



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

THE HARD HAT

HHCGL.CO.UK

MAY 2025

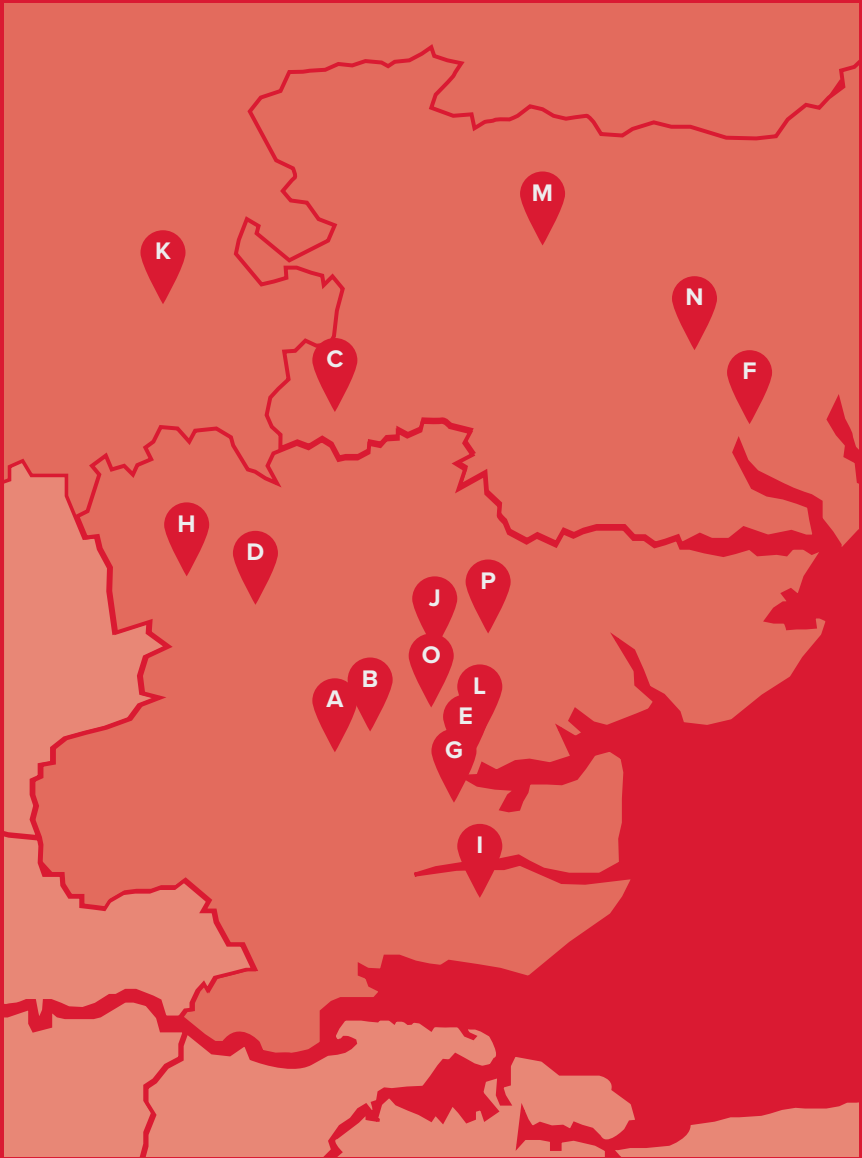


Built to Last:
Two Years of Employee Ownership

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 GRANGE PARK, THURSTON
- N ST GEORGE'S PARK, NEEDHAM MARKET
- O THE MULBERRIES, WITHAM
- P COGGESHALL MILL, COGGESHALL



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04	Business Update Andrew Jay
06	Long Service Honouring dedicated team members
08	Nuptials and Newborns Marking special moments
10	Construction Snapshot Steve Howe
11	Hats Off News and achievements from MACL
12	A Future-Focused Business Andrew Nowosad
13	Talent, Teamwork and Tenacity Michael Keely
14	Site Managers Meeting Collaboration and success
16	A Day in the Life Step into the shoes of Tom Bentley
18	Client Focus Bellway Homes, Springstead Village, Cherry Hinton
20	Client Focus Bloor Homes, Kings Hill Park, Rochford
22	Client Focus Hopkins Homes, Beaulieu, Chelmsford
24	Photo Focus The Beaulieu boys
26	Client Focus Vistry Group, Coggeshall Mill
28	Triple the Talent Meet our Procurement Team
30	Bird's Eye View A roundup of sites
32	Subcontractor Focus D A C Contracting Ltd
33	Supplier Focus Wrekin Products
34	Our Partners Subcontractors and suppliers
35	Meet the Apprentices Kickstarting careers at MACL
36	Steering Growth and Innovation Darren Carter
37	MAP Moments Highlights and achievements
38	Forwards Together for MAP Sian Harding
40	Breaking Barriers Championing women in construction
42	Innovation Highlight Driving efficiency with Lightfoot
43	Health and Safety Excellence in workplace safety
44	MACL Fishathon Netting cash for charity
46	Making a Difference Charitable effort and lasting impact
47	A Fond Farewell Honouring Alan Moorcroft



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A business update from CEO Andrew Jay.

Welcome to The Hard Hat magazine, which celebrates the achievements of the employees of MACL and MAP, the two businesses which together are the Hard Hat Construction Group Limited - a proudly Employee Owned Business.

As well as celebrating our team, the magazine carries features on our client's projects in thanks to them. It also features our supply chain partners of subcontractors and suppliers.

For context to this update, a little bit of history is important.

MACL was founded in 1987 by Mark Anderson, with MAP starting in 1999.

On May 15, 2023, Mark Anderson agreed that to create the legacy that he wanted and continue the success of MACL and MAP, these two businesses could be transferred into Employee Ownership.

To do this we created an Employee Ownership Trust which has an Independent Director, and this Trust owns the shares in Hard Hat Construction Group Limited. The beneficiaries of these shares are the employees of MACL and MAP.

Employee Ownership means that every member of our workforce directly benefits from the business's growth and success. Vitally, all of our clients also benefit from us being an Employee Owned Business as we are aligned in wanting to produce excellent quality work, safely, consistently, on time and in line with budget, to exceed our clients expectations and in turn win repeat business.

All of this leads to our growth and in turn we secure each other's futures.

Simply put "We are stronger together!"

Many years ago, while working as a Site Engineer - always working hard, watching and keen to learn, I saw two different gangs digging and pouring concrete foundations.



“
Simply put 'we are
stronger together!'”

One gang was working in a real mess, disorganised and unhappy. The other gang was well organised, the job was being done well, and they were all laughing and joking.

I asked the first gang what they were doing, and they replied, “pouring concrete you F****t”!

I asked the second gang what they were doing, and their reply was very different! They took the time to explain. “Well Andrew, we are digging a 2m deep trench fill foundation that has just been signed off by the NHBC man and it needs to be right because in about 16 weeks' time a family will be making the biggest investment of their lives and moving into their new home - best we get it right, Andrew”!

From that day to this I knew and know which “Gang” I am in.

Together, we are not just doing our day jobs. We are part of something so much bigger. Collectively we are building new communities and in doing so, we are having a positive impact on the World around us and we are part of creating a legacy for each other, our families and the wider community. We all deserve to be very proud of this.

Our combined effort has resulted in the HHCGL Group turnover for the two years that we have been in Employee Ownership exceeding £138 million and, despite the very challenging market conditions we face, we have had two years of profitable trading.

Through managing our working capital we continue to invest to recruit new members to the team, buy new plant, buy new vans, buy new small tools, invest in IT and cloud services, invest in employee training and development





and, very importantly, pay deferred consideration and meet our obligations towards to the original Founder. For the second year running we are also rewarding employees of HHCGL through the Employee Ownership Distribution of Profits Scheme.

I thank all members of the MACL and MAP teams for your continued hard work and commitment to HHCGL and beyond our own workforce I also take this opportunity to thank our subcontractors and supply chain partners.

Huge thanks go to our clients to whom we are all committed and grateful.

I hope you all enjoy reading this edition of The Hard Hat.

Thank you.

Andrew Jay



Sixteen colleagues and 370 years of hard work.

Loyalty, hard work, and dedication are the cornerstones of success at MACL and MAP. Here, we are proud to recognise team members who have reached significant milestones in their careers.

Since our last edition of the Hard Hat, we have seen a large number of staff reach significant anniversaries.

Taking the lead and clocking up an amazing 35 years' service has been MACL team member **Nigel Fayers** who hit the landmark at the end of last year.

Not far behind was Site Manager **Ian Froggatt**, presented with a long service award in recognition of his incredible 30 years of dedication to MACL.

Also marking 30 years' service have been **Adam Crofton** and **Steve Willis**. MACL Managing Director Steve Howe joined Michael Keely, Production Director, and Daryl Bellingham, HR Manager, on a recent visit to the Hopkins Homes project at Beaulieu Park and the Bloor Homes site at Rochford to recognise and honour the remarkable loyalty and dedication of this pair as well as four other long service employees.

Among them were **Adrian Denver**, with 25 years, and **Phil Vella**, **Paul Hewitt**, and **Eddie Purtill**, each with 20 years.

Meanwhile, **Gary Fayers** was recognised at the end of last year for impressive dedication – also marking a quarter of a century.

Chris Wheelwright joined him, collecting his well-deserved 25 years long service award after he embarked on his journey with the business in January 1999. He now holds the crucial position of S278 Works & Infrastructure Manager.

Payroll Controller **Michelle Branch** also marked 25 years and was praised for her dedication and meticulous work ethic that has been central to operational success.

At MAP, Driver **Terry North** marked an incredible 25 years of service at the end of last year. Terry's journey started back in 1999 when he joined the team as a Road Sweeper Driver.

Groundworkers **Saulius Dumbliauskas** and **Vlad Kolesnikovas** have both celebrated 20 years each with MACL while Hire Controller **Lucy Ridgewell** has celebrated 10 years with MAP, commended for her high level of operational support for clients and the MACL team.

Finally, Workshop Manager **Liam Riley** has also marked his 10-year anniversary with MAP. Liam worked as part of the workshop repair team, before being promoted.

Between them, these 16 employees have clocked up an astounding 370 years of service.

On behalf of everyone at MACL and MAP, we extend a heartfelt thank you to them all.

As we look to the future, we are inspired by past and present contributions, and we eagerly anticipate achieving more milestones together.



Nigel Fayers
35 years



Adrian Denver
25 years



Michelle Branch
25 years



Paul Hewitt
20 years





Ian Froggatt
30 years



Adam Crofton
30 years



Steve Willis
30 years



Terry North
25 years



Chris Wheelwright
25 years



Gary Fayers
25 years



Phil Vella
20 years



Saulius Dumbliauskas & Vlad Kolesnikovs
20 years



Eddie Purtill
20 years



Lucy Ridgewell & Liam Riley
10 years



Nuptials and newborns.

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

Andrew and Leila.



Best wishes to MACL's Commercial Director Andrew Nowosad and his wife Leila, who exchanged vows on July 12 at New Street Market, Woodbridge.

Natalie and Reece.



Congratulations to Estimator Natalie Perry and husband Reece, who tied the knot on November 22, at The Lion Inn, Chelmsford.



Max and Sasha.



A double celebration for Site Engineer Max Turner-Harvey and Sasha Turner-Harvey, who were married on August 8 at Hedingham Castle, and then welcomed their baby boy Axel Alan on September 5, weighing 3lb 6oz.

Axel.



Casey.



A1 Groundworker Steve Bowers and his wife Nicola welcomed their little one, Casey Steven, into the world on Valentine's Day, weighing 7lb 4oz.

Elsie.



Site Manager Danny Stocking and his partner Megan became proud parents to baby Elsie Stocking on November 24, weighing 7lb 2oz.

Grafting, growing, and staying ahead.

As we approach two years as being an Employee Owned Business, Managing Director of MACL, Steve Howe, delves into how operations have evolved, the exciting developments on the ground, and why the business is well positioned for continued success.

At MACL, everything hinges on our people.

We have one of the most committed teams in the industry and the drive, focus, and effort from every single person - whether on-site or in the office - are what keep us moving forward.

It has never been a case of just getting the job done for us. We embrace challenges with an attitude that reflects pride in our work and pushes our standards higher every day.

Navigating challenges

Certainly the operating climate has been challenging in recent years, and the market dynamics are constantly evolving.

But MACL has never been a business that stands still. Our transition to being an Employee Owned Business has been a pivotal move, strengthening our company by aligning success with the collective efforts of our entire workforce, ensuring we remain masters of our own destiny.

It has also secured the business for the long term and made sure that the people who make our company what it is and drive it forward every day, are the ones who benefit from its success.

A growing business

In the last two years, MACL has secured new clients, won major projects, and built a strong pipeline of opportunities. An increased balance between public sector and private sector clients has set us up for long-term success.

However, it's never been growth at any cost.



Our focus is always on opportunities that allow us to stick to our core principles of quality, safety, and integrity - principles that our clients have come to expect from us and that keep us strong in tough times.

Strong partnerships

We recognise that no business can stand alone, and our supply chain partners are crucial to our success.

We have continued to strengthen these relationships while bringing on board new partners who share our commitment to quality, safety, and reliability.

Our dedication to do the right things, the right way, for the right reasons, remains unwavering.

The road ahead

With a workforce as brilliant and dedicated as ours, and a business model that shares success across the team, we have never been better positioned to take on whatever challenges the next year might throw at us.

MACL is moving forward with confidence, and every single person in this business has played a part in getting us to where we are today.

So finally, I would like to take this opportunity to say a huge thank you to all our clients, suppliers, subcontractors and colleagues for the extraordinary support and commitment you show day in, day out.

Steve Howe



Hats off to...



...Senior Site Manager Ron "Rocket" Sant who was awarded the Peter Capel Cup in recognition of his outstanding work on MACL's annual Fishathon, which has raised more than £60,000 for charity in four years.



...Kelly Jones who won the Special Recognition Award at the ECTA Training Awards for all her hard work and dedication to supporting trainees and apprentices.

...Mackenzie Grant who scooped the Highly Commended Award in Engineering at the ECTA Trainee Awards for his commitment and willingness to progress further in his career with MACL.



...Lenny Greenland who celebrated his retirement after 31 years of dedicated service.

...Exams and courses celebrations!

Michelle Branch

Completed a Payroll Technician Certificate (Advanced)

Leila Stammers

Completed Level 3 in Facilities Management

Chloe Forster

Recently passed three of her Level 4 AAT exams with two left to complete

Amie McCartney

Passed her Level 5 CIPS (Chartered Institute of Procurement and Supply)

Michael Keely

Completed NVQ L6 Construction Contracting Operations

Mark Stocking

Completed NVQ L6 Construction Contracting Operations



...Senior Site Manager Dave Cartledge who retired last year after 30 years with MACL and 45 years in the construction industry.

A future-focused business.



The past two years have seen us adapt, learn and unite as an Employee Owned Business. Here, Commercial Director of MACL Andrew Nowosad, explains that this hasn't just been a change on paper. It has been a change in mindset too.

The business's operating climate has been challenging in recent years with developers still facing issues with planning delays, the end of the Help to Buy scheme, sticky inflation and slower than forecast reductions to interest rates.

Despite industry challenges, we have successfully expanded our client base and secured a steady pipeline of work - all while remaining competitive and committed to delivering quality output, safely and efficiently.

All of this has happened amid significant internal change. What truly stands out, however, is how our entire team has stepped up - embracing challenges, looking ahead, and tackling obstacles head-on.

In addition, we have seen continued collaboration between commercial and production teams which has been key to driving our efficiencies.

The recent transformation of our office space has played a big part in this - bringing the teams together in a setting that reflects the confidence, maturity, and ambition of MACL today.

By fostering a dynamic and open working environment, we enhance cohesion in planning, cost control, and delivery. This collective approach ensures maximum efficiency in project delivery, which should be to the benefit of all stakeholders.

Recruitment remains a challenge across the industry, especially in specialist roles such as estimating and surveying. Instead of solely looking outside for talent, we're committed to nurturing our own. Within our business, there are individuals with the potential to grow, and we're dedicated to providing them with the tools and opportunities to step up and succeed.

Despite unpredictable market conditions, our position remains strong, and our strategy is clear: strengthen client relationships, secure the right projects, optimise efficiencies, and continually support the team.

Together, we are ensuring MACL remains as strong as ever, adaptable, and fit for the future.

Andrew Nowosad



Talent, teamwork, and tenacity.



Delivering groundworks to the highest standards of quality, safety and efficiency has always been at the heart of our business. Here, Michael Keely, Production Director at MACL praises the effort, dedication and teamwork that makes this happen.

From the day I joined this business, it was clear that its success was a result of the determination and commitment of the people - and this holds true today more than ever.

As a team, every decision we make as we steer the business is about building a secure and promising future for everybody. Not just staff who have been with us for years, but those entering the profession too.

For me, one of the most inspiring things about my job is seeing young people come into MACL, grab their opportunity and run with it.

It reminds me of my own experience as a young Trainee Engineer - getting unbelievable support from those around me and being prepared to do whatever was asked of me and more to build a career for myself.

Now, I'm lucky enough to be in a position to offer that same support, guidance and encouragement to every young person that joins our team and who shows that appetite and potential.

One of our Site Managers, Adam Bennett, is a great example of potential realised. He began his journey as an Apprentice almost a decade ago and now confidently and very competently manages a really busy and important site for us.

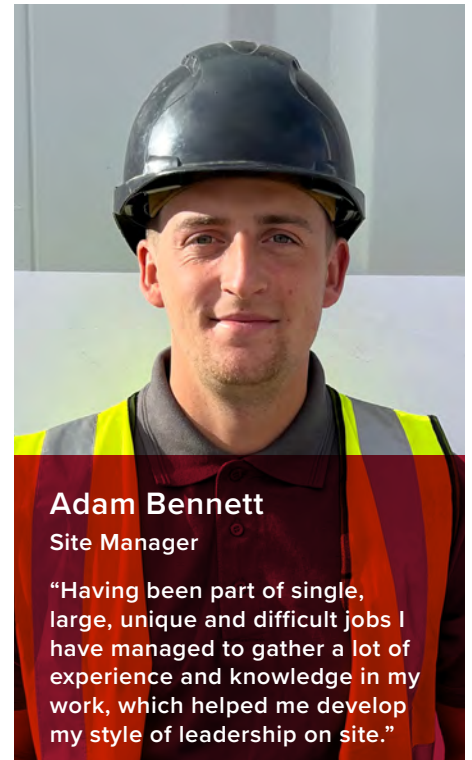
Meanwhile, appetite can be demonstrated by Apprentice Engineer Connor Elliott at Beaulieu Park, who joined us five months ago at 17 and isn't afraid to get stuck in.

These are the kinds of people who make MACL great.

Looking forward, our commitment remains clear - to strengthen our position even further, to support and encourage ambition in our young talent, and to work closely together to tackle whatever challenges we face.

By doing this, we can ensure that our future is not just secure but genuinely rewarding for us all.

Michael Keely



MACL Site Managers meeting.

The Site Managers meeting provided an opportunity for Production Director Michael Keely and Commercial Director Andrew Nowosad to gather the site management team together and set out their future vision and objectives for the MACL business. Here they reflect on how the meeting helped the team gain a clearer perspective on the bigger picture.

The Site Managers meeting in November was the first since 2019 - and a lot has changed in the last five years.

Not only has the construction industry itself navigated numerous challenges during that time, but MACL has also undergone a full business restructure, transitioning from a privately owned business to an Employee Owned Trust that has fundamentally reshaped the way the company operates and thrives.





“We’ve worked unbelievably hard to build something that feels stronger than ever,” Andrew said.

“And this meeting was an opportunity to bring together the team of Site Managers to look at that bigger picture, and the vital role that we all play in it.”

Andrew and Michael chose a venue that reflected the spirit of collaboration, setting up at The Lion Inn, Chelmsford, where people could relax, talk openly, and share ideas.

Michael said: “From the moment the team arrived, the energy was there - people catching up over a bacon roll and a coffee, reconnecting, swapping stories. It was great.”

Andrew added: “One of the biggest things we wanted to explore and discuss was the challenges MACL has been up against and how we have collectively approached and navigated them. In doing so, we have ensured the business is now fitter and stronger to face the future.

“We’ve grown the business significantly over the last five years, not only by increasing our valued client base, but also through the careful management of increased turnover too. But that did not happen by chance - it took extraordinary commitment and incredibly smart teamwork all round.”

Key to continuing the growth trajectory was helping the team understand what Michael describes as “the business perspective”.

“We knew Site Managers understood their own projects, but we wanted them to see beyond that,” he said. “Seeing the numbers laid out simply - no jargon, no over complication - it really landed.

“This wasn’t about spreadsheets. It was about showing how every job plays a part in something bigger. And how now, as an Employee Owned Trust, that bigger picture belongs to all of us.”

One moment that emphasised the idea of working together and supporting each other came from guest speaker Justin Manley.

As a former water industry worker, he shared the deeply personal story of his near-fatal workplace accident.

Michael said: “The room was silent. Everyone was fully engaged in Justin’s story. His message was powerful and clear. For a workforce that deals with risk every day, complacency is dangerous - you’re in this together, but collectively responsible for each other.”

MD for MAP Darren Carter and Plant Director Sian Harding provided an insightful multimedia update on the heavy investment MAP is making in new machines and small tools along with providing some impressive KPI statistics on utilisation and overall spend.

Darren and Sian both took the opportunity to thank the team for their continued efforts, reinforcing the value that collaborative working and effective communication offer the business group.

Head of Health and Safety Richard Knight and Training Manager Steve Hammond both delivered their respective updates.

Richard presented the safety update, walking the team through the businesses’ safety and quality statistics while Steve updated everyone on the vital role he plays in engaging with local schools and colleges, along with an update on MACL’s Apprenticeship Programme.

Alongside the presentations, conversation was key throughout the day.

Andrew said: “We overheard people sharing challenges, swapping ideas, and building stronger connections - the kind of collaboration that doesn’t happen over emails or phone.

“Walking away that day, there was a real sense of pride. Not just in how it had all gone but in the strength of feeling that we are collectively united for the good of us all.”

A day in the life of...

TOM BENTLEY
SENIOR QUANTITY SURVEYOR

Tom Bentley is a Senior Quantity Surveyor who has been with MACL for almost four years and has two decades of experience managing the costs and quality of building projects. Here, he gives us a sneak peek into an average day for him on site.





05:00

I don't need an alarm clock - I have my three-year-old daughter Amelia. She operates on her own schedule, which means a 5am demand for tea and biscuits. I just follow orders! After breakfast with Amelia and my wife Alyx, we get dressed, navigate a crayon-related crisis, and head to nursery drop-off.

07:30

Once on site, my first job is a valuation walkaround with the Site and Production Managers. This isn't just a stroll - every inch of work gets checked.

If a subcontractor says they've laid 1,000 square meters of tarmac but my gut says it's more like 900, I'll get out my measuring wheel and check it myself. If it's not right, I'm not signing it off.

10:30

Mid-morning I head back into the site office to crunch the numbers. My role as a Quantity Surveyor is all about attention to detail and balancing the books. That means checking completed work against contract values, reviewing invoices from subcontractors and ensuring labour, plant and materials all add up as they should. Now we all share in the profits, it affects everyone.

13:00

Lunch is whatever I can grab. If there's a canteen, I am winning because hot food is gold in the winter. Otherwise, it's a sandwich in the car before heading out again.

14:00

The afternoon often involves another walkaround but this time I will be focusing on materials.

At the end of the month, I have to account for everything we've bought but haven't put in the ground yet so bricks, drainage pipes, rebar, bags of concrete - absolutely everything gets checked.

15:30

Later on I will head back to the office to finish inputting numbers and preparing for the monthly Cost Value Reconciliation meeting. That's where the big questions get asked like 'Did we make money? Did we lose money? And why?'

It's my job to make sure we've got the answers - that's why I'm made for this. It's all about the detail.

17:30

Back home, I swap the hard hat for dad hat again. Dinner is a team effort with Amelia on her little stool, stirring away like she's on MasterChef. Then we do some painting and puzzles, or whatever keeps Amelia entertained before her bath and bed.

Finally, I might get to unwind with a bit of sport on the TV before I am ready to turn in.



CLIENT FOCUS |

Springstead Village, Cherry Hinton

Springstead Village, in Cherry Hinton, is set to become a thriving residential community on the outskirts of Cambridge.

PROJECT MANAGER | Halil Mjekiqi



GENERAL FOREMAN | Vasile Cardos



Bellway





Number of plots
99 units

Affordable housing
40%

Start of Phase 5
Sept 24

Estimated completion
July 27

Formerly part of the Cambridge City Airport, which was established in 1938 and used extensively by the RAF during WWII, this site became a maintenance facility for both RAF and private planes.

However, in 2020, Marshalls Aerospace and Defence Group announced plans to relocate their operations, paving the way for redevelopment. The full closure of the airport is scheduled for 2030, with the long-term potential for up to 12,000 new homes to be built on site.

Before construction began, extensive archaeological investigations uncovered significant historical findings, including roundhouses, complete skeletons, and artefacts believed to date back as far as 43 AD.

MACL was awarded the first phase of works by Bellway Latimer Cherry Hinton LLP.

Covering a total area of 148 acres, Phase 1 includes 129 homes, with 40% designated as affordable housing. Once complete, the wider development will feature a retirement living community, new primary and secondary schools, communal village spaces, cycle-friendly infrastructure, and electric vehicle charging points.

Work to date has included a topsoil strip with 30,000m³ of soil moved, drainage and construction of a pumping station chamber. MACL has also carried out sewage works with a water storage tank and formation of large capacity attenuation basins and link swales to discharge surface water back into the existing site ditch network.

Almost 1,600m of road has been constructed, both tarmac and block paved, along with 2,100m of footways, cycleways, and informal paths, 7.7km of domestic drainage and 436 manholes.

Landscaping has also been carried out in public spaces.



CLIENT FOCUS |

Kings Hill Park, Rochford

A significant new development is underway in the heart of Rochford, with Kings Hill Park set to bring 204 new homes to a 29-acre site.

| SENIOR SITE MANAGER | Kevin Russell



| SITE MANAGER | Danny Stocking



| ASSISTANT SITE MANAGER | Laurence Shearcroft



BLOOR HOMES[®]





Led by Bloor Homes, this ambitious project has seen MACL collaborating with key partners, including Tru Earthworks, Stuart Wells, H B Tunnelling, Herts Traffic Management, and Naio, to deliver Phase 1, which is expected to be completed this year.

MACL has been responsible for full site set-up, compound construction - including office and welfare areas, car park, and material storage. Our team has also supported tree protection fencing and badger fencing to preserve known badger setts, Japanese knotweed treatment and removal and silt management fencing to prevent ingress of silt entering existing water systems.

The S278 works involved extensive traffic management required to ensure traffic flows and pedestrian safety, carriageway and footway changes and lighting improvements to Percy Cottis Road. In addition, road widening and footpath upgrades were made to Ashingdon Road with lighting, signage, and street furniture upgrades.

Kerb line adjustments, white lining, signage, and street lighting upgrades were also provided to Roche Avenue and Rectory Road roundabouts.

Further essential works have included flood alleviation, drainage improvements, and additional carriageway and footway construction.

Groundworks for the development have incorporated both traditional and piled foundations, along with brickwork and external features such as driveways, parking areas, paths, and patios.

Start date
May 24

Estimated completion
July 25

Tarmac placed
8,866m²



CLIENT FOCUS |

Beaulieu, Chelmsford

Spanning 15 acres, an exciting new development is taking shape on Remembrance Avenue, for Hopkins Homes Ltd.

PROJECT MANAGER | Rob Deans



SENIOR SITE MANAGER | Scott Keeble



GENERAL FOREMAN | Jamie Bright



HOPKINS HOMES



Number of houses

167

Apartment blocks

4

Construction started

July 24

Estimated completion

Feb 26

With progress well underway, this project is set to bring new life to Beaulieu, blending quality housing with carefully planned commercial spaces to create a thriving new community.

Once a sand and gravel extraction site, this site has been backfilled and is now being transformed into a thriving residential and commercial community.

On completion, Hopkins Homes at Beaulieu will provide 167 houses, four apartment blocks, and a dedicated commercial space. Among these, 69 homes will be allocated for affordable housing or shared ownership schemes. The project also includes the construction of 1,098 metres of new carriageway and footways, with small-scale retail units planned for the ground floor of the commercial block.

Construction began in July 2024, with a 78-week timeline aiming for completion in February 2026. The scale of the work is impressive - more than 3,235 metres of surface and foul water drainage is being installed, reaching depths of up to three metres, with pipework measuring up to 1,200mm in diameter. Roads are being built to Essex Highway adoption standards, featuring a mix of tarmac and block-paved surfaces.

Due to challenging ground conditions, the majority of structures required CFA (Continuous Flight Auger) piled foundations, with 1,879 piles - each 300mm in diameter - already installed.

One of the project's most technically complex elements, Block 'U3', features reinforced concrete pads, beams, walls, columns, and a podium slab. Across the development, 4,462m³ of structural concrete has been used for foundations, reinforced concrete frames, and retaining walls.

There are up to 40 MACL employees and 20 subcontractors on site each day.





Front row L to R: Mark Stocking, Florian Boja, Connor Elliott, Jose Diaz, Steve Bowers, Dom Corcoran, Michael Wilson
Standing row L to R: Rob Deans, Michael Keely, Tony Gosling, Les Allen, Mick Taylor, John Hull, Phill Vella, Simran Singh, Sohan Singn, Gabriel Popescu, Pawandeep Singh Dan Stephenson, Eben Thompson, Ionut Manole.
Going up the stairs: Jamie Suter, Nick Pickford, Hardeep Singh, Vlad Leshchuk, Jagdish Kumar, Sam Rose, George Jackson, Joe Hurn, Blerim Latifi, Stu Pearson, Calum Jones, Sean Boughton, Paul Hewitt, Liam Dadds, Jamie Bright, Scott Keeble.



CLIENT FOCUS |

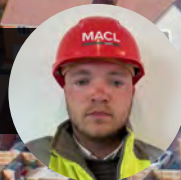
Coggeshall Mill

The Coggeshall Mill development pays tribute to the area's rich heritage, taking its name from the town's legacy as a prominent centre for cloth, silk, velvet, and lace production. In 1557, these industries provided employment for more than half the local population.

| SENIOR SITE MANAGER | Jason Lawrence



| ASSISTANT SITE MANAGER | Jack Vella



Vistry Group





Number of staff on site
30 - 40

Contract value
**£25m
combined**

Start date
July 22

Expected completion
Aug 26

MACL's involvement with this project began in July 2022, when the team secured the initial package with Vistry Eastern. This included delivery of the main site consortium infrastructure as well as groundworks for Phases 1, 2 and 3.

Following Vistry's merger with Countryside, MACL tendered for and won Phase 1, delivering a further 30 units.

Building on this early success, MACL has successfully won all remaining works on the development, which will result in the delivery of all 350 new homes, all associated infrastructure, more than 2km of carriageway with footpaths and cycleways, and a variety of public open spaces for the community to enjoy.

Spanning 42 acres, the development features large surface water basins, informal footpaths and tranquil open spaces. To ensure a peaceful environment for residents, a reinforced, mass-fill acoustic bund measuring 3m high and 250m long was constructed.

The site respects its historical roots while addressing modern housing needs. At its heart runs a section of The Essex Way, an 81-mile pedestrian route stretching from Harwich to Epping, which weaves through some of Essex's most charming towns, villages, and countryside.

Nestled between Coggeshall village centre and the A120 Marks Tey to Braintree Road, the development boasts excellent transport links into Braintree, Colchester, and Chelmsford. Marks Tey railway station is just 10 minutes away, and Stansted Airport is 30 minutes by car.



Meet the MACL Procurement Team.

This dedicated trio are responsible for procuring a wide range of groundwork materials while sustainably managing excess soils and site waste removal.

WHO'S ON THE TEAM?

The team is made up of Procurement Manager Jake Pannell, Buyer Marcus Appleton, and Assistant Buyer Amie McCartney.

WHAT IS THE ROLE OF THE PROCUREMENT TEAM?

Jake: In 2024, our procurement spend across MACL was just short of £21,000,000 - which equates to an average of 30% of MACL's turnover. We deliver professionally, to programme and within budget. But procuring isn't all we do.





From L-R: Amie McCartney, Jake Pannell and Marcus Appleton

The team works very closely alongside the Estimating Department, ensuring we have heavy and early involvement in pricing new tenders. We assist the Surveying Department with material-related queries on live projects, but also by undertaking material stock checks across all MACL developments on a quarterly basis. We have a very strong working relationship with our Accounts Team, ironing out any queries to ensure our supply chain get paid on time. A huge part of our workload involves compliance, ensuring we are up to date with building regulations, permits, licences, certificates, accreditations, datasheets, and so on.

WHAT DOES THE AVERAGE DAY LOOK LIKE?

Amie: I am predominantly responsible for procuring the day-to-day materials across our live sites at any one time. A key part of my role is maintaining and developing relationships with our supply chain, but also our Site Management Team. This allows me to not only manage expectations, but also deliver on time and within each individual contract budget.

Marcus: My job varies considerably, which is what I find so satisfying. A large proportion of my time is spent assisting the Estimating Team in pricing new tenders. It's a complex but interesting process, especially when trying to forecast future costs and sourcing value engineering opportunities. My role also involves being on hand to support Amie with her workload, and assist Jake with any requirements he may have.

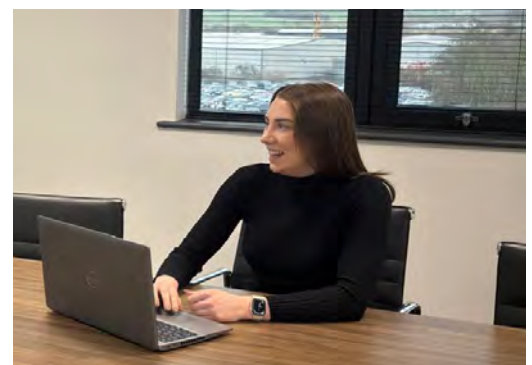
Jake: My role is made considerably easier through the fantastic work of Marcus and Amie, who I oversee on a daily basis. Besides this, much of my time is spent focusing on the high value procurement such as aggregates, readymix concrete, flooring systems and soil removal. I spend a lot of time analysing our procurement operations, from categories of spend and supply chain spend, to quality and service levels, and internal processes. I am passionate about constantly striving and improving.

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

Amie: We are a strong team that works very well together, meaning we achieve our targets but are also able share any challenges which may arise. We support one another in both our professional responsibilities and personal achievements, which keeps us all motivated. Both Marcus and Jake have a great amount of knowledge in the groundworks sector which has massively helped my growth in my role which I am very appreciative of!

Marcus: We have a great hard-working team here in Procurement and that is key to our work performance in multiple ways. By splitting our workloads, assisting each other when required and sharing ideas constantly between the team, we all pick up and learn new things every day. We will all chip in when needed. For example, if someone's workload becomes overloaded or if something is urgent and required in a short timeframe then we will refocus our attentions on the most crucial parts and prioritise accordingly. It helps that we all get on so well and can have a laugh together which makes the working environment much more enjoyable.

Jake: For me, it's the strength of trust we have in each other. I can delegate workload to either Marcus or Amie and I know it will be completed to the highest standard. The team shares the same values - we do things properly and professionally.



Client projects in progress.

MACL continues to make great progress across sites in Cambridge, Essex, and Suffolk, working alongside our clients to bring a range of projects to life.



EASTWOOD HOUSE, CHELMSFORD

Seven Capital

This project involves reconfiguring site access, upgrading roads and footpaths, and diverting a deep adoptable sewer. Key tasks include traffic management, new lighting and drainage systems.



GREAT WILSEY PARK, HAVERHILL

Redrow Homes

This major development will provide much-needed housing alongside community amenities. MACL has been delivering groundworks for phases A1 and A8, creating vital infrastructure, including a 2.5km access spine road.



FALLOWS WATCH, LITTLE EASTON

Denbury Homes

We are involved in the groundworks and infrastructure work for this project in the scenic village of Little Easton, Essex. Fallows Watch will feature 44 new homes, including a mix of houses and bungalows.



WESTCOMBE PARK, HEYBRIDGE

Bellway Homes

This Bellway Homes Westcombe Park development is set to bring 1,000 new homes to a garden suburb in Essex. MACL has worked on the site compound and material storage area and provided extensive earthworks, adoptable roads, drainage, and foundations.



THE MULBERRIES, WITHAM

Redrow Homes

MACL has worked on multiple phases of this development, completing S278 works, making improvements to the Hatfield Road roundabout and off-site drainage and constructing estate roads, drainage, and foundations.



HENLEY GATE, IPSWICH

Crest Nicholson

Henley Gate, part of the Ipswich Garden Suburb, is set to create a vibrant new community of 1,100 homes north of Ipswich. MACL has provided extensive infrastructure works - roads, footpaths, cycleways, and drainage - as well as work on a vast new country park.





GRANGE PARK, THURSTON

Vistry Group

This development includes 124 planned homes. MACL is providing essential works, such as topsoil stripping, drainage installation, and the construction of access roads and footpaths.



WYCKE PLACE, MALDON

Crest Nicholson

At Wycke Place we are carrying out groundworks, essential infrastructure, S278 works, roads, sewers, and attenuation basins and have widened Maldon Road, improved drainage, and upgraded street furniture.



HANDLEY GARDENS, MALDON

Taylor Wimpey

This project is set to deliver 660 new homes including 150 affordable homes. MACL has been involved in all four phases, including earthworks, infrastructure improvements, and key installations like culverts, substations, and drainage systems.



MEADOW VIEW, SILVER END

Redrow Homes

This development will deliver 195 homes and two apartment blocks. MACL has been involved from the outset, providing plant for archaeological investigations, constructing access roads, and developing the sales centre. Further work included roads, sewers, service trenching, foundations, and large attenuation basins.



ELSENHAM PARK, BISHOPS STORTFORD

Bloor Homes

Elsenham Park, a redevelopment of nearly 49 acres, will provide 350 new homes, a primary school, sports pitches, and a pavilion. MACL has delivered extensive groundworks, S278 works, drainage, landscaping, footpaths, and a pedestrian link to Elsenham Railway Station.



ST GEORGE'S PARK, NEEDHAM MARKET

Hopkins Homes

This development will provide 266 homes on a 45-acre plot along with community features such as a village pond, play area, timber footbridge, and gravel paths. MACL is overseeing all on-site infrastructure, including roads, drainage, deep bore soakaways, earthworks, and piling.



SUBCONTRACTOR FOCUS

D A C Contracting Ltd

Established in 1999, D A C Contracting Ltd has built an enviable reputation as a leading provider of all asphalt surfacing services across East Anglia. Specialising in both residential and commercial developments, as well as infrastructure and public sector projects, the company delivers quality results for a wide range of clients.

Wealth of experience

With more than 25 years in the industry, D A C Contracting's commitment to excellence has enabled the company to maintain sustainable growth, achieving a turnover of £12m annually and employing a dedicated team of more than 40 professionals.

The company, based in Dedham, Colchester, takes pride in its investment in plant, fleet, and personnel. With most of their site staff and management having more than two decades of experience, D A C Contracting ensures a high level of service throughout all stages of a project - from tender through to completion.

Collaboration with MACL

D A C has worked closely with MACL for 18 years on most of their projects, carrying out all aspects of hand and machine-laid surfacing. Over time, both companies have developed a strong relationship built on confidence and trust, consistently delivering outstanding results, primarily in the new housing sector.

Current projects include large schemes at Taylor Wimpey Maldon, Redrow Homes Haverhill and Bloor Homes Rochford/Elsenham. In addition, at Bellway Homes Cherry Hinton, a number of special products have been used including coloured asphalt.

Steve Howe, Managing Director of MACL, said, "I have had the privilege of working closely with D A C Contracting Ltd for over two decades. They have consistently demonstrated an unmatched expertise in asphalt surfacing services across the East of England. Our long-standing relationship has been built on a foundation of mutual trust and respect, enabling us to deliver our works on time and to a high standard.

"Working with D A C is always a pleasure; their team's professionalism and commitment greatly enhance our projects. As a valued partner for MACL, I am looking forward to many more years of working together. Thank you for your continued support."

Find out more about D A C Contracting by calling 01206 323700 or visiting dacant.co.uk.





SUPPLIER FOCUS

Wrekin Products

At MACL, ensuring we have reliable, high-quality suppliers is crucial to delivering the groundworks and infrastructure projects we're known for. One of our key partners is Wrekin Products, a leading UK designer, manufacturer, and supplier of access solutions.

Their innovative solutions, including ductile iron manhole covers, gully gratings, and steel access covers, play a critical role in many of our projects.

Ironwork excellence

Wrekin Products, whose headquarters are in Lichfield, supplies MACL's ironwork. These essential products help keep roads, pavements, and public spaces safe and functional while allowing safe and secure access to the critical infrastructure beneath.

Designed to withstand heavy traffic loads and harsh environmental conditions, Wrekin's products offer longevity and reliability. In addition, they are a market leader in decarbonising ductile ironwork by reducing whole-life carbon, optimising supply chains, and minimising long-term costs, driving sustainable innovation in ironwork design.

Beyond ironwork

Wrekin Products' sister brand Geoworks specialises in geosynthetic solutions, a range of products designed to improve ground reinforcement, erosion control, drainage and

provides tree root protection on construction sites. Whether it's reinforcing the ground beneath a new road, providing temporary access to a wind farm or specifying a SuDs system, their geosynthetic products are key to ensuring long-lasting, high-quality infrastructure.

A trusted partner

What sets Wrekin apart is their commitment to innovation, quality, and technical expertise. By continuously evolving their product range and providing robust solutions, they help MACL meet and exceed industry standards. Their bespoke steel access covers, which can be tailored to specific project requirements, further demonstrate versatility and understanding of the sector.

We're proud to partner with a company that shares our dedication to high-quality infrastructure, helping us to deliver projects that stand the test of time - from what you see on the surface to what lies beneath.

Find out more by visiting wrekinproducts.com.



WREKIN
MAKE EVERY DAY BETTER

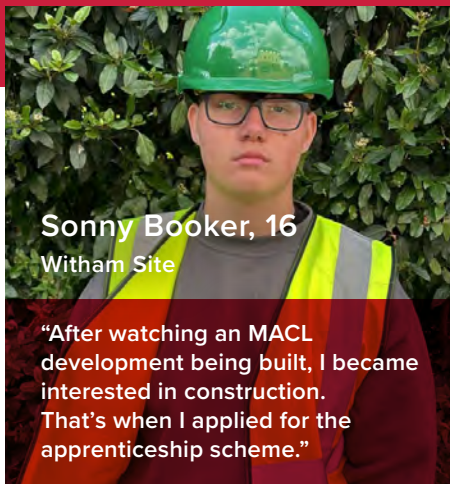
With thanks to all our subcontractors and supply chain partners...

- A & H Associates LLP
- APS Bricklaying Contractors Ltd
- ARC Recruitment
- Avoncross Ltd t/as Cannon Piling
- BP Mitchell
- Bridgecare
- Brett Aggregates
- Brett Concrete
- Brett Landscaping
- Brice Aggregates/Concrete
- Browns Builders Merchants
- C & W Fencing Ltd
- Capital Construction
- Catalogue Engineering
- CED Brickwork Ltd
- City Scape
- Civils and Lintels
- CMT Group
- Colne Paving Ltd
- Concrete Floorfix Ltd
- Core Recruitment
- CSS Recruitment
- D A C Contracting Ltd
- D&B Scaffolding Ltd
- Danbury Haulage
- DF Brickwork Ltd
- Dunmow Waste
- Eastern Concrete
- Estate Lighting Solutions Ltd
- Essex Groundworks
- Essex Waste
- Express Concrete
- Fawkes and Reece
- Fawkes & Reece
- Firwood Timber
- FM Conway Limited
- Floorspan
- Footings & Floors Concrete Finishing Ltd
- FP McCann
- G & S Brown Brickwork Ltd
- G Webb Haulage
- G&B Finch
- Genseed Underground Services Ltd
- Geo Aggregates
- Geogrow Limited
- GM Briton (Public Works) Ltd
- GM Piling Ltd
- Greig & Mills Ltd
- Grimsey Brickwork Ltd
- GRS Roadstone (Part of S Walsh)
- H Sivyer
- HB Tunnelling Ltd
- Heidelberg Concrete
- Highline Roadmarkings Ltd
- Howe Brickworks
- Idom Merebrook Ltd
- J P Flynn Construction Ltd
- J. A. Rattigan & Son Ltd
- J&S Groundworks
- Jablite (BEWI)
- JHB Groundworks
- Jewson Civils Frazer
- JJS
- JMR Recruitment
- John Davidson Pipes
- JSR Landscapes & Groundworks
- JT Few
- Keller Ltd
- Kenny Brooks
- Keyline Civils (including Travis Perkins)
- Keytec Installation Services
- Kier Integrated Services Limited
- KSS Diamond Drilling & Sawing Ltd
- L Crosby Builders Ltd
- Laser Electrical Services Ltd
- LEE Remediation Limited
- Lemon Groundwork Solutions
- Longman Electrical Contractors
- Longwater South East
- Markovitz
- Marshalls
- Mb Membranes Ltd
- Mick George Ltd
- Moore Reinforced Concrete Ltd
- Naio Ltd
- NBA Building Ltd
- Neil Foundations Systems Ltd
- Newton Brickworks Ltd
- Norwood Group
- O & B Cleaning Services (Ipswich) Ltd
- Osma/Wavin
- Pattar Solutions Ltd
- PDAS Install Ltd
- Pierrot Environmental Ltd T/A Heard Demolition
- Polypipe
- Precon Products
- Premier Streetlighting Ltd
- Prestige Pavers Ltd
- Quattro Plant Ltd
- R C Cutting & Co Ltd
- RB Haigh
- Recycled Material Supplies (RMS)
- Rigour Survey (East) Ltd
- Riverside Building Supplies
- Roberge Brickwork
- SAC Groundworks Ltd
- S&E Brickwork Ltd
- Scott Parnell
- SGC Holdings LTD TA SGC Security Services
- Sheppard Piling Ltd
- Silverton Aggregates
- Simcott Electrical
- SRC Aggregates
- SRC Concrete
- Steel Bits
- Stuart Wells Ltd
- Sustainable Drainage Systems Ltd
- Swarco UK & Ireland Ltd
- T&K Weavers
- Tarmac Colchester Sand and Gravel Quarry
- Tippers R Us
- TL Paving Ltd
- TMC Haulage
- Tom Blackwell Contractors & Plant Hire Ltd
- Total Protection (GB) Ltd
- Travis Perkins
- Tru7 Group
- Trueview Drone Services Ltd
- UK Membranes Ltd
- Vison Personnel
- Warner Surveys Utility Mapping Limited
- Wayland Paving Ltd
- Willow Pumps Ltd
- Wray-Tech

Apprentices kickstart their careers at MACL.

A group of six trainee Groundworkers have joined MACL as part of the MACL Apprenticeship Scheme, which has been training and developing talent for more than 20 years.

Sonny, Luke, Tyla, Brandon, Alfie and Ethan are gaining hands-on experience across various sites in Essex, equipping them with essential skills and qualifications to kickstart their careers in construction.



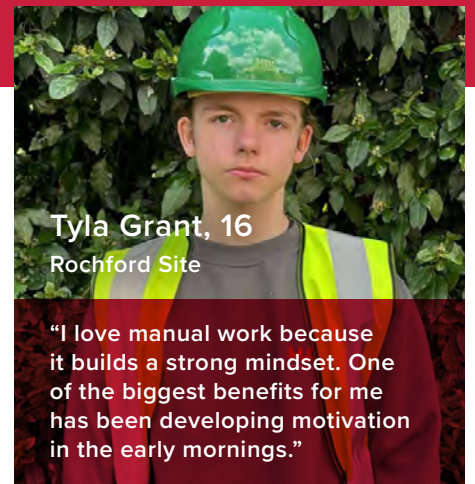
Sonny Booker, 16
Witham Site

"After watching an MACL development being built, I became interested in construction. That's when I applied for the apprenticeship scheme."



Luke Keyworth, 16
Colchester (Heybridge Site)

"I'm excited to develop new skills that will help me succeed. I chose this apprenticeship so I could earn while I learn instead of going to college."



Tyla Grant, 16
Rochford Site

"I love manual work because it builds a strong mindset. One of the biggest benefits for me has been developing motivation in the early mornings."



Brandon Cooper, 16
Earls Colne (Coggeshall Site)

"I enjoy learning new skills and thriving in a hands-on working environment."



Alfie Wells, 16
Rochford Site

"I learn best through hands-on work rather than sitting behind a desk, so this apprenticeship felt like the perfect fit for me."



Ethan Parsley, 16
Maldon Site



Apprenticeships with **MACL**

Level 2 Diploma in

Construction Operations

Closing date for applications is **30 June**

Please send your CVs to:
apprentices@hhcgl.co.uk



Driving growth and innovation.

The last financial year ending March 2025 has been a landmark period for MAP. Here, Managing Director Darren Carter reflects on the business's impressive growth, operational enhancements, and future focus.

We are proud to have achieved a record turnover this year while sustaining exceptionally high fleet utilisation rates of over 95%.

This reflects not only the demand for our services but also our commitment to efficiency and reliability.

Investment has been at the heart of our progress.

We have significantly upgraded our fleet with both replacement and additional equipment, ensuring that we continue to provide the best service to our clients.

In the last 12 months, we spent more than £15m on additional and replacement equipment and vehicles, with the purchase of 5, 8, 14 and 22 tonne excavators, along with telehandlers, dumpers and vans.

Innovations such as Lightfoot, as featured on page 42, have helped us drive down costs and improve sustainability across our fleet, while enhanced monitoring through JCB Livelink and Kubota tracking systems has given us greater control and visibility over our assets.

Beyond equipment, we have improved our infrastructure and a new telephone system, better suited to our operational needs and the evolving demands of modern communication, is being introduced to enhance efficiency and responsiveness.

Our success is built on the dedication of our team.

Behind the scenes, our hire office and operational staff work tirelessly with Site Managers to ensure the right equipment is delivered, exactly when it is needed. Their commitment remains the backbone of our service excellence.

As we enter the new financial year, we remain positive but also mindful of the challenges ahead for MAP, MACL, and the wider construction industry.

Our focus will be on cost management and efficiency improvements, ensuring we continue to deliver exceptional service while strengthening our position in the market.

We look forward to another year of progress, innovation, and working together to build a stronger future.

Darren Carter



MAP in numbers

- Our main plant fleet of **245 machines** is worth **more than £15 million**
- A fleet of **200 vehicles** - 142 owned and the remainder hired
- More than **700 calls** are received by MAP each week
- We carry out more than **160 main plant** service and inspections each week
- We carry out a further **400 tool inspections** a month and service and repair **60 vehicles** a week
- We distribute more than **£20,000 of PPE/workwear** each month



MAP news highlights.

A year of milestones, celebrations, and achievements.



Big birthdays.

MD Darren Carter and HGV Driver Alan Ruocco both hit the big 6-0!



Raising funds for a cause.

Fixed Assets and Compliance Manager Gillian Black led another incredible Wear It Pink Day, raising an impressive £5,650 for Breast Cancer Now.



Awards galore.

Olivia Clements-Hendy not only won our MAP Health and Safety 2024 Award but was also shortlisted for Young Achievers Award at the UK Construct Awards.

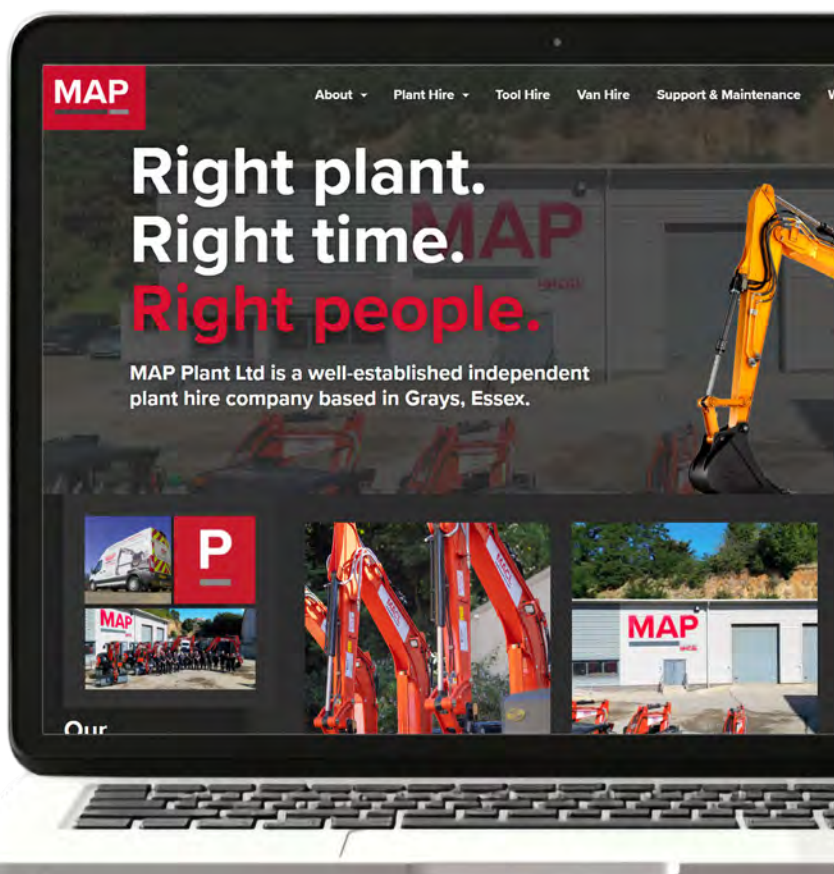
MAP unveils a fresh look for the future.

We're excited to point you in the direction of our recently improved MAP website.

With a modern, user-friendly design, our new site makes it easier than ever to explore what we do, who we are, and how we deliver value, as well as showcasing our full range of plant.

This launch represents more than just a refreshed look - it's a reflection of MAP's commitment to innovation, excellence, and continuous growth. We remain focused on delivering for our clients, investing in our people, and shaping the future of our industry.

mapltd.co.uk



Forwards together.

The success of MAP is largely based on the strength and skills of its team. Here, Sian Harding, Plant Director at MAP, looks at how the workforce continues to keep the business buoyant, and how she is working to encourage more young people to follow in their footsteps.

Construction has always been in my blood.

With both my parents working in the industry, I started my career at MAP at just 17. Eighteen years later, I have worked across most departments, which has given me a deep understanding of the business as a whole.

It's therefore an honour and privilege to write this update on our position today.

At MAP, our most valuable asset is our team - they keep the wheels turning.

We focus on supporting individuals to feel part of a bigger machine and this is what drives high production and keeps us ahead of the game.

However, I am always looking at ways to improve our business growth even further and recently have been exploring ways to encourage more young people into our industry, helping modernise the perception of our sector.

I am very aware that when people hear the word "construction," many still picture a male-dominated world of manual labour. The reality is far broader, as demonstrated perfectly in our Women In Construction feature on Page 40.

It's exciting to see that in recent years there has been a push to showcase construction as a viable career path in schools because this is a dynamic industry, full of opportunity.

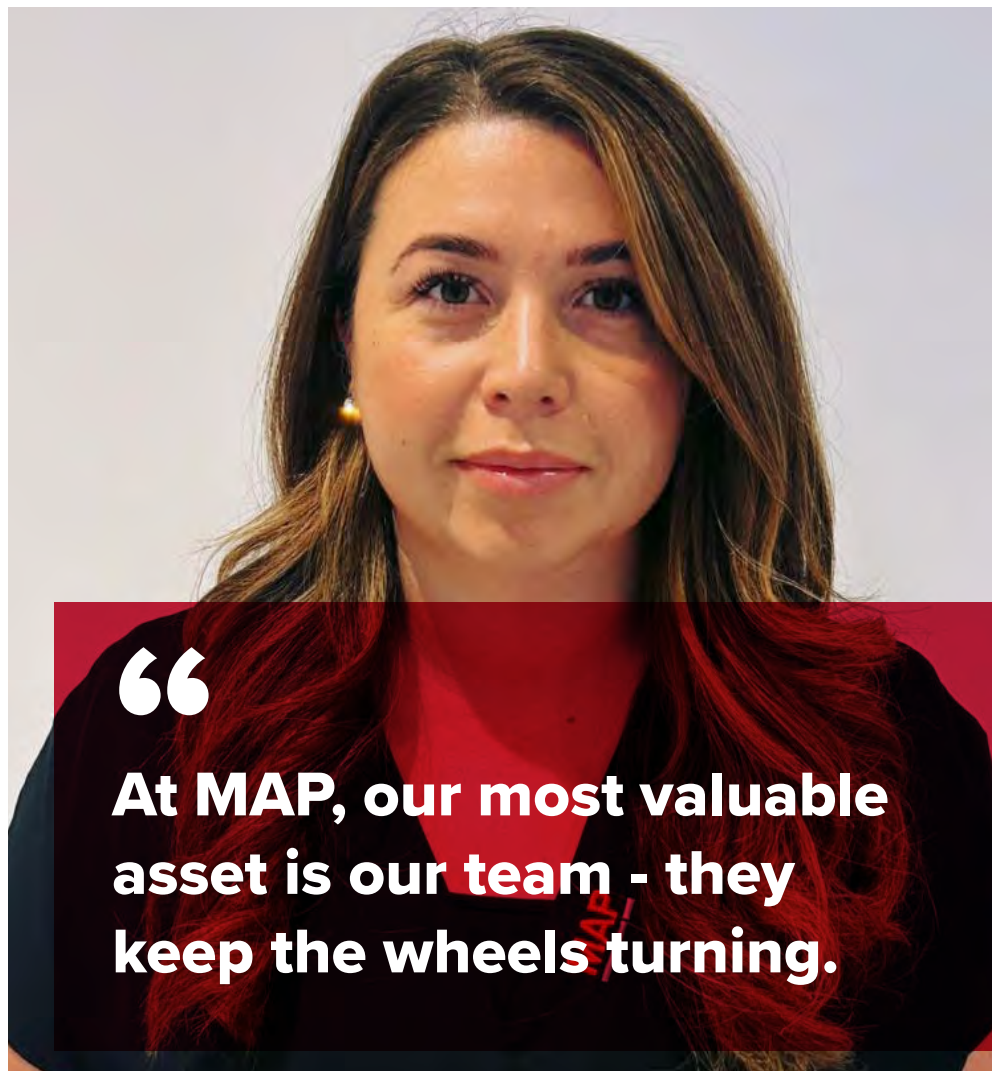
Construction is a very stable choice because even through economic downturns people will always need homes, infrastructure, and development.

It's also a career that offers clear progression, allowing individuals to advance and build long-term success.

At MAP, this is certainly something that my own career path has demonstrated and we are mapping the way for more young people to follow.

Sian Harding

From L-R: Nicola Olley (Hire Controller), Louise Middlemass (Fleet Controller), Terry North (Delivery Driver), Lucy Ridgeway (Hire Controller), Olivia Clements-Hendy (Administrator), Alex Wellum (Mobile Plant Fitter), Roy Revell (Mobile Plant Fitter), Sian Harding (Plant Director), Alan Ruocco (HGV Driver), Connor Pagliarulo (Workshop Plant Fitter), Darren Carter (Managing Director), Liam Riley (Workshop Manager), Robert (Rob) Smith (Yard Labourer), Kevin Follows (Mobile Plant Fitter), Gillian Black (Fixed Asset & Compliance Manager), Craig Evers (Workshop Tools Fitter)



“
At MAP, our most valuable asset is our team - they keep the wheels turning.



More than two centuries of experience.

This snapshot represents an incredible 201 years of service from 16 of MAP's longest serving employees.

Plant Director Sian Harding said:
"This picture sums up the loyalty and commitment of our staff – proof that a great business is built by great people."

"The majority have been with us for 10 years or more which is testament to the family dynamic we have created at MAP, supporting our growth as a business and each other as a united workforce."

"We believe our strength lies in the dedication, experience and skills of our team who deliver outstanding results every day to help support MACL and our external clients."

With thanks to MAP's suppliers and subcontractors

- Chigwell Group
- Alcema LTD
- Shellhaven Terminal
- Watertec
- TLM Waste Management
- Orbital Equipment Limited
- JM Clark Ltd
- RMD Kwikform
- Mabey Hire
- Greenshield JCB
- Hos Plant
- JJ Sugrue Limited
- Holmes Plant & Construction Ltd
- Quattro Plant Limited
- Tru Plant
- Ovenden Plant Hire Ltd
- Ischebeck Titan Ltd
- Survey Express Services
- Nicks Tyres Ltd
- Edenbridge Accident Repair Group
- Camfaut Concrete Pumps
- Grayers Graphics Ltd
- Ernest Doe & Sons Limited
- Howden
- Budget Windscreens
- Radius Vehicle solutions
- McFen Plant Ltd
- Bunzl Ltd
- CSS PPE & Workwear
- Trust Ford
- Anglian Plant Ltd
- Generation (UK) Ltd



Meet our new starter

Emma Bemister joined MAP in March as Depot Manager.

She said: "I am looking forward to being able to grow with this business and love how the MAP team work together as one unit. This is an exciting time!"





From L-R: Kelly Jones (Health, Safety, Environmental & Quality Administrator), Louise Middlemass (Fleet Controller), Grace Johnson (Health, Safety, Environmental & Quality Administrator), Samantha Clarke (Accounts Assistant), Michelle Branch (Payroll Officer), Natalie Perry (Estimator), Daryl Bellingham (HR Manager), Jo Carabott (Accounts Assistant), Sian Harding (Plant Director), Leila Stammers (Office Manager), Olivia Clements-Hendy (Administrator), Gillian Black (Fixed Asset & Compliance Manager), Jan Spooner (Accounts Assistant), Chloe Forster (Trainee Management Accountant), Lucy Ridgewell (Hire Controller), Angela Challis (HR & Payroll Assistant), Cheryl Baker (Accounts Assistant), Nicola Olley (Hire Controller). Unable to join us for the photo were: Amie McCartney (Assistant Buyer), Karis Lindsell (Assistant Estimator), Katie Hemmings (Administrator).

WOMEN IN CONSTRUCTION:

Breaking barriers and building the future.

Misconceptions about gender-specific roles are gradually diminishing with a growing number of women choosing a career in construction.

Today, women make up 15% of the workforce in the UK construction sector, hold 16% of senior management roles, and own 13% of construction firms in the country.

But our statistics at MACL and MAP buck the national trend, demonstrating the diversity of our workforce across the whole of the Hard Hat Construction Group.

At MACL, 38% of our workforce at the Chelmsford HQ are women - an impressive figure that is equally reflected at MAP's depot, where women also make up 38% of the office team.

Among those are Sian Harding, Plant Director at MAP, who joined the business as a school leaver almost two decades ago.

She said: "I think a lot of young people assume you have to pick up a shovel or do a manual job to work in construction and this isn't the case. In my 18 years working for MAP, I have seen more and more women stepping into diverse roles across the sector, proving that construction is a career for everyone."

At MACL, several women are shaping the business in key financial positions including Michelle Branch, Payroll Officer and Chloe Forster, 23, Trainee Management Accountant.

Michelle said: "I have worked with the company for 25 years and the perception of the construction industry has changed dramatically in that time."

"We are now seeing a much larger proportion of women

taking advantage of a diverse and interesting industry and the flexibility and opportunities available."

Chloe is among these, applying her accountancy skills to a business where profit and loss is key.

She said: "Working in finance at MACL has given me the opportunity to grow my skills in a fast-paced, dynamic industry where every number tells a story. It's exciting to be part of a sector that's always evolving."

Bearing witness to this has been Office Manager Leila Stammers, who joined MACL 24 years ago when she spontaneously decided to hand in her CV after working a shift in the pub next door to the Chelmsford HQ.



Sian Harding
Plant Director



Michelle Branch
Payroll Officer



Chloe Forster
Trainee Management
Accountant



Leila Stammers
Office Manager



Grace Johnson
Health, Safety, Environmental
& Quality Advisor



Lucy Ridgewell
Hire Controller

“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.”

Grace Johnson, MACL’s Health, Safety, Quality, and Environmental Advisor, spends most of her days in a hard hat and steel toe-capped boots.

But as well as carrying out site inspections and risk assessments, part of her role involves educating the next generation on opportunities available.

“This has played a huge part in combating the stigma attached to working in construction and the belief that it’s a boys’ club,” she said. “It’s really not - and I take huge pride in going into colleges, schools and attending career fairs to talk to people who might want to find out more.”





Driving efficiency: How we are transforming fleet performance.

MAP has joined forces with MACL and Lightfoot to drive greater efficiency across the group's fleet.

As employee-owned businesses, cost savings are critical for both MACL and MAP - the more we save, the more everyone benefits.

And, thanks to Lightfoot's innovation, these savings are already adding up across the group.

Sam Guyah, Fleet Account Manager at Lightfoot, said: "Unlike traditional telematics systems, we don't just track vehicles but actively help drivers improve their driving habits.

"By listening to the engine, our technology identifies when the vehicle is running at peak efficiency and then drivers receive real-time audible and visual prompts to encourage safer, more economical driving practices.

"What's more, we reward drivers for good performance which means everyone's a winner."

Drivers download an app which tells them how they are performing. When drivers achieve a score of 85% or higher, they can enter competitions to win prizes like cash, Virgin Experience Days, days out, and shopping vouchers.

Colleagues can also compete against one another in fleet leagues, adding a fun, competitive edge to fuel savings.

Darren Carter, Managing Director at MAP, said: "The results for us have been impressive. It's making everyone consider how simple changes can improve fuel efficiency and how this translates into cost savings. It's also going to have a significant impact on our carbon footprint which is something that's very important to us as a business."

Since the system was introduced across its fleet of 109 vehicles, MACL has achieved a 6.7% improvement in fuel efficiency, translating to an average monthly fuel saving of £11.21 per vehicle.

Annually, that will equate to £134.55 per vehicle and £14,666 across the entire fleet.

With 90% of MACL drivers now in Lightfoot's elite category, the partnership has already proven its value, saving money but also driving positive environmental change – one efficient mile at a time.



MAP has worked with MACL to reduce its carbon footprint by **32.31 tonnes of CO₂** annually.

This is equivalent to:



283,010 washing machine cycles



1,260,679 kettle boils



1,539 trees planted

Health & Safety awards.

HEALTH & SAFETY MANAGERS



Terry Linsell



Ryan Scofield



Fred Adams

QUALITY MANAGERS



Bill Nethersole



Jamie Bright

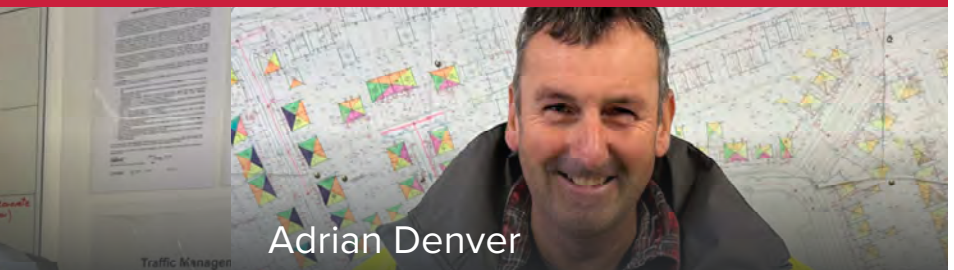


Jason Lawrence
and Jack Vella

HEALTH AND SAFETY OPERATIVES



Darren Elliott



Adrian Denver

QUALITY OPERATIVES



Petraq Ziu
and Stiljano Ziu



Tony Gosling



Chris Burrow

ENGINEER



Mackenzie Grant



MACL Fishathon smashes fundraising target to net £23,195 for charity.

Thirty teammates were joined by friends and family for our annual overnight fishing experience smashing a £20,000 fundraising target for charity.

The Fishathon, held at Crowsheath Fisheries in Billericay and organised by Project Manager Steve Townley and Site Manager Ron 'Rocket' Sant, raised an impressive £23,195 for The Lighthouse Club, the only UK charity dedicated to the emotional, physical, and financial wellbeing of the construction community.



Evie and Steve Townley, and Amelia Bentley



Marcus Appleton and Tom Bentley



Tom Bentley



Steve said: "This is the fourth year we have held this event, and this is the most money we have ever raised.

"Fishing is often seen as a very singular activity – something you do by yourself, but our Fishathon provides a unique opportunity to connect with colleagues, promote mental health awareness, and build friendships.

"The mental health of employees is something that is very important to us – and in our industry, our company is extremely forward-thinking in this area.

"Shockingly, three people a week who work in the built environment sector in the UK die by suicide and a lot of this is to do with the stigma associated with having poor mental health and many people finding it hard to speak up.

"Over the years, we have invested a lot of money in training people in mental health first aid and establishing resources to support those people who struggle."

Tents were set up along the banks of the fishery for the 24-hour event and several large carp were caught.

Those taking part came from all different departments of the business and most brought partners and children to make it a family day out.

The Fishathon has raised more than £60,000 since its inception.



Archie McAuliffe



Jake and Lucas Pannell



Louis Butters

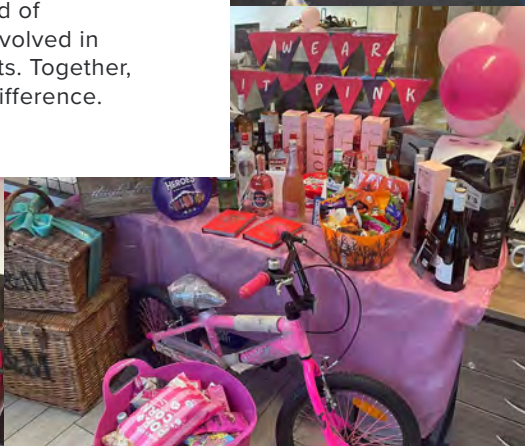
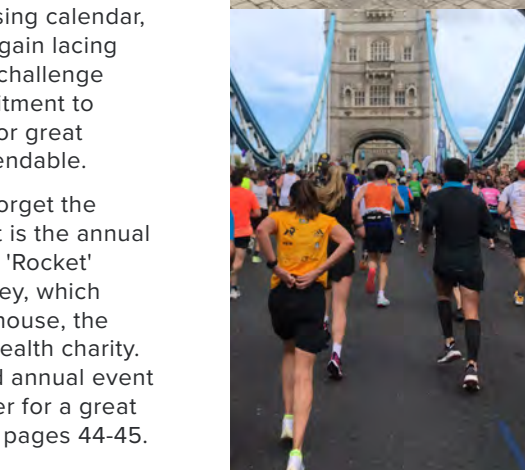


Steve Towley, Ron Sant and Gary Branch

A 'REEL' TEAM EFFORT

This year we extend our heartfelt gratitude to everyone who contributed and to our supporters Pattr Solutions Ltd, M & H Testing, D A C Contracting, Tru Earthworks, D&B Scaffolding, GM Briton, Adam Stringer, JDP, Bushcade, John Moule, SRC Group, DMC Contracts, G & B Finch, Orbital, JMR, Adam Stringer, Precon Products Kent, Keyline, TL Paving, Brice Aggregates, Tyrone Plant Repairs Ltd, Civils and Lintels, GRS Roadstone, L Crosby Builders, Holmes Plant & Construction Ltd, Concrete Floorfix, Dial A Jet Drainage Ltd, TMC Haulage, RMS Ltd, Anglia Sewer, Quattro Plant, The Duggan Family, FP McCann Ltd, Mick George Group and Atom Hydraulics - with a special thank you to Leon from Footings & Floors for generously supplying the hoodies once again.





Making a difference together.

At MACL and MAP, we proudly support a range of charities, and we're always inspired by our team's dedication to giving back. Whether through fundraising events, sporting challenges, or community initiatives, their efforts make a real impact.

One standout event held at MAP each year is Wear It Pink Day, organised by Gillian Black in support of Breast Cancer Now. Thanks to a number of generous suppliers donating gifts and participation across the company, our latest event raised an incredible £5,650.

Another shoutout should go to inspirational Sian Harding, MAP's Plant Director, who joined a Rock Choir flash mob at Canterbury shopping centre to fundraise for the Hereditary Angioedema charity that supported her treatment.

The London Marathon remains a key fixture on our fundraising calendar, with members once again lacing up and taking on the challenge this year. Their commitment to pushing themselves for great causes is truly commendable.

And finally, who can forget the fantastic initiative that is the annual Fishathon, led by Ron 'Rocket' Sant and Steve Townley, which raises funds for Lighthouse, the construction mental health charity. This much-anticipated annual event brings people together for a great cause - read more on pages 44-45.

We're incredibly proud of everyone who gets involved in these charitable efforts. Together, we're making a real difference.



Alan Moorcroft

20.05.1948 - 19.01.2025

A tribute to Alan with thanks to Lee for taking the time to share memories about his Dad.

'Show me your hands'!

For all of us that knew and worked with Alan, it is fair to say that pretty early on in the conversation you would know where you stood with him!

Alan was an incredibly hardworking, honourable, loyal, family man and colleague of ours from 1991 to 2025 (apart from a short break away).

Brought up in Colchester, he was the eldest of four children born to Raymond (the local milkman, so Alan was used to early starts from birth) and Nester Moorcroft. Leaving school at 15, Alan joined the construction industry in the 1970's and throughout his career he played a key part in building new communities across the South East of England.

Alan met Jenny in 1970 and their two sons - Lee and Craig - were born in 1973 and 1977. Lee still works in our business and Craig, who did work for MACL, now works for Coinford. Very sadly and suddenly, while caring for Alan in his recent period of illness, Jenny died in August last year and understandably this loss was hard for Alan and the boys to take.



Alan and Jenny

In 1991 on his way home from a building site in East London, Lee clearly remembers his Dad pulling over at a phone box (for younger readers, a red box thing with a phone in it) to ring up Mark Anderson about a job as a Groundworker. He got it and Alan and Lee started the following Monday at the Harlington School site, Hillingdon.

Lee remembers they would go on break every day at exactly 11am because that was the time that Concorde roared overhead on its way to New York!

With a reputation for straight talking, Alan had a natural affinity for groundworks and there was not a task he could not do himself. When taking new people on he would say "show

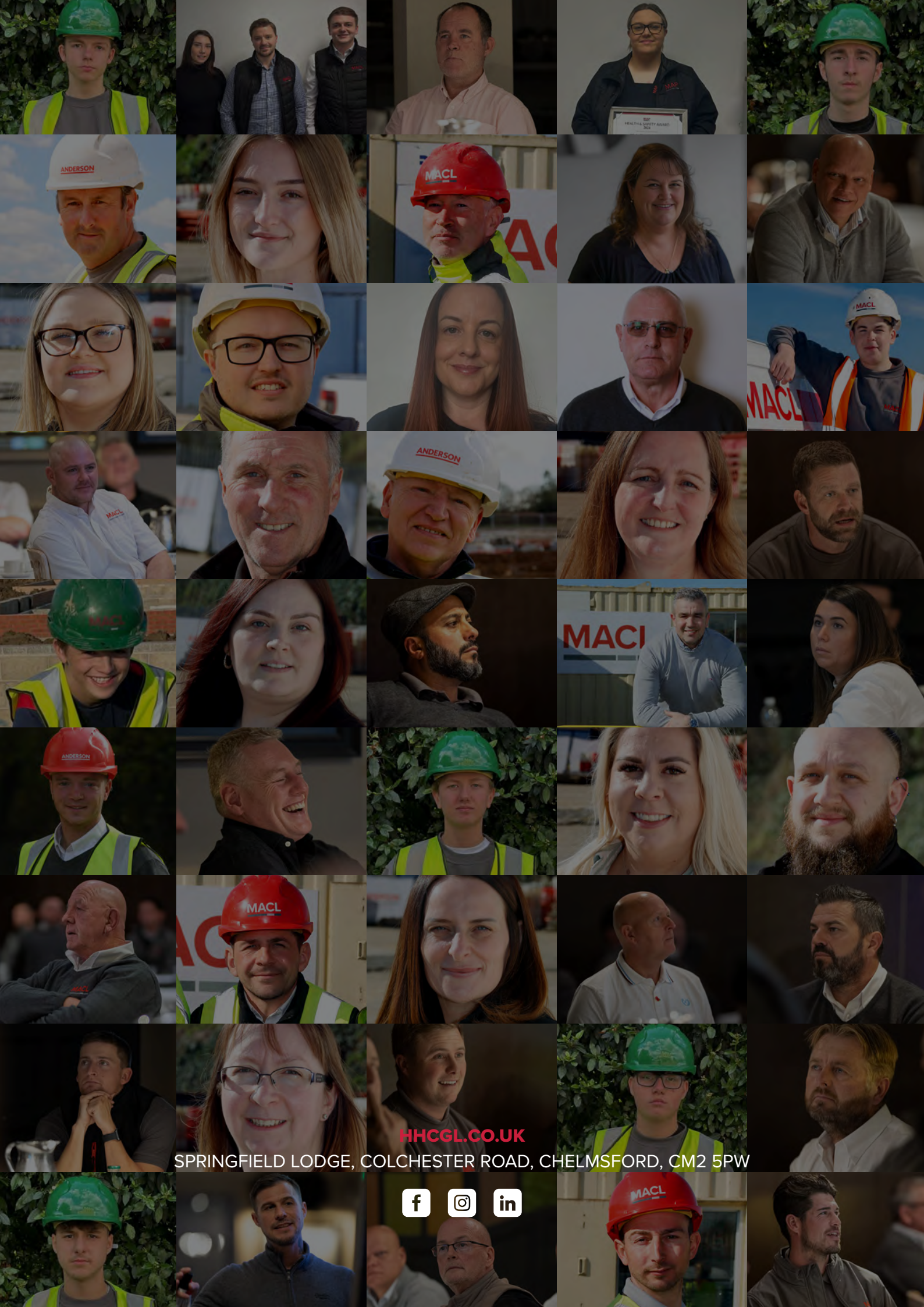
me your hands" – if they didn't look like hands that knew what hard work looked like he would not take them on!

In Lee's words, Alan was "a ticking time bomb, always ready to go off." He worked on our sites at Maidenbower, Foxholes Hertford, Woolmer Green Hertford, Limebrook Marina, Western Beech Silvertown, Popular Dock, Barking UEL, Claybury Hospital, Colchester Garrison, Brentwood Gas works, Napsbury Hospital, Flaktwoods, Basildon, Waltham Abbey, Mill Lane Colchester, Warley Hospital, Needham Market, St Clements Ipswich, Stowupland, Chitts Hill, Coggeshall.

He is sorely missed by all of us because he was so capable and a great bloke - one of a kind. They certainly broke the mould after making him, and all of our lives were enriched through knowing him.

On behalf of everyone within the HHCGL family - Alan, we salute you and we extend our heartfelt sympathies to your family and close friends.

Andrew Jay



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