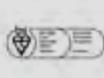




LYNCH LEADER

2022



LIAM'S INTRODUCTION

Lynch Founder and Managing Director, Liam Lynch reflects on an exciting year so far, and looks to what the future may hold...

"2022 has been an exciting year so far, with a focus on innovation and a drive to reach Net Zero Carbon.

Our company is comprised of so many great people, who work together as one team with the passion to explore new ideas and try new ways of doing things. This drive to work more efficiently is crucial in reducing costs while helping the environment.

This past year has shown so many examples of our team innovating and collaborating with our customers and the supply chain to work smarter. I am proud to say that our team are leading change, improving our entire industry.

Digitalisation helps us transform how we work, from reducing fuel and emissions to improving safety and people plant interface. Adopting a digital mindset, using telematic data and machine control technology is helping us to achieve great things. We can work more efficiently, get it right first time and ultimately save time and money for our customers.



Some great examples include, blending telematic data and enhanced driver training on HS2, which lead to the average co2 consumption per day dropping by 46%. We also applied Machine Control Technology on the Black Potts Weir Flood Alleviation Scheme, which lead to the completion of the project six weeks ahead of schedule and saved the customer over £500,000.

This summer, we proudly introduced the Digital Thumbs Up, a visual and audible safety solution. Pioneered by Rob Lynch, the traditional Thumbs Up has been widely used on sites across the UK. In collaboration with Safety Shield and John Marley from SCS, we took this a step further and digitalised the procedure taking site safety to a new and improved level. The new safety procedure has grown in recognition and is now fitted to over 300 machines for HS2.

These examples show how we are working collaboratively with our customers and supply chain, to improve our industry, lead the way with positive changes and help our journey to Net Zero Carbon by 2040. But what is important to remember is this all starts with great people. Our team continue to demonstrate their passion and desire to be the best time and time again, and we are in a brilliant position to grow our offering, providing the very latest technology and equipment. Nothing is too much and nowhere is too far when it comes to serving major projects for our customers.

I am confident that with our forty years of established experience combined with our passion and can do attitude, we can continue to lead and increasingly improve our industry for our customers and the environment."

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01 ENVIRONMENT



ENVIRONMENT

OUR SUSTAINABILITY JOURNEY

We are passionate about our sustainability journey and reaching Net Zero Carbon by 2040

We recognise the need to change the way we engage with our people, consume energy and work within local communities to be sustainable for the future. Using innovative technologies and cleaner fuel, supported by investing in driving behavioural change, helps us to achieve our sustainability goals.

We are proud to support the UN Sustainable Development Goals 9 (industry, innovation and infrastructure), 11 (sustainable cities and communities) and 17 (partnerships for the goals).

Our fleet

Growing our sustainable fleet is one of the ways in which we're achieving our goal to become climate positive.



Electric machinery

Our electric fleet comprises of 0.8t electric dumpers, 1.8t and 3t electric excavators, electric 6m telehandlers and 4t loading shovels. We were the first UK Plant Hire Company to welcome a 3T Volvo ECR25 Electric Excavator to our fleet.



Hybrid machinery

Our Hybrid Fleet comprises of 20T and 40T Excavators, and Electric Drive Dozers. We are proud to run one of the biggest Hybrid Fleets in the UK.



Stage V machinery

We continue to invest in plant that is powered by Stage V technology, which meets the latest emission standards and is more fuel-efficient.



Euro 6 engines

We have a rolling replacement programme that allows us to maintain a fresh, environmentally friendly fleet, which is 18% more efficient than the industry standard.



Hybrid and electric cars/vans

We have introduced electric and plug-in Hybrid vehicles to our fleet, including several 7-Seater Electric Mini-Buses, used on the HS2 Enabling works projects and Thames Tideway, and several passenger cars.



Innovative and sustainable waste management solutions

99%+ of material removed from site by our Haulage team is reused or recycled locally.

Sustainability and Digital Alliance

Our Sustainability and Digital Alliance aims to drive a safer and more sustainable industry for the future!

Since the successful launch of our first ever Sustainability & Digital Alliance event, we have committed to and have been meeting quarterly with the Alliance team to discuss the future of our industry, and how we can make the most efficient use of current and new technologies to drive sustainable progress within the industry. The Alliance is made up of industry leaders across the whole supply chain and it has been truly fantastic to see everyone

working together to help build a better future for the industry and our planet.

We have successfully hosted two Sustainability & Digital Alliance events and are highly ambitious about this initiative, with the confidence that it will lead to a safer and more sustainable industry in the future!

If you're interested in joining the Alliance please email marketing@l-lynch.com



Supporting Sustainable Behaviour

We proudly invest in our teams, and their personal growth and development.



Eco-driver Training

We invest time delivering Eco-driver training, to ensure our operators are using the machines in the most sustainable way, covering how to get the most out of each machine, lowering emissions and fuel consumption.

Driving Lynch Forward

This scheme encourages our drivers to work more sustainably by rewarding them for the most improved MPG, the best MPG, zero infringements and best practice.



Lynch Plant were given their highly commended award as Environmental Partner of the Year for their efforts to trial Alternative Fuels (HVO) on our projects; taking a lead on reducing emissions through sustainable, renewable fuel transition, and mirroring our own plans to reduce fossil fuel reliance as we drive towards Net-Zero.

Chris Merricks
Supply Chain Manager - Murphy Plant Limited

Data

Machine control

In 2020 we launched our machine control division. Machine Control uses GPS technology to provide site and the Operator with instant feedback, which leads to greater accuracy and fewer machine hours. The reduced need for rework drives down fuel consumption and reduces carbon emissions.

<https://l-lynch.com/news/black-potts-weir>



Telematics

Our telematics team have championed the importance of sharing data, data transparency, with the aim to reduce CO2 emissions, increase site productivity, increase site safety and reducing costs.

<https://l-lynch.com/uploads/Lynch%20Carbon%20Reduction%20Report%20Apr22.pdf>



Fuel

HVO

We run HVO (Hydrotreated Vegetable Oil) fuel in our Scania 8 Wheel Tipper lorries. HVO fuel comes from 100% renewable sources and reduces emissions by up to 90% compared to standard diesel.

Bio oil

Our machines can be provided with bio-oil, which is non-hazardous if spilled, and safer for the environment. Find out more about how this was used to protect marine life and listed buildings in our Dawlish case study.

<https://l-lynch.com/news/dawlish>



As part of our sustainability journey, we are creating positive change by focusing on these three pillars:

Environment

Reducing our carbon emissions by innovating and embracing digital working and new technologies.

Social

Leaving a positive legacy for people in our team, our stakeholders and the wider community.

Governance

Creating a fair and transparent workplace and championing our behaviours throughout the entire company.



Find out more about our sustainability journey. Visit l-lynch.com/sustainability

ENVIRONMENT

CARBON EXERCISE ON THE JOURNEY TO NET ZERO

At Lynch, we are on a journey to net-zero carbon. One of our crucial objectives is to educate, collaborate, promote data transparency, and increase on-site productivity for our customers and other stakeholders.

Our sector relies on heavy machinery, with limited availability of hybrid, electric and/or hydrogen-powered alternatives, and not all infrastructure sites are set up to maintain the operation of hybrid and electric machines during their hire period.

So, we decided to use two major resources we do have – our people and our data, in a three-month trial.

The goals were:

- Reduce idling, fuel consumption, CO2 emissions on site and costs to the customer
- Educate drivers on their carbon footprint and environmental impact
- Promote Data transparency by providing data to clients to help them reduce costs and meet their net-zero targets quicker

Using a blend of telematic data and enhanced driver training, we were able to:

- Reduce idling from 41% to 24%
- Reduce average CO2 consumption per day by 46%
- Reduce fuel consumption from 17,124L in November to just 7,944L in January – equating to a cost-saving of over £10,000

This pioneering scheme has the potential to help our clients reach their net zero goals.

The blend of telematics data and training has empowered behavioural change among Lynch operators, resulting in tangible commercial benefits, cleaner air, and a more sustainable construction site. The Eco Driver programme has led to the objective of automating the Individual Carbon reduction plans for operators. This will require further collaboration within the industry with all OEMs, clients and suppliers.



Read the full report here:
<https://l-lynch.com/news/carbon-exercise>

THE PROCESS



THE RESULTS



Reducing carbon emissions and improving air quality are central to SCS sustainability targets. Lynch's innovative telematics reporting systems and behavioural training are helping SCS achieve these targets.

Simon Taylor
Senior Environmental Manager at SCS HS2

ENVIRONMENT

SUPPORTING THE SUPPLY CHAIN SUSTAINABILITY SCHOOL PLANT CHARTER UPDATES

We proudly support the Supply Chain Sustainability School (SCSS) who are leading the way for the UK’s built environment to drastically reduce onsite emissions to air that are harmful to human health and the planet, with updates to the Plant Charter.

Back in 2020, Lynch were one of the first signatories of the Plant Charter, which set out to identify and provide the supply chain with information and guidance on plant standards and management. Due to the ever-changing environment and advances in technology, the School have now published an up-to-date minimum standards document, which encompasses all changes.

Lynch are proud to support the new document and to evidence that we are fully complying with the Charter, helping to build a greener future for our industry.



It’s an evolving landscape as we play our part in tackling climate change and reducing the impacts on local neighborhoods. Through the Supply Chain Sustainability School’s Plant Group, we can collaborate to improve air quality standards across the industry. The school and the plant charter is there to help all sizes of businesses.

Chris Gill
Director





ENVIRONMENT

LYNCH FUEL SOLUTIONS - MAKE THE SWITCH TO HVO

Lynch Fuel Solutions

We have introduced electric and plug-in Hybrid vehicles to our fleet, including several 7-Seater Electric Mini-Buses, used on the HS2 Enabling works projects and Thames Tideway, and several passenger cars.

Lynch have several options available

As of April 1st, our Plant machinery comes with white diesel. Additionally, we can provide HVO fuel where required.

Why make the switch to HVO fuel?

We know how important carbon reduction is not only to our industry, but to the planet as a whole, and the use of HVO fuel leads to emission reductions:

- Up to 90+% reduction in net CO₂
- Up to 15% reduction in NO_x emissions
- Up to 40% reduction in particulate matter

As part of your business commitment to reducing your carbon footprint and supporting the UK's net-zero targets, using HVO fuel can help to demonstrate your green credentials. You can make a real difference to the environment, as well as site personnel's health.

HVO Compatibility

We have been working with our manufacturers to guarantee the compatibility of HVO Fuel, and we are pleased that we can run HVO fuel across our fleet. We will always provide you with equipment compatible with HVO fuel if you need it.

Full lists, complete with manufacturer guarantees, can be viewed on our product pages: [l-lynch.com/product-list/?cat=operated-plant-hire](https://www.l-lynch.com/product-list/?cat=operated-plant-hire)



Can we help your sustainability journey?
Contact us today

ENVIRONMENT

LYNCH GO GREEN WITH BRAND NEW 6M ELECTRIC TELEHANDLERS

We have welcomed the first Electric 6M Telehandlers to our modern and reliable fleet!

The new Electric JCB 525-60E Compact Telehandlers adds to our Electric and Hybrid offerings and provides an alternative to standard diesel machinery.

The Telehandlers are 100% Electric, with Zero local emissions of CO₂, NO_x and particulates, leading to improved air quality and a lower environmental impact. The machines are quieter, which creates a more comfortable working environment and improved communication on site. Compared with standard diesel equipment, there is zero compromise on performance and the battery powers the machine for a full day's work.

We are excited to welcome new and innovative machines to our growing fleet, expanding our offerings for our customers, and moving towards a greener and cleaner future.





ENVIRONMENT

MACHINE CONTROL HELPS PROJECT FINISH 6 WEEKS AHEAD OF SCHEDULE

We collaborated with BAM Nuttall on the Environment Agency's River Thames flood alleviation scheme.

The Jubilee River is a manmade river, which was built by the Environment Agency and opened in 2002. This is part of a flood alleviation scheme which protects approximately 3,200 homes from flooding. Black Potts is one of the six weirs along the river, that helps to keep the water at the same level as the River Thames. Divers had previously spotted scouring – water damage caused by erosion.

The Black Potts Weir repairs is part of a framework for the EA, ensuring protection of the weir and railway bridge for up to 100 years.

GPS Machine Control was used for placing rock armour bags underwater to protect the riverbed from further erosion. Usually, a scuba team would be required, which could take months. We used a 22T Long Reach Excavator, fitted it with a machine control dredging upgrade kit that allows the machine to work underwater. A hook attachment was then calibrated in place of a typical bucket allowing for accurate placement of rock armour bags. The 50T Excavator used for moving the rocks was also fitted with machine control and a grab attachment was calibrated in place of a bucket, allowing accurate rock placement underwater.

A simple model was created, allowing the operator to highlight a point and the GPS would guide him to correct bag location underwater. The technology also allowed the operator to capture As-built data for each bag placed and report this data back to the engineering team remotely via a cloud-based service.

Full training on the GPS Machine Control Technology was given to the Operators and the site engineers, to ensure they got the very best out of the system. This helped with accuracy and saved the need for a scuba team going under water. The project team were shown how to access data and upload new models to the system.

The remote support software allowed all project team members to see the location of the machines, see the time frames and see the models that they are working towards. Data sharing allowed the site teams to download the As-built data and process this through the system.

GPS Machine Control technology was important as it helped us to get the job done right first time. This reduced any need for rework as the Machine Control was able to provide the Operator and site engineers with instant feedback.

As a result of Machine Control Technology, we were able to finish works 6 weeks ahead of schedule, enabling BAM to experience total cost savings of £500,000!



Read the full case study here:
i-lynch.com/news/black-potts-weir



02 **INNOVATIONS**



INNOVATIONS

INTRODUCING OUR QR CODE SYSTEM AND ONLINE PORTAL

We're pleased to introduce our QR Code and Certification Portal!

To streamline our way of working, we have introduced a simple way to get the latest information to our customers electronically. You can now simply walk up to the machine and scan the QR code using your mobile phone. This takes you straight to the purpose-built certification portal, with options to instantly access not only the machine certificates, but also specification sheets, operator guides and Non-Road Mobile Machinery (NRMM) data (where applicable).

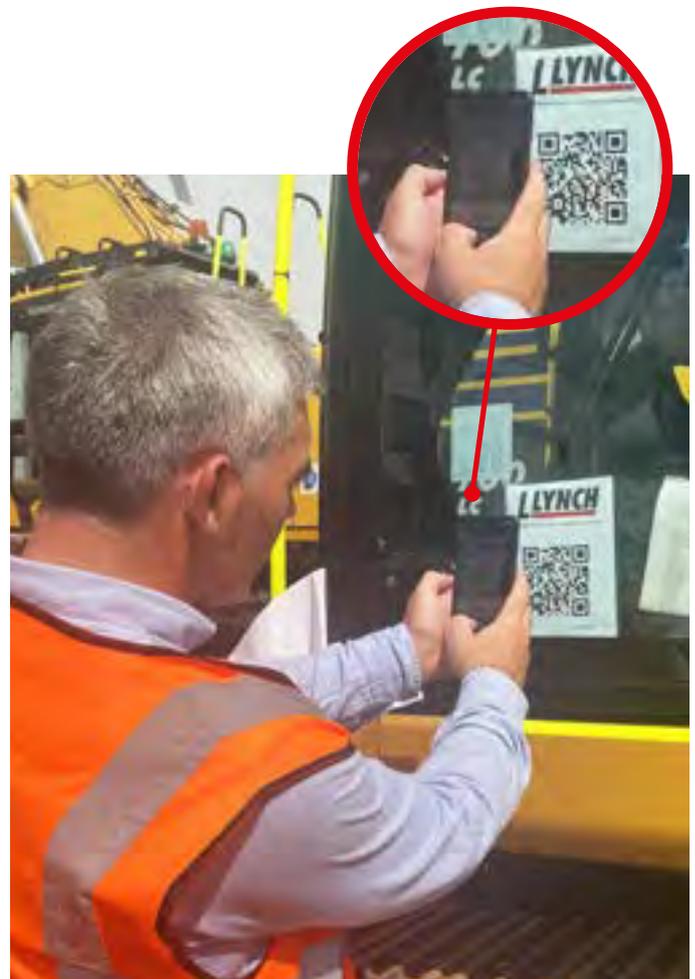
In addition to the QR codes on the side of all machines, the certification portal is now also available directly from the Lynch website, for when you are not in direct proximity of the machine.

Our QR code system is optimized for mobile, improving our user experience. This system is an invaluable tool for auditing and makes compliance a smoother process. Additionally, this aligns with our sustainability vision for paperless working and a digital future.



The level of information available from the Lynch QR code system is brilliant and being able to access the Certificates of Thorough Examination so easily was a bonus. The certificate should come with the machine, but it is my experience that this does not always happen. The fact that I can verify so easily makes my job easier and enables me to complete a more thorough audit. Thank you, Lynch, for developing and bundling the information, it will certainly help sites be more compliant when registering under the NRMM scheme. The QR code system is a fantastic addition. We see a lot of equipment on site, and it is not often we come across something as brilliant as this set up.

John Fallon
SHEQ Advisor - ESS Modular



INNOVATIONS

DIGITAL THUMBS UP

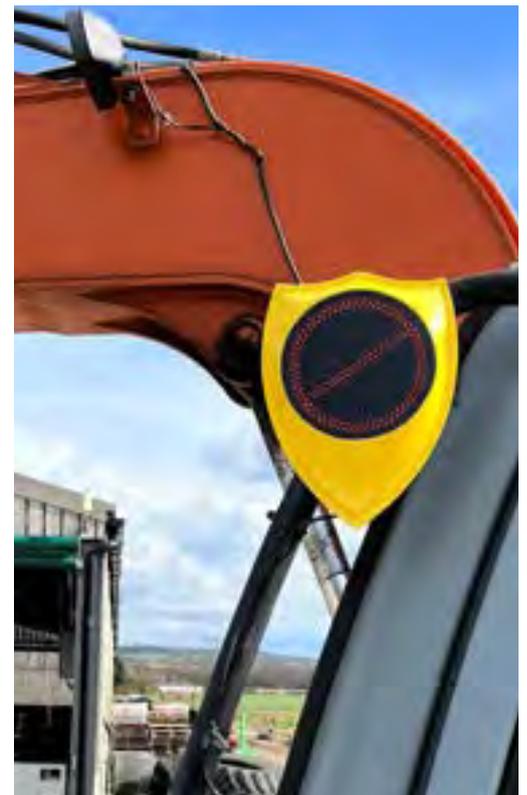
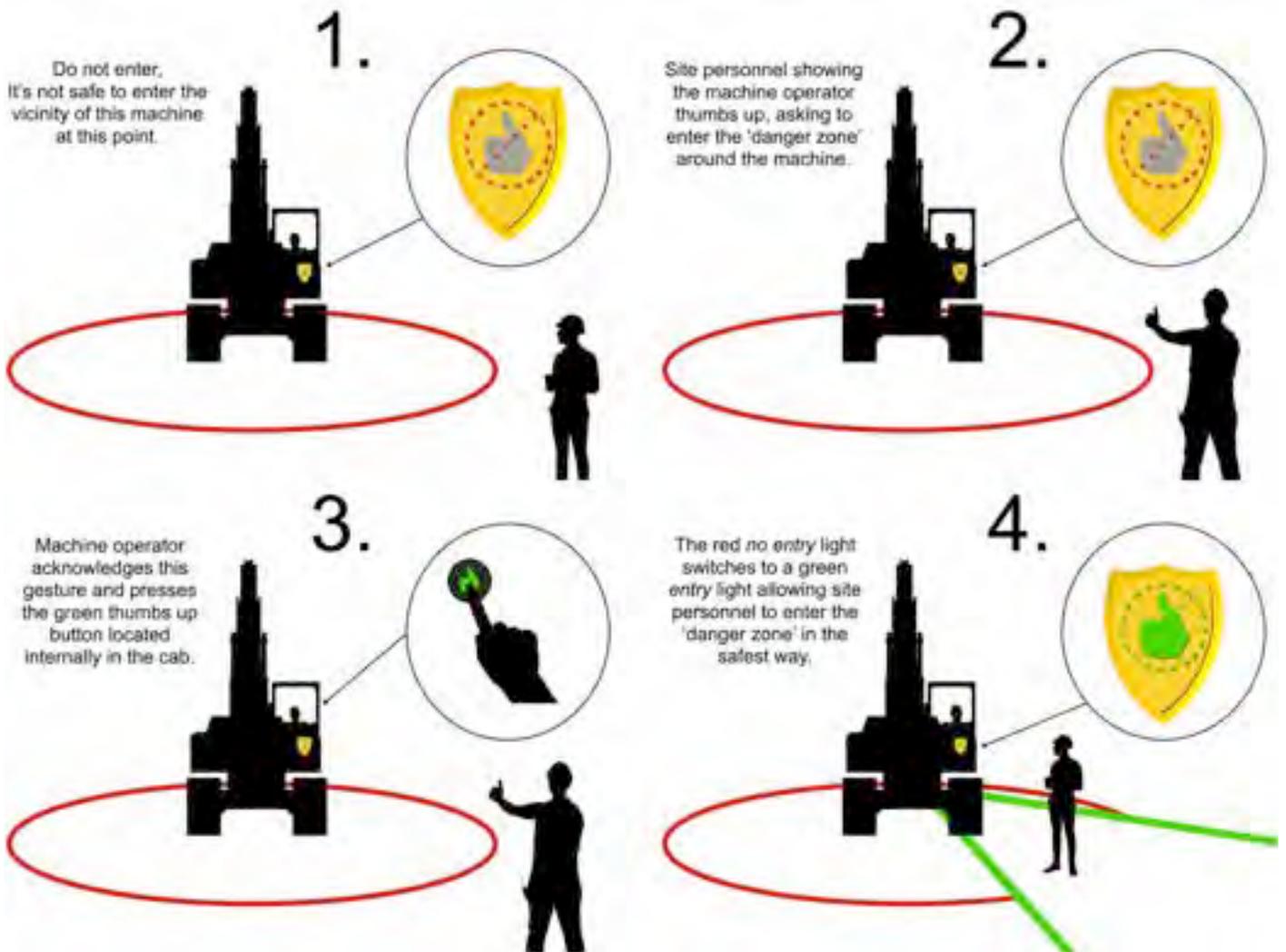
We proudly collaborated with John Marley from Skanska Costain STRABAG (JV) and Safety Shield to introduce the UK's first digital visual and audible safety solution!

Pioneered by Rob Lynch, the traditional Thumbs Up is widely used on sites across the UK. Collaboratively, we took this a step further and digitalised the procedure, taking site safety to a new level. The new system will ensure that a machine is safe to pass or approach by providing the approaching person with clear visual and audible instructions, and acceptance from the Operator. The simple model involves the Operator pressing a button in the cab that triggers the sign illumination to change from a red 'No Entry' to a green 'Thumbs Up'. This is accompanied by an audible message from an

inbuilt speaker saying, "Thumbs Up accepted, approach with caution". At the same time, the machine is disabled and made safe for the approaching person.

After several successful trials, we are currently rolling out the digital Thumbs Up on sites across the UK, with the first 300 going onto HS2. We are excited to be taking the Thumbs Up safety procedure to the next level using this new technology and hold confidence that it will soon become a mandated accessory for all plant and machinery, creating a safer working environment for all.





INNOVATIONS

THE BIGGEST DEAL IN BELL EUROPEAN HISTORY

We have been working in partnership with Bell for several years, and this year we are proud to have signed the biggest fleet deal in Bell's European history.

Bell has already delivered several of the machines; many of which are already out on hire, working on great infrastructure projects across the UK including the HS2 project. These include B20Es, B25Es, B30Es, B40Es and B45Es. Lynch and Bell HS2 service teams work collaboratively from one location to streamline communication and support, providing a proactive service to our customers.

In April, we celebrated a milestone, taking delivery of our 100th machine. Here is what Chris Gill, Director at Lynch, had to say about

our long-standing relationship with Bell: "We are proud to invest in Bell machines. We have enjoyed a great working relationship with Bell for many years now and they have proven to be a reliable supplier. The equipment is well manufactured to a very high specification"

Nick Learoyd Managing Director at Bell Equipment: "The relationship between Lynch and the Bell team has grown from strength to strength over a number of years, with honesty and respect being just 2 of the core values both companies work by."

Reducing carbon emissions and costs

Lynch is on a sustainability journey to reach Net Zero Carbon by 2040. Procuring a sustainable fleet is an integral part of our plan. As well as lowering carbon emissions and important environmental benefits, the use of more efficient machines, like the new Stage V Bell ADTs, can help our customers to save money by reducing their fuel costs. As the government mandate banning the use of red diesel for our industry came into effect earlier this year, providing our customers with the most fuel-efficient options is a priority for us.

Operator safety and comfort

Safety on site is at the core of our values. That's why we're proud to work in partnership with Bell UK. Their comprehensive range of ADTs are built with operator's safety and comfort in mind. Innovative safety and comfort features such as bin tip prevention, hill assist, a spacious interior and a climate-controlled cabin are favoured by our customers and operators alike.

Our customer Joe Nelson, Operations Director from Mick George said:

"We run a high number of Bell ADTs on our projects. The state-of-the-art technologies increase operator comfort & safety and reduce our fuel costs and carbon emissions. We're proud to hire Bell ADT's from Lynch."



Nick Learoyd - Managing Director Bell, Merrill Lynch - Director and Liam Lynch - Founder and Managing Director



The relationship between Lynch and the Bell team has grown from strength to strength over a number of years

INNOVATIONS

LYNCH COLLABORATE WITH SUPPLY CHAIN TO TRIAL AUTONOMOUS BRAKING SYSTEM

We have worked collaboratively with Skanska Costain STRABAG Joint Venture (SCS JV), Safety Shield Global and Bell Equipment UK, to trial a new Autonomous Braking System, the first of its type in Europe.

We were approached by John Marley, Senior Works Superintendent, SCS JV, with the challenge of introducing an autonomous braking system that mirrored the technology available in cars, to an Articulated Dump Truck. At the time, there was no readily available solution within the UK.

Lynch joined forces with Safety Shield and Bell to create an innovative solution, using an Autonomous physical detection system from Bell and an AI system and monitors from Safety Shield. Collaboratively, we have created

a system that can bring the trucks to a safe and controlled stop, increasing workers' safety on-site and reducing the risk of injury.

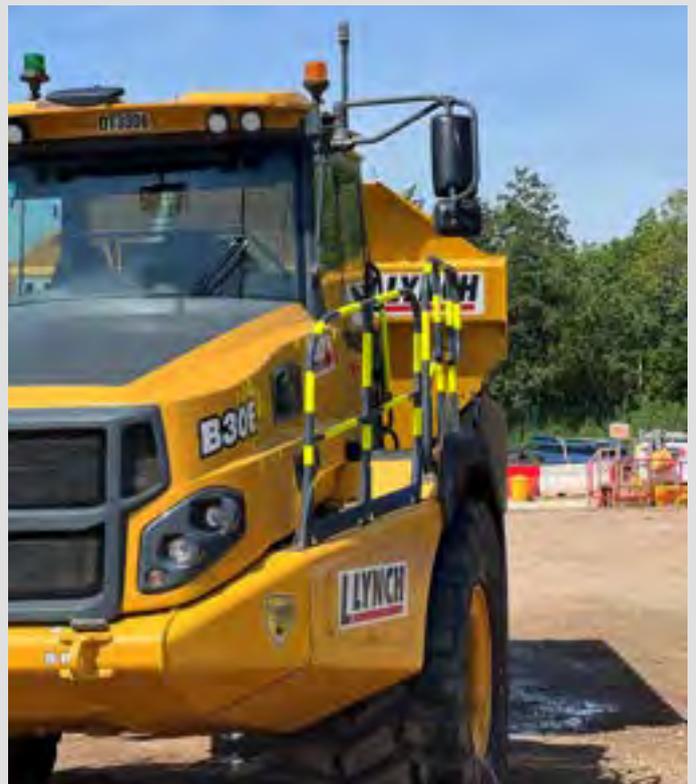
At Lynch, we are very excited about the developments so far Paul Caruana has said "We are so proud of how all parties have pulled together to overcome problems, seek solutions, innovate, and look forward to the next steps. This truly is one of those moments where ideas, innovation and collaboration equal future working."

The aim of the trial

We needed to develop the AI software and fully integrate this with the braking system hardware, to bring the plant to a safe and controlled stop under varying ground conditions and gradients.

Initial trials took place away from the project at our training facility in Brampton, allowing us to monitor and make necessary changes and updates in a safe environment, whilst still replicating the elements of a live construction site.

Site trials began on Gate 2, Harvil Road and are currently ongoing. Thanks to information gathered so far, we have been able to make alterations from the initial concept, to better suit the needs of the project in the field.





What happens next?

The trial has been a huge success to date. The collaboration between the parties has been a key factor in the speed at which this innovation has come to life from concept to working on site. We have also placed this system onto a 13T Roller and 12Mtr Telehandler, and these trials have been equally positive.

Mihai Streinu, Lynch ADT Operator said “At first, I was hesitant as it is always daunting to hear that something will take over control of the plant. Once I fully understood that this was a secondary measure to keep people safe, I couldn’t find a reason why I would not want this on my truck. The braking has been smooth and there is also a good distance each

time between me and the test dummy. I hope that I never have to rely on this system, but I would be surprised and disappointed if every truck didn’t have this feature in the future. It’s nice to be the first operator using this.”

Since presenting the challenge John Marley from SCS JV has said “People Plant Interface and safety on site is my passion. I am proud of how quickly the team have come together with a fantastic solution, which could be a game-changer in the industry.”

We are excited by the prospect this innovation has for the safety of our industry and will continue to trial and place the units where appropriate based on current findings.

INNOVATIONS

LYNCH WELCOMES NEW ADDITIONS TO OUR MODERN AND RELIABLE FLEET!

As part of our rolling fleet renewal programme and commitment to Stage V procurement, we are excited to show some of our latest additions...

360 Hiab Lorry with Crane



CAT D8T



Messersi TC50d and TC95d



9M Case Long Reach Excavator

Hitachi Chameleon Excavator



New JCB Machines including 3CX Backhoe Loaders



INNOVATIONS

BLOCKCHAIN: ON THE ROAD TO A FASTER, FAIRER, AND GREENER PROCUREMENT PROCESS FOR OUR INDUSTRY

Over the past few years, we have been working closely with our clients' Innovation Teams to collaborate on future projects that have long term benefits for our industry.

Subsequently, our introduction to Blockchain started earlier this summer when we were invited to collaborate with Costain Group, Deloitte, HS2 and Skanska Costain STRABAG Joint Venture (SCS JV) on their innovative Blockchain/IICC proof of concept. The aim was to create a shared ecosystem across the supply chain to drive a faster, fairer and greener procurement process.

What is Blockchain Technology?

As stated by Rob Hakimian, 'Blockchain is a form of cryptography that links together blocks of information in a secure chain, where each piece of information is given a specific timestamp and transaction data that is practically impossible to hack or alter. This means that any data being input to the blockchain only has to be inserted once and it can never be altered again, preventing any tampering or human error as the information gets shared throughout the network of parties who need to access it.'



Blockchain is a form of cryptography that links together blocks of information in a secure chain, where each piece of information is given a specific timestamp and transaction data that is practically impossible to hack or alter.

What is its use in our industry?

Alexander Marx, one of the main project leaders, identified three key benefits of blockchain in the construction industry.

The first is to identify bottlenecks in the supply chain where information or processes are held up. Secondly, we can start using smart contracts and payment automation due to an increase in trust in data accuracy. Lastly, blockchain will allow us to track material origination.

Our role as a UAT (User Acceptance Testing) participant:

In UAT there are three types of events that a tester can observe: Bugs, Enhancements and Clarifications. Therefore, our role was to:

- Verify from an end user's perspective that the system is working as expected
- Verify that the system enables you to perform the critical steps required for the business process
- Identify any bugs and retest the fixes



Results

At the end of the first phase, HS2 has successfully implemented blockchain in a section of its procurement pipeline to increase trust, efficiency, and value. Using blockchain has reduced the total number of business processes for timesheets and invoices from 24 to 11. This increased speed of payments by 50-60%. Over the lifetime of [HS2's] SCS sections 1 and 2 main works, this amounted to quite considerable savings. They now envision expanding this much further.

In conclusion, this collaborative project has emphasised the potential for blockchain to bring a new level of standardisation to the construction industry and will help us to move to more of an ecosystem driven approach. Lynch is looking forward to the second phase of the programme.

We hope that others will also join in to adopt this new mindset to drive productivity forward.

INNOVATIONS

LYNCH ELEVATE ROAD SAFETY WITH NEW HALO LIGHTING SYSTEM

At Lynch, Road Safety is one of our number one priorities. As a leading provider of transport services to the UK's Construction Industry, we understand our responsibility to help make our roads safer for everyone.

In collaboration with SM UK, our latest innovation takes the form of a new Halo Lighting System. This new safety measure will be fitted across our Artic Low-loader fleet. It will improve road safety by illuminating when a vehicle slows down, signals or is parked roadside. This extra lighting will provide our drivers and other road users with greater visibility in unlit areas or urban environments, making it safer for everyone.

We are committed to continually improving our Road Safety measures and are proud of this new addition to our fleet.





03 **SAFETY**



SAFETY

HOME SAFE EVERYDAY: SUPPORTING BBV DURING HEALTH & SAFETY WEEK

As part of Balfour Beatty VINCI Supervisor Health & Safety Week, our Training Team were invited to the Kingsbury Compound to deliver multiple safety talks and demonstrations:

Close proximity working on-site

- People plant interface
- Redzone & Thumbs up Training
- Eco Driver Training
- Best practices when loading and offloading

...as well as refreshing all of our mandatory toolbox talks to ensure everybody goes home safe.

We were proud to be able to support this great safety initiative, engaging with over 300 site personnel throughout the week. Events like these firmly put safety at the forefront of everyone's minds and support our collective goals of Zero Harm across the project.



(a mannequin has been used for demonstration purposes in the ditch.)



SAFETY

PROMOTING SAFE ROADS FOR EVERYONE AT OP ROCOTTO, CYCLE SAFETY EVENT IN LONDON

We are proud to have been a part of Op Rocotto, a Cycle Safety and Exchanging Places Event at St. Paul's Courtyard in London, working with the City of London Police.

Exchanging Places events help to give cyclists a first-hand experience of the limited visibility inside the lorry cab. Participating cyclists were sat in the cab, watching out for a cyclist riding up the left side of the vehicle. Demonstrations like these help cyclists to see blind spots and understand the safest ways for them to pass the vehicle.

As a leading provider of Haulage and Transport services in the UK, we are passionate about Road Safety. Alongside better Direct Vision, education and training go a long way to reduce risk for vulnerable road users, and events like this help us to promote safer roads for everyone. This supports Vision Zero for London, which aims to eradicate deaths and serious injuries from our roads and make London a safer, healthier and greener place.





SAFETY

CABLE STRIKE TRAINING WITH A TWIST

We proudly took part in Volker Fitzpatrick Safety week to look at what can happen when people don't speak up and put safety first.

Keval Dattani and Valon Krivenjeva demonstrated how to manage a cable strike and mitigate risk. It was an informative morning involving pyrotechnics, which got a few hearts racing.

As we are currently working with Volker Fitzpatrick on a project situated on a rail line, we created a bespoke demonstration. We used fireworks to create an engaging presentation, and received great feedback.

There are 1000 accidents due to working around cables.

There are 25 deaths.

Lynch wanted to provide training on how something like this can happen and the do's and don'ts in this situation, to help mitigate the risks.



Thank you to Lynch for the support in delivering this innovative training session. It certainly got people thinking and talking about safety in the workplace.

Dave Goodey
Volker Fitzpatrick

One of our mandatory toolbox talks to all our operatives helped to drill in this message.

TAKE 5 and STAY ALIVE

ALWAYS assess the safety of your task.

ALWAYS ask yourself these five questions:

TASK - Do I have the correct resources to carry out the work?

ACCESS - Do I have safe access to my work area?

KNOWLEDGE- Do I have all the necessary information I need to carry out my duties on a task sheet?

ENVIRONMENT - Is my work area safe and free from hazards?

SAFE - Has nothing been changed, and can I complete my work safely today?

If you can answer **YES** to all, continue your work.

If you answer **NO** to any, stop work, speak to your supervisor or manager, explain any issues and do not continue working unless the issue has been dealt with. Ensure the details are recorded on the Lynch website under Confidential Reporting.

At Lynch we want everyone to go home safe and healthy, if you're not sure what to do **TAKE 5!**



04 **TRAINING**



L Lynch

TRAINING

LYNCH EXCITED TO PILOT NEW SITERIGHT NOCN TRAINING COURSES!

We are excited to share that we have commenced pilots of the new Rotating Seat Forward Tipping Dumper and Eco Driver training courses, before rolling these out to the whole industry.

Developed with SiteRight NOCN and the CPA, the courses will familiarise all operators on the correct and safe way to operate Dual View Dumpers, and the most efficient way to operate plant machinery.

We have collaborated with others in our industry to drive innovation. Together, we are working hard to drive best practices and to ensure that we keep site safety at the forefront of everyone's minds, and also do our bit to reduce our carbon emissions. We believe

that collaboration and employer lead initiatives are crucial in supporting our collective goals of zero harm on our projects, and achieving net zero by 2040.

We are proud to be working to drive our industry forward, increasing safety, reducing harmful emissions and investing in the training and development of many operators. We are looking forward to training many plant operators and raising awareness across all site personnel.



05 **COMMUNITY**



COMMUNITY

LYNCH AND BBV EXTEND COLESHILL COMMUNITY ALLOTMENT

Extending a community allotment in Coleshill, working in collaboration with BBV Sublot 5 and Coleshill Town Council.

There had been plans to extend these allotments for some time, however there were no resources available to get the job finished. Lynch provided an Excavator and Operator to the site. We cleared away brambles and overgrowth, and loosened up the soil to turn it into additional allotment plots.

The allotments will be used by members of the local community and are a great way for

people to get outdoors and spend time with nature.

We have been working closely with BBV on the HS2 project near these allotments, and so we were excited to be able to give something back to the local area. We are passionate about leaving a positive legacy in the communities we work in.



COMMUNITY

LYNCH RESTORE WETLANDS FOR THE CASTLE BROMWICH PARKLANDS

Assisting the Castle Bromwich Parkland on their environmental project, lending an operated 9m Long Reach Excavator.

The Castle Bromwich Parkland is a Local Wildlife Site (LWS) and historic estate, working in partnership with the LYRiC (Love your River Cole) project and Wildlife Trusts. They have been working hard to improve this neglected nature site and bring life back to the area. The wetlands were drying out due to lack of management with trees, pond sedge and willowherb taking over, and needed restoration.

They needed to recreate the wetlands and habitats by removing pond sedge and mud and letting the ponds naturally fill with water. To help achieve this, we provided a 9M Long Reach Excavator and Operator. We spent the day clearing the area and creating sloping gradients throughout each pond section. These improvements will create a range of diverse habitats for the wildlife and allow the trust to plant seeds in the springtime.

The Castle Bromwich Historic Gardens are an integral part of the local community and they host many activities throughout the year like outdoor theatre shows and picnics. The enhancements made to the gardens will help visitors to wander, explore, relax, and connect with nature. We are passionate about projects and proud to be making a real difference to local communities.



Thank you Lynch for donating plant and labour to help improve and restore our wetland at the Castle Bromwich Parkland. This has made a fantastic difference to our site.

**Tara Higgs
Manager for Castle Bromwich Parkland**



COMMUNITY

LYNCH AND SCS JV TRANSPORT BENCHES DONATED TO LLANELLI RAILWAY

Assisting Skanska Costain STRABAG Joint Venture (SCS JV) transport 20 benches donated to the Llanelli & Mynydd Mawr Railway Company.

The railway opened to the public in 2017 and has hosted many events and open days. They welcome members of the local community to learn about the history of the railway. They are constantly improving their site and facilities, offering longer train rides, with the ultimate goal of extending the old rail line and opening this to the public.

SCS JV had donated the benches for the charity to use at their heritage centre, and we were happy to help, sending our Transport Team to collect the benches from Euston and move them to West Wales. We know they will be put to good use by the railway.

Find out more about the railway here llanellirailway.co.uk

COMMUNITY

LYNCH AND SCS JV SUPPORTING THE IVER ENVIRONMENT CENTRE WITH PHASE 2 OF WORKS

Supporting the Iver Environment Centre (Groundwork South) in the next phase of their regeneration project, following the success of last years' works.

Last summer, in collaboration with Skanska Costain STRABAG Joint Venture (SCS JV), we provided free of charge equipment to help create a brand-new wildflower meadow island, allowing new ecosystems for the wildlife to flourish.

The centre is now renovating their play area, building an inclusive and wildlife-focused space that allows young people to engage with nature.

The habitats-themed play area will feature slides, nets and dens, and a giant beehive inspired climbing structure that you can crawl into through the honeycomb. Iver Environment Center has also implemented accessible slides and basket swings for those less able, promoting inclusivity for all. We were keen to help and so with the support of SCS JV, we provided a 5T Excavator and Operator, assisting with the construction of the multi-level adventure playground.

The Iver Environment Centre is an environmental education centre owned by the National Grid and run by Groundwork South, a 'not-for-profit' organisation aiming to work with communities and improve the quality of life for local people. The centre has been open for over 30 years, running a range of activities throughout the year that helps people connect with nature. They host many school visits, offering ecology-based sessions that allow young learners to enjoy spending time outdoors.

Lynch have been working closely with SCS JV on HS2 South, and so we must make continuous efforts to improve the areas close to the works, such as the Iver Environment Center. We look forward to seeing the finished result, and to collaborating on future projects.





We have been successfully working with Lynch on community engagement projects across the HS2 Project for a number of years now. They are always keen to get involved and have made a valuable contribution to improving lives in the communities along the HS2 route on a number of schemes.

**Timothy Burr
Consents & Engagement Lead - SCS JV**



For more information on the centre, please visit iverenvironmentcentre.org/

COMMUNITY

LYNCH CO-HOST THE SCS RAILWAYS SUPPLY CHAIN ENTERPRISE ACADEMY

Collaborating with Skanska Costain STRABAG Joint Venture to host Day 2 of the SCS Railways Supply Chain Enterprise Academy!

We were delighted to support this event which focused on One Team Spirit, something that is a core value for both SCS JV and Lynch. Our people are our greatest asset, and we are proud to be able to showcase the work we've been doing. We are passionate about sharing our knowledge and supporting other small businesses.

The day was filled with fun, interactive sessions and important talks all about creating inclusive environments for our teams, and helping our employees be the best that they can be. With over 50 attendees and plenty of engagement, we're so pleased the day was a success. We look forward to continuing our work with SCS JV and supporting local SMEs.



Merrill Lynch



Michael Joseph, Tom Walton, Connor Carter, Visile Nichielea, Chris, Rice, Peter Traian, Sebastian Man, Trian Ciobanu

COMMUNITY

LYNCH WEAR IT RED FOR CHILDREN

We are pleased to support this year's #WearRedforChildren!

This initiative aims to turn Construction Red, to raise funds for 5 children's charities, coordinated by the Lighthouse Club.

- The Lighthouse Construction Industry Charity Children's Reserve
- Crumlin Children's Heart Centre
- Mercy University Hospital
- Cork University Hospital
- Make a Wish Foundation

Together, our industry was able to raise £33,984.75 for these great charities and help to make a real difference to the lives of children in need.

Check out the Lynch Service Team supporting this great cause!

COMMUNITY

SUPPORTING OUR SPORTING STARS!

We are proud to sponsor local sports teams and tournaments, having a positive impact on our wider community.



We have supported Basketball England and NBL Division 1 clubs for two years, sponsoring the L Lynch Trophy tournament, which received over 80,000 views.

“It’s been great to work with NBL Division 1 clubs, Basketball England, L Lynch Plant Hire & Haulage and Five Star Trophies to create a basketball tournament that has seen over 80,000 views on the live streams. Thank you to everyone who has helped and supported the success of this competition.”

Russell Levenston, representative of NBL Division 1 clubs

We have supported our local football club, the Hemel Tudors for close to three years.

“Lynch has been a much-valued partner of Hemel Hempstead Town FC as our Front Shirt sponsor. They have been with us for, coming up to 3 years and their support has been invaluable. Football clubs like ours not only pride themselves on local relationships but they could not survive without them.”

Dean Chance, club secretary for Hemel Hempstead Town FC



COMMUNITY

CELEBRATING PRIDE MONTH WITH OUR BRAND NEW RAINBOW WATER BOWSERS

We collaborated with Blackwells to introduce our brand new 30T ADT Water Bowser - with a twist.

We've painted them rainbow, a visual celebration of all things LGBTQ+, and to make a stand for Fairness Inclusion and Respect.

Niall Fraser, Paul Bird, Simon Holland and Andrew Cardie from Blackwells, met with Chris Gill, Director and Alex Thomas, HS2 Project Manager from Lynch, for the big reveal of the bowser, and we were all really impressed.



This is a great example of how we can all work together to drive inclusion in the construction industry. The bowser will be on its way to site next week, and we hope it will brighten up the site and bring some colour to our workers' days!

Niall Fraser
Director for Blackwells



Niall Fraser, Paul Bird, Simon Holland And Andrew Cardie from Blackwells, met with Chris Gill and Alex Thomas

COMMUNITY

BUILDING THE FUTURE OF PLANT HIRE WITH SEE ENGAGEMENT

At Lynch, we are passionate about building our communities, engaging with young people and shaping careers.

We are delighted to have participated in several Careers Events, talking to students about the possibilities and opportunities available in our industry, and we were able to spark students' interest in all the exciting technological advances that are happening right now.

Queensmead School in West Ruislip, London

Members of the Lynch Team from various departments, Ben Sharp, Emery Roosburg, Kara Lee and Shelby Thomas, with the support of Skanska Costain STRABAG Joint Venture (SCS JV) and Clancy, teamed up to talk to students about a career in construction.



Emery Roosburg, Ben Sharp, Kara Long, Shelby Thomas

Bucks Skills Show

On National Careers Week, our team spent time at the Bucks Skills show, talking to young people, parents, carers and teachers about our Apprenticeship and Careers in Plant training pathways.



Chris Kent alongside attendees of the Bucks Skills Show



Laura Kent, Jesse Collins, Tess Allen, James King



“

Careers fairs are a great chance for the students to learn how they can apply their skills and explore their interests in a career in construction. It is refreshing to learn what areas the pupils are interested in, namely digitalisation, machine learning, data, sustainability and BIM. This is a great opportunity to explore the future of the industry with the next generation of talent.

Emery Roosburg
Senior Business Analyst

The Misbourne

We were delighted to support The Misbourne at their careers talk, with John Wells, Training Manager, on hand to provide an insight into the wide range of careers in construction, sparking their interest and exploring the future possibilities.



THE MISBOURNE



Thank you so much for our volunteers time this morning, the students really enjoyed the insights into various careers and industries. It's so important for students to be exposed to a range of careers throughout their time at school so that they can begin to make informed decisions.

Helen Hill
Careers Leader, The Misbourne

COMMUNITY

LYNCH HELPS WITH LOCAL SCHOOL'S SUSTAINABLE GARDEN PROJECT

Assisting The Laureate Academy, a local secondary school, with their sustainable garden project.

When the school approached us to see if we could clear an outside area and remove the excess soil, to create a natural learning space for students, we were more than happy to help. We provided an excavator, dumper and operators to complete the job, and the school were delighted with the results!

Projects like these are so important to us, as we are passionate about working with our local community to make a positive impact.



06 **PEOPLE**



PEOPLE

HAPPY RETIREMENT DAVE STUBBS

We are sad to say goodbye to Dave Stubbs, Training Manager, after more than 10 valued years of service.

Dave joined Team Lynch in 2011, working in many different departments from Compliance to Recruitment and Training, and he has been instrumental to our growth. We would like to say thank you to Dave for all of his hard work, his passion and his can-do attitude over the years.

We wish him all the best in his retirement and we hope that he enjoys every minute of it. He will certainly be missed.



Marc Willetts, Guy Hillman, Fabian Swampillai, Dave Stubbs, Stephen Bremner, Liam Lynch



Merrill Lynch, Dave Stubbs, Liam Lynch

PEOPLE

KICKING OFF AWARD SEASON WITH A BANG!

It has been an exciting year so far for Team Lynch, following the launch of award-winning innovations and outstanding employee achievements. We are proud to share that we have been shortlisted for several awards which is a huge testament to our colleagues' hard work shining through!

We are excited to present our winners and highly commended for this year's awards...



INSPIRING HERTFORDSHIRE AWARDS

HIGHLY COMMENDED IN THE DIVERSITY AND INCLUSION CATEGORY

The award recognises the achievements of an organisation that champions diversity and promotes inclusion in their workforce, their customers and the local community. Our people are at the heart of everything we do and being shortlisted for this award is a testament to that.



EX-ARMED FORCES AWARDS

ADVOCATE OF THE YEAR - STEPHEN BREMNER

The award recognised Steve Bremner as someone that has made and continues to recognise the importance of supporting ex-armed forces - Helping to bridge the gap for them to get back into work as well as supporting ex-military on their journey to settling into civilian life.



EUROPEAN RENTAL AWARDS

TOP 5 FOR SUSTAINABILITY AND TOP 3 FOR LARGE RENTAL COMPANY OF THE YEAR

The award recognises the creativity and innovation in Europe's equipment rental industry and network.



CONSTRUCTION NEWS AWARDS & LONDON CNSR AWARDS

SHORTLISTED IN BOTH THE DIVERSITY AND INCLUSION EXCELLENCE & DIVERSITY AND INCLUSION CATEGORIES

Both these awards recognise industry-leading performance in making specific efforts to develop a diverse and inclusive culture for all employees. We are so proud of all the passion and energy that our great people put into making us a better business. We're also excited to sponsor the Carbon Reduction Champion Award, celebrating our industry's commitment to the low-carbon agenda.



MOTOR TRANSPORT AWARDS

SHORTLISTED IN THE BUSINESS EXCELLENCE AND SAFETY IN OPERATION CATEGORY

This Award recognises our efforts to drive the message of road safety with our company-wide culture, as well as specific initiatives like our investments in our Low Entry Tipper Fleet, Driver Training and Halo Lighting systems.

BEST OF LUCK TO ALL THE FINALISTS!



SKANSKA INFRASTRUCTURE SUPPLY CHAIN AWARDS

WON IN THE 'CARE FOR LIFE' CATEGORY

The 'Care for Life' category recognises the work that we do:

- To work safely, or not at all
- To support the health and wellbeing of our team, our customers and the wider communities
- To ensure we are doing our bit for the environment and building for a greener future, and importantly that we are holding ourselves accountable to the future generations



DIGITAL CONSTRUCTION AWARDS

WON THE DELIVERING NET ZERO WITH DIGITAL INNOVATION AWARD

The award recognised the work we have done to develop our Eco Driver Programme and reduce our customers' carbon emissions on-site, cutting fuel usage by 46%. This pioneering scheme has the potential to help our clients reach their net zero goals. The blend of telematics data and training has empowered behavioural change among Lynch Operators, resulting in tangible commercial benefits, cleaner air, and a more sustainable construction site. This achievement is a credit to our 'One Team' approach, seeing different departments across our business working together towards one goal!

PEOPLE

CELEBRATING OUR GREAT OPERATORS: JON SKEFFINGTON

At Lynch, we know how important it is to have great Operators on our team, working hard to achieve our vision of being the best we can be for our customers.

Jon Skeffington is one of our great Operators. He has been part of Team Lynch since April 1998, driving a 180 Excavator. He has a great attitude to work and to the people he is working with, and his Health & Safety on site is impeccable. Recently, Jon has been working on HS2 at the Frugo Compound in Great Missenden, and our customer had some great things to say about him.

It is only with the help of people like Jon, showing passion, a can-do attitude, respect and working with a one team mentality that we are able to really get it right first time. Jon brings enthusiasm and positive energy to the sites that he is working on, and he is always keen to help out his team to get the best possible solution.

Thank you, Jon.



I would just like to express our gratitude for Jon Skeffington's work over the last ten months or so here at Fugro, for the work at HS2. Jon has been continuously punctual, willing to help out when required, possessed a positive attitude with regards to health and safety and has been a pleasure to work with. Jon has been a credit to Fugro and to our end client EKFB, and as always Jon will be our first port of call when requiring his services. I will be looking forward to working with Jon again, in the near future.

Jack Townsend
Sub Agent at Fugro GeoServices Ltd





PEOPLE

TEAM LYNCH SMASH THE ULTIMATE CHALLENGE RAISING OVER £3000

We are so proud of Team Lynch, who took on the ultimate challenge of 30 obstacles and 15km of mud for Tough Mudder in Henley-on-Thames.

The team put their Passion, Respect, Can Do and One Team Attitudes to the test. With people of all abilities on the team, nobody got left behind, and everybody crossed the finish line with a massive smile.

We appreciated support from our honorary team member, Matt Taylor from Balfour Beatty Vinci, who kept the team motivated throughout every obstacle.

Merrill Lynch said: “we are so pleased to be able to do our small bit for those in need, and those within our industry.”

The team lived and breathed the behaviours of the company showing their can do attitude they managed to collectively raise around £3000 for Lighthouse Construction Industry Charity, A charity that works hard to provide physical, mental, and financial wellbeing support to construction workers in crisis.



(back) Matt Taylor, Stephen Bremner, Ben Holloway, Rob Lynch, Craig McCormack, Darren Lynch, Ben Sharp, Keval Dattani
(front) Elena Anghelina, Amy Wicks, Daisy Wicks, Jasmin Khatun, Tess Allen



PEOPLE

LYNCH SIGN THE BUILDING MENTAL HEALTH CHARTER

Building Mental Health is an industry-wide framework which aims to tackle mental health issues, encouraging all our colleagues to engage with and embrace the mental health agenda.

They aim to make sure that information is readily available, helping us to reduce the stigma around mental health.

Lynch are proud to be signatories of the Building Mental Health Charter, which demonstrates our commitment to supporting our team and people in our industry.



PEOPLE

FAMILY DAY

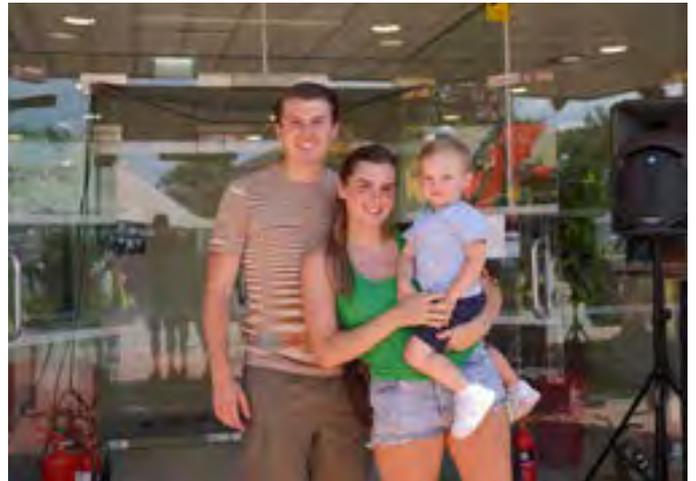
On a hot sunday in July we saw the return of our Family Fun Day and what a day it was!

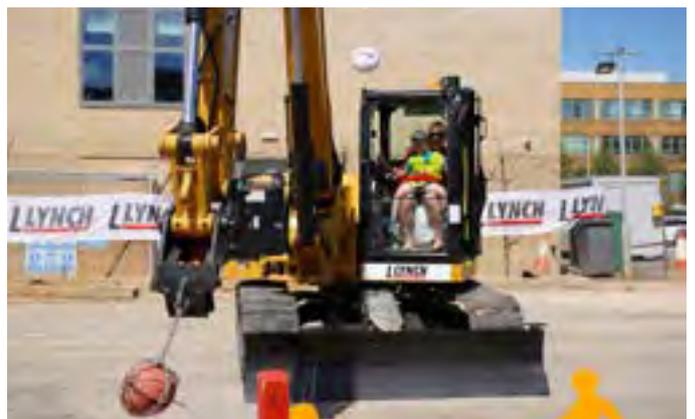
Lynch Family Funday is our opportunity to celebrate our people, our business, and our industry alongside our families. The event saw an incredible turnout, and it was a pleasure to see our community get together and fully immerse themselves in the FUN and EXCITEMENT!

We would like to say a huge thank you to everyone for attending and making it a

memorable event for all. We would also like to extend a heartfelt thank you to all our volunteers and sponsors who had made this day possible. Lynch truly is so lucky to have so many people that care about the company and their people!

We're already looking forward to seeing you all again next year!





PEOPLE

RUGBY

We are so proud of Team Lynch who took on the ultimate Balfour Beatty PLC Touch Rugby Challenge!

In June, Team Lynch participated in the Balfour Beatty PLC Touch Rugby Challenge and we can proudly say that the team performed exceptionally well! Lynch Mob put their Passion, Can-Do and One Team attitudes to the test and we made it to the FINALS - Although their legs were a little sore afterwards!

The purpose of the day was to collaborate with peers and the supply chain to promote health, fitness, wellbeing and inclusion. Most importantly, the event also raised an incredible amount of money for some fantastic charities - Heathrow Community Trust, British Heart Foundation and Scope.

A massive WELL DONE to the team who were involved:

Coach: Steve Sutch First Aid: Paul Lynch
Assistant Coach: George Sutch

- Rob Lynch
- Andy Freshwater
- Tom Law
- Ben Holloway
- Arestidhis Doka
- John Wells
- Charles Hounslow
- Laura Kent
- James Barden
- Lucy Comley
- Alex Thomas



(back) Ben Holloway, Andy Freshwater, Ares Doka, Alex Thomas, Paul Lynch, Tom Law, Charles Hounslow, James Barden
(front) Steve Sutch, Steve Dennehy, Laura Kent, Roby Lynch, Nathan Humphies, Lucy Comley



PEOPLE

ELAYNE JUNAK HAS CELEBRATED 10 YEARS AT LYNCH PLANT HIRE AND HAULAGE

Elayne Junak has celebrated an amazing milestone - 10 years at Lynch Plant Hire and Haulage!



Our Haulage Department has experienced incredible growth in the past 10 years and Elayne has undoubtedly been the driving force behind it. Her hard work and dedication are commendable and we're exceptionally lucky to have her leading our teams!

Describing her incredible journey with Lynch, Elayne says "Work hard and be kind and amazing things will happen whilst working at Lynch."

We at Lynch want to say a massive thank you for all your hard work and long service. Your dedication and efforts have been imperative for the growth and success of our company!



Elayne has led our Haulage Department over many years and driven growth within a team environment. Her passion to meet our customers' requirements is a natural for Elayne.

Steve Bremner
Fleet and H&S Director

PEOPLE

SARAH-JANE BARKER CELEBRATES 10 YEARS AT LYNCH

Sarah-Jane Barker has celebrated 10 years at Lynch.

Joining as a key member of the Direct Solutions team in 2012 Sarah-Jane has since worked with both the Haulage and Key Accounts teams where she made a massive impact and certainly has contributed to the success in the development of the company.

Sarah-Jane now works on the Southern Hire Desk team where she has been a key cog in the running of the team since moving across from Key Accounts in 2018.

Sarah has said, "I really enjoy looking after customers specialising in all sorts of different areas of construction, from landscaping and installation to earthmoving and groundwork. I have great respect and fondness for the Hire Desk, as it is a very supportive and caring team for which I am very grateful."

We at Lynch want to say a massive thank you for your hard work and long service.



Sarah Jane is an integral part of the team, whose knowledge and experience are invaluable to both the customer and Lynch Plant. Her work ethic and attitude are a credit to her and ensure that she always gets it 'Right First Time'.

**Andy Freshwater
Depot Manager**



PEOPLE

LONG SERVICE CELEBRATIONS FOR STEVE DENNEHY

Steve has been a key member of Team Lynch since joining in 2004, working in the Accounts Team in the weekend and the summer holidays.



He has been involved in many departments throughout the business, working in Credit Control and our Key Accounts Teams.

He joined our Hire Desk as a Plant Manager over four years ago, where he works today. He has been an integral member of the Hire Team and has contributed to our company's success over time.

He is always happy to help the team, sharing his expertise and knowledge with others, ensuring that we get it Right First Time and provide the best service for our customers.

We want to thank Steve for his hard work and commitment over the years.



Steve is integral to the Hire Team. He can always be relied upon to get the job done, he has a “can do” attitude in everything he does and always gives 110%. He is a highly valued member of the team.

Andy Freshwater
Depot Manager

PEOPLE

LYNCH AWARDS 2022: CELEBRATING OUR PEOPLE

This year, we launched our first ever Lynch Awards! A brilliant opportunity to celebrate and award the very best people across our teams. Our behaviors, vision and culture are what makes us stand out from others, and each and every one of you have undoubtedly made a huge impact to our success.

We are proud to present our award-winning personnel:



UNsung HERO

Aisha Aslam
Nathan Humphries & Jesse Collins



ONE TEAM

Ben Holloway
Harriet Howard & Holly Rankin



RESPECT

Matthew Wilson
James Barden & Sarah Jane Barker



CAN DO

Iram Mahmood & Tess Leigh Allen-Ridge
Daisy Wicks & Kairen Turner



FINEST FITTER

Brad Aldridge
Sam Hart & Viorel Palici



RIGHT FIRST TIME

Gabrielle Lawrence
Lydia Phillips & James King



BEING THE BEST

Della Vertigan
Carol Houston & Surjit Bansal



PASSION

Gez Bonner
Craig Long & Sam Bailey



DIAMOND DRIVER

Tom Shepherd
Des Jones & Greg Loader



OUTSTANDING OPERATOR

Tom Keating
Rob Remus & Rayon Brown



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