



Company update

11 December 2018

Welcome from Sean Fitzpatrick

Thank you for your work this year; those who achieved first in snow and then in the heatwave, and everyone who has outperformed.



Welcome to new staff

- Ellie Cook, training coordinator
- James O'Donnell, management accountant
- Jack Davies, graduate engineer
- Gayatri Vyas, accounts assistant
- Katy Higgins, labour manager
- Janet Philip, HR advisor
- Charlotte Brown, receptionist/administrator
- Mia Byde, HSQE administrator
- Kalpna Gami, assistant accountant
- Mitchell Turbitt, recruitment consultant
- Lucie Ridley, recruitment consultant
- Richard Palin, director (north)

Promotions

- Sudarshan Deshmukh
– IT director
- Ellie Cook
– training coordinator
- Jimmy Callaghan
– operations manager



Congratulations

- Craig and Lisa Cronin – Oliver Craig
- Julie Norris and Kelvin Austin – Lucas (Luke) Lionel
- Anthony Fender and Aalia Shaffi – Zachari Anthony
- Jacques and Deirdre Kriel – Amelie
- Stacey and Steve Kirby - Tate
- Rob Burke – married Charlene



Congratulations and thanks

- Tough Mudder team 22 Sept
- Achilles Building Confidence audits
- Ciara Pryce included in Top 100 modern slavery influencers and Telegraph Top 50 most ambitious business leaders
- Kimberley McGinty: national Enterprise Adviser Advisory Group
- Videos: Laurence Mckidd, John Hannan, Richard Wheeler, Simon Clamp, Bobby Hayre, Chantal Austin, Ben Keegan, Fiona Dowling, Moynul Islam





Achievements

Ciara Pryce
Group services director

Apprenticeship completions

- Apprentices Scott McKay, Mike Jennings, Lewis Bennett, Daniel Smith, David Williams Sarpong, Daniel Pang, Arsalan Aleem, Josiah Narkwa



Awards

- Two Network Rail stars - Shenfield and Gidea Park
- Skanska Infrastructure Supply Chain Award 'Act Ethically and Transparently'
- Women into Construction supporters' award
- Shortlisted for REC IRP award for corporate and social responsibility practitioners of the year
- Shortlisted for West London Business responsible workplace award
- A14 ILT Innovation award



Congratulations and thanks

- Key influencer Catalin Hapau
- Darren Oxley, Les Molyneux and Colin Southam
- Lee Cavill - Siemens
- Anthony Simon - August Hinkley Point 'Spot on'
- Lee Pearce M20 safety award



Congratulations and thanks

- Macdonald Onwona - Crossrail collaboration award
- Solomon Peters – site award
- Goodmayes team – Crossrail Anglia SHE award
- A14 integrated labour team award
- M6 jn 2-4 team '250 club' award





Group update

Laurence Mckidd
Group managing director

Our strengths

- Sound financial position
- Willingness to invest and improve
- Strong culture of openness, trust and respect
- Competent people – winning team
- Close client relationships
- Four operational businesses
- Ten framework contracts



VGC business overview

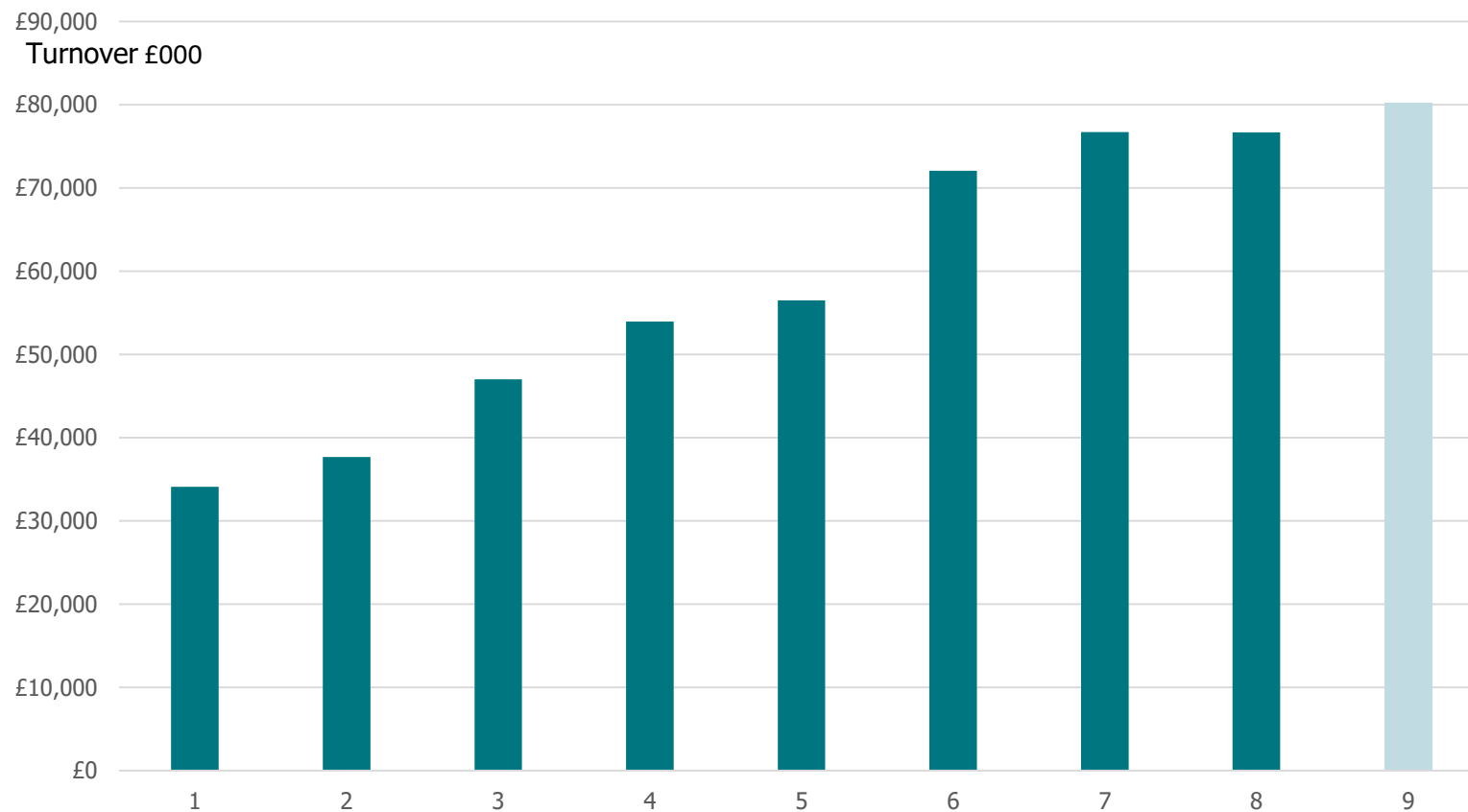
- VGC Labour Solutions
 - Restructured northern team
 - HS2 opportunities
 - Delivers consistently in major infrastructure projects UK-wide
- VGC Personnel
 - Strong foundations and record results
- VGC Projects
 - Merged business: strong multi-disciplinary team, excellent delivery record
- Cole Hire
 - Challenging retail market
 - Delivering fleet technology upgrades

Key points in 2018

- Should achieve budgeted profit on less than budgeted sales
- Crossrail continues to deliver
- Continuing to develop clients and markets
- Introducing new systems and technology
- Corporate social responsibility
- Improved business risk management process



Growth 2011 - 2019



Risks

- Brexit
 - Political and economic uncertainty
 - Shortage of workers
 - Material supply chain
- Delays/cancellation of infrastructure investment
- Financial health of key clients
- Maintaining a safe workplace
- Complacency
- Overhead and operational spend



Opportunities

- Explore other markets eg construction, regional contracts
- HS2 could generate rapid growth for whole VGC
- Enhance market leader position; build on reputation
- Introduce new technology
- Improve efficiency in our business and reduce waste
- Enjoy achieving the opportunities!

Outlook for 2019 and beyond

- 2019 will be challenging
- Outlook for 2020 and beyond is good
- High Speed 2
- Technology will increasingly change our industry
- Clients will need support to improve efficiency and delivery
- VGC will adapt to meet our clients' demands and expectations





VGC Labour Solutions

Chris Ryan

Planning for 2019

- Restructured northern management team – Richard Palin, Tommy Hunter, Jackie Cuthbert
- Consolidate and improve technology
- Delivery plan for rail, offsite and construction



New for 2019...

Go Beyond

- Leading the conversation
- Industry leaders in
 - diversity and inclusion, legacy
 - the highest standards
 - empowerment and collaboration



Go Beyond: give back

Eight hours per year paid volunteering

1. Pick from opportunities listed on intranet
 2. Email your interest to volunteering@vgcgroup.co.uk
 3. Line manager approval
 4. CSR team matches you with your chosen charity
- You develop new skills
 - Charity gains your experience, advice and guidance

2019 charity - State of Mind Sport



Long service awards

- Laura Perry – 15 years
- Eddie Long – 10 years
- Ben Wallis – 5 years
- Fiona Dowling – 5 years
- Jacques Kriel – 5 years



Thank you