

**Corporate Responsibility
Report
2010**





Civils
Willenhall UID



Utilities
South Yorkshire Digital



NMCNomenca
Minworth STW



NMCNomenca
Yaddlethorpe



Highways
Leeds Public Realm



Nomenca
Taunton STW for Wessex Water



NMB
Dearne Valley Fire Station



Civils
Wilford Suspension Bridge



NMB
Walter Halls School



Corporate Responsibility Report 2010

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INTRODUCTION

About North Midland Construction PLC

North Midland Construction PLC. is a U.K based group operating on a national basis from its head office at Huthwaite near Mansfield.

This is supplemented by regional offices located at Warrington, Sherburn-in-Elmet, Bristol, Plymouth, Bury St. Edmunds, St. Austell and Inverness

Since its inception 65 years ago it has grown and now consists of three divisions and a sub-division within the PLC and two subsidiaries.

Note: documentation reference to NMC, North Midland Construction PLC applies to the group.





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INTRODUCTION (CONTINUED)

Civil Engineering

- **Water:** Sewage Treatment, Sewerage Infrastructure, Clean Water Treatment, Clean Water Mains
- **Transport:** Rail Infrastructure, Airfields (Military and Civil), Waterways (Rivers and Canals)
- **Industry:** Extractive, Manufacturing, Petro-chem, Pharmaceutical, Engineering
- **Power:** Generation and Supply
- **Waste:** Household Waste Recycling, Waste Transfer Facilities

NMCNomenca

(Sub-division formed from Civils and Nomenca)

- **Water:** Sewage Treatment, Sewerage Infrastructure, Clean Water Treatment, Clean Water Mains for a single client; Severn Trent Water.

Highways and Special Projects

- Highways: New Build and Maintenance
- Highway Structures: New Build and Maintenance
- Environmental
- Infrastructure works
- Transport Interchanges
- Public Realm Contracts

Utilities

- Civils and Cabling Installation: Telecommunications, Data Cable Market.

North Midland Building Ltd.

- New Builds and Refurbishment:
 - Commercial
 - Industrial
 - Hotel and Leisure
 - Residential
 - Retail
 - Schools and Universities
 - Medical Establishments
 - Fire Stations

Nomenca Ltd. (Mechanical and Electrical)

- Mechanical and Electrical Installation and Control:
 - Water
 - General Industry
 - Manufacturing
 - Chemical Dosing (Manufacture and Installation)
 - UV Treatment

OUR VISION:

We aim for North Midland Construction PLC to be a great place to work, so that our people perform to the peak of their capabilities, whilst enjoying what they do.

The Group is committed to sustained organic growth by delivering in partnership with its clients, a quality product at an economic price, constructed to premium environmental standards, in accordance with the best health and safety practice.

The achievement of this will provide both enhanced value for shareholders and the opportunity for all members of the Group to develop and enhance their personal careers.

TRADING HISTORY:

In spite the current global economic situation, profit before exceptional items has exceeded 2009 by 13.9%, on a revenue which has increased by 14.1%.

| Year | 2006 | 2007 | 2008 | 2009 | 2010 |
|-------------------|-------|-------|-------|-------|-------|
| Group Turnover £m | 175.5 | 211.3 | 202.3 | 144.4 | 164.5 |
| No. Employees | 971 | 1134 | 1122 | 957 | 993 |



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CORPORATE SOCIAL RESPONSIBILITY (CSR):

The target of North Midland Construction PLC is to conduct our business responsibly with honesty and integrity and to recognise the interests of our stakeholders and to be a good corporate citizen.

We commit to investing in our own employees to provide them with a safe place to work, where they feel motivated, give their best to improve business performance, and recognise that their efforts have an effect on the communities in which we work.

We recognise the importance of progression and development of our work force and provide relevant training and coaching sessions.

Our aim is to also seek out projects where our resources can be brought to bear in order to improve the environment of the general public.

We have a charities board that consider requests for charitable donations and will make payments to those that are considered worthy causes by our employees.

Representatives from all sections of our work force attend a quarterly consultation group meeting. This acts as a forum for two way communication and consultation.

NMC recognise that as a large company we have the ability to use resources in the wider community in order to promote a harmonious outcome in the world at both a local and international level especially where it concerns the built environment.

The Chief Executive has primary responsibility for this area of activity. All directors are responsible for ensuring that the needs of the work force are met and for selecting suitable CSR projects where our resources can be applied.

Line Managers are responsible for ensuring that work force needs are considered during our operations and that suitable projects are proposed for investment, they work with employees to undertake approved projects.

NMC is an Investors in People (IIP) accredited company and we hold the Silver award which is believed to be the best performance by a contractor in the construction sector.

At NMC, we aim to provide clarity, openness and honesty in all aspects of our organisational procedure, work practice and activities. By communicating with and involving those who help our organization to run effectively, we can strive to create a more sustainable culture of business, both internally within NMC and externally in the marketplace.

Why we at NMC take CSR seriously:

Stakeholders and customers are becoming increasingly concerned about both the social and environmental impacts regarding the nature of the products and services that they require. However, there are also many recognisable benefits for companies who choose to adopt an effective business-led approach to issues of Corporate Social Responsibility.

Recognising the importance of, and implementing effective and maintainable CSR policy, has the potential to develop and increase both the integrity and respect of NMC within our given industry. We can provide a means by which we are able to understand and manage the risks involved in the work that we carry out.

With regard to our stakeholders, establishing and implementing a comprehensive CSR policy, will not only allow us to attract and preserve a capable and varied workforce, but also a diverse and loyal customer base.

Effective and all-encompassing CSR strategies can enable organizations to adopt new and innovative ways to increase and improve profitability, whilst still working within the environmental and social constraints placed upon business today, some of which can seriously affect and restrict how an organization maintains profit margins and implements necessary improvements.

Potential investors and existing clients are increasingly using CSR performance as an indicator of quality management systems and risk management, when embarking upon investment decisions. Therefore, commitment to effective and feasible CSR practice can have a marked impact upon market position and company profitability.

Our Commitment:

NMC's CSR policy will only be relevant and beneficial if initiatives and strategies are fully ingrained within the psychology of the organization. Implementation of policy at the surface level is ineffective, costly and inevitably pointless. Therefore, in order for our policies to work effectively, we must strive to recognise and report the weaknesses inherent in our working practices and develop strategies that address these issues.

For NMC, CSR is about embracing a comprehensive approach to a workable strategy and policy, in order to promote our staff development programme and our presence within the community.



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MANAGEMENT SYSTEMS:

The group operates an integrated management system using custom built software known as IMSOL (Integrated Management System On Line). This covers the following standards:

- ISO 9001:2008 Quality Management Systems
- ISO 14001:2004 Environmental Management Systems, and
- OHSAS 18001:2007 Occupational Health and Safety Management Systems

A key part to maintaining the system is the three tier audit system that is in place:

- The BS / ISO approvals held by the Group are third party audited by BSI (United Kingdom Accreditation System - UKAS approved).
- Our offices and sites are also third party audited by Hurst Setter and Associates Ltd.
- The third tier is internal auditing carried out by our own trained auditors within the Group.

The system is administered by an Executive Administration Board and the PLC Board of Directors have appointed the Chief Executive, Mr. R. Moyle, with Board responsibility for Safety, Quality and Environmental matters. The Chief Executive accepts ultimate responsibility for these Policies and provides an appropriate allocation of financial and physical resources for the implementation and monitoring of these policies. He is supported by the Group Quality, Environment, Safety and Health (QESH) department and external advisors.

Our general aims are as follows:

- We minimise our use of resources, prevent pollution and minimise waste to reduce our carbon footprint.
- We minimise our environmental impacts for the benefit of all persons involved, the climate and our clients.
- Where practicable and economically viable, we shall recover and recycle in preference to disposal.
- We meet or exceed Product, Safety, Quality and Environmental requirements as required by our Customers.
- We communicate this policy and the results of our activities, to members of the Company; to our Shareholders, to our clients, to second and third parties as appropriate and to the Public.

- We comply with all applicable Product, Health, Safety and Environmental legislation and other applicable permits / licenses in accordance with our companies environmental aspects and risks.
- We maintain good business and profitable relationships with the public, authorities, clients, subcontractors, suppliers and other interested parties.
- We establish and review objectives and targets for Quality, Health, Safety, Human Resources and the Environmental performance on an annual basis.

The aim is to GET IT RIGHT FIRST TIME, EVERY TIME, AND STRIVE FOR CONTINUOUS IMPROVEMENT

CORE PRINCIPLES:

The core principles of our CSR Policy are:

- People
- Health and Safety
- Customer Service Delivery
- Environment
- Supply Chain
- Community

OUR PEOPLE:

North Midland Construction PLC believes passionately in the principle that our people represent our competitive advantage and will always be our most important asset. The philosophy is that we work as a family generating loyalty and commitment.





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The values are captured in our standards of business conduct:

Standards of business conduct

“Good business conduct is a reflection of North Midland Construction’s reputation. The Board of Directors routinely examines our business conduct to assure a continuing commitment to best practice in this key area. We thrive on competition, but honesty and integrity cannot be compromised by NMC anywhere or at any time. This commitment to ethical business conduct is fundamental to the trust between NMC and its people. Anyone found to have violated this trust by not adhering to these standards can expect appropriate disciplinary action.

Individual initiative and sound judgment are cornerstones of NMC’s success. However, laws and regulations have become increasingly complex, necessitating further guidance to help NMC people in their business conduct. Everything we do reflects on NMC and its reputation. Our actions should make it clear to other NMC people, shareholders, customers, suppliers, and the public that we uphold our ethical standards as vigorously as we pursue our financial objectives.”

Robert Moyle

Chief Executive

These are NMC’s shared values:

- Character, honesty, integrity, and fairness will always direct our code of conduct.
- We possess the inherent belief that people will do what is right for NMC when provided with an atmosphere of freedom and trust.
- An environment of teamwork, participation, innovation, and diversity with a respect for the people who do the job will always be paramount.
- NMC will seek to employ, develop, and promote the very best people based on personal performance and skills.
- NMC’s workforce will embrace its responsibilities

We pursue excellence in all that we do. Every NMC person is accountable for their personal actions and performance while embracing our shared values.

ETHICAL POLICY:

Apply Common Sense to Gifts and Favours

North Midland Construction PLC people may not accept gifts or favours of any significant value from, or give the same to, anyone (including supplier or customer), even though they may be convinced that it will have no influence on their actions on behalf of NMC.

While small courtesies bring essential humanity to business dealings, common sense should always be applied to any business ethics issue. Bribes or other improper payments may not be offered or received at any time.

A hospitality register is maintained at Head Office and any recipient is required to record the details of any hospitality received.

Avoid Conflicts of Interest

A conflict of interest occurs when our people permit their private interests, their personal relationships or those of their family members, or the prospect of personal gain to influence their judgment or actions in the conduct of NMC business. Competing with NMC, taking advantage of opportunities gained through the use of their NMC position, or using NMC property for personal gain are not allowed. They must disclose to their supervisor any personal situation that could appear to interfere with NMC’s interests.

Respect the Property Rights of NMC and Others

NMC employees have the responsibility to protect the Company’s physical assets from theft, misuse and abuse. Likewise any public or non-public information owned by NMC or entrusted to us by our business partners, customers, and suppliers, should be properly protected, handled on a strict need-to-know basis, and used for appropriate business purposes. They should not accept any non-public information from anyone else, especially competitors, without a confidentiality agreement in place. Our people must be alert to avoid inadvertent disclosures of such information, including those that might occur in social settings.

In the course of their work, they may learn “inside information” about NMC and other companies. It is not allowed to use material, non-public information for personal gain or discuss it with anyone who doesn’t have a legitimate business need to know it. It is unethical and illegal to trade on inside information or to tip it to others so they can trade.



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They must respect the rights of authors and publishers of printed materials (audio, video, DVDs and software) including material posted on the intranet.

They must respect the privacy of personal data that is learned in the course of their work, particularly that pertaining to other NMC people.

Compete Fairly, Negotiate Honestly, and Follow the Rules

If they are involved in proposals, bid preparations, or contract negotiations, they must be certain that information given to prospective customers and suppliers is accurate. Once awarded, all contracts must be performed in compliance with their contract terms. If they are authorised to do business with government departments, they need to be knowledgeable of special rules that apply to government contracts generally.

Collusive tendering with any competitor company or sub-contractor is not permitted and any individual found to be engaged in such activity will be subject to the severest disciplinary action. This also applies to the practice known as "cover pricing".

Keep and Manage Accurate Records

All NMC records, including financial statements and supporting records on which they are based, must accurately reflect all Company transactions (including expense claims). All receipts and disbursement of Company funds must be recorded, and they must disclose the true nature and purpose of every transaction. Unrecorded funds or assets must not be kept for any purpose.

Respond Appropriately to Government Investigations

Our people are to notify the Chairman or the Company Secretary immediately if they receive a legal notice of any kind from a court or a governmental agency suggesting an investigation involving any aspect of NMC's business. In the event of such an investigation, they should not submit to any interviews, answer any questions about NMC business, produce any documents, or even discuss compliance without consultation with the Chairman or the Company Secretary and Company legal representatives if deemed necessary.

Press Communication Policy

At North Midland Construction PLC we aim to ensure that any press releases and comments made to the press are fair and accurate.

It is important that any comments made publicly are factually correct as they may inadvertently tarnish the image of the company or be seen to mislead the stock market.

It is our policy that no-one should give comments directly to members of the press concerning the activities of North Midland Construction Plc or its subsidiaries. Any requests for comments or information must be directed to Head Office so that the correct response can be given.

North Midland Construction PLC are committed to equality of opportunity in all its employment practices, policies and procedures, and will comply in all respects with its obligations under the relevant legislation in force at any one time.

In real terms this means that no Employee or potential Employee will receive less favourable treatment due to their gender, marital status, race, disability, political and religious beliefs, age or sexuality.

NMC will employ practices and procedures within the bounds of current legislation. However, our ultimate aim is to go beyond compliance and adopt a pro-active approach to ensure that we treat all Employees and potential Employees fairly.

All appointments to the NMC and promotions within NMC will be on the basis of merit and ability. The Company is committed to ensuring that the effectiveness of the Policy is carried out and to ensure this, the overall responsibility and monitoring is undertaken by the Chief Executive. Responsibilities also lie with all persons involved in recruitment, selection, promotion and transfer of our employees.

It is the duty of all Employees to accept their personal involvement in the effective implementation of the Company's Equal Opportunities Policy.

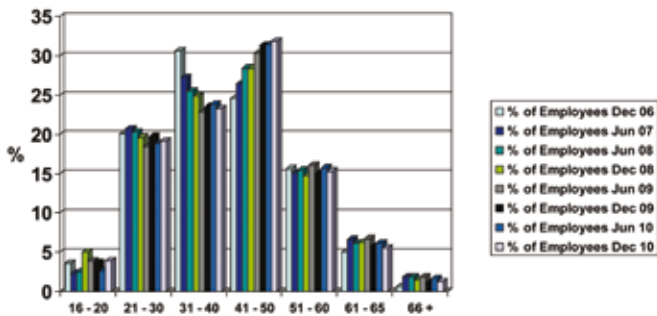
NMC has a proud record of developing its people and has made the Business in the Community Skills Pledge to publicly demonstrate our commitment to train and develop all our staff from fundamental skills training to opportunities for post graduate development. Structured apprenticeship schemes have successfully been established and developed, along with sponsorship undergraduate and work placement schemes at selected universities. An approved Institute of Civil Engineers Graduate Scheme exists to support new and existing employees in their pursuit of chartered status.

The maintenance of a healthy workforce with good work life/home balance is an essential need. To achieve this, an element of flexible and home working is pursued and a gym for the use of all employees is operational at the Head Office. A Group Occupational Health programme was instituted during 2008 and was progressed throughout 2009 and 2010.

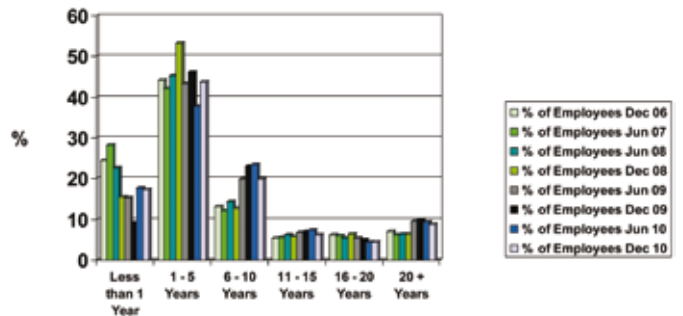


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Age Profile



Service Profile

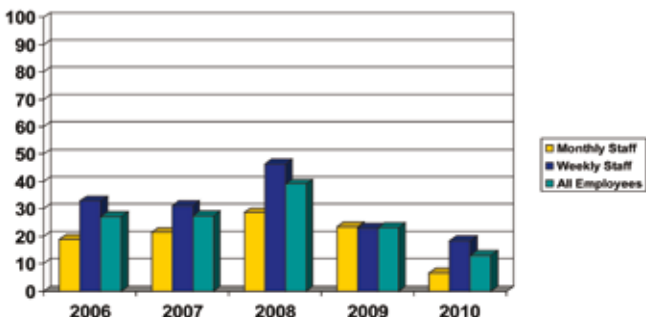


Highlights in 2010 were:

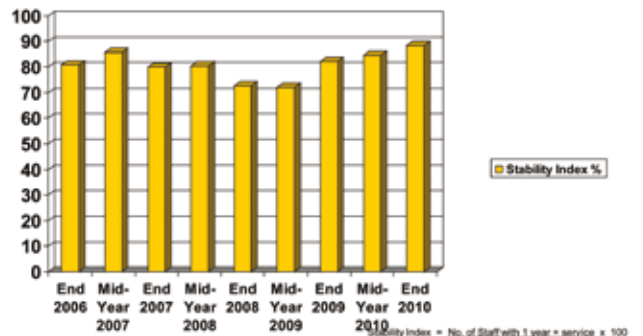
- During the year we achieved re-recognition against the Investors In People standards, notably the first time we have been assessed across the whole Group. We achieved Silver status.
- Our second General Construction Apprenticeship Scheme came to fruition during 2010 and from the original starters we had an 80% completion rate and 70% were placed in jobs post-apprenticeship.
- During 2010 we recruited a further 10 General Construction Apprentices, two Administration Apprentices and one IT Apprentice. Combined with those already on apprenticeships, this gave us a total of 25 active apprentices across the Group.
- Average sickness days per employee remained below two days for the sixth consecutive year.
- Average number of unauthorised days absence fell by 10% to 1.11 days per employee, the lowest level for seven years.

- Sabbatical Leave, granted in recognition of long-term commitment, unbroken service and loyalty to the Group, which gives a one month period of paid leave in addition to the usual holiday entitlement, was taken by 20 employees during 2010.
- Links continued with our partner Universities and despite the recession we provided six summer placements and 4 year long placements for students to support them through their studies. Additionally, we recruited four Graduates into full-time employment, three of whom had previously spent time on student placements with us.
- Planning for Retirement Seminars continued for employees.
- Childcare voucher scheme continued with provider "Busy Bees".
- The "All Employee Share Plan" has 104 participants.

Employee Turnover Rate



Employee Turnover Stability Index





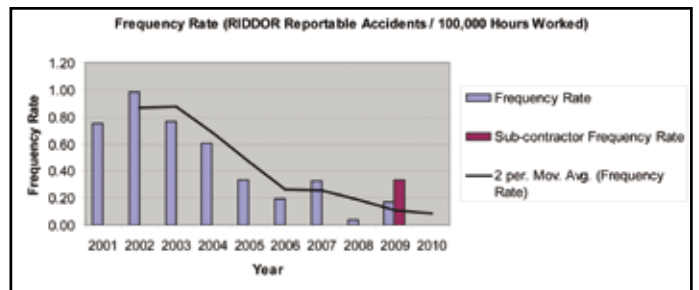
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This strategy is designed to further energise our approach to maintaining a safe, healthy and productive workforce. The strategy aims to deal with emerging health issues, the changing world of work and the demands of our stakeholders.

One of the key challenges for this strategy is to enable sensible risk management by a process of proportionate risk assessments which is relevant to the modern and changing world of company operations across the country. Occupational safety and health has a key role to play in relation to the changes taking place to ensure that the company is well positioned for future growth and opportunity.

As with 2009 the Group set stretch targets based on accident frequency rates, including a fixed reduction in the target year on year, and it is very pleasing to report that performance has significantly improved. The Group has outperformed against the target set and the challenge now is to maintain the excellent achievement. The target incidence rate was to be below 400 reportable accidents per 100,000 employees and the Group outperformed against this target and achieved a rate of zero. The rate of below 400 reportable accidents per 100,000 sub-contract employees is also zero during the financial year.

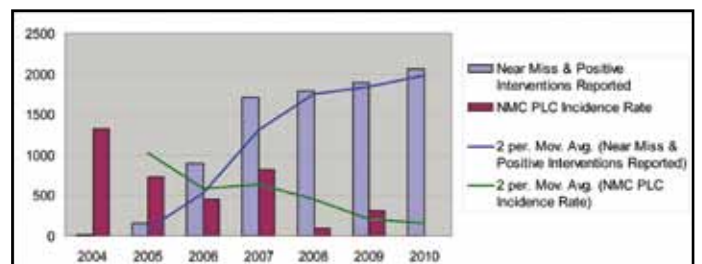
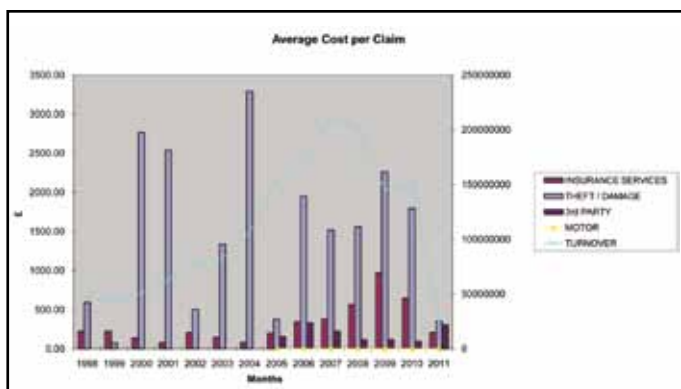
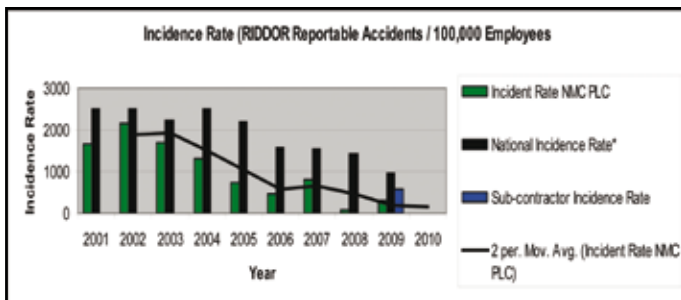
The target Frequency rate was to be below 0.2 reportable accidents per 100,000 hours worked and the Group achieved Zero for both employees and sub-contractors. This means that no employee of the Group or sub-contract employee suffered an injury severe enough to result in more than 3 days away from work.



The Group activity based around its cultural and behavioural safety strategy is paying excellent dividends in incident reduction. The Group has seen a reduction in the accident severity in all accidents reported over the period, which has led to a reduction in the time lost due to accidents.

The Group has implemented a system of reporting and removing hazards in the workplace called Positive Intervention. This process is targeted at accident reduction by employees being empowered to take action to mitigate and remove risk. The process has been highly successful and has played a significant part in the performance improvement. Areas targeted during 2010 include early investigation of minor injury and intervention by the health and safety team, including the full time Safety Coaches.

The Group continues to offer excellent Occupational Health provision and we are on target to ensure every employee who requires occupational health assessment seen and assessed. The occupational health assessments continue to find legacy issues, such as hand arm vibration and mechanisms are in place to ensure that the employees health is protected, including where necessary removal of exposure.





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The Group won several prestigious health and safety awards, including the British Safety Council International Health and Safety Award for the 7th consecutive year and 7 Gold Awards for the NMC PLC Group and divisions.

The Group to take an active role in the National Utility Strike Group, a collaborative group made up of utility owners, contractors, training providers and the Health and Safety Executive who are committed to investigating and sharing systems and training to assist in safe excavation near buried services. The Group has also been active in developing a Health and Safety Training Passport for employees and sub-contractors. This will ensure that every person who works for the Group will have undergone a one day directed and dedicated health and safety awareness training.





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CLIENT DELIVERY:

The mission of NMC is to provide a service to its clients of the highest standard within the sector.

Organic growth founded upon repeat business and the acquisition of new clients is the strategy.

The group currently has 27 framework contracts in place. The following are examples of performance feedback:



**A46 Newark to Widmerpool Improvement
Syerston Services Crossing
Balfour Beatty Innovation: Combined Services
Trench by North Midland Construction PLC,
giving programme and safety benefits**

Severn Trent Water Awards

In 2010 NMC Nomenca was formed to provide an end to end service for Severn Trent Water.

The newly formed team are proud to have received gold awards for Occupational Health and Safety, and to be highly commended for Capital Delivery Contract of the year. In addition the Nomenca group received a gold award for their performance under the AMP4 Framework.

Nomenca were invited to participate in the 2010 Severn Trent Quality Working Day following work completed by the Chemical Dosing team on the Severn Trent Fluoridation Schemes. The team applied for three 'Being the Best' Award categories, the team won two: Gold for 'Collaborative Working' and Bronze for 'Highest Standards'.



Virgin Media

Hi Rich, happy Xmas mate!

Just like to bring this to your attention. We had a 860 coax cable go down in Redditch on Wednesday in an area that was about as un accessibly as you could wish for ! Take a look at the pictures.

Although we had some serious concerns around H&S, Gary Blunt and his team managed to locate the break to a joint that had blown due to extreme temperatures and "walked" a spare length of coax to the pit to repair this.

As a result 100 + customers won't miss the Queens message !

The estate of houses was at least 50 feet down from the main road and the break was somewhere over a 500 meter stretch that feed homes set at right angles to the road.

Great work from your team Richard - thanks for the support .

Tony Lee,
Virgin Media
Head of Business and Network - Midlands

Nottingham Civic Society (Wilford Bridge) :

As discussed, attached below copy of the email notification of the Civic award. I have forwarded details of NMC.

Regards
Duncan Wratten
Senior Engineer
Water Services
Raynesway, Derby
Severn Trent

Good Morning Fraser

- The Nottingham Civic Society wishes to give Severn Trent one of its Commendation Certificates for the refurbishment of Wilford Suspension Bridge.

Regards
Ken Brand
Vice Chair Nottingham Civic Society



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Cable and Wireless

Can you please pass on my thanks to all involved in completing the above job last night.

This was very much a last minute solution where you all clearly stepped up to mark.

Thanks to Terry and Steve Harkin for organising this and also the people involved in carrying out the physical works namely;

1. NMC gang Graham McCarthy
2. Paul McKeown Flexicoms

Thanks to Phil Livesey also for being available to supervise the works at short notice.

Great teamwork by all involved.

Well done.

I am sure Tony will share my sentiments.

Barry Morris
Field Services - Fibre Construction
Regional Construction Manager
North Region
Cable & Wireless
Worldwide

Geo / Fibrespeed

Please see the e mail of commendation from Alan Jones, Head of Highways, Anglesey CC. It as been addressed to the major players involved with the highways, however you may want to forward it to Mike Dixon, Geo. We understand there is a long way to go until we can call this Project a total success, however this mail illustrates the way in which this project been professionally run to date.

Steven Hill, Light Source Design.

Thanks for keeping me updated with events at this location as it will also effect the County Roads in Anglesey.

Can I take the opportunity to thank Nick (Martin), Paul (Stott) and the rest of the Fibrespeed time for the way in which they have approached and carried out the scheme so far. Both my inspectors and I feel that there has been a massive improvement in both quality of workmanship, co-ordination and liaison in the last 12 months and this is clearly evident on site.

Alan Jones
 Anglesey County Council

Liverpool City Council:

Thanks for the update and please pass on my sincere thanks to all involved who have clearly pulled out all the stops to meet the Client's needs, It is very much appreciated and speaks volumes for the professional way NMC have approached the whole project. the cooperation and partnering that have been demonstrated are precisely what would have envisaged during development of the Framework Contract.

Regards
Bill Guest
Divisional Director
2020 Liverpool
West House Mercury Court Tithebarn Street Liverpool, L2 2QP

I have been given your email address for feedback on the above project, which I am very happy to provide.

These works had massive potential for disruption and inconvenience to our tenants and building users and it is a credit to your company that our worst fears were not realised. Clearly the programme took account of the needs of the public and adjacent property owners, which is most refreshing!

On a day to day basis, and at times on an hour by hour basis, your crew were all extremely helpful and sympathetic to our needs and their flexible approach was very welcome. In particular, I was reassured by your attention to detail in ensuring that the complicated waterproofing over our basement was given careful consideration – again, this was the opposite of our past experience and much appreciated.

Please pass on our thanks to Brian and his colleagues.

Regards.
Howard Cockeram
Watson Prickard

British Telecom

Could you please pass on a personal thank you to Mark Dixie and Fred Luckings for yet another job well done. The job in question was at RAF Molesworth where Mark and David had to install cable, install new duct and construct a manhole. As usual Mark and David displayed a high level of professionalism and experience in every aspect of their work. Historically RAF Molesworth is a base that BT win very little work which made it even more important for us to present a top image of the company. The site project manager from the main contractors for whom we were working, Foreman's construction - personally asked me to thank Mark and David for their efforts and for a job well done. In my opinion the way Mark and David conduct themselves on every job they carry out for me is the same, nothing is too much trouble, they have a great wealth of knowledge, are always willing to offer a solution if a problem occurs and I can not remember a time when we have had a single quality issue with their work. I feel that it is easy to take these sort of people for granted due to the fact that they always deliver a great product, so I am now writing to highlight two very conscientious and well motivated people. They are a superb advert for North Midlands Construction.

Regards
Paul Phillips
 USAF Design & Delivery Field Engineer.
 UK Service Operations. BT Global Services



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THE ENVIRONMENT:

How we manage the environment

The Group are committed to managing and minimising their environmental impact by promoting best practice and continuous improvement throughout the business.

The development and implementation of our fully Integrated Management System, focus on monitoring, measuring and reviewing our annual Key Performance Indicators ensures we achieve our key targets and meet the highest environmental standards.

Data collection and environmental performance monitoring for the Group has been undertaken from 1997 onwards, the previous five years data is shown in this report, and normalised or trend analysis are shown wherever possible.

Responsibilities

| | |
|--|---|
| Chief Executive Officer (CEO) | Reports to the PLC Board, has individual overall responsibility for Health, Safety and the Environment. |
| Group QESH Manager | Reports to the CEO, is responsible for Group Environmental, Health, Safety and Quality policies and compliance. |
| Group Environmental Manager | Reports to the Group QESH Manager on Environmental issues, performance and audits. |
| Group Health & Safety Manager | Reports to the CEO on Health & Safety issues, performance and audits. |
| Divisional / Business Executive Managing Director | Reports to the CEO and the PLC Board and is responsible for implementing IMS policy within the Business / Division. |
| Divisional / Business Executive Director | Reports to the Divisional / Business Executive Managing Director and is responsible for coordinating and directing operational management and compliance with IMS policy and procedures within their Business / Divisional sector. |
| Divisional / Business General Manager | Reports to the Divisional / Business Executive Managing Director and assists the Managing Director by coordinating and directing operational management and compliance with IMS policy and procedures to all Business / Divisional Directors. |
| Divisional / Business Regional Manager | Reports to the Divisional / Business Executive Director applicable to the Business / Divisional sector and assists them by coordinating and directing operational management and compliance with IMS policy and procedures within their immediate control. This includes the signing of Project Management Plans. |
| Divisional / Business Contracts Manager | Reports to the Divisional / Business Executive Director and is responsible for implementing IMS policies and procedures for contracts under their immediate control. |
| Divisional / Business Project Manager / Site Manager | Reports to the Divisional / Business Executive Director and is responsible for implementing IMS policies and procedures on the project / site under their immediate control. |
| Employees | Are responsible for working with the Company to ensure Health and Safety of themselves and others and to not cause unnecessary / unauthorised impact to the local environment from their actions. |



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ENVIRONMENTAL IMPACTS:

Fuel Use

| Fuel usage | | No. | 2007 miles | No. | 2008 miles | No. | 2009 miles | No. | 2010 miles |
|--|-----------------|-----|------------|-----|------------|-----|-------------|-----|-------------|
| Cars | Company owned | 94 | 4,111,465 | 81 | 7,364,775 | 57 | *6,483,935 | 70 | *6,577,086 |
| | Privately owned | 340 | | 298 | | 295 | | 325 | |
| Vans / LCVs | | 208 | 2,563,500 | 218 | 4,194,327 | 194 | *3,981,776 | 216 | *3,833,519 |
| Lorries / HGV's | | 83 | 1,509,537 | 68 | 2,198,906 | 59 | *1,954,958 | 67 | *2,017,408 |
| Total: | | 725 | 8,184,502 | 665 | 13,758,008 | 605 | *12,420,669 | 678 | *12,428,013 |
| Tonnes CO² Emissions | | | 3,324 | | 7,153 | | 5,967 | | 5,756 |

*Inclusive of some privately owned and hired vehicles

| Energy usage – Head Office | | 2006 | 2007 | 2008 | 2009 | 2010 | |
|---|-----|---------|---------|------------|---------|------------|-------|
| Gas | kWh | 417,216 | 710,001 | 804,610.23 | 653,634 | 758,292.26 | |
| Electricity | kWh | 471,642 | 366,088 | 679,000 | 633,555 | 618,597 | |
| CO² Emissions from Gas/Elec Usage | | tonne | 282.0 | 292.3 | 513.5 | 464.9 | 477.4 |
| Energy usage – Regional Offices | | 2006 | 2007 | 2008 | 2009 | 2010 | |
| Gas | kWh | | | — | | 25,064.50 | |
| Electricity | kWh | | | — | | 131,365 | |
| CO² Emissions from Gas/Elec Usage | | tonne | | — | | 76.2 | |

| Collective | 2006 | 2007 | 2008 | 2009 | 2010 |
|--|-------|-------|--------|--------|--------|
| Total Emissions from Energy Use (tonne) | 5622 | 3616 | 7666.3 | 6431.5 | 6309.3 |
| Total Emissions per Employee (tonne) | 5.7 | 3.23 | 6.7 | 6.7 | 6.4 |
| Total Emissions per £ Turnover (kg/£) | 0.030 | 0.017 | 0.038 | 0.045 | 0.038 |
| Emissions / Miles Travelled (kg/m) | 0.600 | 0.406 | 0.520 | 0.480 | 0.463 |

In 2010 the Carbon Reduction Energy Efficiency Scheme began. The Scheme involves emissions trading to reduce carbon in organisations. The Group were required to make an information disclosure to the Environment Agency who is responsible for administering the scheme.

A significant number of employees now provide their own vehicle for which business use is reimbursed. The Company Car Policy underwent significant revisions in 2010; the use of fuel efficient vehicles with low CO² is encouraged.

Further developments have been made to the online mileage reporting system, vehicles are automatically assigned to a pass

or fail category against the miles per gallon achieved on a monthly basis. This has been the focus of management attention throughout the year.

The energy consumption data at the Regional Offices is now being recorded.

In 2010 the collation of data on the amount of red diesel and bottled gas continued. Data collection on casual business car miles undertaken by employees has commenced and the number of alternative business miles undertaken for example by train, tram, car sharing for example are being monitored and measured.



Corporate Responsibility Report 2010

USE OF RESOURCES:

Sustainability

| Chemicals Purchased (litres) Inclusive of: Biodegradable Vehicle Wash, Ethylene Glycol (Anti-freeze), Methanol based Screen Wash, Solvent based Paint Thinners, Solvent based Paints, Water based Paints, Soluble Cutting Fluid | 2006 | 2007 | 2008 | 2009 | 2010 |
|---|------|-------|-------|---------|---------|
| TOTAL:- | 615 | 1,435 | 2,731 | 1,191.2 | 1,558.6 |
| Litres / £1m Turnover | 3.5 | 6.8 | 13.5 | 8.2 | 9.4 |

| Metal Purchased (for Nomenca Fabrication only) (tonne) | 2006 | 2007 | 2008 | 2009 | 2010 |
|--|-------|-------|------|-------|--------|
| | 100.0 | 146.2 | 206 | 220.3 | 154.72 |

| Oil Purchased (litres) | 2006 | 2007 | 2008 | 2009 | 2010 |
|--------------------------------|--------|---------|--------|--------|--------|
| Lubricants | 12,159 | 10,366* | 10,972 | 10,460 | 9,267 |
| Litres / £1m Turnover | 69 | 49* | 54 | 72.4 | 56.3 |
| Paper Purchased (tonne) | 19.6 | 24.0 | 7.3903 | 15.946 | 18.036 |
| Tonne / £1m Turnover | 0.11 | 0.11 | 0.036 | 0.11 | 0.10 |

*2007 figure has been corrected.

Responsible Sourcing

As part of our commitment to environmental stewardship and ISO 14001 the Group realise they can make a positive contribution to conserve the environment in which we all live and work.

The Group promote sustainable products and practices throughout the business and supply chain to deliver continuous improvement in environmental performance.

All plywood and timber, including hardwood, used on our construction sites, is sourced from certified sustainable sources and verification of the chain of custody is undertaken.

Water Consumption

The Group recognise the need to manage water consumption. In 2009 the lowest water consumption figure was recorded for 5 years at Head Office. In 2010 water consumption increased at the Head Office site, due to a leak remaining undetected for a quarter of the year and increased vehicle washing due to poor weather conditions.

Many materials specified for use in construction projects are quarried from primary sources. The Group aim to purchase products which are sourced from secondary materials where possible.

To ensure our Sustainability Policy remains relevant it has been reviewed and revised to meet ethical, sustainable and responsible sourcing requirements set by the Group.

As a result the Group are reviewing how consumption data can be obtained accurately and in a timely manner so issues can be identified and rectified immediately.

The water consumption data at the Regional Offices is now being recorded.

| Water Use at Head Office (m ³) | 2006 | 2007 | 2008 | 2009 | 2010 |
|--|-------|-------|-------|-------|-----------|
| | 6,141 | 4,434 | 3,247 | 2,885 | 4,684 |
| Water Use at all Regional Offices (m³) | — | | | | 23,327.69 |



Corporate Responsibility Report 2010

LAND:

Waste Disposal

| Year | 2006 | 2007 | 2008 | 2009 | 2010 |
|---|-------|-------|------|------|--------|
| Hazardous waste from Head Office – landfill or other e.g. incinerator (tonne) | 16.40 | 21* | 23 | 51.3 | 58.175 |
| Non hazardous waste disposal from Head Office – recycled (tonne) | 55.0 | 32.1* | 62.8 | 71.3 | 80.9 |
| Non hazardous waste disposal from Head Office – landfill (tonne) | 13.0 | 4.8* | 20.2 | 6.1 | 4.36 |

*Incorrect figures received – now amended.

| Year | 2006 | 2007 | 2008 | 2009 | 2010 |
|--|------|------|------|------|--------|
| Hazardous waste from Regional Offices – landfill or other e.g. incinerator (tonne) | | | | | 1.0216 |
| Non hazardous waste disposal from Regional Offices – recycled (tonne) | | | | | 116.78 |
| Non hazardous waste disposal from Regional Offices – landfill (tonne) | | | | | 98.94 |

In 2010 Head Office non hazardous waste to landfill continued to decrease. An increased amount of hazardous waste was disposed of from the Head Office site, this included the waste from the interceptors, and the Transport Workshops were flooded when a period of very heavy rainfall was experienced, due to the nature of work undertaken the water was contaminated with oil and had to be disposed of as hazardous waste.

Waste data is now being recorded for the Regional Offices.

| Non hazardous waste disposal from site (tonne) | 2006 | 2007 | 2008 | 2009 | 2010 |
|--|----------------|---------------|----------------|----------------|-------------------|
| Wastes disposed to landfill (tonne) | 104,240 | 229 | 14,253 | 38,328 | 69,834.77 |
| Wastes, re-used or recycled (tonne) | 179,742 | 18,136 | 105,679 | 281,033 | 109,927.59 |
| TOTAL | 283,982 | 18,365 | 119,932 | 319,361 | 179,762.36 |

In 2010 completion of the Site Waste Management Plan continued to be the focus of management attention. It is envisaged that this will continue throughout the forthcoming year, to ensure legal compliance is met and data reporting is robust. The total waste produced throughout the Group reduced in 2010 due to the waste types generated and numbers of projects undertaken.

People and Neighbours: Complaints

There have been two complaints reported from our offices and sites, one was a report which did not concern any division within the Group and was in reference to another company, and the second was regarding concerns about works being undertaken near trees, the revised NJUG guidelines on tree protection zones was reissued. To improve our performance on receipt of complaints appropriate corrective action is taken and best practice implemented.

Environmental Incidents

We have had no enforcement action in 2010.



Corporate Responsibility Report 2010

ENVIRONMENTAL PERFORMANCE:

Key Performance Indicators

| Environmental KPIs | How We Performed |
|---|--|
| 15% reduction in waste to landfill compared to 2009 level | <p>In 2009 we disposed of 38,328.33 tonnes of waste to landfill and reused or recycled 281,033.1 tonnes from our construction sites.</p> <p>In 2010 we disposed of 69,834.77 tonnes of waste to landfill and reused or recycled 109,927.59 tonnes from our construction sites.</p> <p>Total waste produced at our construction sites per million pound of turnover comparing 2009 to 2010 reduced by 50.58%.</p> <p>In 2009 the Waste Treatment Facility recycled (out) 13,887 tonnes.</p> <p>In 2010 the Waste Treatment Facility recycled (out) 13,466 tonnes.</p> <p>The collation of Regional Offices waste data commenced in 2010.</p> <p>The Head Office site disposed of 58.175 tonnes of hazardous waste and disposed of 4.36 tonnes of non hazardous waste to landfill, 80.9 tonnes of waste was recycled.</p> |
| 10% reduction in carbon footprint compared to Carbon Trust report 2008 | <p>Head office energy consumption:</p> <p>Electricity consumption has reduced from 633,555 kWh to 618,597 kWh.</p> <p>Total electricity consumption per million pounds of turnover comparing 2009 to 2010 reduced by 14.29%.</p> <p>Gas consumption has increased from 653,634.51 kWh to 758,292.26 kWh due to extreme cold weather conditions.</p> <p>Total gas consumption per million pounds of turnover comparing 2009 to 2010 increased by 1.8%.</p> <p>Water consumption has increased from 2,885m³ to 4684 m³ due to an undetected leak.</p> <p>Total water consumption per million pounds of turnover comparing 2009 to 2010 increased by 29.85%.</p> <p>Collation of Regional Offices energy data, alternative business miles by train, tram, and cycling data and casual car user miles data commenced.</p> <p>Business mileage increased from 12,420,669 to 12,428,013.</p> <p>Total business mileage per million pound of turnover comparing 2009 and 2010 has reduced by 12%.</p> |
| Achieve 2 Environmental Awards | <p>4 Green Apple Awards.</p> <p>1 EEF Finalist Certificate.</p> <p>1 Derbyshire Nottinghamshire Chamber of Commerce Finalist Certificate.</p> <p>NMCNomenca and North Midland Building Ltd became National Green Heroes.</p> |
| Increase environmental awareness throughout the Group | <p>115 people attended environmental training.</p> |
| Aim for no pollution incidents | <p>1 significant environmental incident was recorded in the year.</p> |



Corporate Responsibility Report 2010

ENVIRONMENTAL ENHANCEMENT:

Initiatives

Awards



The Group continue to gain recognition for their excellent environmental performance. A number of environmental awards were won in 2010. The Group achieved four Green Apple Awards for Environmental best practice and became National Green Heroes:

- The North Midland Building division received two Green Apple Awards for the incorporation of sustainable features at Dearne Valley and Barnsley East Fire Stations and as a result became a National Green Hero for Dearne Valley.
- NMCNomenca won a Green Apple Award for works undertaken on an elevated sewer at a SSSI site at Warsop Vale and as a result became a National Green Hero.
- Nomenca won a Green Apple Award based on works undertaken at Beckton STW Odour Control Improvement Project.



Finalist certificates were received from the:

- EEF – in the Environmental Efficiency Award category achieved by North Midland Building Ltd for their approach to sustainable construction.
- “Nottinghamshire’s Best” at the Derbyshire Nottinghamshire Chamber of Commerce Awards by North Midland Building Ltd in the Green Award category.



Corporate Responsibility Report 2010

WASTE RESOURCES ACTION PROGRAMME (WRAP):

The Group continue to focus on opportunities to reuse waste, and increase the use of recycled materials.

Typical examples of best practice methods used on our construction projects include:

- Trialling of Cleanfast, a pioneering piece of specialist micro trenching equipment that is currently on loan from French manufacturer Marais. Cleanfast cuts through the road surface and excavates a narrow trench with an innovative vacuum system that simultaneously sucks up the excavated waste material and deposits it into a sealed container on the vehicle. The excavated product can be totally recycled saving on tipping costs and traditional landfill procedures. It emits minimum dust pollution and, because it is so quiet, causes minimum inconvenience to people living in close proximity to the works.
- A large number of projects continue to seek opportunities to procure recycled materials in preference to using primary materials where project specification permits.
- Reuse of materials on site or between sites in close proximity to each other continued for example, 40,000m³ of excavated materials at Willenhall has been recycled on site and used for building, landscaping and protection works.
- Surplus materials were imported from an adjacent North Midland Building project around 8 miles away for use on a nearby contract. Some 5000 tonnes of spoil were imported avoiding this material from going to landfill. Other materials imported for re-use included rebar and plywood shuttering.



To continue to reduce the amount of waste produced and increase operating efficiencies, the Group have:

- Commenced the implementation of logistics strategies with support from the Waste Resources Action Programme.
- Increased emphasis on environmental performance and assessment through our approved supplier selection criteria.
- Begun a review of the waste management companies used throughout the Group to ensure the provision of improved waste data reporting and legal compliance.
- Implemented environmental advisory visits to ensure continuous improvement, and the highest standards are met within our site teams.
- Continued to implement the environmental training programme.
- Shared best practices between the Waste Champions at the Group Environmental Forum meetings.

CARBON REDUCTION:

The Group carbon reduction initiatives continued in 2010 to reduce the carbon footprint at our Head Office and within our vehicle fleet.

Our efforts have primarily focused on driving fewer miles and in a manner that is more efficient. To limit the impacts and improve the efficiency of our vehicles:

- Advanced driver training has been introduced which emphasises driving styles and fuel efficiency.
- Speed limiters have continued to be fitted.
- Advanced vehicle trackers were installed across the fleet which give access to a range of reports including, speeding reports. Management attention has focused on the way vehicles are being driven and much improvement in miles per gallon has been evidenced since installation of the system.
- The 'Think Green, Drive Green' initiative was launched – vehicles within the fleet display the slogan and the limited vehicle speed.
- Journey planning has been encouraged.
- Continued development of the online Mileage Reporting System to further analyse and communicate data.



Corporate Responsibility Report 2010

Head Office initiatives focused on reducing energy usage and cost including:

- The trial installation of hot water boilers and chillers for beverages proved to be a success and were permanently installed throughout the site.
- Training was undertaken with employees who have combined heat and air conditioning units in their offices to reduce operating inefficiencies and to help them understand how to use the heating and cooling controls efficiently.
- The master controller on the heat and air conditioning units were re-set to ensure optimum energy efficiency to further reduce operator error.

The Energy Committee have continued to meet to consider options which could reduce energy demand, optimise efficiencies and highlight costs and savings that could be made within the business:

- A number of lighting surveys have been undertaken for example to install sensors in communal areas to reduce electricity consumption.
- Lighting levels have been identified as requiring adjustment - sensor adjusters have been purchased.
- Lighting has been changed and sensors repositioned in the Workshops to ensure the rapid rise doors operate as required.
- The Group values the engagement of its employees and have introduced Office Champions to engage and embed a greater understanding of the benefits of reducing energy consumption amongst colleagues such as turning lights and equipment off when not in use.

A key challenge to work through is providing information to our Clients on Embodied Carbon and Life Cycle Assessment for the projects which we undertake. In 2010 the Group joined Keele University's Project Green. Keele University provided a placement student to undertake an environmental project on carbon on our behalf. The project involved researching the available sources of carbon data and associated methodologies with a view to creating an in house carbon assessment tool. The research findings showed that there were some limitations to the carbon information available, some partners in our supply chain had not calculated their products carbon data or where in the very early stages of initiating this. Much more focus on the development of this project is envisaged in 2011.

A number of clients were encouraged to use sustainable technologies to reduce their carbon footprint within building designs such as:

- Ground source heat pumps
- Sensor controlled taps
- Low energy light fittings
- Solar water heating
- Solar panels (power)

Monitoring and measurement of carbon data commenced at our Regional Offices in 2010 and we have now recorded our baseline year of data.

The Group recognise the important role that supply chain partners play in improving sustainable performance. To further encourage environmental engagement and improve environmental performance amongst our supply chain partners a presentation was given on the Groups approach to delivering sustainable construction at the P4d forum to highlight how we can work together.

Biodiversity

A review was undertaken of the Project Management Plan which is used to manage each of the construction projects we undertake. An Environmental Management Plan has now been developed to ensure for example sustainability, carbon, waste management, ecology issues are effectively managed for all activities undertaken by the Group.

The Group work to conserve the natural environment and ecology and have been proud sponsors of the Nottinghamshire Wildlife Trust for many years.

Waste Reduction & Recycled Products

The use of our on site recycling facility continues to divert construction waste away from landfill and produce road stone for reuse as fill material.

Materials recycled in the Waste Treatment Facility have been tested to determine their suitability as a certified aggregate. The materials passed the tests undertaken and now the Group are currently working towards meeting the WRAP Quality Protocol.



Corporate Responsibility Report 2010

SUPPLY CHAIN MANAGEMENT:

We believe that our responsibility for managing our impact goes beyond our immediate facilities and construction sites. Our supply chain plays a major role in delivering service level and value to our customers and that this, in turn, impacts our brand and reputation.

We can influence our suppliers on their impact upon the environment and we expect them to have the same high values as our own organisation.

We aim to develop closer relationships with a reduced number of key suppliers who share the same philosophy.

How we do it

We select our suppliers through a balanced screening process and include historical performance and alignment and commitment to our vision.

The supply chain questionnaire analyses those qualities and sets out how we want to develop suppliers and contractors to the level of supply chain partners.

We are committed to controlling our waste and have signed up to WRAP's "Halving Waste to Landfill" initiative which in turn pressures our supply chain into providing products and services with a high value on re-use and recycling and challenges them on using more environmentally friendly products and processes.

Part of the development process is to hold regular review meetings in order to identify and share best practice approaches with the vision of continuous improvement.

The 'Partners 4 Delivery' charter aims to deliver continuous improvement and best value to our clients. As such, the group and its strategic partners have come together and identified a common vision, set of business objectives and aligned goals. The aims of our 'Partners for Delivery' (P4d) initiative is to deliver optimum best value to our clients through the adoption of best practice and knowledge sharing.

The following values have been established to strengthen the links of each inter-company relationship and develop new relationships throughout the supply chain.

Client and Supply Chain Values (P4d)

- Delivering Health and Safety Excellence.
- Commitment to prompt settlement of accounts.
- Recognising and investing in Corporate and Social Responsibility.
- Embracing environmental best practice.
- Fair terms and conditions, appropriate to scope of supply.
- Alignment with the ethical procurement policy.

Ethical Procurement

The implementation of our Ethical Procurement Policy is both a key business and CSR objective. The policy addresses issues of supply, including human rights, labour standards, working hours, disciplinary practices and remuneration. Under our P4d initiative, our supply chain agrees to embrace these same standards.

- The credibility of our organisation and our client base will not be compromised by ensuring the companies we engage with do not violate human rights.
- Our organisation is not reliable on one source of supply.
- We are in agreement and support the ten principles of the UN - no corruption.
- Where possible, we will endeavour to procure environmentally sensitive products and services.



Corporate Responsibility Report 2010

THE COMMUNITY:

Our Group believes in supporting the communities in all areas where we operate, both directly through “hands on” involvement of our people and indirectly through charitable donations.



The group signed up to Business in the Community in 2009 and supports a number of community projects. The link with BITC/CARES is to compliment the type of projects identified internally and to enable a more structured approach to the type and extent of projects supported.

As part of the commitment we have agreed to work closely with the local community around Huthwaite to integrate with local schools to provide work experience for those interested in the construction industry.



Woodborough Ecoworks Project:

NMCNomenca took part in the BITC give and Gain day at Woodborough on the Ecoworks project. The Ecoworks exists to promote the interests and personal development of people who are socially disadvantaged by delivering activities connected with the conservation, restoration and enhancement of the environment.

Mount Pleasant, Liverpool:

In addition to receiving a lot of praise for the way work has been conducted, the Highways and Special Projects division has donated flag stones recovered from a public realm project to a local Allotment Association in Liverpool. The Association used the donated flags to provide footways and accesses for the ploholders.



Mount Primary School:

Planting beds have been created at the Mount Primary School in Newark. This was one of the BITC/CARES projects completed by the NMCNomenca sub-division.

The project is designed to increase awareness of the pupils in the natural world- by growing their own vegetables.

Nottinghamshire:

For over five years, the group have been proud to be Corporate sponsors of Nottinghamshire wildlife Trust.



Derbyshire Children's Holiday Centre:

The group has made a donation to the DCHC which has helped to secure a further fifteen holidays for those less fortunate children from Derbyshire to enjoy the centre.



Leeds Irish Charity Association:

The Utilities division purchased and supplied a specially designed wheelchair for a little girl in Leeds who has movement difficulties due to spinal stroke while she was in the womb. Further money was also donated in order to purchase more adapted equipment for Isabelle.



Corporate Responsibility Report 2010

Collect for Easter:

Staff at the Huthwaite head office have helped local disadvantaged families over the Easter holidays by collecting chocolate eggs during the "Collect 4 Easter" initiative.

Collect for Christmas:



Staff at the Huthwaite head office have helped local disadvantaged families over the festive period by collecting toys, luxury food and other items as Christmas presents as part of BITC's "Collect 4 Christmas" initiative.

Liverpool, Cathedral Walk:

The group have also supported Liverpool City Council and local residents of Cathedral Walk by involving all interested parties in a discussion that resulted in replacing old flag stones with an easily maintained surface outside their flats.

100 in 100 Apprenticeship Challenge:

North Midland group took part in the Nottinghamshire's Chamber's challenge to create 100 apprenticeships in 100 days. Four of these were taken up by the group.

The Park Schools Federation, Mansfield:

The Highways and Special Projects Group carried out some landscaping at the Shirebrook school including hedgework and creating a new pathway. This has opened up an area for the children at the school to run around, play and learn.

Air Cadets, Alfreton:

The Highways and Special Projects Group donated a number of laptops to the air cadets. These will be used to help them study towards BTEC awards within the group.

Gainsborough Archaeology:

The Highways and Special Projects Group had to pause a project whilst Archaeologists investigated the discovery of two sets of human remains on a project. It is believed that the remains may be of pre-Norman origin although there was insufficient material to accurately date the burials.

Pastures Primary School, Narborough:

The NMCNomenca division provided planters, created from samples of pipe used by the water companies for the school's ongoing gardening scheme, following a nearby Severn Trent project. Compost and starter plants were also provided.



Corporate Responsibility Report 2010

WaterAid:

Nomenca Bristol held a charity Beatles themed evening which raised in excess of £16,000 for WaterAid as part of 'Wessex for West Africa'.

Adam Sheppard, Commissioning Engineer from Nomenca Bristol did a Toilet Run for WaterAid raising £750.

Nomenca Dream Team; Team Bleakely! Doug and Neil along with Cambridge STW Works Manager, Steve Boulton and his Optimiser, Mike Clarke, competed in the Anglian Water WaterAid Golf day and Nomenca finished runners up for the day and Steve received the award for the best individual performance - £500 sponsorship for WaterAid.

Nomenca Bristol entered 2 teams into the Business 4 Life (B4L) 2010 WaterAid World Cup!! A 5 aside tournament.

Nomenca enter Kayak and Raft teams in Anglian Water WaterAid regatta, raising £520.

Marie Curie:



"NMC sponsored one of our clients who walked to the top of Kilimanjaro in order to raise money for the Marie Curie Cancer Care charity."

I would like to take this opportunity to thank you all for your interest and support. With the help of work colleagues, family, friends and a few strangers I have raised over £7.5k for Marie Curie Cancer Care. I believe the Thales team of 12 has raised over £54k and the group we were part of (there was 31 of us in total) have raised over £120k.

Regards

Steve Creighton
Construction Director, SYDR

- The NMC Nomenca division provided planters, created from samples of pipe used by the water companies for the school's ongoing gardening scheme. Following a nearby Severn Trent project. Compost and starter plants were also provided.
- Personal sponsorships of employees taking part in various events throughout the year has helped to fund various charities including:
 - Children with Leukaemia
 - Comic Relief
 - Cycles for Heroes
 - Cystic Fibrosis
 - Heart of England Tae-kwon-do
 - Help for Heroes
 - Hep C Trust
 - Leukaemia & Lymphoma Research
 - MIND
 - Mount Edgumbe Hospice, St. Austell
 - PASIL (Parents Association for Seriously Ill Children)
 - Rainbows Children's Hospice
 - St. Rocco's Hospice, Warrington
 - The Prostrate Cancer Charity
 - Wear it Pink (Breast Cancer Campaign)

Our charity committee has donated over £10,000 during 2010 to multiple beneficiaries.

National Blood Service visits to the Huthwaite site has resulted in enough blood donations by our employees in 2010/11 to benefit up to 180 lives.

THE ARTS

The Group believes in patronage of the Arts and that it is beneficial both to the community and its employees. The Group are diamond partners of the Royal Group in Nottingham (Concert Hall and Theatre). The group has also sponsored the Philharmonia Orchestra in one of their regional concerts.

OVERSEAS

The Managing Director of the Nomenca subsidiary has been involved directly with Water Aid projects on the African continent.



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