



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

# THE HARD HAT

HHCGL.CO.UK

MAY 2026

## People. Plant. Progress.

Powering our projects



# 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 THE COMPTONS, HAROLD WOOD
- N THE MULBERRIES, WITHAM
- O COGGESHALL MILL, COGGESHALL
- P MANNINGTREE PARK, MANNINGTREE
- Q KING'S GATE, SHENFIELD
- R WARISH HALL PARK, TAKELEY



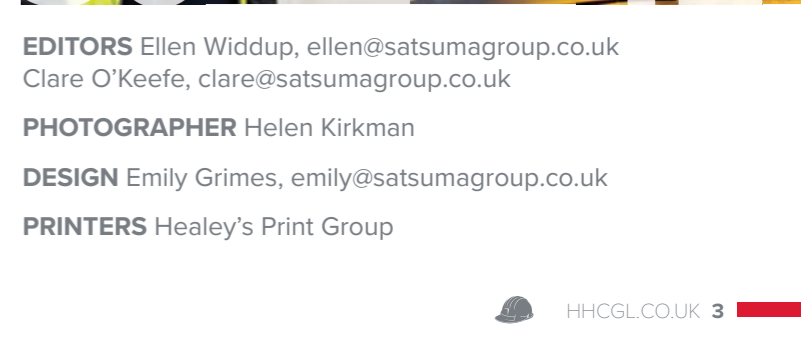
**Follow us on social media.**

-  /MACLltd
-  /mac\_ltd
-  /maci-group-uk

-  /MAP-Plant-LTD
-  /map.plant
-  /map-plant



- 04 Business Update**  
Andrew Jay
- 06 Long Service**  
Honouring dedicated team members
- 08 Welcoming New Arrivals**  
Marking special moments
- 10 MACL Update**  
Steve Howe
- 12 MACL Commercial Update**  
Andrew Nowosad
- 13 MACL Production Update**  
Michael Keely
- 14 Client Focus**  
Taylor Wimpey - Handley Gardens, Maldon
- 16 A Day in the Life**  
Steve Townley
- 18 Client Focus**  
Bellway - The Comptons, Harold Wood
- 20 Picture Perfect**  
The team at Elsenham
- 22 Client Focus**  
Bloor Homes - Elsenham Park, Essex
- 24 Meet the Grant Family**  
Three men, one company
- 26 Client Focus**  
Redrow - The Mulberries, Witham
- 28 Investing in Talent**  
Apprentices update
- 30 Apprentice Snapshot**  
Fletcher Keely
- 31 Supply Chain Partners**  
Scott Parnell
- 32 Subcontractor Partners**  
Laying the footings
- 34 Meet the Team**  
Behind the numbers
- 36 Stand Out Innovation**  
Land Logical
- 38 MAP Business Update**  
Darren Carter
- 39 MAP Moments**  
News and achievements from MAP
- 40 A Director's Story**  
Sian Harding
- 41 MAP Team**  
Updates and highlights
- 42 A Day in the Life**  
Connor Pagliarulo
- 44 The Gold Standard**  
Award highlights
- 45 Recognised for Excellence**  
Accreditations
- 46 Giving Back**  
Charity and community



**EDITORS** Ellen Widdup, ellen@satsumagroup.co.uk  
Clare O'Keefe, clare@satsumagroup.co.uk

**PHOTOGRAPHER** Helen Kirkman

**DESIGN** Emily Grimes, emily@satsumagroup.co.uk

**PRINTERS** Healey's Print Group

# A business update from CEO Andrew Jay.



“  
Together we  
are stronger.”

**May 15, 2026 marks the third anniversary of our business becoming employee owned.**

That is something we should all be proud of.

Through the Employee Ownership Trust, the people who work across MACL, MAP and HHCGL are the beneficial owners of this business. That matters. It means that what we build, how we work and the decisions we take directly shape all of our futures.

I would like to thank everyone for the hard work and commitment that continues to be shown across the business. It is recognised and it is appreciated.

There is no doubt that we are operating in a very challenging environment. Events in the Middle East and their wider impact on the global economy are a reminder of how connected everything now is. Those pressures are real, and they affect our industry, our clients and, ultimately, our business.

We cannot control those events. What we can control is how we operate.

That means being disciplined in everything we do - doing the job properly, supporting each other, working efficiently and eliminating waste wherever we see it. These are not optional in the current environment, they are essential.

The senior leadership team and I are managing the business carefully and with full awareness of the challenges we face. We are making considered decisions with the long-term future of the business in mind.

Every one of us has a role to play in that, and the standard we each set day to day will determine how well we come through this period.

This edition of The Hard Hat is a reflection of what we are about.

What stands out most to me, as always, is our people.

Across the business we now have 15 families working with us - mums and sons, dads and sons, dads

and daughters, brothers, aunts and nieces, cousins. I value this enormously. It says a great deal about the kind of business we are and the trust people place in it.

That matters even more in times like these.

Whilst writing I would also like to thank our clients for the confidence they continue to place in us, and for the opportunities they give us to deliver our work.

To our supply chain partners of subcontractors and material suppliers - thank you for the role you play in supporting our projects and maintaining the standards we expect.

Very importantly, thank you to the families behind our people. The support you give, often unseen, plays a significant part in what we are able to achieve day to day - you are our '12th Player'!

If we continue to do what we know we should do and do it together with focus, discipline and pride in our work, we will not only come through this difficult period, we will do so in a way that protects and strengthens the business for the future and everyone involved in it and associated with it will prosper.

Thank you very much for the part you play in what we do. Together we are stronger.

**Andrew Jay**



# Clocking up the years.

Long service is something we take great pride in at MACL and MAP. The colleagues recognised on this page have each dedicated decades to the business, helping to build the projects, teams and reputation we have today. Their experience, commitment and hard work play a huge part in the strength of our company, and we're proud to celebrate these important milestones together.



At almost 80 years old and with 35 years at MACL, Peter Calver is one of the company's longest-serving employees - and a familiar face to many across sites.

Currently working as a General Foreman and Machine Operator, Peter's career in construction stretches back much further than his time with MACL. In fact, he first entered the industry at just 15 years old.

"I started as an Apprentice Bricklayer," he said. "That's how it was back then. You left school and went to work."

Although he completed his apprenticeship, bricklaying wasn't where he ultimately found his path. When the company he worked for later went bust, Peter moved into groundworks and machine driving - a shift that would shape the rest of his career.

"I grew up on a farm, so I could drive machinery anyway," he said. "And that's how I ended up on the diggers."

Over the decades, Peter has seen huge changes across the industry. The machines he first operated were a far cry from the sophisticated equipment used today.

"They were totally different from what you see now," he said. "Everything has changed."

Before joining MACL more than three decades ago, Peter spent around 20 years with another construction company, gaining a wealth of experience across different sites and different roles. During his career he has worked as a Machine Operator, Site Manager and Foreman - always focused on getting the job done properly.

For Peter, however, the best part of working in construction has always been the people.

"It's the people you work with," he said simply. "That's what makes it."



That sense of community is also one of the reasons he continues to come to work each day - and has absolutely no plans to retire any time soon.

"I'll keep going while I can," he said. "I come to work because I want to, not because I have to. It keeps you young and gives you purpose."

Family is also an important part of Peter's life. He has four children, four grandchildren and two great-grandchildren.

In total, Peter estimates he has spent around 65 years working in construction - a remarkable achievement and a reflection of a lifetime dedicated to the industry.

His 35-year milestone at MACL is not just a celebration of long service, but of experience, commitment and the culture of the company.

As long as he's able, Peter said he'll keep turning up, ready for another day on site - and we are very grateful for that.



## Leila Stammers marks 25 years

Leila Stammers has reached an impressive milestone this year, celebrating 25 years of service with MACL.

Leila first joined the company in 2001 after a moment of spontaneity. At the time she was working a shift at the pub next door to MACL's Chelmsford headquarters and decided to drop in her CV. That simple decision marked the beginning of a long and successful career with the business.

Starting out as a Receptionist, Leila has grown alongside the company, working her way up to become Office Manager. Over the years she has played a key role in supporting the team and helping to keep the day-to-day operations of the business running smoothly.



During her time with MACL, Leila has also witnessed the industry evolve.

"When I first started, seeing a woman on a construction site would have been unusual," she said. "We wouldn't even bat an eyelid now."

Her 25 years with the company reflect not only loyalty and dedication, but also the experience and continuity that help shape MACL's culture today.

Everyone at MACL would like to thank Leila for her hard work and commitment over the past quarter of a century, and to congratulate her on this fantastic milestone.

# Newborns.

We're celebrating new arrivals across the team. It's always a joy to share these special milestones with our colleagues and their families.

## Betsy.



A1 Groundworker Sam Muncer and his wife Lauren have welcomed their third daughter, Betsy Muncer. Born on October 17, Betsy weighed 5lb 9oz - and she's another lovely addition to the family.

## Maia.



Machine Operator Razvan Diac and his wife Ramona are celebrating the arrival of their baby girl, Maia Olivia Diac. Maia was born on November 7 at 12.05pm, and all are doing well.

## Billie.



A warm welcome to Billie Rose Scofield, born to Site Manager Ryan Scofield and his wife Maggi on February 17. Billie weighed 8lb 2oz, and the family are delighted.

## Hugo.

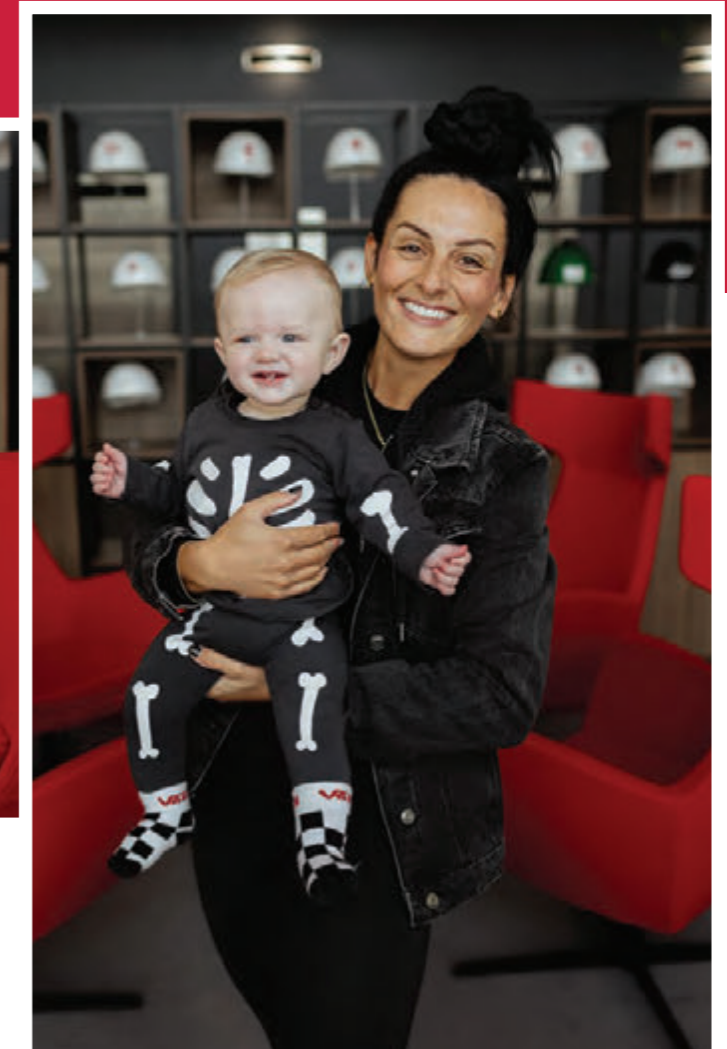


Groundworker George Jackson and his partner Gemma are pleased to announce the arrival of their baby boy, Hugo Terry Jackson. Hugo was born on February 26, weighing 7lb 8oz.

## Reginald.



Personal Assistant Bethan Skeates popped into the HHCGL HQ with baby Reginald to visit her colleagues while on maternity leave last month. It was an opportunity for him to try on a hard hat and consider signing up as our youngest Groundworker!



## Meet our new starters.



### Emma.

We're delighted to welcome Emma Gray, stepping into the role of Assistant Estimator.



### Neil.

Another new face is Neil Manning, who joins us as a Quantity Surveyor.



### Joel.

Finally, we're pleased to introduce Joel Couch as a Safety, Health, Environmental and Quality Advisor.

# Moving forward together.

**As the year gathers pace, Managing Director of MACL Steve Howe reflects on the resilience of the construction sector, the importance of strong partnerships and the collective effort that keeps MACL moving forward.**

The start of the year has continued to highlight just how dynamic and challenging the construction industry can be.

There's no doubt that this period has presented ongoing challenges across the sector. We are seeing continued pressures around costs, planning delays and wider economic uncertainty. Recent industry data has shown output dipping in some areas, particularly in private housing, and that inevitably creates a cautious environment for developers and contractors alike.

Groundworks businesses like ours often feel these changes early, and this has certainly tested the resilience of many across the industry.

However, what continues to stand out to me most is the attitude and determination of the people working within it.

At MACL we've always believed that strong relationships, consistent delivery and a committed team are the foundations of long-term success.

Across our sites and offices, the commitment, professionalism and teamwork shown by everyone at MACL has been outstanding. In challenging markets, it is easy for businesses to lose focus, but our teams have continued to deliver high standards for our clients while supporting one another along the way.

You'll see throughout this edition examples of the work being delivered across the business - from the projects highlighted in our Client Focus pages to the many teams behind the scenes supporting them.

None of this progress happens in isolation. It takes careful planning, collaboration and the dedication of people across every department.



**“MACL remains a business built on strong relationships, hard work and pride in what we deliver.”**

One area that deserves particular recognition is our performance in health and safety. Construction will always involve risk, and it is something we must never take lightly. That's why I'm extremely proud that during 2025 MACL recorded zero reportable accidents. This is a fantastic achievement and reflects the attitude and awareness shown by our workforce every single day.

What also gives me confidence for the future is the continued investment in developing talent within the business. Our Apprenticeship programme remains a vital part of that, giving young people the opportunity to build rewarding careers while helping to secure the skills our industry needs for the years ahead.

It's always encouraging to see new recruits learning their trade alongside experienced colleagues - such as Peter Calver highlighted for his long service on page 6 - who are passing on their years of knowledge.

That blend of experience and fresh perspective strengthens our teams and helps ensure the high standards our clients expect.

While the industry continues to face challenges, MACL remains a business built on strong relationships, hard work and pride in what we deliver. Our Employee Ownership model means that every success belongs to all of us, and it is that shared responsibility that continues to drive the business forward.

Thank you to everyone who continues to play their part. Your professionalism and teamwork are what keep the business moving forward, and I look forward to seeing what we achieve together in the months ahead.

**Steve Howe**

## MACL news and updates.



### New project secured at Warish Hall Park, Takeley

MACL has secured a new groundworks project with Weston Homes Plc at Warish Hall Park, Takeley. The scheme will see MACL deliver infrastructure and groundworks for 40 homes, with work already underway.

Winning work with a new client is always significant and reflects confidence in MACL's approach - particularly our strong focus on health, safety and quality. The project also marks the beginning of what we hope will be a long-term relationship with Weston Homes.



### MACL appointed at King's Gate, Shenfield

MACL has been appointed by Redrow to deliver S278 works, infrastructure and groundworks at King's Gate, Shenfield.

The project will support the delivery of 100 homes.

Securing new sites with existing clients - particularly in a challenging market - is a strong endorsement of MACL's pre-construction expertise, delivery standards and collaborative working approach.



### Spreading Christmas cheer at Broomfield Hospital

Christmas can be a difficult time for children spending time in hospital, so this winter MACL's Leila Stammers, Daryl Bellingham and Angela Guy delivered a van full of gifts to Broomfield Hospital's Children's Ward in Chelmsford.

Lego, games, books, crafts and fidget toys were shared with children from newborns to teenagers spending time on the ward over the festive period.



### Next phase secured at The Mulberries, Witham

MACL is pleased to confirm it has secured the next phase of works at The Mulberries in Witham for Redrow.

This follow-on phase includes Phase 5 infrastructure and groundworks for 110 homes, with work already underway.

Winning additional phases on existing developments is always rewarding and reflects the trust built through consistent delivery, quality and professionalism on site.

# Winning work in a cautious market.

**Commercial Director Andrew Nowosad explains how recent project awards show the value of strong relationships, consistent delivery and teamwork across MACL - even as wider industry data highlights the continuing challenges facing the construction sector.**

The start of 2026 has brought encouraging news for MACL, with several new projects secured.

Among them was a groundworks project for Weston Homes at Warish Hall Park in Takeley, where MACL is delivering infrastructure and groundworks for 40 units. Winning work with a new client is always particularly significant as it reflects confidence in our approach and opens the door to what we hope will be a strong long-term relationship.

We have also been appointed by Redrow to deliver S278 works, infrastructure and groundworks at King's Gate in Shenfield, supporting the delivery of 100 homes, and are continuing our work at The Mulberries in Witham for Redrow, where we have secured the next phase of the development covering infrastructure and groundworks for a further 110 units.

While these successes are certainly welcome, it is important right now to recognise the broader context the industry is operating in.

Recent figures from the Office for National Statistics show construction output falling by 2% in the three months to January, marking the fourth consecutive quarterly decline. Private housebuilding in particular has seen a significant slowdown.

Many developers continue to face viability challenges driven by planning delays, cost pressures and uncertainty around investment decisions. These challenges are compounded by global volatility which further exposes the fragility of global supply chains.



Against this backdrop, securing new work and continuing existing partnerships is something for us all to be proud of.

None of these projects happen because of one individual or department. They are the result of a collective effort from our Estimating, Commercial, Planning and Site teams, all working together to deliver the standards our clients expect.

The market may remain uncertain for some time yet, but successes like these show the strength of our relationships, the quality of our work and the capability of our people.

That gives us a strong platform to build on as we move through the year ahead.

**Andrew Nowosad**

# A season of progress on site.



**As the construction calendar moves into the busier spring and summer months, Michael Keely, Production Director at MACL, reflects on the importance of planning, teamwork and developing the next generation.**

For many of us in construction, the change in season always brings a shift in momentum.

Longer days and better ground conditions mean sites begin to pick up pace, programmes tighten, and teams across the business are focused on keeping projects moving safely and efficiently.

At MACL, a huge amount of preparation goes on behind the scenes to make sure that happens. From pre-start planning and logistics through to coordination between site teams, suppliers and clients, the work early in the year really starts to pay off as we move into summer.

What continues to stand out for me is the strength of the people delivering that work.

In this edition we've highlighted people across multiple teams, all working towards the same goal. From the Finance team highlighted on page 34, to the Site Managers delivering the projects featured in our Client Focus pages, every person plays a part. We also shine a spotlight on individuals such as Project Manager Steve Townley in our Day in the Life feature on page 16, as well as the Grant family on page 24 - a great example of how construction often brings generations together.

Construction is always a team effort, and the collaboration is what keeps everything running smoothly.

A big part of our strength comes from the investment we make in developing people so once again we are highlighting our Apprentices, who are now learning the practical and technical skills that will shape their careers.

This is something that resonates with me personally. My son Fletcher is currently working as a Trainee Quantity Surveyor, and it's been great to see the progress he's making as he develops his knowledge and confidence in the role. There's more about Fletcher on page 30.

As we head into the months ahead, it's a blend of experience and new talent that will be key.

After all, the projects we're delivering this year require careful planning, strong teamwork and a shared commitment to quality. We have this in abundance.

**Michael Keely**

CLIENT FOCUS |

# Handley Gardens, Maldon

Handley Gardens is one of MACL's longest-running projects with work starting eight years ago, and is shaping a new community on the southern fringe of Maldon, Essex.

SENIOR SITE MANAGER | Paul Davies



Number of plots  
**660 units**

Start of Phase 5  
**June 25**

Phase 5 duration  
**76 weeks**

This 115-acre greenfield site on Fambridge Road forms part of the Limebrook Park Garden Suburb and will deliver 660 homes, including 150 affordable and shared ownership properties.

Meandering through the site - once home to early Roman settlers - Lime Brook waterway adds a distinctive natural and historical feature to the development.

Since breaking ground, MACL has worked closely with Taylor Wimpey (London) to deliver extensive infrastructure and groundworks; with Phases 1 to 3 complete, Phase 4 nearing completion, and Phase 5 starting last June.

The site started back in 2018 with complex S278 works on Fambridge Road and Limebrook Way which have improved access for residents, workers, and the wider community, involving careful planning, traffic management, and collaboration with Essex Highways and local stakeholders.

The scheme has also delivered major drainage and utilities works, including three culvert crossings over Lime Brook, substations, a pumping station, a Weholite foul water storage tank, and swales and attenuation basins.

Phase 5 consists of an additional 39 units including associated infrastructure, drainage and roads along with foundations, domestic drainage, substructure brickwork and suspended floors.

MACL's early involvement in value engineering ensured both commercial and environmental benefits were achieved.

Handley Gardens will offer the community a wealth of amenities, including an early years hub, primary school, allotments, sports pitches with clubhouse and changing facilities, retirement living spaces, and extensive public open spaces with pedestrian footpaths along the brook.

Senior Site Manager Paul Davies oversees a team which at its peak has more than 50 MACL employees.

# Taylor Wimpey

# MACL



## A day in the life of...

**STEVE TOWNLEY**  
**PROJECT MANAGER**

Once Captain of the England International Pool Team and a former winner of the World and European Team Championships, Steve Townley is now running complex construction programmes and still keeping things moving right on cue. As a Project Manager at MACL, he oversees the full lifecycle of projects - from tender through to completion - balancing detailed planning, resource management and reporting. But before the working day begins, there's another priority - helping his youngest daughter Evie train for her dream of becoming a professional footballer. Here he takes us through an average day in his life.

**06:00** My alarm goes off and the first thing I do is help my youngest daughter Evie with her fitness and stretching. She's 12 and plays for Colchester United Academy, so mornings are often about keeping her moving and ready for training.

I've got three daughters - Lily, 25, Rosie, 20, and Evie. Rosie used to be into athletics. Evie though? Football. I'll be honest - I've never been a football man. But when your daughter signs for an academy you learn quickly!

**06:30** Breakfast is usually scrambled eggs and coffee, and the conversation inevitably focuses on football. I've had to pick up the language pretty fast. I still wouldn't say I'm an expert, but I'm getting there.

**07:30** I'm into the office and straight into reviewing site programme updates. Each Site Manager feeds updates into their programme, and my job is to collate all that information and review where things stand.

Every project has its own programme, and I'll go through progress updates, identify any changes and revise the schedules where needed. It's about keeping everything aligned so the projects run as efficiently as possible.

**09:00** The morning continues with reporting to both site teams and senior management. I review current progress, look ahead at upcoming schedules and forecast how projects are likely to move forward.

Planning is about more than just dates. The programmes I produce also include labour and plant resources, progress tracking, cause and effect analysis and reporting for stakeholders. It helps everyone understand where a project is and where it's heading.

**11:00** Late morning is often focused on pre-construction tender programmes. This involves building programmes for potential projects and ensuring we meet the full scope of the client's objectives.

A well-built programme can make a huge difference to how smoothly a project runs once construction begins.

**13:00** Lunch is usually something simple - often a cheese baguette. Nothing fancy, just enough to keep going through the afternoon.

**14:00** The afternoon is often taken up with tender review meetings. I'll sit down with different departments to agree strategy, resource management and budgeting before bids go out.

It's important that everyone is aligned on how a project will be delivered, from the programme through to the commercial side.

**16:00** The final part of the day is often focused on developing the planning side of the business further - particularly integrating cash flow forecasting and financial planning into the construction programme.

**17:30** Once the working day ends, my second job begins - taxi driver for Evie.

She trains or plays football most nights of the week. It keeps me busy but seeing her enjoying it makes it all worthwhile.

And after a full day of planning projects, there's nothing quite like spending the evening on the sidelines of a football pitch.

CLIENT FOCUS |

# The Comptons, Harold Wood

Harold Wood, recorded as far back as 1237, is steeped in history, taking its name from King Harold Godwinson, who was defeated by William the Conqueror in 1066.

SENIOR SITE MANAGER | Kevin Russell



Number of units  
**19 house plots and two reinforced concrete podium slabs**

Construction started  
**Sept 25**



This historic area on the outskirts of Romford, Essex, is home to The Comptons, a new development by Bellway Homes (Thames Gateway).

The scheme offers a mix of energy-efficient one, two, and three-bedroom apartments alongside three and four-bedroom homes, perfectly suited to commuters, first-time buyers, and those looking to downsize.

Just under an hour from central London and a short 15-minute drive from Brentwood, The Comptons combines village charm with city convenience.

Residents benefit from excellent transport links, including Harold Wood Crossrail Station, which connects to London Liverpool Street in 30 minutes, and Romford Station, while road access via the A12 and M25 ensures smooth travel across Essex and the capital.

MACL was awarded the project in September 2025 to deliver infrastructure and groundworks for 19 residential units, along with two reinforced concrete podiums - further strengthening MACL's reputation for quality, efficiency, and reliability in delivering complex developments.

The site has presented significant logistical challenges due to its extremely tight footprint, requiring extensive upfront planning and close coordination across all teams.

Through careful management and strategic sequencing of works, MACL has successfully met the client's deadlines while maintaining its high standards of quality, as well as health and safety.

The project is being delivered by Senior Site Manager Kevin Russell.





Back row L to R: Steve Allard, Roman Silverback, Phill Warren, Michael Parsley, Shawn Wells, John O'Hara, Daniel Knights, Jack Dempster, Terry Dando, Craig Biggerstaff, Mariusz Czaplak, Lee Chalkley, Lurie Cozlouschi, Arek Skokun, Serghei Cibotari, Daniel Cummins, Clinton Cross, Paul Eaton, Fletcher Keely and Roelof Van Emmenis.  
Front row L to R: John Moule, Sandel Brailescu, Peter Calver, Arek Godun, Rick McCarthy, George Angelov, Charlie Henghan, Radu Boja, Vlad Pilca, Petre Negru, Ian Moule, Cullum Branch and Ionut Pilca.

CLIENT FOCUS |

# Elsenham Park, Essex

Set within the picturesque village of Elsenham, near Bishop's Stortford, Elsenham Park is a stunning 49-acre development for Bloor Homes.

SENIOR SITE MANAGER | John Moule



SITE MANAGER | Ian Moule



# BLOOR HOMES®

Number of plots  
**350 units**

Start of Phase 2  
**March 25**

Phase 2 duration  
**175 weeks**

This project combines modern living with the village's tranquil charm, delivering 350 new homes alongside a primary school with an early years setting, sports pitches, and a pavilion to create a thriving community hub.

Surrounded by mature woodland and generous green spaces, the development will offer residents a perfect balance of nature and convenience, including easy links to Elsenham train station.

In March 2025, MACL secured Phase 2 of the project, delivering infrastructure and groundworks for a further 200 homes.

The team undertook a topsoil strip of 36,700m<sup>3</sup> and a substantial cut-and-fill operation, redistributing any surplus to private gardens and public open spaces.

Surface and foul water drainage works include a 7m-deep pumping station chamber, washout and air release chambers, and three large attenuation basins with link swales - carefully managing surface water while protecting local ditches.

As part of Phase 2, MACL will also deliver 1,500m of adoptable roads, 5,000m<sup>2</sup> of footways and cycleways, more than 450m of retaining/boundary walls, more than 15,000m of domestic drainage manholes, plus patios and traditional concrete strip foundations, along with both suspended and ground-bearing slabs.

The site is currently being delivered by Senior Site Manager John Moule, alongside Site Manager Ian Moule, ensuring high standards of quality, safety, and project delivery.



# The Grant family.

## Three men, one company

For Andy Grant and his sons, Mackenzie and Tyla, working at MACL isn't just a job - it's a shared journey. With three members of the family working across groundworks and engineering roles, their story shows how construction can shape the next generation.

Construction is often a family trade - and the Grant family is living proof of that.

Andy Grant, 51, has been with the company for more than a decade and works as a Machine Operator. And now his two sons, Mackenzie, 19, and Tyla, 17, are forging their own careers in construction alongside him.

For Andy, it's something he's proud to see.

"I've been here almost 12 years now," he said. "It's the longest I've stayed with one company. It's a good place to work."

Andy came to groundworks after years working long days in utilities in London. With a young family at home, he decided it was time for a change - and a single phone call opened the door to MACL.

Now, years later, that decision has shaped the career paths of both his sons.



### Following a different route

Mackenzie joined MACL around two-and-a-half years ago and is training as a Site Engineer.

"I actually wanted to go into architecture," he said. "But Dad mentioned the engineering course here, so I did two weeks' work experience and ended up loving it."

After asking to return for another week, Mackenzie was offered an apprenticeship. Now he splits his time between learning on site and working towards his qualification.

A typical day involves checking that groundworks are being carried out to the correct levels and positions.

"It's about making sure everything is exactly where it should be," he said. "Every day you learn something new."

### Finding confidence

Younger brother Tyla joined the business last year as an Apprentice Groundworker.

But for him, the job has been about more than just learning a trade.

His school years had been difficult and the disruption of the pandemic and time away from friends knocked his confidence. He was desperate to find something to lift him out of a slump.

"Coming into this environment changed everything," Andy said. "Within a couple of weeks you could see the difference."

Tyla agrees.

"Honestly, this has been the making of me," he said.

His day usually begins on site at 7am, working alongside experienced Groundworkers and learning new skills with different teams.

"They move me around so I can learn different things," he said. "At the moment I'm doing finishing work - edging, kerbs, that sort of thing."



### A family environment

Working in the same company doesn't mean the Grants spend every minute together on site - although there are occasional reminders of the family connection.

"He tells me off if I call him Dad," Tyla said.

But the shared workplace has strengthened the bond between them.

"It's good to see them doing well," Andy said. "And it's a career they can build."

All three believe the culture at MACL helps explain why so many family connections exist across the business.

"There's stability here," Andy said. "You see people celebrating 25 or 30 years with the company. That doesn't happen everywhere."

### Life beyond site

Away from construction, the Grant household is a noisy one.

Andy and his wife Louise both DJ and produce dance music, and Mackenzie has followed the path into music production.

Tyla, meanwhile, plays bass in a metal band called *Sanguine Rose*.

But whether it's music or machinery, one thing is clear - the Grant family is building something together.



CLIENT FOCUS |

# The Mulberries, Witham

Set amid the rolling Essex countryside, The Mulberries is shaping up to be a vibrant new community for Redrow Homes (Eastern) Ltd.

SENIOR SITE MANAGER | Ron Sant



Number of plots  
**750 units**

Start date  
**2017**



Just 45 minutes from London Liverpool Street by train, this development combines countryside charm with convenient commuter links, offering 750 new homes alongside play areas and generous public open spaces.

MACL has been instrumental in delivering the development from the outset.

The project began in 2017 with S278 works to improve the main site access, reposition the Hatfield Road roundabout, and form a fourth arm connecting to the spine road. Since then, MACL has delivered multiple phases, including Phases 1a, 1b, 2, 3a, 3b, 4a and 4b.

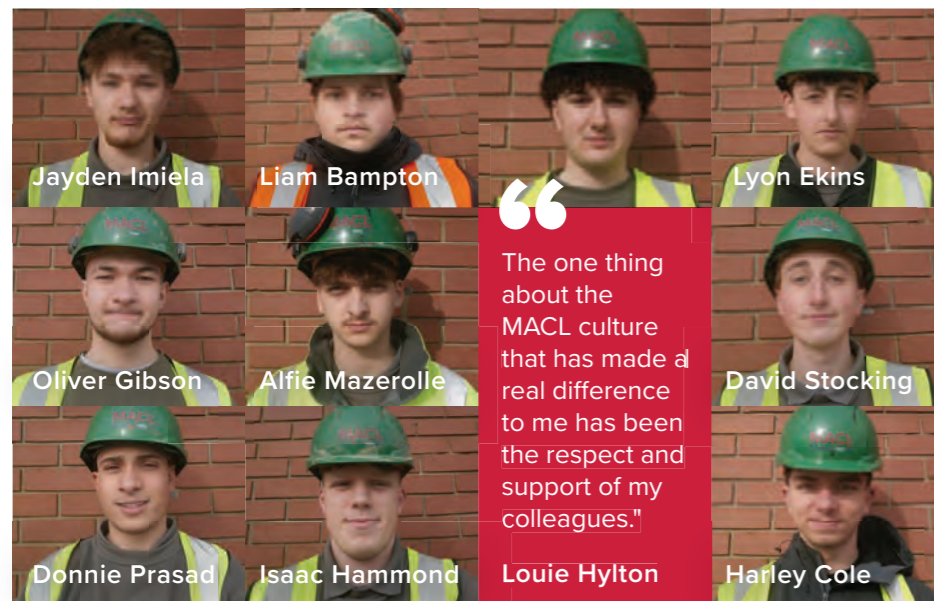
In January 2026, MACL secured Phase 5, infrastructure and groundworks for an additional 110 homes. The scope includes 1.5km of adoptable drainage, 550m of adoptable roads, 8,000m of domestic foul and surface water drainage, 10,000m<sup>2</sup> of hard landscaping - including tarmac, slabs and block paving - more than 25,000m<sup>2</sup> of topsoil for gardens and public open spaces, and extensive foundations, brickwork, and suspended floors.

Retaining walls, attenuation basins, and other landscaping features have been installed to enhance both the site infrastructure and community amenity.

Senior Site Manager Ron Sant and the team continue to demonstrate the professionalism and quality that have built a strong long-term relationship with Redrow, ensuring The Mulberries grows into a thriving and sustainable community.

# The future of construction starts here.

In this edition of The Hard Hat, we're once again shining a spotlight on the people at the start of their construction careers, celebrating the talent pipeline helping to strengthen MACL and MAP's future workforce.



Jayden Imiela, Liam Bampton, Lyon Ekins, Oliver Gibson, Alfie Mazerolle, David Stocking, Donnie Prasad, Isaac Hammond, Louie Hylton, Harley Cole

“The one thing about the MACL culture that has made a real difference to me has been the respect and support of my colleagues.”

### Six months in

Across our sites, 10 MACL Apprentices are now six months into their first year in Groundworks, developing practical skills and learning the fundamentals of the trade.

Among them are Jayden Imiela, Liam Bampton, Louie Hylton, Lyon Ekins, Oliver Gibson, Alfie Mazerolle, David Stocking, Donnie Prasad, Isaac Hammond and Harley Cole.

Since joining the business, the group has been gaining valuable hands-on experience across a wide range of site activities from learning how to lay internal drainage and install services to working on edging, slabbing and concreting.

### Other Apprentices

The apprenticeship pathway also extends into engineering, with Connor Elliott and Mackenzie Grant working towards becoming qualified Engineers.

Both are gaining valuable experience supporting site teams with setting out, problem solving and preparing drawings, while continuing to develop their technical understanding of construction projects.

Meanwhile, Poppie Sullivan is in her first year of a Customer Service Apprenticeship at MAP and Fletcher Keely is in his first year as an MACL Apprentice - training to be a Quantity Surveyor. You can read more about his experiences on page 30.



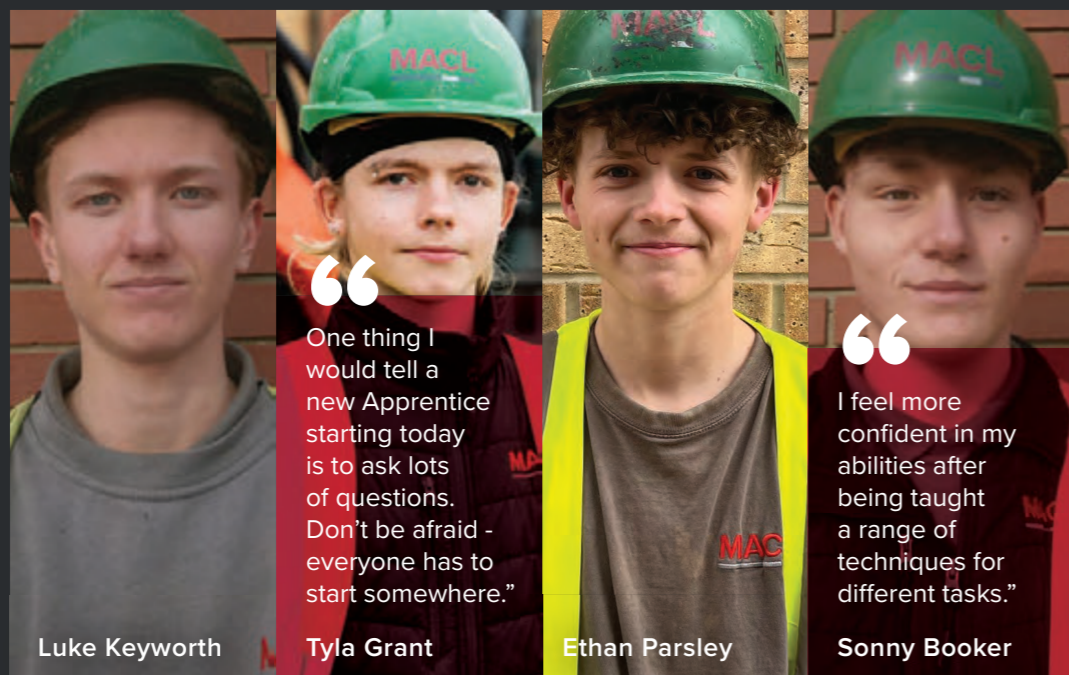
Connor Elliott, Mackenzie Grant, Poppie Sullivan, Fletcher Keely

### Continuing the journey

Further along in the programme, our four second-year MACL Apprentices are continuing to develop their skills and take on greater responsibility on site.

Luke Keyworth, Tyla Grant, Ethan Parsley and Sonny Booker are building on the foundations they learned in their first year, gaining more experience with tasks such as slabbing, external works and site preparation while continuing to refine their technical skills.

All four highlighted the importance of teamwork and the encouragement they receive from colleagues with their success to date.



Luke Keyworth, Tyla Grant, Ethan Parsley, Sonny Booker

“One thing I would tell a new Apprentice starting today is to ask lots of questions. Don't be afraid - everyone has to start somewhere.”

“I feel more confident in my abilities after being taught a range of techniques for different tasks.”



### Strengthening our apprenticeship partnership

This quarter, MACL Training Manager Steve Hammond and Admin Assistant Kelly Jones visited Colchester Institute to present their team with a plaque recognising collaboration with our Groundworks Apprenticeship Scheme.

The visit included discussions around a new groundworks training booklet being developed to ensure Apprentices gain not only technical skills, but the behaviours and professionalism employers expect. The partnership continues to play an important role in shaping the next generation of Groundworkers entering the industry.



**SNAPSHOT OF AN APPRENTICE:**

**FLETCHER KEELY**

At just 20 years old, Fletcher Keely is already building a career in construction as a Trainee Quantity Surveyor with MACL - and discovering that an apprenticeship offers the best of both worlds.

Currently working on projects in Shenfield and Takeley under the watchful eye of Commercial Director Andrew Nowosad, Fletcher splits his time between real project work and studying at Anglia Ruskin University, where he is completing a Certificate of Higher Education in Quantity Surveying.

For Fletcher, the son of Production Director Michael Keely and nephew of Groundworker Marc Keely, the apprenticeship route was an obvious choice.

“I like the idea of getting real on-the-job experience while still going to university,” he said. “You’re learning the theory but also applying it every day. It’s the best of both worlds.”

Although construction wasn’t always the plan, Fletcher knew he wanted a career involving numbers and finance. Quantity surveying offered exactly that - with the added bonus of variety.

“A typical day starts early - I’m usually up around 5am,” he said. “I’ll check emails from clients and then spend the day working on things like valuations, variation orders and occasionally heading out to site to see how works are progressing.”

It’s a role that demands accuracy and attention to detail but despite the challenges, Fletcher enjoys the diversity of the job.

“No two days are the same. You might be reviewing costs, meeting with clients or visiting site,” he said. “You’re always learning.”

One of his proudest moments so far was being nominated for the ECTA Excellence Trainee Awards - recognition that his hard work is being noticed.

Looking ahead, Fletcher hopes to be fully qualified within the next three to five years and confident enough to manage projects independently.

When he’s not working or studying, you’ll usually find Fletcher on the golf course - where he boasts an impressive handicap of 22 that he is hoping to bring down this summer.



**SUPPLYING SUCCESS**  
**Scott Parnell**

**With a growing UK presence and a reputation for responsive service, Scott Parnell is a key supply partner to MACL - helping to keep projects moving with speed, reliability, and expertise.**

When it comes to keeping construction projects on track, having the right supply partner makes all the difference. For MACL, one of those partners is Scott Parnell - a builders’ merchant that combines deep industry knowledge with practical, on-the-ground service.

From helping solve tricky specification challenges to ensuring deliveries arrive exactly when they’re needed, Scott Parnell keeps the wheels turning and the projects moving.

An independent builders’ merchant with a strong and growing presence across the UK, it operates eight branches and three sales offices. Supporting sectors including housing, groundworks, infrastructure and geotechnics, the business combines national capability with a responsive, local service.

As an Employee Ownership Trust, like HHCGL, Scott Parnell places real value on its people. Employees have a direct voice in how the business is run, helping to drive engagement, accountability and consistently high standards across the team.

The relationship with MACL dates back to September 2012, with the Witham branch now supporting one of its largest accounts. Over the past four years, that partnership has grown significantly, with turnover increasing fourfold - built on strong communication, reliability and a shared commitment to delivery.

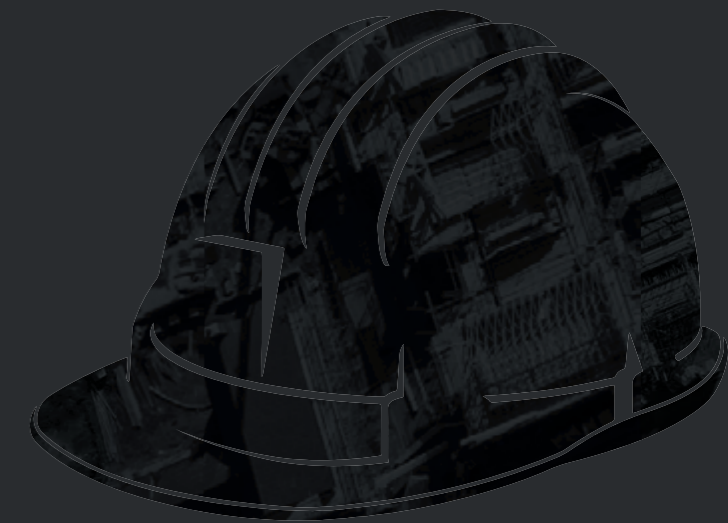
A key advantage of being an independent merchant is the ability to act quickly. Without layers of decision-making, the team can respond rapidly to client requirements: whether that’s arranging same-day deliveries or advising on alternative specifications to save time and cost on site.

Scott Parnell also holds significant stock at its Witham branch, with around £1.5 million of materials available, including major civils and drainage ranges. This ensures products are available when needed, supporting consistent and dependable delivery.

Backed by accreditations including Constructionline Gold, FORS Silver and ISO 9001, the business continues to support MACL across a range of projects, including Beaulieu Park, where collaboration and specialist input helped deliver real value on site.

With a strong pipeline of projects ahead, MACL looks forward to continuing its partnership with Scott Parnell.





# BUILDING PARTNERSHIPS: Spotlight on MACL's trusted bricklayers.

From large-scale residential developments to the creation of thriving new communities, MACL relies on a network of skilled subcontractors to bring projects to life. Here, we shine a spotlight on bricklayers whose expertise, dedication, and craftsmanship help build the homes and spaces that shape communities.

## G & S Brown Brickwork Ltd.

Founded in July 2011 by a father-and-son team, G & S Brown Brickwork Ltd brings a combined 68 years of experience to every project. With a team of 18 skilled bricklayers, the company specialises in sub-structure brickwork, supporting residential developments and other construction projects.

G & S Brown Brickwork has been collaborating with MACL for the past three years, building a strong working relationship that began through previous connections with Production Director Michael Keely. Their reputation for reliability and quality has seen them work on notable sites including Beaulieu Park, Manningtree Park, and Harold Wood.

Their approach combines traditional expertise with practical problem-solving, ensuring that even the most complex sub-structure work is delivered efficiently and to the highest standard. With decades of combined experience, G & S Brown Brickwork ensures that each project is delivered with skill, care, and consistency.

**G & S BROWN  
BRICKWORK LTD**



## APS Bricklaying Ltd.

Led by Adam Stringer, APS Bricklaying Ltd has built a reputation for expertise and reliability across Essex and Suffolk.

The business traces its roots back to 1997 and was rebranded as APS Bricklaying in 2016. Adam brings decades of hands-on experience, including more than 15 years working on sub-structure projects for MACL - and even on Mark Anderson's own house 25 years ago.

Based in Tiptree, APS Bricklaying specialises in both sub-structure and superstructure work for major housebuilders. Current projects include Handley Gardens, Maldon and Westcombe Park, Heybridge, while past work spans Great Dunmow, Brightlingsea and Stanway.

The company employs 125 to 180 bricklayers, supported by full-time Managers, Surveyors and a Black Hat Supervisor on each site. Since Adam took over in 2012, APS Bricklaying has earned 18 NHBC Pride in the Job awards, reflecting their commitment to quality and craftsmanship.

The team's experience, organisation and attention to detail ensure every project is delivered efficiently, safely and to the high standards MACL relies on. Their work continues to help build homes and communities that stand the test of time.



# Meet the team keeping the numbers on track.

Our Finance Team are the people working behind the scenes to keep everything running smoothly, from processing invoices and managing cash flow to producing the financial insights that support every part of the business. They play a vital role in helping HHCGL operate efficiently and plan for the future.

## WHO'S ON THE TEAM?

Stuart Wallis, Head of Finance; Chloe Forster, Assistant Management Accountant; Matthew Steel, Assistant Management Accountant; Cheryl Baker, Accounts Assistant; Jo Carabott, Accounts Assistant and Sam Clarke, Accounts Assistant.

## WHAT IS THE ROLE OF THE FINANCE TEAM?

The team manages the finances for the entire Hard Hat Construction Group, supporting the business by providing accurate and timely financial information and ensuring all transactions are processed efficiently. Reporting to Mark Aldridge, Group Finance Director, the team works closely with the wider senior management team and all departments across the business.



From L-R: Cheryl Baker, Jo Carabott, Matthew Steel, Sam Clarke, Stuart Wallis and Chloe Forster

## WHAT DOES THE AVERAGE DAY LOOK LIKE?

**Sam:** On a daily basis, Cheryl, Jo and I manage the purchase ledgers for MACL and MAP, including processing supplier invoices, managing the email inboxes, preparing sales invoice runs and resolving queries. We also prepare supplier payment runs and carry out month-end account reconciliations.

**Stuart:** Chloe and Matt's key task is the production of the monthly management accounts and associated financial reports that show the performance of the business. They also monitor daily cash flow, prepare forecasts and liaise with other departments.

While finance is often seen as "number crunching", the team plays a much wider role in keeping the business operating effectively.

**Chloe:** The start of each month is typically the busiest, as the team completes the processing of the previous month's invoices and prepares CVRs for Surveyors to meet reporting deadlines. Workload also increases during external audits and year-end reporting periods.

## HOW DOES THE FINANCE TEAM SUPPORT THE OPERATIONAL SIDE OF THE BUSINESS?

**Stuart:** Accurate and timely financial information allows the business to identify opportunities and mitigate risks. Without a clear understanding of revenues, costs and cash flow, it is not possible to assess performance or ensure projects and the wider business are operating efficiently and profitably.

**Chloe:** We work in the background to support all aspects of the business. Finance is the link that connects all departments and we work collaboratively through regular meetings, sharing information, reviewing performance and solving problems together to ensure the business moves forward as one team.

**Matt:** Our systems are continually being reviewed to ensure they remain robust and fit for purpose. We are also embracing new technologies, including AI-driven invoice processing, and at MAP we operate a paperless accounts system. However, it is the diligence of the team that ensures these systems deliver real value.

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

**Cheryl:** The camaraderie within the team. We support each other, work collaboratively and there's real satisfaction in seeing tasks through from start to finish.

**Jo:** Having such an amazing bunch of colleagues who support and encourage each other, both inside and outside of work. I really enjoy the way that we take the time to celebrate birthdays and other achievements, made all the more special when Cheryl's baking is involved!

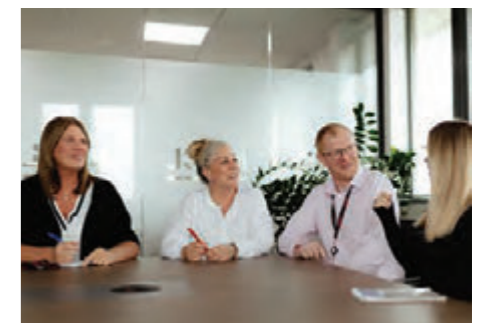
**Matt:** One of the most rewarding aspects is seeing how our work supports decision-making across the business and contributes to its growth and success.

**Stuart:** Being part of an employee-owned business where everyone has a shared interest in its success is also something to be proud of.

## WHAT'S THE PLAN FOR THE FUTURE?

**Stuart:** As the business continues to grow, the team will focus on strengthening systems, improving efficiency and ensuring financial information continues to support informed decision-making.

By maintaining high standards and adapting to change, the Finance team will play a key role in supporting sustainable, long-term growth.





# Land Logical.

Land Logical has been at the forefront of recycling construction waste for many years.

It all started with the challenge of restoring a 40-hectare unpermitted landfill - roughly the size of 75 football pitches. Since then, the company has tackled other challenging sites, using its expertise in land restoration to expand into quarrying.

Today, it provides a range of sustainable solutions across the construction and environmental sectors, including waste management, land restoration, aggregate supply and contracting.

By transforming difficult sites and supplying high-quality recycled aggregates, the company delivers practical, compliant and reliable solutions for the construction industry.

## Sustainability at the core

Going the extra mile for the environment is central to Land Logical's approach. The company invests in carbon-neutral solutions that deliver direct benefits for clients and the business alike. For example, state-of-the-art micro electricity generation captures residual methane from landfill sites, producing some 20MW of renewable green energy daily - enough to power more than 13,000 homes and businesses.

## Operations and fleet innovation

Initially reliant on third-party hauliers, Land Logical has invested in its own modern lorry fleet. Vehicle emissions are monitored and minimised, while recycled products created in its own bespoke plant are efficiently transported to restoration projects.



Land Logical also plants native broadleaved trees to offset carbon emissions. On its site in Dartford alone, more than 35,000 trees are being planted. Holistic thinking extends to installing beehives to encourage local pollination, with the honey they produce often shared as tasty gifts.



## Working with MACL

Since late 2025, Land Logical's fleet has been removing inert soils from MACL development sites and, utilising recovery permits, repurposing them across three restoration projects near Chelmsford, Brentwood and Dartford, with additional sites in the pipeline.

CO<sup>2</sup> emissions for each job are calculated, and a certificate provided to advise the number of tree plantings required to offset these emissions. For MACL, Land Logical planted them too - turning sustainability into a practical, hands-on activity which made for productive and fun team building days.

Discover more about Land Logical and their full range of capabilities by visiting [landlogical.com](http://landlogical.com).



# Preparing for a busy summer.

**Darren Carter, Managing Director of MAP, reflects on the challenges currently facing the construction sector, the importance of maintaining high operational standards, and why a strong team remains key as the business looks ahead to the summer months.**

As we move through spring and start looking towards the summer months, the wider construction sector continues to face a mixed and challenging picture.

Recent figures have shown that parts of the industry - particularly housebuilding - have slowed, something many businesses across the sector are feeling. It's a reminder that flexibility, efficiency and strong partnerships remain essential if we are to navigate the year ahead successfully.

At MAP, our focus continues to be on the things we can control - running an efficient fleet, investing in the right equipment and supporting our teams to deliver a reliable service to our customers.

Sustainability also remains a key priority. Currently 77% of our machinery meets Low Emission Zone requirements through Stage IV and Stage V engines - helping customers meet environmental standards while reducing the impact of equipment used on site.

Maintaining high operational standards is just as important. I'm pleased that we have successfully renewed our FORS Gold accreditation and continue to develop our ISO 14001 environmental management processes.

Alongside this, improvements at the depot are helping create a safer and more efficient working environment for our team.

Our people are always at the centre of the business. Congratulations to Nicola Olley, who received the MAP Health, Safety and Compliance Award for 2025 - recognition of the commitment we see across the team every day.

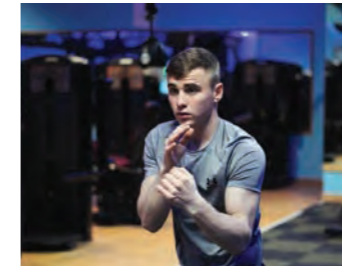
It's also great to see colleagues like Depot Manager Emma Bemister reaching their first year with the business and playing an important role in initiatives such as moving parts of the workshop towards a paperless system.

While the wider market may remain uncertain, our focus remains clear - continuing to invest in our people, our fleet and the high standards that keep MAP moving forward.

**Darren Carter**



## MAP news round-up.



### Supporting talent beyond the site.

MAP is proud to continue its sponsorship of rising boxing star Harvey Smith, the son of one of our team members. Following his impressive Commonwealth title win in December, Harvey has gone from strength to strength. Most recently, he secured a brilliant victory over Juan Alberto Batista, winning by unanimous decision after a dominant performance in the ring. It's a result that reflects his hard work, determination and growing reputation as an exciting local sporting talent. We're incredibly proud to support Harvey on his journey and look forward to seeing what's next.



### Connecting with partners at HOS Plant open day.

Sian Harding, Plant Director, and Gillian Black, Fixed Assets and Compliance Manager, represented MAP at the recent Wacker Neuson and Weidemann Open Day hosted by HOS Plant. The event offered a fantastic opportunity to see the latest machinery up close and discuss new developments across the range. It was also a great chance to reconnect with partners in a relaxed and welcoming setting.



### Investing in systems expertise.

Three members of the MAP team attended the Syrinx User Conference - the only conference dedicated to Point of Rental Syrinx users. Over three days they joined industry peers to deepen their knowledge, share ideas and gain hands-on support. By continually developing our understanding of the system, we can maximise fleet utilisation, streamline workflows and ultimately deliver an even better service to our customers.



### Industry insight at the Ernest Doe Show.

Members of the MAP team were out in force at the Ernest Doe Show 2026, the UK's largest agricultural, construction and groundcare dealer event. It was a busy and productive day exploring the latest machinery, watching live demonstrations and catching up with partners and suppliers across the sector. Events like this offer a valuable opportunity to stay close to what's really happening in the industries we serve - not just the announcements, but the equipment and innovations that are actively being used and tested.

THE STORY BEHIND THE DIRECTOR:

# A life-changing rare disease journey.



“  
For so many years my  
condition felt invisible.”

**Sian Harding, Plant Director at MAP, is known as committed, capable and driven - even if many of us have never seen the full extent of what she was managing behind the scenes during her years with the business. In February, she was invited to Parliament for Rare Diseases Day to share her extraordinary journey living with a rare and life-threatening genetic condition. Here she shares her story.**

Rare Diseases Day in Parliament this year brought together a range of voices including people affected, policy makers, parliamentarians, researchers and health professionals.

It's always been a significant opportunity for people like me to talk about experiences we tend to just cope with silently - and so I thought it was also a chance for me to share my story to encourage others to speak up, seek support and know that they are not alone.

For so many years my condition felt invisible - something I just had to manage quietly in the background of everyday life.

I was born with hereditary angioedema (HAE), a rare disease that causes sudden and severe episodes of swelling in different parts of the body.

Throughout my childhood, I was in and out of hospital and before I was correctly diagnosed at the age of eight, I had already undergone two exploratory operations.

As I grew older, I managed my condition through injections and intravenous infusions, all while building my career in construction.

Thankfully, my life changed dramatically in 2024 after being referred to Addenbrooke's Hospital in Cambridge, where I was offered a place on a groundbreaking international clinical trial using gene-editing technology.

Following an NTLA-2000 infusion, I had a near-total elimination of HAE. It was a one-time cure!

But I continue to help raise awareness at a national level and there is significant hope for gene editing to treat a wide variety of illnesses in the future. Rare Diseases Day is not just about one day each year. It is about building understanding, improving systems and ensuring that people living with rare conditions are seen, heard and supported every day.

To donate to HAEUK, a charity supporting HAE patients across the UK, visit [justgiving.com/charity/haeuk](https://www.justgiving.com/charity/haeuk).

**Sian Harding**



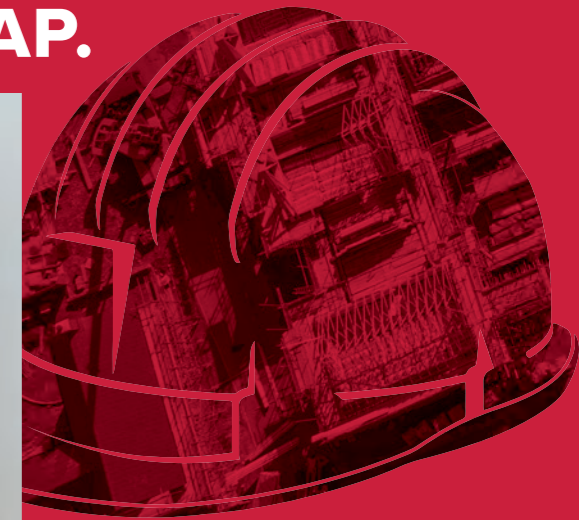
## People and Progress at MAP.



### One year at MAP for Emma Bemister

Depot Manager Emma Bemister is celebrating her first year with MAP, where she has quickly become a valued member of the team.

Having spent many years working in plant hire, Emma brought a wealth of experience with her, although she said the role has also given her the chance to learn plenty of new things - particularly around MAP's wider range of equipment, including sweepers, accommodation units and small tools.



Emma said the supportive and positive atmosphere at MAP has made settling in easy. "Everyone has been really welcoming and it's a great team to be part of," she said.

Over the past six months Emma has also played a key role in helping the workshop move towards a paperless system.

Working closely with the team, she has supported the rollout of iPads for mobile and workshop fitters, allowing job cards to be completed digitally - helping the business become more efficient and environmentally friendly.

### Cleaner, more efficient machinery

Sustainability and environmental responsibility continue to be a key focus for MAP, with the majority of our fleet now meeting the latest emissions standards.

Currently, 77% of our machinery meets Low Emission Zone requirements, helping to reduce the environmental impact of equipment used on construction sites.

In the UK these standards are known as Stage IV and Stage V engines, which are designed to significantly reduce harmful emissions from non-road mobile machinery such as construction and agricultural equipment.

Stage V engines represent the cleanest diesel technology currently available in construction machinery, helping to improve air quality around busy sites.

These standards are particularly important in areas such as London, where Low Emission Zones place restrictions on the engines that can be used. By continuing to invest in cleaner, modern equipment, MAP is helping customers meet environmental requirements while supporting a more sustainable future for the industry.



# A day in the life of...

CONNOR PAGLIARULO | WORKSHOP PLANT FITTER

Keeping heavy plant running smoothly takes patience, technical know-how and the ability to solve problems quickly. As a Workshop Plant Fitter at MAP, Connor Pagliarulo spends his days maintaining, repairing and preparing machinery so it is ready to head straight out to site when it's needed.

Connor joined MAP three years ago and works as part of a close-knit team responsible for keeping the company's fleet in top condition. Here he talks us through what a typical day looks like - and his penchant for pasta!



**06:00**

My alarm goes off bright and early and I've got about a half-hour drive to work. I'm not really a breakfast person, so my morning routine is pretty simple - get up, get dressed and make my lunch before heading out.

**07:15**

When I get in, I'll head into the workshop, get changed into my work gear and catch up with the rest of the team for a few minutes before we start.

The first job is checking the iPad system which lists all the jobs that need doing. We've recently moved away from paper job sheets to a digital system, which makes things a lot easier.

Every job shows up on the app - whether it's a service inspection or major repair before it goes out on hire. We log everything through the system, including photos of faults or replacing undercarriages, so there's a clear record.

From there it's straight into the workshop. Most of the work involves servicing or repairing machines - I can work on anything from excavators and dumpers through to smaller pieces of plant. Sometimes it's a quick fix, other times it's something more technical like diagnosing electrical faults.

**10:30**

After a quick coffee break, late morning is usually more of the same - working through the list of machines that need attention. Once you finish one job, you move straight onto the next. There's always something that needs fixing or preparing.

**13:00**

Lunch is usually something simple that I've brought from home - normally pasta salad. I'm Italian so a stalwart pasta fan.

**14:00**

The afternoon can vary quite a bit. It might be more servicing work, preparing equipment for hire or carrying out repairs. Sometimes it involves welding if a machine needs parts repaired or reinforced.

Every day is slightly different because you're always dealing with whatever comes through the workshop doors.

The best part of the job is when I get equipment that is VOR (Vehicle Off Road) and I see it go back out working after a hard repair.

**17:00**

I head home, have a shower, then my partner Staci and I will sit down for dinner together.

Mac and cheese is probably my favourite meal - anything pasta-based really. After that we'll usually relax and watch a bit of TV.

**22:00**

I normally head up to bed around ten - although I'll admit I quite often fall asleep on the sofa first.

After a full day working on machines, it's the perfect way to wind down before doing it all again tomorrow.

# Celebrating success - the latest MACL and MAP award wins.

Since the last edition of The Hard Hat, it's been a busy and rewarding period for both MACL and MAP, with colleagues and teams recognised for their commitment, professionalism and the standards they set across the industry.

At MAP, we were proud to see Nicola Olley named winner of the company's Health, Safety & Compliance Award 2025.

This award is not about headline-grabbing statistics or one-off moments, but about consistently doing the right thing, day in, day out.

In her role as Hire Controller, Nicola plays a vital part in ensuring every hire is managed safely and correctly.

From overseeing day-to-day operations to making sure the right checks are in place before plant leaves the yard, her persistence, reliability and attention to detail help protect both our team and our customers.

Health, safety and compliance are not box-ticking exercises at MAP - they are part of how we work, and Nicola embodies that approach.

We were also delighted to see Tyla Grant receive a Highly Commended award for Groundworker Apprentice at the ECTA Excellence Trainee Awards, which celebrate outstanding Apprentices and Trainees across the region.

Tyla's recognition reflects the hard work, commitment and professionalism shown throughout his apprenticeship. You can read more about our Apprentice Scheme on pages 28/29.

Congratulations too to Fletcher Keely, who was nominated by MACL - being shortlisted at a regional awards event is a significant achievement and highlights the strength of the talent coming through our business. Fletcher gives us a little insight into his day-to-day on site and in the office on page 30.

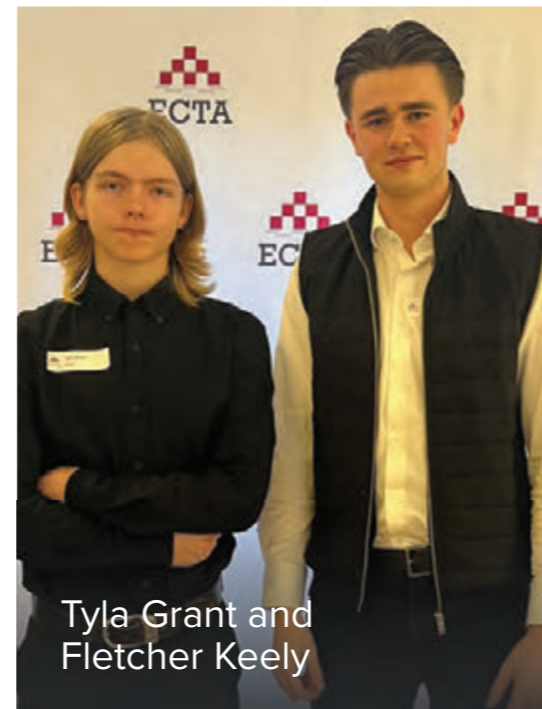
Also of note was the Vistry Group Central Home Counties Glitz & Glamour Christmas Gala 2025, where the MACL team was thrilled to take home the Health & Safety Excellence Award.

The award recognises the consistent focus on safe working practices across the business and was a fantastic way to celebrate the efforts of the wider team.

Together, these awards underline our ongoing commitment to safety, skills and developing the next generation of talent across MACL and MAP.



Nicola Olley



Tyla Grant and Fletcher Keely



## Raising the bar MACL and MAP accreditations update.

Both MACL and MAP have strengthened their commitment to high standards across environmental management, supply chain assurance and fleet operations, achieving and renewing key accreditations that underpin how we work day to day.

MACL successfully achieved Achilles accreditation following a comprehensive audit in December 2025, with an overall score of 99% for the site audit and 96% for the office-based audit.

Achilles is an independent, third-party verification body which provides assurance to clients and stakeholders that businesses meet robust standards across areas including health and safety, ESG, compliance and financial stability.

For organisations operating in sectors such as construction, energy, utilities and the public sector, effective supply chain due diligence is increasingly critical.

Achilles supports best-practice risk management by collecting and assessing supply chain data from multiple sources, underpinned by in-person audits and worker interviews.

This multi-disciplined approach helps businesses demonstrate compliance with current and emerging legislation, while improving transparency and performance across the supply chain.

And that isn't all! In January 2026, both MACL and MAP achieved ISO 14001:2015 certification as part of a multi-site registration, with MAP's certification covering plant and equipment hire, and the maintenance and servicing of plant and equipment.

ISO 14001 is the internationally recognised standard for Environmental Management Systems, providing a structured framework to manage environmental responsibilities, reduce waste, improve efficiency and ensure regulatory compliance.

Achieving the standard reflects the work taking place across both businesses to embed environmental considerations into day-to-day operations - not just in policy, but on site and in the yard.

And finally... MAP has also renewed its FORS Gold accreditation - the highest tier of the Fleet Operator Recognition Scheme.

FORS Gold recognises exceptional fleet operators who demonstrate continuous improvement in safety, efficiency and environmental performance, supported by a clear decarbonisation strategy and strong supply chain engagement.

Together, these accreditations demonstrate our ongoing commitment to operating responsibly, meeting the highest industry standards and continuously improving how we manage safety, environmental impact and supply chain assurance across MACL and MAP.



# GIVING BACK

## Charity updates from Hard Hat heroes.



Nathan, Rob, Gordon, Abbi, Aadan, Sam and Dan

### Three Peaks challenge raises funds for children's charity

Site Manager Nathan Gillie successfully completed the National Three Peaks Challenge in April, helping raise funds for the Florentina's Footsteps Foundation.

Nathan joined a group of eight friends - Gordon Smith, Aadan Hearn, Sam Hardy, Abbi Hearn, Daniel Mayne, Rob Beard and Phillip Game - to take on the gruelling endurance challenge, climbing the three highest peaks in the UK - Ben Nevis, Scafell Pike and Snowdon - within 24 hours.

The team covered a total walking distance of 23 miles, climbed 10,052 feet and travelled 462 miles between mountains, requiring months of preparation and training to complete.

The challenge was undertaken to support Florentina's Footsteps Foundation, a charity established in memory of Florentina Burton, who died from neuroblastoma in 2024 aged just seven. The charity provides practical support to families with children in hospital, delivering weekly pizzas, snacks, care packages and toys to help bring comfort during incredibly difficult times.

Nathan and his fellow climbers raised more than £2,500 for the charity, with every penny going directly towards supporting families facing long hospital stays with their children.

Congratulations to Nathan and the team for an impressive achievement and for supporting such an important cause.

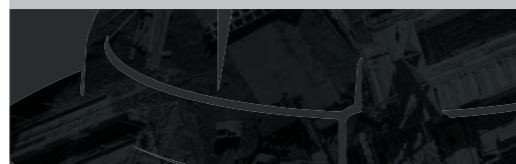
### Hats off to our London Marathon runners

Several employees of Hard Hat Construction Group Ltd were supported by The Anderson Foundation to raise funds for Basics, Essex, by taking on the London Marathon, one of the world's most iconic long-distance races.

Basics is Essex's emergency medical charity uses highly trained volunteer doctors and paramedics to respond to incidents at the request of East of England Ambulance Service NHS Trust in an enhanced care vehicle or their own - anytime, anywhere in Essex.

Samantha Clarke, Luke Wheeler, Inge Nijkamp and Andrew Jay took part in the 26.2-mile challenge and put in months of training to prepare for the big day.

Everyone at HHCGL would like to congratulate them on their fantastic achievement and thank them for representing the business while supporting such a worthwhile charity.



### Fishathon funds handed over to Lighthouse Club

A cheque for £26,110 was presented to the Lighthouse Club following the success of last year's Fishathon fundraising event.

The annual fishing challenge, held at Crowsheath Fishery in Billericay, brought together employees from MACL and MAP, along with friends and family, for two days of angling and fundraising in support of the construction industry charity.

Organised by Project Manager Steve Townley and Site Manager Ron 'Rocket' Sant, the event saw 34 anglers take part, helping to raise funds for the Lighthouse Club, which provides emotional, physical and financial wellbeing support to construction workers and their families.

The charity offers confidential help to those facing difficult circumstances, including mental health struggles, financial hardship and other personal challenges.

This year's total surpassed last year's impressive fundraising figure and highlights the continued commitment of the team and supporters to backing the charity's vital work.

Managing Director Steve Howe said the Fishathon has become a key event in the company calendar.

"It's a fantastic example of people across the business coming together for a great cause. The Lighthouse Club provides vital support for people in our industry and we're proud to contribute to the important work they do."

A big thank you goes to the many sponsors, supporters and volunteers who helped make the event such a success.





[HHCGL.CO.UK](http://HHCGL.CO.UK)

SPRINGFIELD LODGE, COLCHESTER ROAD, CHELMSFORD, CM2 5PW

