

# June Newsletter



## Zoe Tudor | Finance Manager

As we come to the end of our financial year we can reflect on another year for ASH. Despite it being a difficult year for the rail industry as a whole with a continued slow start to CP7 we have drawn on the strengths and commitment of our amazing team and completed another successful year.

Our labour division continues to go from strength to strength maintaining good working relationships and providing support to some of our most valued customers, in addition they have built relationships with a number of new customers.

Our Pway and Civils departments have completed many successful projects over the year and some new clients which we look forward to working with.

We start the new financial year in a positive position with a dedicated team, a strong order book and a number of projects already secured for the future.

## Special Shoutouts:



The best drivers for this month: **Marcus Evans with 84%** and over 4k miles driven another mention is **George Daly with 83%** and over 2k miles driven and **Hadley Holden** has driven the most miles has **80%**.

## Close Calls:

**Close Call:** Someone could have got their leg trapped in the two rails due to someone moving the rail over without waiting for everyone to be clear and instructed to do so. (Iron man). Re-rail **Action:** Spoke with the person no injury's just shaken up a bit the COSS spoke with everyone and made it clear everyone should wait to swing it into the four foot (wait to be instructed)

**Close Call:** RRAP was broken and parts of the access were broken making it no longer level and making it a tripping hazard easy for people to step down into it. **Action:** fix the part of the RRAP which are broken to make it usable

**Close Call:** While checking the trolley before use noticed the track cable had snapped **Action:** Took off site and reported and replaced with new one

## Compliance & Safety Updates:

### Neil Penney | HSQE Director:

With the hot weather season upon us and the recent extremes of temperature that are starting to be a more frequent part of our weather structure, we need to ensure that we manage the risks associated with Hot Weather Working.

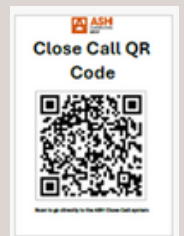
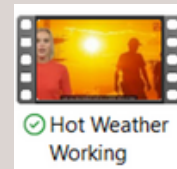
Sunny and warm weather is often associated with increased happiness. However, for our teams working outside, these conditions can pose significant risks, including sunburn, heat stroke, heat exhaustion, and skin cancer.

Too much UV exposure from sunlight can be harmful to your skin, causing damage such as sunburn, blistering, premature ageing, and skin cancer. It is estimated that 1 in 4 men and 1 in 5 women will develop some form of skin cancer at least once in their lifetime, with outdoor workers being at higher risk of skin damage from UV rays.

To assist with the management and understanding of Hot Weather Working for our teams there are a Toolbox Talk and AI briefing available on the shared drive that can be delivered or viewed. Please make sure that we are ordering enough water from the stores in good time to be available on site at the start of each project.

**Close Calls:** Please keep the close calls coming in via the ASH Connect App or by using the QR Code below.

Each close call allows us to build a picture of what our teams are seeing out on the projects, which will allow us to pinpoint our efforts to reduce hazards on our projects.



## Stores Update:

The Stores department continues to run smoothly, successfully supplying each job with the materials and equipment needed to keep things moving efficiently.

A massive thank you to Ollie Jerden, our dedicated Stores Supervisor, for his continued hard work and organisation. We also want to acknowledge Henry Allday for his valuable support, your efforts are truly appreciated!



## Men's Mental Health Week 9<sup>th</sup> - 13<sup>th</sup> June

This month, we came together to support Men's Mental Health Week through a series of meaningful and engaging activities:

- Monday 9 June – Kick-Off Session - We began the week with a relaxed gathering to highlight the importance of men's mental health and introduce the activities ahead.
- Wednesday 11 June – Crazy Golf Challenge - Colleagues enjoyed a fun round of crazy golf — a great chance to unwind and connect.
- Friday 13 June – Coffee & Walk + Reflection - The week wrapped up with a refreshing morning walk, coffee, and an open group discussion on wellbeing, supported by personal journal reflections.
- All Week – Wellbeing Journals
- Throughout the week, staff took time to reflect daily, with many sharing small wins and honest thoughts in support of open mental health conversations.

Thanks to everyone who took part and helped make the week a success. Let's keep the conversation going.

### ★ Employee Spotlight ★

Neil Penney brings extensive experience in Health, Safety, Quality, and Environmental (HSQE) management, with a strong background in the rail and construction sectors. He's a genuinely passionate about creating a culture where safety and continuous improvement are part of everyday thinking at every level of the business.

Neil's deep knowledge of compliance and risk management, along with his hands-on leadership style, has played a key role in shaping ASH Construction Group's strong reputation for safety and environmental responsibility. He takes a proactive, detail-focused approach that helps ensure ASH not only meets but often exceeds industry standards, reinforcing our position as a trusted leader in HSQE across the sector.

On top of all that, Neil is an absolute pleasure to work with. He brings positivity to every room, keeps the team laughing, and makes even the toughest days feel a little lighter.



Neil Penney  
HSQE Director

### ★ Employee Spotlight ★

With over 30 years of experience in the construction industry, Tony leads the Labour Department, managing a team of over 500 staff across the Southeast. His department supports a range of railway and highway road projects, with dedicated labour management overseeing the successful delivery of Framework projects.

Tony also runs the Labour Systems, which supports plant and equipment, powered plant, hand tools, and more, ensuring that ASH Construction Group is fully equipped for every project. His leadership has been instrumental in driving efficiency, developing the labour hierarchy, and implementing processes that maximize team performance.

Tony's expertise and strategic oversight have contributed to the successful execution of major projects, including the North London Line (NLL), the GLR Royal Mair Street Blockade, where his team engaged over 6,000 working hours in just 9 days - a record for the Royal Mair Street Blockade, and most recently, East Kent Signalling Phase 2. His commitment to excellence and operational efficiency remains a cornerstone of ASH Construction Group's success.

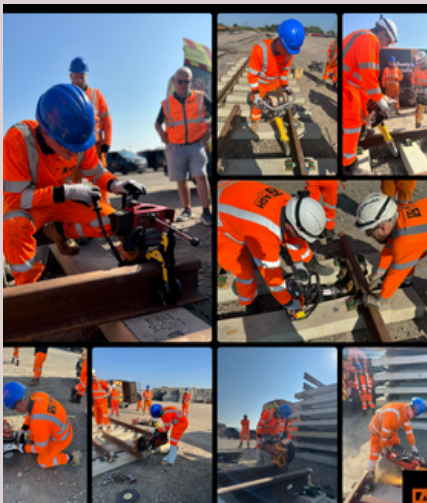


Tony Allday  
National Labour & Plant Director

## Employee Spotlight

This month, we're proud to highlight Neil Penney, HSQE Director, and Tony Allday, National Labour & Plant Director. Neil continues to lead the charge in health, safety, quality, and environmental standards, ensuring our teams operate safely and responsibly across all projects. 🚧

Tony brings over 30 years of experience to the Labour Department, overseeing a 500+ strong team and managing the delivery of labour and plant across key rail and civils works. Both leaders play a vital role in ASH Construction Group's success, and we're fortunate to have their expertise and dedication driving us forward. 🏗️



### Labour Updates:

This month, our Labour Team successfully delivered comprehensive small tools training to over 30 staff members, ensuring continued safety, efficiency, and confidence on site. We're proud to demonstrate our team's commitment to upskilling and staying compliant.

The training covered a wide range of essential tools, including:

- Abrasive Wheels (all types)
- Robel Tamper
- Iron Man
- Hydraulic Tensors (Stressing)
- Sleeper Drill
- Impact Wrench
- CAT SCAN
- AP11 Machine (Fastclip)
- Cembre Tools
- Stressing Equipment



### Civils Updates:

The Civils team has remained busy this month, making strong progress across all active sites, completing tenders for existing and new clients.

Several projects have been completed and satisfactory handed back to the client, case studies for all these projects are being completed.



### PWAY Updates:

Over the past few weeks, the PWAY team has been actively progressing multiple works. We completed nine consecutive nights of track monitoring following earlier drainage activity.

Preparations for an upcoming rerailling project are underway, including gauging, marking limits, and identifying lifting points.

Site access assessments were carried out at a new location, and vegetation removal continued under ecological supervision to support ongoing drainage works. Environmental and scoping surveys were also completed at several sites.

Thank you for reading!