



Baird & ANCHOR

Community Benefit Achievements

December 2024



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The Baird Family Hospital The ANCHOR Centre Project

Baird and ANCHOR Project Offices
Rosehill House Annexe
Foresterhill Health Campus
Cornhill Road
Aberdeen
AB25 2ZG

Date: August 2024
Email: gram.bairdandanchor@nhs.scot

Dear Suzanne,

I am writing to thank you and colleagues for your continued support for the Baird and ANCHOR Community Benefits Programme. Providing further benefit to our communities is extremely important to NHS Grampian and an important factor when choosing who we work with.

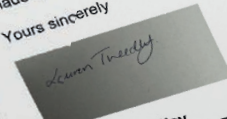
There has been many achievements during this work, some of the highlights include supporting over 600 young people through work placement days, apprenticeships, upskilling opportunities and graduate employment.

Another highlight has been the healthy working lives initiative whereby we asked Graham's staff and sub contractor's what health topics were important to them. We jointly organised drop in sessions and mini health MOT's with Public Health colleagues. A Well Being booklet was produced and a Public Health newsletter continues to be issued to Graham's staff and sub contractors.

During Graham's time on the Foresterhill Health Campus another success has been the social enterprise opportunity offered to local charity Charlie's House. The social enterprise café, Re-Charge was set up onsite in June 2022 and has raised £20,000 for the charity through a food and drinks cabin for its construction workers.

Thank you again to you and colleagues for your continued support and for the difference made to our local communities.

Yours sincerely



Lauren Tweedley
Communication and Engagement Lead
Baird and ANCHOR Project

Senior Responsible Officer for Baird and ANCHOR,
Professor Nick Fluck and Project Director, Colin Adam

“ Delivering lasting impact ”

Applying the ‘GRAHAM Way’ on a daily basis will allow us to realise our overarching vision, “Delivering Lasting Impact”, help drive our “Forward Momentum” business strategy and ensure our core values and behaviours continue to differentiate us. We are corporately and socially responsible, we care about the communities that we work and live in. We think long term to enable us to deliver lasting impact.



Our Core Pillars are central to our vision



Our people make us unique



We have ambition built on deep expertise



Relationships define our success



We strive to make a difference

Our vision and pillars have driven

Our Forward Momentum Business Strategy

which has six goals:



- 1 A safe, accident free place of work with a culture of fairness, inclusion and respect
- 2 Differentiated by our approach to quality
- 3 Recognised as an attractive employer in the industry
- 4 Strong brand positioning, becoming the partner of choice for customers and suppliers
- 5 Recognised as making a positive environmental, social and economic impact by delivering sustainable organic growth
- 6 Continue to strengthen our balance sheet through profitable work with net margins in the top quartile for the industry

Our behaviours and values are key to realising this strategy

Performance

We are committed to excellence in quality delivery and Health & Safety

Transparency

We are open and honest and we value the integrity of our business. Each of us is accountable for maintaining our standard

Respect

We cultivate a culture where everyone feels valued and respected for their contribution

Collaboration

We work in effective and efficient teams, using our collective strengths to deliver successful projects

Innovation

We are focussed on long term sustainability. Business improvement is a constant in driving efficiency and progression

At GRAHAM we strive to make a difference, our impact is measured not just in the quality of projects we deliver, but the longer-term impact on the communities, people and environment in which we operate. Our work connects communities, builds a better future and transforms and maintains the places where we live, work and relax.

We are proud of the positive impact that we make to the communities in which we work, through the delivery of community benefits and wider social value outcomes. We acknowledge that it is in our best interest, both now and in the long term, to build the skills capacity and resourcefulness of our staff and supply chain through investing in our communities, leaving a lasting legacy and adding value to our project delivery.



We must always:

- ✓ Respect local people and places, by involving and engaging local communities in our works.
- ✓ Collaborate with project stakeholders, customers and impacted communities to help improve and optimise our social impact.
- ✓ Keep the communities affected by our projects regularly updated and informed
- ✓ Contribute to social and economic regeneration by employing and nurturing a local committed, skilled and adaptable workforce.
- ✓ Engage with schools, colleges and universities, as well as charities, to support STEM (science, technology, engineering and mathematics) learning, enterprise skills and employability.
- ✓ Adopt sustainable procurement practices and where possible, purchase local products and services with low embodied impact.
- ✓ Support SME and BAME business markets to encourage a diverse supply base, ensuring fair payment conditions are applied.
- ✓ Promote and procure materials with a preference for recognised responsible sourcing schemes e.g. Fairtrade & ETI certified products.

We must never:

- ✓ Adopt the attitude that “it’s not our problem”.
- ✓ Refuse to listen to, or not take seriously, the concerns of local stakeholders.
- ✓ Disregard the implications of our actions in the community for commercial gain.



66
Work Placements
Days



38
New Jobs
Created



13
Apprentice Starts



70
Young People
Visited the Site



We have supported
over 600 young
people.



48
Existing
Apprentices
Supported



7
Graduates
Employed



8
Apprentice
Completions
Supported



63
Upskilling
Opportunities



232
Young People
Supported
through curriculum
activities



This project consists of two separate buildings for NHS Grampian.



The **Baird Family Hospital** brings together all Maternity, Neonatal, Reproductive Medicine, Breast and Gynaecology Services. It will also house a Patient Hotel and dedicated teaching and research facilities. The Baird is located on the site formerly occupied by the Breast Screening Centre and Foresthill Health Centre.



The **ANCHOR Centre** brings all haematology, oncology and radiotherapy day and outpatient services under one roof. There is also a dedicated lounge for teenage and young adult patients, an aseptic pharmacy to produce chemotherapy treatments and dedicated teaching and research facilities.

Social value targets at Baird & ANCHOR.

Description	Target	Achieved
Advanced H&S Training	5	33
Apprentices (New Starts, Existing & Completion)	27	69
Graduates	3	7
New Jobs	6	38
School Visits – Careers	50 people	232 people
Considerate Constructors Score	40	46

Bronze Winner at the CCS National Site Awards 2024

Leading Lights Award with CCS for the Physical & Wellbeing

Advanced Health & Safety Training

At GRAHAM, we take the Health & Safety of our workforce seriously and advanced training is aimed at providing our workforce with the knowledge and skills to perform their duties safely and effectively.

Our workforce must be able to identify, report and deal with any risks, the advanced training covers all aspects of working in construction: during the pandemic, all our workforce had training in Covid-19 measures.

- ✓ SMSTS
- ✓ COSHH
- ✓ SSSTS
- ✓ Appointed Persons
- ✓ Fall arrest systems
- ✓ Covid-19 Awareness



We **EXCEEDED** our Advanced H&S Training target



Meet the Buyer Events



A Meet the Buyer event is an opportunity for local suppliers (businesses) to introduce themselves to GRAHAM and to learn about new projects, contracts, framework opportunities and supply chain opportunities.

These companies can engage with the project team and learn how they can be added to our supply chain database for work packages during this project and in the future.

our aim was to use local companies located within 40 miles of the project, we achieved 55% of local companies which were provided with work packages, the remaining 45% of the work packages were given to specialised healthcare companies - outwith the local area



Apprentices



13
NEW
Apprentices

48
EXISTING
Apprentices

8
Apprentice
COMPLETIONS

We are members of the construction 5% club.



The 5% Club is a dynamic movement of employers committed to earn & learn as part of building and developing the workforce they need as part of a socially mobile, prosperous and cohesive nation.

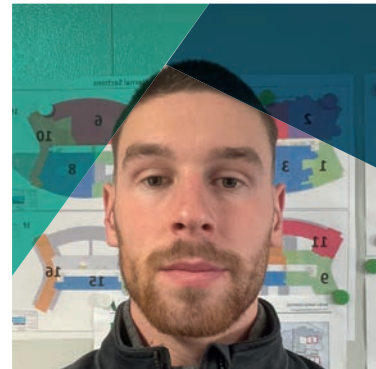


GRAHAM currently has 12 % of our workforce in earn and learn positions (including apprentices, sponsored students and graduates on formalised training schemes) within five years of joining.

On this project we supported 7 graduates in various disciplines. We have had 2 Apprentice Completions to date, 1 with GRAHAM and 1 with our M&E Partner NG Bailey.

The site has supported **48 existing apprentices**, including 9 Emtec apprentices, taken on by NG Bailey who were in danger of redundancy following the downturn in work during Covid-19.

A local boy, Finn Cameron from Aberdeen successfully applied for our Trainee Site Engineer post and started his career straight from Cults Academy in September 2021. Finn is currently in his final year at University and still working with GRAHAM on the project.



Graduate Apprentice



First undergraduate apprentice to ever be made redundant finds his feet in new role with GRAHAM.

Originally from Elgin, Michael worked with his previous construction employer for four years as a joist designer, working predominantly in timber frame flooring, whilst being enrolled in a graduate apprenticeship in civil engineering with Aberdeen University.

When the pandemic struck, like many others, Michael moved to homeworking for six months before being placed on furlough, Michael unfortunately became the first ever undergraduate apprentice to be made redundant. **Michael said:**

“ I was devastated to hear I had lost my job. The whole thing didn't feel real at first and I know many others in construction and elsewhere were being hit with the same news. As I was the first undergraduate apprentice to ever be made redundant at the university, there was no precedent or protocol in place for this scenario. Enduring those three months without employment was tough and I felt useless and deflated.

As soon as I saw the opportunity with GRAHAM online through their partnership with Skills Development Scotland, I jumped at it and following an interview I got the job. I couldn't believe it! Within weeks I made the move from Elgin to Aberdeen, secured a flat and prepared myself to start on site at The Baird Family Hospital and ANCHOR Centre in March. It feels great to be back in the field and especially to be working on such a major project.

I get one day a week to focus on my university studies and I'm learning so much from the staff I work alongside, who have a wealth of experience in each of their departments. Working on this project is brilliant as it is split into two separate sites - one being concrete framed and one being steel framed, allowing me to gain experience in two different construction methods.

Despite the turbulence during the last year, working in construction is incredibly rewarding. No two projects are the same and everyone you meet is incredibly supportive. With forecasts set to look up, I would strongly encourage others to consider a career in construction and for those who have endured a similar experience to my own from other sectors to not give up. There are so many ways to get into the industry, and graduate apprenticeships provide a means of gaining practical on-site experience alongside theoretical and academic knowledge at the same time. ”

Year out student wins Innovation Award

Rachel Herron, Architectural Technology with Management student at Ulster University won the Innovation in Placement award for her innovative work on The Baird Family Hospital and ANCHOR Centre.

Rachel applied for the 3rd year placement position at GRAHAM during her 2nd year at university. She successfully completed the rigorous interview process and joined our Digital team as a Technician in Digital Construction. During her time on placement Rachel worked closely with Tom Forrest, BIM and Digital Construction Manager and Bill Williamson, Project Director. The key issues were that this project contained 1,320 separate spaces, with multiple subcontractors needing to be managed and coordinated through 16 separate stages of work.

Rachel set about the challenge by first holding separate meetings with all key stakeholders to identify all their requirements. She then analysed the information and determined an action plan. She brought forward the idea of using technology to capture high-quality data and facilitate collaboration. This made complex data easy and quick to exchange and facilitated the project's progression. The team took this to a whole new level

by incorporating BIM, Power BI and creating a unique app that captured everything together (Quality process and Progress Tracking). The app offered a live update on every room within the building. It identified each room and what stage it was at. All site personnel had the facility to scan the QR Code when entering the room, check it was at the correct stage and ready for them to start, then accept it by using the Room Start

// My ability to properly model a building, make it BIM compliant and understand the sequence of events has been hugely influenced by site visits I had during my placement year. The knowledge gained from hands-on experience has been of huge benefit to me in my studies. //

Rachel Herron, Digital Information Specialist



Up Checklist. If there were issues, these were also logged and flagged up. After completion of a stage, the status change was reflected in the Live Power BI Report and this then notified the next subcontractor the room was ready for the next stage.

This unique strategy allowed NHS Grampian to see a live update on every room, progress at every stage and ensured we worked collaboratively together as one team. It helped flag up any issues at an early stage and ensured every room was completed on time and to exacting quality standards. Rachel was a vital part of this process and impressed her colleagues with her hard work and dedication. After completing her 4th year at University GRAHAM offered her a full-time position as Digital Information Specialist and since then her career has gone from strength to strength.

Apprenticeship initiative

// NG Bailey worked closely with NHS Grampian and Graham to develop innovative initiatives for social value. Apprentices from NHS Grampian Estates team benefited from a Shared Apprenticeship Scheme, whereby they were integrated within our team and were involved with installing the new systems whilst gaining experience working in a new environment. **//**

Paul Burns, Social Impact Manager

// Over the past few years, several of our M&E maintenance modern apprentices have been lucky to secure an external placement with NG Bailey / GRAHAM. All of our trainees have found this 'external' work experience valuable, enhancing their existing training programme. It is very unusual within NHS Scotland to adopt this partnership model of apprenticeship delivery, but this has proved to be very successful and provided our trainees with additional skills and knowledge, particularly around installation. **//**

Douglas Andrew,
Learning & Development Manager NHS Grampian



Graduates

.....

Our Supply Chain partners
have taken on 7 Graduates
within the timeframe of the
project to date:-



**Graduate
Engineer**
Taken on by

**MOTT
MACDONALD** **M**
CONSULTING ENGINEERING



**Graduate
Architects**
Taken on by

NORR
ARCHITECTS



**Graduate
Estimator**
Taken on by

FK LOWRY



**Graduate
Engineers**
Taken on by

NG Bailey

New Jobs

GRAHAM partnered with Job Centre Plus (JCP) to help promote job opportunities to unemployed residents.

The programme was open to anyone living within Aberdeen or Aberdeenshire who wanted to work in construction and needed help to obtain the relevant qualifications.

To date, GRAHAM have directly employed 14 local people, and two of our subcontractors have employed 7 local people.



SECTOR BASED WORK ACADEMY

All applicants will receive training

CV sent to GRAHAM for Interview

Person Applies for the course

TRAINING PROVIDED

CSCS, Traffic Marshalling, CPCS, First Aid, IPAF, Hoist Operator, Telehandler

Successful Candidates will be offered a position on the Baird & ANCHOR project

Unsuccessful Candidates will then have all the necessary training to allow them to apply to other companies

Support for the Ukrainian community



GRAHAM supported the Ukrainian community in Aberdeen by providing work to 5 Ukrainian refugees.

Suzanne Stevenson, Social Impact Manager, reached out to Aberdeen City Council to see how we could help. They were touched by this kind gesture and passed her contact details to the representatives looking after them.

Suzanne confirmed the vacancies we had and arranged a catch up with the eligible candidates to ensure they were suitable for the role. There was a supervisor position and 4 site operative positions which all required a good grasp of the English language to ensure safety on site. The candidates were selected and started right away.

All 5 candidates are happily progressing their careers with GRAHAM and are very thankful for the stability it has brought them and their families.

// I started working for GRAHAM Construction as a site operative on 20th February 2023. I'm very happy to join this great team. Supervisors, managers and all employees are very friendly. Everyone is ready and open to give a hand and to assist.

I received security, stability and guarantees for a future for my family and would like to develop my skills and use my experience for my professional growth and be useful for GRAHAM. //

Rostalav Pynda, Site Operative

// I have been working for the GRAHAM company for 1.5 year. I am very satisfied with the work in the company. The stability of work place helps my family to integrate much easier into the community. GRAHAM management have been everytime helpful with me about personal matters. //

Vlodamiya Hrushka, Site Operative



The project to date has resulted in **44%** of the workforce being local to the project, living within a 40 mile radius, boosting the local economy for the duration of the construction period.

Out of a total of **3393** operatives who have worked on the project, **1497** have been from the local area.

Healthy Working Lives



We achieved the Silver Award with the National Healthy Working Lives initiative, where we aim to have:

- A healthier, more motivated, and productive workforce
- Reduced absence rates and support our employees in work and returning to work
- Reduced accidents, incidents and work-related ill health
- Enhanced reputation and increase our profile as a preferred employer
- A contribution to the health of the wider community.

We partnered with Men Matter Scotland to deliver a series of workshops to address the needs of the workforce. Statistics show the construction industry is a predominantly male dominated sector and it's well reported that men are less likely to open up about mental health. To break the stigma around seeking help we have put measures in place to support the wellbeing of our workforce.



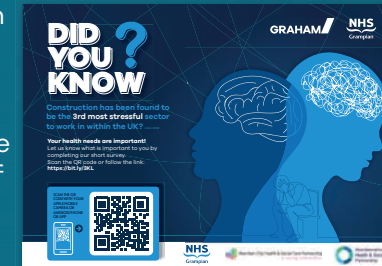
It's Good to Talk



We host monthly toolbox talks on site covering multiple topics. During 2022 we gave presentations about Healthy Working Lives and Mental Health Awareness sessions. These were greatly received and the workers were provided with all the information they required to get additional support. NG Bailey our supply chain partner also provided a wellbeing day to all their staff following these fantastic sessions.

Your Health, Your Choices Seminars

NHS Grampian and GRAHAM developed a survey to understand the health needs of our workforce. Following analysis the initiatives put in place addressed the needs identified and helped shape the ongoing Health Workshops.



Looking after Wellbeing

With the results of the survey and our ongoing wellbeing clinics, in partnership with NHSG Public Health team, we produced a wellbeing booklet which was given out to all operatives signposting them to local services that they could use whilst working on the project and perhaps working away from home, so that they could still access vital services if they required any treatments.



Work Experience

Work Experience is a valuable learning tool for any person interested in a career in construction, and at GRAHAM we encourage our Supply Chain to also get involved in offering a wide range of work experience opportunities to Schools, Colleges, Universities and Employment Agencies.

There has been **13 work placements** delivered on the project. Mott MacDonald Civil, Structural Consulting Engineers on the project, had 3 young lads from local schools carrying out work experience in their Aberdeen Offices.



1

Mechanical Maintenance Apprentice with NG Bailey

2

Electrical Maintenance Apprentices with NG Bailey

4

Engineering placements with GRAHAM

3

Engineering placements with Mott MacDonald

2

Engineering placements with Stephenson Construction

1

Quantity Surveying with GRAHAM

1

H&S Advisor placement with GRAHAM



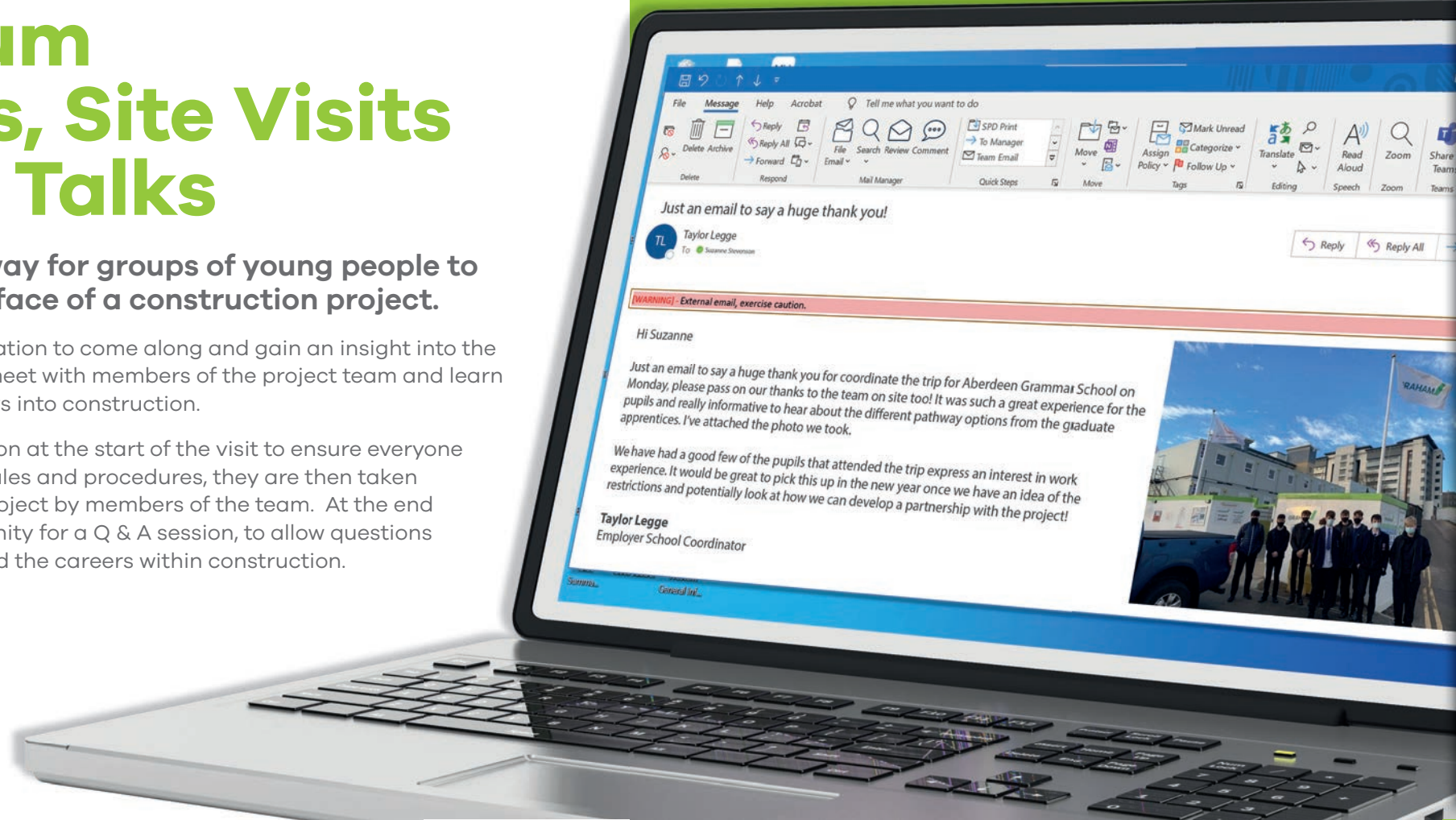


Curriculum Activities, Site Visits & Career Talks

Site Visits are a great way for groups of young people to see the actual working face of a construction project.

At GRAHAM, we encourage education to come along and gain an insight into the project, typically, the group will meet with members of the project team and learn about their role and their journeys into construction.

All site tours are given an induction at the start of the visit to ensure everyone is aware of the Health & Safety rules and procedures, they are then taken out for an escorted tour of the project by members of the team. At the end of every tour, there is an opportunity for a Q & A session, to allow questions to be asked about the project and the careers within construction.



Career Talks



During the period the team attended Oldmacher Academy for a STEM event, showcasing the roles within construction and answering queries from parents and pupils about they types of roles within construction, the routes into construction and what exam results would be required. The pupils were challenged to build a Giant Tetrahedron, which they managed with a little bit of assistance.

The team also attended careers events at Oldmacher Academy and Bridge of Don Academy, where the parents also attended, our team were on hand to offer guidance and support to those pupils interested in learning about construction careers.

The future is bright at Bridge of Don Academy

GRAHAM, with the support of our our Supply Chain Partner, NG Bailey held multiple careers talks at Bridge of Don Academy. These talks helped get senior pupils ready for their future by motivating them, building confidence and holding mock interviews to ensure they had the opportunity to shine and improve their prospects for employment.

The pupils were very appreciative and thanked the team for all their hard work and effort given.



Helping local student successfully complete his dissertation

Suzanne Stevenson, Social Impact Manager, was approached by Sheriff Okonji, a student at Robert Gordon University and asked if we would support him with his dissertation. After a impactful phone call with Suzanne he emailed to advise us his dissertation would centre around the implementation of BIM for NHS projects and had chosen The Baird Family Hospital and ANCHOR Centre as his subject.

We were delighted he had selected this project and agreed to help in any way we could. We passed his details onto our Digital Information Manger, Tom Forrest who kindly agreed to free up time to assist Sheriff complete his disertation. They arranged weekly catch-ups and Tom was happy to answer any questions Sheriff had. He also explained his answers so Sheriff had a detailed knowledge and understanding of the processes and reasoning behind them. Tom also provided some examples of the use of BIM in construction that Sheriff could use within his dissertation.

Sheriff sucessfully completed his disertation and passed his course. We are very proud of him and thankful of the great team we have at GRAHAM.

Working with Local Schools to encourage the next generation

We worked together with local schools to inform pupils about the construction industry and what career opportunities are available.

On 13th December 2021 we invited Aberdeen Grammar School to visit the site. The pupils engaged well and found it very educational. We have since held more site visits.



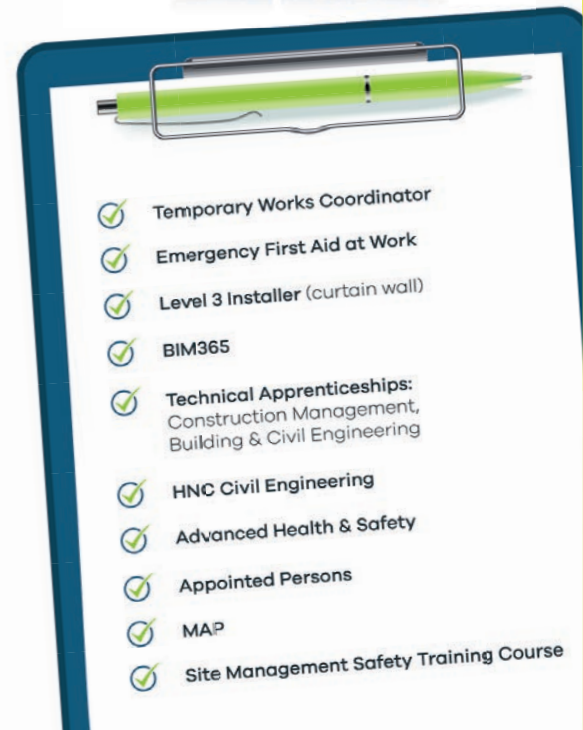
Local Education Partnerships during Construction



Supply Chain Employee Training

GRAHAM has a strong commitment to developing new & existing staff. Through training and development, we create a workforce who are valued and want to achieve the best they can in the roles they perform.

All new employees are provided with training appropriate to their job role, health and safety and technical competence in line with legislation and the Construction Skills Certification Scheme. Additionally, training will include achievement of appropriate **qualifications** (NVQs, HNC/Ds, degrees and professional qualifications such as CIOB, RICS and ICE) and other **accredited training** (e.g. leadership and management and advanced health and safety). Each employee's training plan includes a SHE training matrix, with professional development opportunities discussed and agreed with line managers and at bi-annual one-to-one "Connect" meetings.



Training the Existing Workforce

The promotion of industry skills is an important goal for GRAHAM, it benefits not only our own operation but the overall construction sector across Scotland. This presents many benefits for employees as well as employers, helping to develop a knowledgeable workforce which can deliver complex projects quickly and professionally.

Not only GRAHAM employees, but employees of companies within our supply chain have been supported with access to training SVQ qualifications, which range from HNC to Master's level.

63 Training Events

have been carried out for employees, including 4 NHS Grampian Staff



RE GRAHAM – Development of Own Staff and Staff of Supply Team Members

We are a Scottish Qualifications Authority Approved Centre and a Skills Development Scotland Modern Apprenticeship provider.

We would confirm that in the last 3 years we have delivered SVQ qualifications at SCQF levels 7-11 i.e. HNC to master's degree standard, to approximately 30 members of Graham Construction's staff their Scottish operations.

The qualifications delivered have allowed the GRAHAM's staff to gain the Gold and Black CSCS cards – which are now a prerequisite for working in supervisory and management positions. In addition, several of the GRAHAM's team have used the qualification as a means of gaining Chartered Membership of the Chartered Institute of Building.

We have also been heavily involved in delivering the same qualifications to members of the GRAHAM's supply chain. To date, GRAHAM have encouraged approximately 100 supervisors and managers to undertake a qualification.

We are currently working with one of GRAHAM's sub-contractors to gain re-accreditation for a qualification that SQA had withdrawn some time ago. This specialist contractor has a specific requirement and there are currently no suitable alternatives. The application process is well advanced and if successful, the contractor will train one of their supervisors to act as an assessor and deliver the qualification to their other staff members under our direction. This process has been driven by Gramhams.

GRAHAM are, in our opinion, very committed to the personal development of their own staff and the staff of their supply chain. Through the management of Ms Debbie Rutherford, and Mrs Suzanne Stevenson we are notified of sub-contractors who could benefit from undertaking one of our qualifications. We then make contact and move the process forward.

Supply Chain Information



55% of **local companies** obtaining work packages on the project.

49% of **employees** are local to the project

56% of **apprentices** are local to the project



Supporting the Ukrainian Appeal

GRAHAM and the Supply Chain partners donated the following items to aid the Ukrainian Appeal.

-
- Apex Wiring Solutions** – 5 Microwaves
 - Broughton's** – £200
 - Edmundson's** – 100 European Plugs
 - Edmundson's** – 3 x 32/40" LED Televisions
 - Edmundson's** – 3 x Microwaves
 - NG Bailey** – 100 European Plugs
 - NG Bailey** – 3 x 32/40" LED Televisions
 - NG Bailey** – 3 x Microwaves



Considerate Constructors Scheme



This site is registered under the Considerate Constructors Scheme (CCS) and as Partner of the Scheme, GRAHAM is committed to improving the image of the construction industry by striving to promote and achieve best practice of all its sites. We consistently scored top marks and even received additional points for Best Practice and Innovations. We also received an award for our approach to workforce wellbeing.

The Considerate Constructors Scheme (CCS) is the national initiative set up in 1997 by the construction industry to improve its image.

against a Code of Considerate Practice, designed to encourage best practice beyond statutory requirements.

GRAHAM have successfully attained best practice CCS Standards on the Meadowbank Sports Centre.



Best Practice Guidelines



Respect the Community



Care for the Environment



Value Their Workforce

CCS Score

CODE SECTION	22 May 2024	29 Nov 2023	15 Mar 2023	22 Aug 2022	14 Apr 2022	6 Dec 2021	28 Jul 2021
Care for the Environment	15/15	15/15	15/15	15/15	15/15	14/15	14/15
Respect the Community	15/15	15/15	15/15	15/15	15/15	13/15	13/15
Value Their Workforce	15/15	15/15	15/15	15/15	15/15	13/15	13/15
Innovation Credits	0/5	0/5	0/5	0/5	1/5	0/5	0/5
OVERALL SCORE	45/50	45/50	45/50	45/50	46/50	40/50	40/50
Performance Level	Excellent	Excellent	Excellent	Excellent	Outstanding	Excellent	Excellent

Award Winning Team



Bronze Winner
at the CCS
National Site
Awards 2024



Leading Lights
Award Winner
with CCS for
Physical &
Wellbeing

Wellbeing & FIR

(Fairness, Inclusion & Respect)



Our commitment to health and wellbeing is evidenced through our Investors in People Platinum status, with which we also achieved the IIP Health & Wellbeing Award. Our Wellbeing Programme of events, seminars and workshops would be determined after we had carried out Health Risk Appraisal Questionnaires with our employees and supply chain.

At GRAHAM, we strive to be a leader in Fairness, Inclusion and Respect (FIR). Our goal is to create a culture where everyone feels valued and can excel.

The FIR Charter demonstrates our commitment to being an employer of choice, valuing individuals and embracing diversity. Through Fairness, Inclusion and Respect (FIR), we foster a positive workplace, drive innovation and prioritise dignity, respect

and zero tolerance for discrimination. We engage with our people, clients and communities to deliver inclusive services while setting ambitious FIR goals.



Accreditations



Investors
in Diversity
Gold UK
Leaders in Diversity

Until June 2026

INVESTORS IN PEOPLE™
We invest in people Platinum

Our journey with the National Centre for Diversity has seen us attain our **Investors in Diversity Award (IID)** which means we are committed to Equality and Diversity in the workplace.

We don't like to stand still so we're continuing our journey with IID reaccreditation and taking a step further with the **Leaders in Diversity Award**.

We're the 1st employer to achieve Investors in **People Health & Wellbeing Platinum accreditation**, against the new framework. We are also a **Disability Confident** employer.



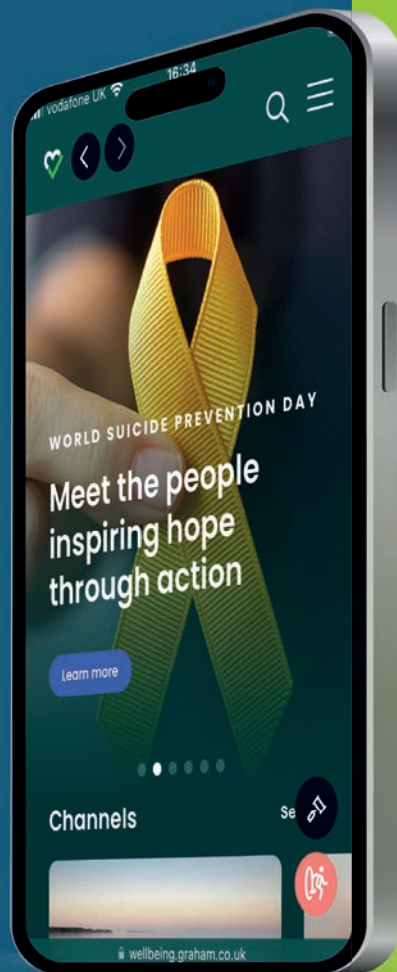
Wellbeing

As an employer we know that when a person has a balanced and healthy lifestyle, they feel great and reap the benefits in all aspects of their lives, including their work. Whilst we recognise that individuals are the key to their own personal wellbeing, our ambition is to work in partnership with our workforce, to ensure their needs are met. By taking this innovative approach we aim to become a **'Leader for Wellbeing'** within our industry.

Introducing the Wellbeing App

We recently invested in a groundbreaking new app dedicated to employee wellbeing. Featuring 16 channels, the service offers expert opinion, personal stories, signposted organisations, resources and exclusive offers to GRAHAM employees, families, and supply chain partners.

The rich content library covers a broad range of wellbeing topics presented in video, podcast and article formats and can be personalised to the user in a safe digital space, similar to Netflix and other major streaming services.



Step Count Challenge Accepted

In January 2023 we hosted our 2nd Step Count Challenge. This was a 4 week challenge that encouraged our staff to work together and win prizes as well as getting their steps up.



Healthy Body, Healthy Mind



We installed a number of bike racks at the site to encourage our staff and our sub-contractors to cycle to work. This was greatly received and helped us lower our carbon footprint as well as helping our staff to keep active.

This initiative was highly successful and we are now in the process of installing bike racks throughout all our sites.

Biodiversity Day

Biodiversity Day 2022 was supported by Graham on the Baird and Anchor Sites. We received wildflower seeds that were distributed across the entire business. We decided to plant them around the area of the children's playpark adjacent to the site compound.

We recognise the importance of working together at all levels to build a future of life in harmony with nature. Biodiversity is the foundation upon which we can build for the future better.

The flowers have grown significantly and have created an environment that is not only educational and environmentally friendly but also pleasing on the eye.



Helping Our Staff Manage Stress



We understand life can be stressful especially in the construction industry. To ensure our staff have the resources to deal with stress, not only at work but in home life, we organised a meeting where they were provided with detailed information, advice and guidance on how to effectively manage stress. This included out of hours services and specialist support networks.

The presentation was provided for GRAHAM staff and our sub-contractor partners and has since been distributed by email to ensure they have all the help and support when required.

The wellhub poster and services that can be reached via the QR code are available to all operatives and their families not just GRAHAM employees. After the tragic accident, David Daly, Wellbeing Manager offered his services and signposted anyone requiring further support to other agencies.



The poster is titled 'The GRAHAM Well-Zone' and features the WellHub logo and GRAHAM logo. It includes a QR code and a list of features available in the Wellbeing Portal. The text on the poster reads: 'Log in to see all the features of our Wellbeing Portal, including: > The Latest health news and information > Helplines and webchats > Health apps, checks and tools'. Below this, it says 'Check it out on wellbeing.graham.co.uk or scan the QR code'.

Supporting Well-being During Times of Crisis

A Reflection on the Aftermath of the New Baird and Anchor Hospital Incident

In January 2023, we faced one of its most challenging moments when a tragic fatality occurred at the new Baird and ANCHOR Hospital site in Aberdeen. The loss of a valued supply chain colleague sent shockwaves through our entire workforce and community. Our Wellbeing Manager, David Daly, knew that our response had to be both immediate and enduring to support everyone affected.

Immediate Response: Direct Well-being Support and Mental Health First Aiders

The first and most pressing priority was to provide immediate, compassionate support. Within hours, David was on-site, offering direct support, ensuring no one felt alone during such a traumatic time. This was vital in providing reassurance and an empathetic ear to those in shock and grief.

Our team of trained on-site Mental Health First Aiders (MHFAs) played a crucial role and were able to provide immediate support, facilitating conversations, offering guidance and identifying those who might need further assistance. The presence of MHFAs helped to create

a safety net, ensuring that support was readily available to all.

External Counselling and Long-term Support

We recognised that while on-site support was essential, some individuals would benefit from professional counselling. GRAHAM partnered with external counselling services to offer expert-led sessions to both staff and supply chain partners. This ensured that whether someone needed immediate crisis intervention or sustained therapy over the following weeks and months, they had access to resources that were flexible and responsive to their needs.

The professional counselling service provided a safe and confidential space for individuals to work through their emotions, adding an invaluable dimension to the overall support framework we established.

External Counselling and Long-term Support

To complement these efforts, we introduced well-being awareness sessions that aimed to empower individuals with coping strategies and resilience-building tools. These sessions covered key mental health topics, including stress management, understanding grief and fostering open discussions around emotional well-being. Well-being clinics were initiated and made available as ongoing resources, held regularly and as needed. These clinics offered a blend of educational content, peer

support and the opportunity for one-on-one discussions with David or other well-being professionals. The goal was to reinforce that support did not end after the initial response but was part of a long-term commitment to mental health and emotional welfare.

Continuing the Journey of Well-being

The aftermath of this tragic incident has been a profound reminder of the strength, compassion and resilience within the GRAHAM community. The role of our on-site MHFAs, combined with the direct and external support measures, reinforced that well-being is not just a corporate responsibility but a deeply human one.

At GRAHAM, we are committed to maintaining a culture where well-being is prioritised not only in the aftermath of tragic events but as a continuous, proactive effort. This experience has strengthened our resolve to provide ongoing support and ensure every member of our staff and supply chain partners feels seen, valued, and supported.





Mental Health First Aiders

Building North currently have **32 Mental Health First Aiders** across our projects, with 2 MHFA currently working on the Baird & ANCHOR project. As an employer we know that when a person has a balanced and healthy lifestyle, they feel great and reap the benefits in all aspects of their lives, including their work. Promoting good mental health is important for everyone – it helps us cope with the normal stresses of life and manage periods of change, uncertainty, and major life events.

The Mental Health First Aiders role is to be the first point of contact in the Business if our workforce need support with any mental wellbeing concerns and are trained in Mental Health First Aid.

Mental Health First Aiders will support our workforce and provide them with an awareness of what help is available. They are not trained as counsellors or therapists, but they can:

- **help to recognise the signs of mental health problems**
- **be there to talk about how you are feeling**
- **provide initial help,**
- **guide towards any additional help that may be needed**
- **break the stigma around poor mental health and build a positive culture within GRAHAM, where our workforce feels comfortable talking about their concerns.**



Wellbeing & Improved Wellhub

Wellhub has all the latest mental health and wellbeing news, information and resources, as well as links to external support such as Health Assured and the Wellhub. We recognise that individuals are the key to their own personal wellbeing, our aim is to work in partnership with you to ensure your needs are met. Wellbeing is the cornerstone of personal performance and, with your help, we can create an environment where everyone is fit, healthy and successful in all they do.

wellbeing.co.uk

Login details:
Email: GRAHAM@wellbeing.co.uk
Password: wellbeing



Mental Health First Aider

The Mental Health First Aiders' role is to be your first point of contact in the business if you need support with any mental wellbeing concerns. They will support you and signpost you to where you can get professional help if required. They are not trained as counsellors or therapists, but they can:

- help you to recognise the signs of mental health problems
- be there to talk about how you are feeling
- provide you with initial help
- guide you towards any additional help you may need

Don't forget – your mental health is important. It helps you to cope with the everyday pressures of life. It's important to:

- recognise when you are not feeling good
- talk to someone
- ask for help



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IDENTIFYING A MENTAL HEALTH FIRST AIDER

Around the office
Mental Health First Aiders will wear a teal lanyard with the text:

MH FIRST AIDER

Mental Health First Aiders on-site

Sites will use our coded vests and helmet stickers – example to right



FIR Ambassadors

Building North currently have **21 FIR Ambassadors** across our projects, with 4 FIR Ambassadors currently working on the Baird & ANCHOR project.



At GRAHAM our ambition is to be recognised as an industry leader for Fairness, Inclusion and Respect (FIR), by developing a culture where everyone feels valued as an individual and can perform at their best.

Our significant commitment towards FIR has already been recognised nationally, with GRAHAM the first company to achieve both the CITB Be Fair and the CECA Inspired Workplace awards.

Our approach includes designated FIR representatives on every project, who provide support where it's needed, providing training to help our workforce understand FIR and the systems in place which allow us to listen to and act on their suggestions.



Monthly Meetings

Monthly meetings are held with all the FIR Ambassadors to discuss training, and upcoming campaigns. Surveys are issued to all the workforce to gain an understanding of the issues that we need to address through our ongoing FIR Programme, which is designed around 4 main themes for the year ahead. In Pride month we raised a flag at our Baird & ANCHOR site to support the LGBTQ+ community.



Other News



We ARE Considerate Constructors

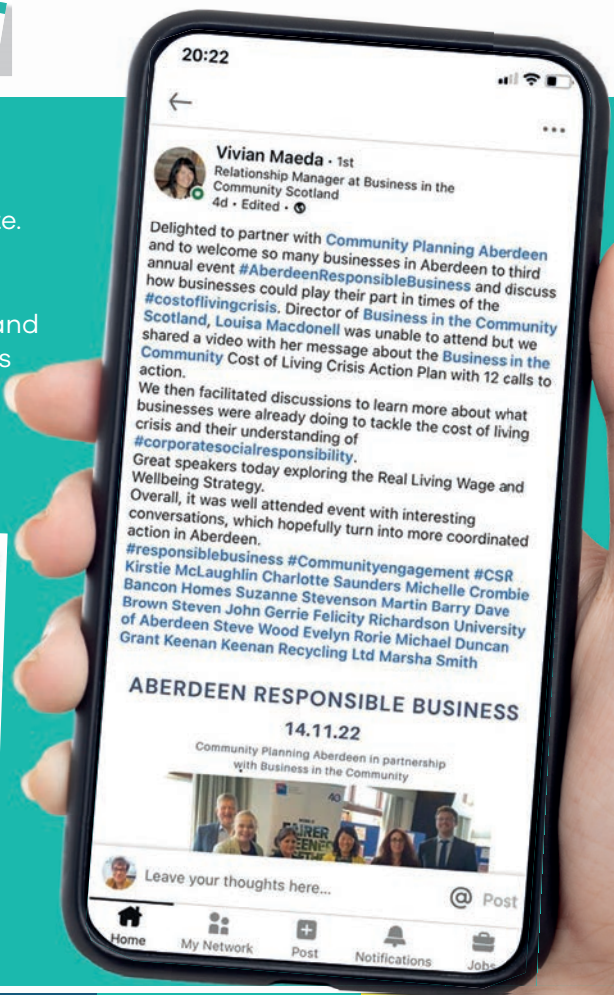
To maintain a positive relationship with local residents we have kept them updated on our progress by installing a notice board at each site. These are updated regularly with notifications, news and activities. A Compliments, Comments and Complaints procedure is set up on our public notice board to allow us to get feedback from the community and register/ act on all feedback if needs be. A three-monthly Newsletter is also posted to the local community and has been well received.

Aberdeen Responsible Business Forum

GRAHAM presented at the business forum to highlight our approach to employee wellbeing during the cost of living crisis, we showcased our partnership with NHS Grampian to target key areas of concern for the workforce, such as Weight, healthy eating, increased physical activity, mental health and difficulty sleeping.

The Archie Foundation Christmas donation

GRAHAM donated £2000 to The Archie Foundation which helped top up the Archie Toy Boxes. These are used by play teams and ward staff across the NHS Grampian, NHS Tayside and NHS Highland regions. We received a beautiful card drawn by Isla, age 8.



Team celebration as Baird & ANCHOR reaches full height!

We've reached another milestone! Due to the fantastic efforts of our team, the frames of both the Baird Family Hospital and The ANCHOR Centre buildings in Aberdeen have reached their full height!

It was only right that we celebrated. Whilst our project team are exceptionally busy, it was important that we had a moment to reflect on what we have achieved so far.

The Baird & ANCHOR team took some time out of their busy schedules to come together and enjoy a fantastic buffet (organised by Bill Williamson, Project Director for the site) from Charlie House, a charity fundraising to support children who have life-limiting or life-threatening conditions.

They then gathered as a team at the Baird Family Hospital building for some photographs to mark how far the project and the team have come.



Delivering lasting impact at Charlie's House

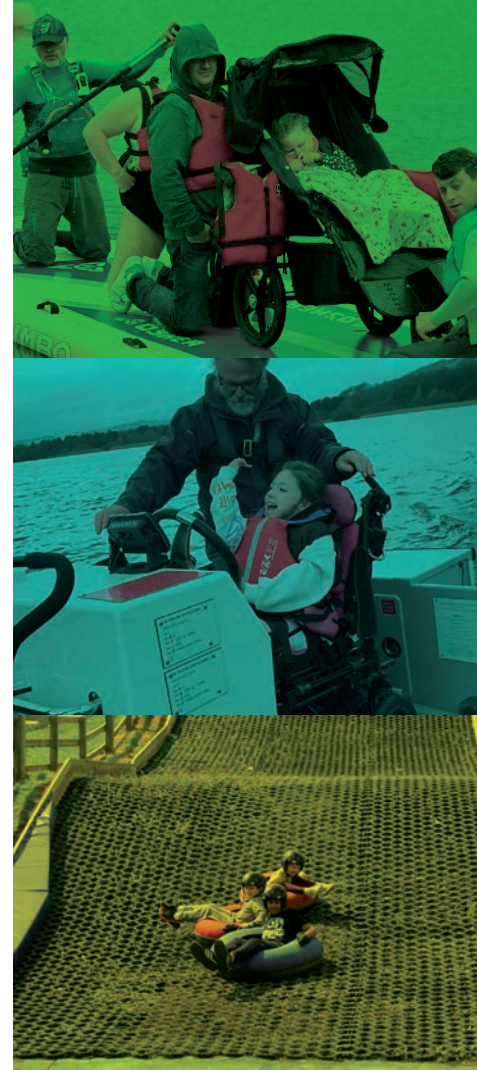


A 2-year partnership with Charlie House and GRAHAM has now come to a successful close. The Aberdeen based charity partnered with GRAHAM in June 2022 to deliver a Social Enterprise that would provide food and hot drinks to the workforce of the Baird and ANCHOR Hospital construction project. Known as the ReCharge Cabin, the project created two paid roles in the community and raised an impressive £32,000 for the charity.

Charlie House supports babies, children and young people with life-limiting or life-threatening conditions in the North-east of Scotland. The goal is simple – to support children to live as full lives as possible and help make precious memories for the whole family at the most difficult of times. The focus is on what children can do, not what they can't; helping them to play, have fun and do the things that children should do.

Charlie House provides fun and accessible activities for the whole family to enjoy and create treasured memories. From organizing events such as paddle boarding and surfing, to bowling and boat tours, Charlie House takes care of everything so that families can focus on the time they have together.

Last year the charity provided 1,147 sessions of emotional and therapeutic support to 130 children, parents and siblings. They currently supports 134 families from across the North-east region and the need continues to grow. Demand for Charlie House's support increased by 84% following the covid pandemic. The charity is 100% reliant on the generosity of the public to deliver its vital support services to local families. Funds raised from the ReCharge Cabin will have an incredibly meaningful impact, with the £32,000 raised equating to 571 hours of support for local families.



Charity Fundraising and Volunteering Events

Throughout our time on the project we have completed a number of charity fundraising and volunteering events. Local charities also benefitted from these events.

Friends of ANCHOR

A massive £2,000 donation was gifted to Friends of ANCHOR charity by GRAHAM after hosting a charity golf day and a brave employee 'Braving the Shave'.

Andrea Bolt, Trainee Site Manager, bravely volunteered to shave her head in aid of Friends of ANCHOR Charity raising an outstanding £1050. Her hair was then kindly donated to Little Princess Trust to make wigs for children who have hair loss due to cancer treatment. We are very proud of you Andrea.

We hosted a Golf Event raising a massive £950. Twenty two golfers, from GRAHAM and our Supply Chain, played a round of 18 holes at the Peterculter Golf Club on 29th September. We also had a raffle to help increase the funds raised.



Scotland's Charity Air Ambulance

Trainee Site Manager, Andrea Bolt challenged herself to absail down the King's Church Tower on 10th June '24 raising a fantastic **£1130** for a charity close to her heart.



// I wanted to do something challenging, I saw that the Charity helicopter SCAA had an abseil, The helicopter lands at our B&A site. My daughter had to get an air ambulance from Shetland when she was little. You never know when you will need it, and it operates from donations only.

I'm scared of heights so thought this would get my adrenaline going. My final abseil, definitely scared of heights now. //



Sponsored Steps Challenge

Trainee Site Manager, Andrea Bolt also took part in the 600k Steps Challenge to raise funds for Maggie's Charity, Andrea raised an impressive **£1000**.

Maggie's offers the best possible support free to anyone with cancer and their families.



31k Charity Run

31k Charity Run for Great Ormond Street Children's Charity, Trainee Site Manager Andrea Bolt, challenged herself to complete the 31k charity run and raise funds for sick children, Andrea managed to raise **£500**.



Giving
isn't just
about
making a
donation...

It's about
making a
difference!

Bracken Bashing



GRAHAM and NG Bailey employees spent a day bashing the bracken on Elrick Hill Aberdeen alongside Aberdeen's City Council Countryside Rangers. A great day out for all participants, who thoroughly enjoyed the experience..

Hi Fiona

I'm glad you enjoyed yesterday's bracken bashing on Elrick Hill. Just to let you know (for reports you may have to do) it would have taken me a full five day week to complete the work your volunteers did yesterday and cost £924.

Hopefully i'll see GRAHAM Group for the same task next year; I'd happily have your hard-working team keep the habitat restoration work going.

Thanks,
Simon



Simon Whitworth | Acting Countryside Officer
Aberdeen City Council | Environmental Services | Operations &
Protective Services
Mobile: 07785 551 052
www.aberdeencity.gov.uk | Twitter: @AberdeenCC |
facebook.com/AberdeenCC

Building the Foundations for the Community

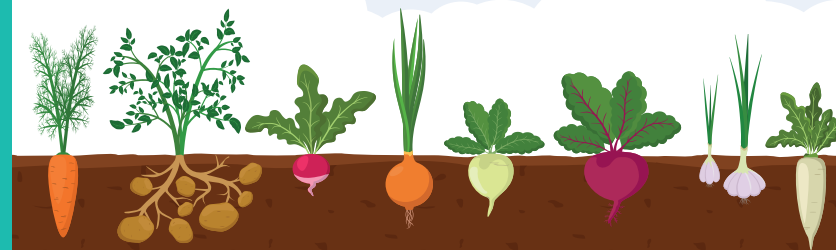
At GRAHAM we work hard to ensure that we give back to our local communities. Whilst working on site we were advised that the local Royal Aberdeen Children's hospital were receiving a new children's play area and foundations were required before they could install.

Our Project Director, Bill Williamson, kindly arranged for a team to go to the hospital and get the foundations ready for the play area arriving.

The Royal Aberdeen Children's Hospital were delighted with the work and GRAHAM covered all the labour and material costs.



Local Food Bank Benefits from Our Patch



Our site team decided to create some vegetable patches on spare land that wasn't being worked on. They thought it would be a fantastic idea to grow some vegetables that could be given to the local community. They used their own money to purchase the seeds and GRAHAM donated the soil.

They looked after the vegetable patches all year and managed to grow carrots, potatoes and much more which they kindly donated to the local food bank who were delighted to receive them.



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