



INSIDER

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FIFTY YEARS

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This edition of SAS Insider celebrates our 50th anniversary. Go to page 24 to see photos from SASFest. The celebrations were a great success, with high levels of turn out, enjoyment and dancing! As well as giving us the opportunity to let our hair down, the events also raised £5,000 for local charities. A huge thank you to all involved in the organisation of these events – you know who you are and your dedication is much appreciated.

It is an honour to be Chairman of SAS International, a company greatly admired in the markets it serves and which has potential for even greater success. I've been fortunate to see Eddie build an outstanding business and work with Todd, Alyn, Phil and the other SAS International directors to develop a business fit for the next 50 years. I am also fortunate to work with and speak to many employees right across the business and it is those conversations that most heavily influence the decisions we make. This week I spoke to someone who has worked for SAS for 15 years - the insights he shared with me have made me reflect and be braver about changes we want to make. Listening, understanding and collaborating is key to our ongoing growth.

We have seen great success but we are hungry for more. Whilst construction and property are considered traditional, slow moving businesses, the rate of change we will see over the next 10 years will be mind-blowing. Make no mistake, we will embrace that change and are headed for great things – but we need to continue to do what we are good at – investing, innovating, thinking differently. Let's take our best traditions, honed over many years, and apply them to the ever changing landscape. Let's be international in outlook, open minded and inclusive. Let's collaborate. This will bring more success.

We're lucky – 50 years of SAS have provided us with all the elements we require – talent, resources and determination. With such a great foundation, we are well placed for the next 50 years.



Siobhan McElhinney,
Chairman

Thank you to everyone's contributions to Issue 33 of the SAS Insider. It wouldn't be what it is without all of the input from our staff so please send in all your latest stories and updates for inclusion in Issue 34!
sasinsider@sasintgroup.com

Cover picture: Bloomberg London



GROUP NEWS

BRAND GUIDELINES

We first announced the completion of an internal project to rejuvenate the SAS brand in the last issue of Insider. We had involved team members from across all areas of the business, to encourage ownership and pride in our brand and to focus on our people and our identity, because our people are the heart of who we are and what we stand for. The project also included a perception survey with architects, contractors and installers to ensure we aligned our brand values with our customers and the market in general. We have now output full brand principles and brand guidelines which are being applied to all marketing collateral internationally, including in support of our 50th anniversary activities. As well as the updated branding appearing on new vehicles and everything that leaves the building, the marketing team are also working on an updated SAS website, which will not just have a new, fresh look aligned to the brand guidelines but also updated functionality and an improved user experience.





MERCEDES VEHICLES LEAD THE SAS INTERNATIONAL FLEET

SAS' new brand guidelines have come just in time to feature on five premium quality Mercedes-Benz vehicles, which have very recently been added to our fleet. Two 26-tonne Actros and a trio of 3.5-tonne Sprinter chassis cabs are a worthy investment for the company, showcasing how SAS International is committed to offering the most efficient delivery solutions for its loyal customers.

The new vehicles will operate from SAS' production facility in Oldbury, West Midlands where the vehicles are expected to cover 140,000 miles a year.

We are excited to get these vehicles on the road. Brian Barber, Transport Manager said: "The implementation of the new fleet will assist in promoting SAS as a market leader in our field. The new vehicle designs will assist in promoting our core product lines and showcase a number of high-profile projects which the company has been involved in."

NEW PRODUCT DEVELOPMENT CELL

SAS' Bridgend site has seen much change over the last 18 months. Through the development of health & safety initiatives, new innovations and efficiency boosting process changes, Ian Richards, SAS Plant Manager has described the site as a 'completely different working environment' for those based there, and their visitors.

The most significant change is the introduction of the new Product Development Cell, which has been up and running since the beginning of the year.

Where previously all developments and project mock-ups were run in main stream production, in and around paid project work, we now have a self-contained machine room developed by Engineering to produce mock ups, prototypes and specialised items, allowing us to be more flexible in our approach to them, and more efficient in responding to requirements.

Our commitment to the design and review process is demonstrated by our project mock-ups which provide the opportunity to visualise complex product applications. Mock ups are key for product understanding and are fundamental to the customer's decision making process.

Furthermore, through introducing this dedicated area, we have increased our ability to respond to innovative product development ideas, testing and creating, from initial idea through to volume production.

Paul Smith, SAS Group Engineering Director said of the new facility "The PDC represents a major investment in capital equipment and technical expertise. It will support the group engineering requirements by providing a medium that can turn our ideas, our technological talents and our production capability into products that push the boundaries of what's conceivable and achievable."





VISITORS FROM SULTAN QABOOS UNIVERSITY

Sultan Qaboos University is a government entity which SAS has supplied tens of thousands of m² of metal ceilings across various campuses such as the Bone Marrow Transplant Hospital and the Accident and Emergency Hospital (UAE).

After placing several orders with SAS over the years, four senior members from the Engineering Department of Sultan Qaboos requested to visit our Bridgend factory to see where and how our products are manufactured.

- Mr. Abdul Aziz Abdullah Said Al Siyabi (SQU)
- Dr. Hilal Mohammed Khalifa Al Muqeemi (SQU)
- Mr. Hilal Hamood Zahar Al Sarmi (SQU)
- Mr. Sebastian Joseph (Al Kahf Trading)

Our MENA International Sales Manager, Shaun Brecher spent two days with our guests firstly providing a tour of our London project sites such as Bloomberg, Westfield Shopping Centre, Tottenham Court Road Station and Cannon Street Station. Day two followed with a morning spent in our Reading HQ introducing our guests to senior management and viewing the mock up area, the day then ended in Bridgend with a tour of our factory and facilities.

We are currently working towards a new 18,000m² project, The Oman Cancer Center with Sultan Qaboos. Sebastian Joseph (pictured top left) from Al Kahf Trading in Oman has executed more than 200 projects with SAS over the last 25 years and is also working towards The Oman Cancer Center.



FIRE TESTED & CERTIFIED SAS CEILINGS COMPLY WITH GLOBAL GREENTAG™

We are delighted to announce that our ceilings have been certified to Australian fire standards, and comply with the provisions of the Global GreenTag™ Certification programme.

Following recent fire testing carried out by an Australian independent testing authority, SAS International's range of perforated metal ceiling systems have been confirmed as fully compliant with the Australian National Construction Code (NCC), as well as complying with the Building Code for Australia (C1.10a Fire Hazard and Smoke Developed Properties-Floors, Walls and Ceilings) requirements.

The testing was conducted to AS ISO 9705 which simulates a fire that, under well-ventilated conditions starts in a corner of a small room with a single open doorway. The physical testing method is intended to evaluate the contribution to fire growth provided by a surface product using a specified ignition source.

For the test, SAS International supplied a perforated metal ceiling with an acoustic pad infill and achieved a Group 1 result. This would offer a comparison of performance to the European Classification EN 13501-1:2007+A1:2009.

Additionally, the test has provided the evidence and data to support SAS' Global GreenTag™ certification and provides supporting verification and credits to other green building rating schemes such as Green Star®, EnviroDevelopment™, EarthCheck®, LEED v4 and BREEAM.

A third party, green building product rating and certification system, GreenTag™ is underpinned by rigorous scientific and Life Cycle Assessment (LCA) processes. Ecospecifier's Green Tag™ ecolabel rating positions a product within the top end of the green product market.

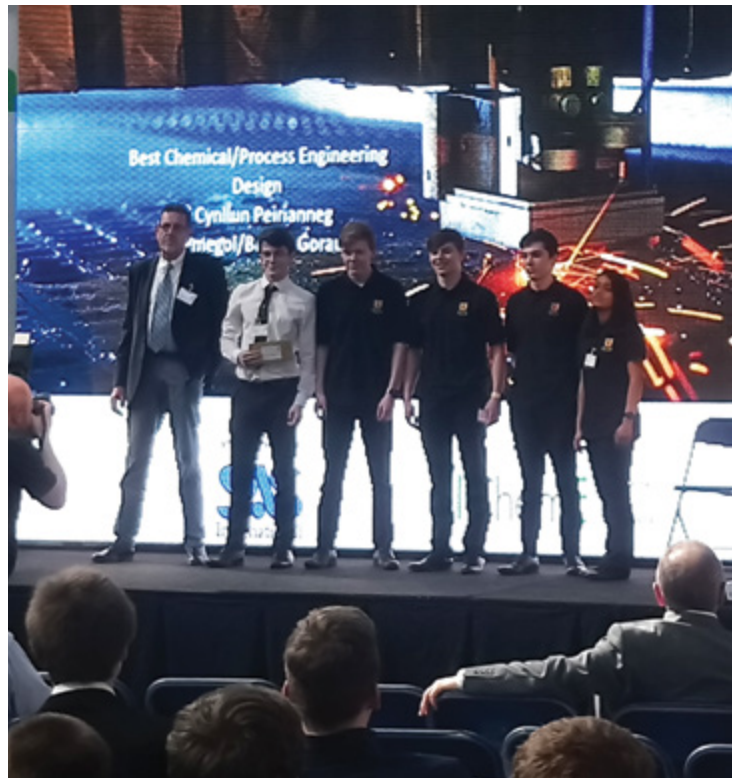


ENGINEERING EDUCATION SCHEME WALES

SAS recently sponsored two engineering groups from a school local to our Bridgend site (Brynteg Comprehensive), to take part in the Engineering Education Scheme Wales (EESW). The scheme is designed to encourage sixth form students to study engineering courses in further or higher education and operates through local companies setting research and development briefs relating to real industrial problems for teams of Year 12 students.

Both groups reached the final stages amongst capable opposition and on 20th April, one of the groups was awarded the 'Best Chemical / Process Engineering Design Award'. A fantastic achievement for the students and a proud moment for SAS.

Several hundred students from all over Wales attended the award ceremony, supported by some of the largest and most innovative engineering companies in the country. The links created during this process will give SAS the opportunity to maintain contact with high calibre students and local schools for future recruitment potential whilst also raising our profile within the engineering community.



INTERVIEW WITH DAN RUSHTON

Dan Rushton first joined SAS in 2007, working in our Special Projects team in the UK. In the 11 years that have followed, Dan has relocated twice and most recently, taken on the role of General Manager & Divisional Director for Australia, based in Sydney. We were keen to ask Dan about his experiences working for SAS across three regions to date, and to hear how he's settling into life in Australia.

During 2011, Dan's wife Sarah was offered a job opportunity in Singapore so Dan left SAS and the UK, to set up home with her there. Soon after, SAS won the significant West Kowloon railway station project (still our second biggest project in the region to date), so Dan re-joined us to set up our Hong Kong office and oversee the project. Whilst initially scoped as an 18-24 month contract, the project has now stretched over 6 years. Dan continues to manage the team in Hong Kong and is now involved in a number of new projects in the region, including significant development of Hong Kong airport, which was where we won our first ever project in the region back in the 1990's.

Dan was called to work in Australia when General Manager Mark Ottery left us at the end of 2017. Unlike the UK market where metal ceilings are the 'go to' for the majority of premium and Grade A buildings, metal ceilings are still seen as a speciality product within the built environment in Australia, with mineral fibre ceilings being the norm. The team have been working to promote the benefits of metal ceilings to architects, with an ever-growing success rate. This can be seen in the recent project wins at 80 Collins Street Melbourne, Australia Technology Park Buildings 1&2, & 60 Martin Place.

Dan tells us that very soon after arriving in Sydney, he realised it was somewhere he could see himself and his wife being very happy and he's excited about the future, living there. Sarah left her role as a Research Scientist for P&G in Singapore and is now developing new lines of cakes and biscuits for Arnott's, a major Australian brand who produce the country's best selling biscuit 'Tim Tams' (so Dan is being well fed).

Dan is now travelling between Sydney, Melbourne and Hong Kong regularly but this is much less than he has been used to, living in Singapore and commuting to our Hong Kong office for more than 5 years! We wish Dan and Sarah all the best settling in Sydney and look forward to seeing how the market in Australia develops under Dan's guidance.





PCA INNOVATION & EXCELLENCE AWARDS

Once again SAS continue to support and promote excellence in design and innovation by sponsoring the Property Council of Australia's Innovation and Excellence Awards, which have been the highlight of Australia's built environment events calendar since 1982.

This year 7 awards were presented to projects which feature SAS products;

- Development of the Year – Barangaroo South
- Best Workplace Project – Barangaroo
- Best Sustainable Development – New Buildings – Barangaroo South
- Best Tourism and Leisure Development – ICC Sydney Convention Centre
- Best Public Building – ICC Sydney Convention Centre
- Best Mixed Use Development – Barangaroo South
- People's Choice Award – Barangaroo South

NAWIC MEMBERSHIP

NAWIC is an international organisation of women working in the construction industry. Members include architects, lawyers, engineers, quantity surveyors, project managers and other similar professionals.

Seven SAS staff, from across various departments have recently become members, and are looking forward to attending events hosted by the organisation, including site visits, legal seminars, workshops and other events where they will have the opportunity of meeting and working with new contacts in the industry.

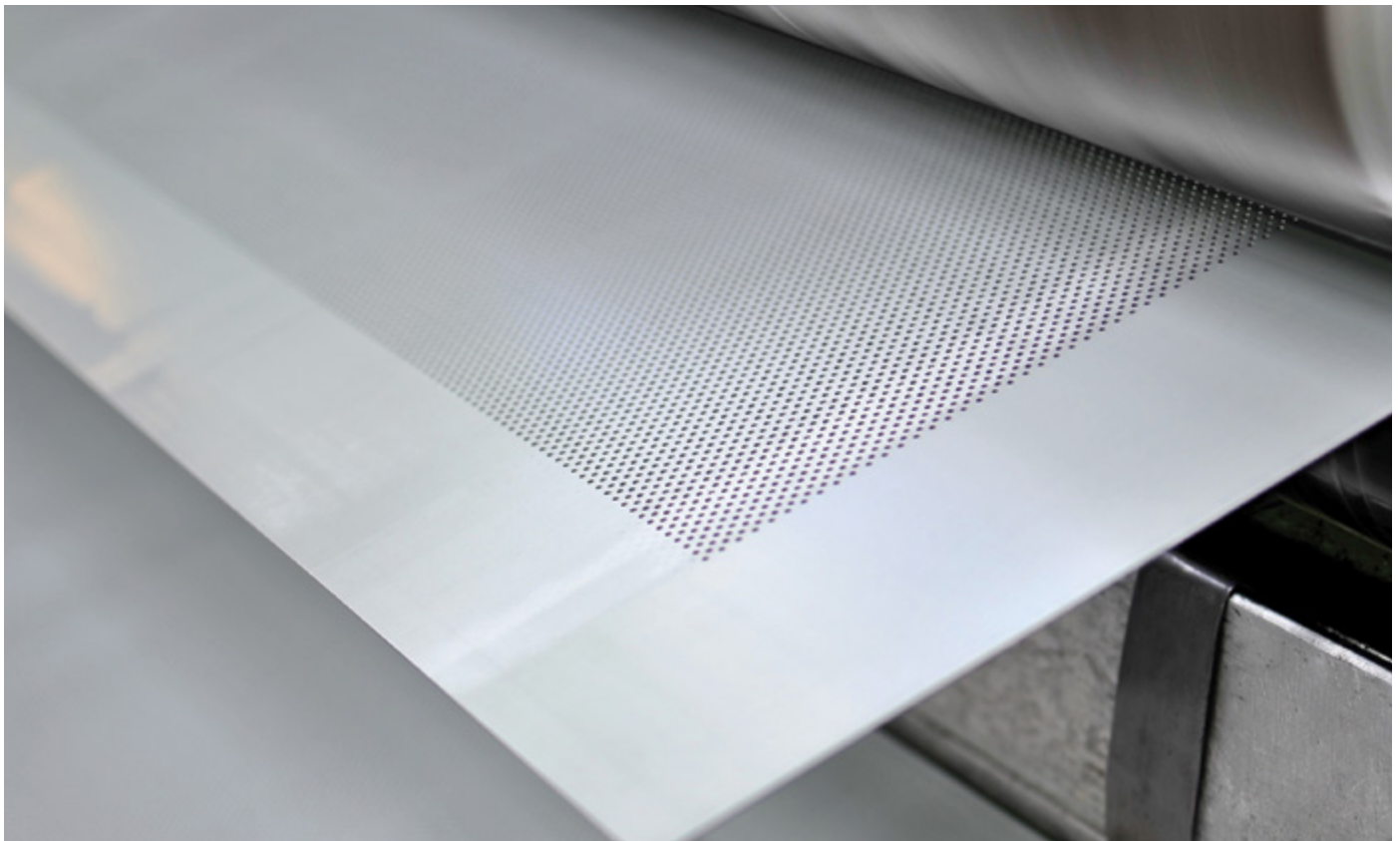
- Marketing – Gogi Pavlovic
- Estimating – Emily Judges
- Design – Sibel Nash
- Project Development – Tyler Goodenough
- Special Projects – Suzanne Carter
- SOP - Micaela Riberio / Megan Holmes
- Export Estimating - Tammy Warriner
- Sales - Chelsea Lawson-Brown (Australia)
- Design - Lois Bateman (Australia)

RECYCLED PERFORATIONS

SAS are proud of our efforts and standards in environment concerning activities. We produce hundreds of tonnes of metal punchings each year, but rather than melting these down and causing additional carbon emissions, we supply them for an alternative method of recycling to Metalast Limited, helping reduce the carbon footprint.

Metalast Limited has been established and trading since November 2009, recognised as one of the leading companies in the UK and Europe, producing 'Bespoke Variable Heavy Density Ballast & Counterweight Products'. Through its roots in the ship and boat building sectors their current markets include Offshore Marine, Civil Engineering and Earth Moving Equipment to name but a few.

150 tonnes of our punchings were utilised early this year as ballast for Edda Passat, an Offshore Support Vessel built in Spain. Metalast's Varidense Ballast Product is entirely environmentally friendly and supports our ISO 14001 accreditation.





PROJECT WINS

MANCHESTER AIRPORT, UK

Terminal 2 is being extended and modernised as part of a full airport transformation project running into 2020. The terminal is more than doubling in size through the extension, which will make it one of the busiest in Europe.

Working with architect Pascall + Watson and main contractor Laing O'Rourke, SAS are supplying various systems with an American walnut timber effect sublimation throughout customer facing spaces; from check-in, through to the nodes which service the outbound flights. Our standard systems have been developed to provide bespoke solutions for acoustic performance and service integration capabilities on the project.





60 MARTIN PLACE, AUSTRALIA

An ambitious addition to the Sydney skyline and the city's financial hub; architects Hassell have designed the new 33 storey tower at 60 Martin Place to exceed the future needs of tenants and staff, with a focus on sustainability and wellbeing. Hassell won the commission following an international design competition with six local and international contenders. The design includes a new and engaging area for the public, creating a truly shared civic space and is being described as delivering some of the most innovative and flexible workspaces in Australia.

SAS are supplying 28,000m² of SAS330, chosen for its unrivalled ability to allow for integration of services and accessibility through one service zone, and will contribute to the building's 6-star Green Star-rating.

1 FINSBURY AVENUE, UK

Stirling Prize-winning architects AHMM are transforming the interior of this listed building to include around 1,000m² of SAS mesh ceilings and custom-made bulkheads installed in the core areas.

The large 80% open area mesh pattern will facilitate a non-sprinklered void and deliver the industrial aesthetic design intent, whilst deep bulkheads hide required services.

The refurb project required us to work collaboratively, designing a non-standard mesh and other bespoke elements and producing a mock up for approval. The project is due to be completed in Q2 2019 when the space will open to the public, with exciting retail, restaurants and a three-screen boutique cinema.



MERIDIAN WATER, NETWORK RAIL

One of the UK's leading Engineering and Construction companies VolkerFitzpatrick have awarded SAS' Special Projects the contract to design, manufacture and install the feature ceiling at Network Rail's new Meridian Water Station.

The station is part of a £170m plan to upgrade the transport route around North London which will transfer up to 4 million passengers per year and is designed to accommodate long term plans for Crossrail 2.

Working closely with concept architect KSA, project delivery architect Acanthus and consulting engineer Arup, the scope involves an anodised bronze triangular coffered soffit that forms a geometric bespoke system. The soffit system is a unique feature of the station and lends itself to Special Project's ability to undertake a challenging design intent and work seamlessly as part of VolkerFitzpatrick's delivery team on this signature project.

Meridian Water Station will be open to the public in 2019.





**ON SITE
WITH SAS**

WEST KOWLOON

In September we celebrated the opening of the West Kowloon Rail Terminal in Hong Kong. Whilst initially scoped as an 18-24 month contract, the project eventually stretched over 6 years, becoming our second biggest project in the region to date. SAS provided over 30,000m² of bespoke architectural metalwork which has been installed in the multi-story, 25-acre terminus. Well done to all involved in what was an exciting and milestone project! Pictured: Dave Silk, Jevon Marsh and Dan Rushton when the terminal reached substantial completion earlier in the year.



JP MORGAN

The global financial services company have purchased a new 12,000m² building in the Capital Dock development in Dublin city centre. The fit out incorporates four types of SAS system, all bespoke developed to the unique design requirements of the architect. A large format SAS300 tartan grid with celtic fused mesh panel was selected for its aesthetics and its ability to support dividing curtains within the open 'innovation' space, and SAS720 allowed the architect's selected lighting to be integrated into the perforated (acoustic) linear system in the reception area. 10,000m² of SAS130 is being used in the office area and more SAS330 bulkhead panels with infills for the lift lobbies.



33 KING STREET

This building, also known as Cleveland House, is in the prestigious business district of St James' in London. The refurb project brief incorporated the requirement to integrate lighting and services into all ceilings.

SAS330 was chosen with SAS330i framing as a corridor solution and design feature with intermittent light fittings. SAS300i was also recessed into the SAS740 system's slats for feature lighting in the reception and main boardroom, and standard SAS130 and SAS330 are installed in other areas of the building.

IFSC HOUSE

The original 1987 timber canopy over the main entrance of the International Financial Services Centre (IFSC) in Dublin has been replaced with 250m² of SAS730 as part of this building refurb project in Dublin. The design solution includes a microperforated anti-infestation panel to the rear of the externally applied system.



FARNBOROUGH AEROSPACE CENTRE

SAS have been chosen by Hale Architecture to meet the ceiling specification for the refurbishment of office buildings at the Farnborough Aerospace Centre. The newly re-modelled buildings are set to provide contemporary, versatile interiors and is targeting a BREEAM Excellent rating for sustainability.

SAS are providing over 3,000m² of SAS330 in a linear plank system, for a seamless integration with services including lighting and cooling elements.

With the project on-track for completion in late 2018, the revitalised Ascent Buildings will once again be synonymous with the Farnborough airfield's long association with innovation and success in the aeronautical and associated industries.





FEATURES

NEW READING HQ

There's a high level of activity underway on our new Headquarters, with SAS Special Projects team working on the fit out of the building in Reading, which is due to be complete and ready for us to move in to in a matter of weeks. We spoke to Richard White, SAS Design Director to get a sneak preview of what to expect from the new purpose-built space.

Fit Out Contractor: SAS Special Projects

M&E Consultants: Dunwoody LLP

Interior Design

Consultants: MF Design Studio

Design Manager: Steve Nightingale, SAS

Project Director: Steve Gyles, SAS

Systems: SAS130, SAS330i, SAS740, SAS900 Polynode

The 4,540m² facility, has been designed to be a modern workspace which centres around staff, in both the offices and warehouse space, with the potential for business expansion taken into account. And of course, will showcase the best in SAS product design and engineering.

The interior design captures the new SAS branding and the feeling of space and light runs throughout. The three storey height has allowed us to install 10m high racking in the warehouse and all three levels of office space boast aspirational ceiling heights of 2.9m, as used in the award winning Bloomberg building in London. Integrated into the ceilings is a ducted air conditioning system with fresh air supply, which will allow us to centrally control heating, ventilation and cooling through the building management system.

A key feature of the design is a mezzanine level which provides extensive usable space for break outs and meetings, with the potential to extend further across the entire length of the warehouse, as the company grows. The mezzanine showcases sixteen hexagonal lighting raft 'islands' which surround a large hexagon ceiling centrepiece.



Underneath and adjacent to the mezzanine is another exciting new facility; a full mock-up and display area, within the warehouse space. This will also house the new SAS Training School, where both visitors and staff can experience practical demonstrations, and work with our engineers to innovate and develop bespoke product.

The largely open plan office space will promote our SAS330 and SAS330i LED integrated luminaire. A notional walkway through the office delivers an eye-catching design statement with a 'collaboration strip' of SAS740 directly above a complimentary vinyl floor feature. 'Quiet rooms' can be found on each level for when privacy is required, and a large boardroom style meeting space features

a SAS900 Polynode which will be Anodic bronze powder-coated, with integrated lighting. Bespoke desks have been designed and manufactured by SAS and storage wall solutions will coordinate with these.

Staff will also benefit from biometric finger print access to all offices, VC facilities on all floors and a drinks making area on each floor, with zip taps, refrigerators, microwaves and coffee machines. Not forgetting the inclusive washroom spaces which have integrated plumbing, Dyson Air taps, auto flushes for the WCs, shower cubicles, benches and lockers.

Sustainable features include PIR sensor LED lighting throughout, solar panels, covered bicycle storage and provision for electric car charging points, conforming to our policy of energy usage management and reducing our carbon footprint.

We are excited for the move into the new building and we've no doubt we will be proud to show it off to visitors, as well as enjoying a high-end, inclusive working environment, for many years to come.



50TH ANNIVERSARY CELEBRATIONS

All UK SAS sites recently hosted a special 50 year anniversary 'SASFest', with a day of music, food and entertainment including giant games, a barbeque, table football, a bar and a delectable donut wall.

Siobhan McElhinney commented on the events held at Bridgend, Maybole, Apollo Park and Reading, "Our 50th birthday gives us a great excuse to celebrate all our achievements with the people that make it happen – our brilliant employees. We are all incredibly proud of what SAS represents. The pioneering spirit of our employees has led us to great success and SASFest is a chance for us to recognise this."

To further celebrate the 50th Anniversary and the legacy of our projects, we have relaunched our Instagram account with a '50at50' campaign which will gradually showcase 50 of our best projects. Head over and check out our account @sasinternational or search the hashtag #50at50.

All sites participated in a raffle prize draw with all proceeds going to selected local charities. The amounts raised for each cause were:

- £425 for Ayrshire Hospice
- £644 for Rainbow Cancer Care Foundation
- £803 for Sandville Self Help Centre
- £547 for Berkshire Community Foundation

SAS matched each sites efforts, accumulating a grand total of £4,838 for charity.





RADIANT HEATING

SAS' radiant heating panels offer an energy efficient, low maintenance and fully recyclable solution to a building's heating requirements.

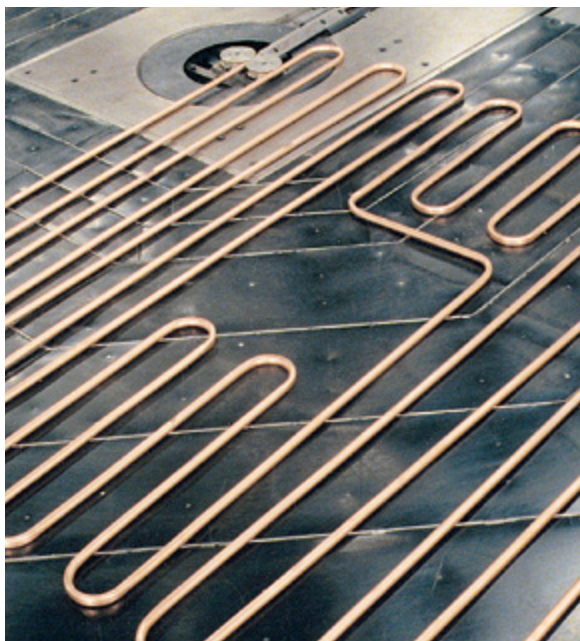
Sustainability conscious clients appreciate that radiant heating is one of the most comfortable and energy efficient forms of heating available. Containing approximately one seventh the amount of water in a traditional radiator system and having extremely rapid warm up times, the panels result in a reduction in plant size and energy consumption. They also maximise space by eliminating the need for wall or floor mounted units, whilst also offering excellent comfort and easy maintenance and cleaning.

The benefits appeal to many sectors but the education sector and other public services are prevalent due to the health and safety restrictions of touch temperatures.

It appears the aesthetics and major benefits of our radiant rafts (radiant panels which are suspended from a flat structural soffit) are being recognised and followed as a trend in the education sector in Scotland in particular. We have seen much success in this area over the last 2 years, with the product being promoted and recommended by contractors.

Rafts are perfect for buildings that use passive or mixed mode FES (Fabric Energy Storage) systems. Suspended from the ceiling they allow free air movement, maximising thermal buffering capabilities and allowing night time cooling to take place.

The benefits of this solution to the contractor and installer are also readily accepted; reducing cost and making installation more efficient and headache free, due to their ability to integrate with almost any other services (lighting, sprinkler heads, PIRs, fire alarms, speakers etc). For this reason, they accommodate an education sector contractor's key challenge; to keep to tight construction schedules around term dates.





THE BEACON OF CEILING DESIGN

The introduction of the SAS integrated lighting portfolio will change the terrain of ceiling design, offering seamless lighting integration alongside high performance acoustic control. We can now ensure that all angles of a project are accounted for; whether related to design, service, quality, dependability or all of these factors, we now set the benchmark for ceiling design in the industry.

We performed extensive research into the science and technology of light in order to make our lighting systems efficient and safe. Polar diagrams were used to generate light intensity, enabling clients to predict how the light would work in their office space. As well as light intensity, light quality had to be considered, especially in terms of how the type of light relates to wellbeing. We can manipulate the spectrum of colours emitted by a given light source (termed as Special Power Distribution) to ensure light selectively highlights certain colours, softening harsher colours and heightening duller ones.

Colour relates to wellness, which is a key argument in terms of workplace happiness. We researched how receptors in our eyes are sensitive to particular colours, including the colour blue, then we used this insight, which forms the basis of most Circadian Lighting Design strategies, to find the perfect lighting environment for the human eye, ensuring efficiency and safety in the workplace.

The launch of our new lighting portfolio brings new revisions to existing SAS systems. The well-established SAS330 design features heavily in many commercial buildings, mainly because its unobtrusive aesthetic meets the stringent specification demands of office spaces. We developed this popular design by releasing SAS330i, featuring a fully integrated lighting profile which has all the versatility of SAS330 with a touch more elegance. The system is available in linear and tartan grid forms, combining monolithic design and high performance in equal measure.

The SAS330i system was recently installed during a refurbishment at 20 Canada Square, Canary Wharf (pictured top). In the building's previous renovation the SAS330 system had been fitted, therefore the client simply desired an upgrade from a product they knew and trusted. SAS330i was the perfect solution as it was the same product but with new LED lighting guaranteed to deliver more than 90% peak light output after 60,000 hours of operation. The new revisions to our existing systems showcase how we are committed to delivering the best, most dependable features to our customers whether new or old.

We have also made additions to another trusted system, SAS740. Known as the most versatile of SAS' linear ceilings, the aluminium system now incorporates lighting to offer an aesthetic entirely different to traditional suspended ceilings. With the same LED light sources as SAS330i, SAS740 is an ideal option for clients who want to put an alternative spin on suspended ceilings.

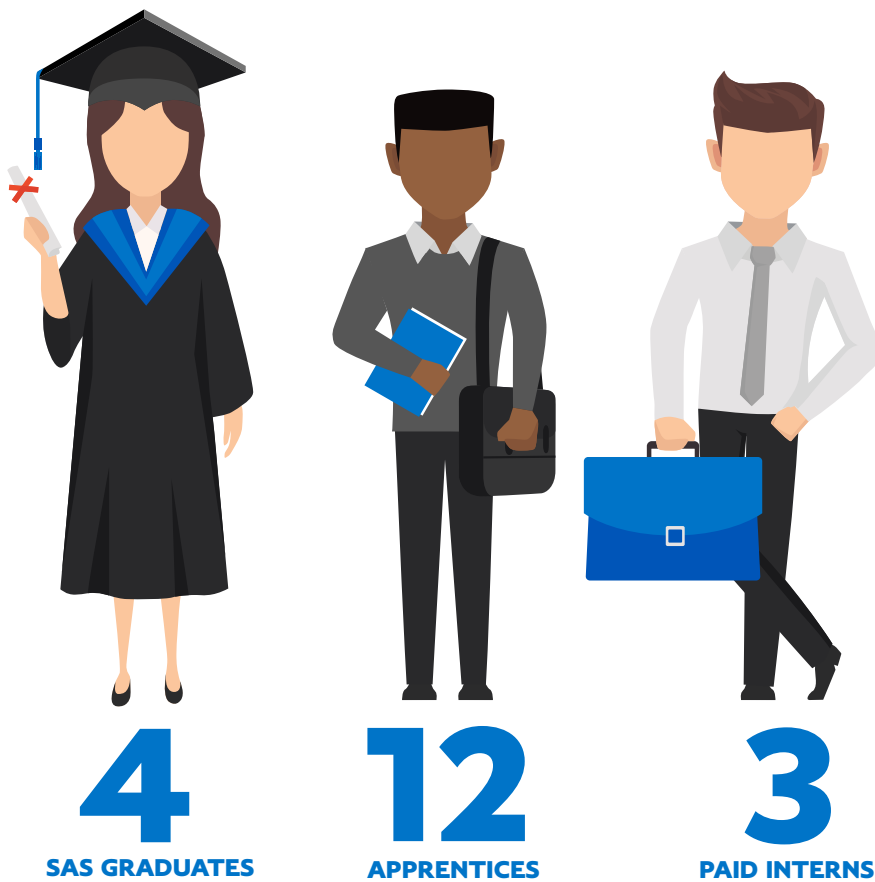
We are committed to bringing the best ceiling design and technology to our customers, and believe our new lighting portfolio is an unparalleled addition to our existing product offering.



INVESTING IN OUR PEOPLE

At SAS we are committed to attracting the best people and retaining them. By forging partnerships with Loughborough University, Berkshire LEP and Richmond College (and more in future), we are encouraging internships, apprenticeships up to degree level and we are soon to be launching a graduate programme.

The 'SAS Springboard Programme' encompasses all recruitment initiatives but also supports ongoing learning and development within the business.



7 NATIONALITIES **ACROSS 4** OFFICES/
FACTORIES



CASE STUDIES

MUSCAT INTERNATIONAL AIRPORT

The stunning new \$1.8 billion Muscat International Airport showcases over 200,000m² of SAS products. The 345,000m² passenger terminal in Oman is possibly the largest and most complex ceiling project ever completed by a single manufacturer.

SAS worked closely with architect Hill International to realise the company's vision of a future-proof airport hub which is expected to handle more than 20 million passengers a year. By designing, manufacturing and installing bespoke metal ceilings and architectural metalwork SAS met the functional, acoustic and aesthetic aspirations of the architects. This included the main passenger terminal and piers, cargo terminals, concourse, ancillary buildings, escalators and the airport hotel.

SAS Project Manager, Pete Berry said: "This is one of the most complex projects ever undertaken in the transport sector. Every single ceiling and almost every panel, was different. There is very little that is standard on this project - everything is bespoke to this remarkable airport."

Comprising three piers and a main passenger terminal building, we designed a stepped ceiling for each pier end. Forming a spectacular auditorium, we integrated lighting and acoustic absorption to create an impressive space for travellers and maximise the Omani views. The design challenge came from the canopy-shape of each pier. Curving from above, down to the floor and also curving laterally from end to end, every panel curves on two angles.

As part of the design, the canopy ceiling and much of the wall cladding feature a new micro-perforation. Created specifically for the project, these micro-perforations provide high acoustic absorption and when specified as a continuous square pattern, they are almost invisible to the naked eye.

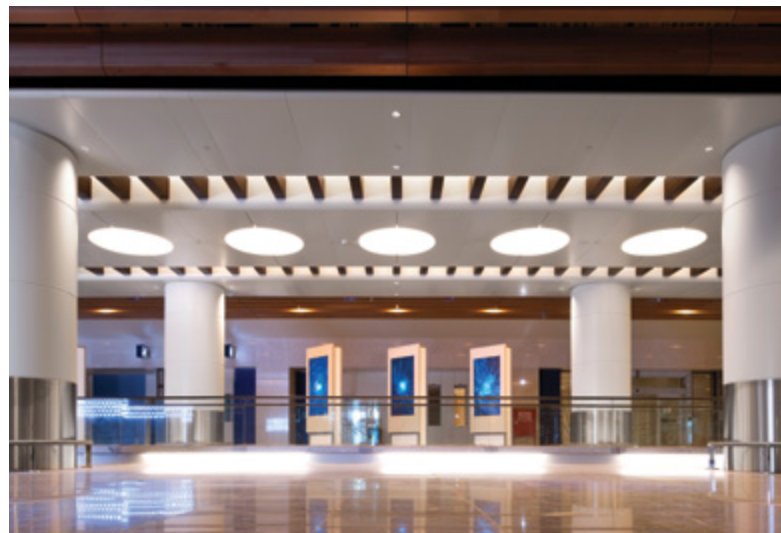
3D modelling software was used by the SAS design team in order to visualise details that could not be shown in 2D. At its peak, 25 designers were working on the project, helping to create and develop more than 20,000 individual component drawings.

The requirement and ability to design in access options from the outset for maintenance, led to bespoke hinged wall panels and the development of 'The Bell'; a unique ceiling framework consisting of bronze mesh and black steel on the departure level of each pier. Over 500m in total length, 10m wide and 5m high, the system contains a fully covered service walkway hidden out-of-sight of passengers. Prototyped for the client, a full-scale mock-up was created at our Bridgend factory to ensure the safe housing of utilities in the bell-shaped ceiling module.

In partnership with main contractor, Bechtel Enka Joint Venture (BEJV), we have provided a high level of technical expertise to the project from training installers on-site to creating a tailored fit-out programme for project managers.

SAS Senior Designer Alan Cossey said: "Working on such an ambitious, complex project posed many challenges. As a result, we worked closely with the client to develop design details which ensured the process between architectural detailing and production was as seamless as possible. This early commitment to the project has ensured the clients expectations were exceeded."





1 ANGEL COURT

Located within Bank's Conservation Area, 1 Angel Court is the latest building to offer its inhabitants a new way to work in the City, setting the design benchmark for future buildings in London. At 300,000 sq ft with a blend of Garden floors and Sky floors, Angel Court boasts a seasonally-changing diorama, a scenic rooftop garden, office space and a retail paradise on the ground floor.

SAS products were carefully selected by architects Fletcher Priest in order to complement the shape of the existing concrete structure, which runs through the octagonal tower. SAS products were used extensively throughout the building; with 20,500m² worth of ceiling product in office spaces and 100m² in the main reception area. The project demanded hidden services, so the ceiling design was tailored to these demands. The popular SAS330 – used in many commercial office spaces in the City – was installed for its clean design and unrivalled longevity. The c-profile, also known as the visible frame or structure of the ceiling, was interfaced with a bespoke aluminium service trough to suit Angel Court's radial, curved form, referred to as 'The Race-Track'.

The building's reception called for a feature ceiling, where developers decided to use a SAS metal solution to provide a corporate yet contemporary finish to achieve maximum aesthetic impact. It was important to replicate 'The Race-Track' effect in the reception area, therefore an extrusion was curved and then spliced into straighter sections.

Developers chose SAS International for its product quality, technical expertise and support; playing a key role in the building's Excellent BREEAM rating, solidifying its current reputation as one of the best buildings which showcases London's growing panorama.



20 CANADA SQUARE

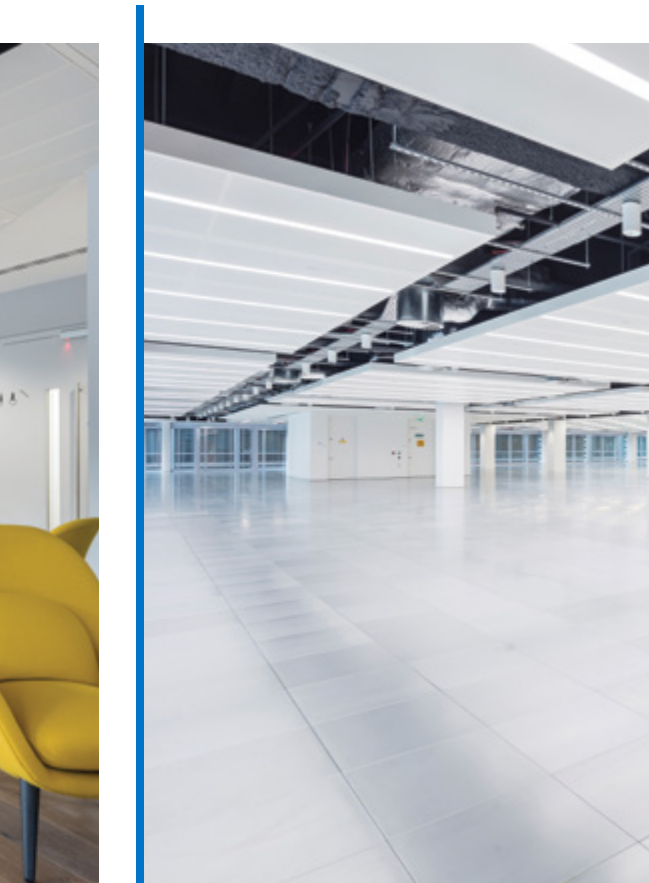
One of Canary Wharf's spectacular high-rises, 20 Canada Square was subject to a crucial ceiling refurbishment by specialists SAS International. With 12 floors of commercial office space offering panoramic views of London's financial district, the building's contemporary finish optimises plenty of natural daylight from every angle. SAS has been a major supplier to the Canary Wharf vicinity since 1995, so the client, Brookfield Properties, desired SAS' most sought-after and latest product to feature in 20 Canada Square's new ceiling installation, SAS330i.

In order to maintain its sleek interior and exterior, refurbishments are integral to the building's overall aesthetic. SAS worked with the client to develop a unique ceiling containing fully integrated LED lighting. SAS ensures that all ceiling designs are built for the long-term; therefore, the new SAS330i system was installed alongside other large areas of SAS330 ceilings.

SAS330i offers integrated lit c-profiles to enhance light throughout the floor. Other characteristics of the ceiling design include the floating edge trim TCA0862, which lightens the room even though the ceiling is enclosed in large floating islands. Overall, the ceiling generates buoyancy and brightness to increase the room's impact whilst remaining efficient and practical.

As this was a renovation of a post-modern building, there were certain challenges to overcome. The building's complex floor plate contained curved corners and two large atriums, meaning SAS had to supply a combination of double and single lighting modules to create floating ceilings of different sizes. Although this added to the process, it ensured that every profile in each SAS330i ceiling fitted perfectly and was lit without any inconvenience. Other additions to the ceiling included the following: each 3m length of light was furnished with two DALI dimmable drivers to enable daylight energy saving where required. PIR sensors were installed to ensure energy is saved when the space is unoccupied, and plain c-profiles created a central service zone in order for integrated sprinkler systems to be allotted in the future.

The 20 Canada Square refurbishment signifies SAS' ability to meet client specifics as well as satisfying the overall project's aesthetic and performance requirements.





LINKEDIN EMEA HQ

Global social media company, LinkedIn, has unveiled its new EMEA headquarters in Dublin, Ireland. The 17,650m² new build is a hub for social interaction and employee wellbeing. Large communal areas, rather than private offices, are dominant features of the building, which also houses a games room, music studio, and gym. Such an exclusive and modern design benefits LinkedIn's ever-growing presence as a leading social media company, where its attention to employee happiness is a key consideration throughout the design stages.

The building uses 860m² of SAS product: SAS130, an exposed grid design offering easy access for maintenance, installed in meeting rooms and seminar areas. SAS150 plank tiles were installed in the canteen as the system is the most efficient design for food preparation areas, providing easy maintenance when it

comes to keeping ceilings clean. SAS720, a contemporary linear 'plank' ceiling, was also used to provide access for lighting integration. This design features in the large communal break-out area for maximum aesthetic impact. The developers specified SAS International in order to meet their creative needs. SAS also made further development to the SAS720 linear system, resulting in a bespoke perforated system that suited the building's communal seating area.

In such a large and open building, acoustics required careful consideration. Developers desired an exposed soffit aesthetic to enhance the structure's urban feel, installing perforated baffles to absorb noise throughout the building. In effect, the design creates a contemporary ambience to entrance halls and communal areas whilst minimising unwanted noise travel and echo.

Since its opening, LinkedIn's Dublin HQ has been nominated for Fit-Out Project of the Year – Office Build, and has been LEED Gold Standard certified for its sustainable design, which includes a rainwater harvesting system, 250 bicycle places and weather-station-controlled automatic blinds. Such an innovative design is reconfiguring how we identify workplaces; as places to increase employee interaction, wellbeing, and productivity.



NEW PROJECT PHOTOGRAPHY

20 OLD BAILEY, LONDON



6MLP, LONDON



PINSENT MASONS, DUBLIN



**15
STRATFORD
PLACE,
LONDON**



V&A DUNDEE

**ACADEMY
HOUSE,
LONDON**



**ARTHUR
COX, DUBLIN**



**AYR ACADEMY,
SOUTH AYRSHIRE**

**STANDARD
CHARTERED,
DUBLIN**





**CBRE,
MANCHESTER**

**CITY GATE
CHRISTIAN
CENTRE,
ILFORD**





**ADNOC HQ,
ABU DHABI**



**BRISTOL
AIRPORT, UK**



ROYAL COLLEGE OF SURGEONS, DUBLIN



LANDSEC, LONDON

**PWC,
CRYSTAL
PARK,
NEUILLY-
SUR-SEINE**





**TOUR
MAJUNGA,
PARIS**

**EMBANKMENT
WEST TOWER,
MANCHESTER**





**VEOLIA
HQ, PARIS**

**UNIVERSITY
OF LIVERPOOL,
GREENBANK
STUDENT
VILLAGE**





TEAM SAS



BEACH CLEAN UP

SAS' Bridgend site are sponsoring a volunteer based group who are managing waste collections on Aberthaw beach. By supplying gloves for the volunteers SAS are supporting the ongoing success of the group who have collected over 75 bags of rubbish off our beautiful welsh coasts so far.



BIGGEST LOSER

A healthy competition took place in our Finance team earlier this year, in more than one sense of the term. In the style of the popular TV programme 'Biggest Loser' they took on a 9 week challenge and lost over 5 stone between them! Emma Jenkins came in first place losing 11.25% of her bodyweight, Kay Evans in second place with 10.81% lost and Mark (Chief) O'Keefe in third place losing 10.13%. Well done to everyone involved!





FOOD BANK COLLECTION

Earlier this year, staff at SAS Bridgend collected a huge amount of food and cash for a local Food Bank. As well as bringing in food, staff also donated £230 which was spent on a big shop and delivered to the food bank volunteers who were very appreciative of the support.



SAS CLASSIC 2018 CHARITY GOLF DAY

On the 6th September, SAS raised a total of £7,273 for Mates in Mind, a charity which aims to improve positive mental well-being in the UK construction industry. Thanks to all of our sponsors and we hope to see you again next year!

SPONSORS

AJS Logistics, Allpack, Alutrade, Capital Coated Steel Ltd, CPS, Extrusax, Falcon, Fireglass, Focus Integration Ltd, Fuze, GCI, Hardwood Sales Ltd, International Timber, MET Recruitment, Press Metal UK Ltd, Reddiplex, Richard Austin Alloys, Hydro, Sealed Tight Solutions, Sherwood Stainless Steel, Ultima, BBT.





DANIEL FRITZ COMPETES IN THE GAY OLYMPICS

Since 1982, the Gay Games have brought together people from all walks of life, without discrimination, around the values of diversity, respect, equality, solidarity, and sharing. Celebrating its 10th Gay Games this year in early August, with over 9,500 participants and 36 different sporting events played in Paris.

SAS employee Daniel Fritz, travelled from Australia to Europe to compete in the aquatics swimming; 50m Butterfly, Backstroke and Freestyle as well as 100m Butterfly and Freestyle. Daniel was in intense training for over 12 months in the run up to the games; twice daily, on 4 days of each week. He represented Australia with fellow 'Sydney Wett Ones' club members and was proud to return home with a silver medal.

Daniel also volunteers as a Surf Life Saver at Sydney's Tamarama Beach. He's recently won 2 end of season awards; 'Rookie of the Year' and 'Most Hours Served' recognising his voluntary commitment and efforts patrolling the beach and giving back to the community.

MUSCAT PARTY

To mark the completion of the six year Muscat International Airport project in Oman, all Bridgend production and office staff were invited to attend the canteen on Thursday 19th April to enjoy a selection of middle eastern food.



DUBLIN CITY MARATHON

The 39th annual Dublin City Marathon took place on the 28th of October, the 26.2 mile course was ran by 16,166 participants. One of those participants was SAS's very own Judith Walsh from the Ireland office. Concerning the race Judith said: 'The atmosphere within Dublin was great with lots of support which encouraged runners to keep going'. Judith who is part of a local running group called the 'Castleknock Health and Fitness', is a keen runner and has already signed up for next year's event. Good Luck for next year's event.

ANN FISHER INTERVIEW

Insider caught up with Ann Fisher, our new General Manager and Director of Apollo Park, to get to know her and learn about her plans for our distribution division.

Insider: Good morning and welcome to SAS Ann, we hope you feel very much at home here within the organisation. We understand you have previous experience within the construction industry, can you elaborate on this?

Ann: My background is from the insulation and interior products manufacturing and distribution sectors. I have experience working across Europe with ceilings, drywall, partitions and insulation materials. This includes the new product development and launch of insulation products for Knauf Insulation within OEM Automotive. More recently, I have worked in procurement and category management of the interiors and ceilings markets in the UK & Europe for SIG plc.

Insider: I see, so your previous employment has led you into SAS, specifically to Apollo Park, our distribution products division of the company. Being new to SAS, what are your immediate plans, goals and thoughts for Apollo Park?

Ann: At Apollo Park we have a passionate workforce and team of people in the business who want to deliver great results for SAS International. It is important to keep a clear message throughout what we do here at Apollo Park with the understanding of customer needs and service our key consideration.

We want to create an #OWNIT culture in which employees take pride and satisfaction in their work. This ethos needs to be transparent and create trust in each other and the way that we work.

Insider: We totally agree! Our brand proudly states that ‘Our People are Pioneers’. What is your initial approach?

Ann: An implementation of sustainable business plans with clear accountability and focus will ensure we deliver our offer with efficient processes & cost controls whilst remaining agile, responsive and demonstrating that we #OWNIT.

Insider: This sounds interesting, when implementing business plans what are some of the main factors you feel should be considered?

Ann: I have led several business teams working to deliver financial targets, profit and cost controls. This has usually been in challenging fast-moving markets & environments where customer service, projects and supplier capacity pressures are inevitable. The markets we operate in are rapidly progressing and there are compliance, environmental and political pressures to adhere to. We will need to address these factors in a deeper way to ensure we remain in control. We must also be prepared for emerging legislation, product demands and customer needs.

Insider: Considering the goals and plans you have for the region, what do you feel is going to be the biggest challenge you face? And what are you most looking forward to implementing?

Ann: I see we are working with changing customer dynamics and product supply challenges that are creating daily pressures and therefore not enabling us to maximise efficiencies on production, inventory and logistics. My goals are to refocus our teams with clear objectives, focus and purpose in order we all work as a team with clear roles, responsibilities and accountability for each area whilst developing people and skills within this new framework to support our growth in the next few years. The #OWNIT culture will be integral across framework. This with sustained communication and cascades of performance against target will build a stronger unit enabled to grow with products and new customers in a changing more challenging market.

Insider: That’s great Ann, it is obvious that you are very gratified with your work. What would you say is your proudest achievement to date?

Ann: My proudest achievement was to be recognised as ‘Manager of the Year’ 2013 by SIG Group, for a major project protecting the company from potential high-risk product recall and legal issues.

Insider: To summarise what value will we add to our customers?

Ann: We will ensure we service our customers with the best products in the market and supply experience to retain and build a sustainable commercial business.

Insider: You have spoken about challenging the markets, how do you intend to do this? Is this through new marketing strategies? Or engaging new customers?

Ann: I am currently working on creating a team leader structure within the Apollo Park factory, this structure will address some of the key issues we have at Apollo Park. It will create ownership and accountability for the business, enabling employees to take pride in their work. Through the creation of a collaborative #OWNIT culture, we aim to work together to better assist our customers and fulfil their needs.

Insider: Thank you for your time Ann. We really enjoyed talking to you and we look forward to reporting on developments and successes from Apollo Park in future editions of Insider!





MIKE COLLINS RETIREMENT

Mike joined SAS in 1989 when 90% of sales went in to Central London. He was recruited as a Sales Executive to extend the customer base in to the North West of England. Not many northern architects knew about metal ceilings then - so it was definitely going to be a challenge!

Mike tells us, “As a new comer to SAS I was impressed with the optimism and confidence within the company. Our Bridgend factory was under construction, Canary Wharf was booming in the south and some good project wins came along in the Manchester market for Siemens and Manchester Airport.

By 1993 Bridgend’s production capacity demanded greater volumes from new markets and I was pleased to join Eddie McElhinney on the first of many trips to Hong Kong for the new airport at Chep Lap Kok – a huge opportunity which went on to transform SAS.

By 2003, SAS was becoming truly International. New opportunities came in fast from India, Oman, Egypt, Tunisia, Singapore and Mauritius.

World oil prices escalated and focus returned to the Middle East. Winning the Aldar HQ building in Abu Dhabi proved an important catalyst to opening our first ever Middle East office in 2008 – Josh Hillman and I set up camp here and we had a great time. Abu Dhabi was booming and working with such giants as Gensler, Fosters and HOK, we won some stunning landmark projects.

But life isn’t all about work and one day on a trip to the supermarket local to our Dubai offices, I met my wonderful Ethiopian wife! As the next exciting chapter of life begins in 2018, we are relocating from Dubai to Addis Ababa where we have some business interests to run, a new house under construction – and for me a new language to learn!”

KEVIN BUTLER RETIREMENT

After 35 years and two terms of employment, Kevin has finally decided to call it a day and is retiring from the business. Originally joining SAS as a Designer in 1983, he has worked on landmark projects such as the Lloyds Building and Stansted Airport.

In 1986 SAS moved to Unit 27/28 and the team quickly grew, with Kevin mentoring newcomers on how to draw straight lines with Rotring pens on Shell Mex House!

Kevin joined Gema in 1989 and represented them in Singapore. He relocated his family and worked there for 6 years before returning to the UK and a couple of years later re-joining SAS in 2002.

Working with the Export team in Technical Sales, Kevin was instrumental in securing major projects such as Jeddah and Muscat Airports and the Al Shaqab Equestrian Centre with his innovative design work.

Moving on to lead the SAS Technical Department, Kevin has for a long time been the go-to person for all things technical on metal ceilings and has rightfully gained respect throughout the industry as an expert in his field.

We would like to thank both Mike and Kevin for their hard work and dedication to SAS, and wish them a very happy retirement.



THE RISE OF WOMEN IN CONSTRUCTION

Although only an estimated 9.1% of the construction industry is made up of women, that number is on the rise, and for good reason. There's no shortage of new construction jobs in the UK, with the industry set to need more and more skilled people in the future. No construction business is going to succeed if it does not successfully recruit and retain women, who make up 50% of the potential work force.

Organisations like the National Association of Women in Construction (NAWIC) and Women in Construction Operations (WiOPS) are dedicated to the success and advancement of women within the industry, creating a community for one another with dedicated chapters and events being held across the country.

SAS embraces equality and want to encourage more women to join our business and be promoted within it. In this, our celebratory issue of SAS Insider, we recognise the successes of three of our female team members.



SARAH DE BANK

Sarah has worked at SAS International for 15 years. She was the go-to person at SAS for reporting of information from our ERP computer system, Syteline. In this role Sarah gained a deep understanding of how Syteline works and the intricacies of manipulating data from it. When we developed the Business Improvement team in 2015 it became clear that Sarah's unique knowledge and project management capabilities would be needed to make improvements in the way we generate customer orders in the Syteline system and convert this to information for manufacturing and despatch efficiently.

This change of role was a challenge for Sarah, but she rose to that challenge admirably in her calm and unassuming way. She led improvement projects and drove teams towards the desired improvements.

In recent times, Sarah has been working closely with the team at Apollo Park, primarily developing a Sales and Operations Planning model – a method of effectively calculating the supply resources required - in terms of labour, materials and facilities - to support a dynamically changing demand forecast.

An effective Sales & Operations Planning process drives focus and alignment across all business functions, and a deeper understanding of market and customer demand changes, ultimately enabling our factories to become both more responsive and efficient in satisfying customer requirements. This is essential for us as our business moves forward, and when applied comprehensively should add a real competitive advantage. Implementation of such a model is often a very difficult thing to do. Sarah has worked in a disciplined, resilient and structured way to establish a detailed working model and conducting monthly reviews with the Sales and Operations teams, and build a real foundation for the application of this essential model going forward.

Sarah is currently doing a much more important role looking after her new baby daughter Gemma. We have a full project pipeline in the Business Improvement team and we envisage Sarah driving an improvement project in Reading SOP, the hub of our UK Ceilings Projects business, when she returns.

**BY GAVIN TOWNSEND -
GROUP BUSINESS IMPROVEMENT MANAGER**

TYLER GOODENOUGH

One of the key factors that differentiates our business from our competitors has always been our attention to detail, this is no more evident than when applying this principle to the market intelligence we develop within our Project Development team at Reading. This team is responsible for identifying market opportunities for our products, whether it be from planning leads or other sources and working closely with our external sales executives to secure projects and orders.

Tyler Goodenough joined the team early in 2016 and quickly showed herself to be hard working and focused upon the job in hand. Work within the department is varied and demanding as not only will you be required to carry out detailed project research but also follow this up with approaches made directly to architects and other consultants to clarify the opportunity.

Having proved herself in this role, in August of this year Tyler was promoted to the role of Project Development Manager and I am pleased to say has made a great start to her management career within SAS. She leads her team from the front and displays not only the drive and ambition that is required, but also the empathy that is a necessity when managing people.

It has been a pleasure to watch her development over her time at SAS, particularly in recent months as she has been instrumental in the restructuring of her team, focusing their attention on the key data required by the business to remain at the forefront of our sector.

Well done Tyler!

**BY PAUL AUBREY - DIVISIONAL
DIRECTOR, UK**





GOGI PAVLOVIC

I have had the pleasure of working with the Marketing team at SAS for the last two years and throughout the recent changes in the department there has remained one constant and that is Gordana or Gogi as I know she prefers. During this time Gogi has grown in confidence and determination. This drive is not just for herself but for the team that she is building around her. Since being offered the opportunity to take the senior role in the marketing team six months ago, Gogi has had a clear vision about what direction the marketing team at SAS needs to take. This vision is to focus on the wider SAS global team and support them in ensuring that the SAS International brand remains a constant in the eye of the customer, be it the specifier, the installer or the contractor.

Gogi is ensuring that the marketing team are working to clear goals and objectives and ensuring that they have a well-rounded understanding of SAS International's position in the marketplace.

Gogi is focusing her own development on how to be the best manager and leader that she can be, supported by the HR team and by myself, who continue to mentor her growth. Previously the department had a reputation for delayed delivery. The changes that she has made in the last few months have changed that preconception completely. With her leadership, working to detailed timelines and managing the brand identity, the team are delivering exceptional work. This includes activity such as an updated Metal Ceilings brochure, updated SAS International website, the SAS International Brand Guidelines and this, the new edition of SAS Insider.

Gogi continues to impress, but most importantly she does this with humility, preferring to focus on the development of the team as a complete entity. I continue to be immensely proud of all that she has and will continue to achieve.

**BY JULES QUESTED-WILLIAMS -
MARKETING**

LONG SERVICE AWARDS

10 YEARS

Adam Kardel Apollo Park
Start Date: 04/01/2008

Maciek Piekarczyk Apollo Park
Start Date: 11/01/2008

Krzysztof Zielinski Bridgend
Start Date: 14/01/2008

Mark Holloway Bridgend
Start Date: 21/01/2008

Jevon Marsh Hong Kong
Start Date: 21/01/2008

David Wintle Bridgend
Start Date: 21/01/2008

Richard Davies Bridgend
Start Date: 18/02/2008

Robert Parmiter Reading
Start Date: 03/03/2008

John Proctor Reading
Start Date: 31/03/2008

Suzanne Carter Reading
Start Date: 14/04/2008

Clinton Edwards Apollo Park
Start Date: 15/04/2008

Marcin Gasior Bridgend
Start Date: 02/06/2008

Jakub Zielkowski Bridgend
Start Date: 02/06/2008

Nathan Lewis Bridgend
Start Date: 09/06/2008

Martin Maruska Apollo Park
Start Date: 13/06/2008

Ben Flavell Apollo Park
Start Date: 14/07/2008

Anthony Smith Bridgend
Start Date: 14/07/2008

Jenny Taylor Apollo Park
Start Date: 14/07/2008

Luke Mason Apollo Park
Start Date: 28/07/2008

15 YEARS

Chris Ellingham Reading
Start Date: 17/03/2003

Colin McGarry Maybole
Start Date: 31/03/2003

Mark Dunn Reading
Start Date: 02/06/2003

Paul Harrison Apollo Park
Start Date: 26/08/2003

Sarah De Bank Reading
Start Date: 01/10/2003

Leon Duggan Bridgend
Start Date: 13/10/2003

Carl Rhys Williams Bridgend
Start Date: 13/10/2003

Alexander Kelly Maybole
Start Date: 29/10/2003

20 YEARS

Henrietta Connell Maybole
Start Date: 19/01/1998

Phillip Spence Apollo Park
Start Date: 13/02/1998

Robert Burns Maybole
Start Date: 20/02/1998

Stuart John James Bridgend
Start Date: 16/03/1998

David Fry Reading
Start Date: 25/04/1998

Jon Wood Reading
Start Date: 01/07/1998

Christine Thomas Bridgend
Start Date: 06/07/1998

Euron Jones Bridgend
Start Date: 31/07/1998

Alyn Gammon Bridgend
Start Date: 20/11/2018

Jonathan Mark Davis Bridgend
Start Date: 07/09/1998

Louise Evans Bridgend
Start Date: 07/09/1998

Michael Galloway Maybole
Start Date: 28/09/1998

Martin Barnett Apollo Park
Start Date: 19/10/1998

Gary Steele Maybole
Start Date: 19/10/1998

Christopher O'Halloran Apollo Park
Start Date: 02/11/1998

William Wallace Maybole
Start Date: 16/11/1998

25 YEARS

Hilary Morris Bridgend
Start Date: 08/02/1993

Eurshell Fearon Reading
Start Date: 20/03/1993

Ross Lippitt Apollo Park
Start Date: 13/08/1993

James Sargent Maybole
Start Date: 08/09/1993

Sean Lowe Bridgend
Start Date: 09/09/1993

Stephen Harvey Bridgend
Start Date: 18/10/1993

Gordon Jones Bridgend
Start Date: 23/11/1993

30 YEARS

Gary Grant Bridgend
Start Date: 08/01/1988

Ian Chisholm Maybole
Start Date: 01/08/1988

Bryan James Bridgend
Start Date: 05/09/1988

John Bullock Reading
Start Date: 10/10/1988

Paul Smith Bridgend
Start Date: 14/11/1988

Pauline McBirnie Maybole
Start Date: 12/12/1988

READING

Steven Veares
Site Supervisor

Iain Ryan
Senior Estimator

Sunny Salique
Project Manager

Andrew Holmes
Senior Designer

Anthony Hunter
Driver

Nigel Keel
Warehouse Operative

Jose Urdiales-Fernandez
Designer

Georgia McGee
Junior Estimator

Jason Curtis
Sales Executive

Tammy Warriner
Estimator

James Redgrave-O'Dowd
Commercial Manager

Ann Bye
Receptionist/Administrator

Kelly Hunter
Executive Assistant

Pauline Warren
Administrator

Marta Herrero
Designer

Zoe Fazakerley
Assistant Buyer

Xia Ashley
Sales Support

John Spicer
Technical Manager

Megan Holmes
Sales Co-Ordinator

READING

Mark Smith
Senior Designer

Luke Mansfield
Designer

Una Connolly
Logistics Manager

Sophie Whittle
Estimating Administrator

Claudia Leon
Designer

Christine Moring
Senior Export Estimator

Jemma Brown
Design Process Controller

Kay Gurung
Marketing Executive

Charysse Boldrini
Sales Executive

Ellie Losty
Junior Marketing Executive

Sally Barrs
Technical Apprentice

Anton Churchill
Technical Apprentice

Catherine Bruce
Sales Support

Dimitrios Savvopoulos
Designer

Harry Fernberg
Trainee Project Developer

Tristan Alleyne
Warehouse Operative

Thomas Judges
Trainee Project Developer

Luke Sheehan
Trainee Project Developer

Marcin Frankowski
Designer

BRIDGEND

Gemma Collins
Payroll Assistant

Aimee Lovell
Logistics Administrator

Martyn Bennett
Stores Operator

Barbara Kopec-Slacz
Production Auditor

Matthew Pope
Material Manager

Julie Avenia
Market Researcher

Huw Sheldon
Data & Information Systems Developer

Christopher Bayliss
Systems Analyst

Anthony Morgan
Driver

Catherine Griffin
HR Business Partner

Craig Manuel
Radan Programmer

Morgan Howells
Operator

Lewis Marsh
BOM Engineer

Nicola Gargan
Operator

Thomas Daoud
Manufacturing Engineer

Roland Kovacs
Operator

Gyorgy Kecskes
Operator

Jamie Skidmore
Operator

Dylan Hookings
Operator

NEW STARTERS

BRIDGEND

Ian Jones
Toolmaker

Jon Brown
Operator

APOLLO PARK

Brian Barber
Transport Manager

Byron Thomas
Driver

Stephen Reader
Driver

Hugo Alminhas
Operations Manager

Debbie Swan
Customer Services & SOP Manager

Aiga Meske
Cleaning Operative

Rose-Maureen Crawford-Waldron
Materials Scheduler

Jakub Kaszuba
Stores Operator

Anishaaben Padhiar
BOM Engineer

Arturas Cerniavskis
Doors Operative \ Carpenter

Tina Whitehouse
Transport Administrator

Arkadiusz Ziembanski
Doors Operative \ Carpenter

Kee Nana Damback
Doors Operative \ Carpenter

Rafal Wierzbowski
CNC Machinist

Matthew Tomlinson
Powder Coater

Andrew Davies
Health & Safety Manager

APOLLO PARK

Stephen Hill
Driver

Christopher Ellis
Operator

Harprit Sogi
Receptionist/Administrator

David Burth
Carpenter

Abdul Jolil
Supply Chain Manager

Ann Fisher
Director \ General Manager

Rebecca Freeman
Manufacturing Engineer

Harriet Rolls
Quality Manager

MAYBOLE

Gavin McMulkin
Operator

Ben Rankin
Operator

Helen Murdoch
Logistics Administrator

David Rodger
Operator

Callum Walsh
Manufacturing Programmer

Roy McCubbin
Operator

Lauren Gracie
Apprentice

Declan Milne
Apprentice

Ben West
Apprentice

Ben West
Apprentice

MAYBOLE

Leszek Grzybowski
Operator

Robert Steel
Operator

Blair Sloan
Manufacturing Programmer

AUSTRALIA

Rocky Lokeni
Sales Director

Benita Steenkamp
Accountant

Edward Wang
Design Cadet

Charlotte Morgan
Purchasing Assistant

FRANCE

Bruno Cadorini
Sales Executive

SPAIN

Javier Lafuente
Sales Executive

