



Insights and highlights from Hard Hat Construction Group Ltd (HHCGL)

# THE HARD HAT

HHCGL.CO.UK

NOVEMBER 2025



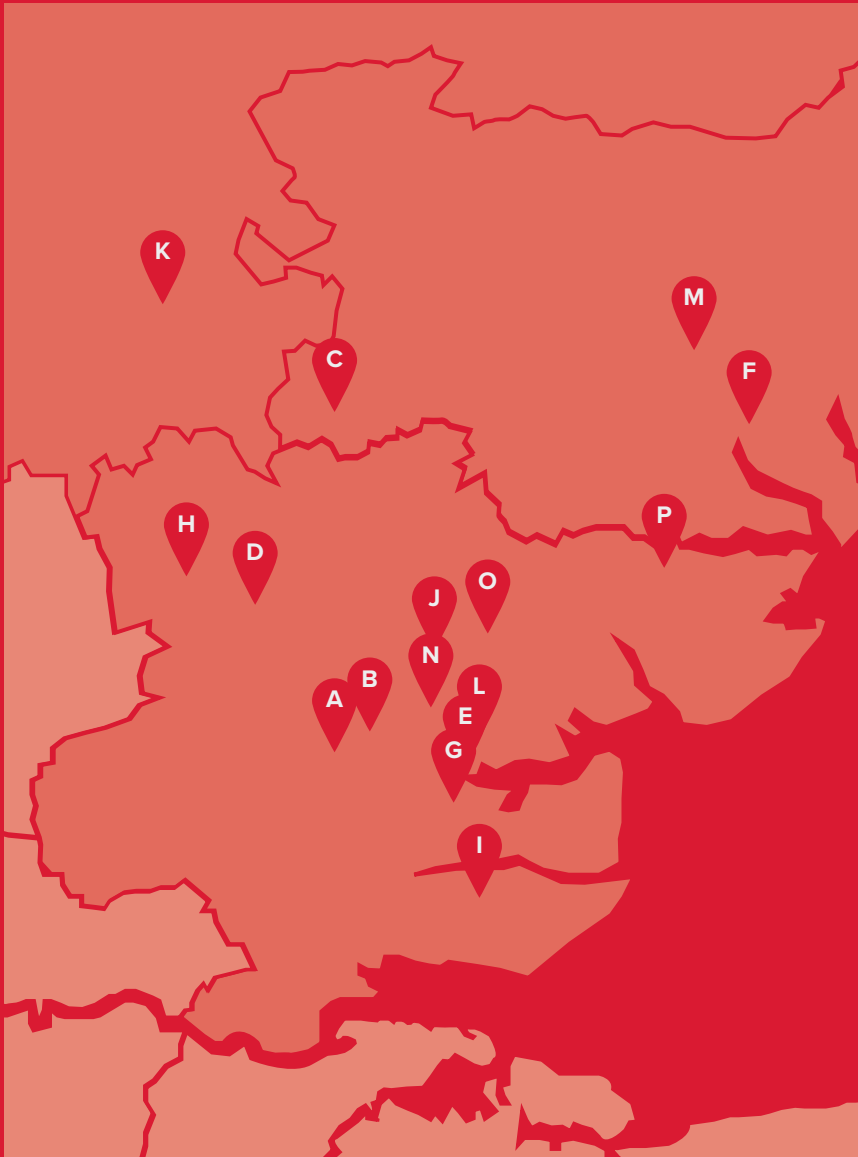
**Our work. Our progress.  
Our workforce.**  
Driving success across every site

**MACL HHCGL MAP**



CURRENT SITES

- A EASTWOOD HOUSE, CHELMSFORD
- B BEAULIEU, SPRINGFIELD
- C GREAT WILSEY PARK, HAVERHILL
- D FALLOWS WATCH, LITTLE EASTON
- E HANDLEY GARDENS, MALDON
- F HENLEY GATE, IPSWICH
- G WYCKE PLACE, MALDON
- H ELSENHAM PARK, BISHOP'S STORTFORD
- I KINGS HILL PARK, ROCHFORD
- J MEADOW VIEW, SILVER END
- K SPRINGSTEAD VILLAGE, CHERRY HINTON
- L WESTCOMBE PARK, MALDON
- M ST GEORGE'S PARK, NEEDHAM MARKET
- N THE MULBERRIES, WITHAM
- O COGGESHALL MILL, COGGESHALL
- P MANNINGTREE PARK, MANNINGTREE



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# A business update from CEO Andrew Jay.



**Welcome to the second edition of The Hard Hat Magazine since the MACL and MAP Businesses moved into Employee Ownership in May 2023.**

This publication celebrates how our collective efforts unite us and secure all of our futures through the great work we do for our clients.

I thank everyone involved for what you do including our directly employed workforce, our CIS workforce, our subcontractors and all of our supply chain partners.

Every day, our brilliant people make a positive difference to the world through our workforce's craftsmanship, our technical abilities, our commercial knowledge and our carefully considered managerial systems and strategies.

We all have a vital role to play in how our business functions and together we make up a great team valued by our clients and envied by our competitors.

Very simply put, success does breed success! Whatever our role, hard work and good work delivers great outcomes for 'us' and vitally our clients, without whom we would not have a business (thank you to all of you).

As individuals and as a business, the 'eventful' world that we live in creates both challenges and opportunities for us all.

Our first (1/4/23 – 31/3/24) and second (1/4/24 – 31/3/25) years of trading as HHCGL have seen modest profits made and we have been able to use these to distribute profits to our workforce

and to repay deferred consideration to the original business founder. This is a credit to us all, and although the current business year is as tough as any I can remember in our last 20 years of trading, if we remember that every penny matters and we strive to eradicate waste and rework, together we will continue to grow our successful business and secure each other's futures.

Together we are stronger!

**Andrew Jay**





# The Hard Hat Trustee

**Hard Hat Construction Group Ltd - with its two constituent parts MACL and MAP - is an Employee Owned Business. So, what does this mean?**

**The Trust that binds us**

In May 2023 the senior leadership team of the business put in place all of the legal and corporate structures necessary to buy the business from the original Founder.

The legal entity that actually owns the business is the Hard Hat Trust and the beneficiaries of this Trust are the directly employed workforce of HHCGL, MACL and MAP.

To ensure that Employee Owned Businesses both succeed and thrive they need a culture which is inclusive with strong processes in place for running the business effectively. Broadly, this is called Corporate Governance.

Our business developed these over 10 years with the specific aim of moving the business into Employee Ownership in 2023.

**The Trust Board**

A vital element of an Employee Owned Business is the Trust Board.

This sits alongside our Executive Leadership Team, bringing rigour, perspective and representation of the workforce.

Its role is to ensure decisions continue to be taken with the interests of every employee in mind, so that the company we are building together continues to gain strength for the long term.

With a mix of familiar colleagues and an Independent Chair, the Trust Board provides reassurance that all of our futures are being considered.

The strength of the Trust Board lies in its mix of independence, expertise, and lived experience. Together, they reflect both the professional rigour and the human character that makes HHCGL what it is.

## Who are the Trustee?



**Philippa Meaden**  
Independent Chair

With experience at the John Lewis Partnership, Philippa brings strong leadership and governance expertise.



**Mark Stocking**  
Production Manager

Who boasts 37 years with the business.



**Sian Harding**  
Plant Director

Who has accrued 18 years with the business.



**Daryl Bellingham**  
HR Manager

Who has spent 12 years with the business.



**Mark Aldridge**  
Group Finance Director

Who has 20 years with the business.

**A Board of us, for us**

What makes the Trust Board so distinctive is not just the collection of skills around the table, but the people themselves.

They are colleagues that many of us know and trust - from the Forklift Driver who became a Production Manager, to the HR Assistant who rose to Senior Manager and the Admin Assistant who now directs Plant Operations.

Their journeys are reminders that HHCGL has always been about loyalty, progression and opportunity.

To keep the Trust Board relevant, connected, and fit for purpose, the number of Employee Directors will increase over time, and the members will change to give opportunities for other workforce to contribute.

The Trust Board's remit includes reviewing finances, adding perspective to key decisions and helping the Leadership Team to ensure the business is fit and healthy.

Its remit also stretches further into succession planning, resilience, and ensuring HHCGL never loses sight of those who make it what it is.

By working hand-in-hand with the Executive Board, the Trust Board is helping to secure the company for the future.

It strengthens the sense that we are all part of something much bigger than ourselves which is future-focused and united.

The Trust Board may not always be the most visible part of our company. It is, however, one of the most important parts - giving us all confidence that decisions continue to be taken with clarity, care, and the long-term good of us all.







# 140 years of dedication: Career milestones

At MACL and MAP, dedication and expertise drive everything we do. We are delighted to celebrate colleagues who have reached impressive long service milestones, marking years of experience, skill, and commitment.

In the past few months, we've had the pleasure of recognising six colleagues who have celebrated special anniversaries.

Leading the way at MACL is **Terry Lindsell**, Senior Site Manager, celebrating an incredible 30 years' service. Terry joined as a Site Manager and progressed to Senior Site Manager in 2013, contributing to projects including Henley Gate in Ipswich, Chitts Hill in Stanway, and St Clements in Ipswich.

Also marking milestones are **Kevin Russell**, Senior Site Manager, with 25 years' service, and **Darren Keeble**, Assistant Site Manager, celebrating 20 years. Kevin has

worked on sites such as Rochford, Faversham, and Cheshunt, while Darren began as an Improver/Trainee and has worked his way up to Assistant Site Manager, working on Henley Gate, Mistley, and Chitts Hill.

**Mark Aldridge**, Group Finance Director, also celebrates 20 years' service. Starting as an Operations Accountant in 2005, Mark progressed to Finance Manager in 2009 before taking on his current role, playing a crucial part in the company's success.

At MAP, **Alan Ruocco** marks 25 years' service, bringing decades of experience and reliability to the plant hire and construction industry, and he is known throughout the company for his expertise and dedication.

We also recently celebrated the retirement of **Roy Revell**, who steps down after 20 years' service. Roy has been a cornerstone of the MAP team and will be greatly missed. We thank him for everything and wish him all the best.

Together, these six colleagues have contributed 140 years of service, commitment, and expertise. On behalf of everyone at MACL and MAP, we extend our heartfelt thanks and look forward to celebrating many more milestones together.



**Terry Lindsell**  
30 years

**Darren Keeble**  
20 years



**Kevin Russell**  
25 years

**Mark Aldridge**  
20 years



**Alan Ruocco**  
25 years



**Roy Revell**  
20 years



# Nuptials and newborns.

We're always delighted to celebrate the special moments in life, from wedding bells to bundles of joy.

## Angela and Steven.



A huge congratulations to Angela Guy, MACL HR & Payroll Assistant, and Steven Guy, who tied the knot on Friday June 13 in the stunning surroundings of Fethiye, Turkey.

## Stuart and Jackie.



Lovely news that MACL Technical Assistant Stuart Cason and his wife Jackie married at Kennaway House, Sidmouth, Devon on August 20. Congratulations to both of you.

## Reginald.



We're thrilled to share the happy news that Bethan Skeates, MACL Personal Assistant to Andrew Jay, and her partner Harrison have welcomed their beautiful baby boy, Reginald David Oliver Lee. Reginald made his debut on Sunday July 20, weighing 7lb 11oz. Earlier, colleagues joined Bethan for a lovely baby shower lunch to celebrate the impending arrival - and now we're pleased to report that Bethan, Harrison and little Reginald are all doing wonderfully.

## Ophelia.



Congratulations to Groundworker Tyler Rolfe and his partner Carmen on the arrival of their beautiful daughter, Ophelia Natalie Rolfe. Ophelia was born on Saturday July 12, weighing 7lb 4oz. Tyler, Carmen, big sister Otilie and baby Ophelia are all happy and well.

## Ayaz.



A warm welcome to the newest member of the Cakici family. A1 Groundworker Billy and Abi are thrilled to introduce their baby boy, Ayaz, who was born on Thursday July 17 at 9.34pm, weighing 8lb 8oz. Congratulations on your wonderful news.



# Rising to challenges, together.

From industry pressures to new accreditations and apprenticeships, it's been a packed few months for MACL. Here, Managing Director Steve Howe shares his thoughts on the journey so far - and why he's optimistic about the road ahead.

**Wow – where did the last six months go?**

It's been another period full of challenges for our industry. Construction activity has reportedly dropped at its steepest rate since COVID, with housing completions lagging behind expectations and raising real concerns about the feasibility of delivering the Government's target of 1.5 million homes during this Parliament.

Add to that the wider economic uncertainty, shifting market conditions and the fierce competitiveness of the market, and the pressures are very real.

Despite these challenges, I remain encouraged by the resilience and determination shown across our business.

Our people continue to excel in every department, and it's through that continued hard work that we keep building the momentum needed to maintain the standards we've all become accustomed to.

We must always look for ways to improve, and having a clear strategic business plan is crucial in times like these. Diversification may be key, and I believe we've positioned ourselves well.

Recently, we were proud to achieve Constructionline Gold and CHAS Elite accreditations, a significant milestone that strengthens our ability to pursue new opportunities.

These accreditations are not just logos on a page - they represent the quality, safety, and professionalism that define MACL.

Our pipeline remains strong and well-targeted, and we're confident in our ability to deliver.



**“ I remain encouraged by the resilience and determination shown across our business.”**

Looking to the future, we continue to invest in our people.

I'm delighted to welcome our latest cohort of groundwork apprentices, and you can read more about them and our newly qualified team members on page 28.

Our Apprenticeship Scheme has been running for more than 20 years now, providing a strong foundation for careers and helping to develop the next generation of construction talent.

Many of our past apprentices have progressed into key roles across the business - a testament to the strength of the programme.

Thank you to Steve Hammond and the team for all the hard work that goes

into recruiting these new apprentices. Visiting schools and colleges is a crucial part of the journey, and your efforts make a real difference to the success of the programme.

I'd also like to thank everyone who supported our Fishathon fundraiser. The money raised made a real difference to a fantastic cause and once again showed the generosity and commitment of the MACL family.

Finally, as we approach the festive season, I'd like to wish everyone a very happy Christmas and a prosperous New Year.

Thank you for your continued hard work and dedication - it's what makes MACL such a strong team.

**Steve Howe**

# Hats off to...



...Alfie Tolbot who passed his EPA with Distinction - an outstanding achievement that reflects his hard work, dedication, and growing expertise on site. He was proudly presented with his white hat by Site Manager Laurence Shearcroft.



...Karis Lindsell, Chloe Forster and Amie McCartney who have all completed their recent exams. Karis has achieved a 2:1 in her Construction Management Degree, Chloe has completed all of her exams for her AAT studies (Association of Accounting Technicians) and Amie has passed her Level 6 Diploma in Procurement and Supply.



...The team who helped us become officially Constructionline Gold and CHAS Elite accredited. These leading accreditations strengthen our position to pursue government funded tenders and publicly funded projects.

...Training Manager Steve Hammond who supported the Career Options Schools Programme at Shenfield High School. Input like this helps bridge skills gaps and showcase real career opportunities in this field.



...The team involved in contributing to the incredible fundraising efforts of our 2025 London Marathon runners – helping raise a total of £18,400 to support BASICS Essex.

**Latest site updates**

- Phase 2B of The Parklands development in Haverhill, continuing our trusted partnership with Redrow Homes Eastern. This includes groundworks for 118 residential units.
- Phase 5 of the Handley Gardens development in Maldon by our valued client, Taylor Wimpey. We look forward to continuing our contribution to this important project for the Maldon community.
- A brand-new groundworks project with our client City & Country - delivering infrastructure and groundworks for 147 units for Manningtree Park Phases 2 and 3.
- Phase 2 infrastructure for Springstead Village, Cherry Hinton, with our valued client Bellway Homes Essex. Infrastructure and Groundworks to 19 Units and 2 RC Podiums for The Comptons, Harold Wood for Bellway Homes Thames Gateway.



# Strength in community and competition.



“None of these successes happen in isolation.”

The past few months have brought their share of challenges, with margins under pressure and expectations high across the industry. In this context, Andrew Nowosad, Commercial Director at MACL, reflects on how the team’s commitment and focus on quality have supported the successful awarding of several new projects.

Winning new work is always good news, but right now it feels especially encouraging to see the trust our clients continue to place in us.

None of these successes happen in isolation.

They come from the combined efforts of our site teams, surveyors, planners, estimators and project managers, all pulling together to show what we can achieve. I’m really grateful for the way everyone keeps supporting one another in what remains a demanding market.

These conditions also give us reason to think differently.

Alongside our core projects, we are exploring opportunities to diversify with major infrastructure schemes such as Sizewell C and the Lower Thames Crossing, while also looking at growing our client base through introductions and recommendations.

Being adaptable will remain an important part of how we move forward.

Bringing through new talent is just as important as delivering great projects.

Recently, our Commercial Department welcomed Trainee Quantity Surveyor Fletcher Keely, who spent eight months on-site before moving into the office to begin his surveying training alongside a university degree.

We’re also delighted to congratulate Karis Lindsell from our Estimating team, who has achieved a 2:1 degree in Construction Management after six years of dedicated study, a great example of progression from within MACL.

As the year draws to a close, I want to thank our team, clients and partners for their support and contributions over the past year.

It is this mix of commitment, adaptability and teamwork that gives me real confidence for the future.

On behalf of the MACL Commercial Department, I would like to say thank you for your continued support and wish you all a very Happy Christmas.

Andrew Nowosad

# Building on family values.



“Passing knowledge down through generations is what keeps this industry alive.”

Construction has always been more than just a job for Michael Keely, Production Director at MACL. Here he explains how it’s become a way of life, made even more rewarding by sharing that journey with family.

I’m lucky enough to work alongside my son Fletcher Keely, 19, who is a trainee Quantity Surveyor, and my brother Marc Keely, 34, who is part of our Groundworks team.

The fact that we work together across different roles for the same business really demonstrates the breadth of opportunities in construction.

From the ground up, every job plays a vital part in delivering projects that make a difference to local communities.

Seeing my son at the start of his career reminds me of when I first set foot on site - eager to learn, ready to graft, and proud to be part of something bigger.

Passing knowledge down through generations is what keeps this industry alive.

I’ve learned a lot from those who came before me, and now I’m in a position to share those lessons - not just with my son and brother, but with the wider MACL team.

This leads me on to celebrate just how important the Apprenticeship Scheme is to the business. An incredible 75% of our current sites are managed by ex-apprentices which is testament to the scheme and the willingness of our managers to nurture the next generation of managers.

At MACL we’re committed to creating opportunities for young people, whether that’s through apprenticeships, training or simply giving them the confidence to take their first step.

Family values - trust, loyalty, and shared responsibility - are the foundations of both my own career and MACL’s success.

They’re also the reason I’m proud to come to work every day.

Michael Keely



# HHCGL marks two years of Employee Ownership in style.

It was prosecco, pride and plenty of good cheer as HHCGL toasted two years of Employee Ownership at this year's Spring Party.

Held at The Lion Inn in Chelmsford on Friday May 9, the celebration brought together the full MACL and MAP teams, marking not just a corporate milestone - but a cultural one.

The evening was a chance to look back on the journey so far: two years of collaboration, innovation, and employee-driven success under a model that puts people first.

Since making the transition in 2023, MACL has experienced notable benefits - from increased engagement and retention to a sharper focus on shared outcomes. With every employee having a stake in the business, ownership is more than a structure; it's a mindset.

"Becoming employee-owned has brought our team even closer together," said Managing Director of MACL Steve Howe. "It's all about pride." We all want to see the business thrive because we're all part of what makes it work."

The results speak for themselves. With continued growth across both MACL and MAP, the businesses are proving that putting people at the heart of decision-making leads to stronger, more sustainable outcomes - not just for employees, but for customers and communities too.

The last two years have laid the foundation for a future built on trust, accountability, and shared ambition - and there's plenty more to come.

Darren Carter



Top L-R: Dane Woollard, Adam Read, Adam Crofton, Mark Stocking, Anna Nethersole  
Middle L-R: Tom Bentley, Claire Aldridge, Jake Pannell  
Bottom L-R: Steve Howe, Hugo Sadler, Claire Aldridge, Hayley Keely, Inge Nijkamp



# A day in the life of...

CHLOE FORSTER  
TRAINEE MANAGEMENT ACCOUNTANT, MACL

Chloe, who is based at head office, has been with the company for five years. She balances a busy finance role with her studies, as she works towards becoming a Chartered Accountant.



- 06:30

Alarm goes off and a cup of tea is made. My mornings are relatively calm and as I don't live too far, I leave at about half seven. No kids, dogs or chaos to deal with yet!
- 08:00

I get into the office and will always have my second cuppa. Every morning, my first task is to check the bank account to review all new transactions. If monies have come in from our clients, it is my job to inform the Commercial Team who has paid us and on which projects.

I then review my daily list of tasks - this often changes throughout the day even if I try to stick to it. A large part of my role is assisting other members of the Accounts Team and solving any unforeseen matters that may arise.

I will spend the next hour or so completing my other routine tasks which include bank reconciliations, as well as checking emails and updating the cash collection sheet for our surveyors and wider team.
- 10:30

An important part in any business is cash flow and ensuring that this is regularly monitored and reported. I prepare the detailed cash flow reports, analysing the actual transactions and then forecasting future transactions. I will then liaise with Stuart, our Finance Controller, and between us, we will make any final changes or adjustments. This is a crucial report we are constantly monitoring!
- 12:00

A normal lunch for me will be a quick trip for a sandwich or, more often than not, a Greggs. Our team always try to have a few lunches together a month and these are my favourite days.
- 13:00

Depending on where we are in the month, I will either be spending my afternoon completing the management account packs or working on the CVRs for the surveyors. I produce the MACL and HHCGL management accounts each month which include reconciling the financial information and preparing summaries and analysis for the wider team to monitor and manage. I also prepare the consolidated accounts, which incorporates MAP too.

When not working on the management accounts I work closely with the surveyors to prepare the CVR reports, this ensures the process runs smoothly and to answer any queries they may have.
- 16:00

The end of my workday will be raising any payments that have been requested through the day. Stuart and I will often have a meeting with the Commercial Director, Andrew, to report and update on any matters to maintain the excellent communication between the Commercial and Accounts Teams.
- 17:30

After work on a Tuesday and Thursday evening, I will attend college classes for my accounting studies, which are from 6pm to 9pm. I will often grab dinner beforehand to give me energy for the longer days.

On the other evenings of the week, I will unwind with a nice dinner (often a prawn linguine!) and will often go for a walk, watch a show or read a book.





CLIENT FOCUS |

# Henley Gate, Ipswich

Located north of Ipswich, Henley Gate is a flagship Crest Nicholson development forming the first of three neighbourhoods within the Ipswich Garden Suburb.

| SENIOR SITE MANAGER | Terry Lindsell



Set in a landscape that was once arable farmland, the Henley Gate development is designed to deliver a vibrant new community of 1,100 homes close to the villages of Henley and Westerfield.

Since breaking ground in November 2021, MACL's work on the on-site infrastructure has included roads, footpaths, cycleways, and drainage systems to serve Phase 1 of the development.

The project also features an expansive country park, equivalent in size to 70 football pitches, created using excavated material from pond construction - minimising waste sent to landfill.

Pedestrian and cycle routes wind through the parkland, creating wide open green space within the garden village.

Building on this progress, MACL started working on Phase 3A last year. This new phase involves groundworks and associated infrastructure for 72 new homes, and will take around two years to complete.

The development uses a combination of traditional and piled foundations to address the varying soil conditions. Substructure brickwork supports insulated suspended floors throughout the site.

Future phases will also deliver local amenities including a primary school and community centre, further enhancing the neighbourhood.

Senior Site Manager Terry Lindsell.

Number of plots  
**72 units**

Value  
**£8.4m**

Start date  
**Oct 24**

Duration  
**104 weeks**



**CREST**  
NICHOLSON





Top L to R: Tony Turner, Julian Fayers, Nick Pickford, Harrison May, Ashley Shaw, Adrian Tatum, Geoff Keer, Jason Lawrence (Senior Site Manager), Drew Harvey, Shane Alderson, Matt Vella, Fletcher Keely, Harvey Wright, Marley Valentine  
Bottom L to R: Ben Keady, Steve Bowers, Tim Beales, Kieran McNamara, Ethan Rodgers, Michael Parker, John Donachie, Marc Keely, Kai Barrun-Yendell, Haden Brooks, Alby Vaughan, Perry Dowman



CLIENT FOCUS |

# Westcombe Park, Essex

Nestled in Great Totham on the edge of Maldon, Westcombe Park is a Bellway Homes Thames Gateway development offering a selection of 2, 3, and 4-bedroom homes.

| **SITE MANAGER** | Danny Stocking



Designed as a modern garden village and set around the historic Heybridge Wood, Westcombe Park reflects the area's natural beauty while meeting future housing needs.

Spanning 188 acres, the wider development will also deliver sports pitches, allotments, landscaped open spaces, and a neighbourhood centre featuring a medical facility. Land has also been allocated for a new primary school and nursery to be delivered by Essex County Council.

MACL initially secured Parcels 10 and 11 in 2023, made up of 91 units. This work included the construction of the site compound and material storage areas, along with a temporary entrance serving the sales area and show homes. Extensive earthworks were also carried out to bring the site up to development levels.

More recently, the team has progressed onto Parcel 12, which adds a further 155 plots to the development.

Work on Parcel 12 began in March 2024 and is expected to complete in April 2027. This phase builds on the extensive infrastructure already delivered, including adoptable roads, drainage systems, street lighting, foundations, brickwork, and private access roads.

Site Manager Danny Stocking.

Number of plots  
**246 units**

Value  
**£15.1m**

Start date  
**March 24**

Est. end date  
**April 27**

# Bellway





CLIENT FOCUS |

# The Parklands at Great Wilsey Park, Haverhill

Nestled in the Suffolk countryside, to the north-east of Haverhill, Great Wilsey Park is a new community in the making and MACL has been there since the start.

| SITE MANAGER | Ron Sant

| SITE MANAGER | Louie Butters



Number of plots  
**118 units**

Start date  
**June 25**

Est. end date  
**Aug 27**

Identified by St Edmundsbury Council as an ideal site for much-needed homes, Great Wilsey Park will bring together modern living, green spaces, and essential services for local people.

Once complete, the development will offer more than 2,500 homes alongside all the amenities a thriving community needs - from a day nursery and two primary schools to a health centre, community hub, local shops, small office spaces, and a care home.

The plans include woodland trails, parklands, wildlife habitats, and allotments, ensuring the area's heritage and environment are respected and preserved for generations to come.

MACL's journey at Great Wilsey Park began in November 2020, under tough conditions after the wettest October on record. Since then, the team has worked closely with Redrow Eastern, delivering each stage with skill and precision.

From the vital Haverhill Link infrastructure to Phase 2A, where we completed groundworks for 42 homes, every milestone has been achieved thanks to the dedication and expertise of our team.

MACL has recently been awarded Phase 2B, which will see groundworks for 118 homes and all related infrastructure at The Parklands. It is recognition of the standards upheld on every job and the trust which has been built with partners.

The Site Managers are Ron Sant and Louie Butters.



# Building the future

In this edition of The Hard Hat we’re shining a spotlight on the people at the start of their construction careers.

From our brand-new apprentices stepping onto site to the recruits who have just qualified, we are celebrating the talent pipeline that keeps our business strong.

### New starters

This month we welcomed 11 new apprentices into Groundworks, all eager to learn the ropes and develop their skills on site.

Joining the team are **Jayden Imiela**, 17, from Yorkshire, on the Heybridge site, **Liam Bampton**, 17, from Witham, on site in his hometown, **Louie Hylton**, 16, from Chelmsford, with the Maldon team, **Lyon Ekins**, 16, from Chelmsford, working at Silver End and **Oliver Gibson**, 18, from Rayleigh, stationed at Rochford.

Also starting are **Alfie Mazerolle**, 17, from Chelmsford, working at Beaulieu Park, **David Stocking**, 17, from Canvey Island, at Rochford, **Donnie Prasad**, 18, from Tiptree, working at Maldon, **Finlay Mucklow**, 17, from Harwich, working at Manningtree, **Harley Cole**, 16, from Benfleet working at Romford and **Isaac Hammond**, 16, from Braintree, working at Coggeshall.

Finlay said: “To anyone thinking of applying next year for this apprenticeship I would say, do it. It’s been great fun so far and my aim is to climb the ranks and make a name for myself. This is a great place to start.”



### Newly qualified

We’re also celebrating those who have just completed their apprenticeships and taken the next step into qualified roles.

Their hard work and commitment over the last few years has paid off, and we’re proud to see them move forward as skilled professionals ready to make their mark in the industry.

Among them are **Isaac Brewer**, 18, from Chelmsford, based on the Maldon site, **Kai Barham**, 18, from Witham, based at Silver End and **Kyle Talbot**, 19, from Southend, based at Beaulieu Park.

They are joined by **Alfie Talbot**, 19, from Southend, who is based at Rochford and **Dan Gunner**, 19, from Braintree, who is based on site at Coggeshall.

Kyle said: “I was excited to qualify and have really enjoyed learning everything I can in the groundworks game. My advice to anyone thinking of doing this apprenticeship is to stick with it because the rewards are huge and you get to meet lots of new people.

“This is a great place to work.”





CLIENT FOCUS |

# Manningtree Park, Essex

Blending timeless village charm with modern living, Manningtree Park is a thoughtfully designed development inspired by the historic character of East Anglia.

| SENIOR SITE MANAGER | Jason Lawrence



Number of plots  
**147 units**

Start date  
**May 25**

Expected completion  
**Nov 28**

Nestled between the picturesque villages of Mistley and Lawford and the vibrant market town of Manningtree, Manningtree Park lies just a mile from the River Stour and less than an hour from London by train.

Set around a central village square and framed by a patchwork of mews, lanes, and landscaped green spaces, the development has been carefully planned to create a strong sense of community and connection to the surrounding countryside.

With open parkland, a natural play area, walking routes, and even a paddock of rare breed sheep, it's a place where peaceful countryside living meets everyday convenience.

MACL is proud to be delivering infrastructure and groundworks for Phases 2 and 3 of this scheme, working with new client City & Country.

The current scope includes drainage, foundations and external works across 147 plots, as well as associated infrastructure to support the ongoing expansion of the development.

With work underway since May 2025 and completion expected in November 2028, this project provides a valuable opportunity to showcase MACL's technical expertise, attention to detail, and commitment to delivering lasting quality in a setting that blends history, design, and natural beauty.

Senior Site Manager for the project is Jason Lawrence.

CITY & COUNTRY



# Meet the people behind the payroll.

They're the team making sure every payslip is perfect, every policy is watertight, and every colleague feels supported from day one. From onboarding and payroll to health surveillance and employee relations, Daryl Bellingham, Michelle Branch and Angela Guy are the driving force behind HHCGL's people-first approach.

## WHO'S ON THE TEAM?

The team is made up of HR Manager Daryl Bellingham, Payroll Officer Michelle Branch and HR and Payroll Assistant Angela Guy.

## WHAT IS THE ROLE OF THE HR AND PAYROLL TEAM?

The HR and Payroll Team focuses on the people side of the business, managing employees throughout their entire employment lifecycle as well as being responsible for processing weekly and monthly payrolls for PAYE employees and CIS Workers.

## WHAT DOES THE AVERAGE DAY LOOK LIKE?

**Daryl:** No two days are the same when it comes to working in HR and payroll. We currently support a total of 308 employees and workers across HHCGL and throughout an average day, I could be discussing job advertisements with recruitment agencies, interviewing candidates, onboarding new employees and processing leavers. I could also be maintaining accurate and confidential employee records, handling employee relation matters, ensuring compliance with employment law and company policies, managing employment benefits, approving all weekly and monthly payrolls and submitting payments to the bank, as well as creating and ensuring all HR and GDPR policies are up to date. I was also lucky enough to be selected as an Employee Director for the Hard Hat Trust Board, which is an essential part of an Employee Owned Business. We represent the employee groups' interests at the highest level within the organisation.

**Michelle:** A typical day involves processing timesheets submitted by site managers and liaising with them to track down missing employees to ensure everyone gets paid correctly. It could also include dealing with expenses and processing several different payrolls, checking them thoroughly before submitting for payment. I help to ensure all current legislation is applied and submit pay to the bank. I also process manual invoices and journals, and make sure that all payments are made to external agencies, such as HMRC, in a timely manner.

**Angela:** This is a very varied role. The main thing is to prioritise what's most important. I prepare contracts, set up new starters on the system, and I am responsible for the health surveillance, arranging and booking medicals. We also ensure the HAVS (hand, arm, vibration) questionnaires are completed for just under 200 site employees. I produce all kinds of documents from van declarations to length of service certificates. I also process MAP's weekly payroll and cover Michelle when needed.

## WHAT'S THE BEST PART OF BEING A MEMBER IN THE TEAM?

**Daryl:** I couldn't do my job without the fantastic support I get from Michelle and Angela. We are a strong team, and not only do we support and encourage each other at work, we also support each other outside of work, especially as we are all navigating the journey of motherhood!

**Michelle:** Our relationships with each other, we all get on really well and work great as a team. We have great communication and regularly work together to ensure tasks and projects are completed in a timely manner. We each bring our individual skills to the table, having undertaken training in our specialist positions, and we're always happy to share our knowledge with the team.

**Angela:** I'm very lucky to have such a supportive team. We have great communication and pick up tasks without needing to be asked. We work well together, and have a laugh, which is important when you spend so much time together. I learn a lot from Daryl and Michelle and I'm grateful for all the encouragement they give me.

## WHAT'S THE PLAN FOR THE FUTURE?

**All:** We're currently involved in the early stages of many exciting new projects including a new HR and payroll system, which we hope will improve people's experience. We are dedicated to having a happy and healthy workforce and will always strive to improve our processes and procedures.



From L-R: Daryl Bellingham, Angela Guy and Michelle Branch





# From bacon sandwiches to boardrooms - how Tru7 became firm friends with MACL and MAP

From L-R: Andrew Nowosad, Steve Howe, Jake Nicholls, Roelof Van Emmenis, Michael Keely, Daniel Adams, Jake Pannell, Mark Stocking and James Lawrence

Just like MACL and MAP, the importance of family values is not lost on Tru7 Group. Both businesses share similar values – those of integrity, trust, and a commitment to putting people first.

This means treating employees, customers, and partners as part of an extended family, building long-term relationships based on respect and understanding.

Nothing demonstrated this more than a team event this quarter that brought together representatives from both businesses at the Tru7 depot in Kesgrave.

CEO of Tru7 Jake Nicholls said: “Generally speaking, as a plant hire business we might meet a single buyer or plant manager at another business and that’s as deep as we go. But our relationship as a supplier to MACL goes deeper than that.

“Across the business we deal with numerous site managers, quantity surveyors and senior leaders, so we thought it would be valuable to bring everyone together in one place.

“It’s not just about the equipment or the contracts - it’s about putting faces to names, understanding each other’s ways of working, and strengthening the personal connections that make the day-to-day run more smoothly.”

The event gave MACL the chance to tour the depot, learn more about Tru7’s operations, and share experiences over a cup of coffee and a bacon sandwich.

Managing Director of MACL Steve Howe added: “We’ve worked with Tru7 for a long time, and we know they share our belief that people and relationships are at the heart of successful projects. This event gave our teams a chance to connect beyond the phone calls and emails. It builds trust, and that’s what makes the difference when deadlines are tight, and challenges arise.”

Tru7 supplies MACL with aggregate and concrete while also providing services for muck away, earthworks and demolition. The business also supports MAP with additional plant hire.



As Jake put it: “The work we do for MACL is about more than giving them the best price. We can escalate things quickly through our business because of our solid relationship, and the plan is to maintain that.”

For Tru7, the “family” feel of the MACL and MAP teams resonates. After all, Tru7 is one of Suffolk’s most prominent family businesses, with roots stretching back more than 60 years.

The seeds were sown by Percy Nicholls, one of 13 siblings who grew up in the Suffolk countryside and worked for his father Robert from the age of eight.

At 31, Percy left the family firm to start out on his own, buying a yard on Felixstowe Road and starting a plant hire business. In the 1980s, he persuaded his daughter Trudi and son Guy to join him.

But in 1990, at just 64, Percy died suddenly of a stroke, leaving his children at the helm. From 140 machines, they grew the company into a 2,500-strong fleet and a multi-million-pound operation before selling it 16 years later.

Guy wasn’t finished. Buying Sinks Pit in Kesgrave, he launched Tru7 Group. Like his father, as Chairman he spends almost every day on site, now joined by his son Jake, who has introduced a fleet of bulldozers and built an earthworks division that contributes £9 million of the Group’s £70 million turnover.

Today, Tru7’s portfolio spans plant and truck hire, demolition, remediation, earthworks, asbestos removal, concrete and aggregates. It recycles 300,000 tonnes of Suffolk’s construction and demolition waste each year, with divisions including Tru Plant, Trucks ‘R’ Us, Tru Earthworks, Tru Demo, Tru Mix, Tippers ‘R’ Us, Tru Agg, Tru Grab, and Tru Sales.

For both Tru7 and MACL, the message is clear - investing in relationships pays dividends. Whether it’s on a construction site or over a bacon sandwich.





SUBCONTRACTOR SPOTLIGHT

Footings & Floors Concrete Finishing

Footings & Floors Concrete Finishing is a trusted name in the concrete flooring industry, with a reputation for delivering high-quality work across residential, commercial and agricultural projects.

Based in Bishop’s Stortford, Essex, it operates nationwide and has become a valued partner to MACL over the past four years.

Specialists in industrial and residential concrete installation, Footings & Floors brings a depth of experience and a commitment to excellence on every job. Its skilled teams ensure projects are delivered efficiently and to a high standard, supporting our operations with dependable service and expert knowledge.

Over the years, the team has contributed to a wide range of MACL sites including Cherry Hinton, Coggeshall, Elsenham, Faversham, Henley Gate, Heybridge, Maldon, Mistley, Needham Market, Rochford, Silver End, Stowupland, Thurston, and Witham – testament to the scale and strength of our collaboration.

But their involvement doesn’t stop on site. Each year, Footings & Floors also supports one of the highlights of the MACL calendar - the annual Fishathon.

Organised by Project Manager Steve Townley and Senior Site Manager Ron “Rocket” Sant, this much-loved family event sees employees and their families gather for a day of fishing and fundraising in aid of The Lighthouse Club, a charity that supports the mental health and wellbeing of construction workers. Read more about this year’s event on page 50.

For the past few years, Footings & Floors has kindly sponsored the hoodies and jumpers worn by participants, a gesture that’s become part of the Fishathon tradition.

We’re proud to work with subcontractors like Footings & Floors, who not only deliver great work on site, but also get involved in the wider MACL community.

“Working with Footings & Floors is always a pleasure,” said Michael Keely, MACL’s Production Director. “Their professionalism and dedication

are evident on every project. We greatly appreciate their continued support of our annual Fishathon, which plays an important role in bringing our people together and supporting a worthy cause.”

Visit [footingsandfloorsconcrete.com](https://footingsandfloorsconcrete.com)



SUPPLIER FOCUS

Brice Aggregates

Brice Aggregates is an independent producer and supplier of high-quality construction materials and services to London and the East of England. The business operates from its bases in Witham, Essex and Needingworth, Cambridgeshire, producing quality primary aggregates and ready-mix concrete.

Over the last eight years, Brice Aggregates has worked in close partnership with MACL on numerous projects across Essex, supplying a wide range of products to support all areas of the business.

The company was established following the successful promotion of Colemans Quarry within the Essex Minerals Local Plan. The founding vision was clear: to develop a high-quality mineral reserve that would serve the region for generations to come.

Operations began in 2017, and the business quickly made its mark, supplying the East Anglian and London markets with a fresh source of premium sand and gravel.

Brice Aggregates has seen significant growth in recent years. Since 2019, the company has been delivering high-quality aggregates directly to site using its own in-house haulage fleet of 8-wheel tipper vehicles, serving Essex and the surrounding counties.

In January 2021, it expanded into ready-mix concrete, followed by the opening of a tipping facility at Colemans Quarry in July 2023. Fully permitted, the site accepts recyclable and recoverable materials, supporting the restoration of former quarry workings.

In May 2024, Brice Aggregates acquired Needingworth Quarry from Heidelberg. Located in Cambridgeshire, the site is one of the UK’s largest sand and gravel quarries, with an annual production capacity exceeding one million tonnes of high-quality material.

The company has most recently expanded its ready-mix operations in the region by opening the largest single-output plant in Cambridgeshire, located at Needingworth.

Throughout its partnership with MACL, Brice Aggregates has supplied key sites including Wycke Place and Handley Gardens in Maldon, The Mulberries in Witham, Meadow View in Silver End, and Coggeshall Mill.



“At Brice Aggregates we operate a ‘customer first’ approach and pride ourselves on providing our customers with quality materials and service,” said Oliver Brice, Managing Director.

“It’s always refreshing when those standards are reciprocated by our customers. The high standards maintained at every MACL site we supply to are consistently impressive.”

Jake Pannell, Procurement Manager at MACL, said: “Brice Aggregates are genuinely a pleasure to work with from all aspects of their business, be it commercial, transport, admin or compliance. Service is a critical part of our business operation and our requirements are consistently met in a timely, professional manner.”

For more information about Brice Aggregates, visit [briceaggregates.co.uk](https://briceaggregates.co.uk)





# Opportunities ahead as MAP adapts to the market

**Darren Carter, Managing Director of MAP, explains how the business has seen a mixed start to the year, the importance of working closely with MACL and the supply chain, and why new infrastructure projects, reduced insurance premiums, and long-service milestones give plenty of reasons for optimism.**

As we move through the financial year, I wanted to share some reflections on how MAP is performing and what lies ahead.

The first half of the year has been a mixed period with the start of the financial period being positive with high levels of utilisation across our fleet. The last quarter, however, has been more challenging.

The challenges for the construction and housing industry have a direct impact on MACL and MAP, so being agile and adaptable as a business is key.

To keep momentum, we've been working closely with MACL's Production Team to ensure we are maximising the use of our own fleet wherever possible. This collaboration is key and will remain a focus as we look to control costs and strengthen efficiencies.

Alongside this, we'll continue to engage with our wider supply chain to ensure we are minimising costs in every area we can.

These challenging times encourage us to re-evaluate our business and explore alternative opportunities. One example is the recently approved Lower Thames Crossing project between Essex and Kent – a significant infrastructure scheme due to start at the end of 2025.

Projects like this provide real potential for both MACL and MAP, and we will be monitoring developments closely.

There has been some positive news on insurance. Our company renewal was due at the end of September and, thanks to a reduction in claims across both our contracting side and fleet, combined with the introduction of Lightfoot which featured in our last edition of The Hard Hat, our premiums have reduced.

In the current climate, that is a real positive. In addition, our insurer has congratulated us on the way we manage our sites, which is a credit to all of you. Please keep up this excellent work.

Doing what we do safely is a crucial part of our business and I am very pleased to note that MAP continues to manage this to a very high standard. This was recognised in a recent inspection. I congratulate and thank the team for achieving this.

I'd also like to recognise the milestones reached by colleagues - from Roy's well-earned retirement highlighted on P41 to Alan's 25 years with MAP outlined on P42 - both reminders of the loyalty and dedication that define our team and our future success.

With Christmas on the horizon, let's keep up the great work as we push towards the end of the year.

**Darren Carter**



## MAP news round-up

### Fleet upgrades keep us moving

The A-Team's had an upgrade! We're pleased to introduce our brand-new MAP delivery vehicles, designed to help us move faster, smarter and more efficiently across every site. Alan Ruocco and Terry North were first in line to put the vans through their paces, making sure our operations keep running like clockwork.

And that's not all - our Remedial Team has also welcomed two brand new vans to the fleet. These vehicles will provide extra support on site, ensuring projects continue to run smoothly and efficiently. It's all part of our ongoing commitment to keeping teams equipped with the tools they need to succeed.



### Introducing our new mobile service van

We're also excited to welcome Neil Rose-Rogers, a former Ford mechanic, who has joined MAP with a brand-new role and van.

Neil is leading our mobile LCV maintenance service, supporting the commercial fleet with rapid on-site servicing and repairs.



### Smoother connections with a new phone system

Finally, our brand-new cloud-based phone system is now up and running. The upgrade means our team can stay seamlessly connected whether in the office, working remotely, or out on site.

Here's to fewer "Can you hear me now?" moments and more streamlined communication all round.



### Supporting talent beyond the site

MAP is proud to continue its sponsorship of boxer Harvey Smith, who is the son of one of our employees and recently secured another dominant win at the iconic York Hall, moving his record to an impressive 5-0.

We're proud to be in his corner as he rises through the ranks.





# Driving change and investing in the future

**Sian Harding, Plant Director at MAP, explains how the business has responded to industry challenges, embraced change, and invested in people, systems and services to build a stronger future.**

The last six months have certainly kept us on our toes.

With industry activity dropping, we've been working hard to keep our utilisation high - moving plant across MACL sites and making sure we prioritise our own equipment ahead of rehire. It's taken teamwork and flexibility, but it's paying off.

There have also been changes within MAP itself. We've said goodbye to some long-serving colleagues as they step into retirement, and at the same time we've welcomed three new starters highlighted on the page opposite. Investing time in helping them settle in has been a

real positive - fresh energy and new perspectives are always valuable.

One change I'm particularly proud of is the introduction of our internal mobile fleet van service. This will keep our vans maintained across MACL sites, reduce downtime, and improve efficiency. It's all about staying ahead with preventative measures and giving sites the best possible support.

We're also investing in training. By building skills across the team, we're not just keeping pace with the industry - we're creating a more adaptable, engaged workforce ready to take on future opportunities.

Communication has been another area of focus. Our new cloud-based phone system has been a game-changer - taking us from the 1960s into the future! It's already delivering clearer calls, lower costs and, most importantly, helping our sites reach the right people quickly.

Looking forward, we're excited to bring new products into the fleet. Keep your eyes peeled for announcements.

And finally, on a personal note, I feel very privileged to have been asked to join the HHCGL Trust Board. My involvement is detailed alongside the rest of the board members on P6. Needless to say, it's an honour to contribute at this level and to support the group's wider direction.

**Sian Harding**

# MAP team news

## Meet our new starters

### Welcome to Charlie

**We're delighted to welcome Charlie Gafga to the MAP team, stepping into the role of Plant Fitter.**

Charlie is already settling in well and we look forward to seeing the skills and energy he will bring to the business.



### Celebrating Roy's retirement

On June 27, we marked the retirement of one of MAP's longest serving and most respected team members, Roy Revell who, after 20 years with us, is hanging up his boots.

Roy has been part of the backbone of our team for two decades, always bringing dedication, good humour, and professionalism to his work. His contribution has been felt across the business, and he will be truly missed by everyone here.

Roy, thank you for everything you've given to MAP - enjoy this next chapter. We hope it brings more time for the things you love, and maybe fewer early mornings!



### Welcome to Neil

**Another new face is Neil Rose-Rogers, who joins us as a mobile mechanic.**

Neil brings years of experience as a Ford mechanic and now takes on the important role of keeping our commercial LCV fleet in top shape, wherever and whenever it's needed. Neil is already hitting the ground running with his new mobile service van. Welcome aboard, Neil!



### Welcome to Poppie

**Finally, we're pleased to introduce Poppie Sullivan, who has recently joined the business.**

She started with a few days a week of work experience and is now progressing towards an apprenticeship role.

We're excited to see her career with MAP develop and are proud to support the next generation coming into the industry.





**05:00**

I'm up at 5am every morning. The night before I'll have made my packed lunch - usually a pasta salad or chicken and coleslaw sandwich, with a big bottle of water and some fruit. I'm fairly health-conscious, especially as I spend a lot of time sitting while driving.

**06:00**

I arrive at the MAP yard just after 6am, collect my list of jobs for the day, and make sure everything is in order before loading the lorry. Everything is given to me on my iPad so I know where to be and what I'm dropping off or collecting.

**07:00**

Once my lorry is loaded, I'm on the road. I can get a lot of equipment on my HGV, but the requirements are different every day depending on site. I'll head out to whichever site needs the first machine. It could be Cherry Hinton, Manningtree, Haverhill, Henley Gate or anywhere else in the region where work is underway. My favourite part of the job is getting there early, before the traffic builds, so the machinery is ready for the site team to get started.

**10:30**

No two days are the same. After my first delivery of a dumper I might collect a roller from that site to take on to another. This pass the parcel of equipment goes on all day until at the end, I will return any extra machinery back to the depot. It's all about keeping the kit moving so work doesn't slow down.

**12:30**

At lunchtime I'll pull into a lay-by and eat my packed lunch before heading back out. A simple, healthy routine keeps me going for the long days.

**14:00**

The afternoons are filled with more runs and making sure everything is in the right place at the right time.

**16:00**

On a good day I'll be finished by 3 or 4pm, though it can run later. Once home, I'll walk the dogs Pepper the cockapoo and Maggie the border collie and spend time with my granddaughter Bonnie, who is only nine months old.

**18:00**

Dinner is usually around 6pm. My favourite meal is chicken in tomato sauce with pasta - hearty but healthy, which suits me after a day behind the wheel.

**20:00**

I will prep my packed lunch for the next day and then join my wife Jackie on the sofa for some television. I don't get a choice in what we watch - she is in charge of the control!

**21:30**

With the early starts I'm in bed by 9.30pm to get enough rest. I love the routine of my days, and after four decades in the industry, I still enjoy what I do. MAP is great to work for and really my long service with the company says it all.



## A day in the life of...

### Alan Ruocco, HGV Driver, MAP

Alan has been in the plant hire and construction industry for more than 40 years and has spent the last 25 of them at MAP. Now 60, he knows the roads and the machinery inside out and is a long-service employee with a reputation for reliability. Alan balances his busy days on the lorry with a health-conscious lifestyle and a love of cycling.







# MACL trials up-cycled zero-emission sweeper at City & Country’s Manningtree Park

**MACL, with the help of the MAP team, has taken another major step in its commitment to sustainable technology by trialling a state-of-the-art up-cycled electric highway sweeper.**

The two-week trial took place at City & Country’s Manningtree Park development in Essex. It was delivered in partnership with Quattro Plant which developed it in collaboration with the University of Exeter as part of a wider government project with Innovate UK.

Quattro Plant’s R&D team spent more than 12 months converting a diesel-powered roadsweeper into a fully electric machine, setting new standards in efficiency, emissions reduction and intelligent performance.

This approach retains the embedded carbon from the original build while development of the Quattro Murphy Roadsweeper shortens both production and delivery time. It also delivers zero tailpipe emissions that support quieter, cleaner and more sustainable site operations and has the potential to be used in both ultra-low noise and emission zones.

MACL is delivering infrastructure and groundworks for Phases 2 and 3 across 147 plots at the site, providing an ideal live environment to assess the sweeper’s performance.

The trial tracked battery life, charging logistics, dust suppression and operator feedback, as well as measurable improvements in local air quality and on-site conditions.

Jason Lawrence, MACL Site Manager, said: “Keeping routes clear is critical on a complex scheme like this. The electric sweeper was impressively quiet and effective, helping us maintain standards without the diesel fumes or disruption you’d typically expect.”

Quattro Plant Environmental Division brings three decades of expertise in operated environmental plant to the partnership. Their fleet of high-specification vehicles already supports civil engineering contractors, local authorities and rail operators across the UK, but this trial signals a bold move on their “Road to Zero Transition”.

Ann Harding, Quattro Plant’s Road Services Director, said: “Our team is on hand 24/7 to make sure the data gathered here translates into practical benefits for future projects.”

Darren Carter, Managing Director at MAP, added: “Our industry faces a real challenge in balancing essential infrastructure work with environmental responsibility.

“This trial shows how new technology, when embraced early, can help us offset carbon emissions and contribute to cleaner, safer sites.”

This initiative forms part of MAP’s wider commitment to sustainable technology and responsible construction, aligning site safety and cleanliness with tangible carbon-reduction gains.



# Celebrating the Health and Safety Award winners at MACL

## Category – Health & Safety Operative Award



## Category – Health & Safety Site Manager Award



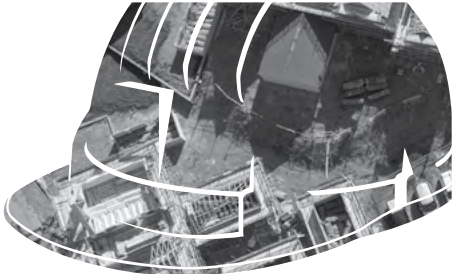
## Category – Quality Operative Award



## Category – Quality Site Manager Award



## Category – Site Engineer Award





# Beyond the site: Building young lives after hours

By day, Remedial Foreman Danny Meskell makes sure building works stay on track. But when the tools are down, he's helping to shape something just as important - the lives of local young people in his Essex hometown.

Most Tuesday evenings, after a full day out on site, Danny Meskell doesn't head for a relaxing evening at home. Instead, he goes to Portobello Road, in Walton-on-the-Naze, where the local youth club is already buzzing with energy.

"It's pretty busy for me after working all day," said the dad-of-two. "But once you're there, it's worth it."

For the past four years, Danny has been one of a small team of volunteers at Walton Youth Club, a community-run space offering everything from beach trips and baking to sports sessions and residentials for local children aged seven to 16.

What began as a one-off stint as a volunteer when his daughter went on a youth trip to Wales has turned into a weekly commitment that's become an essential part of his life.

"After that first trip, I was hooked," said Danny, 45. "I've now been to Wales three times - five days away with dozens of kids doing walking, climbing, caving and canoeing. It's full-on.

"After a day of activities, I'm the one sat in the hallway making sure they stay in their rooms, so it's pretty tiring! We take their phones away, and it's amazing to see how quickly they find other things to do."

The residentials are just one part of a packed programme. On Tuesdays and Thursdays, Danny helps run evening sessions for both primary and secondary-aged children.

There's a midweek fitness club, too, and a weekend drop-in. It's a lot to fit in, especially when he's already clocked up a full shift in his day job.



## From sites to support

Danny is a Remedial Foreman at MACL, working across different sites to make sure work is completed to standard and that any issues get resolved quickly. He's been with the company for seven years, and is often seen out and about making sure everything is running smoothly.

It's a job that keeps him on the move, but his work with the youth club gives him something very different.

Many of the young people who attend the club come from disadvantaged backgrounds, and Danny says there isn't a lot for them to do in the seaside town.

"The club gives them somewhere to go, somewhere to meet up with friends and make new ones, and a place to try something new," Danny said. "A lot of young people like having someone else to talk to that's not a parent or teacher."

## Igniting sparks

Earlier this year, Danny took part in Ignite Your Spark, a five-month programme that gave 15 local children the chance to try out new sports, from kickboxing and climbing to indoor bowls and golf.

"It was great - we'd take them once a week to try something new," he said. "You could see them grow in confidence."

"You can really see the difference in them over time. Especially after Wales - they come back more confident, more outgoing. They've tried things they never thought they would. They're completely different kids."

## More than a hobby

For Danny, the club isn't just a way to give back, it's also something that gives him purpose.

"I lost my sister two years ago," he said. "I need to keep myself busy. I play football and go to the gym - but if I don't feel like doing those, I can just skip them. With the youth club, I can't. I've made a commitment. I don't want to let the kids down."

Even when he comes home shattered, especially after a residential, he says he's "buzzing".

And while he might be modest about the time he puts in, it's clear how much of a difference he's making - not just to the young people he supports, but to the wider community in Walton-on-the-Naze.





# MACL rallies to create special garden for local girl lost to cancer.

MACL was joined by a team of little builders in hi-vis at an Essex school to create a beautiful memorial garden in honour of a seven-year-old who tragically lost her life to neuroblastoma.



Our team was accompanied by pupils of Bocking Primary School to design and build the space in memory of Florentina Burton as a place of learning, and reflection ahead of her younger sister joining the school in September.

Florentina was diagnosed with high-risk neuroblastoma - an aggressive and rare form of cancer - just days before her fourth birthday and tragically passed away in November 2024, aged just seven.

The memorial garden was created to serve as a peaceful outdoor space where children can learn, reflect, and remember Florentina.

Florentina’s family, from Bocking, were hugely touched by the input of MACL which donated several days of time to make the dream happen.

They said: "We can’t thank everyone enough for all the donations of materials and time that has gone into helping make this garden beautiful for a very special little girl who loved school."

The build was led by Site Manager Nathan Gillie and his team who worked with local suppliers and tradespeople who donated materials, labour and time to bring the space to life.

MACL worked sensitively on-site around pupils and school hours, inviting the children, who eagerly watched the garden evolve, to get involved painting fences.

"It was an honour to be part of something so meaningful," said Managing Director of MACL Steve Howe. "Florentina’s story touched all of us, and we hope this space offers a lasting legacy - a place of peace, reflection and community for generations to come."

He added: "The garden now stands not only as a tribute to a remarkable child, but as a reminder of the strength of local communities when they come together with compassion and purpose.

"We can’t thank our supply chain enough for their generosity. The end product speaks for itself, and it’s been a pleasure to be involved in such a wonderful cause".

MACL was supported by Scott Parnell, who donated building materials and paving slabs, Travis Perkins, who contributed facing bricks, Riverside Building Supplies, who provided timber sleepers, TMC Haulage, who provided muckaway removal and G&B Finch, who supplied ready-mix concrete.







Louie Butters, Josh Murdy, Shane Macefield



Scott Davis, Ron Sant, Marcus Appleton

# Hooked on helping: Fishathon nets £25,000

Thirty-four anglers, two lakes and one brilliant cause.

Our annual Fishathon returned to Crowsheath Fishery in Billericay in September, reeling in an impressive £25,000 for the Lighthouse Club, the charity dedicated to the emotional, physical and financial wellbeing of the construction community.

Across two nights under canvas, employees from MACL and MAP were joined by friends and family to create a festival-style atmosphere around the banks, thanks to the careful organisation of Project Manager Steve Townley and Site Manager Ron 'Rocket' Sant.

Saturday kicked off with a morale-boosting visit from Combat2Coffee, who kept everyone fuelled with tea and coffee before a relaxed family BBQ brought the wider community together.

Beyond the fun, the purpose was clear. The Lighthouse Club provides vital, confidential support to construction workers and their families during life's toughest moments - from mental health crises to financial hardship.

With last year's total of £23,195 already surpassed, this year's Fishathon has again turned a passion for angling into meaningful, measurable impact.

On the water, friendly rivalry was fierce, and the catches didn't disappoint.

Top honours went to Shane Macefield, who landed the Biggest Fish at 29lb 12oz and also took home the Most Fish award.

Managing Director of MACL Steve Howe said: "The Fishathon has become a signature moment in our calendar - a chance to connect across departments, bring families into the fold and champion industry wellbeing in a tangible way.

"Thanks to Steve Townley and Ron Sant for organising the event and to all the sponsors and supporters."

## A reel team effort – thank you to our supporters

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Additional raffle prizes: Angling Direct, JD Pipes, Stanstead Angling, Footings & Floors Ltd.



Ron Sant



Tony Robinson



Milo Duggan and Ron Sant



Ron Sant and Shane Macefield



Josh Murdy



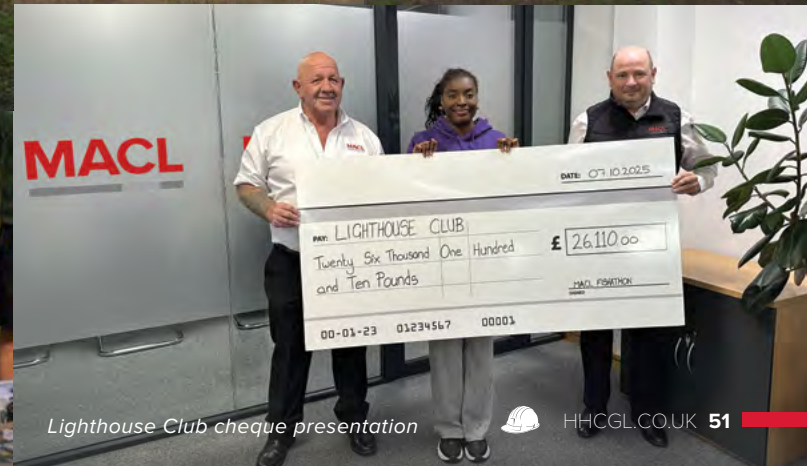
Chris Squirrel



Andy Hammond, Nigel Fayers, Ron Sant, Louie Butters



Friends and family enjoy the atmosphere



Lighthouse Club cheque presentation





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