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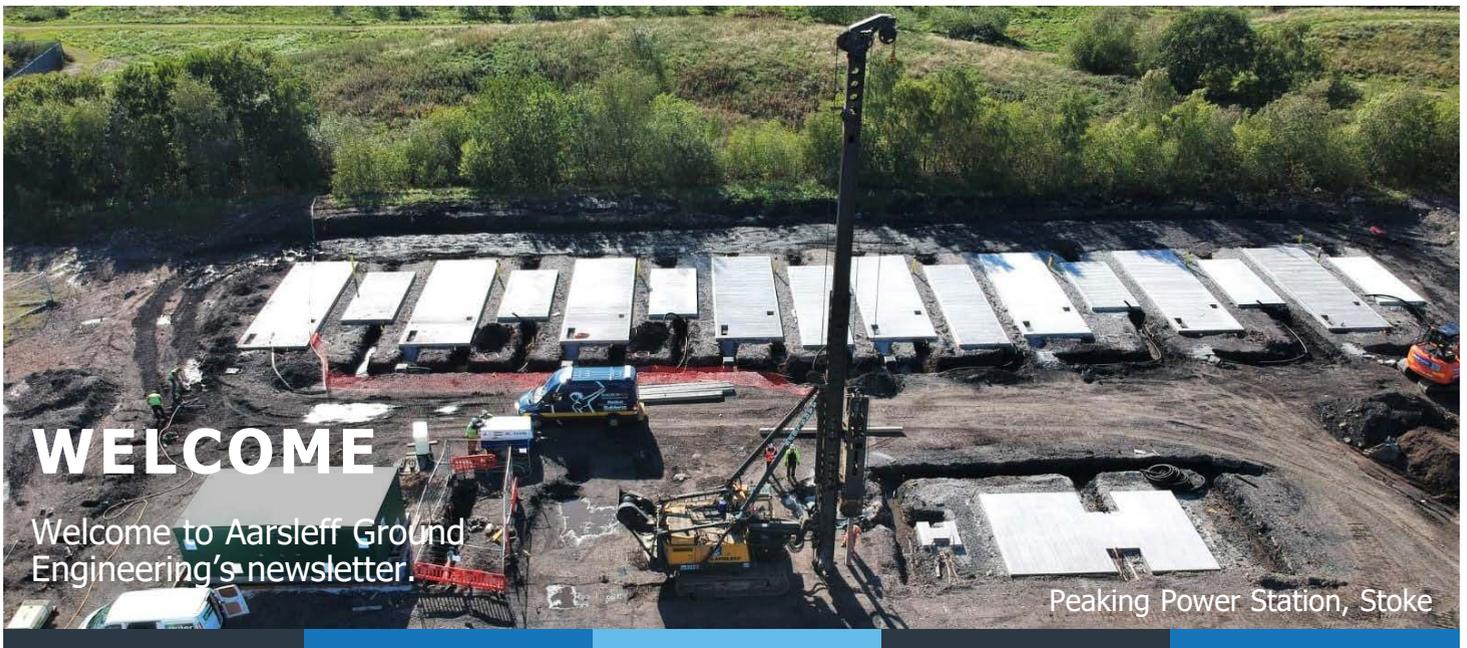
**FT / STEQ**

Recognising Safety, Training, Environment and Quality across the business

**AARSLEFF**

Aarsleff

ISSUE NO.10

NOVEMBER/DECEMBER 2018
STAFF NEWSLETTER

WELCOME!

Welcome to Aarsleff Ground Engineering's newsletter.

Peaking Power Station, Stoke

It's now been over a year since I became a Director of Aarsleff Ground Engineering, with a mandate to develop and lead the company in becoming a reputable and profitable specialist ground engineering contractor. I was formally appointed as Managing Director in April 2018, it was apparent by then we had already started to shift momentum and focus our attention on our 'Gems'. In the past 12 months, I think we can confidently say we've achieved the status of a ground engineering contractor, and not a specialist piling contractor.

I have dedicated my career to delivering ground engineering excellence, and I am thrilled to continue the work that I'm so passionate about with an amazing team of people. Of course, the business environment remains tough and a few challenges await us in 2019 as well: Brexit uncertainty, project push backs, labour shortage.

Despite the upcoming trials, I believe the groundwork has been laid so that we can get off to a running start for 2019. Following a cost reduction plan, we're more future fit and efficient than ever before.

Furthermore, caring about what we spend and considering how we spend it is an attitude I'd like to maintain going forwards. We've made some worthy investments across each of our departments, and now have a dynamic fleet of rigs capable of accessing most sites and installing a variety of diameters and disciplines.

We've worked above and beyond to secure a huge ground engineering contract based in Sheffield, which will give us the platform to showcase several of our techniques – drilling & grouting, soil nails, sheet piles, king post wall.

This project will draw together all of our experience and skillset, and will no doubt have its difficulties. It will require team work and detailed planning at all stages from technical and design through to onsite delivery of works and commercial management.

When you next look to the sky and see geese flying South for the winter, make sure you think about their V-formation and what it represents as there's a lot it can teach us about teamwork. By flying in a V-formation, the whole flock achieves a 70% greater flying range than if each bird flew alone, so let's make sure we work together towards a common goal, share knowledge and enjoy work and the challenges each new day brings.

There's certainly one success factor not to be left unconsidered: You. A company is only as good as the level of determination and readiness of its workforce, and I'm looking forward to welcoming in some new faces while also welcoming back others.

So, let's greet the cold and darker days of winter with a safe attitude, hard work, drive and optimism and let me wish you and your beloved one's good health, happiness and joy for 2019.



...Kevin Hague,
Managing Director



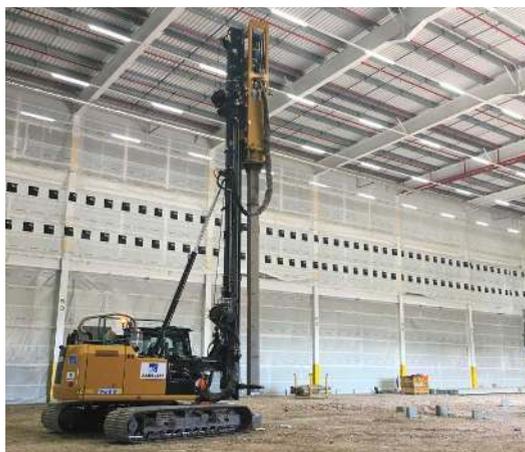
Photobooth

Every issue we ask you to send in your Aarsleff pictures on-site or at home and the best of these are then published in here. If you'd like to be featured, grab your camera and get snapping!

Send your best photos to:
jessicabanham@aarsleff.co.uk



Openshaw, Manchester - Phillip Hall



Piling, Amazon Warehouse, Avonmouth - Dale Noon



King Post Wall, Goddards Green - Jim Wilson



Sheets & Piling, Mossley Manchester - Keir Vause



Precast Piling, Richborough - Stuart Hancock



Sheet Piling, Ripon - Joseph Mills



Precast Piling, Port of Boston - Sam Riley



Bottom Driven Piles, Richborough NG Connection - Richard Judd

FLEET UPDATE



Over in the Plant Department, we have been busy implementing the new instrumentation and camera systems on the piling rigs. We have also recently purchased a Klemm 702 to meet the demands of our geotechnical capacity. Also this month, we have started a major overhaul and refurbishment on the Junttan PM20 HLC piling rig, as seen from the image above.

CHARITY CORNER



Aarsleff's selected charity over September, October and November is the Young Person's Counselling Service (YPCS). They are a non-government funded charity that offers free one-to-one counselling for 11-16 year olds identified as requiring help with their mental health.

Aarsleff's Zoe Yeoman's also took part in a Firewalk in October, where she walked over red-hot embers, raising valuable funds for the YPCS. The money raised from Zoe's Firewalk was matched by Aarsleff Ground Engineering for a total of £478.00.



On the 28th September Aarsleff took part in the World's Biggest Coffee Morning for Macmillan, which is one of their biggest fundraising events of the year for people facing cancer. Staff enjoyed a variety of sweet and savoury options, with winner and runner up awards for the best baked. In total we raised £127.07.

We also raised £82.24 for the Children's Bereavement Centre, who were our previous chosen charity for June, July and August. Well Done!

STEQ Space



SAFETY. TRAINING ENVIRONMENT QUALITY



... Robert Speakman,

STEQ Manager

The Behavioural Safety Awareness Training has now commenced in full flow, running every Friday into the new year. So far reports have been positive on the days training.

Where this initiative will progress from here is down to **YOU / ALL OF US**. We are looking for volunteers from all areas of the business to form a 'steering committee' to decide on the next steps / areas to be addressed. It doesn't matter where you work, if you are passionate about making a difference and further improving our safety culture, then please let myself or your line manager know. Not made your mind up yet, you will of course be able to attend the training and then decide.

Alongside this initiative we have developed a new logo in line with our AAR – campaign. This will be used to promote the initiative and sums up what we are trying to achieve.



Being safe is not just about safety at work. We hope that you take safety home to your family. So with bonfire and firework festivities just around the corner, here's a timely reminder to help keep you and your loved ones safe.

1. Plan your firework display to make it safe and enjoyable.
2. Only buy fireworks which carry the CE mark, keep them in a closed box and use them one at a time.
3. Read and follow the instructions on each firework using a torch if necessary.
4. Light the firework at arm's length with a taper and stand well back.
5. Keep naked flames, including cigarettes, away from fireworks.
6. Never return to a firework once it has been lit.
7. Don't put fireworks in pockets and never throw them.
8. Direct any rocket fireworks well away from spectators.
9. Never use paraffin or petrol on a bonfire.
10. Make sure that the fire is out and surroundings are made safe before leaving.



Another timely reminder at this time of year is that of Winter Working and Winter Driving. Check out the Aarsleff 'Operatives webpage' and your tool box talk books for more info on both these subjects.

Winter Working – ensure perimeter and task lighting is in place and suitable for the activities taking place. If it's not then get it put right. Do not continue to work if lighting is not acceptable.

Wear extra layers of clothing to keep you warm, multiple thin layers are better than one thick layer. Icy footpaths and walkways will likely require a supply of grit.

Winter Driving - check your car is ready for winter, lights, water, oil. Carry a shovel, torch and some spare warm clothes in the boot. Drive according to the speed limit and the road / visibility conditions.

AarSTAR of the month



The 'Star of the Month' feature is to celebrate members of our company who have gone above and beyond expectations and deserve to be recognised and thanked for their achievements. This month we would like to congratulate...

Adam Whitworth



“ Since Adam joined the company, he has put himself out there to get to know the business and the people in the company and he is always a consummate professional. There is nothing too big or too small, he is always more than happy to help. With the Plant department having many delivery's that come to reception, he is always quick to get them ensuring that deliveries are not blocking the office. All in all, Adam is an absolute joy to have working with us. ”

...The Admin team

“ When Adam joined, the stores department was in disarray. Adam has brought in new systems & processes ensuring we now have a full inventory of stock recording all equipment. Adam has fully turned the stores department around and he should be really proud of himself. He gets on well with all his colleagues in the department and has a great work ethic. ”

...Steve Wilkinson, Group Plant Manager

If you would like to commend a member of staff for our next newsletter please send through your nomination and the reasons why to jessicabanham@arsleff.co.uk



Centred around Centrum

It has been reported that the market for precast products is currently buoyant and strong. Centrum Pile has seen this, with high levels of external demand in the past two months.

As mentioned in the previous editions of the Staff Newsletter, Centrum has been trialling new suppliers and exploring ways to value engineer the pile and ground beams manufacturing process. This has not only resulted in cost savings, but also strengthened our supply chain, which is currently stronger than ever.

And finally, Centrum Pile will soon be commencing its safety behavioural training which is being carried out by STEQ over the next few months. With this, we are hoping to see an improvement in health & safety and awareness. It would be greatly appreciated if everyone cooperated and is patient whilst going through their training.



New Financial Year – New Future?!

A great quote I saw the other day nails this I think.

"I look to the future because that is where I am going to spend the rest of my life" – George F. Burns

So here we are a new financial year, a chance to do our work better, more effectively, more efficiently, whilst keeping our eye on our Core Values. The Core Values are the basis for good practice, good practice and process results in efficiency, therefore good profit. This year we have provided you with tools to do your work more efficiently.

- Pre-paid envelopes – send **ALL** site paperwork back weekly (not just your timesheets/expenses) – this allows your colleagues here in the office to process that week, charge to the projects as we go along, workflow is more measured, ensures we charge our clients correctly – don't leave this to the end of the project – this creates a backlog of work for your colleagues that creates unnecessary pressure and that affects **HEALTH & LIFE** – you do this weekly it is your **RESPONSIBILITY** – then the **RESPONSIBILITY** is passed from you to your colleagues – your colleagues need to **TRUST** you will do this.
- Site Operatives Message page – great message/communications page for up to date information – get used to using it so you don't miss out!
- Sharepoint – Please use this fantastic tool – it was created taking into account user requirements – it is not being used fully – please do that now it is your **RESPONSIBILITY**, the Company is **TRUSTING** you to do this.
- Operation Team Inboxes – There's one for every team – get in the habit of using them then you can pass the **RESPONSIBILITY** for Sharepoint update to your Admin colleagues – the Company needs to **TRUST** that all information in connection with a project is stored there in a timely fashion.

Let's all use the tools provided, reduce the stress and increase our enjoyment of **LIFE & HEALTH** whilst all of us individually contributing to a successful 2018/19.



...Heather Jones,
Business & HR Manager

IT & Network

Looking after your Battery powered devices.

Most of you will have mobiles phones and laptops, provided by the company or your own. If they are under 5 years old they are almost certainly using Lithium Polymer technology.

Lithium Polymer batteries, commonly referred to as Li-Po, do not like to be fully discharged. Letting your device go fully flat before charging, will significantly reduce the lifespan of the battery. It is much better to charge the device before it is 50% depleted.

It is also good to only charge when the battery is room temperature. Very cold or very hot batteries will be damaged, reducing overall capacity over time. Following these rules will help prolong your devices, reducing costs in the long term.

Quick tip: most newer laptops and desktops have a USB charging port denoted by a lightning bolt icon.

...Simon Pick, IT & Network Supervisor

Calling Footballers! Operatives vs Office

Teams: 11-a-side
Venue: Magnus Sports Centre, Newark
Date: TBC

If you would like to play, please RSVP your interest to Harrison in Marketing on:

Email: HarrisonMarshall-Lack@aarsleff.co.uk

WhatsApp: 07990 006536 **Tel:** 01636 611140





Spotlight on Driving Down Cost

I started my career with Centrum Pile two years ago this September and over this period there has been a lot of positive change within the UK business regarding strategy, business development and group synergy.

It has been recognised that chasing other suppliers / contractors "down to the bottom" to secure revenue to grow the business was unsustainable and that developing positive business relationships through delivering a good quality product / service reliably and consistently would deliver revenue at slightly improved margins allowing for investment in people, their time, their effort, plant, research and development to be appropriately applied.

This renewed emphasis and re-direction of business development has not only manifested in strengthened current relationships with key customers but has delivered repeat orders from new customers and has even returned repeat business from customers that had previously stopped using us.

Customer confidence in our ability to deliver on time and in full a quality product or service when we commit to it is paramount, without this confidence your supply in to them becomes intermittent at best.

Centrum Pile has become the "go to" supplier of choice for several other piling contractor's but to remain there also requires keeping a keen eye on our cost base.

This current market will not allow for sales prices to be overinflated to achieve the above and so costs

must be scrutinised on a continual basis to ensure that we receive the best service, the best products and above all the best prices.

The first half of this financial year was spent trialling alternative rebar suppliers' products and value engineering our ground beam cage and plastic pile consumables to enable a cost saving to be recognised, this resulted in Centrum being able to maintain its sales rates through this financial year by off-setting other cost increases against these savings.

Along with purchasing from within the UK and value engineering our products and consumables we also improved our efficiencies especially on our Robots. We utilised the extensive experience that our Danish colleagues had gained over the years and trained key personnel on how to make former change overs and coil replenishing more efficient along with the all-important operator led maintenance. This has now drastically improved our Robot hourly average output's by circa 30% with the same labour cost.

We will continue to grow and secure our position on the market by focusing on deliverability, cost and quality alongside ensuring that we maintain a safe working environment and continual overall development.

Going forward I am proud to be part of this continued development of the UK business and the wider Per Aarsleff group of companies and very much look forward to further extending our external customer base.



...Paul Pendleton,
Centrum Pile
General Manager

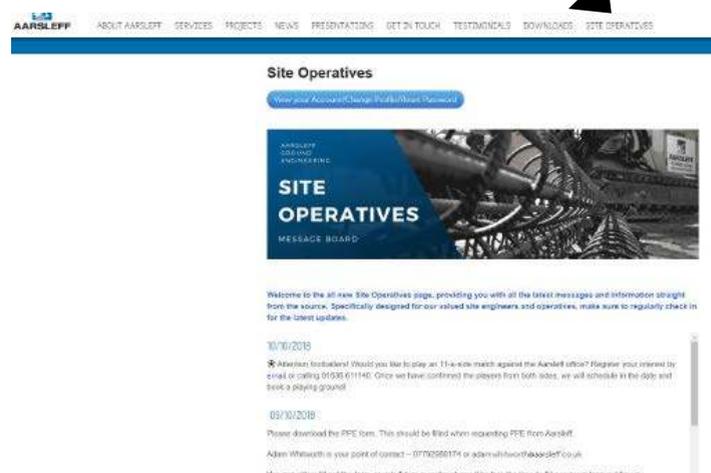
Site Operatives Website

Aarsleff is pleased to launch the 'Site Operatives Website', specifically designed for communication from supervisors and contracts engineers to site operatives.

The website, which requires a login to access, has an online message board area which has memo's, safety alerts, announcements and other company related notices.

Visit: www.aarsleff.co.uk/site-operatives/ to register and access the message board. It is **important** everyone signs up.

By now, you will have received instructions about signing up to the site. If you require assistance registering, please email JessicaBanham@aarsleff.co.uk or call 01636 611140. Thanks!



Aarsleff

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HAVE YOUR SAY!

We want to hear from you with stories, pictures, fundraising efforts and anything of note which we can include to make this newsletter more beneficial and interesting to you.

Drop Jessica Banham an email with your suggestions to:
jessicabanham@aarsleff.co.uk

WWW.AARSLEFF.CO.UK
CONNECT WITH US!



Sheet Piling, Buckton View Mossley