

ADEY NEWS

ISSUE 10

EMPLOYEE NEWSLETTER - WINTER REVIEW 2020



BUILDING BRIDGES IN 2020

Bridgework sector showing huge potential in 2020 and beyond



MAKING STEEL WORK
SINCE 1925

ADEY
STEEL GROUP



MD'S MESSAGE

Welcome to the 2020 Winter Review edition of Adey News. This Group newsletter forms part of our quarterly updates, designed to provide you with insight into the most recent developments within our company.

These are both exciting and challenging times for our business. We have promising opportunities ahead as the UK Government has set out new plans to drive our economy through investment in transport and energy infrastructure and housing development. We do however continue to face the challenges brought about by the time these projects take to come forward, the legislative changes of leaving the EU, a turbulent political environment and most recently, the threat of a viral pandemic disrupting both businesses and lives alike.

While we need to understand and plan for the impacts of such events, there is very little we can do to influence them. Therefore, the focus for us and our business must be to be as competitive as possible in the sectors we are targeting. In order to become the best at what we do we need to continue to employ the best people. You may notice that we have been adding to our established teams with several appointments that add additional experience, helping us to become leaders in our sectors. Please welcome our new members and help lead the way with our expected attitudes and values.

It is brilliant to see an increasing number of new project wins in the precise sectors we have been targeting. You can read on page 6 our recent list of won projects, predominantly within Housebuilding, Rail and Energy. It is vital we continue to grow in these areas to secure our future orderbooks and expand our successes.

Congratulations to all for upholding an excellent safety record throughout the period. Please all remain focused on keeping yourselves and those around you safe as we get involved in larger fabrication projects with more complex requirements and more demanding customers.

We will continue to see investment in the business as we have done over the past 6 months. We are investing further in training and development and we have made significant improvements to our marketing by the development of new websites and brochures that now more accurately represent the business we are today. We have achieved a lot since our last update but as always, we have plenty more to do.

I hope you enjoy reading this latest edition of Adey News. Thank you for your ongoing commitment to our business and I look forward to a successful 2020 together.

CONTENTS

3. INDUSTRY NEWS
4. COMPANY NEWS
5. TRAINING & DEVELOPMENT
6. CUSTOMER FEEDBACK
7. OUR PEOPLE



8. HR & H&S UPDATES
9. BUSINESS IMPROVEMENT



- 10-11. PROJECT UPDATES
12. SECTION FOCUS
13. GROUP UPDATE
- 14-15. SOCIAL & CHARITY
16. THE NOTICE BOARD

COVER STORY

COBHAM FOOTBRIDGE

Adey Steel has successfully delivered our first rail footbridge project for our client Dyer & Butler at a site in Cobham, Surrey.

The U-Deck bridge spanned 23 meters and was installed in January, at its rural location, onto concrete piers spanning a rail cutting. The quality of the bridge and the professional service delivered by the Adey team was much appreciated by our client, leaving us in an excellent position for securing further works in the sector.



INDUSTRY NEWS



HOUSEBUILDING WATCHDOG TO CLAMP DOWN ON POOR QUALITY

Home buyers hit by shoddy building work in their new homes are set to get protection from a new independent Ombudsman. The New Homes Ombudsman will step in to help homebuyers with issues from sloppy brick work to faulty wiring.

All developers will have to belong to the Ombudsman which will have statutory powers to award compensation, ban rogue developers from building and order firms to fix poor building work.

One of Adey SteelShop's major customers, Persimmon Homes, have taken the news face on and appointed a Group Construction Champion to establish "the Persimmon Way", which will consolidate new home construction standards and embed best practice across the company.

The news is welcomed by Adey SteelShop, as our housebuilder customer base look to seek more reputable supply chain partners, such as ourselves, and eliminate non-CE marked steel product from being illegally included in their houses and apartments.

GOVERNMENT GO-AHEAD FOR ENTIRE £100BN HS2 PROJECT

In February the Government gave the go-ahead for the whole of the HS2 project to provide high speed rail the full length of the UK.

The decision ends months of agonising wait for the key contractors selected to deliver main civils works on England's largest-ever infrastructure project. It will confirm that the independent Oaktree Review recommended the project go-ahead in full.

Contractors will now begin to mobilise over coming weeks once main civils works contracts are signed off for the route from London to Birmingham.

While the whole line will be built, the government will seek a review of phase 2b, covering the Northern stretches of the route to try to control costs after latest unofficial estimates have put the final bill at £106bn, triple the original budget.



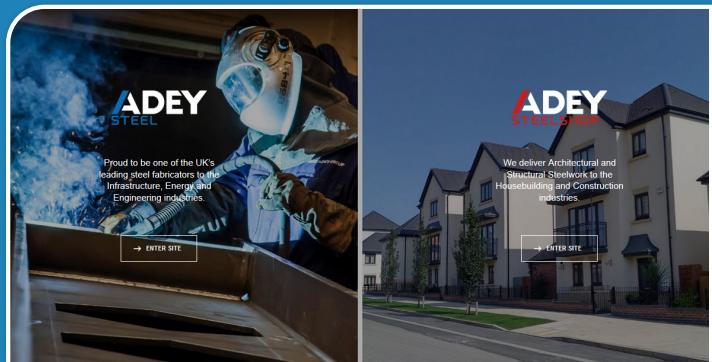
COMPANY NEWS

NEW WEBSITE LAUNCH

We are excited to announce the launch of Adey Steel and Adey Steel Shop sites. After months of development, both websites are live.

Our main goal is to provide a user-friendly browsing experience and easy navigation to help visitors find the information that they need faster. Our approach for the new design was to achieve a clean and intriguing look, clear area to navigate, high quality pictures and brief, precise content. Amongst the new features, the sites contain integrated social media buttons to better improve communication with the clients.

The sites will share useful information about our services and what we can provide. Various case studies highlight the different range of works we carry out and focus on what the company stands for.



ISO 14001 SUCCESS

In November, we were audited against the international ISO14001 Environmental Management System standard and we were really pleased to secure certification. This recognised the systems, policies and procedures we have in place to manage effectively our operations and reduce their impact on the environment.

The certification was the final piece in the H&S | Quality | Environment management system jigsaw and demonstrates that we have robust systems in place which conform to the highest international standards. We are now working hard to combine all three systems into one management system which our auditors will expect to see going forward.

These certifications are hugely important in helping us to win work with our clients and can be key in helping us to secure new customers.



CELEBRATION OF OUR 95TH ANNIVERSARY

The business is extremely proud and excited to be celebrating our 95th year of trading during 2020. This milestone is an incredible achievement and highlights the continuous development and investment that is required for a business to succeed for so long.

Fundamental to this success has been, and remains to be, the people that we have within our teams. It is their expertise, focus and passion that drives our business forwards, reacting and adapting to all the challenges that inevitably present themselves in an engineering business.

We thank each and every member of our business in continuing to drive our company forwards in our 95th year and we look forwards to celebrating 100 years with you all in 2025.



ADEY TRANSPORT - REBRANDING TO STEELSHOP

Adey Transport is now part of SteelShop and no doubt you will have noticed the new signage on the trucks.

They now form a key role in helping to keep our customers and site teams happy with on-time deliveries and in Steve, Mick and Gary, knowledgeable drivers who really understand the product and customers. Special Fabrications and Rail are now using subcontract hauliers and Intake Transport have proved to be a good service provider, particularly when moving our rail products around the country.



TRAINING AND DEVELOPMENT

TRAINING

Throughout 2019, we undertook training in manual handling, cranes and forklifts with nearly all the Shopfloor now up to date. We looked at accident data pre and post manual handling and crane training, and there was a 50% drop in reported accidents after the training. It clearly makes sense to continue to invest in refresher H&S training to help prevent accidents and injuries.

DEVELOPING SOFT SKILLS

We recognise that our employees are our biggest asset, and investing in our talent is vital to sustainable business growth and success. We go through lengthy processes to recruit and hire our skilled people, and we don't stop your training and development here.

Whether part of your present job or future aspiration within the business, we are committed to continuing to invest in your long-term development through our various inhouse and external training programmes. Recent training has seen Ant Watkins, Ray Bartle and Zak Watret, complete CMI Level 2 Team Leading and Andy Hull and Andy Leather complete Level 3 and 5 Management courses.

Thomas Shardlow, one of our 2019 apprentices, alongside progressing promisingly in his Apprenticeship, is looking to enhance his Welding skill set. We are pleased to be supporting him to learn additional TIG Welding skills and knowledge through an evening class at Nottingham College.



APPRAISALS

The annual appraisals have been rolled out throughout January and February, and this included a revised appraisal form for the shopfloor. Feedback from previous years was that the previous version was too detailed, and, with Production Management input, the form was re-written.

Managers are using the training and development plans in the appraisals to plan their team's requirements over the next year. This helps the business to target training and identify where we can add to employees' skills and experience to support our strategic plans and company mission, vision and values.

We have also taken action where H&S issues have been raised on appraisals, including talking to the employee to understand their concerns and what we can do to address them. Please remember that H&S concerns, including near misses, can be raised at any time.

If you have any feedback on the appraisal system and process, we would like to hear from you. Please speak to your line manager or HR.



2020

Our 2019 programme saw 5 new apprenticeships taken up across the business, and we are again at the time of the year when we start to look for our September 2020 intake.

Our apprenticeships offer an amazing opportunity to learn new skills, continue with academic development through day release at College and engage with skilled and experienced mentors while gaining nationally recognised qualifications.

If you think you know someone who would like more information on our Apprenticeship opportunities, please speak to your Line Manager.

CUSTOMER FEEDBACK

TESTIMONIAL

Customer Service is at the core of Adey Steel Group's company values, and we pride ourselves on our great partnerships with key clients. We regularly invite our customers to comment on our performance by completing our customers satisfaction questionnaire, and the feedback we receive is used to improve our service delivery. We are really pleased to report on our recent feedback.

Some great feedback recently on Phoenix Park, Dunstable contract for SteelShop:

RECENT PROJECT WINS

The table below represents a selection of new orders we have recently been awarded across the company.

James Fisher Nuclear Framework	£TBA
Redrow Homes – Caddington Phase 3	£13k
Volker Fitzpatrick – Ilford Crane Base	£120k
Morgan Sindall – Kings Cross Remodelling	£52k
Bovis Homes – Glebe Meadows	£94k
Klockner Metals – Beam fabrication	£175k
Redrow Homes – Priory Park Phase 2	£36k
Van Elle – M4 piling	£22k
Bovis Homes – Upper Heyford	£39k
SPL – Howden Rail Depot	£164k
Bam Nuttall – Burgess Hill Station Canopy Masts	£50k
Linden Homes – Houghton Regis	£98k
EWR Alliance – Bletchley Structures	£22k

“ I just want to thank you and your team for all you achieved up to Christmas in some challenging situations and look forward to your continued support. ”

Tom Walker, Head of Construction

Persimmon Homes Charles Church Midlands

It is always great to receive these messages. They really support our core value of great customer service.

We continue to be audited by numerous customers and organisations to ensure we operate to high standards and have systems and procedures in place to deliver their products safely, to the highest quality standards and on time. The auditors are always impressed with our operations and their reports positively highlight our working practices and controls. They also comment on how well team members throughout the business know and understand their roles and the technical knowledge we have throughout the company. These audits are a key gateway into winning new customers and business. Well done and thanks to everyone who gets involved with them.

OUR PEOPLE



RECOGNITION OF SERVICE

We are extremely proud of our long service record for our employees. We have many on our team who have been part of our company for over a decade.

This month, we see Steve Whitmore celebrating 20 years with the company and Lee Pugh not too far behind on 15 years. Thank you both for your continuing commitment to our business.

JAMES ODDY, GROUP SYSTEMS MANAGER, LEAVES AFTER 16 YEARS LOYAL SERVICE

It was with mixed emotions that we announced we were bidding a fond farewell to James Oddy after 16 years. James had been a central part of the IT team over the years, helping build our IT systems to take our technologies forwards. We know this was a difficult decision for James and wish him and his family the best of luck for their future in Bedford.



James enjoying his last Adey's Christmas Party

RICHARD BALDWIN - IT MANAGER

Taking up where James left off, we are very happy to welcome Richard to the Management team in the role of IT Manager.

Richard will be reporting into the Finance Director and will be leading the IT team on the continued development and improvement of our systems and technologies. Richard comes with a wealth of IT Systems knowledge and experience, gained from his work within large corporate businesses and manufacturing SME's similar to us.



DAVID MARPLES

Many of you will remember David Marples who worked for us on his placement year in industry as Business Improvement Coordinator.

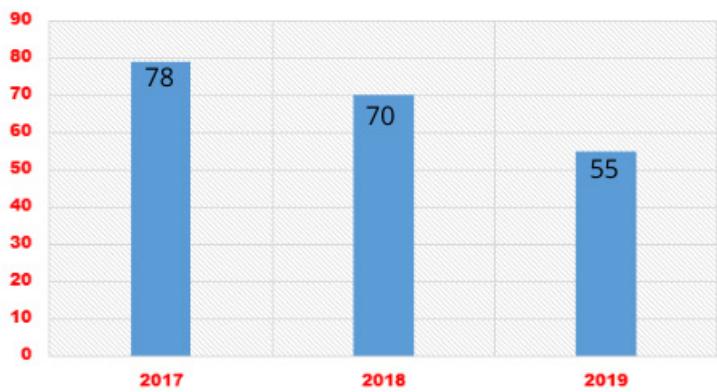
We recently heard from David to tell us he had been accepted on a UK-US young persons' swap programme, which takes young people from each country and gives them an opportunity to work in the financial district of New York and London. David is off to New York to work as a business analyst for a major US financial company. His year at Adeys was a massive part in his successful application to the scheme. Well done David and good luck!

HEALTH AND SAFETY

We are pleased to report that our total accidents in 2019 were the lowest number for 3 years. We know we must continue to keep the momentum of Safety First high and place health and safety at the heart of everything we do. We want 2020 to be a lower figure again and to achieve this we will:

- Continue to invest in training
- Make H&S a bigger part in contract and project launches, including how we will undertake fabrication work on the shopfloor
- Continue to review workflow and production processes to ensure they are as safe and efficient as they can be
- Undertake regular workplace inspections
- Continue to encourage employees to report near-misses and unsafe conditions so we can assess and take appropriate action
- Develop supervisor H&S training
- Investigate accidents to understand their root cause, including assessing the individual's role and if they were following H&S rules and procedures
- Improve building upkeep and facilities management
- Continue to review our plant and machinery and invest in improvements such as new forklifts and craneage

ADEY STEEL GROUP INJURIES

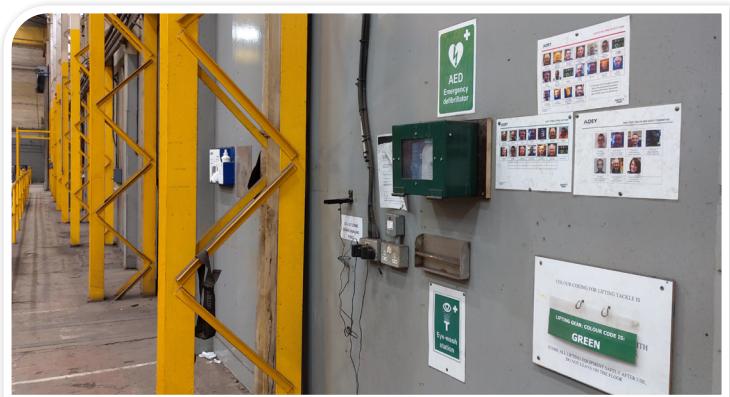


SAFETY FIRST



DEFIBRILLATOR ON THE SHOPFLOOR

Just so that you are aware, we have a defibrillator located on the shopfloor. Our First Aiders are trained in its operation, but the machine comes with clear instructions on how to use it should you need to. We all know how important these can be to save lives, the first three minutes being crucial.



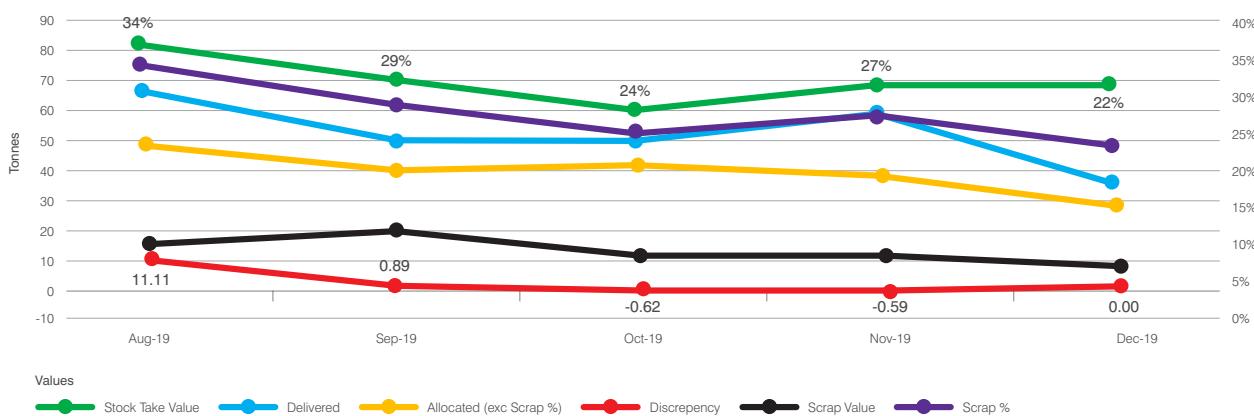
BUSINESS IMPROVEMENT

FURTHER GROUP PREP DEVELOPMENTS

Group Prep has remained a key focus over the Autumn and Winter periods. The revised system and processes for plate nesting have now been fully implemented, are operational, and we are now beginning to see results.

With reference to the graph below, in August (pre-revised system) we were scrapping 34% of plate material that we were buying in. Over the course of the next few months, improvements to the way we nest and having one programmer has enabled this scrap to come down to as low as 22% with an average of 24% for the final 3 months of the year.

PLATE SCRAP ANALYSIS



Applying some costs to this, for the final 3 months of the year, we had delivered an average of £32,000 worth of plate per month. If we were performing at the previous 34% throughout this period, we would have scrapped £10,880 p/m - but as we managed to reduce this to 24%, we saw a saving of £3,200 p/m. While doing this, plate service has been improved as delivery notes are now in circulation. These go in partnership with the parts as they make their way to the relevant door.

The next step for plate nesting is to sustain the work that has taken place, and that will be done by employing a Group Programmer

to work alongside the Prep team to continue and hopefully further improve the results.

Another side of Group Prep, SteelShop Door 2 Stock, is the next project that will be undertaken. The basic principles remain the same and we expect to see similar results in savings. Over the next few months you will begin to see: cost allocations of stock sections used appearing on jobs; StruMIS being used to manage the stock, offcuts and nesting; while material traceability will be at Execution Class 3 as a minimum - like it now is with the plate.

NATIONAL HIGHWAY SECTOR SCHEMES ACCREDITATION

In January we were successfully audited against the NHSS standard. All contractors who supply goods and services for the national highways through England must be certified to this standard. It uses ISO9001 for its basis and adds certain industry and sector specific criteria on top; in our case this includes our systems and processes for welding and fabrication and on-site installation.

Highways, and in particular bridgework, forms a core part of our business development strategy and securing certification to NHSS was a critical success in helping to win new work and new customers.



18001 REACCREDITATIONS

Throughout the year, we are required to undertake audits by our ISO 9001, ISO 14001 and OSHAS 18001 3rd party certification bodies. Our most recent audit was in February 2020 and covered 18001 – Health & Safety Management System.

However, this audit is different: BS OHSAS 18001 has been replaced by ISO45001, the new international standard for occupational health and safety. Because we are already certified to BS OHSAS 18001, we will need to upgrade to ISO 45001. Our three management systems have been reviewed to integrate them into a single efficient and effective system which addresses requirements common to all three standards.

Adey Steel Group are proud to have all three management systems certified to international standards, proving our commitment to best practice and continuous improvement.



NEW HOUSING DEVELOPMENT WOODCROFT DERBYSHIRE

Woodcroft is a new build site comprising of 2-3-4 & 5 bedroom homes adjacent to the National forest on both the Derbyshire / Leicestershire border.

Adey Steelshop's involvement were with Luxury 5 bedroom barn style houses. We supplied not only the gable and ridge beam support steelwork, but also the Juliette balconies fixed to the existing windows and walls and the brise-soleil to the sides of the gables finished in a durable polyester powder coat.

**ARKWRIGHT WALK NOTTINGHAM**

Arkwright House & Ryehill are both local authority housing developments on a regenerated footprint, adjacent to the main train station in Nottingham. ASSL supplied two of the first floor frames, comprising of approximately 12te each of structural steel works, inclusive of shelf support beams to allow a shadow gap detail to the ground floor windows. This steelwork was also used as a primary structure to support the PCU planks for the first floor.

**MIDLAND MAINLINE – SPL UPDATE**

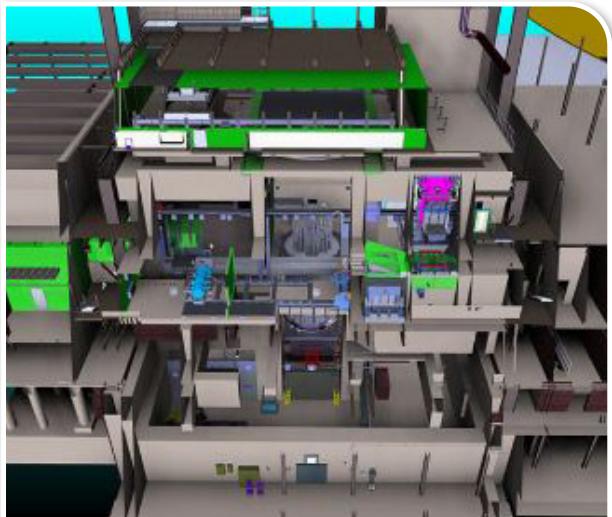
The extension of the Midland Mainline Electrification project is taking shape and continues to grow in scope. What started off as a continuation up to Market Harborough has now turned into a discussion around all of the legacy steelwork south of Bedford and down to London.

Our ongoing service to SPL powerlines has given them the confidence that we can be their number one supplier of steelwork, not just on the MML, but on all of their other projects like Howden Depot.

**JAMES FISHER NUCLEAR LTD**

Adey Steel have been awarded a 3 Year Framework Contract to supply plant items into a facility that will decommission the site and package the reactor core of the redundant Steam Generating Heavy Water Reactor (SGHWR) in Winfrith, Dorset.

This will be one of the largest value turnkey decommissioning projects to have been awarded in the UK in recent years, and will firmly establish JFN as the leading reactor decommissioning implementation contractor in the UK. To be assisting JFN in this is a big achievement says a lot about Adey Steel and how far the business has come over the years. Adey Steel scored extremely well in the pre-qualification stages, incorporating Health and Safety and Operations through the business, so well done to each and every employee on this.



JOY GLOBAL (UK) LTD

Adey Steel secured an order from Joy Global to manufacture a set of Rear Shields and Steering Shields.

The manufacturing was completed on a tight schedule set by the client and also to the highest standard, which was kindly stated by the client upon completion. This first order has now set us up well to win more work, including the recent new order for the Conveyor Frame Steelwork, currently in the drawing office, and also additional orders for other works that we have now successfully secured.

**WALK-ON BALCONY STRUCTURES - BEDFORDSHIRE**

Congratulations to all the team involved for the successful completion of the design, supply, manufacture delivery and installation of the 1st phase of our 2 and 3 storey walk-on balconies in Bedfordshire.

**LEEDS ENHANCEMENT – BALFOUR BEATTY**

One of the final Tier 1 Overhead Line Electrification contractors has finally been added to our ever-growing list of clients.

Balfour Beatty were assigned the contract to deliver the Leeds Enhancement project by increasing the platform capacity at the station. This required the alteration of the OLE steelwork to allow for the re-arrangement of track.

The steelwork once again tested our ability to produce castellated booms to a high quality, increasing flexibility and reaction time.

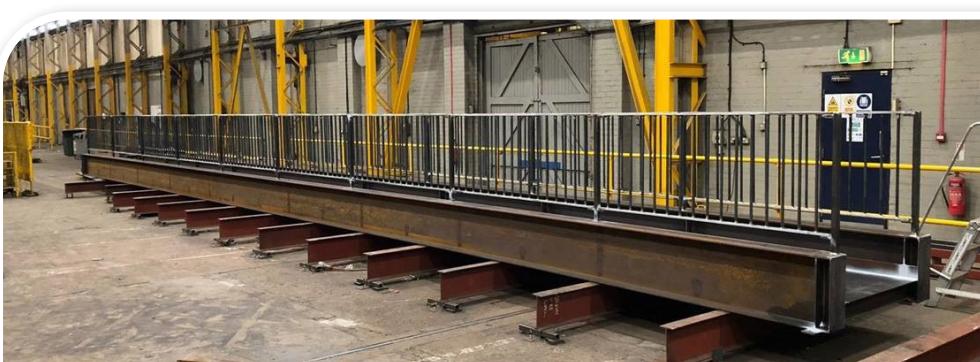
Feedback has been very positive and puts us in pole position for further Trans-Pennine work.

**BEAVER BRIDGES LTD**

The working relationship between ourselves and Beaver Bridges is now starting to gain momentum.

Adey Steel have successfully won and delivered various orders for BB over the last 12 months, but we are now starting to see the larger bridge orders land. Adey Steel have recently successfully completed the work on the Murphy Footbridge, which is getting installed in Duddlesome, Shropshire.

Adey are also now working on a new larger bridge order, due to be delivered this March to Pembrokeshire.



BUILDING BRIDGES IN CP6

In 2018, Network Rail announced their spend profile for Control Period 6 (CP6), spanning 2019-2024 with a grand total of £42 Billion. A staggering number, higher than any control period before it.

With help from the industry, plans are starting to take shape to develop a steady rolling electrification programme. Not just new enhancements, but the replacement of a great number of old structures that need renewing as they reach the end of their lifetime.

Hesitation in Government following the completion of The Greater West is causing a delay in starting new projects, but this is only creating a tidal wave of work that will hit the supply chain later in the year.

Our company strategy of moving into Rail Bridge works couldn't have come at a better time! The more visible work bank over the next few years gave us the confidence to invest in this direction and with a great drive from our Business Development Manager David Cooper, relationships have started to take shape with new opportunities continually appearing.

Move ahead several months and we have now successfully delivered two footbridges! One a standard LM 400 22m span (Cobham) and the other an Access for All footbridge (Stevenage).

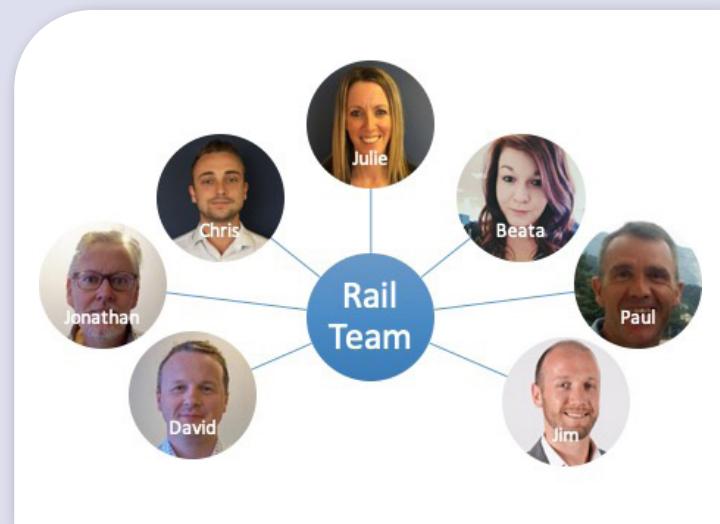
The supply of these two bridges was our first step on the path to becoming a leading bridge specialist and feedback has highlighted the need for us to offer the full package of supply and install.

The second step came in the form of Jonathan Land, a new addition to the management team. Brought in as a contracts manager and experienced in the full supply of rail footbridge installation, Jonathan will help to build our capabilities with an emphasis on infrastructure design/supply & install. The first test of this capability being Ilford station.

We have also been able to stick a rail badge on Paul Geary who has been with Adey Steel for 12 years. Paul will be a dedicated draughtsman, bringing with him his experience of working in the Crossrail environment. His added capacity will enable more detailed tenders to be completed and offer a consistent service when issuing further bridgework.

The focus to become a market leader in rail bridges is gathering traction, as the industry ramps up so will we respond to demand.

#railpun



STEVENAGE STATION AFA FOOTBRIDGE – BOURNE GROUP

What started off as one bridge soon turned into two with the successful tender for Stevenage Turn-back. In line with the company strategy to become a leading supplier of footbridges into the rail industry, we recently fabricated and welded the entirety of an Access For All footbridge (AFA).

Acting as a sub-contractor to Bourne Special projects and working to a VERY tight timescale, the production team made lift shafts, bridges, staircases and landings.

Adding to this service, we provided space and assistance for the client to clad out as much of the structure as possible before being installed during a tight possession.



COBHAM FOOTBRIDGE, DYER AND BUTLER – STRATEGY UPDATE

The delivery of the first of many footbridges has now been installed thanks to all involved.

The detailing within Tekla improved our knowledge of Network Rail standards.

The fabrication helped us to understand the importance of quality and how-to better process further work.

The paint process forced us to accept the need for radius edges and 0% spatter.

Cobham was a learning curve, but the team involved worked together to successfully deliver a product that the client was very happy with and further drive the strategy to become a leading rail-bridge supplier.



BURGESS HILL CANOPY MASTS, BAM NUTTALL

One of the strengths within the Adey Steel team is the manufacturing ability to create a range of products and finish levels. This has now expanded within the rail industry. Starting with mass production OLE, into large fabrication footbridges and now into heritage quality station canopies!

BAM Nuttall put their trust in our team to fabricate and paint these masts to replicate the cast iron products they will be positioned next to.

Further updates when they get installed!



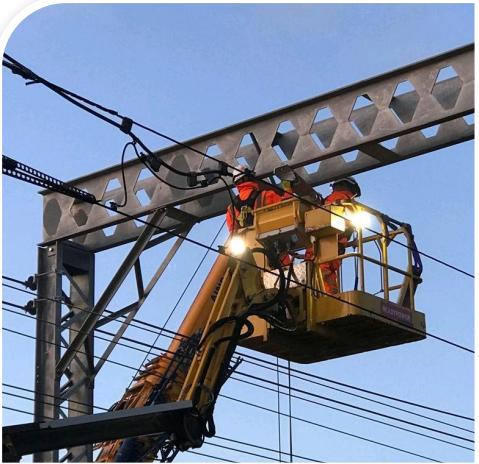
KEY CUSTOMER PROFILES



EWR Alliance

The East West Rail Alliance (EWRA) is an alliance consisting of Atkins SNC Lavalin, Laing O'Rourke, Network Rail and Volker Rai who collectively are responsible for the delivery of phase 2 of the East West Rail project – a major £1bn rail programme and one of the most prestigious projects in the UK infrastructure pipeline. East West Rail Phase 2 will re-establish a rail link between Cambridge and Oxford to improve connections between East Anglia and Western England.

Adey Steel Rail Team have been working with EWR Alliance on early project works for the East West Rail project at Bicester Station and the surround areas. This follows on from work carried out via our Construction Division in 2017 on Oxford Parkway, and Bicester Railway Stations for the construction of their steel frames and secondary steelwork packages.



LIONCOURT
HOMES

Lioncourt Homes

Lioncourt Homes are a 5-star quality, award winning home builder, building new homes in desirable locations throughout the UK. Lioncourt offer an industry leading range of sustainable homes, from one-bedroom apartments to executive 5-bedroom detached homes. The business has been named in the Sunday Times Fast Track 100, the London Stock Exchange 1000 companies to inspire Britain, and is currently the fastest growing UK housebuilder.

Adey SteelShop has seen its relationship with Lioncourt grow over the past 6 months, with order values and frequency both growing. Well done to the sales team within SteelShop for strengthening our market share with an upcoming contender in the housebuilding sector.



James Fisher
Nuclear



James Fisher Nuclear

James Fisher Nuclear Ltd (JFNL) are a specialist contractor delivering engineering and technical services for the nuclear industry across 40 countries worldwide. Adey Steel Ltd have been successful in securing a framework contract with JFNL to assist in delivering the plant steelwork to complete the decommissioning of Winfrith reactor for client Magnox.

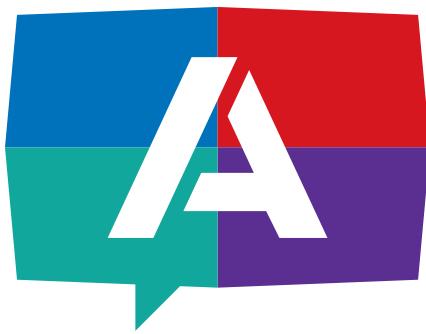
The project, which began in 2018, is tasked with the removal of the Steam Generating Heavy Water Reactor (SGHWR), which was constructed in 1963 as an experimental reactor, large enough to power the needs of a small town. Shut down in 1990, the site has since been subject to de-fuelling and decommissioning. Products such as lifting frames, industrial trolleys and bogie systems will form part of the work Adey Steel will be tendering for on a contract by contract basis.



CHRISTMAS PARTY – FRIDAY 6TH DECEMBER 2019

Despite torrential rain on the day, we had a great turnout for the Christmas party at Fenways in Loughborough.

We combined this with our Christmas Jumper Day, so those who took part were party ready and a good time was had by all!

**ADEY SOCIAL**

The Social Committee organised some great events last year and are planning to continue that into 2020.

Hopefully you will have all seen the Social Events Interest Form and taken the opportunity to have your say in what events get planned over the next year. We already have some things coming up, so keep your eyes peeled for all the details.

As always, if you have any ideas you would like to share, just let one of the social team know or email: socialcommittee@adeysteelgroup.co.uk

COMPANY FOOTBALL RE-MATCH

After the success of the last match, we will be arranging a re-match very soon, date to be arranged. Get your teams organised!!

Everyone is very welcome and please do come along and support even if you're not playing!

**CHRISTMAS RAFFLE DRAW – 19TH DECEMBER**

In the lead up to Christmas, in addition to our usual raffle of donations from clients, we had four special prizes of M&S Hampers donated by the business.

The lucky winners drawn on the day were:



First Prize:
Hellen Emerem



Second Prize:
Steve Whitmore



Third Prize:
Adam Newton



Fourth Prize:
Kev Farnsworth

CHARITY AND COMMUNITY

WEAR IT PINK 18TH OCTOBER 2019

Well done to all who took part in our wear it pink day, looking fab (as you can see) and at the same time raising funds for this great charity which raises money to help make life-saving breast cancer research possible.



MOVEMBER – 2019

A big thanks for all of your very generous donations sponsoring a number of the guys including office and workshop who took part in the Movember Men's Health Awareness Month. Well worth it to see their results!!

CHILDREN IN NEED – 15TH NOVEMBER 2019

We once again supported this very worthwhile charity raising money for disadvantaged children and young people across the UK.



UP AND COMING EVENTS

Sport Relief on 13th March 2020 - Wear your Football shirt to Work

All of the money raised goes to help poor and disadvantaged people in the UK and the world's poorest communities, with special emphasis on getting them involved in sports activities.



DAVIDSONS ANNUAL CHARITY DINNER

Adey SteelShop once again supported their long-standing client, Davidsons Homes, at their Charity Awards evening on the 31st of January. It was a great opportunity for networking with the Davidsons team and to help them in the efforts to raise funds for their chosen charities.



SAVE THE CHILDREN CHRISTMAS JUMPER DAY – FRIDAY 6TH DECEMBER

We once again supported the Save the Children Christmas Jumper Day, raising funds to help save and improve children's lives around the world, providing healthcare, food and shelter, as well as learning and child protection services when children need it most – making the world better with a sweater!!



THE RAILWAY CHILDREN SLEEPOVER 2020 – 30TH JANUARY

Once again, some of our guys spent the night sleeping out, and braving the elements to raise funds for this very worthy cause. The Charity helps very vulnerable children, who through no fault of their own, find themselves homeless.

The event was held at stations across the country and this time, they were at Derby Station, where over £15,000 has been raised so far.

GRAND TOTAL RAISED BY THE BUSINESS IN THIS PERIOD

£993.21
WELL DONE ALL!



THE NOTICE BOARD

NEW BABY

Congratulations to Phil Kerr and his partner Jo on the safe arrival of their baby boy Albert, on the 24th October 2019. A special little brother for Estella.



Albert is pictured wearing his lovely jumper knitted by Maggie Harding.

NEW STARTERS

Frances Harvey – Accounts Administrator
Richard Baldwin – IT Manager

ADEY IN THE SNOW

On the afternoon of the 10th of February we had an unexpected heavy snowstorm that settled within half an hour, captured by Hellen in the photo below



SPICY SAUSAGE & BEAN ONE-POT

Ingredients:

- 1 tbsp vegetable oil
- 1 onion, thickly sliced
- 8 Cumberland sausages
- 1 fat garlic clove, crushed
- 2 x 400g cans kidney beans in chilli sauce
- 2-3 sprigs curly parsley, chopped



Method:

- 1) Heat the oil in a large frying pan. Cook the onion and sausages over a fairly high heat for 8-10 mins, turning the sausages often so they brown all over.
- 2) Add the garlic to the pan with the kidney beans and their sauce. Half fill one of the cans with water, swirl and then add this to the pan. Stir everything together and bring to the boil. Turn down to simmer and cook for 10 mins, or until the sausages are cooked through. Season and sprinkle with the parsley.