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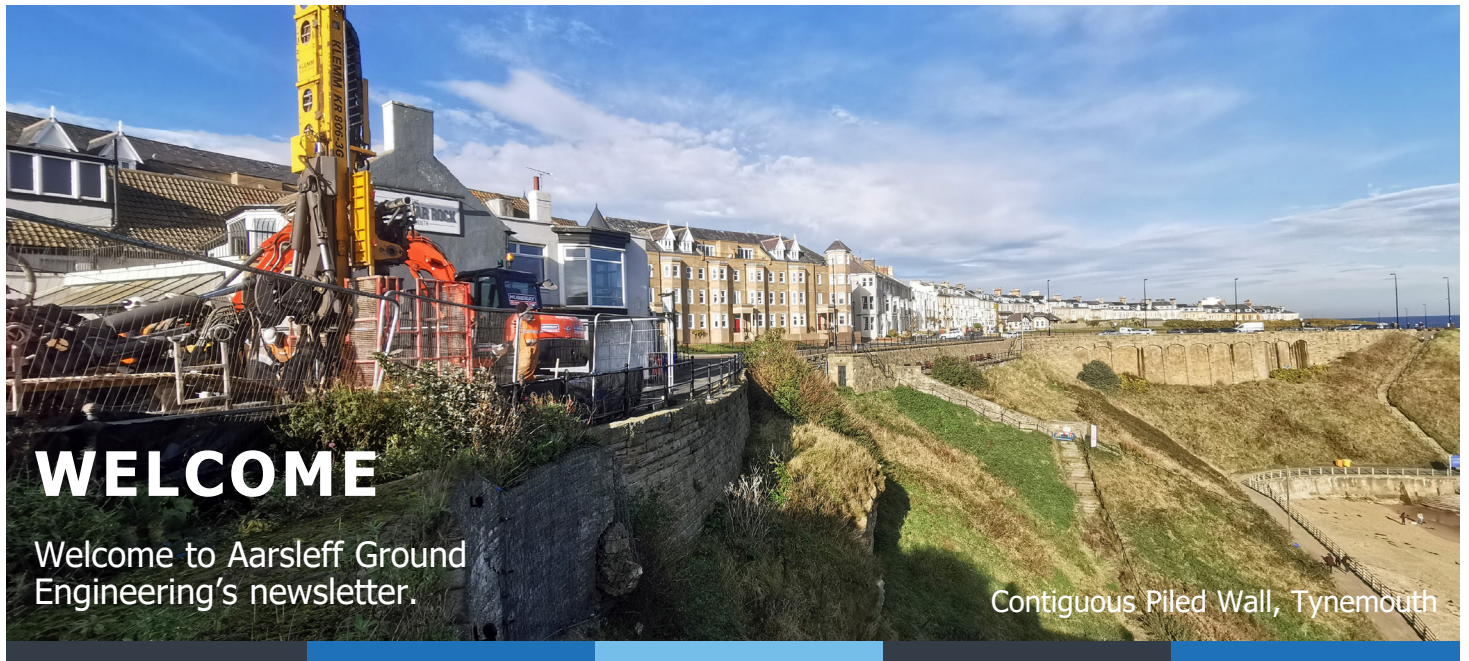
**FT / STEQ**

Recognising Safety, Training, Environment and Quality across the business

**AARSLEFF**

Aarsleff

ISSUE NO.17

JANUARY/FEBRUARY 2020
STAFF NEWSLETTER

Welcome to the latest edition and the first newsletter of 2020. Amid climate change, rapid development, population growth and the digital revolution, our cities demand smarter, more resilient and sustainable infrastructure. It falls to us, the construction industry, to deliver infrastructure that matches the needs of the 21st century. Are you ready?

We are witnessing the death of the high street but beyond the doom and gloom headlines lies opportunities for our business to embrace the online era. 'Click & Collect' and same-day deliveries are fuelling demand for warehousing and distribution space. Around a fifth of all UK retail sales are now online. Owing to our established three-pronged focus strategy, we have developed a niche business allowing us to satisfy the needs of this growing marketplace. These are:

1. We have a low-cost base with high capability
2. We are outward looking
3. We are nimble and quick to react

It is telling that after the EU referendum, everything got disrupted but logistics was the first area to come back. By applying the above business strategy, I am pleased to say that our order book is already looking very positive across all departments in our business.

With a strong pipeline, and more certainty than before, we are in a respectable position. However, as I always reiterate - we must not get complacent. We must continue to develop outstanding relationships with our clients to deliver high-quality and value engineered solutions in a safe and timely manner.

Kevin Hague,
Managing Director





Photobooth

Every issue we ask you to send in your Aarsleff or Centrum 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:
harrisonmarshall-lack@arsleff.co.uk

Send in your photos!



DPC, Purfleet - **Gary McDermott**



DPC, Lawton Water Treatment - **Gary McDermott**



Please don't forget to send in photos of your work from around the country! We love to see them, and they could get featured across our social media channels, on our website, in the press, in project case studies or even in our staff newsletter!

Send them on Whatsapp to **07990006536**, or email them to:
harrisonmarshall-lack@arsleff.co.uk.

CHARITY CORNER



DPC, Guernsey - **Simon Cottingham**



CFA, Leeds University - **James Batty**



Aarsleff Ground Engineering is supporting the Newark Emmaus Trust's Healthy Living Programme, which provides homeless young people with exercise classes and activities. The Trust is an independent charity that helps and support vulnerable, homeless young people aged between 16-25 years old and their children aged 0-5 years old. With the exercise classes, the trust aims to improve its resident's physical health and to reduce the anxiety that a lot of its residents bring when coming to the trust. The money donate by Aarsleff will provide six parents with 20 weeks of swimming classes and 40 weeks of fortnightly yoga classes for its residents at their hub in Newark.



DPC, Blackfriargate, Hull - **Sam Riley**



Mineshaft Capping, Tipton - **Parth Patel**



Robert Speakman,
STEQ Manager

10 year look back – whilst most of us may not have been working at Aarsleff or Centrum 10 year ago and we've probably gained a few pounds here and there, maybe a little bit less hair, a few more children or grandchildren etc it is fair to say attitudes to health and safety in the UK and within the company have changed greatly over this time.

I'd love to be able to look back 10 years at Aarsleff's H&S performance, but unfortunately the data I have access to only stems from my time here since 2015. So here we go...

They say a picture paints a story and whilst I can't go back with certainty on the figures further than the below, hopefully you will all come to the same conclusion as myself and see that our H&S Management performance has improved greatly. We are not perfect by any means but I believe we are ALL committed and working hard to improve further in this area. **Where will we be in 5 years time when we can look back 10 years – ZERO accidents & ZERO ill health has got to be the target!**

We all know this is not easy and requires us all to individually apply our 'behavioural safety' training – making right decisions at the right time.

H&S Performance Data

Year	No. Employee's	No. Fatalities	No. Dangerous Occurrences	No. Specified Injuries	No. +7 Day Injuries	Total Hours	AFR	IR	HSE/EHO Improvement Notices	HSE/ EHO Prohibition Notices
2015	68	NIL	NIL	NIL	1	151,355	0.66	14.7	NIL	NIL
2016	77	NIL	1	NIL	2	184,301	1.08	25.9	NIL	NIL
2017	122	NIL	1	NIL	4	277,863	1.44	32.8	NIL	NIL
2018	113	NIL	1	1	1	287,244	0.70	17.7	NIL	NIL
2019	110	NIL	NIL	1	0	276,497	0.36	9.1	NIL	NIL

AFR (Accident Frequency Rate) = $\frac{\text{Total Number of Accidents} \times 100,000}{\text{Hours Worked}}$

IR (Accident Incident Rate) = $\frac{\text{Total Number of Accidents} \times 1000}{\text{Number of Persons Employed}}$

Combined - Rolling Lost Time AFR



So, how do our clients see Aarsleff? The H&S performance data we present to our clients for every Pre-Qualification we submit. It provides our clients with a snapshot of our H&S performance and is one of the measures used by them to decide who they want to work with. Its not just price and expertise or a smiley face that wins the work.

Why would Clients want to work with a company that regularly injures its employees or has HSE Improvement / Prohibition Notices etc.

As we've said though we aren't perfect and we have had some very serious accidents, dangerous occurrences and interest from the HSE before. Thankfully, our systems, procedures and our attitudes and responses have helped us. (NOTE – this is Aarsleff only)

Here's to a Happy, Healthy and Safe next 5 years.



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...



Simon Pick

“It's my pleasure to nominate Simon Pick for AarStar. Simon has been with Aarsleff since 1999 (20 years!) and has always been a reliable and dedicated employee. From enhancing our customer feedback process to demonstrating countless Virtual Reality experiences, Simon has always been a huge help to the marketing department. As well as keeping our IT systems safe and secure, Simon is always readily on hand to assist in the onboarding experience for our new employees, to facilitate any meetings requiring IT and/or set up new desk space as and when required. Simon plays a crucial role in our company's success and I would love for it to be recognised in this edition of the newsletter.”

Jessica Banham, Group Marketing & Brand 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 harrisonmarshall-lack@arsleff.co.uk



Apprentice of the Year

It is with great pleasure to announce that our fitter Apprentice Darren Gray has been shortlisted for 'Apprentice of the Year' in the Construction News Specialist Awards 2020.

Darren joined Aarsleff's plant department in August 2018 with the ambition to become a fully-fledged plant fitter. Darren had no previous technical experience on machinery before joining us but has since gained a wealth of experience on a wide range of tasks, including managing inspections and servicing, working on electrics and hydraulics, and assisting his colleagues in general machine maintenance and repairs.

Aarsleff's UK Group Plant Manager Steve Wilkinson said on Darren's nomination,

"It is amazing to see Darren's achievements recognised in such prestigious awards – the CN Specialist Awards 2020. The enthusiasm he brings to the plant department and his passion to learn and get involved shows he is a true definition of a team player. Being Darren's mentor and manager, I have seen his knowledge vastly grow in the past year and he has become highly regarded amongst his fellow colleagues within the plant department. It is a pleasure to have him here at Aarsleff."



From the HR desk...



From what I can see all employees have registered on BrightHR – thank you!

My message this month is just to remind you that from 1st January 2020 this is how you must book holidays and absence of any kind – if you are not at work or are late for any reason including sickness - please record this via your web personal portal page.

This in turn will notify your line Manager who has been attached to your personal portal page by system.

You must however, not forget Company Policy – you must on all occasions telephone your line manager too – this is important so that your line manager can plan and cover any issues that your absence causes. Please communicate.

Managers – I have given you various Managers Tool Boxes to help you when using the system for your team management – I would ask you to get into the habit of visiting the portal or your App daily to deal with any holiday requests etc. in a timely fashion. Again Company Policy remains the same and holiday is granted on a first come first served basis. You will be notified if there is a conflict with any request you receive so you can decide if you have enough to grant the holiday. The decision remains yours, Company Policy allows for you to refuse a holiday request from an employee if you do not have enough personnel to deliver your obligations to our customers.

Remember that there is a useful App that you can use on your smartphone to do this too whilst you are on the move – go to Google Play or App Store and search for BrightHR to download their App.

As always if you have any questions please let me know, and I will be delighted to help you.



Heather Jones,
Business & HR Manager

IT & Network - Microsoft Teams

As you may already know, we will begin rolling out Microsoft Teams to all users shortly. Teams is a direct replacement for Skype and will be the new standard, as Skype for Business is being retired in 2021.

Teams is more than just a new version of Skype however, it is a collaboration tool for groups of people who are working on the same or similar projects. It offers chat type communication between individuals and groups, as well as desktop and document sharing in addition to all the Skype features you are familiar with. It does this on your Computer or via mobile apps on both Android and Apple phones and tablets.

I will be providing more information on its features and how it will be configured as I roll it out to each Department in turn.

Simon Pick, IT & Network Supervisor





Spotlight on Korsvägen, SE

Over the past two months, I have been working with Aarsleff Ground Engineering AB and Per Aarsleff A/S as 'One Company' in Gothenburg, Sweden on the West Link Project; the construction of a new 8km double rail track designed to ease congestion in the city and provide space for future developments.

The Korsvägen section spans 3.2 kilometres in length and runs from Landala, via Korsvägen and Örgryte/Jakobsdal before connecting with the existing track in Almedal. Three lengths of tunnel are to be constructed for the line, which will run through clay and earth with a concrete structure.

A new underground station will be built at Korsvägen with one platform and two tracks, with preparations for another platform and two tracks in the future. This has been our focus since August.



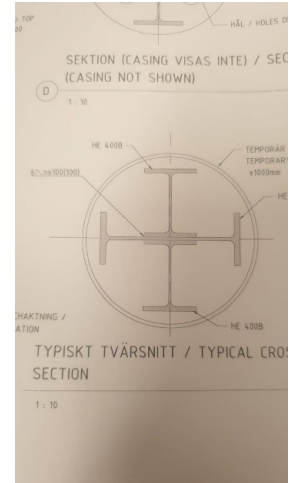
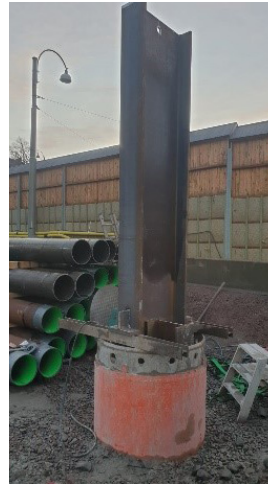
There is a large consortium of companies working in collaboration on this part of the scheme, with a joint venture between Aarsleff Denmark, Aarsleff Sweden and Bauer for the ground engineering works. We are then working for a Swedish and German joint venture with NCC and Wayss & Freytag, with the project being delivered by a multinational workforce.

We commenced drilling 1180mm diameter segmental cased secant piles to the north and south of the construction box following the rock profile, with an embedment of 2.5m through varying depths of stabilised quick clay ranging from 4m to 20m thick. In order to maintain water tightness, we have also installed reservation tubes to the piles to enable curtain grouting. This gives the rock a permeability of less than 10⁻⁷m/s to a depth of 31m below the existing ground level. Determination of the grout type and properties are performed by 9No. pilot holes drilled to a deeper depth, 36m bgl, where water loss tests verify the competence of the ground.

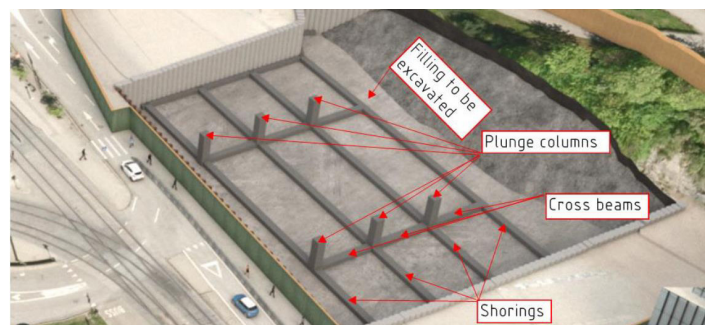
We are also responsible for some significant temporary works on the site, including 406mm diameter RD overburden drilling system piles with rock embedment, plunged columns with back to back HEB400 beams stitch welded to a HEB800 beam and VL603 sheet piles to temporarily assist in the reduced level dig prior to completing the box once the road diversion is in place.

The plunge columns form two purposes; firstly, to provide support for the temporary highway diversion to complete the box and secondly to facilitate the top down construction. This means that the installation parameters are based on a minimum embedment in rock and are below the underside of the final excavation level. The rock will eventually be drilled and blasted or, in the zone of influence of the Universeum, saw cut.

The span for the bridge structure is 76m supported on the ends by the RD piles and in the middle with the columns.



As time is critical on this project, we expedited the drilling by adopting an alternative method to conventional tools called a cluster drill. This is a multi hammer drill bit complete with a calyx basket to catch the drilling material, which is estimated to produce up to 3 times the rate of conventional roller bits and teeth. We meticulously planned out the works minute by minute to ensure we could deliver the critical activities on the programme to the client's expectations.



The completion of this section of the West Link Project is anticipated in April 2020 with further phases of the project continuing in tandem on the Liseberg sections where we will be performing more of the same activities.

Although this hasn't been my first time working in Sweden, one of the things that I've had to adjust to is the number of meetings required for a project of this size. The level of high communication required is even more critical with the different cultures working together with multiple activities on site - all happening at once in such a small area and to a tight schedule. So far, it has been a great experience to be part of such a large infrastructure project working with a wide diversity of people and cultures.



Jody Parkin,
Operations Director

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 Harrison Marshall-Lack an email with your suggestions to:
HarrisonMarshall-Lack@arsleff.co.uk

WWW.AARSLEFF.CO.UK
CONNECT WITH US!



TimberlandPRO® photo shoot at Centrum Pile