

RJ POWER

Collaborative Engineering Solutions

ABSOLUTE POWER

BUSINESS

Highlights from the RJ Power businesses this quarter

See page 5

CAREERS

New-starters, job opportunities and benefits at RJ Power

See page 8

SAFETY

From close calls to an electric fleet - what our HSQE team are up to

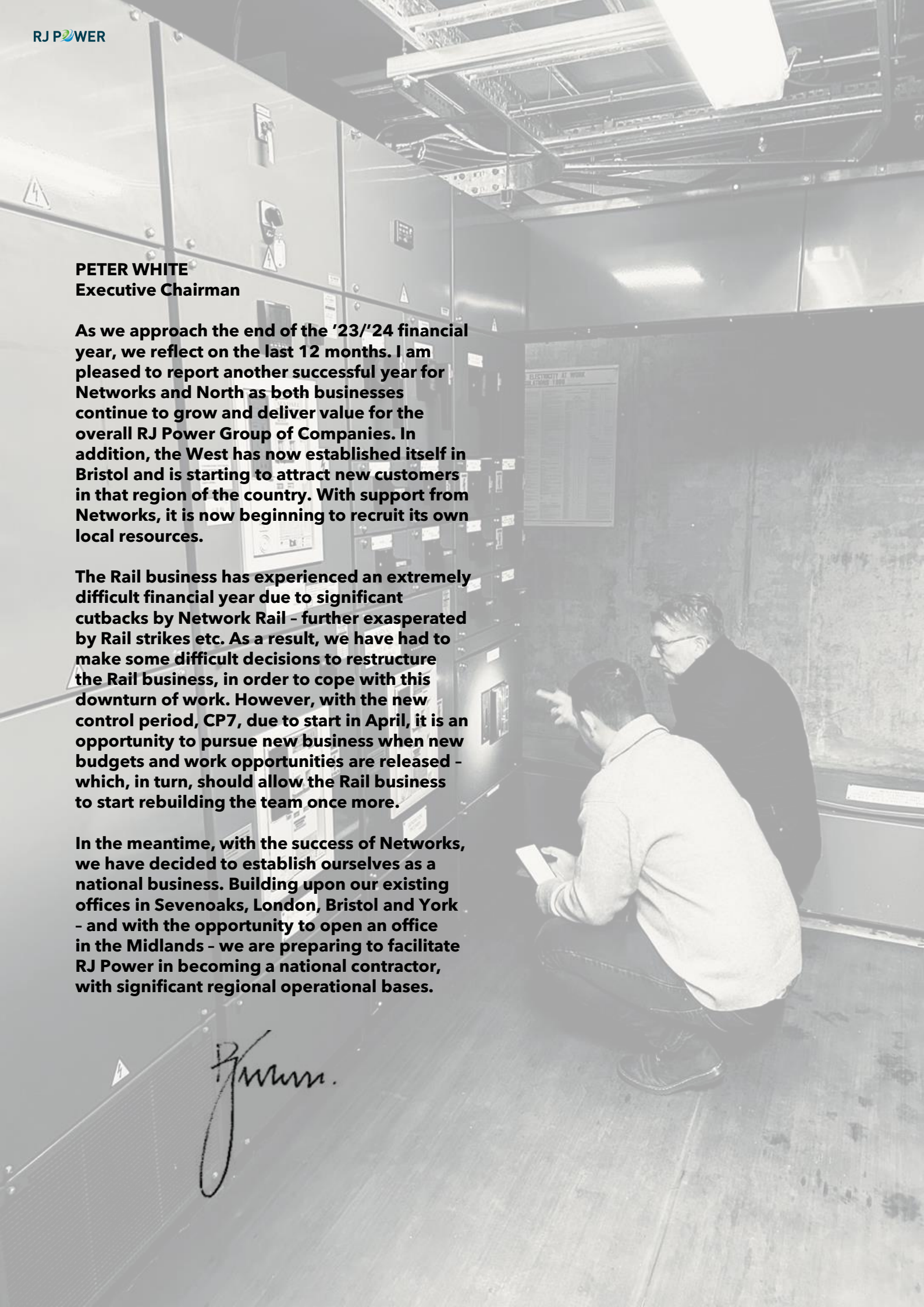
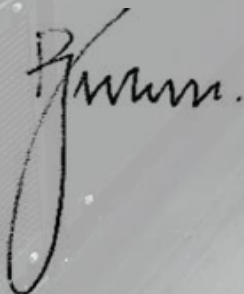
See page 12

PETER WHITE
Executive Chairman

As we approach the end of the '23/'24 financial year, we reflect on the last 12 months. I am pleased to report another successful year for Networks and North as both businesses continue to grow and deliver value for the overall RJ Power Group of Companies. In addition, the West has now established itself in Bristol and is starting to attract new customers in that region of the country. With support from Networks, it is now beginning to recruit its own local resources.

The Rail business has experienced an extremely difficult financial year due to significant cutbacks by Network Rail - further exasperated by Rail strikes etc. As a result, we have had to make some difficult decisions to restructure the Rail business, in order to cope with this downturn of work. However, with the new control period, CP7, due to start in April, it is an opportunity to pursue new business when new budgets and work opportunities are released - which, in turn, should allow the Rail business to start rebuilding the team once more.

In the meantime, with the success of Networks, we have decided to establish ourselves as a national business. Building upon our existing offices in Sevenoaks, London, Bristol and York - and with the opportunity to open an office in the Midlands - we are preparing to facilitate RJ Power in becoming a national contractor, with significant regional operational bases.

The background of the entire page is a grayscale photograph of two men in a technical control room. One man, wearing a light-colored sweater, is crouching and looking at a tablet. The other man, wearing a dark jacket and glasses, is standing and pointing towards a large panel of equipment or a screen. The room has a complex structure with various cables and technical components visible on the ceiling and walls.

RJ POWER

Four complementary businesses

Innovative power engineering solutions covering rail, private networks and connections

Our in-house engineers have vast knowledge in solving problems across various distribution systems and we can offer a full design, install, test and commission service from 415V up to 66kV

CORE VALUES



RJ Power have developed a set of core values that are at the very heart of who we are and what we do. These values are an intrinsic part of our vision to become the infrastructure contracting partner of choice for high-voltage power systems in the UK.



OUR HISTORY

Started by professional engineers with experience spanning three decades, our companies - **RJ Power Networks, RJ Power Rail, RJ Power North** and **RJ Power Connections** - and their teams of experts continuously strive to provide a wealth of industry experience in HV and DC, delivering project success in both renewals and maintenance for our clients.

At RJ Power Group of companies, we believe our proactive approach is what makes us different. We have worked tirelessly to ensure each business is up-to-date with the latest skills and knowledge. Focusing on self-investment, training and continual staff development has allowed us to produce highly skilled and motivated internal workforces who deliver a tailored solution to suit our customers' needs.

As dynamic organisations, each company is able to swiftly integrate its expertise into respective client structures, working as collaboratively or autonomously as required. We offer a flexible approach to business, but with a scrupulous attitude to safety, quality and overall risk-management, which has enabled staff across the businesses to build up local knowledge of their specific infrastructure and gain respect from the organisations that work within it.



BUSINESS OVERVIEW

*News from the RJ Power businesses /
Spring 2024*

RAIL & CONNECTIONS

Year 2023/2024 has been challenging in terms of having to deal with situations that have arisen which were out of the business's control. Network Rail's overspend in the Southern region has been quite a significant event to deal with. We have had to make some tough decisions along the way to ensure the future health of the business first and foremost.

On a positive note, Control Period 7 (CP7) funding will be released on 1st April '24. This allows the Southern Renewals Enterprise to engage with the supply chain for the next five years. In Southern, the investment in rail is £4bn - which includes £549m in electrification.

There are signs of growth and better times ahead and we are striving to get there. Connections has seen a rise in opportunities of late from a business development perspective and the future is looking good, with a secure order book for next year.

- Barry Mclean, Managing Director, RJ Power Rail & Connections



NETWORKS

It has been non-stop for the RJ Power Networks team as we continue to engage in both new and ongoing projects. One large-scale contract recently completed was the replacement of ageing HV and LV switchgear within the grounds of The Oval. The project was met with challenges and procurement issues, including the delayed arrival of an HV switchboard. Luckily, two suppliers - Sura Power and ESE - were able to provide the necessary HV panels to specification and in time to meet the programme. There were further supply chain issues with a new LV pillar being unavailable for the main shutdown. A temporary solution was therefore provided, allowing the existing LV panel to be fed from the new transformer. Credit must go to Project Manager John Sergeant for his effort and determination - and to his team, for ensuring the client didn't lose critical supplies during the upgrading works.

We recently won another high-profile contract, through a competitive tendering process, for one of London's best-known museums. The team will be replacing its old substation equipment, as well as the 6.6kV interconnecting cables. To facilitate the works, a temporary substation will replace each substation as they're upgraded, with the short-term arrangement housed in a GRP enclosure, mounted on the footway outside the Grade I-listed building.

In other news, several Networks staff are completing the City & Guilds 2339 Course in Electrical Power Engineering. The course is run as a distance learning syllabus, with classroom workshops hosted on Fridays at Power House by Test & Commissioning Engineer Alan Ager. We wish everyone all the best for their exams in September.

- Guy Williams, Operations Manager, RJ Power Networks



NORTH

The past year has been both exciting and challenging within the North division. Our continuous growth and success has led to the business developing some new and exciting partnerships, becoming even more collaborative with our clients and supply chains.

In February 2023, the North relocated to larger offices incorporating circa 5,000 square feet of warehouse storage space to accommodate plant, equipment and materials, along with our ever-expanding direct resources, enabling us to provide an even better service to our clients across the UK.

In addition to delivering our elite services to our private network HV clients across the UK, we now have a proven record in delivering HV and LV services to various IDNO's across the UK - specialising in reactive fault-finding and restoration, along with providing inspections and maintenance on their HV substations.

- Andy Empson, Managing Director, RJ Power North

HIRE POWER

RJ Power / Spring 2024

NEW RECRUITS

Left, from top: Rob Burgess, Senior Project Manager, Networks; Jack Down, Senior Authorised Person, Networks; Jason Cooke, Project Manager, Rail; Jason Healy, Business Development Manager, Connections; Alex Ive, Quantity Surveyor, Networks; Steve Cresswell, Senior Authorised Person, North

CAREERS

Explore job opportunities at RJ Power as the company continues to expand. Current vacancies include:

- Electrical Design Engineer, Networks, from £76,076
 - Estimating Manager, Networks, from £43,715k
- Senior Authorised Person, Networks, from £57,342k

REWARDS

- 25 days' annual leave, plus bank holidays
- Flexible/hybrid working*
 - Healthcare
 - Long-service awards
- Training and development opportunities
 - Birthday day-off
- Optical eye-care vouchers
- Death-in-service benefit
- Increase in annual leave after 2 years' service, up until 5 years

**Post-probationary period, subject to discussion*

FRIENDS WITH BENEFITS

An employee or sub-contractor who introduces a potential new-starter to the business will receive a £2,000 referral fee. See our Reward and Recognition Policy Statement; rjpowergroup.co.uk

RECRUITING

All jobs are advertised via the RJ Power website, under 'careers'. Complete your application via the 'apply now' button and be sure to attach your most recent CV. If you are selected to attend an interview, our team will contact you directly. These interviews are designed to assess your skills and capability, as well as providing us with the opportunity to get to know you better – and vice versa!

HUMAN RESOURCES

Spring 2024

PENSION SCHEME UPDATE

Over recent months, RJ Power has been working hard to introduce new benefits to its employees. To this end, the HR department have been looking at options surrounding the current NEST pension arrangements and have found that we are now able to increase payments into employees' pension funds.

The company has been making contributions on the legal minimum "pensionable pay range" from day one, meaning we have made contributions of 8% on a specific range of earnings, as advised by the Department For Work & Pensions. In the '22/'23 tax year, for example, if you earned £20,000 per annum, your qualifying earnings would be £13,760 (£20,000 less the excluded lower limit of £6,240) and the contributions would be based on this figure. Conversely, if you earn more than the higher range - for example, £50,270 - your contributions remain based on the upper limit range of £44,028, *not* your gross salary.

HR will be in touch soon with your options and, once your preference has been discussed and agreed, a contract variation will be sent to you to confirm the amendments of your terms and conditions of employment.

INVESTORS IN PEOPLE

Employee connection, engagement and wellbeing is at the heart of everything we do here at RJ Power. With that in mind, the HR department have been busy working with an Investors In People assessor to build an information profile for all RJ Power businesses, in our ongoing drive to obtain an IIP accreditation.

There are set to be exciting changes at RJ Power in 2024/25; these will help all businesses achieve greater success.

For the next stage of the IIP assessment, our assessor, Gary, is conducting a series of interviews with a selection of RJ Power employees, including the IT Support Engineer, Contracts Manager, Administration Assistant, HSQE Manager and Trainee Technicians, among others. These are being held on the **11th and 12th March** and will take place over Teams for a duration of 30 minutes. Those chosen do not need to know anything specific about the IIP process itself.

For queries on anything relating to the above, email hr@rjpowergroup.co.uk

EVERGREEN POWER TEAM

*Visit SharePoint
for Evergreen
news updates and
innovative ideas on
becoming more
environmentally
friendly in the office
and at home*

*There are lots of exciting
Evergreen Power Team projects
planned for the year ahead, with
plenty of fun and rewarding events
for everyone to get involved in.
Look out for emails from the
Evergreen team with details on
what's happening and when...*

SWEET CHARITY

We are selecting a new charity to support for the coming year. The charity will be chosen from all employee nominations, so if there is one close to your heart, please email evergreenteam@rjpowergroup.co.uk with the name of your nominated charity and why you have selected them. ►

HIT THE BOTTLE

We are excited to share with you the incredible results and impact of our recent initiative to replace plastic bottles with reusable ones. Your dedication to environmental awareness has made a tangible difference, and we couldn't be prouder of our collective efforts.

Since the launch of the initiative in November 2023, we have achieved remarkable outcomes:

- **Employee engagement:** 82 reusable bottles have been distributed so far - that's 65% of RJ Power employees
- **Estimated reduction in plastic waste:** 1,800 plastic bottles per month diverted from landfills, leading to a 70% decrease in the consumption of single-use plastic bottles
- **Environmental impact:** 36kg of plastic waste has been prevented from entering the environment each month, which equates to 216kg less CO₂ emissions - this, in turn, is offsetting the carbon footprint of 10 trees
- **Cost savings:** So far, we have saved £600 by halting the purchase of single-use plastic bottles, plus money saved in waste-management and disposal costs

All of this highlights our commitment to sustainability and demonstrates the positive change we can enact when we work together towards a common goal. By choosing reusable bottles, we are not only reducing our environmental footprint, but also fostering a culture of responsibility and consciousness within the company. We would like to thank everyone who has supported this initiative so far and encourage those who have not yet collected their reusable bottles to do so by visiting Steve Rogerson in the Networks office. ■

HEALTH & SAFETY

**At the heart of
everything we do**



Act safe



Think Safe



Be safe



The message of safety is highly visible in every place that we work, and it underpins every activity we undertake. To ensure that this ethos is maintained, regular briefings are held each year to discuss best practice – and attendance is mandatory for every employee. Similar briefings are organised for our supply chain partners to ensure that the safety message is communicated at every level. Our workforce is our greatest asset, and our excellent safety record is testament to our employees, who have embraced the key messages of “Act Safe”, “Be Safe” and “Think Safe”, through participation in safety forums and workshops – becoming our brand safety champions.

CLOSE CALL CAMPAIGN

*How we navigate potentially
hazardous incidents*

A **close call** – or **near miss** – is an event that does not necessarily cause harm, but could have potentially caused injury or ill-health. Close calls and accidents are labelled as 'incidents' but, unlike an accident, a close call is an incident that did not result in fatality, injury, illness or property damage.

Here at RJ Power, we extend our close calls to include observations of potentially unsafe acts / environments / conditions, taking full advantage of leading indicators. As advised by **IOSH** (the Institution of Occupational Health and Safety), a prerequisite for any organisation wanting to learn from potential incidents should be to establish a method in which to identify them. Given that most close calls do not result in harm, a good starting point is to explore the **near miss**: observing and implementing safety reporting systems to identify the incidents that, under slightly different circumstances, could have resulted in drastically different outcomes.

Our staff have a simple and effective close call reporting system, driven by our **Close Call - Don't Walk By** safety campaign. At the top of a screen or the scan of a QR code, employees can complete a quick online report that informs the HSQE team immediately.

Click on the Close Call link at the top right of the RJ Power website, or scan the QR code here (right) or on the back of your employee pass to register an incident.



HSQE UPDATE

Our quarterly health & safety catch-up

RISQ TAKERS

Last month saw the completion of the RISQs audit at Polhill. This is an essential external compliance benchmark and an intense process, with an auditor requesting specific information and evidence to verify “what we say we do, we do correctly...”, over the course of five days. It is also a prerequisite for enabling suppliers and contractors to undertake essential work on and for Network Rail infrastructure. Rail Compliance Manager Mark Hayes, who led the audit preparation, achieved a satisfactory result that ensured that the Rail business continued to hold their 93 Product Codes, to operate on the Rail infrastructure and further expand upon the continued growth and development implemented by MD Barry McLean. We extend thanks to Mark for all his hard work behind the scenes, as well as the wider Rail business for their invaluable support.

ELECTRIC DREAMS

The RJ Power Networks team have invested in the procurement of two electric vehicles (the Volkswagen ID Buzz Cargo) as part of the RJ Power Carbon Reduction plan. These are also in recognition of the wider RJ Power Group strategy, developed and led by Environmental & Sustainability Manager Catalina Puentes, to publish our clear guidelines on working towards a Net Zero business. This initiative will lead to a reduction in carbon emissions and fuel costs, as well as a cleaner approach to sustainability within the provisions of transport.

STREAMLINING SHAREPOINT

The Networks SharePoint portal is now under review by Business Support Alys Hale and Head of HSQE Martyn Lloyd. The accumulation of valuable information has been retained over the course of several years, and we are currently undergoing a streamlining process to archive folders / information that is no longer relevant to the business. We hope that, once the update is complete, the simplified approach to document retention and search function of key folders will encourage regular use. During this process, there may be occasions when hyperlinks you usually rely on don't provide the desired results. If you do encounter any difficulties, please contact martyn.lloyd@rjpowergroup.co.uk ■



ACCREDITATIONS



Constructionline
Gold Member



Lloyd's
Register



**BUILDER'S
PROFILE**



UVDB

empowered by **Achilles**

RJ POWER

Collaborative Engineering Solutions



RJ POWER
RAIL

RJ POWER
NETWORKS

RJ POWER
NORTH

RJ POWER
CONNECTIONS

RJ Power, Power House, London Road, Sevenoaks, Kent TN14 7AA, 0345 034 1480; RJ Power North, Unit 29, Street 6 South, Thorp Arch Estate, Wetherby LS23 7FD, 0345 241 1382; RJ Power West, Citibase, Aztec Centre, Aztec West, Almondsbury, Bristol BS32 4TD; info@rjpowergroup.co.uk