

Our vision for sustainability

Contributing to lasting environmental, social and economic prosperity will help secure our future *pages 2 and 3*

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by Michael Lagan and David Jeffs
Managing Directors

People remain our key priority

In the last issue we reported our secured work for 2009/2010 at a healthy £120 million, representing 65% of our required turnover. This placed us in a comfortable position despite the difficult market conditions our industry is experiencing.

Since then, the recession has tightened its grip. Construction output is expected to fall by 12% this year – the worst drop on record – with significant growth not anticipated until 2012. New orders are the lowest since 1983 and construction job losses could reach half a million by the end of 2009.

Many projects we hoped would materialise have been put on hold and as a result our forward order book is reduced. Key projects such as the A2 Maydown road contract and works at airports in the UK and overseas are progressing well – but as Limerick Road Tunnel and DBFO 2 schemes 1 and 2 head towards successful completion, we have still to secure future projects of significant size to replace them.

We are doing everything we can to sustain our workforce and our Technical department is busy tendering for new contracts. However, we must also reduce our operating costs where possible and this may lead to some employee redundancies.

We hope to avoid the need for job losses but should they become necessary, we have written to every member of staff asking for expressions of interest in career breaks, temporary or permanent reduction in working hours (in addition to flexible working for those with caring responsibilities) and voluntary redundancy. Anyone interested in these options should contact the HR department in confidence.

Please be assured that the retention and development of our people remains a business priority. But we must also ensure the long term profitability and sustainability of our company. Now, more than ever, we must focus on winning high quality projects, developing strong relationships with clients and delivering nothing short of excellence in everything we do.

Sustainability is and will continue to be key to our success. Acting responsibly and ethically will enable us to deliver lasting social, environmental and economic benefits for all.

May we take this opportunity to thank you for your contribution to Lagan Construction and we look forward to your continued support in the coming months.

■ CSR update



Why sustainability?

Being a responsible company means respecting the interests of all those we employ, live alongside and who are affected by the work we do. It means a commitment to contributing to lasting environmental, social and economic prosperity - in other words, sustainability.

We are putting sustainability at the heart of everything we do because we believe it is the best way to ensure a positive future for our company, our people and the planet.

Doing nothing is not an option. Climate change, dwindling natural resources, social exclusion and poverty present fundamental risks to our sustainability as a business and to the sustainability of the communities where we work. We recognise the need to 'do our bit' to address these issues and help maintain a healthy balance.

Sustainability aligns with our own approach to doing business. As a family company we have a long tradition of supporting small suppliers, employing local people and investing in communities. Our projects have enhanced regional economies and helped facilitate vital social and economic activities.

We have now taken the important step of publishing our sustainability strategy in a new document 'Constructing a sustainable future'. The strategy outlines how we will achieve our vision of becoming a truly sustainable business. This includes:

- Health and safety
- Our people
- Community
- Environment
- Economy
- Marketplace

By embedding sustainability into our business practices we can also help to influence our partners and suppliers so that they too can begin to address the many challenges we face.

Achieving our sustainability goals will help to strengthen our company going forward, ensuring we are fit and lean to face the challenges of a depressed construction market.

We recognise that in doing so, we will have to be innovative and draw upon our key strength - our people - in order to deliver what we promise. Working together towards this common vision will ensure success all round.

We encourage you all to take the time to review and embrace the principles contained in this new document 'Constructing a sustainable future.'

At Lagan Construction we believe that contributing to the economic, environmental and social well-being of the communities where we live and work is not only our responsibility but our duty. Working sustainably and in an ethical manner is key to our success - past, present and future.

Nailing social responsibility

Lagan Construction is stepping up its support for Habitat for Humanity (HFH), the cross-community movement which help provide much needed homes for families everywhere.

The non-profit non-denominational Christian organisation is dedicated to stamping out substandard housing and homelessness worldwide and to providing a safe and decent place to live for every man, woman and child.

In Northern Ireland HFH works to regenerate areas torn apart by conflict and to reconcile communities. It runs self-build housing programmes supported by volunteers and local businesses who donate skills and resources to construct homes where they are most needed.

Since it was founded in 1976 HFH has become a global leader in addressing substandard housing by helping more than 1,000 000 people of all races, faiths and backgrounds to have a simple, decent place to live. The organisation works in nearly 100 countries and has built or renovated more than 200,000 homes throughout the world.

Staff at Lagan Construction have collected over £1,250 for HFH through a number of fundraising schemes including two bun sales, a raffle for an extra day's leave and sponsorship of colleagues competing as a relay team in

this year's Belfast Marathon. The money will be used to help build a home for a disadvantaged family in a developing country.

Closer to home four company employees were given time off work to take part in a community building scheme on the Shankill Road in Belfast in September. As part of the Nail Social Responsibility scheme Elizabeth Hempton (HR), Connor Donnelly (Accounts), Brenda Turner (Watermains Rehabilitation) and Carol McVittie (Lagan Projects) joined dozens of volunteers to help build a house on a development of new homes.

Although no previous experience was needed, it was a full day of hard graft - but well worth the effort and lots of fun and satisfaction in helping a good cause.

"Everyone, all of us, every last person on God's earth, deserves a decent shelter. It speaks to the most basic of human needs - our home - the soil from which all of us either blossom or wither."

Millard Fuller - Founder, Habitat for Humanity International.



Habitat for Humanity representative Jackie Trainor (centre) receives a cheque for funds collected by Lagan Construction employees. She is pictured with Christina Todd (left) and Nicola McDermott.

Through the eyes of a child!

As work continues on the construction of the Central Park Bridge in London's Olympic Village, the £12 million structure has been immortalised through the paintings of our employees' children.

The Central Park Bridge has been described as the most important in the South Park due to its key location and bespoke design. It comprises two permanent footbridges connected by a permanent diagonal footbridge as well as the temporary decking for use during the games.

We are the only Northern Ireland civils contractor working for the Olympic Delivery Authority (ODA) as part of the preparations for the 2012 London Games. In recognition of this, and in support of our commitment to sustainability, we held an art competition for the children of our staff.

There were three categories and the winners were:

Under 5 winner:

Clodagh-Niamh Doherty (aged 4), daughter of Ciara Doherty

Age 5 - 8 winner:

Sarah Crawford (aged 7), daughter of James Crawford

Age 8+ joint winners:

Joseph Hyndman (aged 8), nephew of James Crawford

Philip Manning

(aged 8), son of Jackie Manning

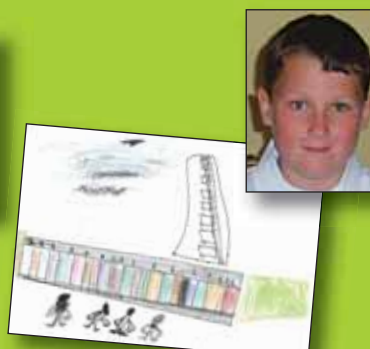
Well done to all the winners who received official Olympic 2012 pin badges.



Clodagh-Niamh Doherty



Sarah Crawford



Joseph Hyndman



Philip Manning

DBFO 2 road project speeds ahead

Lagan Construction's showcase road project DBFO 2 is continuing to transform Northern Ireland's highway infrastructure. The £250 million PPP scheme involves the construction of over 40km of new roads and intersections in addition to the maintenance of 85km of the existing route between Belfast and Dublin and between Belfast and Ballygawley - reducing congestion, travel times and accident hot spots.

DBFO 2 is the largest ever highway project to be undertaken in Northern Ireland. Commissioned by DRD Roads Service, it is being delivered by Amey Lagan Roads Ltd on a Design, Build, Finance and Operate basis. The new work element is being constructed by Lagan Ferrovia - a joint venture between Lagan Construction and Ferrovia Agroman Ireland, with the routine operation and maintenance carried out by Amey Inter Urban Division.

Lagan Ferrovia is delivering the new works under three main schemes. Scheme 1 started at Newry in late 2007 and Schemes 2 and 3 got underway in January 2008.

Scheme 1 - improvements to the existing A1, including the construction of new by-pass at Newry - is progressing well, with the first 4km stretch of the new A1 dual carriageway open at Newry under traffic management since October. The scheme is due for completion in late 2010.

Scheme 3 - a 20km upgrade of the A4/A5 from single carriageway to dual carriageway from Dungannon to Ballygawley - is also well underway and on schedule to finish late next year.

Meanwhile, *Scheme 2 - the construction of four grade separated junctions at Hillsborough, Dromore, Banbridge and Loughbrickland and the closure of central reserve cross-overs* - is nearing completion. The scheme's objective is to improve road safety along the route, in particular to assist side road traffic joining the A1.

At Dromore Road, Hillsborough, a new flyover has been built immediately north of the existing junction which will carry a new road linking the B177 Dromore Road to the north-bound carriageway and the C359 Ballygowan Road.

The first 4km section of the new A1 is now open at Newry.





Banbridge Road, Dromore.

A second flyover has been constructed at Dromore Road, in Banbridge. The new structure is situated south of the existing junction and links the A26 Dromore Road to the south-bound A1 carriageway.

Work is still ongoing on the two underpasses at Dromore and Loughbrickland. At Banbridge Road, Dromore, the underpass is being built north of the existing junction to carry a new road linking the B2 Dromore Road to the north-bound carriageway and the C355 Rowantree Road.



Dromore Road, Banbridge.

The underpass at Dublin Road, Loughbrickland is under construction immediately north of the existing junction to link the B3 Dublin Road to the south-bound carriageway and the B3 Grovehill Road.

Improvements to the four junctions will mean that motorists will no longer be able to turn right across on-coming traffic since all movements between the side roads and both the north-bound and south-bound carriageways will be 'left in' and 'left out'.

All four grade separated junctions are on schedule and due to be finished ahead of the contract completion dates.



Dublin Road, Loughbrickland.

Protecting the environment

The works have also included numerous service diversions on both the A1 and the side roads and the upgrade of drainage, surfacing, street lighting, road signage, fencing, white lining and footways. Scheme 2 runs across agricultural fields separated by hedgerows, streams and undesignated water courses which have required the provision of culverts.

Protecting the environment is high on the agenda for the delivery team which commissioned a special Environment Plan to identify, assess and minimise any potential risks to the safety of the natural environment and wildlife. At the Dromore interchange some of the drainage works had to be redesigned after a badger habitat was discovered.

Safety first

Another key issue for the construction team is the need to ensure the safety of workers and road users at all times. As the main arterial route between Belfast and Dublin, the route is in use by high volumes of vehicles and a minimum of two lanes on each carriageway have to remain open throughout the road works.

On Scheme 2 Lagan Ferrovial adopted the use of concrete barriers as opposed to traffic cones, contributing to the project's good safety record. At one stage, the barrier stretched 300m on both sides of the carriageway at the Hillsborough junction. Any significant works that were required were carried out at off-peak times and weekends and a contra flow operated when the bridge beams were lifted into position.



Dromore Road, Hillsborough.

Sustainability targets

DRD Roads Service incorporated a number of sustainability targets within the project specification and to meet these, an innovative low noise surfacing material was selected for the carriageway. Textsurf is a stone mastic asphalt (SMA) wearing course produced by sister company Whitemountain Quarries, which reduces noise pollution.

Where possible, materials are also being recycled or reused and the amount of waste products reduced. Rivers and streams are protected from silt and run off, with noise, light and dust pollution also kept to a minimum.

As Scheme 2 draws to a close, our delivery teams continue to progress the remaining two schemes as part of a successful joint venture.

Energy made better as Coomacheo Windfarm opens

Lagan Construction's £7.6 million windfarm project at Coomacheo has been officially opened, representing the culmination of a €100 million investment in south west Ireland by Airtricity.

The state-of-the-art windfarm in County Cork was declared open for business alongside neighbouring Curragh Windfarm by Simon Coveney, MEP, Fine Gael TD and spokesperson on Communications, Energy and Natural Resources.

Lagan Construction delivered the wind farm between June 2007 and August 2008, working in all weathers to enable Airtricity to take over the site on programme.

The contract involved the construction of bases and hard standings for eighteen 2.3 MW wind turbines, the installation of 10km of MV and SCADA cabling, some 18km of floating roads built on 5m deep peat, the



Pictured (above and below left) at the opening of Coomacheo Windfarm are Simon Coveney TD and Stephen Wheeler, General Manager - Ireland Airtricity.

upgrade of 2km of public highway and a further 6km of road through the Coille Forest, the erection of a bridge spanning the River Clyadgh and the felling and removal of 20 hectares of trees.

Renewable energy giant Airtricity is the leading supplier of greener energy in Ireland and has to date ploughed more than €100 million into its Cork wind farms, with many more investments planned for the Cork/Kerry region. The company has also recently opened its new south west regional office in Killarney which is expected to expand over the coming years as the company scales up its activities in the area.

Coomacheo and Curragh Windfarms have a combined generation capacity of 59.8MW – enough electricity to power more than 40,000 homes and to prevent the release of between 70,000 and 165,000 tonnes of carbon dioxide each year. The green energy generated at the two facilities will help ensure that Ireland meets its national targets of 40% renewables by 2020 and the EU's mandatory 20% reduction in carbon emissions.

Almost 200 guests, including local landowners and public representatives, attended the official opening which included guided tours where they had the opportunity to discover first hand the power of wind generation and energy made better in the Clydagh Valley.



Mr Water Service drops in!

The Watermains Rehabilitation project received a surprise VIP visitor recently when the new Chief Executive of Northern Ireland Water, Laurence MacKenzie, dropped in at Glenshane Road.

Mr MacKenzie was on an informal visit as part of his ongoing drive to improve safety performance across the water sector. He stressed the need to effectively communicate safety issues and awareness with strong support from the top down. Other top priorities he spoke of included the importance of maintaining good customer relations and minimising disruption to consumers during infrastructure works.

During the visit Mr MacKenzie was accompanied by NIW project sponsor Gary Curran along with Leslie Boyd, Scott Williams and Neil McKenzie of the Lagan Holleran joint venture.

Commented Neil: "Mr Mackenzie was impressed with our site set-up and the work taking place on the site in general. Of special interest to him was our new mobile welfare facilities which are being trialled on the scheme as part of our obligations under CDM 2007 to provide facilities on fast moving mobile sites."

He added: "The Chief Executive left with a good impression of the work we do and we look forward to working with NIW in the years to come."

The new mobile welfare unit at Glenshane Road.



Contract awards

Integrated Wastewater Framework

Two new schemes

Northern Ireland

Lagan Construction as a partner in the Shearwater Consortium has been commissioned to deliver three new wastewater schemes in Northern Ireland.

The first of these is *Duke Street CSO Package 1*, £300,000 - the installation of storm screens at Combined Sewer Overflows within the existing sewerage network and modifications at Dunfield Terrace and Duncreggan Road.

Annaghmore WwTW Improvements, £1.4 million - these modifications are to ensure the plant meets EHS requirements and includes new inlet works, PSTs, RBCs, FSTs, a storm tank, a sludge holding tank, FE PS and 3.1km of rising main for effluent pump away.

Drumahoe Old Pump Station Upgrade £1.1 million - upgrade works to the pumping station at Drumahoe and the pipework on Church Road and Ardmore Road.

Gatwick Airport Kiss & Fly

Road alterations

England

Work has started on the latest airport contract awarded by key client, BAA Gatwick Airport Ltd. The £300,000 project involves a number of alterations and an extension to the existing Kiss & Fly roadway and footpaths on the lower level of the south terminal. Works include new drainage systems, new lighting, changes to the existing road markings and provision of new road signage.

Broxden Business Park

Access road

Scotland

£300,000 of works consist of the construction of 120m of bituminous paved 7.3m wide carriageway and terminal small roundabout, with associated footways along the carriageway. Other aspects include construction of surface water drainage, foul water drainage and a foul water pumping station.

Glasgow Airport Taxiway

Fillets and Taxiway Alpha rehabilitation

Scotland

Lagan Construction in joint venture with Ferrovia has been awarded a £2.3m contract by Scottish Airports Ltd. The project involves the construction of a series of new taxiway 'fillets' including Golf Hold, ATC, Alpha 3/Juliet and Alpha Hold. The works will also include rehabilitation of taxiway Alpha replacement of aircraft ground lighting systems on taxiway Alpha.

MoD Shoeburyness

Essex, England

Lagan Construction has been commissioned by QinetiQ on behalf of the Ministry of Defence to deliver a £2.1 million scheme at MoD Shoeburyness near Great Wakering in Essex.

The 13,700 hectare range incorporates 14 work sites and residential areas housing 200 people as well as substantial farmland leased to tenant farmers. The principal activity is the testing of munitions, which involves the frequent firing of heavy artillery.

QinetiQ is a prime contractor to the MoD responsible for the management, operation, and maintenance at Shoeburyness including all new works.

This latest scheme is necessary to ensure all 14 sites comply with the civilian Management and Storage of Explosives Regulations (MSER) which came into effect last year. Under the regulations, explosives storage containers and conditioning chambers must be located a safe distance from battery buildings and permanently occupied buildings.

We are contracted to build new concrete bases for the storage containers and conditioning chambers at the prescribed safe distances along with tarmac roads, hardstandings and entrance bays, earth embankment traverses and concrete walls in addition to a new power supply at each location.

NISO rewards safety conscious organisations

Lagan Construction has been recognised as one of Ireland's top safety conscious companies at the 2009 Occupational Safety Awards.

We were selected as winner of the Overall Regional/Northern Ireland Award at the annual event organised by held by NISO and the NISG. The winner is chosen from the regional award winners and presented to the company with the highest overall scoring entry.

More than 100 organisations from across Ireland attended the annual conference and awards ceremony at Castlebar, County Mayo in September when the theme was 'Driving safety and health'.

The National Irish Safety Organisation (NISO) was established in 1963 as a 'not for profit' organisation with charitable status. It aims to serve the health and safety needs of a broad range of industries and is run by dedicated volunteers operating within regions.

Since the publication of the Health, Safety and Welfare at Work Act in 1989, NISO has been organising, advising, training and promoting occupational health and safety. It also complements the work of the statutory public body, the HSA (Health and Safety Authority).

Northern Ireland Project Manager Gary Gallagher collected the award on behalf of Lagan Construction.

COINS update

Improving the way we operate

Following a company-wide implementation programme, our new business management system - COINS - is now fully operational in all regions.

Despite a few teething problems, the system is live and working well thanks to the efforts of the COINS support team, COINS champions and our accounts department. Thank you all for your patience and support – now it's time to get the most out of the system!

What's next?

As COINS is a flexible management tool we will be adding to and improving it over the coming years. During 2009 the system will be enhanced to include:

- Better reporting
- Full use of Activity Based Costing
- Attaching scanned invoices
- Improved CVR processes
- Email orders directly from the system
- Plant processing

Who can support me?

To date the COINS team has:

- completed over 400 person days of training
- successfully dealt with over 2,000 support calls
- carried out hundreds of essential systems administration tasks including a recent software upgrade

The team provides support and training to COINS users as well as day-to-day administration, development and testing of the system and its functions and the planning of training courses.



The COINS team



Contact us by:

- Telephone: external 028 9055 7888 internal ext 7888
- Email: coin.support@lagan-group.com
- SharePoint COINS portal

Support documentation is also available on SharePoint covering:

- How to
- FAQs
- Training

Improving our communications

At Lagan Construction we are improving the way we communicate with the outside world thanks to an innovative suite of promotional literature and a vibrant new website.

Our main brochure, the Company Profile, has been redeveloped and redesigned as a high quality publication to portray the culture of our business and the ethical way in which we behave, alongside case studies of the excellent projects we deliver across all our key sectors.



Meanwhile, we have also created a brochure outlining our sustainability policy – 'Constructing a sustainable future'. This publication sets out our strategy to become a truly sustainable business, building upon our reputation as a company with strong family values and a history of contributing to wealth creation and economic development in every country where we work.



Another new brochure promotes our recently acquired precast concrete building solution for car parks. Exclusive to Lagan Construction, Lagan Park offers an innovative, cost effective and safe solution now available under licence in all our regions and promises to revolutionise the construction of car parks in the future.



All three publications are based on a 'people' theme in recognition of our motivated and entrepreneurial employees who collectively are our key business strength.

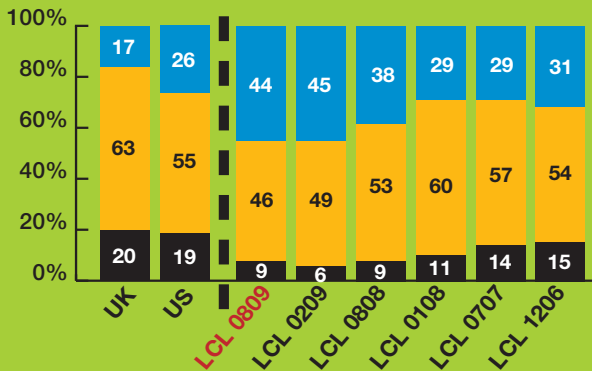
Created on the same concept is the exciting new Lagan Construction Website which is currently under development and will be ready for testing later this year.

It is a dynamic website which will allow a greater level of interaction than the previous site. Watch this space for more updates!

Q12: Tell us how it is

Results from the recent Q12 Employee Survey show Lagan Construction well ahead of the national average in terms of staff satisfaction.

Q12 measures the extent to which people feel Lagan Construction is a good place to work and identifies staff motivation or 'Engagement' - when a company values its employee and the employee values the company - in other words, people make the difference between business success and failure.



Ratio of engaged:disengaged

	UK	US	LCL 0809	LCL 0209	LCL 0808	LCL 0108	LCL 0707	LCL 1206
Ratio	0.85	1.37	4.89	7.50	4.22	2.63	2.13	2.07

Despite the economic downturn, employee 'Engagement' has held up well at 44%, but employee 'Disengagement' is up slightly on last time at 9%. The ratio of Engaged to Disengaged staff is 4.89 – so for every one Disengaged Lagan Construction employee there are 4.89 Engaged employees. This puts us above both the UK and US averages of 0.85 and 1.37 respectively and is excellent news.

However, the slight increase in Disengagement indicates that some staff are less satisfied – and whilst this may be expected in a recession, we need to examine the results carefully and talk to staff to fully understand levels of morale and motivation across the regions.

Over the coming weeks, managers will be holding informal discussions on Q12 to gain feedback and ensure we remain focused on people's needs and aspirations. The full set of results has been posted on SharePoint. Your views are important in helping us to improve Lagan Construction going forward. Please take the opportunity to complete the next Q12 survey in 2010.

Highlights:

- We continue to show high levels of staff engagement compared to UK and US averages
- Engagement level is down (marginally) over the past six months but up (significantly) over the past two years
- Disengagement level has risen (slightly) over the past six months but is down over the past two years

WISE women

WISE women from across Ireland descended on Belfast recently to celebrate their organisation's 25th birthday.

The WISE campaign - Women into Science and Engineering – aims to encourage school girls to consider science, engineering and construction as a future career.

WISE celebrates women everywhere who are already established in scientific and engineering roles, many of whom act as role models for the organisation in encouraging others to follow in their footsteps. The 25th anniversary event took place at the Odyssey Centre, where Lagan Construction's Ciara Doherty joined Construction Skills Ambassadors and VIP guests including Princess Anne.

Ciara worked with the Brownies from Monkstown, Newtownabbey, helping them build wind powered vehicles using K'Nex and paper.



This year's Construction Skills Ambassadors (including Ciara) with Construction Skills representatives Annie Millar (back row, third from left) and Mary Mc Dermot (front row, fourth from left).

Achieving excellence

At Lagan Construction we have once again demonstrated that when it comes to 'excellence' we're up there with the best in the industry!



Not one - but two - of our projects were shortlisted as finalists in this year's CEF Construction Excellence Awards which showcases the top projects across every sector. The competition, which this year celebrates its 10th anniversary, received a record 100 entries despite the difficult conditions the industry is currently facing.

Martin Cosgrove and Neil McKenzie were finalists in the Utilities category for their work on Balycolman Flood Prevention Pumping Station. The other finalists were Chris Donnelly and Ken Maxwell who delivered the Newcastle Streetscape project.

Rewarding long service

At Lagan Construction we have recently been celebrating the achievements of some of our longest serving members of staff.

Employees with more than five or ten years' service with the Lagan group of companies have been presented with special gifts in recognition of their loyalty and commitment to the business.

Those with more than 20 years' continuous service were invited to attend the first function of the newly formed Lagan Construction 20 Year Club.

Six employees and their guests were treated to an opera evening at the Culloden Estate and Spa in June in recognition of more than 30 years' service. They enjoyed a champagne reception, before sitting down for a performance of Carmen followed by dinner and an overnight stay in the hotel. They also received holiday vouchers to mark the occasion.



The employees who have achieved the significant milestone of long service are:

30 years or more

Gerry Gorman (43 yrs) David Kirk (35 yrs)
David Young (42 yrs) John Stewart (32 yrs)
George Craythorne (37 yrs) Pat McKay (30 yrs)

Gerry Gorman and David Kirk have recently taken well-deserved retirement but we look forward to the others' continued contribution to the company's ongoing success.

20 years or more

These employees were each presented with a watch.

Barney Slane (27 yrs) Eric Potter (23 yrs)
Adrian Hanna (26 yrs) Kieran McIlhatton (20 yrs)
Liam Beeks (24 yrs) Ken Maxwell (20 yrs)
John Johnston (24 yrs)

10 years or more

Employees with ten years' continuous service received exclusive pens:

Mike Clarke (19 yrs) Paddy Harney (14 yrs)
Alan McCulla (19 yrs) Trevor Kirkpatrick (13 yrs)
Andrew Johnston (17 yrs) Steve Turner (13 yrs)
Malachy Hughes (17 yrs) John McKeown (11 yrs)
Colin Loughran (17 yrs) Jonathan Graham (11 yrs)
John Cunningham (16 yrs) Connor Maxwell (11 yrs)
Oliver Rooney (16 yrs) Harry McKendry (10 yrs)
Freddie Patterson (15 yrs) George Taggart (10 yrs)
Richard Jones (15 yrs)

Five years or more

Employees with five years' continuous service each received celebration clocks.

John Bell, Leslie Boyd, Jack Walker, Mike McGuire, Damien Savage, Grant Sarich, Martyn Roe, Pat McAlister, Vik Singh, Fearghal Delaney, Robert Murphy, Declan Fitzpatrick, Brian Johnston, Neil McKenzie, Darren Fitzpatrick, Gavin McKeivitt, Gary Gallagher, Ross Brophy, Rebecca Irwin, Mervyn Latten, Nicola Ward, Norman Halliday, Emmet Feeney, Chris Adair, Mike McCracken, Phil Bentham, Jim McLernon, Chad Beecham, Michael Troughton, Brendan McIntyre, John Gourley, Terry Moore, James Keogh, Jeremy Chedzoy, Steven Beattie, Mick Brady, Pat Johnston, Mike Shipman, Charlie McCanney, Kevin Bell, Chris Sharpe, Lindsay Galbraith, Roger Webster, Alan Hall, Robin Erskine, David McAlernon, Ron Coates, Peter Bows, Liam Murphy, John Allsop, Cormac Murphy, Christina Todd, Graeme Clarke, Martin Kearney, Gordon White, Karen Dilworth, Dymna Campbell, Liam Robinson, Johnny McDaid, Adrian Dixon, Lea Snoddy, Paul Ryan, William McBride, David Parker, Ty Biddle, Sean Maguire.

STOP PRESS...

The Lagan Way Round

As teamtalk went to press, two colleagues from the Southern England team were preparing to embark on the journey of a lifetime - from John O'Groats to Lands Ends on motorbike in an effort to raise £30,000 for Cancer Research.

Inspired by the epic televised tour by friends Ewan McGregor and Charlie Boreman - the Long Way Round - our own Adrian Brooks and Brian Cronin are taking time out from their roles on the Boscombe Down project to make the legendary trip. Their route will take in every Lagan Construction site and office on the UK mainland - the Lagan Way Round, a total of 2,600 miles!

Seamus Gormley and Roy Hull from the HSEQ department are meeting up with Adrian and Brian en route to deliver donations from HQ. Anyone else wanting to sponsor them in their bid to raise funds for the fight against cancer should contact them by email:

adrian.brooks@lagan-group.com
brian.cronin@lagan-group.com



Gerry joins CECA Board

Gerry Donnelly, Lagan Construction's Regional Director for Scotland has been elected to the Board of Directors for CECA (Scotland) Ltd.



The organisation represents over 100 civil engineering contractors in Scotland, promoting their interests to government ministers, policy makers, industry and other professional organisations.

New starts:

Brian Fegan (Graduate Engineer, A2 Maydown Dualling)
Rebecca Bombusa (Administrator, Central Park Bridge)

Baby congratulations:

Neil McKenzie (NI Wastewater Framework) and Lisa on the birth of their son Luke.

Nick McGirr (Estimating) and Caroline on the birth of their daughter Katie.

Gareth Ingram (Accounts) and Deborah on the birth of their daughter Charlotte.

Richard Jones (Intl. Reg. Director) and Dita on the birth of their daughter Maja.

Alan McCulla (Plant Dept.) and Kate on the birth of their son Alex.

Wedding congratulations:

Conor Maxwell (Commercial) on his marriage to Helen.

Lesley Kane (Accounts) on her marriage to Meredith.

David Marley (Commercial) on his marriage to Helen.

Camillus Byrne (Greystones, Rol) on his marriage to Noelia.

Wedding offer

Former Lagan employee Debbie Haighton is hoping her new business venture will help lead many of her former colleagues up the aisle!

Debbie, who worked in HR, has set up her own bridalwear shop **Deborah Rose** in Ballygowan, which sells an exclusive range of wedding gowns, bridesmaids dresses and accessories of the highest quality. Opened four years, it has been nominated for Best Bridalwear Retailer in Northern Ireland in the GMNI Reader Awards.

She still has fond memories of her years at Lagan and as a 'thank you' has created a special offer for company employees thinking of tying to knot.

Offer to
Lagan group
employees



Free Bridal Shoes, £50 Accessory Voucher and 10% discount on bridesmaid dresses when purchasing any bridal gown

TERMS: Offer only open to Lagan group employees, their fiancée or immediate family. Cash alternative not available. This offer cannot be used with any other in-store offer. Free Bridal Shoes for brides only. Voucher valid until December 2010.

A credit to the business!

Congratulations to three members of the HSEO department who have proved they are head and shoulders above the competition!

Following months of dedication, preparation and hard work, Seamus Gormley (Quality Assurance Manager), Ryan Gillett (Safety Officer) and Niamh Matthews (Trainee Safety Officer) have achieved their NEBOSH diplomas at the first attempt, with all three scoring Credits.

The average pass rate for first time entrants is very low - in the region of 20% - so this is a considerable achievement and a fantastic result for the team. Well done to you all!

Farewell

Our best wishes go to Roger Webster who has retired from the company following several successful project roles.



Roger joined Lagan Construction in 2004 as M&E Manager on the Colchester Garrison contract before relocating to Scotland to support the Rosyth team working on the Q&SIII water/wastewater framework for Scottish Water Solutions.

More recently he has been utilising his many year's experience in the renewable energy sector to help generate new business opportunities for the Northern England team based at Oldham.

We wish Roger a long and happy retirement!

Sprint for safety

An exemplary safety performance on the Tappaghan windfarm scheme in County Fermanagh has earned Lagan Construction a £1,000 cash prize.



Part of client Airtricity's Sprint for Safety campaign, the award was made in recognition of our site team achieving zero health, safety and environmental incidents during the delivery of the project. As a gesture of goodwill, we have doubled the money and presented £2,000 to the construction fund for the new children's hospice in Enniskillen.

Project Manager Pat Tierney is pictured handing over the cheque to Emma Burton, Northern Ireland Regional Fundraiser for Horizon West (centre) alongside and Michelle McConnell, of Airtricity.

Environment tops agenda

Lagan Construction is demonstrating its credentials as a sustainable business as part of its commitment to minimising waste during the delivery of a key environmental project on the Isle of Man.

The £450,000 contract for the IoM Government involves the construction of an extension to Western Civic Amenity Site, one of four facilities on the Island where local residents can deposit large items of household waste unsuitable for general waste bins such as washing machines and kitchen units.

The sites provide a recycling service for a number of materials including lead acid batteries, dry cell batteries, scrap metal, garden waste, glass, aluminium, paper and clothing.

Recycling efforts at the Western Civic Amenity Site are being expanded to recycle other materials such as plasterboard and plastic. More covered areas will be created, a weighbridge installed and changes made to ensure traffic flows smoothly.

Work at the site - which is situated at St. Johns - began in September and includes significant earthworks, drainage, reinforced concrete laying in addition to building works. The client has placed a considerable emphasis on the minimisation of waste and our delivery team is introducing some innovative environmental measures to meet these requirements.

Excavation of materials is strictly controlled to enable segregation of different materials for re-use.



The site was reinstated following project completion.

Around 2,600 m³ of sand and gravel is being excavated and transported off site where it is washed and recycled for use as aggregate in Ready Mix concrete. This concrete is later used on site to form the reinforced concrete retaining wall.

As part of the works, 50 trees were felled on site and turned into wood chips which have been mixed with excess topsoil and then supplied to the local community as compost.

The project is due for completion in February 2010 and as work progresses, a number of other waste reduction measures will be introduced, underlining our commitment to becoming a truly sustainable business.



Recycled materials.



50 trees were felled and chipped.



Sand was recycled as aggregate.

teamtalk welcomes contributions from all employees who wish to share latest announcements, contract news, feedback, successes, interviews, previews and information on sports and social events with colleagues across Lagan Construction.

Please send your news to Rebecca Irwin at rebecca.irwin@lagan-group.com Thank you to all who have contributed to this issue.