

AUGUST 2017

Inspiring people: Exceeding expectations

BATEMAN
GROUNDWORKS LTD

INVESTING IN THE FUTURE

Building our
future workforce

- More than £1.6m invested in new plant
- Potential new apprentices on site tests

- £15,000 raised for prostate cancer charity
- Family ties in site team

- Rory's Orlando-bound thanks to site teams
- Obstacle course challenge

HELP INFLUENCE COMPANY FUTURE WITH YOUR VIEWS

At the halfway mark in our year, I am encouraged by our year-to-date results. The dedication and effort from everyone is clear.

2017 is looking to be a very good year for us: We are now settled into the new head office in Little Plumstead, which is working well. We are investing more than £1.6million in new plant, machinery and equipment throughout this year and are continually looking at ways to invest back into the company.

Over the past five years as a company, we have grown considerably in size. To ensure we carry on growing and evolving as a business, we are taking steps to develop and put in place a new business plan. The business plan will incorporate our needs and outline our ambitions and values for

the next five years. It will include new initiatives and policies for the future helping us to strengthen our position within the community and in business.

People are a key element of any business plan and I am keen to ensure that you are all proud to be a part of the Bateman Groundworks team and that you, as members of staff, all feel individually valued. To make sure we do this we will be asking every member of staff to complete a company survey / feedback questionnaire.

The survey has been created to help us understand your views, feelings and thoughts about working for us. It is your views that will help to influence the company's future and how we work together to meet and exceed our goals.

“ I am keen to ensure that you are all proud to be a part of the Bateman Groundworks team ”

All the returned forms will be treated in strictest of confidence. I would ask you to please feel free to answer these as honestly as possible and with constructive comments. As a company we are cementing our future in the industry and I want to involve our staff at every step of the way.

Looking forward to September we have a number of events taking place. I am delighted that many of you have chosen to celebrate our 20th year in business with me at Dunston Hall. The evening promises to be fun and packed full of entertainment. We do not intend for the party to be a formal affair, we would like you all to relax and just enjoy the evening with us, your partners and work colleagues.

Also in the month of September, I am hoping that many of you will choose to represent Bateman Groundworks at the East Anglia's Children's Hospices' (EACH) Heroic day, which is taking place at the airfield, Old Buckenham, on Saturday 23rd. The day will require you to complete a 5km army style assault course with 10 obstacles for you to try and conquer along the way: from tyre runs, half pipes to a barbed wire crawl. We are proud to be affiliated with the EACH charity that does a wonderful job supporting families and caring for children and young people with life threatening conditions across Cambridgeshire, Essex, Norfolk and Suffolk.

So, if you're up for a challenge and don't mind getting even muddier than usual then please sign up to take part in what is looking to be a great event.

Richard Bateman

Managing Director



Above: Eight Terex TA9-tonne dumpers have joined the Bateman Groundworks fleet.
 Right: Managing Director Richard Bateman with CES Director Andy Smith in front of the five new Volvo track machines.



MORE THAN £1.6M INVESTED IN NEW PLANT

Bateman Groundworks is investing more than £1.6million in new plant and vehicles in its 20th anniversary year.

Five excavators and eight dumpers have joined the Bateman Groundworks fleet already, with 40 new commercial vehicles arriving later this year.

Total investment in new plant across all sites will add up to more than £1.6m by the end of the year.

The Terex TA9-tonne dumpers, worth more than £235,000 are the latest additions after five Volvo track machines, costing £277,500, were purchased from Norwich-based supplier Contractors Equipment Services (CES) in May.

Four Hitachi Zaxis135-US and three Hitachi225-US excavators, together worth more than £641,000, are also on order for this year from Ben Burgess, Norwich.

On top of investing more than £1.2m in plant, another 40 commercial vehicles will be replaced later this year, costing another £500,000.

Managing Director Richard Bateman said: "We like to buy from local suppliers to support the Norfolk economy and always receive great service from our chosen suppliers.

"The new vehicles will be liveried with our company branding and on the road in the autumn."

Andy Smith, CES director, said Bateman Groundworks had been a "significant customer" for 20 years.

"We have built a great relationship with Bateman Groundworks, who are a valued customer, and have worked with Richard since the company's early days.

"We supply lots of smaller equipment too and do much of the servicing."

Family company CES celebrates its 45th year this year and is the oldest Volvo and Terex dealer in the UK.

Andy's father, Ivan Smith and partner Michael Cozens set the company up and still work in it with its day-to-day running in the hands of Andy and Michael's daughter, Claire Cozens, co-director.



POTENTIAL NEW APPRENTICES ON SITE TESTS

Above: Current apprentices with new Apprentice Mentor Sam Allen (seventh from left) on the Heather Gardens site.

Seventeen potential apprentices were put through their paces on site for the 12 new apprenticeships that start in September.

Apprentices are the key to the company's future growth to secure a skilled staff for decades to come.

The workforce has grown to 160 people, a growth of more than 30 from the start of the year, with a target workforce of 174 by the end of the year.

Richard Bateman, Managing Director, said apprentices taken on now would help to achieve desired growth beyond 2020.

The two-year apprenticeships will start in September.

All apprentices will work with Sam Allen, a former apprentice, who has been appointed Apprentice Mentor and has written a bespoke development plan.

Every apprentice will spend four-week blocks of residential training at the Construction Industry Training Board (CITB) centre at Bircham Newton, interspersed with on-site training.

Richard said: "The apprenticeship scheme, which has been tailored specifically for our needs, works extremely well for us and will give us the skilled workforce we need for the future".

"We prefer our apprentices to have completed a two-year college course in

a construction or engineering related qualification or to have a keen interest in construction before they join us."

The company has carved a clear career path for its apprentices.

"We struggle to recruit skilled staff. We moved to Little Plumstead to make the company more attractive to potential employees. Being closer to Norwich widens the pool for a qualified workforce."

The newest apprentice, Jack Thurbon, is learning slabbing, excavations, ledges, concrete and other skills after trying several courses at sixth form.

"I preferred the practical side of the work and enjoy being outside. The apprenticeship has made me more confident and skilled, and I am seeing more where my career can go."

"I would like to progress and make my way up the ladder here and move into the engineering side."



BACK TO THE FUTURE JOURNEY RAISED £15,000 FOR PROSTATE CANCER CHARITY

More than £15,000 was raised for prostate cancer by Commercial Director Jason Ramsey and Production Director Lewis Nicholas driving 1800 miles across Europe in five days.

Jason and Lewis chose the 1980s film Back to the Future as their theme for the international Sci-Fi trek through the Pyrenees and Spain.

They collected £10,000 in sponsorship. The company contributed another £5000.

Dressed as Marty McFly and Doc Brown in a customised 10-year-old BMW Z4, Jason and Lewis joined 24 other cars on the eighth Keyline international rally to raise much-needed cash for Prostate Cancer UK. In seven years, the event has raised nearly £1 million for the charity.

Jason said: "Our 163-strong workforce is mostly male so Prostate Cancer UK felt especially relevant, as every year 42,000 men in the UK are diagnosed with prostate cancer. Money raised by the rally will help

fund vital research into tests, treatments and its causes."

Last year, as superheroes Super Mario and his brother, Luigi, Jason and Lewis were among 20 cars that raised more than £150,000 for the charity.

Next year, the rally will head for Monaco with organisers hoping to top £1million total. The 2018 rally will be themed Millionaire's Rally.

Keyline, a specialist supplier of civils and drainage solutions with a base at Little Melton, is a key supplier for Bateman Groundworks.

The journey left Keyline's Northampton headquarters for a crossing from Portsmouth to Santander, driving through the mountains before dropping down to the north east coast of Spain, finishing at Le Mans before travelling home.

Sat navs were banned on the route and three mechanics were on hand for any break downs.



Commercial Director Jason Ramsey, left, and Production Director Lewis Nicholas raised £15,000 for Prostate Cancer UK by driving 1800 miles across Europe in five days.

David Gardner, of Keyline, said: "Our long-standing partnership with Prostate Cancer began in 2010, when the company initially pledged to raise £25,000 in one year."

James Beeby, Director of Fundraising at Prostate Cancer UK, said: "We really can't thank Keyline enough for their incredible fundraising efforts for Prostate Cancer UK. The money raised will continue to help funding for research into early diagnosis and better treatments which in turn will help us stop prostate cancer being a killer."

COMMERCIAL NEWS

Jason Ramsey, Commercial Director

With the housing boom continuing in and around Norwich, we have seen an increase in the number of tender requests being received in the Commercial Department. With more than 60 tenders received already this year, and additional site works to price, the department is under ever-increasing pressure to ensure it meets deadlines.

With this in mind, I was pleased to appoint Sarah Brown to the Commercial Team as



an Estimator. Sarah joins us from Chalcroft Construction and previously George Wimpey and Anglian Building Supplies.

Sarah is proving to be a real asset to the team and is managing the complete tender process from start to finish. She is helping to implement firm procedures and consistency within the department making the tendering process an efficient and concise one for our team and clients.

With several sites coming to an end - Taylor Wimpey, St Neots and Costessey along with Cripps, Little Plumstead - we are looking to

start work on several new sites in and around the region along with additional site works over the next few months.

We have had some encouraging talks with some potential new developers and further work from our existing clients. As we move into the second half of the year, I am positive that the rest of the year will be as successful as our first half.



Sarah Brown

PRODUCTION UPDATE

Lewis Nicholas, Production Director

This quarter has seen a big push to increase the number of employees on site to ensure we have a big enough workforce to deal with the upcoming workload that will be coming to fruition later this year.

Within the period, I am glad to announce the promotion of Jeff Thurbon to our Site Manager team after more than 10 years with the Company, originally starting as a labourer. Jeff has really stepped up to his new position and will be starting his own site within the next eight weeks.



In July, an apprenticeship open day was held with more than 30 strong applicants in attendance.

The day was run alongside CITB, who gave an encouraging presentation and set all the applicants a number of practical assessments, along with functional skills tests in maths and English.

We are hoping to place 15 of those candidates on site to undertake work experience with us in early September with the intention of recruiting 12 of the best candidates to the apprenticeship scheme.

We have recruited 26 apprentices since October 2015, taking us to a total of 38 after September. It is anticipated that the Company will have a workforce of more

than 175 employees at the end of the year, against 150 last year.

I was delighted earlier this year to appoint Claire Milligan to the newly-created position of Production Co-ordinator. Claire joins us from Richard John Logistics and previously Tarmac, Lafarge Tarmac and May Gurney. Claire brings with her a wealth of knowledge for the construction industry and is already proving to be a successful member of the production team.



Claire Milligan

FINANCIAL UPDATE

David Lefevre, Financial Controller

The company's trading performance for the first half of the year has been very strong. Turnover during the second quarter improved further on the record result achieved in Q1, meaning we remain well placed to achieve the ambitious full year targets that we have set ourselves for 2017.

With this positive start to the year, we have seen a strengthening of our balance sheet and cash flow position, which has supported the recent mid-year pay rise and bonus



payments being made.

During this period of growth it is important that the company continues to do the right

things day in, day out, but also plans for the future and is proactive in managing the risks we face and the longer term cyclical nature of the industry.

With this in mind we have been working on a structured business plan, looking forward and planning ahead for the next five years while retaining a clear focus on the here and now.

The business plan aims to support sustainable growth and long term prosperity

through focusing on each of our key stakeholders; our people, clients, suppliers and the local communities and environment in which we work.

As a business we are interested in your views on where we can improve in each of these areas and you will see a refresh to the suggestion cards provided on site to enable your feedback to be captured.

The outlook for the remainder of the year is positive as the market remains robust and we continue to deliver on our existing contracts.

We also continue to receive high levels of enquiries and tender opportunities, which following the recent investment in our resource and plant and equipment we remain well placed to fulfil.

FAMILY TIES IN SITE TEAM

Family ties run deep at Bateman Groundworks where a quarter of the team breaking ground at Hethersett are from the same family.

In the 12-strong team preparing the site for the first of 1100 new homes are two brothers, Jeff and Dave Thurbon and Jeff's son, Jack, who has recently started as an apprentice.

Jeff and Dave have clocked up a total of 27 years' service for the company working on prime residential developments across East Anglia - but have only worked together on the same site once, briefly, 12 years ago.

Now, based on Taylor Wimpey's Hethersett site, Jeff, interim site manager, and Dave, a digger driver, have been joined by Jack, 16, an apprentice, to prepare the ground for 95 homes in the development's first phase.



Brothers Jeff, left, and Dave Thurbon, centre, with Jeff's son, Jack, 16, are all working at Taylor Wimpey's Hethersett development, The Heathers.

It's not unusual for relations to work together at Bateman Groundworks - site manager, Huw David's son, Cameron, is also based on Hethersett site, and several generations of families have been employees during its 20-year history.

But it's the first time three members of a family have been part of a site team.

Jack, who lives at Carlton Colville, near Lowestoft, had no intention of following his father into the groundworks business when he left Pakefield High School last year.

But after trying different sixth form college courses he decided he wanted to give it a try and is now one of three apprentices on the Hethersett site.

Jeff, 38, a former salesman in the marine industry, followed Dave, 41, a former panel beater in the car industry, to Bateman Groundworks, where he started as a labourer.

Dave, who also started as a labourer before progressing to diggers, said his son Reece, 15, was thinking about applying for an apprenticeship when he finishes school.

RORY'S ORLANDO-BOUND THANKS TO SITE TEAMS

Staff fund-raising across Bateman Groundworks collected £1000 to help a colleague's son achieve his dream of competing in his sport's world championships in Florida.

Rory Lark, the 30-year-old son of Eddie Lark, who works at the Silfield Road, Wymondham, site, suffered a serious head injury aged five, which led to a long stay and treatment at Addenbrooke's Hospital.

Left with moderate learning difficulties and physical disabilities on his left side, he discovered a passion for martial arts in his teens, achieving a black belt in jujitsu and later discovering Krav Maga, which combines techniques from boxing, wrestling, aikido, judo and realistic fight training.

Rory qualified for the World Martial Arts Championships in Orlando, Florida, in

September at a competition held at the University of East Anglia in Norwich, to compete in three categories - Point Sparring, Kata and Weapons, using Nunchaku and Tonfa.

But to take up his place, he needed to raise £2500 for the flights and accommodation.

Eddie asked his site manager Paul Marsland if he could ask for sponsorship from workmates. Paul said: "I thought we could do more to help so I sent it round to other sites where Eddie had worked before.

"We got a really good response. The guys tend to go deeper in their pockets when it is for someone they know."

More than £350 was raised among the 26-strong joint team at the Bovis Homes and Taylor Wimpey sites at Silfield Road, Wymondham. In total, site and office staff



Site workers present Rory Lark with the £1000 they raised to help him compete in Florida.

raised more than £700, which the Company topped up to £1000.

Rory, who trains with five-times world champion and 5th Dan, Steven Webster, at his East Coast Black Belt Academy, will travel to the Wyndham Orlando Resort for the world championships. He trains with Team GB every month.

JOIN THE RIDE FOR LIFE

Senior Quantity Surveyor Darren Lake and Site Foreman Paul Watson are looking for a third cyclist to join them in the Ride for Life to raise money for the East Anglia's Children's Hospices (EACH).

They will be riding 65 miles on September 29th from Snetterton to the site planned for the new children's hospice, The Nook, South of Norwich.

Ride for Life is a three-day 200-mile event where cyclists can take part in just one day like Darren and Paul.

There is still time for individuals or groups to participate in this event to raise money for Bateman Groundworks' chosen charity.



Anyone who would like to join the Ride for Life should contact Sheena Brown on **01603 558318** or sheena.brown@batemangroundworks.co.uk

Are you ready to be
Heroic?
Mud • Obstacles • 5km



each
East Anglia's
Children's Hospices

Challenge yourself for EACH
Saturday 23rd September 2017 at 10am
Old Buckenham, Norfolk

Think you've got what it takes?
Sign up at www.each.org.uk/heroic

For further information please contact
Norfolk Fundraising Office on 01953 666767

Royal Patron: HRH The Duchess of Cambridge
Registered Charity Number: 1069284

Sponsored by
**BATEMAN
GROUNDWORKS LTD**

OBSTACLE COURSE CHALLENGE

Are you ready to be heroic?

Have you got what it takes to complete a 5km mud and obstacle course?

Bateman Groundworks needs you!

The company is challenging all its sites and head office to enter teams in to the fun event that it is sponsoring for the East Anglia's Children's Hospices (EACH), the company's chosen main charity this year.

The Bateman Groundworks team that finishes first in the field will receive a prize.

The event, at Old Buckenham on Saturday September 23, is expected to attract hundreds of entrants, to raise money for the hospice, whose patron is the Duchess of Cambridge.

Contact Sheena Brown on **01603 558318** or sheena.brown@batemangroundworks.co.uk for more information.

www.each.org.uk/heroic



**BATEMAN
GROUNDWORKS LTD**