Hackney boundary.

In November (2018), we cemented our place on Highways England's prestigious Regional Delivery Partnership (Lot 2 – South East & East) which will provide smarter, smoother, safer and more sustainable roads and highways.

Meanwhile, as a long-term partner of Primark, we delivered the £11m interior fit-out of the fashion giant's flagship Westfield store in the White City Shopping Centre. In the sphere of facilities management, we have established a successful five-year relationship with Croydon Council, providing building fabric planned and reactive maintenance works, and multi-trade planned works.

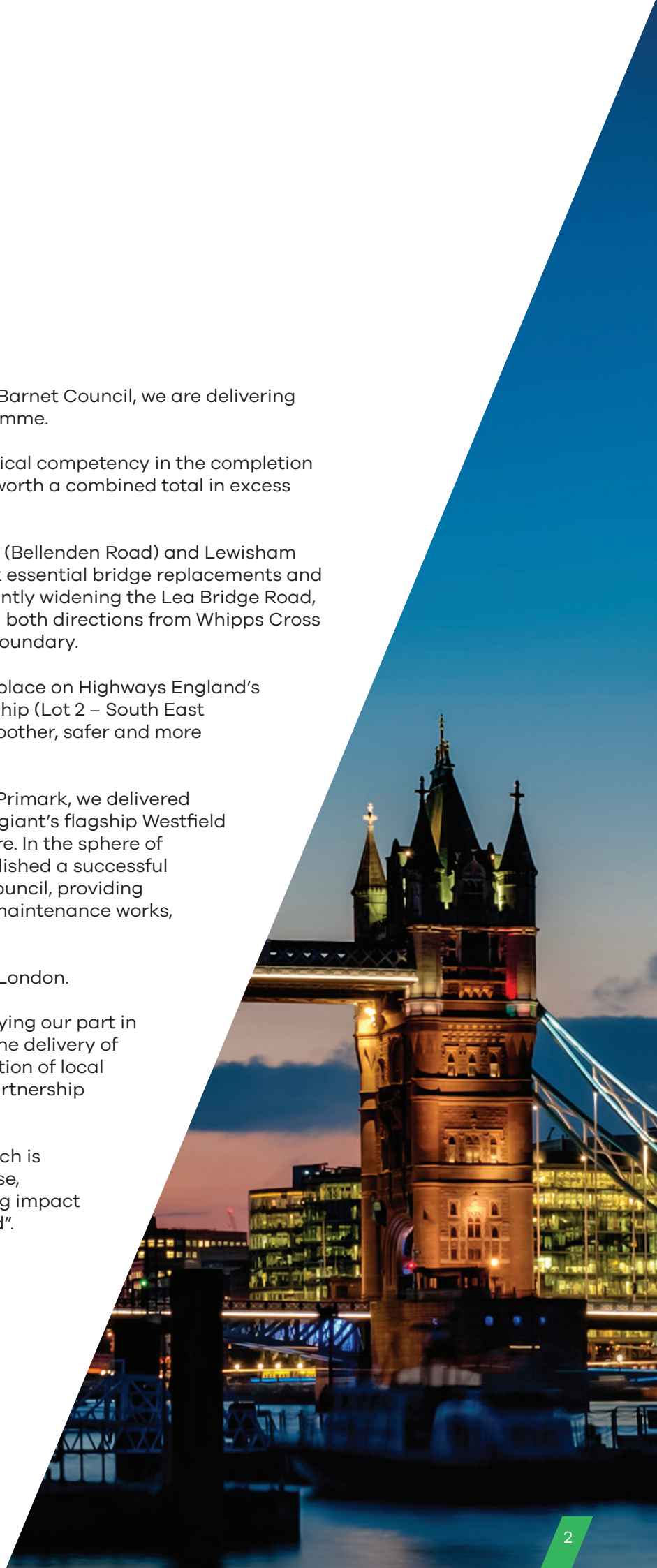
For GRAHAM, it's business as usual in London.

What's more, we are committed to playing our part in shaping the city's future – not just in the delivery of physical infrastructure but in the creation of local jobs, investment in fresh talent and partnership with SMEs.

I trust this London in Focus review, which is packed full of examples of our expertise, illustrates how we are delivering lasting impact in the "capital of the 21st century world".

Michael Graham

GRAHAM Group Executive Chairman



RISING TO THE UNIVERSITY CHALLENGE





It's a turbulent time for the university sector.

Never before have our universities faced such a sustained onslaught of divergent challenges.

As austerity retains a hold on the UK, academic institutions have been forced to contend with a dramatic reduction in the flow of traditional funding streams. All the while, securing reliable, long-term alternative income is difficult.

Tuition fees remain frozen.

Students are demanding more and in their corner is the new higher education regulator, the Office for Students (OfS).

Coming into force in January 2018, the OfS is "designed to champion the interests of students, promote choice and help to ensure that students are receiving a good deal for their investment".

Looming on the horizon, Brexit continues to cloak higher education in a vacuum of uncertainty, particularly around research funding and student recruitment.

Yet, behind the headlines is it all doom and gloom, and, do the sums not really add up?

Queen Mary University of London

Perhaps, the School of Mathematical Sciences at Queen Mary University of London (QMUL) is a logical place to find answers.

As of 3rd January 2018, we commenced the £10.5m upgrade of QMUL's Mathematical Sciences Building – a building aptly adorned with a never-ending mathematical equation across 14 floors of its cladding.

The ambitious project involves the refurbishment and extension of the existing building to provide "state-of-the-art space to work and study in", and an overhaul of the structure's envelope to reflect its prestige within the Mile End Campus.

Targeted with a BREEAM Excellent rating, the fit-out and completion of the 'school' is scheduled for the second quarter of 2019.

The scheme is a clear statement of intent by QMUL, which is renowned for being "one of the UK's leading global universities".

This considerable investment is just one example of how universities are future proofing their estates and responding with vision and innovation to the litany of challenges they are encountering.

Buoyant

As our Regional Director of Development (Building), Rob Joyce, explains, the university sector in London is buoyant and focused on creating premium learning space.

"There is no question that the university sector is undergoing a period of transition, but we have been struck by the proactivity and resilience of our university partners within the city and Greater London," said Rob who has been pivotal to GRAHAM's growth in London and England South since 2012.

"They continue to demonstrate ingenuity and innovation. As long-term partners to a broad spectrum of institutions, it is a privilege for us to help them realise their respective visions. We've completed over £500m worth of schemes in the last three years alone and whether it's new build construction, or major refurbishment, our teams have been on hand to deliver a suite of exceptional projects."

"As long-term partners to a broad spectrum of institutions, it is a privilege for us to help them realise their respective visions,"

Rob Joyce
GRAHAM Regional Director of Development (Building)

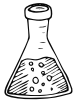


University College London

Two such exceptional projects include the Kathleen Lonsdale Building and the Courtauld Building on behalf of University College London (UCL).

Having been vacant for almost ten years, we comprehensively remodelled the Courtauld Building to create a pioneering research facility for the Medical Research Council's (MRC) prestigious Prion Unit.

Our two-stage design and construction project, valued at £17m, was handed over in February 2018, and has brought life back into the previously unoccupied building.



The Kathleen Lonsdale Building, which was officially opened by Sir David Attenborough in April 2018, has been repositioned as a cutting-edge laboratory, learning and research facility.

Consolidating UCL's Department of Earth Sciences into one building for the first time in over 50 years, our £14m refurbishment and upgrade project represents one of the first major completed schemes of UCL's £1.2bn "Transforming UCL" - the largest capital programme in UCL's history.



(Pictured): UCL's Kathleen Lonsdale Building

Royal Central School of Speech and Drama

We have also played a starring role at the Royal Central School of Speech and Drama (known as Central).

Resolving Central's "pressing need" for additional rehearsal, performance and ancillary facilities, our £16.7m Phase 5 North Block Building project has created 2,400m² of new space over eight floors and incorporates five double height studios and a courtyard theatre.

A "world-leading" institution of the theatrical and performing arts, which counts Dame Judi Dench and Sir Laurence Olivier among its famous alumni, this BREEM Excellent North Block Building scheme has delivered cutting-edge facilities for both students and the local community, and strengthened Central's reputation as a diverse North London cultural hub.

University of Reading

Beyond central London, we are one of a select group of contractors participating on the University of Reading's Buildings Works Framework, supporting the delivery of its £250m building programme over the next 15 years.

Appointed as the preferred contractor for the £22.7m first phase construction of the Thames Valley Science Park, we led on the construction of a multi-functional new three-storey Gateway Building, which marks the landmark entrance to the Park.

Although not part of the Framework, we also completed a cutting-edge £30m Proton Beam Therapy Centre on behalf of Proton Partners International (PPI) who have leased a plot on the Science Park site.



(Pictured): University of Reading's Thames Valley Science Park

Expertise

From the selection of aforementioned projects, it is clear that our expertise is broad and extends throughout new build construction, estate rationalisation and amalgamation, plus large-scale extension and refurbishment schemes.

What is also apparent, is that the university sector continues to intelligently navigate its way through mounting challenges.

And, if our experience is a reference point, the sector is plotting a course that looks destined to retain the UK's position as a leader on the global stage and the first-choice destination for over half a million international students per annum.

"I don't think the outlook is bleak, I think it's very bright. I'm confident for the future of the university sector and looking forward to strengthening relationships with our existing clients and forging new ones with new partners," added Rob.

"Our university portfolio in London and the wider South of England region continues to expand as our reputation for high quality delivery and programme certainty strengthens."



"We are proud to be working with institutions like UCL, Central, QMUL and the University of Reading who are at the cutting edge of teaching, research and innovation."

"Despite the risks in the wider economy for the sector, such as funding uncertainty, there is also enormous opportunity and we have a proven record of working collaboratively with our university partners to turn their aspirations into reality."

"I don't think the outlook is bleak, I think it's very bright. I'm confident for the future of the university sector and looking forward to strengthening relationships with our existing clients and forging new ones with new partners,"

Rob Joyce
GRAHAM Regional Director of Development (Building)



(Pictured): A production of Hamlet at the Royal Central School of Speech and Drama

ROYAL BOTANIC GARDENS, KEW

The trusted contracting partner of the world-famous Kew Gardens

Project Summary

Illustrating our sensitive approach to working within a live heritage environment, we are the Programme Contracting Partner for the major capital development programme at Royal Botanic Gardens, Kew. The UNESCO World Heritage site, which attracts over two million visitors per year, is famous for its gardens, water features, botanical glasshouses and Grade I and II listed buildings of architectural and historical significance. Across the 121ha estate, we have embarked upon a complex programme of works with a value of £5m and £10m per annum.

Project Brief

Royal Botanic Gardens required a single partner to deliver “maximum works” over a five-year period within the available budget while maintaining business continuity.

Essentially, the ambitious programme of refurbishment, reconfiguration and new build construction is to support the delivery of the estate's

vision to “create a vibrant community of world-class science research, horticulture, conservation and education”.

Project Solution

As the single contractor for this capital development programme at the world-famous tourist attraction, we consistently demonstrate our technical expertise and versatility across the broad spectrum of work requirements, which include the refurbishment of historic buildings, fabric and structural repairs, heritage specialisms, repair and replacement of M&E systems and the replacement of nursery and external works.

Supplementing our work at Kew Gardens, we are also responsible for projects at Wakehurst Place in West Sussex – a 500-acre site that is home to the world's largest wild seed conservation scheme.



Examples of our work at Kew include:

Arboretum Nursery (£4.8m – handed over after 48 weeks): In support of Kew's strategic conservation work, this project involved the demolition of the existing temperate nursing glasshouse, potting shed and ancillary buildings and the construction of a new 1,241m² state-of-the-art facility. Now one of the most technically advanced glasshouses in the UK, we introduced mechanical and electrical plantroom equipment that serves the individual controls of the six unique environments.

Evolution House (£820k – 22 weeks): Handed over in line with Kew's programme requirements, this refurbishment scheme comprised of the removal of the existing internal slab, the formation of an internal plant room and the installation of a new heating system via a perimeter of cast iron radiators. We also installed new lighting and fire alarms while we developed new raised planted areas which were retained by concrete walls with feature hardwood slatted seating.

Pavilion Restaurant (£4.7m – 58 weeks): We are currently constructing a new steel framed restaurant which will boast a 400-cover capacity - divided into 117 internal places, 204 external places and a further 80 externally sheltered places. Striking in its design, the Pavilion Restaurant's appearance will be capped by a floating roof over a glass façade on all elevations. The catering kitchen and the functional areas will be visually "encased" within an aged brass clad feature wall.

"I have worked on many capital projects during my 40 years at Kew, but this has been the easiest, most enjoyable and most satisfying of them all. It has been a pleasure to work with the Construction Manager and all the GRAHAM team, who have respected me as the client and ensured that what has been built has been to the highest standard and will serve the needs of Kew and the Arboretum,"

Tony Kirkham
Head of Arboretum, Gardens and Horticultural Services,
RBG Kew



THE LONDON BOROUGH OF BARNET

Delivering 'key buildings' to serve Barnet's residents

The London Borough of Barnet has appointed GRAHAM as its single-supplier partner for an ambitious £150m portfolio of major works on a five-year basis (with the option to be extended to seven years).

Our remit includes the enhancement of education, community, leisure and operational assets across the Borough - the most populated in London - and the delivery of both improvements and new build works.

The strategic partnership will ensure the construction of a "broader and more varied range of facilities" that will include new schools, leisure centres and community centres to meet the needs of a growing and increasingly diverse community.

We are currently constructing the Barnet Copthall Leisure Centre and the New Barnet Leisure Centre, which are scheduled for completion in 2019.

Councillor Richard Cornelius, Leader of Barnet Council, said:

"As our Borough expands so does the need for us to provide more housing, school places, leisure centres and community facilities for our residents, which is why we are investing £565m in the future of the Borough. Barnet has a good track record of building major projects on time and on budget and this new partnership with GRAHAM provides us further opportunity to deliver key buildings which will serve our residents for many years to come."

Rod McMullan, GRAHAM Director for the Partnership, said:

"We are working collaboratively with Barnet Council and the wider team to further improve the range and quality of council services and to strengthen Barnet's reputation as a thriving environment."



(Pictured): New Barnet Leisure Centre (due for completion late 2019)

HOX PARK STUDENT RESIDENCES

A 'Great Charter' of residential construction

Project Summary

The "benchmark for high quality student accommodation", the £36m Hox Park Student Residences project has transformed a former disused Brunel University Campus into a modern development of four new residential blocks, consisting of 499 bed spaces. Located in Runnymede, Surrey, most famous for being the location where the Magna Carta was sealed over 800 years ago, the scheme was completed ahead of the 2018/2019 academic year, providing much needed accommodation and social amenity space for close to 500 university students.

Project Brief

The Royalton Group's priority was on maximising "dwelling letting potential" and, given our record of delivery in this sector, they engaged us to effectively implement the brief by way of a two-stage procurement process. Set within 67 acres of parkland overlooking the River Thames, the new student accommodation is made up of four new residential blocks, ranging from three to four storeys.

Project Challenges

With construction beginning in late October 2016, the completion of the scheme to coincide with the start of the 2018/19 academic year presented considerable programme challenges. Despite the stringent timescale, we delivered the complex project on time due to the implementation of a range of intelligent design features, gleaned from our experience in previously handing over the University of Cambridge's £26m Student Residences project (Lot 5) on programme, on budget. In addition, the development was

empathetically designed and constructed to preserve the dignity of the Grade II* Air Forces Memorial, which was adjacent to the site, as well as to complement the superior landscape setting, with the choice of materials and the lay-out carefully considered.

Project Solution

Praised by the Royalton Group for "exceeding expectations", the Hox Park Student Residences project has reinvented a previously unloved site and created a thriving student community. Comprising 189 studio units, 299 cluster bedrooms and 51 shared kitchens, the development significantly enhances the "student experience" through the provision of welfare space, group study rooms, student hubs, cinema rooms and a sports pavilion.

Having been awarded this contract as a result of our alternative two-stage solution, we brought the scheme into affordability through the identification of £1.3m (3.6%) in savings during the pre-construction phase.

An accelerated Pre-Construction Services Agreement (PCSA) was then put in place with the initial design at RIBA Stage 3. Renowned for enhancing outcomes, we introduced a series of innovative measures, which, combined, helped to reduce the programme by ten weeks while creating 11 additional units. These included the introduction of a pre-cast concrete frame, a pre-cast solution for rooms, the relocation/reconfiguration of plant from the basement area to roof level, an amended ventilation strategy and the re-optimisation of room lay-outs.

"GRAHAM have been extremely professional from the inception of the development through to completion. The overall quality of the development has exceeded expectations and we are delighted with the completed product which sets the benchmark for high quality student accommodation,"

Elliot Buzzing
Development Director, The Royalton Group



PRESTON BARRACKS

Breathing 'new life' into Preston Barracks

Specialist regeneration and property developer, U+I, appointed GRAHAM in May 2018 to deliver a new commercial hub for start-up and SME businesses as part of its Preston Barracks redevelopment in Brighton.

Construction of the 50,000 sq ft building will mark the first phase of works on the overall Preston Barracks project, a significant mixed-use regeneration scheme that will radically transform this part of Brighton.

The £200m project will include 369 new homes, 534 student beds, shops, cafes and workshops.

The wider masterplan, which encompasses two University of Brighton sites, will provide further student accommodation and academic facilities. It is estimated the whole masterplan will deliver over 1,500 new jobs and bring £281m into Brighton & Hove's economy over the next ten years.

Sarah-Louise Chitty, Senior Development Manager at U+I, said:

"We are excited to be delivering a project that will breathe new life into a derelict site, and will support the economy, academic life and growth of

Brighton. We're proud to be working with GRAHAM on the first phase of the project. Their commitment to supporting local communities and economies is closely aligned to our own vision to create lasting benefits for the places in which we work."

We are targeting a BREEAM Excellent rating for the seven-storey concrete-framed workspace building.

Geared towards small businesses and start-ups, the building will provide a variety of flexible workspaces, as well as prototyping facilities, events spaces and a landscaped roof garden. It is expected to be completed by the end of 2019. The building will be part-funded by Coast to Capital - a Local Enterprise Partnership.

Rob Joyce, GRAHAM Regional Director of Development (Building), said:

"Our objective is to create a high-quality building that will attract enterprising, high-growth companies to the area. We will work closely with U+I and the project team to ensure that it provides a range of functioning spaces that are tailored to the needs of the individuals using it, while fostering entrepreneurship and excellence in innovation."



PROCTER & GAMBLE

The team behind the science

We are building a new Health Care Research Centre to support P&G's scientists

GRAHAM has been appointed by Procter & Gamble (P&G) to carry out the multi-million pound design and build of the Innovation Centre in Reading, Berkshire, which will comprise research and development offices and laboratories for its staff.

Set within an industrial area to the south of Reading town centre, the site has been used for industrial purposes since the mid-1900s. Most recently, the facility has been the research and development laboratory responsible for the front-end innovation for new P&G razor products used across the globe.

P&G serves consumers around the world with one of the strongest portfolios of trusted, quality, leadership brands, including Ambi Pur, Ariel, Fairy, Febreze, Gillette, Head & Shoulders, Lenor and Pampers.

In collaboration with The Fairhursts Design Group, our works programme will see the demolition of the south-western wing of the existing building to make way for a new two-storey building comprising offices and laboratories.

The new and existing buildings will be linked by a glazed atrium which will provide views over the newly landscaped green spaces and a prominent entrance for staff and visitors.

The attractive and modern facilities will offer flexible, efficient and sustainable work accommodation, while acknowledging the site's industrial history through a sympathetic design to complement the existing Gillette manufacturing building facing Basingstoke Road.

Encouraging innovation

Commenting on the project, Rob Joyce, GRAHAM Regional Director of Development (Building), said:

"This new development will provide state-of-the-art laboratories and research facilities to support the needs of Procter & Gamble's workforce. Our aim is to create a modern, fit for purpose facility that is sympathetic to the site's history while encouraging innovation."

Once complete, the building will provide high-quality research facilities that support the needs and talents of the scientists who work there, enabling them to thrive in a modern working environment.



Strong track record

Tim Brown, Procter & Gamble's Associate Director for R&D, added:

"We are delighted to be partnering with GRAHAM on our new Health Care Research Centre in Reading. GRAHAM has a strong track record in innovation in design and construction."

Works are expected to be completed by the end of 2019.

SENATOR

Reinventing the rules of premium office space

We have completed the comprehensive refurbishment of Senator on behalf of Legal & General

We had the privilege of designing, constructing and extending 150,000 square feet of premium office space in the heart of the City of London – Senator. Located in Queen Victoria Street, overlooking Cleary Gardens, the £21.8m redevelopment featured the Category A refurbishment of eight floors and the creation of a new external roof level terrace. Striking new grey granite cladding frames the building with clean precision, creating an architectural statement in a historic part of the city. This inspirational work space was completed in December 2018.



Project Challenges

The proximity of London Underground Limited Assets within the site boundary demanded efficient project management in the methods of delivery, and siting, of construction materials. In addition, the partial occupation of the building throughout the duration of the redevelopment (tenanted floors on levels 1 /2), required works to be completed sympathetically in consideration of these constraints. We were also tasked with reducing the building's energy usage by 60%. Our success in achieving this target was reflected in L&G's replication of Senator's energy/water consumption strategy across the rest of its portfolio.

Project Solution

The timely completion of Senator involved the design and construction of an extension, significant alterations and the Category A refurbishment of this prestigious Queen Victoria Street office space. Works included the stripping out of Category B office space and the delivery of Category A refurbishment to six levels including washrooms. Lift lobby refurbishment to eight levels represented a further element of the works. The development, which achieved a BREEAM

Very Good rating (64.27%), also incorporated the refurbishment of the existing reception and the provision of new cycle and shower facilities.

A new external terrace at roof level, offering "breath-taking views across central London", and landscape reconfiguration to Queen Victoria Street, have all combined to enhance the well-being and productivity of Senator's occupants. In total, over half a million "man hours" were required.

By introducing BIM 360 field to the site, we saved approximately 12 hours of "snagging" time per working week for the duration of the project.

Praising our collaborative approach, Mike Coplowe, Development Manager at Legal & General Investment Management, said:

"GRAHAM's successful delivery of this challenging project and the emphasis on collaboratively working with us, has transformed the existing building into premium office space, fully equipped to fulfil the expectations of a modern working environment and attracting global and world class businesses to invest in London."

Senator at a glance



New cladding to the façade



Remodelled reception



60% reduction in the building's energy use



New rooftop pavilion, gardens and private terrace on the sixth floor



BREEAM Very Good



James conquers the French Alps



James Smith commenced his GRAHAM career in August 2016 as a Quantity Surveyor and was part of our Senator project team. A regular commuter on two wheels, he tells London in Focus about his passion away from site – endurance cycling – and completing the gruelling “Race Across France” in August.

Discovering new places and cultures has always been on James Smith’s radar. For many of us that might look like a quirky city break or some exotic sight-seeing tour, but James recently took a different route by signing up for a 1,100km race across the French Alps – his first entry into the demanding world of endurance cycling.

Tell us about your adventure?

“Race Across France” is a non-stop ultra-cycling event on the legendary roads associated with the Tour De France. I selected the “Self-Support Challenge” that required riders to complete 1,100km in less than five days. The route included an ascent of more than 25,000 metres. It departs from Mandelieu La Napoule (Southern France) and climbs 11 mountains before finishing in the quaint town of Annecy. Many of the mountains are well known ski resorts and/or feature in the Tour De France.

What was your motivation?

I’ve always been a person that enjoys adventure, and cycling has always been part of that in some shape or form. The race was a real opportunity to challenge myself because I’ve undertaken various long-distance rides at a leisurely pace but never in a demanding race situation.

How did you prepare for the race?

I balanced commuting to and from our GRAHAM site each day (five miles) with long distance rides up to around 200km. For the race itself, I brought one set of cycling kit with warmer jacket layers, basic spare parts and tools, two Garmins for navigation, my phone and portable battery packs. My remaining space was for food, water and sleeping gear.

Describe a typical race day?

A normal day means sitting on the saddle for around 17 hours on the bike with anywhere between 2-6 hours’ sleep for recovery. The total climb was the equivalent of Mount Everest three times over.

Apart from distance what were some other physical challenges?

Food and hydration are extremely important to maintain whilst on the bike. Lacking in either, your body feels heavy and you literally have no energy to push the pedals around. In cycling we call this “bonking” and it’s not a fun experience. A big factor was sleep deprivation, which is known to have the same side effects as being under the influence of alcohol and that’s why endurance cycling can be a dangerous sport.

What lessons did you learn for life and work?

You can have a strategy going into a race, however, very quickly, things can go wrong, or conditions can change dramatically. I’ve learned the importance of adapting to the situation and to what your body is telling you. I’ve also really improved my management of stress at work. One strategy I used when encountering stressful situations during the race was to ‘relax, breathe and think’. This simple method is helpful in everyday life with its deadlines, clients meeting etc.

Any advice for colleagues?

People don’t need to take weeks off to train for these types of races. It’s surprising what consistent commuting to work each day and the odd long cycle on the weekend can do to condition the body.

It’s not necessarily the strongest rider who wins these races but the one who finds a strategy that works best for them and tries to stick to it throughout the race. It’s a long race and anything can happen between the start and the end.

What’s next?

“Race Across France” was my introduction to the world of endurance cycling. I have entered the Dolomita Race in Italy next year – a race that covers approximately 700km and 15,000m climbing in three days.

THE GRAMOPHONE WORKS

Making the right noises at The Gramophone Works

We have just begun the major redevelopment of The Gramophone Works – a former vinyl factory and one-time home of reggae label Trojan Records.

The £24m project, located off Ladbroke Grove in West London on the Grand Union Canal, involves heavy structural alterations and a new build extension, which will facilitate the building's switch to commercial, premium office space.

Scheduled for completion in 2020, the single storey concrete frame building will undergo major structural alterations to create two additional storeys while increasing the building footprint (circa 66,000 sq ft) using a lightweight timber frame.

The transformative development will feature outdoor terraces, solar panelling, 130 bicycle storage spaces and a BREAM Very Good rating.



HIGHWAYS ENGLAND

On the road to success

In November 2018, we were awarded a place on Highways England's Regional Delivery Partnership under Band A for schemes below £100m. This six-year partnership replaced the Collaborative Delivery Framework (CDF).

The GRAHAM team, including design partners Sweco and Fairhurst, will initially deliver three design and build projects that will improve Junctions 25 and 28 of the M25 and Junction 5 of the M2 as part of Highways England's major highways improvement schemes across the South East of England.

Strategic alignment

This latest win is further evidence of our collaborative approach. We recently launched a five-year Highways Strategy – a clear sign of our ambition to be recognised as an industry leader; not only in engineering and technological capacity but also in people development, safety, quality and the impact on the communities where we operate.

As an integral part of Highways England's supply chain, one of our strategic priorities is to continue developing this strong collaborative relationship.

Commenting on the Highways England Regional Delivery Partnership success, Highways Director, Dave Brown, said:

"We enjoy a very positive relationship with Highways England and are committed to working in partnership to ultimately deliver safely and provide value for money for the public. We are looking forward to the mobilisation of the Regional Delivery Partnership including the South East packages, and the team is optimistic about the journey ahead with Highways England who are one of our key clients. The enhancement works that we will deliver will significantly reduce congestion and add social value."

John Owens, Operations and Programme Director at Sweco, one of GRAHAM's design partners on the Partnership, added:

"We have a strong relationship with GRAHAM, which has been developed over the past 20 years through jointly delivering a number of significant design and build projects. We look forward to continuing to build the relationship and applying our international design expertise to deliver highways enhancements across the East and South East."

In addition, Ian McKay, Contract Partner for Fairhurst, said:

"This is a fantastic win for GRAHAM, Sweco and Fairhurst and provides an exciting platform to allow Fairhurst to further develop our modern client-focused multidisciplinary consultancy services. We aim to develop these relationships further through collaboration and the development of innovative, cost effective and sustainable design solutions, to enable our delivery partnership to exceed Highways England's expectations."

GRAHAM and Highways England

Some of our recent collaborative successes in partnership with Highways England include:

- Delivering over 70 individual work programmes for Highways England as part of a major highways improvement scheme for OD East
- Completion of the award-winning A138 Chelmer Viaduct (£32m) - a strategic highways link in Chelmsford, Essex, which has increased transport capacity and significantly improved journeys for motorists, cyclists and pedestrians
- Working alongside Highways England to maximise efficiencies using a robust collaborative programme planning process
- Serving as an influential member of Highways England's Suppliers Diversity Forum (SDF) and project managing a successful inclusivity conference on behalf of Highways England
- Completion of a noise-reduction scheme along an 11.5 mile section of the M40



(Pictured): Highways England's Suppliers Diversity Forum at the National Inclusion Conference

LEA BRIDGE

Lea Bridge widening project improves strategic route

On a key route (A104) in the London Borough of Waltham Forest, we significantly widened the Lea Bridge over railway as part of a £2.34m design and build contract. Completed in 12 months, the complex scheme helped the wider delivery of segregated cycle tracks in both directions from Whipps Cross roundabout through to the Hackney boundary. The widening project, in partnership with our designer HBPW, substantially modified the existing Lea Bridge Road Bridge and its approach viaduct.

Our task was particularly challenging as the Bridge crosses a pair of Network Rail tracks under its west span, in addition to one Network Rail access track and a public footpath under

its east span. The new foot/cycle bridge, which is an independent integral bridge with a small gap between the existing structure, spans 9.5m.

The widening of the north footway on the west approach was constructed using new reinforced concrete slabs and supporting columns. The east approach involved the construction of a new retaining wall with expanding polystyrene block filled in to the rear. Minor, local masonry and concrete repairs were also an important element of this East London scheme.

"The Lea Bridge project perfectly illustrates our record for delivering lasting impact. Our widening programme has significantly enhanced this strategic route for motorists and cyclists,"

Leo Martin
GRAHAM Managing Director (Civil Engineering)



WALTHAMSTOW HOE STREET BRIDGE

Closing the gap in Walthamstow

As part of the Walthamstow Gyratory Regeneration Scheme, identified by Transport for London as a key part of its "road modernisation programme", we completed the design and construction of a single span bridge over the Clapton to Chingford railway line.

The £1.5m structure has closed the gap between the two Hoe Street Bridges in Walthamstow, supporting the transformation of the town centre and enhancing the reliability of bus journeys.

Completed in 15 months, the new bridge deck has an overall structural depth of 750mm and consists of 12 TY5 and two TYE5 pre-cast concrete beams and in-situ concrete topping slab that is 150mm thick. The span length is 17.2m and its width varies from 11.75m to 13.72m at the north and south end respectively. In partnership with our designer HBPW, we revised the initial design and changed it to an integral bridge, which negated the need for bearings, viewing galleries and bearing maintenance. Consequently, this ensured that railway possessions weren't required.

Recognising the importance of the route, footpaths were kept open, and traffic flows in both directions on Hoe Street were maintained, throughout the works.

"The Walthamstow Hoe Street Bridge scheme has modernised and improved a busy London commuter route. Through the application of our innovative design, we ensured that railway possessions weren't required,"

Jonny Kerr
GRAHAM Rail Director



RIVER MEDWAY RAILWAY BRIDGE

Underlining our expertise at the River Medway

On behalf of Network Rail, we carried out a GRIP 6-8 refurbishment scheme of the River Medway Rail Bridge in Sussex.

The River Medway Underline Bridge is a 27.4m span structure, which supports two DC electrified lines via wheel timbers over the River Medway. An important point of connectivity for the rural community of Yalding in Kent, the structure is comprised of two Pratt truss edge girders with under slung cross girders and RSJ railbearers in pairs and metal deck plates. Four orthogonal overhead bracing members connect the top chords of the trusses at alternate node positions.

A structural assessment was undertaken in 2016 which rated the structure's route availability as RA7@70mph and RA8@45mph for freight trains. The unsatisfactory condition of the structure, inclusive of a number of minor defects, resulted in the need to carry out a programme of repairs and preventative maintenance.

The underline bridge over water, in a greenfield location, required the completion of steelwork repairs, incorporating deck plates and bearings, and painting of the structure, with brickwork repairs to the abutments and wingwalls.

Repairs to the decking and the replacement of GRP and open deck flooring were also part of the scheme. All cleaning and painting were completed in accordance with Network Rail Standards and Guidance Document Instructions.

The challenges of the scheme included working in close proximity to live railway lines, working over a river and working at height. Over the five-month programme (July-December 2017), our work package plan prioritised the safety of trains, the welfare of the local residents, general public, rail staff, train crews and passengers. We also protected the S&T cable troughing, containing asbestos, that was found on the site.



Emer Murnaghan elected ICE Vice President



Our Head of Responsible Sustainable Business, Emer Murnaghan OBE, has been elected as a Vice President to the Institution of Civil Engineers (ICE), an influential professional membership body that commands the attention of government and industry, both in the UK and internationally.

The prestigious organisation, which celebrates its 200th anniversary this year, has over 92,000 civil engineer members across the world.

On November 6th (2018), at One Great George Street in London (the home of Civil Engineering), Andrew Wylie, CEO COSTAIN, delivered his inaugural address as President for the 2018/2019 presidential term.

Two new Vice Presidents were also unveiled, namely Emer and Paul Sheffield.

Emer has been appointed as VP UK Regions.

The newly elected VPs join current VPs: Kyle Clough, CK Mak, Ed McCann, Rachel Skinner and Dr Jane Smallman. Together they form the 2018/2019 Presidential Team working alongside President Andrew Wylie.

Speaking about her appointment, Emer said:

"I am extremely delighted to have been invited to join such a prestigious team and engage with the strategic thinkers and influencers across the infrastructure industry.

"It gives me great pride to represent GRAHAM as we continue to evolve and grow our reputation for delivering lasting impact."



BELLENDEN AND WESTDOWN BRIDGES

Upgrading South East London's rail network

As part of Network Rail's overall £78m investment in key asset maintenance, we delivered crucial upgrades to South East London's rail network. Essential bridge replacements and supplementary works were completed under abnormal track possessions at Bellenden Road Underbridge (Southwark) and Westdown Road Underbridge (Lewisham).

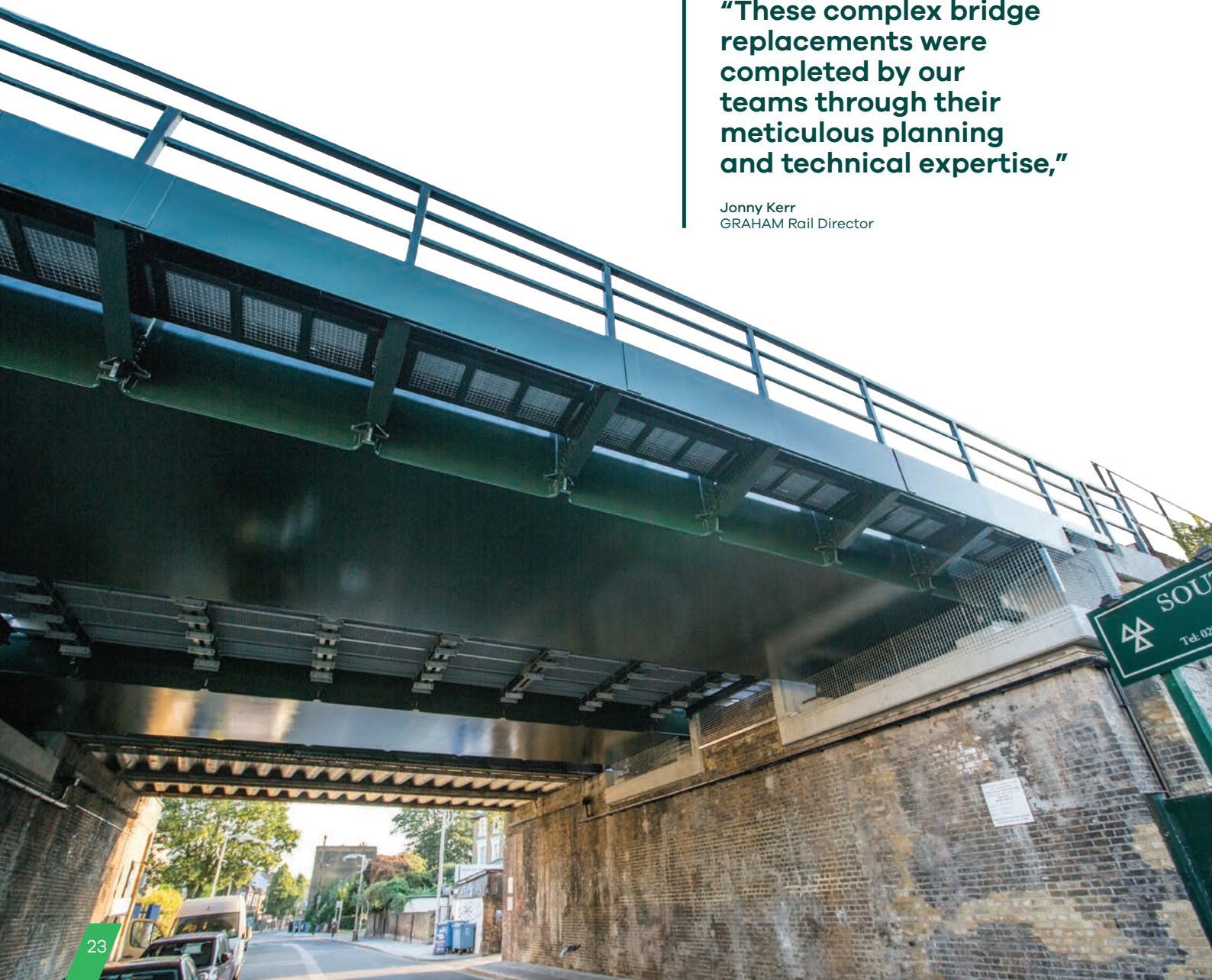
Both projects involved the replacement and reinstatement of two underbridges within a restricted 72-hour rail possession. The bridges carry National Rail, London Overground and Thameslink commuter services, as well as providing a busy thoroughfare for railway freight

services. The works involved the erection of heavy lift cranes, including a 350t crawler crane and a 500t mobile crane, on the roadways below each bridge location in advance of the railway closures.

In addition to the restricted 72-hour rail possession, the complexity of the works was made even more challenging by the severe weather conditions over the bank holiday weekend, with heavy thunder and lightning hampering crane lifts at critical times. The team was also forced to resolve a number of issues as the project progressed including the support and protection of High Voltage and S&T cable routes.

"These complex bridge replacements were completed by our teams through their meticulous planning and technical expertise,"

Jonny Kerr
GRAHAM Rail Director



TILBURY2 PORT

Winning the race for £110m Tilbury2 regeneration programme

We held off stiff competition in the race for the prestigious Tilbury2 port development programme.

Valued in excess of £110m, the project involves the creation of a new port terminal and associated facilities on land at the former Tilbury Power Station on the north bank of the River Thames at Tilbury in Essex.

The ambitious scheme is part of a long-term regeneration programme by the Port of Tilbury London Limited (PoTLL).

PoTLL demonstrated its confidence in our expertise with the award of two separate contracts, a Terrestrial Package and a Marine Package.

Expansion

Commenting on the Tilbury2 success Stephen Hand, GRAHAM Pre-Construction Director – Civil Engineering, said:

"The Tilbury2 project is a complex scheme that will facilitate the expansion of the Port of Tilbury and support its continued local, regional and national economic growth. As we have demonstrated in the completion of projects such as Green Port Hull (£114m) and Immingham Renewable Fuels Terminal (£120m), we have the technical expertise and deep understanding of the port, and maritime, sectors to deliver schemes of national significance."

"Our bid submission clearly demonstrated our detailed knowledge of Port of Tilbury London Limited's requirements and, having been awarded two separate contracts, we are focused on working collaboratively with PoTLL to deliver this transformative scheme.

"At GRAHAM, we are committed to delivering lasting impact and the Tilbury2 project is an example of a development programme that will not just enhance the Port's offering to importers and exporters but will deliver long-term regeneration and create significant new employment opportunities."

Terrestrial Package

The Terrestrial scheme, which is scheduled to be completed in 94 weeks, incorporates the design and construction of a Roll-On/Roll-Off (RoRo) terminal and enabling works for a Construction Materials and Aggregates Terminal (CMAT). All paving and hard standings, adoptable highway works, and the relocation of the existing railhead, workshops, security facilities, fencing, controlled vehicle and pedestrian access points are included. A 50m fixed structural steel bridge to the linkspan is also part of this package.

The RoRo terminal, which will be located at the southern part of the site, will be used for importing and exporting containers and trailers.

The handling and processing of bulk construction materials will take place at the CMAT, located at the northern end of the site.

Marine Package

The Marine contract will be completed in 52 weeks and comprises works within the tidal estuary beyond the existing sea wall/flood defences, including the floating pontoon, link-span/articulated bridge, fenders, dolphins and associated pilings, river bed preparation and CMAT berth.

The main features of this package involve the design and construction of two new berths, one for the RoRo terminal and one for the CMAT, the installation of over 100 steel piles that are roughly 28m long, a 60m linkspan and a steel pontoon. The existing jetty will also be refurbished.

The designers on the project are Doran Consulting and HPBW.

SOUTHAMPTON OCEAN TERMINAL

GRAHAM docks in the 'cruise capital of Northern Europe'

The "cruise capital of Northern Europe" is set to benefit from GRAHAM's technical expertise ahead of the start of the 2019 cruise season.

The Port of Southampton, regarded as Europe's leading turnaround cruise port, is undergoing a multi-million-pound upgrade and we have been selected by ABP to complete major modifications that will significantly enhance the Port's capacity.

Beginning in October 2018, the scheme is scheduled to last for six months.

The works will incorporate the delivery of complex operations and activities necessary to construct the capacity enhancement provisions at the Ocean Terminal.

Key elements of the scheme include the construction of 150 tonne bollards on reinforced concrete foundations secured by inclined ground anchors and the relocation of a 30m high mast lighting tower.

The project will also encompass the addition of a new entrance lobby, the alteration of the terminal building to provide improved, and additional, vertical transition, the expansion of the security X-Ray area and the provision of access to the second Seaport Passenger Boarding Bridge (SPBB).

The alteration of the store's building roof and the provision of a roof structure over the 'fourth' inward cabin baggage portal represent additional features of the programme. Further components include, the completion of a canopied vehicle set down area and the paving of the HGV marshalling zone, accommodating the realignment of the fencing and gates, plus new drainage.

Important achievement

Commenting on the Southampton project, Leo Martin, GRAHAM Managing Director (Civil Engineering), said:

"The Port of Southampton is the fifth largest cruise port globally, therefore our selection to complete a complex works programme at such a prestigious location is a very important achievement for GRAHAM.

"We are working efficiently to complete the works in time for the commencement of the 2019 cruise season. Our team is rising to this challenge and has already demonstrated its technical expertise during the dialogue stage of the process.

"Indeed, our alternative solution for the construction of the new 150 tonne bollards on reinforced concrete foundations, with the removal of the existing bollards, was specifically chosen for use by ABP."

Relationship

The competitively tendered contract award is a continuation of our long-term relationship with ABP.

ABP, the UK's leading port operator/owner, has previously selected us to complete a range of challenging programmes of work including the design and construction of the world's largest dedicated biomass handling facility, the £120m Immingham Renewable Fuels Terminal, the £114m redevelopment of Alexandra Dock at Green Port Hull, and the £26m transformation of Grimsby River Terminal.

Leo Martin added:

"We have established a very strong, collaborative relationship with ABP and are relishing the opportunity to strengthen this partnership at the Port of Southampton.

"Consistently we have demonstrated our capacity to deliver high-quality projects on time and to budget in the face of the unique challenges presented by port and marine environments. I would like to thank ABP for its continued support and can guarantee that our customer focused approach will once again be diligently applied throughout this programme."

"We have established a very strong, collaborative relationship with ABP and are relishing the opportunity to strengthen this partnership at the Port of Southampton,"

Leo Martin
GRAHAM Managing Director (Civil Engineering)



55 BROADWAY

GRAHAM takes to the stage at Broadway

We are right on cue as work on the 55 Broadway Implementation Works project nears its scheduled completion date of February 22nd 2019.

Representing a significant partnership with Transport for London (TfL), the central London scheme at 55 Broadway, a Grade I listed building overlooking St James Park, involves the soft strip out of the existing restaurant kitchen, the demolition of the internal walls, including a vault room, and minor enabling works.

The works also consist of the modification of the existing façade at the rear of the building, which requires the removal of the Crittal Windows and the installation of UKNP approved louvre bi-folding doors for a new sub-station.

The scheme was developed to separate the building's office complex from the London Underground power supply and operational underground station.

We were successfully awarded the first phase, with our works programme beginning on December 3rd 2018.

The subsequent phases have yet to be tendered but will incorporate floor slab strengthening, the installation of a new sub-station and disconnection of the power from the London Underground system.

Commenting on the contract, GRAHAM Rail Director, Jonny Kerr, said:

"We are delighted to have been awarded this strategically important project in central London. It represents a significant contract with Transport for London, which is a major coup for us. We believe this Broadway scheme will allow us to demonstrate to TfL our professionalism and underscore our reputation for delivering lasting impact."



"We believe this Broadway scheme will allow us to demonstrate to TfL our professionalism and underscore our reputation for delivering lasting impact,"

Jonny Kerr
GRAHAM Rail Director (Civil Engineering)



CARPENTERS LAND BRIDGE

Creating an Olympic legacy

The London Legacy Development Corporation (LLDC) has awarded GRAHAM a scheme to provide a new footbridge in Carpenter's Road, Stratford.

The footbridge will provide a link between the International Quarter and the former Olympic Games site, crossing the Network Rail and Dockland's Light Rail lines. It forms part of the commitment given during the bidding process for the London 2012 Olympic Games.

Our civil engineering team will design and install a 66m long steel bridge, formed of a portal frame and bearings, a concrete cill beam and bearings within an existing retaining wall structure.

The team will also provide drainage works to the bridge's deck, provision of bonding and lightning protection, and installation of a waterproofing system.

We continue to investigate the use of self-propelled modular transporter vehicles (SPMTs) for the installation of the bridge to enhance the certainty of the installation, which will take place during a Christmas shutdown possession. This methodology is now being assessed as part of the detail design and will replace the traditional crane methods that have been applied on other similar projects.

The project is under way and is scheduled to be completed in Spring 2020.

Leo Martin, GRAHAM Managing Director (Civil Engineering), said: "We are pleased to have been chosen as the contractor to deliver the Carpenters Land Bridge on behalf of LLDC.

"Our vast experience of delivering similar schemes and our excellent relationship and track record of partnership working will ensure we are able to deliver the scheme effectively.

"When complete, the new bridge will provide a connection from the new East Bank to the International Quarter, providing residents with direct access to Stratford Waterfront and the hub of commercial activity in the area."

Leo added:

"At GRAHAM we are committed to delivering projects that benefit the communities we serve. We are proud to be playing our part in the regeneration of this part of the capital and helping to create a lasting legacy following the historic 2012 Olympics."

Stratford Waterfront's Cultural and Education District is an ambitious project from LLDC. It will bring together some of the world's most exciting education and cultural organisations, including University College London, the London College of Fashion - University of the Arts London, Victoria and Albert Museum and Sadler's Wells.

The International Quarter is an ongoing business development project. The £2.4bn joint venture development between Lendlease and LCR, located in Stratford, will mix modern workspace, homes and a diverse selection of retailers surrounded by public realm works to form the new heart of East London.

We have a proud history of delivering civil engineering that is recognised by the industry's leaders for its creativity, added-value engineering and, most importantly, integrity.

Our portfolio of complex bridge projects in recent years includes award-winning schemes at Tennyson Road, Croydon, Peace Bridge, Northern Ireland and the Samuel Beckett Bridge, Dublin.

PRIMARK WHITE CITY

Primark at Westfield London receives stunning make-over

Primark at Westfield London's White City Shopping Centre opened its doors (July 2018) to customers with a fresh, new look following an £11m overhaul by our interior fit-out team.

Since the beginning of our partnership with Primark in 2015 at The Riding's Centre in Wakefield, we have completed 12 major projects across the UK to the value of more than £40m.

Our fit-out for the retailer at White City delivered 70,000 sq ft of high-quality retail space in a prime shopping location that continues to grow despite the continuing challenges faced by the retail sector.

Works included mechanical and electrical services, fixtures, fittings and furniture installations, and ceilings and floor finishes.

Mark Gibson, Managing Director, GRAHAM Interior Fit-Out, said:

"To date we have successfully delivered in excess of half a million sq ft of space for Primark, a leading retailer with ambitious expansion plans that show no signs of abating. We have an experienced team at GRAHAM who, between them, have worked on 37 Primark stores across the UK, Republic of Ireland and mainland Europe. This project was a particularly special one given its prime location and consumer appeal. Our expertise and hard work paid off over the course of the programme, with completion both on time and on budget."

Primark has more than 300 stores across the UK and Europe and is committed to an ambitious expansion programme, with new stores opening in Birmingham, Milton Keynes, Grimsby and Burnley.





MAPPIN & WEBB

A jewel in Mappin & Webb's crown

Project Summary

Fittingly, given Mappin & Webb's reputation for "timeless craftsmanship", we handed over the leading jeweller's London, Fenchurch Street store on the agreed programme date and within budget. Completed over the course of a condensed 14-week period, our £700k interior fit-out project has delivered a stunning new boutique within the City of London's Square Mile that captures the luxury and elegance associated with this iconic brand.

Project Brief

Mappin & Webb required a new trading space in Fenchurch Street to replace the existing showroom it had previously occupied in this busy central London thoroughfare. Our task was to create an alluring environment that would reflect its high-street reputation as a "true British treasure" and perfectly showcase its "exquisite range of diamond and fine jewellery".

Project Challenges

Located within London's financial district and home to a mainline terminus railway station, which provides services towards east London and Essex, Fenchurch Street is a bustling commuter route with high levels of pedestrian footfall. We therefore applied the Best Practicable Means (BPM) to minimise any potential disruption relating to our operations, including adjusting our working times and focusing on noise reduction. We also had

to navigate around restrictions in relation to waste disposal and containment, with all excess material and by products to be removed before 7am and after 7pm daily.

Project Solution

With over 241 years of "tradition and historical significance in the world of silver and jewellery", Mappin & Webb demands the highest quality standards and the application of forensic levels of detail for its portfolio of stores.

Our client first focus ensured that we delivered a stunning 3,450 sq ft showroom within the new, vacant two-floor unit that reflected the premium finish priorities of Mappin & Webb. Handed over on time and within budget, the scope of works over the 14-week programme was split into two – interior fit-out and enabling works. An eye for fine detail, and pin-point accuracy, were essential in the installation of bespoke furniture, handcrafted ornamentation and specialist illumination units. Ultimately, the unique character of Mappin & Webb reverberates throughout this store and affirms why the brand has been a holder of Royal Warrants since 1897.



CROYDON COUNCIL

Making a 'real difference' for Croydon residents

Praised for our collaborative approach and "positive contribution to the effective running" of Croydon Council's estate, we provide building fabric planned and reactive maintenance works, and multi-trade planned works, as part of a successful partnership.

The establishment of clear objectives, particularly around recruitment and investment in the local Croydon community, and explicit social value commitments, have strengthened our relationship with the Council and continue to enhance outcomes for stakeholders, residents and service users.

"The collaborative approach we have with GRAHAM has really started to make a positive contribution to the effective running of our estate," said Mark Norrell, Director of Facilities and Support Services, Croydon Council.

Community

Home to a diverse population of over 380,000 people, Croydon Council's property portfolio is made up of municipal buildings, medical facilities, schools, childcare centres, community hubs, leisure centres, libraries and 120 parks and open spaces (incorporating park gyms/ public facilities).

As part of a five-year contract, we deliver a range of FM services that include reactive and planned maintenance, building fabric works, interior fit-out, joinery, internal decoration, roofing, drainage and glazing repairs on a 24/7 basis.

Fully aligned to Croydon Council's "Social Initiative" our team, led by a dedicated Contract Manager and Project Manager, utilises a skilled local supply chain and is committed to a 75% SME engagement target. Employing an advanced CAFM System, all work requests are seamlessly coordinated through our 24/7/365 Helpdesk.

Some of the additional project works we have undertaken include the refurbishment of Croydon Library's fourth floor and the completion of the strip out and enabling works at the Cherry Orchard Centre.

Most recently, we constructed a specially designed timber salt barn at Factory Lane that ensures the long-term storage of salt (grit) in prime condition for winter maintenance use around the borough's road network.



(Pictured): An aerial view of Croydon

Dual BSI Kitemark validates our 'digital by default' approach

In early 2018, our pioneering approach to digital construction and Building Information Modelling (BIM) was given the ultimate seal of approval as we became the first contractor in the UK and Ireland to achieve BSI (British Standards Institution) Kitemark™ certification for both BIM Design and Construction (PAS 1192-2) and Asset Management (PAS 1192-3).



BIM is an increasingly important part of the global construction market place, with governments around the world starting to make it a condition of contract.

Seen as a game-changer for the construction and asset management industries, BIM is a collaborative way of working that uses digital technologies to enable more efficient methods of design, construction and operation, ultimately driving out inefficiencies and reducing costs and environmental impact.

We now incorporate this approach across our entire business, including at the new Strand waterfront residential development in Liverpool and also Baird & Anchor Hospitals for NHS Grampian.

Melanie Dawson, Director of Digital Construction at GRAHAM, said:

"This prestigious dual UK and Ireland certification for BIM is a fantastic achievement and is testament to the GRAHAM commitment to investing in, and utilising, BIM and digital technology.

"The independent third party certification is a formal recognition that GRAHAM adheres to world leading standards. It gives our clients and stakeholders the confidence and assurance that we will deliver consistent excellence from project inception through to the asset management and beyond."



IIP Platinum and Wellbeing awards strengthen GRAHAM's reputation as a great employer

We have achieved the Investors in People (IIP) Platinum standard – the highest level that can be achieved by a company – following an in-depth assessment of GRAHAM in 2018.



**INVESTORS
IN PEOPLE**

Platinum
Until 2020

The outstanding result is only achieved by a small number of companies and is a reflection of our ongoing commitment to making GRAHAM a great place to work, where each individual can attain their personal and career goals.

GRAHAM HR Director, Michael Smyth, believes the company's journey to the Platinum standard has served to enhance all aspects of the business.

He said:

"Without doubt IIP has been instrumental in developing robust processes and procedures at GRAHAM, which significantly contribute to the satisfaction and engagement of our employees. But more than this, achieving the Platinum standard has added value to the bottom line of the business through tangible outputs, identified efficiencies and increased productivity."

With a community of 14,000 organisations across 75 countries, successful accreditation against Platinum level is the sign of a great employer and an outperforming place to work with a clear commitment to sustained success.

Based on a tried and tested framework and a rigorous process of assessment, organisations that meet the Investors in People Standard proudly display their accreditation to the world because they understand that it is people that make the difference.

The feedback from IIP clearly showed the commitment, ability, loyalty and the infectious enthusiasm of GRAHAM's people – a great foundation for future successes.

Wellbeing

In addition, the achievement of the IIP Wellbeing Award is further proof of our commitment to supporting the physical, psychological and social wellbeing of our 2,200 strong staff pool.



**Investors
in People**

**Health &
Wellbeing
Award**

The IIP Wellbeing Award offers "focus and stretch beyond the Investors in People standard".

In November 2018, we were named as a global leader in people management practice, after winning the inaugural Excellence in Health and Wellbeing Award at the IIP Awards in London. The prestigious award, which is an international accolade across all industries, was in recognition of our pioneering employee health and wellbeing initiative, CONNECT PLUS.

For more information about Investors in People please visit: www.investorsinpeople.com



LONDON IN FOCUS

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GRAHAM

For more information or to discuss how we
deliver lasting impact, please contact:

2nd Floor South
11 Old Jewry
London
EC2R 8DU

Floor 3, Notcutt House
36 Southwark Bridge Road
London
SE1 9EU

+44 (0) 207 600 8500

london@graham.co.uk

graham.co.uk

Delivering
lasting impact