



Martin Grant Homes

Company Update



INSIDE THIS SPRING 2018 ISSUE



Our New Site Launches
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FOR THE CUSTOMER



Chris Hamilton
Managing Director

Welcome to the Spring 2018 edition of the Martin Grant Homes Company Update. We have another information packed edition for you that features our latest sales and marketing activity including commentary on our sales launches at The Maltings in West End, Surrey; Rookery Corner in Colindale and also Walpole Meadows in Stansted Mountfitchet. There are more features on the team and lots of Company news following on from our last edition.

A real highlight for 2018 is a milestone anniversary for the Company. Having been established in 1978, we are now 40 years old and as you might expect this magnificent achievement will be both recognised and celebrated as we go throughout the year.

The Company enjoyed a very successful conclusion to 2017 and 2018 has also started very positively. Our key developments at Northampton, Biggleswade, Aylesbury and Alton are now well established and will be supported by West End, Stansted Mountfitchet, Ifield and Wing as the Company delivers against our 2018 budget targets. Attainment of the 2018 targets will deliver the largest annual turnover result in the Company's history and is a great way to celebrate our 40th birthday!

This performance and the result forecast reflects the commitment and endeavour of the whole Martin Grant Homes team, through a change

programme that will deliver sustainable growth, a better quality product, better customer satisfaction, whilst all the time recognising the relationship and importance of our supply chain. Our internal processes and procedures are evolving to ensure that the Company can continue to grow and develop on our outstanding land pipeline and provide a platform from which the Company can confidently move forward.

A fundamental part of this infrastructure is the development of the Company's business management reporting systems. This has seen a complete overhaul and a new system introduced in the first quarter of 2018, affecting the Company's Financial, Commercial, Sales and Customer Care teams. The system 'migration' was not without issues or frustrations, however, the Company managed to keep and maintain the vast majority of our commitments to the supply chain whilst this upgrade was ongoing and is testimony in particular to the efforts of the Commercial and Financial teams that ensured there was minimal external impact to our 'internal systems' changeover.

In other news, the Company continues to make progress following a Company-wide initiative to positively affect our new home delivery performance and in this edition we share our latest statistics, our best to-date, and our 'home buying' Customer endorsements. This achievement and the service levels we are able to provide, are underpinned by our supply chain and the Company acknowledges the ongoing support we get from our business partners in our Company-wide vision of 'Delivering the Exemplary Home Buying Experience'.

Finally, I would also like to highlight our ongoing community engagement and charity work with Cherry Trees. On 16th May we are hosting a charity golf day at Richings Park Golf Club near Langley in Berkshire and we look forward to seeing many of you there! Places are now fully booked up so thank you if you have agreed to take

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part. Martin Grant Homes have been involved with Cherry Trees for the past 3 years and they really are an outstanding organisation, providing much needed respite care for disadvantaged children and their families. If you would like to find out more about their work please visit their website as noted later in this newsletter.

I hope you find this Spring edition informative, we would always welcome your feedback and suggestions for content in future editions. From all of us at Martin Grant Homes we hope you enjoy a great Summer.

Latest Launch

The Maltings, West End, Woking



catchment area for Gordon’s School, listed as one of Britain’s ‘Outstanding’ schools by Her Majesty’s Chief Inspector and also identified in 2016 by Get Surrey’s Real Schools Guide as the best state secondary school in the county.

The development will feature a wide variety of 2, 3, 4 and 5 bedroom houses and is set amongst 12 acres of idyllic countryside. We are building a total of 57 Private and 38 Affordable Units. The homes have been carefully designed to reflect local architectural styles and incorporate traditional features such as sash windows, front gables, entrance porches and bay windows.

We caught up with our Site Manager, Roger Happé at the development, to find out more about him and to see how things have been progressing since we started on site...



Tell us about your background...

My background is Project Management on large residential projects and highly bespoke properties in London and Saint Jean Cap Ferrat.

How are you finding things at West End?

I am really enjoying my time with Martin Grant Homes and am happy to be part of this team.

Where do you come from and what are your hobbies?

I come from Romford, Essex and now live in Hartley Witney. My

hobbies include mountain biking and training in the gym. I have done a couple of charity events including boxing and also skydiving.

Who do you have working with you on site at the moment?

We have a nice clean and safe set up on site. Currently, the Sub-Contractors we have are:

Abbey Pynford, Barham Groundworkers, McFarlane Brickwork, Advanced Scaffold and M J Hrycko a carpentry Contractor. The internal trades have yet to be decided.

How have things on site started out?

We have started well, the challenges have been minor here but earth movement has cost us a little time due to restrictions passed in planning (school drop and pick up hours). We have had no accidents here, with good ‘A’ marked reports in Health and Safety. Our workforce is about 35 on site, but this will grow to about 70 in the next few weeks.

Please visit: www.themaltings-westend.com

Our new development in West End Surrey, called The Maltings, launched to the market from nearby Pennyhill Park back in January 2018 and has recently opened the doors to a new sales cabin on site on Saturday 7th April. We have experienced great interest at this development, from people eager to learn more about this long anticipated site that we have acquired in this most enviable location! The Maltings is situated in the quiet village of West End, just 15 minutes from Woking, and boasts excellent road and rail links direct into the Capital, and also sits within the



Rookery Corner, Colindale, London

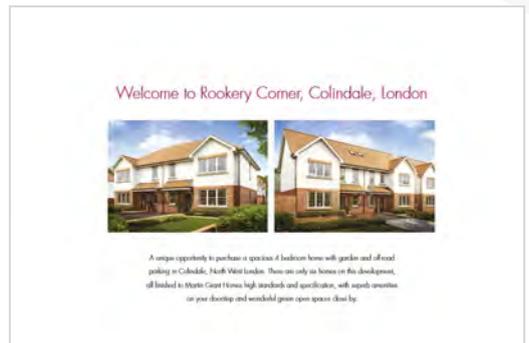
Latest Launch



Our new development in London NW9 called Rookery Corner, recently launched to the market in February 2018. The small site, comprising only 6 high specification four bedroom homes, occupies an ideal location close to the centre of Colindale and is within easy reach of the London Underground. Our selling agents, Chestertons, have been quick to tell prospective purchasers of the unique selling points these homes offer, including great road and rail links, high rental yield offering a lucrative investment opportunity, and close to some unexpected, vast green open spaces nearby.

Geoff Winsor, our Site Manager, joined Martin Grant Homes in September 2017 and is progressing the site well. Completion is scheduled for September 2018.

For more details on this new development, please visit www.rookerycorner.com



Our Pipeline Sites - Into 2018 & Beyond...

We are pleased to share details of our new sites and new phases coming up across 2018 and into the early part of 2019 too. The table showcases the site's location, the total number of units to be built (figures include both Private & HA tenure), the anticipated start on site date and the expected sales launch date. All but a handful of these sites have Planning secured, so we expect to be very busy indeed! For any enquiries on any of these developments, please email us at info@martingranthomes.co.uk

Site Name	County	Total Units	Planning Secured	Anticipated Start Date	Sales Launch Date
Kingsfield Park, Aylesbury, New Phase: HM06	Bucks	38	Yes	Started	Apr-18
Walpole Meadows, Stansted Mountfitchet	Essex	73	Yes	Started	Apr-18
Halsey Meadows, Bramley	Surrey	21	Yes	Started	Q3 2018
Birdham, Chichester	Sussex	27	Yes	Q2 2018	Q3 2018
Buckton Fields, New Phase: Phase 3	Northampton	70	Yes	2018	Q3 2018
East Hanney	Oxfordshire	45	Yes	Q3 2018	TBC
Upper Caldecote, Biggleswade	Beds	40	No	Q4 2018	TBC
Addlestone	Surrey	43	No	2019	TBC
Kingsfield Park, Aylesbury, Berryfields Cottage	Bucks	19	Yes	2019	TBC
Church Crookham, Fleet	Hants	300	No	2019	TBC



They say life begins at 40! And having been established since 1978, this year marks our 40th year in business!

Right back before we started out, our founder, Martin Grant (pictured above left), began his working life as a Carpenter working for a construction company. Having already built up a successful contracting business which specialised in public buildings (mainly in London), Martin decided to get involved in the development of new homes, leading to the formation of Martin Grant Homes. After a couple of small sites in Sussex, Martin Grant Homes' first major housing site was a prize-winning development at Merrow Park in Guildford, Surrey.

From there, the company went from strength to strength. By the mid-



Martin Grant Homes' 40th Birthday

1980's Martin Grant Homes was recognized as a significant home builder in the South East and Home Counties. People put this remarkable success down to Martin's strong family beliefs, his tireless commitment to quality and his close relationship with all his staff. His commitment to the company, together with his wife Kitty, was evident when they visited the show houses and sales offices on a regular basis and engaged with the Customers when they could.

To celebrate and to spread the word, a special custom logo has been designed and may be something you come to recognise on our sites, our website, our letterhead and so on. We will even be creating limited edition branded teddy bears, and we plan to also hold a series of special events across 2018 to mark the occasion.

Tell us....have you worked with Martin Grant Homes for a long time? Do you have your own story, from the early days and through the decades? If so, we'd love to hear from you, send your stories to:

newsletter@martingranthomes.co.uk and we will feature any stories in our next company update.



Merrow Park, Guildford

Martin sadly passed away in 2000 and our Chairman and CEO Noel Grant, his son (pictured above), took the reins of the family business. Noel has overseen a steady growth at the Company, taking it to new levels of success not seen before and profit levels have grown steadily year on year for the last few years.



Abbey Mill



Grantleigh Meadow



Riverview Court



Zebon Copse, Church Crookham



Lavandou Yard, Epsom

Land Updates

Beauchamp Park, Bromham

Our site at Beauchamp Park is the preferred location for development in the draft Bromham Neighbourhood Plan and has a capacity for about 390 dwellings. We have recently attended a Neighbourhood Plan to talk to residents about our work to date on the emerging plans. This has created a great deal of useful feedback.



Upper Caldecote, Biggleswade

We are very pleased to be able to confirm that we have now completed the purchase of land in Upper Caldecote, Biggleswade. Upper Caldecote is a reasonably small village located only two miles to the north-west of Biggleswade. The site has Outline Planning Permission for 40 homes, 14 of which are Affordable. We are anticipating that we will be submitting a Reserved Matters Application very soon. Watch this space!



Buckton Fields West, Northampton



We, with Bloor Homes, have now exchanged a contract to acquire 380 dwellings with infrastructure from Northamptonshire County Council, conditional upon the grant of Planning Permission. This valuable land should provide the Company with an additional 190 houses to follow on immediately after completion of Buckton Fields East.

Milford & Haslemere Sites

We are pleased to report that the recently published Draft Local Plan for Waverley has identified three of our sites for residential development. A site in Milford for 30 dwellings and two sites in Haslemere for 21 and 30 dwellings. We are delighted with the results of our promotion to date, but there is still a long way to go in the Local Plan Consultation process ahead.





East Hanney, Oxfordshire

It gives us great pleasure to be able to confirm that we have completed the acquisition of the site in East Hanney, South Oxfordshire!

The site, which was a former nursery, benefits from Outline Planning Permission for 40 homes (16 Affordable) and a large area of Open Space. East Hanney attracts a premium for its rural location and the character of a small village. It has a pub, a village shop with sub-Post Office and there is also a Royal British Legion branch and an Indian and Italian Restaurant. Oxford City centre can be reached by car in 30 minutes. Central Reading

by car in 50 minutes and Wantage in 10 minutes. Williams F1 is located 1.5 miles to the south of East Hanney in Grove and employs 600 people.

Flying High! Our Latest Drone Imagery



Photos of our Wing development

We have recently started using a drone to capture our sites from the sky, which has been well received by our teams in Production, Sales & Marketing and Land. Our most recent imagery has been from our developments at Summerswood, Ifield and Bewick Green, Wing where we have been able to showcase the new open space our residents can enjoy at the far side of the development.



Photos of our Ifield development

Spotlight on...

Walpole Meadows, Stansted Mountfitchet



Tim Hawkrige - Site Manager



Ken Buckland. We are currently using an agency forklift driver. I've been very lucky to form the same team as I had at the Local Centre in Biggleswade.

We caught up with our Site Manager, Tim Hawkrige, at our brand new development at Walpole Meadows in Stansted Mountfitchet. Alongside our partner on site, Bloor Homes, we will be building a total of 147 homes to include 1 to 5 bedroom houses and bungalows. Sales will launch to market this month.

Tim, when did you start on site and how is the build programme progressing?

We started onsite at the end of October last year, unfortunately due to access issues and poor weather we were unable to get fully up and running until the middle of January 18'. We are making good progress but the weather hasn't been on our side as yet!

Who makes up your MGH Team?

The site team consists of myself, Neil Irvine (our new Trainee Assistant Manager) and my trusted Labourer



Neil Irvine - Assistant Site Manager



Ken Buckland - Labourer

What Groundworkers and Sub-contractors have you got working there?

We have Terrasite undertaking the groundworks, Harris & Careford on the brickwork, UPR on the scaffolding and SJ Root for the carpentry. All new contractors to MGH and so far so good, long may it last...Internally I'm very pleased Commercial have secured PHD for our plumbing & heating and Sunden for our drylining, again a good follow on from the Local Centre.

What challenges and/or victories have you faced since starting on site?

Challenges, well there have been a few. Obviously with new Contractors there's an element of education in respect of how MGH want things done and standards to be met. To be fair, all our new Contractors are on-board. The weather thus far on this job has been a huge challenge, if it hasn't been 4 inches of snow and -10 wind-chill temperatures it's been torrential rain, just this year alone we've lost over 3 weeks production due to poor weather. Victories, as a team we are striving for the PQA and NHBC pride in the job, we've had nearly 60 NHBC inspections with only 2 reportable items (due to flooded foundations) so we are well on track for this being a successful project.

How long will the entire build take at Walpole Meadows?

We are currently programmed to finish early 2020 but would like to try and better that all going well.

When will there be a Sales presence on site?

We are hoping to have the temporary sales area open for the sales team at the end of April, with the show homes currently launching end of June/early July.

How have the local community been about the new development?

I think it's been a mixed bag, I haven't really had many dealings with the "yocals" due to the delayed start of the project.

How long have you worked for MGH and which other sites have you managed previously?

I've worked for MGH for nearly 7 years, and taken part or had involvement in pretty much every phase at Biggleswade.

Congratulations on being the Site Manager of the Year in 2016! How have you found the Site Managers Academy has helped you and your colleagues?

The Academy has helped me tremendously, I've really grown in confidence and self-belief. For those of us who started the original programme I feel it's really bonded us as a production team rather than individual sites.

Tell us about your home & family life?

Me and my wife have been happily married for nearly 3 years "I think" and we have 2 beautiful children which keep us very busy outside of our working lives.

What do you like doing in your spare time?

Time with the kids and golf when I get the chance...

Visit www.walpolemeadows.com

Our NHBC Customer Satisfaction Surveys

We really do have a lot to be happy about, taking a look at our most recent star ratings, delivered directly from our Customers completing their NHBC Customer Satisfaction Surveys post-completion.

Over the last three years we have seen this star rating gradually improve, and at the end of 2017, the first time since tracking these performance measures, we are the right side of our peer group 'benchmark'.

Back in 2015 however, it was a very different story. Many of you reading this will remember those days and we knew things had to change.

Our Managing Director, Chris Hamilton, launched an internal

programme called 'Together for the Customer' in January 2015. The key objective was to improve the Customer Journey: to ultimately increase our Customer satisfaction and to introduce a number of changes within the business, not only within our culture, but also our day-to-day processes and our procedures.

Three years on, and we have seen a significant leap in our star rating, now at 4 stars! With our present day 81.6% recommend rating, we are so delighted that the hard work from the entire Martin Grant Homes team, supported by all of our Sub-Contractors, Suppliers and Consultants has made an enormous difference.

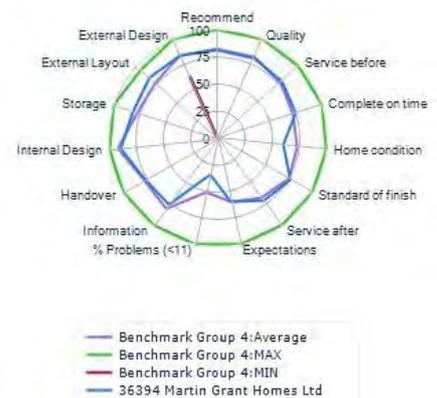
In particular, it is important to recognise the achievements and ratings that we have had at both our Aylesbury and Biggleswade developments, and thank everyone on these sites in particular, for delivering such an excellent product and service.

These sites have just delivered us a 5 star NHBC Customer Satisfaction status! What a fantastic achievement across the last 3 years, a huge well done goes out to all, and we hope to

maintain and improve on these results and share them with you in our future editions of the Company Update.



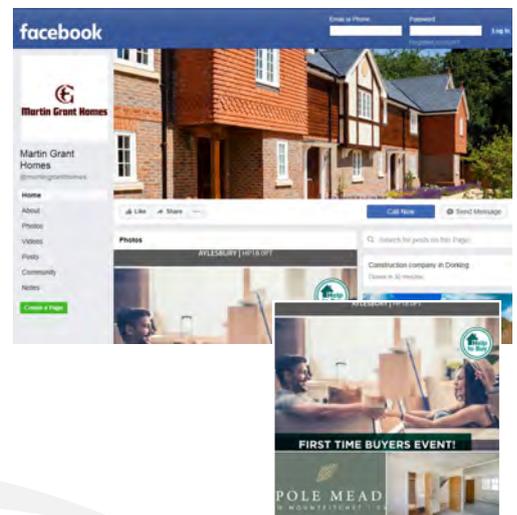
Benchmark Group 4	82.5%	18.6%
36394 Martin Grant Homes Ltd	81.6%	18.4%



MGH Gets Social!

Maybe you've seen us out there on the web!? We're pleased to say that having embraced the world of social media only 18 months ago, we have now got an impressive following and are interacting with more of our Customers and business associates than ever before! In fact, over 1,300 people now follow us on Facebook, our You Tube channel has also proved popular with our videos watched over 5,000 times.

So as we celebrate our 40th year in business, reaching new heights of success, we are so pleased that we have been able to share all of our latest news, events and announcements on social media this way. If you haven't already, please visit our Facebook page and follow us or go to our You Tube channel and watch our new exciting footage from our developments Sales Centres. We'd love to share our good news with you!



www.facebook.com/martingranthomes/

Our Annual Site Awards Evening



The annual Production Quality Awards were announced at a special event held for all of our Site Managers on Friday 23rd February. Big congratulations go to our winner for 2017, Danny Wilkinson from JV Parcel 1 at Penrose Park, in Biggleswade.

Our Managing Director, Chris Hamilton, hosted the evening, sharing the wider success story for us as a housebuilder and our continual growth. The teams were very proud to see the results coming through, directly from our Customers feedback forms, highlighting our better quality product and our improved systems and communications. Our quality product made great improvements across 2017, which as a company we strive for.

The Production Quality Awards for 2017 were very competitive with several of our Site Managers producing average scores of over 80%. All of our sites have been marked every month across 2017, by members of our Board of Directors, marking Site Managers in areas such as Health & Safety, quality control, materials handling etc.

The evening also recognised the achievements and the huge commitment made by all of the Site Managers and Assistant Site Managers

across the last 2 years who had taken part in our Site Managers Academy, continually contributing towards improved company processes and procedures. In person, they are:

- **Carl Haskell**
Buckton Fields, Northampton
- **Alan Blackman**
Kingsfield Park, Aylesbury
- **Andy Neal**
Kingsfield Park, Aylesbury
- **Dave Foskett**
Kingsfield Park, Aylesbury
- **Abass Kamara**
Penrose Park, Biggleswade
- **Michael Watkins**
Buckton Fields, Northampton
- **Joe Beard**
Summerswood, Ifield
- **Gary Noble**
Woodhill, Send
- **Tim Hawkridge**
Walpole Meadows, Stansted Mountfitchet
- **Danny Wilkinson**
Penrose Park, Biggleswade
- **Dean Digby**
Penrose Park, Biggleswade

Chris also took the opportunity to recognise outstanding achievements in two other aspects of our construction effort, Health and Safety and Customer Satisfaction.

Health and Safety is a huge responsibility and an integral consideration of everything we do on our developments. As a result, we are pleased to report that Martin Grant Homes perform exceedingly well in our peer group as measured by Safety Services Ltd. Double 'A's are the scores we chase on every inspection and it is no surprise that these are extremely difficult to achieve consistently. Last

year however, Biggleswade JV1 achieved double 'A's on every single inspection, and this is an outstanding achievement which we are really pleased to share as a company.

Last but certainly not least, the evening recognised our outstanding Customer Satisfaction performance as measured by the NHBC Customer Satisfaction Surveys. Both the Martin Grant Homes Academy and the Production Quality Awards are initiatives that have been established to support the Company-wide vision of becoming a 5 star builder and 'providing the exemplary new home buying experience' and since their inception, the Company has progressed from 'barley a one-star performance' in 2014/2015 to a very solid three-star performance in 2016/2017. This improvement trend is continuing based on the surveys the Company has received so far for 2017/2018.

Many of you will know that our Managing Director, Chris Hamilton, places a lot of focus on our Customer Satisfaction Survey returns, using this data to keep track of the individual site performance as well as our global company score. From this analysis, we can see that two of our developments in the 2016/2017 reporting period achieved over 90% recommendations and we therefore achieved a Five Star status! This underlines that we are on the right path and that these new initiatives are really paying dividends to us as a Company.

A huge well done goes out to everyone who has worked so hard to achieve this great milestone!





Tessa Whitehead
Customer Care Co-ordinator

Tell us about your role and what a normal working day consists of?

My role as you mostly all know is 'Customer Care Co-ordinator'. My day normally starts about 8.00am, but I am normally in by 7.30am as dependent on what issues have occurred over night, I can have calls coming in at this time.

There is no set routine to the day; taking calls, making calls, dealing with emergencies and instructing Contractors and a variety of other duties. When the phone goes you never really know what to expect and the role can be quite challenging.

Which sites do you look after?

I look after Biggleswade, Alton, Worplesdon, Friern Barnet,

Storrington, Cookham, Send, Cuckfield, Balham and also a number of historic sites that seem to creep out of the woodwork now and then.

How long have you been working at Martin Grant Homes now and has much changed since you started?

I have been here for just over 4 years now. Things have changed enormously. When I started, COINS was archaic and coming from companies with sleek Customer databases, it was difficult. It was all by keyboard, no mouse, 'F1' this and 'F2' that, I can tell you there were a few 'F's' flying around at that time! Plus we had the awful tracker which was a huge Excel spreadsheet which you had to duplicate everything on and print out for weekly meetings, pages of it. I swear our printer at the time knew when it was on its way to print, as it nearly always messed up the pages, or jammed and I would be late for the meeting and sometimes ready to blub!

The worst thing was that I was on my own, which was daunting at times, well to be honest, most days. Today it is completely different, we are a team of 5, this includes our Operative David and Jackie who assists and is a great asset when we are busy. COINS is easy to use and quick (sorry guys, don't mean to rub it in but for Customer Care it is). We don't have the awful tracker, just a tracker to log new purchasers and to monitor them for

the first few weeks to ensure defects from handover are being closed down by site. Things are much more streamlined and Ian Wilkins, our Customer Care Manager, has introduced a lot of benefits to help us run the department more effectively.

How has the 'Together for the Customer' initiative changed things for you in Customer Care?

I think we were lucky in that we were probably one of the first departments to implement changes from the feedback of 'Together for the Customer'. We introduced new procedures which as previously advised, streamlined the department.

Where is home for you?

I live in Southwater near Horsham, in a road called Charlock Way. I was informed by a local last year that we are known as Charlockians (sounds like a witches coven, no comments please!). It used to be a small sleepy village, however now the developers have moved in it has expanded enormously, but it's still a lovely place to live. I have lived in Southwater for over 30 years and would not want to live anywhere else. We have lovely woods that run behind us and a wildlife reserve, pastures and a country park within walking distance, so we are very lucky.



David Parker
Design & Technical Consultant

David Parker Retires

By John Matuszewski | Planning & Technical Director

Little did I know when Dave joined us over 36 years ago in 1981, that it would be the start of a lifetime relationship as a friend and colleague.

Over the years, Dave has proven to be a valued and reliable member of the Planning and Technical team, guiding the Company's core specification through the many regulatory changes through the years.

It has been a pleasure to know and work with him over the years, we are going to miss his day to day expertise and keen sense of humour and wish him a long and happy retirement. Having said all of that, we are not getting rid of him that easily, after a short break, Dave has agreed to return and progress the development of a 'Standard House Type' and 'Standard Details Portfolio' as a Design & Technical Consultant.

Health & Safety Update

By Ian Wand, Health & Safety Manager

2017 was a challenging year for Health & Safety within the construction industry, with some significant prosecutions following amendments to the legal system. However, MGH had a reasonable year with a slight increase of two additional accidents on the 2016 return. Whilst this does not reflect our aspiration of continuous improvement towards zero accidents it does reflect a positive change in the culture of reporting all accidents, including office staff with minor cuts.



During 2016, 3 RIDDOR incidents involving supply chain contractors were fully investigated with lessons and recommendations being agreed at Board level and disseminated to the relevant persons for action or monitoring. All three incidents found the injured person contributed to the accident by not complying with their organisation Risk Assessments and Method Statements (RAMS) or working in accordance with normal construction site safety process. This highlights the necessity for MGH to continue driving competency and compliance levels; along with significantly improving the quality and level of Contractor supervision, which was a consistent concern throughout the year.

The majority of the first aid incidents were caused by slips and trips, poor housekeeping and operative error which are areas where more work is needed to eradicate such issues. Improvements have been made in the

proactive supply of designated safe access routes and the supply of Labourers to supplement the Contractor personnel when necessary; but more focus is needed with regards to segregation of plant and persons.

Our Accident Frequency Rate (AFR), which is used as the norm within the industry to measure safety statistics, is provisionally 914.63 for 2017. This is a slight increase on the 2016 company statistic, as a result of the additional RIDDOR, but provisionally is better than the industry benchmark.

2018 Health & Safety Strategy

To ensure that we return to our positive journey towards “zero accidents” a challenging strategy has been agreed at Board level which is realistic, stretching and achievable. The focus is mainly set at site level but all departments will need to actively participate to ensure the agreed outcomes are achieved.

Training

There has been considerable investment in training over the last few years and this is set to continue during 2018, with the extension of the Site Manager Academy; the implementation of a new Manager Academy; Senior Management Development Programme and Director Leadership skills; together with a number of departmental training courses. All the training is not only to ensure that MGH have an excellent competent workforce but to also ensure that staff are developed individually to meet their ongoing aspirations and needs.



Manager Academy

The ‘Manager Academy’ is the offspring of the Site Manager Academy which concluded at the end of 2017, having been developed as part of the 47 inspirational outputs from the ‘Together for the Customer’ agenda.

Whereas the original Academy was for Site Managers only, the new cohort is formed from all parts of the business. Early indications, as workshop 2 has just concluded, are that the attendees are already growing in confidence as a team and will flourish over the coming two years.





Our Production Charity Golf Day

On Wednesday 16th May, Martin Grant Homes are hosting a Production Charity Golf Day which will be taking place at Richings Park Golf Club in Buckinghamshire and many of our Sub-Contractors and Suppliers have agreed to participate. The day is fully booked and the teams set!

We are very pleased to be joined by the following companies:

Atspeed, Britcab Ltd, **Cambridge Roof Truss**, Crendon, **H & H Celcon**, KPS, **Material Movement**, Morris Leslie, **MV Kelly**, Nationwide Windows, **Norman Group**, Nova Drylining, **Peake and Thorpe**, PHD London, **PM White**, Sequence Homes, **Terrasite**, Travis Perkins, **Your Support Home**.

The day will finish with a charity raffle, with all of the proceeds going to our chosen charity, Cherry Trees. We have been donated some truly wonderful and very generous gifts and would like to extend our enormous thanks to the following companies and their exceptional donations:

COMPANY	DONATION
Albury Vineyard	Tour of the vineyard for 2 people
Brittany Ferries	Brittany Ferries voucher £200
Brokes Architects	Box of golf balls
CgMs Heritage	Donation of £50
Chelsea Football Club	Stadium tour and museum
Chertsey Plant Hire	iPad or similar
Commodore Kitchens	Tumble dryer (freestanding)
Commodore Kitchens	Washing machine (freestanding)
Con Tech	Donation of £100
Cranes Water	Wine in an artisan box
Gascoines Chartered Surveyors	Two bottles of Champagne
Head Office MGH	M & S Vouchers
i-Transport	Bottle of Champagne
JP Developments	John Lewis voucher for £150
Julian Thompson	£100 Amazon voucher
Kingfishers Farmshop	Kingfisher Farm Shop hamper
Nova Plasterboard	Donation of £100
PHD London	2 ball golf weekend away in Belfast (flights/ accommodation and golf all included)!
PHD London	4 ball round of golf in High Wycombe
Silent Pool Distillery	2 person Silent Pool distillery tour

Martin Grant Homes are also throwing in tickets for our box at the Oval as a prize in the raffle too, so good luck everyone - it's going to be a fantastic day and we look forward to seeing many of you there!

Clarkson Evans Electrical Contractor

We caught up with Clarkson Evans, the thriving electrical Contractor we are working with at West End, Woking 'The Maltings'. We spoke to Simon Kingwell, Production Director, to find out more about their business and found they have a great story to share...



Tell us about the history of Clarkson Evans and how the business started out?

The roots of the company go back to May 1981 when Steve Evans, now Chairman, began trading as 'S P Evans Electrical Contractor' using his spare bedroom as an office.

Evans Electrical grew steadily throughout the late 1980s and into the early 1990s, despite a housing market that was in recession.

The company's trading name was changed to Clarkson Evans after Steve Evans partnered up with his former apprentice Steve Clarkson. In 1992 the company moved to its first proper commercial premises. The business today is unrecognisable from the small firm it was back then. With 18 regional branches the business now operates across much of England and Wales and a fleet of more than 400 commercial vehicles can be spotted far and wide.



Simon Kingwell - Production Director

The company has grown monumentally, tell us about the number of people now employed...

Clarkson Evans is the largest electrical Contractor operating in the housebuilding sector, having wired 1 in 10 of all the new homes built in England and Wales in 2017 (19,700 properties). The company's commitment to apprenticeship training has allowed Clarkson Evans to tackle the skills shortage in the electrical industry.

"Our strategy is to offer long-term career opportunities so when we recruit apprentices we're looking for our prospective team leaders and managers, and we do everything we can to encourage them to build their futures with us," said Simon Kingwell, Production Director.

This year the company introduced long service rewards and 39 awards were presented to former apprentices who have worked for Clarkson Evans for over 10 years. Two Directors are former electrical apprentices, including Managing Director Nathan Evans.

The company now has more than 850 staff, over 200 of which are apprentices in site and office-based roles.

"Our training model is unique for a business of our size, with all electrical apprentices trained in-house by our own lecturers and assessors at one of our four training centres. Three of our lecturers are former Clarkson Evans apprentices who've decided to take up a career in teaching after gaining team leader experience with us on-site," said Simon.

You offer training courses and are considered as one of the UK's leading electrical training specialists, can you tell us more about this fantastic side to your business...

As well as training all their electrical apprentices in-house Clarkson Evans also offers City & Guilds and EAL



accredited electrical training courses to external, qualified Electricians. With the latest amendment to the wiring regulations coming into force in July 2018, the training team are bracing themselves for a busy summer!

Clarkson Evans was recently asked to share its knowledge with the NHBC regarding the shortage of skills in the housebuilding industry, how was this done and what knowledge did you share?

Clarkson Evans' Chief Operating Officer Lindsey Young and Production Director Simon Kingwell were recently invited to partner with the NHBC to share their experience of recruiting and training apprentices in the construction industry as well as showcasing the company's quality model.

"We invest a great deal of time and energy in recruiting the best apprentices and our apprenticeship team goes out of its way to attract a diverse range of people to consider training to become an Electrician. Many of our apprentices have changed careers to join our company and they really value the opportunity they have been given to better themselves," said Simon.

"The NHBC 'Building for Tomorrow' events also gave us a platform to explain how our quality processes and culture of continuous improvement helped us to work on 43 Pride in the Job award-winning sites in 2017. We are constantly asking ourselves is our current way the right way and how can we improve."

As a multi-award winning business, you have achieved a number of highly regarded awards over the years, tell us about your most recent ones and what they mean to you...

Clarkson Evans has won a string of Customer and National Awards over the past five years reinforcing the Company's reputation for looking after both its Customers and its staff. Late last year the business was named 'Construction Industry Employer of the Year' at the coveted 'On The Tools' Awards.

Most recently the company beat BT and Capgemini to be named 'Apprentice Employer of the Year' at the first ever AAC Apprenticeship Awards, run by FE Week and the Association of Employment and Learning Providers.

"We aim to be the best in terms of how we train our staff and exceed the expectations of our Customers. Every award win is another external endorsement that we are at the top of our game," said Simon.

What are Clarkson Evans plans for the future and what can we look forward to seeing across the next few years?

Clarkson Evans never stands still and has ambitious plans for future expansion with new branches being considered in Kent, Yorkshire and the East Midlands.



Chris & Ian Talk to The Primary School at West End

On Thursday 1st February, our Managing Director, Chris Hamilton and our Customer Care Manager, Ian Wilkins went to visit the Holy Trinity School, the primary school that sits next to our new development at West End, near Woking. They conducted a presentation with questions and answers about how the immediate area has changed, and as well as talking through the details of our new development, The Maltings, they went on to cover the positive impact on the surrounding area.

Jackie McLean, a Year 2 teacher, had approached us on the subject last year as they are currently doing a big project at the school on the streets and houses of West End.



We were pleased to receive a lovely hand-made Thank You card from the pupils a week later!



Our 3 Peaks Heroes!

Back in September last year, a group of brave 3 Peaks Heroes climbed Ben Nevis, Snowdon and Scafell Pike in only 24 hours to raise a phenomenal amount of money for our chosen charity, Cherry Trees.

The team consisted of:

MGH Office Staff:

Chris Hamilton, Faye Tompkins, Paul Gerry, Matt Elnaugh

MGH Site Staff:

Joe Beard, Gary Noble, Danny Wilkinson, Carl Haskell, Dean Digby

From our MGH Consultant Team:

Tash Kearslake of Organic P&O Solutions

A HUGE well done to them all for completing this great challenge!



Cherry Trees Cheque Presentation



Martin Grant Homes presented the fundraising cheque to the staff of Cherry Trees at the end of last year, just before Christmas. The team in attendance were our 3 peaks heroes and our Chairman, Noel Grant.

Cherry Trees has been our chosen charity for the last 3 years. They are a wonderful, small, local charity, providing home-from-home specialist short breaks for children and young adults aged 0-19 with a range of complex disabilities including learning, physical and sensory impairments. We have been pleased that in the time we have supported them we have made contributions to their sensory room, and also their minibus and we plan to continue to support them in the years ahead.

After the cheque presentation, our team were given a tour of the building, starting at the top, where there was a 'cool' space, decked out with a games console and bean bags and lots of other great things. They then had a look at the bedrooms, where on the first floor they have 5 rooms, all decorated differently with murals and captions. Cherry Trees always consult

the children when undertaking any works so the children had chosen woodland, jungle and beach type scenes with stunning paintings of birds and animals done by local artists, it is important to ensure that when the children stay there it's as homely as possible.

Claire the Cherry Trees CEO, who showed the team around, explained that around 70% of the children who come to Cherry Trees have autism and can suffer sensory overload so the bedrooms

are kept gentle in colour and there is always a plain magnolia room available. Many of the children struggle to sleep and there is full staff night cover and there's the most beautiful room decorated as the night sky in deep indigo blue colours with stars and moons. The room is gently lit and is used as an area to just relax and be still during the night.

Downstairs are 3 more rooms, these are more geared to children with more serious disability (or possibly higher level autism and self-harming) one room having a hoist and another having a large fully padded cot and a normal child's bed so staff can work with children to gradually move from the cot to the bed and feel safe during their transition.

They then went to the playroom and met Sam and Joe, a couple of the children. Joe was extremely excited about Christmas and

thought we were Santa's elves and had come to visit to see if the home was up to scratch and the team assured him it was! In the meantime, Sam presented them with a beautiful 'Thank You' card made and signed by the children.

It costs £500k a year to run Cherry Trees so anything that is raised over this amount goes towards all the special facilities that make the home such a supportive, extraordinary place for children with autism and disability.

Before any contributions from the business, The 3 Peaks Challenge raised £11,665 - a huge amount of money for which many of you would have been responsible for donating to the cause - so a big thank you from all of us at MGH and all of our friends at Cherry Trees in East Clondan!

We were delighted that we were able to donate a whopping £15,000 to Cherry Trees last year, and we know this money goes to a very good home indeed!

Find out more about this amazing charity at:

www.cherrytrees.org.uk

