



# Baird & ANCHOR

Community Engagement

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March 2023





Left to right: Paul Allen, Director of Infrastructure and Sustainability and Senior Responsible Officer, Jackie Bremner, Project Director, Alan Gray, Director of Finance and Graeme Smith, SRO for the project.



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# “ Delivering lasting impact ”

is our guiding principle and it is central to how we operate. This vision is centred around four core themes comprising of **Environment, Communities, Ambition** and **People** which underpin all our activities.



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, collages 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.



50

Work Placements Days

23

New Jobs Created

7

Apprentice Starts

26

Existing Apprentices Supported

7

Graduates Employed

27

Upskilling Opportunities

4

Apprentice Completions Supported



We have supported over 600 young people.

**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 will be 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 will also be 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 to date 2023 |
|---|-----------|-----------------------|
| Advanced H&S Training                           | 5         | 28                    |
| Apprentices (New Starts, Existing & Completion) | 27        | 37                    |
| Graduates                                       | 3         | 7                     |
| New Jobs  | 6         | 23                    |
| School Visits – Careers                         | 50 people | 124 people            |
| Considerate Constructors Score                  | 40        | 46                    |

Progress at January 2023

# 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 recent pandemic, all our workforce has 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.

Two events were held before the construction commenced, one in Aberdeen, and the other one was held in Inverness, 3 further events were scheduled to take place, in Dundee, Aberdeen and Elgin, but unfortunately, had to be cancelled due to Covid-19.

Our aim is the use local companies located within 40 miles from the project, where possible.



# Apprentices



**7**  
NEW  
Apprentices

**26**  
EXISTING  
Apprentices

**4**  
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.

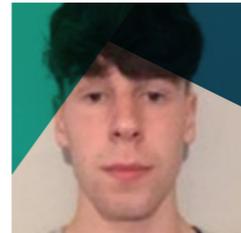


GRAHAM currently has 12 % of our workforce in earn and learn positions (including apprentices, sponsored students and graduates on formalised training schemes) within five years of joining.

On this project to date we have **2 Graduate Trainee Engineers**, and 1 Trainee Site Manager. We have had 2 Apprentice Completions to date, 1 with GRAHAM and 1 with our M & E Partner NG Bailey.

The site has supported **26 existing apprentices** working for our Supply Chain – in the following trades, Painting, Floor Layer, Electrician, Groundworker, and Quantity Surveying.

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.



Our Supply Chain have also taken on **7 Graduates** in Architecture, Estimating and a Graduate Engineer.

## 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 last March, like many others, Michael moved to homeworking for six months before being placed on furlough, 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. ”



# 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** <sup>M</sup> <sub>M</sub>  
CONSULTING ENGINEERING



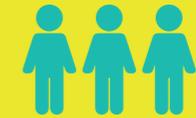
**Graduate  
Architects**  
Taken on by

**NORR**  
ARCHITECTS



**Graduate  
Estimator**  
Taken on by

**FK LOWRY**



**Graduate  
Engineers**  
Taken on by

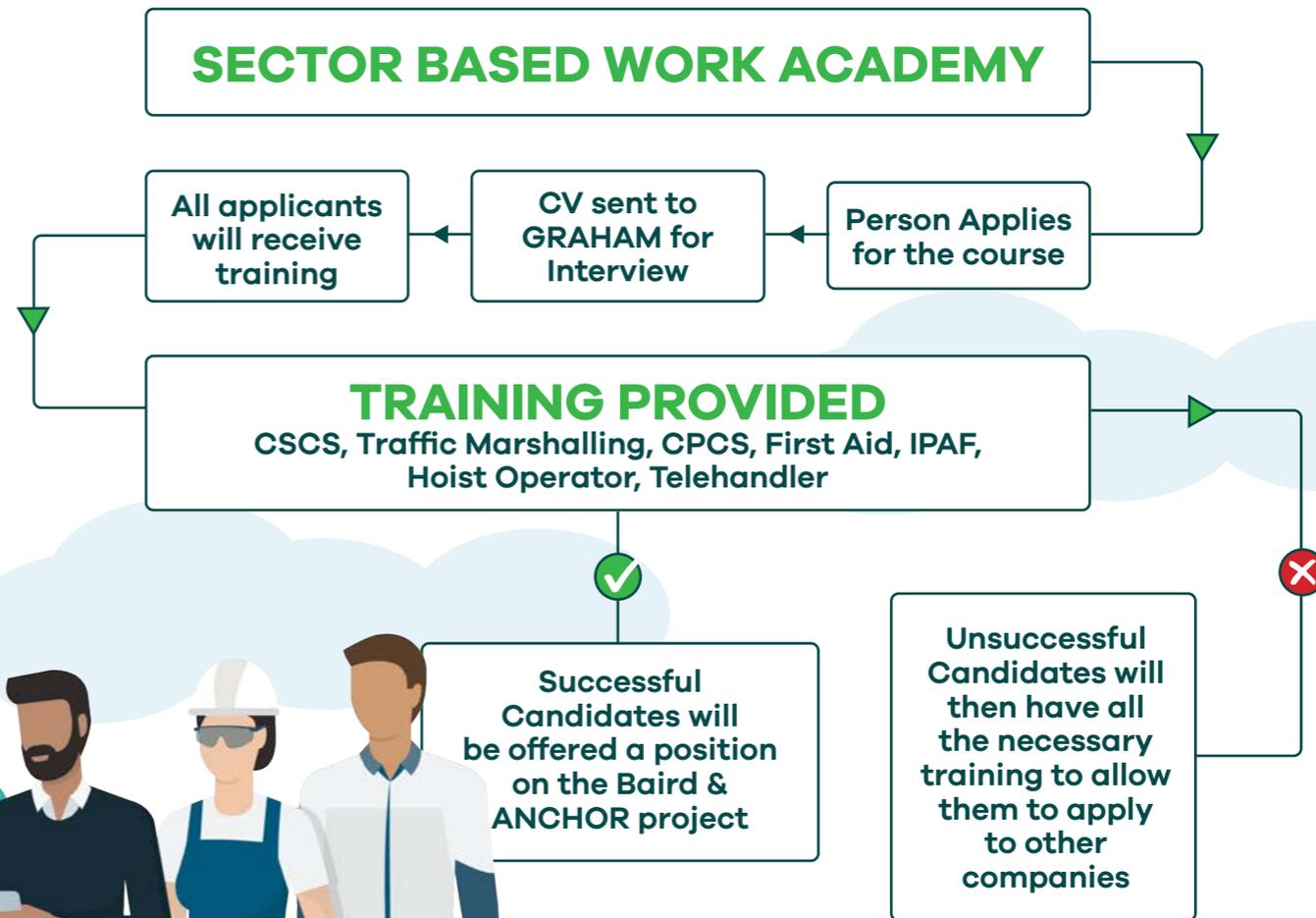
 **NG Bailey**

# 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.



# Healthy Working Lives



We have 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 have a range of support mechanisms and programmes in place for all our employees. And we will be partnering with NHS Grampian Public Health Team to offer a range of initiatives during the construction phase following a health needs assessment being undertaken during spring 2022.



## Your Health, Your Choices Seminars

NHS Grampian and GRAHAM have developed a survey to understand the health needs of our workforce. Following analysis the initiatives can hopefully address some of the health needs of our workforce.



## Top 5 Health Concerns for the Workforce

- ✓ Weight Issues
- ✓ Increase Physical Activity
- ✓ Healthy Eating
- ✓ Mental Health
- ✓ Difficulty Sleeping



# 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 **10 work experience opportunities** to date 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.

Stephenson Construction welcomed 2 local boys for work experience, again in engineering and at GRAHAM we had a young boy from Portlethen Academy come to site for some Engineering work experience, we also had a young lady who was interested in Quantity Surveying carrying out work experience.



1

Engineering placement with Stephenson Construction



4

Engineering placements with GRAHAM

1

Quantity Surveying with GRAHAM



3

Engineering placements with Mott McDonald

1

H&S Advisor placement with GRAHAM

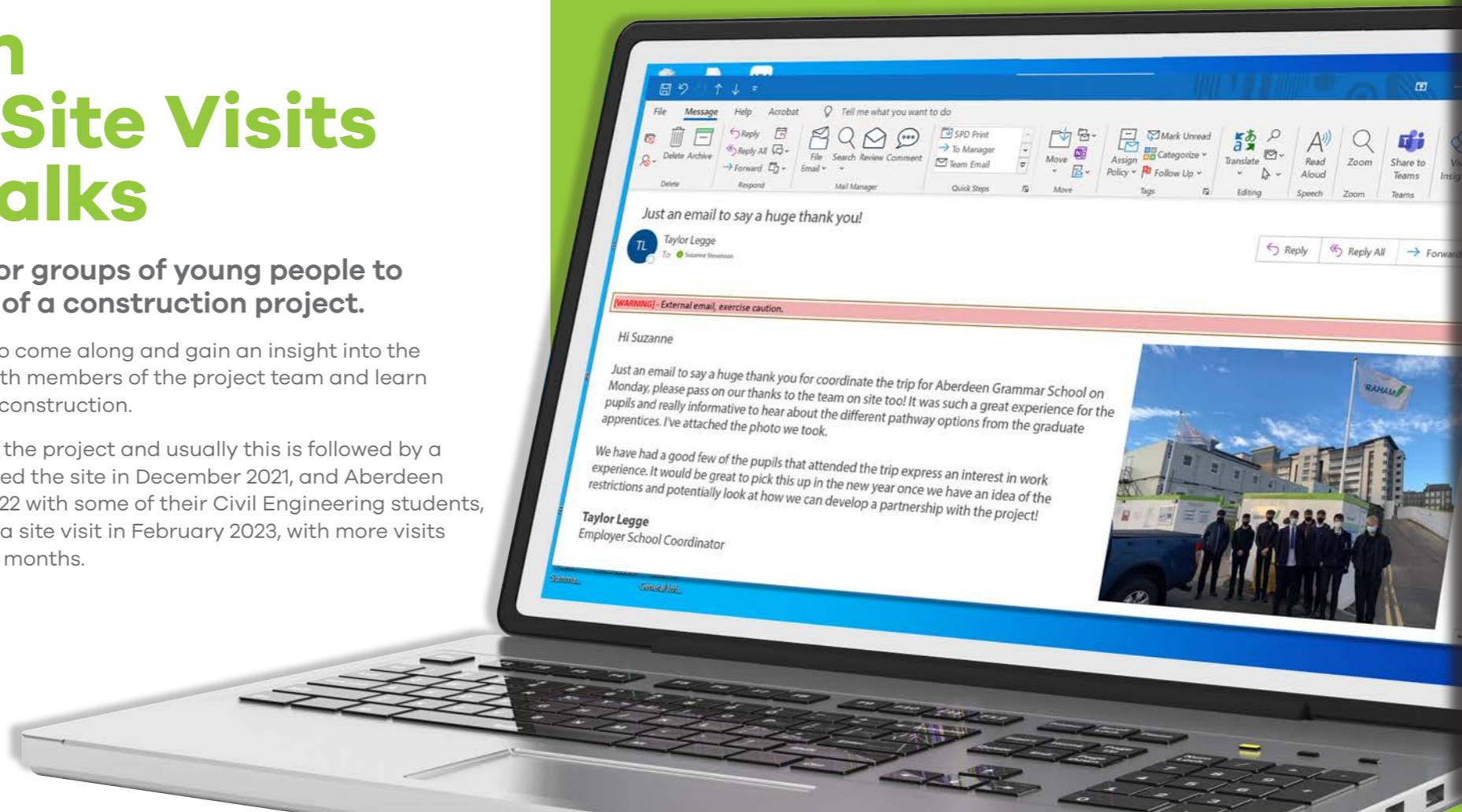


# Curriculum Activities, Site Visits & Career Talks

**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.

They will then be given a guided tour of the project and usually this is followed by a Q & A Session. Aberdeen Grammar visited the site in December 2021, and Aberdeen University visited the site in January 2022 with some of their Civil Engineering students, Bucksburn Academy are scheduled for a site visit in February 2023, with more visits planned for local schools in the coming months.



## Career Talks

During the past year the GRAHAM team have risen to the challenge of the pandemic and managed to provide 2 online career talks, 1 with 12 students studying Foundation Apprenticeships (Civil Engineering) and another to the wider community in partnership with DWP to unemployed people within the Aberdeen and Aberdeenshire areas.



# 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. To date F K Lowry have enrolled 2 of their employees onto a SVQ Level 9 Construction Management course with AVQ Management.



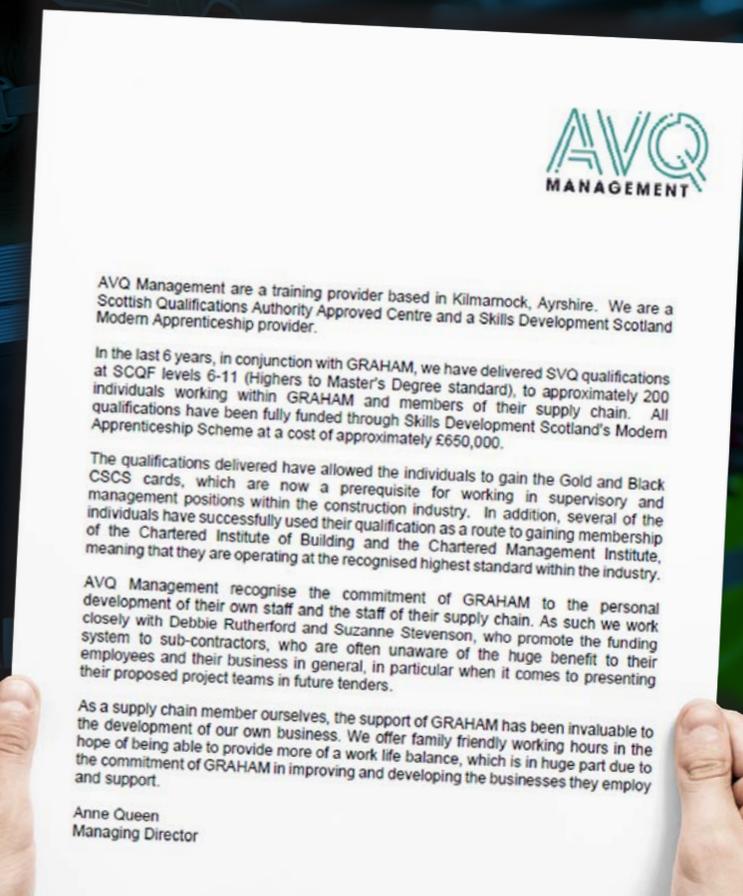
## Training the Existing Workforce

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.

## 55 Training Events

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



AVQ Management are a training provider based in Kilmarnock, Ayrshire. We are a Scottish Qualifications Authority Approved Centre and a Skills Development Scotland Modern Apprenticeship provider.

In the last 6 years, in conjunction with GRAHAM, we have delivered SVQ qualifications at SCQF levels 6-11 (Highers to Master's Degree standard), to approximately 200 individuals working within GRAHAM and members of their supply chain. All qualifications have been fully funded through Skills Development Scotland's Modern Apprenticeship Scheme at a cost of approximately £650,000.

The qualifications delivered have allowed the individuals to gain the Gold and Black CSCS cards, which are now a prerequisite for working in supervisory and management positions within the construction industry. In addition, several of the individuals have successfully used their qualification as a route to gaining membership of the Chartered Institute of Building and the Chartered Management Institute, meaning that they are operating at the recognised highest standard within the industry.

AVQ Management recognise the commitment of GRAHAM to the personal development of their own staff and the staff of their supply chain. As such we work closely with Debbie Rutherford and Suzanne Stevenson, who promote the funding system to sub-contractors, who are often unaware of the huge benefit to their employees and their business in general, in particular when it comes to presenting their proposed project teams in future tenders.

As a supply chain member ourselves, the support of GRAHAM has been invaluable to the development of our own business. We offer family friendly working hours in the hope of being able to provide more of a work life balance, which is in huge part due to the commitment of GRAHAM in improving and developing the businesses they employ and support.

Anne Queen  
Managing Director

# Supply Chain Information



**52%** 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

CONSIDERATE  
CONSTRUCTORS  
SCHEME

This site is registered under the Considerate Constructors Scheme (CCS) and as Partner, GRAHAM is committed to improving the image of the construction industry by striving to promote and achieve best practice of all its sites. We scored a respectful 40 in our first audit.

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

Construction sites and companies that register with the Scheme are monitored

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



Care for the Environment



Respect the Community



Value Their Workforce

## CCS Score

| CODE SECTION             | SCORE            |
|--------------------------|------------------|
| Care for the Environment | 15/15            |
| Respect the Community    | 15/15            |
| Value Their Workforce    | 15/15            |
| Innovation Credits       | 1/5              |
| <b>TOTAL SCORE</b>       | <b>46/50</b>     |
| <b>OVERALL SUMMARY</b>   | <b>EXCELLENT</b> |

We had our fourth audit on the 22nd of August 2022 we achieved 45/45 and an additional credit for best practice submission.

# 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.

We have rolled out our Fairness Inclusion & Respect (FIR) framework on the project. The framework helps to create a workplace that is inclusive, where diversity is embraced, creating a safe and healthy environment where everyone can thrive. This framework will include a project specific FIR representative, FIR as part of site induction, training, awareness campaigns for the

workforce and our supply chain partners. The following topics will be covered in the training, delivered face to face and through online modules as a combination of GRAHAM bespoke material and resources from the Supply Chain School: Introduction to FIR, Respect, Responsibilities, Unconscious Bias, Language, Living Wage Employer and Modern Slavery.



# 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.

As a business our success is founded on the excellence of our people. We recognise that WELLBEING is the cornerstone of personal performance, and, with our workforces help, we can create an environment where everyone is fit, healthy and a success in what they do.

**In January we will be hosting our 2nd Step Count Challenge. This is a 4 week challenge that encourages our staff to work together and win prizes as well as getting their steps up.**



**NHS Grampian** **GRAHAM**

**2023**

**STEP COUNT CHALLENGE**

**ENTER NOW**

You have been waiting for it....  
**The Step Count Challenge is happening again!**

Monday 16th January - Sunday 12th February

As before taking part is **Free** of charge. Every participant can claim a free water bottle and pedometers are also free for those who require one.

**THE FINER DETAILS & HOW TO ENTER**

There will be plenty of prizes to be won. And most of the prizes are not for walking the greatest distance, so don't worry if you feel your team won't be competitive, it is the taking part that counts.

As before this challenge is for teams of 5 staff. Once you have your team decided the team captain emails [gram.activetravel@nhs.scot](mailto:gram.activetravel@nhs.scot) for a link to set up their team and add the other members. If you cannot assemble a team of 5 then we can potentially 'match make' you to others to form a team. Once the challenge starts team members log their steps on the Step Count Challenge website. Some devices such as Fitbits can be linked to the website and upload data without you having to do a thing.

# Programme

Our wellbeing events and topics cover a wide range of concerns that our workforce has identified and are changed on a regular basis to remain topical and fresh and can be accessed via an online hub, providing our workforce with access to a 24/7 helpline and support.

**GRAHAM** **NHS Grampian** **Public Health Agency for Scotland**

**Mini Health MOT's**

Our health point advisors will be on-site in November offering free mini health mot's. Spaces will be limited so please book your slot early. Mini health checks will include weight and BMI, and advice for any concerns or issues you may have. This may be because you want to increase your physical activity, stop smoking or if you're concerned about your mental health and wellbeing. Appointments can be pre-booked by emailing the following or in person at one of the drop-in sessions:  
[gram.healthpointadmin@nhs.scot](mailto:gram.healthpointadmin@nhs.scot)

**Limited availability so please book your time!**

**Resources, Smokerlyzer, information and free condoms available!**

One to one appointment available:  
9.00 - 9.30  
9.30 - 10.00  
10.30 - 11.00  
11.00 - 11.30

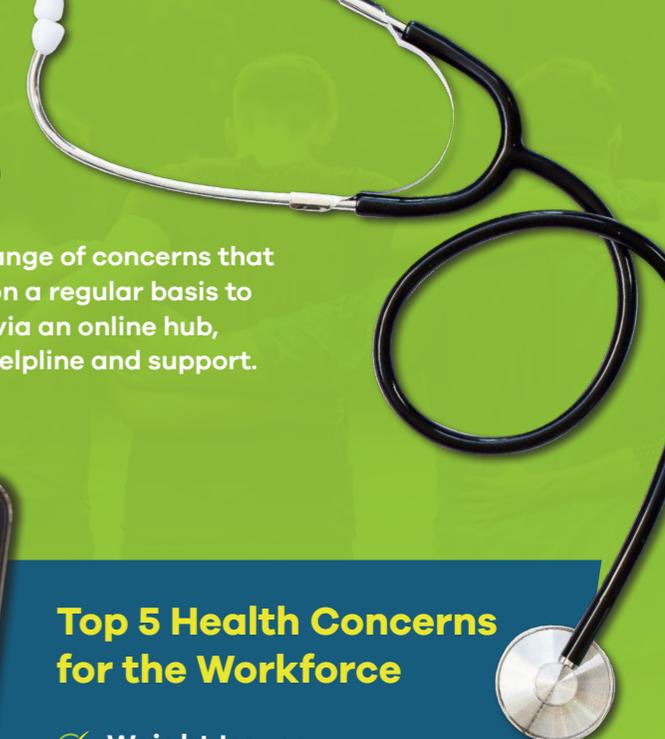
12.00 - 2pm Informal Drop In

One to one appointment available:  
14.00 - 14.30  
14.30 - 15.00  
15.30 - 16.00  
16.00 - 16.30

10th, 17th, 24th November and 1st

## Top 5 Health Concerns for the Workforce

- ✓ Weight Issues
- ✓ Increase Physical Activity
- ✓ Healthy Eating
- ✓ Mental Health
- ✓ Difficulty Sleeping





# Mental Health First Aiders

Building North currently have **45 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.**

**New & Improved Wellhub**

The Hub 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.

Whilst we recognise that individuals are the key to their own personal wellbeing, our ambition 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.

[grahamwellbeing.co.uk](http://grahamwellbeing.co.uk)

GRAHAM Login details:  
 Username: GRAHAM  
 Password: wellbeing

If you don't have a GRAHAM email address you can access the Wellhub via the QR code where you will find a large amount of information, resources and more to review and wish.

Scan the QR Code with your Apple Mobile Camera or your Android phone app

**WELLBEING HUB**



## 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



**David Inglis**  
David.Inglis@graham.co.uk  
07385 945 386



**Suzanne Stevenson**  
suzanne.stevenson@graham.co.uk  
07393 752 645

**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.



# Latest News from the site



## 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.

### 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, heathy 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.



# Delivering lasting impact at Charlie's House

As part of our commitment to delivering lasting impact, GRAHAM has partnered with Charlie's House to deliver quality food at a reasonable price to the workforce on the Baird & Anchor project.

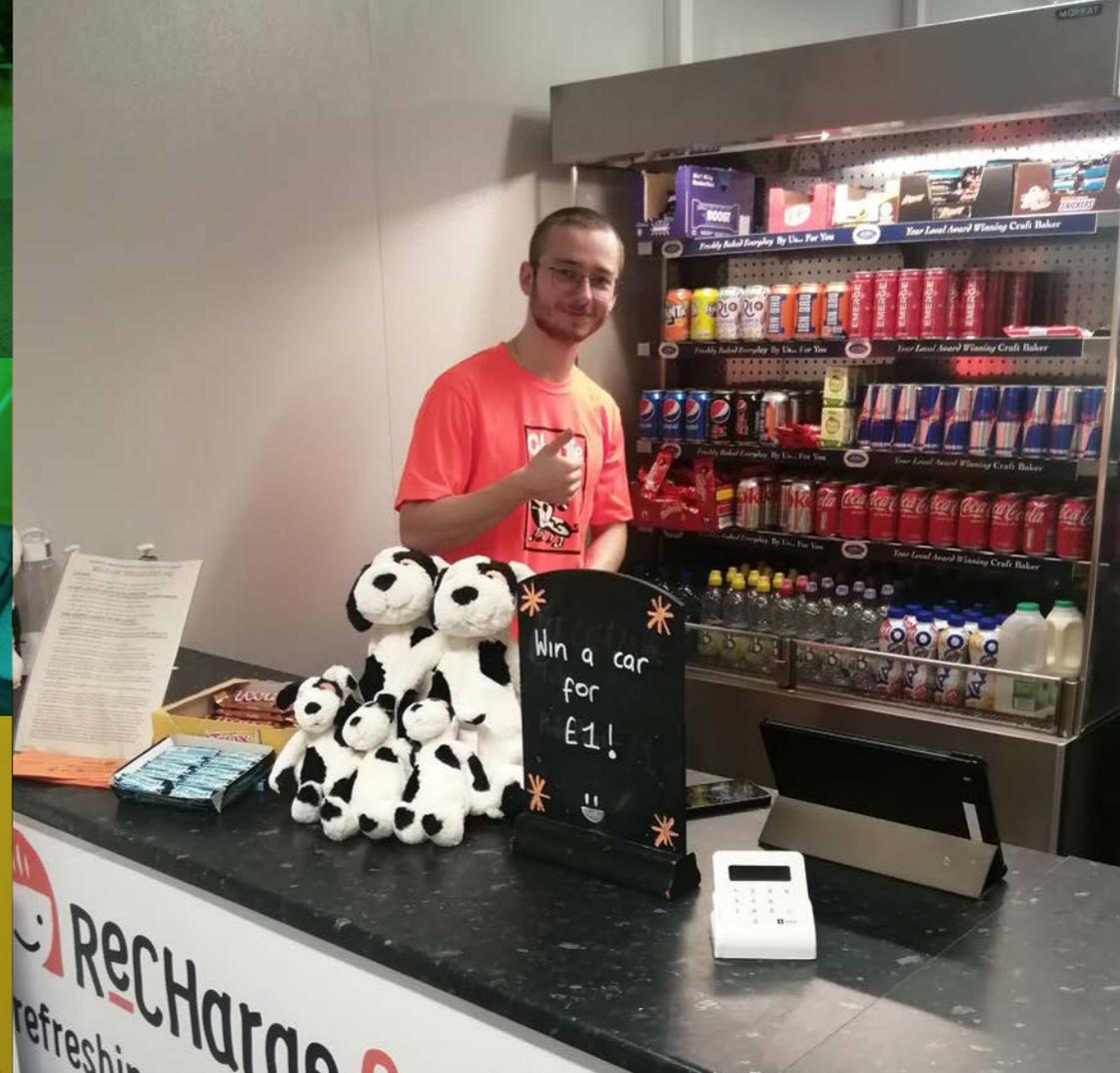
The Social Enterprise café, Re-charge was set up onsite in June 2022, and has been a great success to date, with all profits going back into the charity.

Charlie House was founded in 2011 with the goal of improving quality of life for babies, children and young people in the North-east of Scotland who have life-limiting or life-threatening conditions, and to provide support for them and their families.

Our partnership will help Charlie's House raise funds to provide vital support for these children and their families helping them to create memories for the whole family to treasure by simply offering on-site catering facilities to our workforce.



Life is precious





1 Seaward Place, Centurion Business Park, Glasgow G41 1HH



**0141 418 5550**



**glasgow@graham.co.uk**



**graham.co.uk**