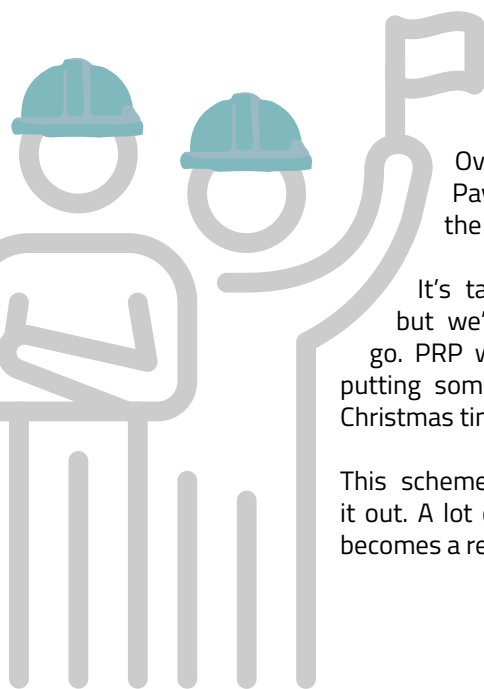


NEWSLTR

PROFIT RELATED PAY – SHARING SUCCESS TOGETHER



At Lenmark we've always believed in doing things differently to stand out from the crowd. A big part of that is looking after our people – because without our teams on site, we don't have a business.

Over the past few months, we've been working hard on a new initiative: our Profit Related Pay (PRP) scheme. The idea is simple – if the business does well, everyone on site should feel the benefit of their hard work.

It's taken a lot of time and effort to get the scheme right, but we're pleased to say that the first results are ready to go. PRP will be paid out twice a year, in June and December, putting some extra cash in everyone's pockets at holiday and Christmas time.

This scheme is a first for us, and we're proud to be rolling it out. A lot of work has gone into setting it up, and we hope it becomes a real positive for all of you who make Lenmark what it is.



HARRIET'S PRODUCT GUIDE – A REAL **game changer** ON SITE

Our senior buyer, Harriet Nugent, has spent months pulling together a complete Material Product Guide for our site teams. The result is an impressive 63-page reference book that covers every material we use across Lenmark sites – from concrete, tarmac, aggregates, drainage, and accessories through to bricks, blocks, and other concrete products.

On site, slang terms often get used for products, which can sometimes cause confusion. Harriet has solved this problem by setting everything out in a clear, no-nonsense way. The guide has quickly become known as the "idiot's guide" to ordering materials – because it makes the process fool-proof. What sets this apart is the illustrations and images that run throughout the guide.

This makes it not only a handy tool for experienced team members, but also a huge help for those whose first language isn't English, giving them confidence and clarity when it comes to ordering.

This guide has already changed the game for our teams on site. It gives everyone the same reference point, eliminates mistakes, and speeds up the ordering process.

A big well done to Harriet for all the work that went into this. It's a resource that's appreciated by everyone at Lenmark.



FROM APPRENTICE TO SURVEYOR: HARRY RADLEY'S JOURNEY AT LENMARK

At Lenmark, we believe in investing in our people and promoting from within. One of the best examples of this is Harry Radley.



Harry joined Lenmark straight out of school and has worked his way up through our apprenticeship programme. He has now officially qualified as a Quantity Surveyor – a major milestone in his career. What makes Harry stand out is not just his hard work in the classroom, but also his impact on site. He has already taken responsibility for his own projects and is proving himself to be a capable, reliable, and respected member of the team. His positive attitude and strong work ethic have quickly made him a favourite among colleagues on site.

This is only the beginning for Harry. There are big plans ahead, and we are proud to see him growing with the company. His story shows what's possible for young people who want to build a career in construction with Lenmark, learning, developing, and moving into roles with real responsibility.

If you're looking for a career where you can start young, learn from the ground up, and have the chance to progress, Lenmark is the place to do it.

SUPPORTING OUR PEOPLE – 24/7

At Lenmark, we know our business is only as strong as our people. That's why we've introduced an Employee Assistance Programme (EAP) for all staff and their families. The EAP gives 24/7 access to confidential counselling, wellbeing and mental health support, as well as legal and financial advice.

The service is completely private, free of charge, and available whenever it's needed, day or night. If you or a family member need support, call the hotline on 0800 085 1376– help is always there.

At Lenmark, looking after our people and their families isn't just words, it's action.



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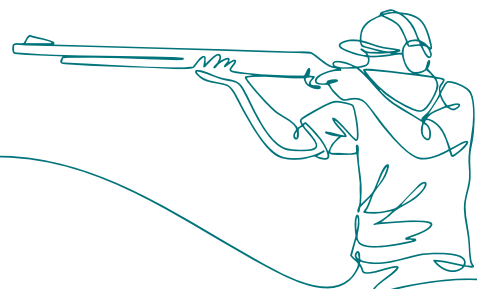


CLAY SHOOTING DAY AT WEST MALLING

Our MD, Barrie, and surveyor Harry Radley recently attended a clay shooting day hosted by our supplier, Gallaher Aggregates, at their West Malling range. They joined 40 other guests for a competitive and enjoyable day.

In a twist of fate, both Barrie and Harry made it through to the final shootout. After a close contest, Harry came out on top, winning the day's main award.

It was a great event, good fun, and a reminder of the competitive spirit that runs through Lenmark. The photo shows Harry collecting the trophy.



LENMARK SUPPORTING CRAWLEY AMATEUR BOXING CLUB

Lenmark Supporting Crawley Amateur Boxing Club Lenmark recently sponsored an amateur boxing competition held in Crawley, continuing a relationship with Crawley Amateur Boxing Club that goes back over 30 years.

Many within Lenmark, including our founder Len Nugent, have boxed for the club over the years at schoolboy, junior, and senior levels. The discipline, respect, endurance, and resilience learned in the ring have shaped a lot of the values that drive Lenmark today.

At the recent competition, prizes were presented by one of our senior project managers, Milan Pavic, alongside his son Malki, who is also a junior boxer at the club.

We are proud to support Crawley Amateur Boxing Club and look forward to many more years of working together to encourage the next generation of boxers.



TONY'S TEAM TAKE THE TOP SPOT AT SHEPPEY

They say hard work pays off—and sometimes it pays in pizza! Tony and his gang at the Sheppey site have smashed it, winning the monthly Site Inspections. Since taking over, they've turned the place around with top-notch workmanship and first-rate quality.

Word on site is they're aiming for zero defects and zero leftovers, judging by how fast that pizza disappeared in the photo.

Well done, lads—great job, great attitude, and great appetite!



It's not every day someone in your accounts office turns 80... but that's exactly what happened recently at Lenmark.



Lesley Rathbone has reached the big **80** — and she's still here, sharp as ever, balancing the books and putting half the office to shame with her energy.

It clearly runs in the family: her mum is 101, and her mother-in-law is 105. By those standards, Lesley's only just getting started.

That's a great milestone Lesley. You're a true one-off, and we're all wondering if we should be asking you for your health and pension tips.

LENMARK ON TOUR – THE WELSH EDITION

A few of the Lenmark crew, including MD Barrie Rossiter and young Harry Radley, decided to swap diggers for mountain bikes and headed up into the peaks above Merthyr Tydfil, Wales. With over 50km of trails, it's meant to be one of the best biking spots in the UK.

Now, Barrie might claim he led the pack like a Tour de France pro, but let's be honest, the Welsh hills had everyone hanging on for dear life!.

As for Harry, he gave it everything... right up until he tested out the local hospital instead of the local pub. He's fine (we think), but he's now officially the first Lenmark rider to do more trail time in A&E than on the bike.

All in all, it was a great weekend & the craic was 90, plenty of laughs, beers, a bit of mud, and one war story for Harry to dine out on. Next time we're thinking stabilisers for him, just to be safe.



MEET THE TEAM – SHEPPEY SITE

We're pleased to welcome a new gang to our Sheppey site, led by Tony Watkins alongside brothers Nicky and Simon Wilson.

This team brings with them a wealth of experience, having spent the last 25 years working with O'Keeffe Groundworks. Their knowledge and commitment are already showing through, with great work being delivered on site from day one.

Great to have Tony, Nicky, and Simon on board – welcome to the Lenmark team.

BREAKING THE CYCLE WITH DENTAID

Over the last 12 months, Lenmark has funded numerous visits from the Dentaïd mobile dental unit at Open House, the homeless charity in Crawley. In that time, the unit have given people access to extractions, fillings, X-rays, and hygiene care they thought they'd never receive again.

When people are living rough or living chaotically oral health & hygiene often takes a back seat.

For those facing homelessness, poor oral health often leads to chronic pain and, sadly, deeper cycles of addiction. By backing this scheme, we've helped break that cycle for some, with patients telling us treatment has made a real difference to their health and wellbeing.

At lenmark we're proud to stand behind projects that bring lasting change where it's needed most.



PLUMPTON

We're pleased to confirm that Lenmark has secured a new project from our long-standing client, Elivia Homes.

This exclusive development in Plumpton Green, Sussex, will see the construction of 83 new homes. Lenmark will be responsible for the full scope of groundwork and external works, including:

- Site infrastructure
- Foundations and oversites
- Drives, patios, and hard landscaping.

Works are now underway, with completion scheduled for mid-2027.



Our Project Manager, Milan, is leading the site team. With years of experience, he brings a professional and positive approach that ensures high standards from day one.

Everyone at Lenmark look forward to delivering another quality job for Elivia Homes.



WOODCHURCH

Lenmark have now started work at Cala Homes' new development in Woodchurch, Kent – a high-quality scheme of 43 new luxury homes.

Our scope includes full site infrastructure works, foundations and oversites, driveways, patios, and all hard landscaping.

This is another opportunity to deliver for a long-standing client, and everyone at Lenmark is focused on doing just that.

We look forward to working closely with @CalaHomes to help bring this project in on time and to the high standards expected.

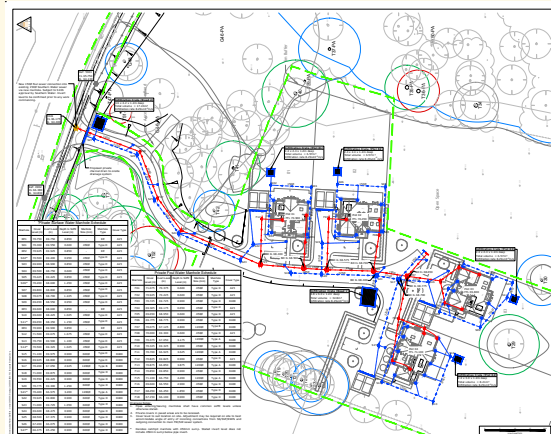
NEW CONTRACT *Win* WITH REMMUS HOMES

Lenmark is pleased to announce that we've secured a new contract with our valued client Remmus Homes. Starting this November, our team will begin the first phase of construction on a high-class development of luxury family homes in Sussex.

This project marks the start of a growing partnership with Remmus Homes, and we're proud

to be trusted to deliver the groundwork and infrastructure for such a premium development. Our focus will be on maintaining Lenmark's high standards of quality, safety, and attention to detail as we bring this site to life.

Work begins next month, and we look forward to sharing progress updates as the project develops.

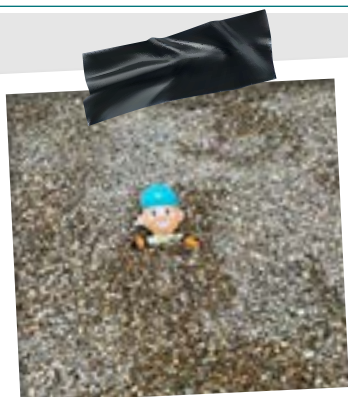


INVESTING IN THE FUTURE WITH NEW PLANT

At Lenmark, we continue to invest heavily in our fleet to stay ahead in safety, efficiency, and technology. Following the 1m+ spent in December on new Sany excavators, in August we added two new 14-ton Sany excavators and in September we have two new 9-ton Sany excavators to our line-up.

This steady investment means we are moving towards a position where all our plant is under three years old & covered under warranty, giving us reliability, lower downtime, and stronger cost control. By keeping our fleet modern, we're also ensuring that we meet the latest safety standards and take advantage of the newest technology available in the market.

This is not the end of the story, more new plant is on the way towards the end of the year, making sure Lenmark remains equipped for the future.



RUSTY BACK ON SITE

Rusty made a rare appearance on site last month, joining Sinead and Ali during their monthly inspections. These visits cover Health & Safety, presentation, housekeeping, and plant and machinery across all Lenmark sites.

True to form, Rusty took the role seriously—keeping a close eye on everything and making sure standards were up to the Lenmark mark. Word is he didn't miss a trick and even gave a few approving looks when things were shipshape.

Good to see Rusty out and about again, reminding us all that standards matter (and that he's still the real boss around here).

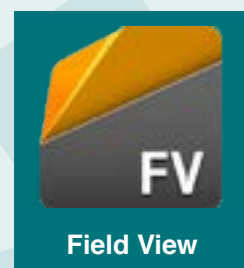
GETTING BACK TO ZERO DEFECTS – THE LENMARK WAY

At Lenmark, we take pride in the quality of our work. Recently, we've faced a few challenges. This isn't what Lenmark is about, and it's not the standard our teams set for themselves.

The good news is we're already turning things around. With the roll-out of the Fieldview software across all our sites, we now have a powerful tool to capture and monitor what's happening on the ground every day. Photos and images uploaded into Fieldview give us real-time visibility, making it easier to spot problems early and fix them before they become defects.

OUR VISION IS CLEAR: we want to get back to "Zero Defects" across all projects. And with Fieldview, we're well on the way. It's great to see the positive impact already, with defects starting to disappear and confidence growing among our teams and clients alike.

At Lenmark, quality is everyone's responsibility, lets make this happen.



NEXT-GEN: BUILDING OUR FUTURE FROM WITHIN

At Lenmark we've always backed our own people. We believe in giving chances to those who show potential and promoting from within rather than looking outside. That's how this business has grown, and it's how we'll keep moving forward.

Earlier this year we kicked off the Next-Gen Programme. The goal is simple: find the future leaders and managers of Lenmark. To do this, we spoke to all our site staff and asked who wanted to step up. The response was strong. In total, 30 members of staff put themselves forward to be part of the programme.

We then split them into three groups:

- Groundworkers who wanted to improve themselves and go on to become Blackhats (ganger men).
- Existing Blackhats who wanted to push further and develop into project foremen.
- Identified individuals who we believe have the ability to step into management roles in the future.

Each group is being given training suited to their next step, covering everything from setting out, programming, finances, HR, and client relationships, etc, etc, the full set of skills needed to run projects the right way.

What stands out most is the hunger from those involved. They want to learn, improve, and prove themselves. That ambition is exactly what we want to see.

This is about more than just training. It's about giving our people the tools and opportunities to grow with the business. Lenmark has always been built on hard work, loyalty, and long-term thinking. The Next-Gen Programme is making sure that continues for the future.



RENEWING THE LENMARK FLEET FOR THE FUTURE

With more than 40 odd vans on the road every day, Lenmark vehicles have become a familiar sight across the South East. Keeping our fleet modern, reliable, and environmentally responsible is a key part of how we run the business.

Last month, our MD, Barrie Rossiter, placed a major order with Ford to completely renew the fleet. The first 10 Ford Transit vans will be delivered during September & October. These vans use the latest technology, offering lower emissions and better fuel efficiency.

This investment continues Lenmark's commitment to staying ahead of the curve. While these will likely be the last diesel vans we purchase, our focus is already on the future. The plan is to have a fully electric fleet by 2028, ensuring we continue reducing our carbon footprint while maintaining the high standards our clients expect.

From keeping projects running smoothly to supporting our teams on-site, our fleet is a vital part of the business.

By investing now, we're making sure Lenmark is well-positioned for the years ahead.

