

April Newsletter



Sam Rye | Office Manager:

Teamwork and Communication Drive Positive Change

As part of our ongoing commitment to excellence and employee wellbeing, we're proud to share some key highlights from what has been a high-pressure yet incredibly productive month for our team. One of the most positive developments has been the growing impact of our Weekly Plan, Do & Review (PDR) sessions. 🙌

These have proven instrumental in helping us identify and address potential challenges early. By fostering open, honest conversations across all levels of the business, we've been able to stay proactive, aligned, and solution-focused supporting both our people and our clients more effectively. 🌱

Our focus on fleet management has also seen impressive progress. Thanks to clearer lines of communication between drivers and office staff, we've significantly improved the process for reporting and addressing vehicle repairs, maintenance, and consumables like tyres and AdBlue. The results are clear: fewer issues on the road, more efficient scheduling, and teams better equipped to deliver on-site with minimal disruption. 🚗

The data backs this up. Our Lightfoot telematics reports show a consistent week-on-week improvement in driving behaviour, with a marked reduction in red alerts. This progress reflects the strong collaboration between our drivers and support teams—and a shared commitment to continuous improvement. 😊

Finally, these enhancements in communication and operational planning have also contributed to cost savings. We've achieved a 10% reduction in fuel spend compared to the previous period, thanks in part to a strategic change in our fuel provider and more conscious refuelling practices by our drivers. 🙏

We're incredibly proud of the progress made and grateful to our entire team for their dedication and adaptability. Together, we're building a culture that not only delivers results but fosters trust, responsibility, and shared success. 🏡

Events coming up to look forward to:

May:

Charity 10k Fun Run - Cancer Research
SATURDAY 17TH MAY from 10am. 🏃



Compliance & Safety Updates:

Neil Penney | HSQE Director:

Hopefully everyone enjoyed the Easter break and didn't overindulge too much in chocolate and hot cross buns! 🍪

As a company our teams have always given back to the communities that we work within via charitable work and by providing support to local businesses and employment to people local to our projects. All that we undertake is classed as providing Social Value, but what is social value?

We define social value as 'the benefits that we and our supply chain deliver for people, the environment and the economy'. Social value isn't new to us – we've always attempted to give back to which ever community we have been working in via local employment or by supporting local charitable organisations, or assisting in preserving natural habitats, we know how important it is that we make a positive difference to the communities and environment where we work. Although we've been contributing to social value for a while, we haven't measured what we contribute before or set ourselves ambitions for future growth. This is why we now have put together a social value plan, together with a framework that showcases our ambitions, how we already deliver social value, and how we can do even more.

Watch out for more on Social Value from Me or Tilly and how you can add value yourselves.

Social Values | Loop System:

At ASH Construction, we're committed to making a positive impact in the communities we serve. To ensure we're accurately capturing and measuring this impact, we're now using the web based system LOOP. 🌐

This platform allows us to track our social value activities from community engagement and charitable donations to staff volunteering and environmental efforts on a monthly basis. By recording these contributions consistently, we can better demonstrate the value we're adding and continue to grow our social impact across all our projects.

★ Employee Spotlight ★

Karl brings decades of experience in the construction industry, with a proven track record of successfully managing station upgrades and extension projects across the Southeast. His expertise spans major civil engineering and building projects, including key developments such as East Grinstead, Caledonian and Barnsbury, and the recent Rainham Station upgrade.

Karl's extensive industry knowledge and hands-on approach make him the ideal leader for our Civils and Brickwork packages across the UK. His attention to detail and commitment to excellence ensure the successful delivery of complex projects, maintaining ASH Construction Group's reputation for quality and reliability.



Karl Stocker
Civils Director



Employee Spotlight April - Karl Stocker

This month's employee spotlight series is **Karl Stocker, our Civils Director.**★

With extensive industry knowledge and years of experience under his belt, Karl is a driving force behind the successful delivery of our civil engineering projects. His strategic mindset, technical expertise, and commitment to excellence ensure every project is executed to the highest standard. 🏗️

Karl's leadership and passion for the sector continue to shape the way ASH Construction Group delivers safe, efficient, and innovative infrastructure solutions. 🌟

Stay tuned as we shine a light on more of the brilliant individuals behind our continued success. 😊



Labour Updates:

It's been a busy period for the Labour team, with a strong flow of work coming through and several new clients joining us – it's great to see the momentum building across both existing and new relationships. The team has been working hard to keep up with demand, and the effort has not gone unnoticed.★

Although the rail side had a slower start earlier this year due to the beginning of Network Rail's CP7 (Control Period 7), we're now starting to see a positive shift. Activity is picking up steadily, and with more projects coming online, we're gearing up for what looks to be a very busy and productive summer.

Due to this increased workload, ASH Construction Group is now looking to strengthen our labour teams. We are currently recruiting for P-Way Gangs and COSSs in the London area, with opportunities available for full-time work. For those joining as part of a gang, we'll provide a company van and fuel, making it easier for teams to travel and work efficiently. 🚚

If you or someone you know is interested in joining a growing company with consistent work opportunities, please send a copy of your CV to jobs@ash-cg.com. 📧



Civil Updates:

Civils have been busy! Here are a few little updates regarding civils department:

- Our new phase of work, which will start on May 12th, will involve building brickwork blast walls at **Wimbledon Sub-station** for our esteemed client. We currently have several competent operators who are qualified and accredited to access and work in all sub-stations and UKPN depots throughout the nation.
- **Haywards Heath platform** is finished after the weekend was a huge success 🎉
- Another successful delivery was the **Brunel project**, which involved renovating three access points and installing new gates, fencing, troughing, loc bases, tizi bases, and other groundwork components needed to make room for the signalling equipment needed to support system operation 🙌
- Continued work at **Amberstone Road** includes clearing the property, making it completely clean and tidy and demolishing a building there. The client is pleased with the development and hopes to grant additional work on the site 😊



PWAY Updates:

Here are some PWAY Updates for April!

- **Aylesford Level Crossing**

LOCATION: Maidstone, Kent

Surveys were completed to prepare for Week 05's track monitoring, with a comprehensive plan in place, and following strong client engagement, we've also been awarded CRT site management as a project variation. 🏗️

- **Coldbath Culvert**

LOCATION: Tunbridge Wells West, Kent.

Following site visits, surveys, and multiple scoping meetings at Tunbridge Wells, ASH has been awarded the contract to repair the collapsed culvert later this year, after presenting a detailed solution and plan. 🙌

- **London Trackbed Remediation**

LOCATION: Sawbridgeworth, Herts.

PWAY has conducted site visits and surveys ahead of Week 05's core delivery and has been contracted to remove 160 wet beds across four sites in the Anglia Region, providing supervision, labour, tools, and small plant as part of a closely developed plan with the client.★



Internal News:

Congratulations to Alex Breach for successfully completing his Track Hand Back training course and putting it into practice on site this week! 🏆

Work Anniversaries:

Kieran McGhee has been with ASH for 11 years!! This month marks 11 years since Kieran first joined us as a Trackman. 🎉 Over the years, through hard work and dedication, he's progressed to become one of our valued Labour Managers. 🌟



Special Shoutouts:

Richard Brocklebank / Mateusz Mucha / Kieran McGhee all drivers of the week with 93%! Kieran with the most miles 435, another great score Kieran. 🚗



Photo of the month:



These snaps are from our second activity during Stress Awareness Month! 📸

It was a great session and really well received by everyone involved. We're now looking into hosting an all-male workshop to continue the conversation around mental health and wellbeing. 🌱



Marketing Updates:

- On behalf of the marketing team, we would like to thank everyone who was involved with the Stress Awareness Month activities. 😊
- Katul & Tilly also donated some Easter Eggs to Age Concern in Sandwich, here are a few pictures from this day! 🍫
- The Marketing Team are also organising the Charity 10k Fun Run!! We would love to see as many people there as possible - supporting all the runner! ❤️



Close Call Winners:

Top 3 close calls this month as below, all are really good and each issue if not raised or action taken could have ended in an operational close call or injury.

1st Winner - George Daly:

Close Call: Access gate left open and there were residential buildings all around this access gate

Action: Make sure access gate is securely closed when not in use

2nd Winner - Lloyd Lane:

Close Call: No masks when had to follow behind rrv as it brushed the track obviously 10m back but still kicks up a lot of dust

Action: Have masks when they know there going to brush the track back and want up to clip clear behind it

3rd Winner - Richard Brocklebank:

Close Call: After lads had finished fuelling up power tools noticed one of fuel cans wasn't placed back in nappy's where fuel should be stored

Action: Move fuel so that it remained on nappy



Thank you for reading!