



Company update

14 December 2017

Welcome

Sean Fitzpatrick VGC Group chairman

December update

Thank you for your contributions in 2017



New starters

- Daniel Templeton, recruitment consultant
- Marian-Alexandru Calo, recruitment support coordinator
- Mohammed Bilaal Narod, graduate engineer
- Stacey Kirby, rental agent
- Shauna McKeon, operations administrator
- Nathan Sullivan, quantity surveyor
- Anthony Fender, recruitment consultant

Welcome back from maternity leave

- Elaine Ryan, payroll manager
- Kerry Guerin, training and assessment administrator
- Hayley Morris, senior quantity surveyor

Congratulations

- Aasim Khan has been promoted to section engineer.

Aasim joined our graduate engineer programme in 2014.



Group company highlights

Laurence Mckidd

VGC Group managing director

2017 results

	Budget	Expected
Turnover	£76,647,000	£75,000,000
Profit before tax	£2,652,000	£2,425,000

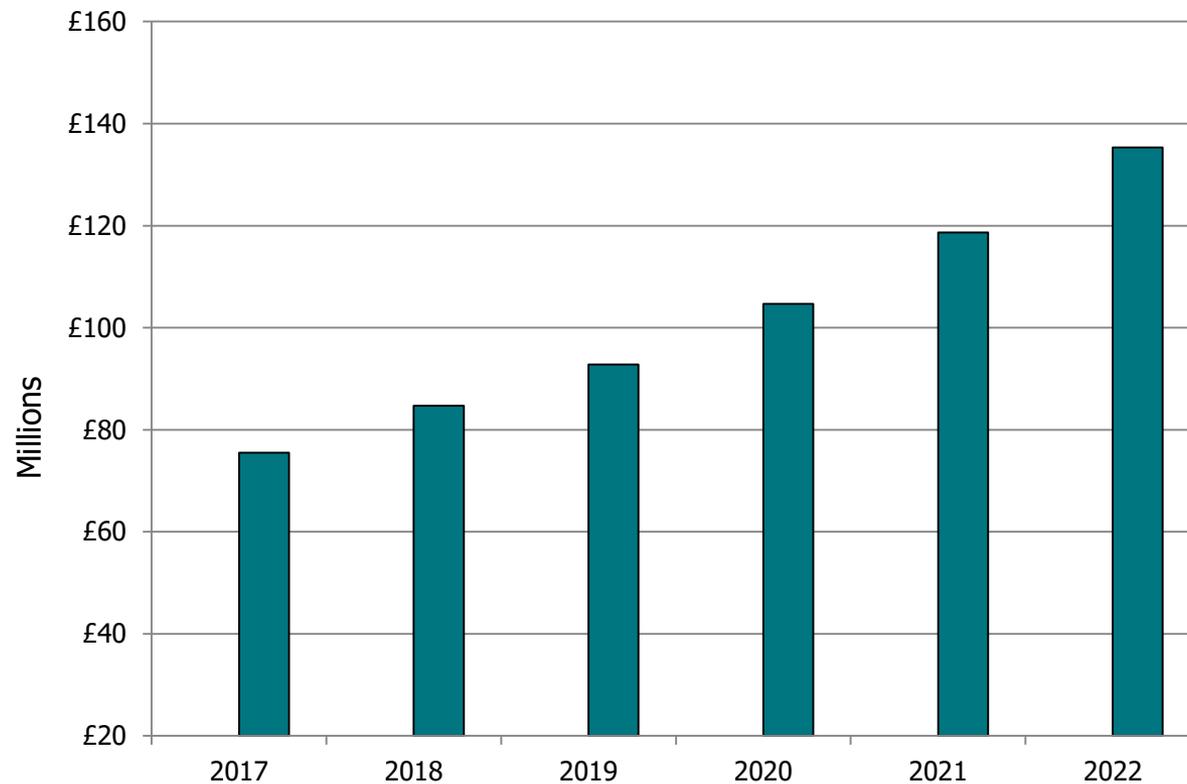
Successes

- **Labour south:** good performance on sales and margin
- **Labour north:** new clients, restructured for growth
- **Labour Scotland:** building a presence, developing clients
- **Rail Projects:** Crossrail Anglia successes, growing client base
- **Construction:** enormous achievements
- **Personnel:** good foundations for future growth
- **Cole Hire:** upturn in external sales and utilisation
- **Group services:** CRM and new labour database well advanced

The next five years - sales

VGC forecast sales 2017 - 2022

Excludes HS2



December 2017

HS2

- Building team to bid for key HS2 contracts
- Labour Solutions bid led by Chris Ryan
- Separate budget
- Huge task - we will have to raise our game
- Will mean major increase in VGC's business



Key risks

- Sustainable sales
- Achieving margin
- Managing cash
- Industrial relations



Teamwork

Working together is essential for our future



Group Services support

Ciara Pryce

VGC Group Services director

Finance system upgrade

Collaboration between

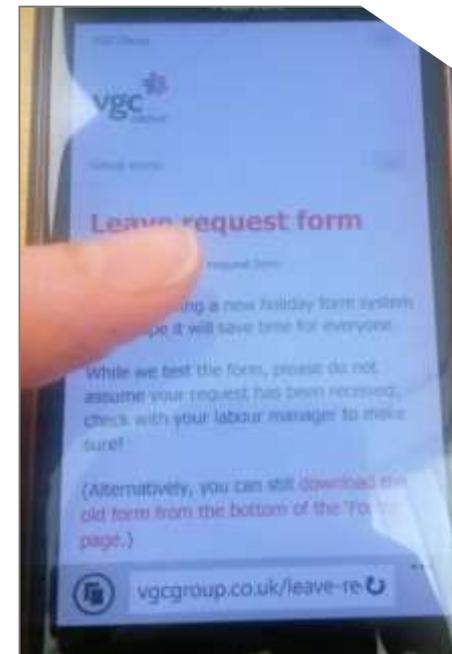
- IT
- Finance
- Payroll
- Commercial
- Procurement
- Operations



Online systems

Collaboration to increase efficiency:

- key influencer records
- site holiday bookings
- whistleblowing
- electronic registration



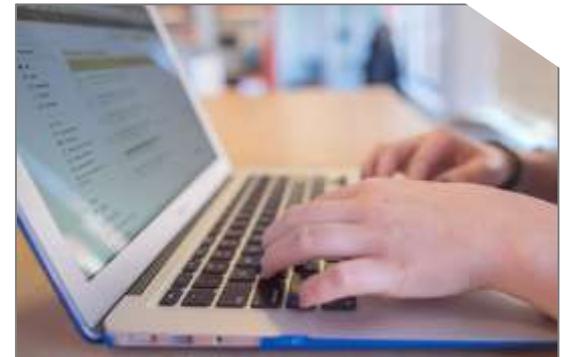
Corporate social responsibility

- Ethical Labour Standard
- Schools engagement programme continues
- Three FIR ambassadors
- Apprentices: from seven to 40



2018 plans: technology

- Labour training database
- Expenses app
- Timesheet system
- Resourcing programme
- Review IT management systems



2018 plans: people

- Apprenticeship management strategy
- Corporate social responsibility plan
- Behavioural assessments (HS2)
- Supplier risk profile
 - Finance
 - HSQE
 - Ethical



2018 plans: review and refresh processes

- Be Safe by Choice
- Fleet management
- Industrial relations strategy



Charity update

- £3,190 raised since March 2017
- David McCracken Pedal for Scotland - £270
- Hallow fancy dress down day - £79
- Guy Fawkes / karaoke - £304
- Christmas jumper day tomorrow - £2 each
- Secret Santa on 22 Dec - £2 to enter
- Chelsey's Lava trek challenge in July



Long service awards

- Dai Williams – five years
- Heena Chatrath – five years
- James Burke – five years
- Jimmy Callaghan – five years in head office (six years on site for VGC before this)

Long service awards

- Sam Balasundaram – 10 years
- Andy Rogers – 10 years
- Marilu Pittelli – 10 years

Thank you for all your work this year

Have a good holiday and we look forward to seeing you in 2018.

