



End of Year Review



2020

2020. What a year! From a very positive start to the New Year with a new Government, business and the general economy strong...to Covid...a tough lockdown period...and the aftermath!

We as a business have been very fortunate, we have been allowed to keep trading throughout. I pay tribute to our customers and clients for allowing us to continue in the majority of cases.

A huge thank you to all our staff, firstly to those that have worked right through. Their resilience in the face of adversity has been superb. Secondly to all those that accepted their time on Furlough to help protect and support the business during those extremely tough and uncertain economic times.

Once the lockdown was over on the 4th July, we saw a pent-up demand for our new homes with the Governments help on Stamp Duty, our new homes team have seen an extraordinary rise in their level of business. They have all risen to the challenge.

Our overall level across all sectors has continued to pick up, albeit the whole industry is far from out of the woods just yet!

Throughout the year I have been very proud of our resilience and team spirit to just keep going. There have been some remarkable achievements. Achievements for which not only can those directly responsible be very proud but we as a business and everyone within it, can be very proud.

This review shows just some of our achievements as a business, as individuals and as a team. Next year 2021 will bring its own challenges, different challenges. I have no doubt that with the lessons learnt this year and the solid foundations of our company values, the future will hold no fears.

We, as a team, will go on to continue to deliver great building work, simply the best new homes and delight all our clients, whether large or small.

With my grateful thanks for all your work this year, enjoy the Christmas break and we look forward to bringing in the New Year.



Promotions



We are thrilled to announce the promotion of Claire Wright to Director Designate responsible for Personnel, HR, Health, Safety and Environmental, supported by Alan Irwin and Kelly Tate

Claire joined the company 10 years ago as a Construction Technical Administrator assisting our Director responsible for Health and Safety. Claire has progressively taken on more responsibility and has been instrumental in our work with Apprentices, supporting them through their training and development to become key members of our team.

Claire has also driven our work with the Armed Forces, helping us to secure a gold award in their employment recognition scheme. Claire is a great ambassador for the Construction industry and has dedicated her time to promoting the opportunities available at educational events. Congratulations Claire on your well-deserved promotion within the company.



We are pleased to announce the promotion of Peter Harper to Acting Commercial Director - Estimating, Surveying and Buying.

Peter joined us 3 years ago assisting on all commercial matters. He is hugely experienced in complex commercial issues and is a great asset to the business.

Retirement

2020 brings a new chapter to a few of our team members...

All have been incredibly hard working, loyal members of our team for many years and are hugely respected by all, clients, colleagues, and consultants alike. They will be sorely missed.

Sally Pavey

Sally has, as those who know her will know, been absolutely dedicated to the business and those she works with. Sally really does put herself out to help everyone.



Bob Brown

What Bob doesn't know about building isn't worth knowing! Relentless, timeless, fastidious, Bob has never let anyone down – his dedication to his projects sets the benchmark for the whole company.

Steve Burton

Steve has worked for us for over 15 years. A carpenter by trade, he has completed many projects over the years and fulfilled his work very well.



Terry Sebbon

Terry has worked in our plant department for over 7 years as a small plant fitter and will be hugely missed.

Andy Cullum

Andy, a bricklayer by trade is highly skilled in all forms of traditional brickwork. He has been responsible for taking many of our trainee Apprentice bricklayers under his wing, passing on his skills to the next generation.



Dave Howells

We also said goodbye to Dave Howells who left the business to start a new life in the Brighton area. Dave has been a great employee in the business, from his days on the tools through to the management completion of Bear House at Great Horkeley.

A ‘New World’ – Embracing Change

The Covid-19 Pandemic has dominated every aspect of the business this year, with Health and Safety being no exception and foremost in everyone’s thoughts and daily actions – be that the challenge to our mental health or the operational works in general. We have been humbled by the resilience shown and how implementing changes and embracing the new way of working has been taken in everyone’s stride to ensure we have, and continue to, protect each other in the face of the ‘new world’.

Covid inductions alongside regular site inductions, hand sanitiser stations, extra cleaning regimes, 2m distancing and face masks have become the ‘norm’. Sites and Riverside House quickly adapted to these changes.

Never forgetting safety is everyone’s responsibility – Safety is your responsibility.

Training

The pandemic had a serious impact on our Training Programme this year, with many training facilities only recently getting back to full strength, however this has now settled and courses continue to be booked. With this year giving much to complain about, it means so much more when praise is received – an instructor recently commented on our operatives saying that *‘Rose employees always arrive keen, prepared and polite and always represent the company in such a good way’* – so thank you to everyone for representing the company in such a positive way.

Mental Health

Our Mental Health First Aiders have been busy dealing with a rise in a variety of calls and will continue to do so whenever they are needed.

Since signing the ‘Building Mental Health’ Charter in 2019 we have continued to provide awareness and understanding of the impact of poor mental health, as a company we are fully committed to supporting our staff, families and support chain every day and throughout their working lives.

80% of the workforce have received an Industry Mental Health Toolbox Talk, managers and office staff have received accredited Mental Health Awareness training.

Mental Health First Aiders have also undertaken menopause and dementia awareness training to enhance the help and advice we can give.

Our intention for 2021 is to have rolled out a comprehensive companywide programme of accredited mental health awareness training.

ISO Awards

July 2020 saw the re-certification of all three of our ISO standards, with full compliance and no minor or major non-conformities.

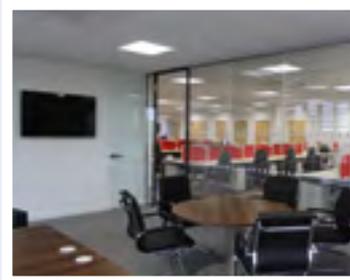
The Business Management System (BMS) continues to drive our short and long term objectives.





Stansted Courtyard, Unit 8 – Clarity Pharma

This is a two-storey fitout for a Spanish based Pharmaceutical business who are opening a new operation at Stansted. Chris, George, Andy, Chris and Jenny weaved their magic to complete the project right on time for a demanding tenant.



Stansted Courtyard, Unit 6 – Disaronno, Italian Drinks Manufacturer

The fit out of an existing unit at Stansted Courtyard for Disaronno, an Italian based business. This will be their UK Headquarters for their distribution of Amaretto, Tia Maria, to name but two of their brands they are distributing in the UK.



Lodge Park Business Centre, Langham

To help tackle the shortage of serviced office facilities in Colchester, we delivered an additional building at Lodge Park Business Centre for our client Stane Park Ltd. The new building provides 42 serviced desks and has been specifically designed to attract professional services organisations ranging in size from 1 to 4 people. A second building followed providing a further 64 desks and targeted slightly larger organisations of up to 12 people making Lodge Park Business Centre one of the biggest in the borough.

Throughout the project great care was taken to minimise disruption for existing tenants to what is a very busy office park.

Long Wyre Street, Co-op refurbishment

We are delighted and proud to be working with the East of England Co-op to transform their former department store on Long Wyre Street into a new restaurant and retail destination for Colchester. As well as two retail and five restaurant units, the development also includes 24 apartments comprising suites and one and two bed units, two of which will be available at affordable rents through Colchester Borough Homes.

Nick Denny, Joint Chief Executive for the East of England Co-op, said: “Long Wyre Street has a special place in our long history, so we are incredibly pleased to have brought Rose Builders on-board to bring our plans to fruition.

“As a co-operative we place a great amount of importance on supporting our local communities and businesses, and so are very pleased to be working with a number of well-respected businesses from across Colchester and Essex.

“There has already been a great amount of interest shown in the units and we look forward to providing a new destination for residents and visitors to Colchester.”



Winter Night Shelter, Ipswich

A former Tolly Cobbold pub has now been converted into a new night shelter for Ipswich residents and a permanent base for charity organisation Selig Suffolk who help the homeless.

In this pandemic Public Health England advised that it is no longer safe to use communal sleeping areas. This means that hundreds of church-based winter night shelters, who have been using church halls as venues, are not able to run. The new night shelter provides individual, ventilated bedrooms and individual, ventilated toilets and showers for those in need and provides a safe place to sleep during the winter.



Hadleigh Swimming Pool

As part of a £2.4m investment by Babergh District Council, with £200,000 of funds provided by Hadleigh Town Council and a Sports England grant (£150k), Hadleigh Pool and Leisure will have a new pool.

The project includes: -

- **Brand new pool with five 25 metre lanes**
- **Disabled access**
- **Changing Places toilet and shower facility**
- **Sauna**
- **Spectator seating**

Throughout the project all existing facilities including the current pool are remaining open and unaffected during most of the works.

The existing pool will be demolished towards the end of the project once the new building has been connected to the existing centre. The area will then be re-landscaped into park land, resulting in no net loss of open space.





Happy Clients...

I wanted to say how thankful I am for all your support, you have all given me a five star service.

Chloe strutt has been so amazing and helped me throughout the process and has always had the same enthusiasm on every call to help the best way she can.

Justyn French, I have bombarded with emails, problems and extras and all I have received back is 100 percent 5 star service.

Alex leader thank you so much for the Journey and the patience of last year. I have bought a fantastic home.

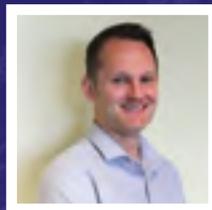
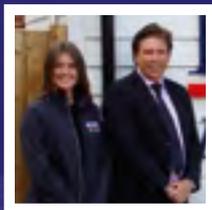
I do really want to thank Steve Parker who is on the front construction line, not only is the build quality down to his

supervision, but his customer service is absolutely flawless.

Steve has been in contact throughout, sent pictures and kept me updated and really is above a 5 star service. Steve makes nothing a problem and is always trying to fix or help when he can or he will do his best to get round a problem. Steve for me after buying new builds is more than a five star site manager.

I would like to say thanks for his devotion to Rose and the customer service he provides as he came out to water our garden over the weekend this is more than can be asked.

*Mr and Mrs Hobbs
(New home owners at
Willow Farm)*



The Abbey, Woodbridge School

Extensive upgrade works took place at Woodbridge School with the refurbishment of The Abbey and the Tile Building to help greatly improve the School's facilities. With the addition of a Groundsman Hut, a new bespoke facility for the Groundsman welfare and storage.



University of Essex

Various small works including the creation of a new squash court and gym facility.



University of Essex, Teaching Centre 2

A fast track project which was taken over from another contractor. The project involved completing the internal works in September and the external work by November. Our team successfully delivered the project ahead of schedule. The project was a much larger undertaking than originally advised, a £300K project to be completed in eight weeks turned into a £1M project to be completed in 9 weeks!

A fantastic achievement by all who worked on this project.





East Street, Braintree

Redevelopment of a brownfield site involving demolition of all existing buildings and erection of 74 residential dwellings, and all associated works and services.

Wakes Hall Park

New build 1,2 and 3 bedroom houses, apartments and bungalows set in the formal grounds of a Georgian country estate.

The job involves the demolition of part of the existing building and conversion into 11 dwellings. There will be 22 dwellings in total which will be exclusively offered to the over 55s.

The conversion of the Manor house is due for completion in March 2021



Little Grange, Higham

A bespoke, luxury, fantastic new home. This new home blends two different styles, it features a traditional, classic 'Georgian' main house combined with a very contemporary extension cutting into the hillside.

This fantastic home will hold a cinema, swimming pool, sauna and wine store. There are some unique design features including an elliptical, helix concrete staircase which will be clad in stone.

The project is due for completion in summer 2021.



Steeplefields, Wrabness

A new bespoke 'one off' timber framed home. Darren has worked closely with the architect and client to deliver their wonderful new home.



Birchwood Hall, Tattingstone

This project consists of the demolition of an existing grain store and timber barn to facilitate the construction of a new industrial barn type dwelling house and holiday let, for a private client. The project commenced in October and will run for 52 weeks.





Wixoe Mill House

Rebuild of grade 2 listed house after a major fire.

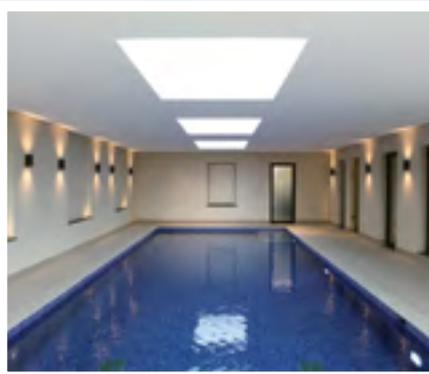
The project involved the full rebuild of the oak framed house. Works including large temporary works and temporary scaffold roof. A new hybrid heating system involving a ground source heat pump and a river blade taking energy from the adjacent river flow. The project utilised the best in our conservation and restoration skill set.





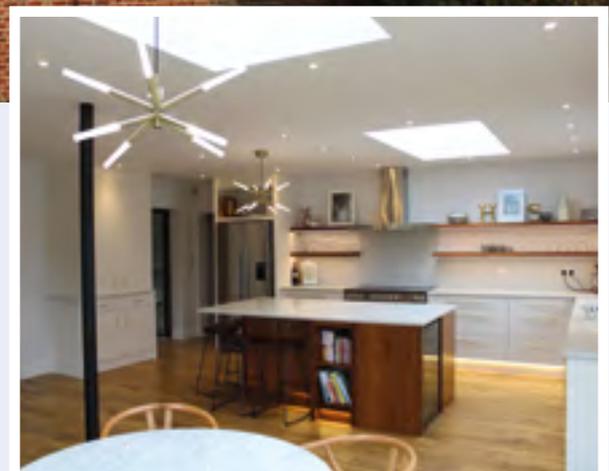
Bear House, Great Horkesley

Bear House formally known as Broadacres took an existing 3 bedroom property and remodelled it to also include a new Swimming Pool, Dining Room, Kitchen and Snug. The project also incorporated a new remote Cart Lodge and external works. The internal fitout contained a new bespoke made kitchen, a complete AV lighting installation and a feature timber and glass staircase.



Lodge Farm, Phase 1

Lodge Farm, part of a two phased scheme, sees an existing property refurbished and extended to produce a new open plan single storey Kitchen Dining area. Existing original features of the house including the exposed oak timber frame were integrated sympathetically into the works which resulted in a wonderful home fit for a new generation.



Oak Tree Cottage, Woodbridge

A new 5-bedroom state of the art family home.

This new home started out as an extension to the original 'Oak Tree Cottage' but as work commenced the original cottage was deemed structurally unsound and consequently had to be demolished. This wonderful family home boasts some unique features including, 3 operational recording studios, a yoga studio and gym and cartlodge and machine barn / workshop. The project included extensive landscaping to set off the property.



The Lane, Mersea

Full and comprehensive refurbishment of an island home on Mersea. The works delivered a wonderful new home including extensive hard and soft landscaping works to the garden.



Pond House, Boxted

Refurbishment and alterations to a listed building in Boxted.

Holly Lodge, Great Bromley

From small houses do mighty mansions come! Taking a small initial house and extending and remodelling, we delivered a totally transformed significantly large farmhouse new family home.



18 High Street, Manningtree

We demolished a poor small kitchen extension and constructed a new contemporary kitchen, bathroom and utility room. The works being carried out whilst the client was in occupation on a very tight town centre site.



Stanaway Farmhouse, Otley

A listed Suffolk farmhouse was extended and comprehensively refurbished by our team. Again, this project demonstrated all that is best in our historic conservation skills, delivering a historic building fit for 21st century living.

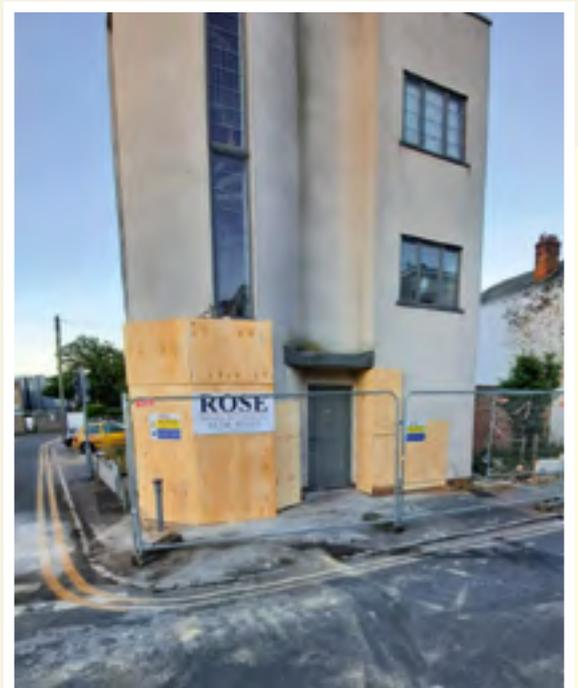
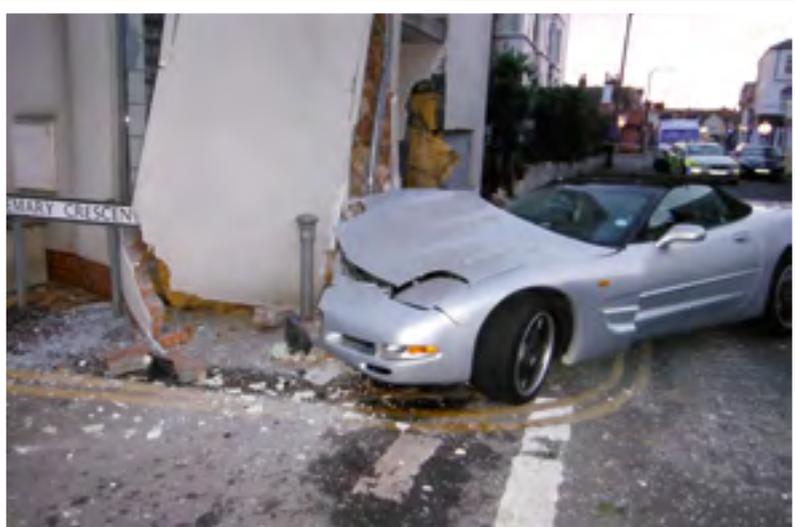
This area of work has been very busy right through lockdown and continues to deliver. Some of the highlights throughout the year include: -

Gas Explosion, Hawthorn Road, Clacton – Reinstatement & rebuild



Car Impact – Chantry Close, Clacton

Car Impact – Rosemary Road



Rebuild listed, historic wall – York Street, Manningtree

“I just wanted to drop you a line to say how very impressed I am with the work your employees are doing on the wall in York Street. I have told them myself but wanted to let you know.

I can see it from my house and the skill and craftsmanship is brilliant. Matching it to the old wall can't be easy but it's looking very good. They have been working in such extreme weather too. Heatwave, torrential downpours and high winds!” (Resident, Manningtree)



Couldson Close – Call out to house Fire



Barrow Hill, West Mersea

Structural repair works with a new piled raft underpin and associated repair and refurbishment works.





Happy Client...

I just wanted to say thank you for my wonderful new home. Though these are difficult circumstances, you have really managed the process to enable me to safely move in.

I decided to look at your development off the recommendation of my niece, who bought a property in the Summers Park development, mainly because of its excellent commuting links to London and was very impressed with the quality of the finish in the show homes.

The whole buying experience, from securing the house, through selecting the finish specifications has been very professionally done and your team has been great at responding to and fixing the minor snagging issues.

I'd definitely recommend you to anyone else who is looking for a new home, as I could not be happier with my decision to move here.

David



ROSE

Homes for life





Lawford Green

We now have over 50 homes occupied of our first phase of 120 units. Lawford Green remains in high demand so much so we are now forward selling by more than six months with a waiting list for future plots.



Lawford Green Archaeological Explorations and Excavation

The Archaeologists commenced their investigative works on site at Lawford Green in the summer. Their excavations covered phases 2, 3 and 4 in the search for any significant archaeological finds.





Queens Drive, Woodbridge

- 32 new and converted homes

Our initial launch was postponed in March due to COVID-19 but when we did officially launch in July the development saw an unprecedented level of enquiries and sales with nearly $\frac{3}{4}$ of the site sold or under offer.





Millers Green Update

We are delighted to confirm that our first phase of 36 new homes have now all been sold including our show home. Works are underway on the second phase of ten large detached 4- and 5-bedroom homes, all of which are now under offer and due for completion early 2021



Future Schemes

The second phase of our Barleyfields scheme will hopefully commence within the next 12 months which will see 280 new homes for the Weeley area.

Stourview Avenue, Mistley – planning approved for 70 homes and currently under appeal for 72 homes.

We have been successful in a further application at Lawford Green taking the development up to 436.

We are currently looking at several other opportunities to help grow our Rose Homes for Life business.

Plant, IT and Equipment

We welcomed some new team members to our fleet ensuring that our fleet is up to date, modern, useable and efficient.

- 5 new Kubota excavators
- 5 new JCB Forklifts
- 5 new dumpers
- 3 new 5 tonne Hyundai Excavators
- Continual investment in new IT and technology



Biometrics

This year has seen the introduction of a new biometrics system for sites. The system is continuing to be trialled at Lawford Green and will provide a more efficient system replacing the need for some paperwork on site. Once enrolled on the system operatives / visitors will no longer need to sign in in the traditional sense using pen and paper, instead they will just need to use a thumb! The system will be streamlining:

- Time and attendance management / Timesheet management
- Monitoring of qualifications
- Health & Safety recording/roll call – Evacuation/fire/emergency
- PPE requirements
- Alerts – if, for example, there is not a first aider on site
- Reduction of administration time within the payroll department

Green Technology

This year we have installed 2No electric charging points at our Riverside House carpark for any staff or visitors that have already made the change to more eco-friendly vehicles. However, we recognise that this is the future of fleet and is also our zero emission technology trial ensuring that we are able to embrace the future in line with our ISO 14001:2015 and the government's 2035 vision.



Covid-19 – Challenging Times

Covid-19

It's a horrible, scary disease.
That is passed on to others,
By a cough or a sneeze.

If you venture out from isolation,
Please remember to take good care.
Keep your distance from others,
This is a disease you must not share.

And when you return home,
To your safe place.
Remember the 20 second rule,
Wash your hands and your face.
(Happy Birthday!!!!!!!!!!!!)

We cannot visit our family and friends
And this is something I really miss
So, now we communicate using technology
And exchange a virtual hug and a kiss

Seeing my colleagues and doing my job,
The camaraderie of the office,
I miss it so much.
Now phone calls, emails and texts
Will keep us all in touch.

My working days are different
Now I'm here at home.
With my makeshift office,
And my mobile phone.

On Thursday night we stand and clap,
To say 'THANK YOU'.
To the NHS and Keyworkers,
For all that they do.

Shops, Restaurants, Bars and Businesses,
Most have now closed.
When they will re-open?
Nobody knows!

The supermarkets & pharmacies stay open
But we must stand apart in a queue
Applying the safety 2metre rule
As this is what we are told to do.

Before I end this poem...

Please take a moment to remember,
The loved ones who have passed.
Coronavirus has stolen so many lives,
So sad their life was unable to last. (RIP)

One day this horrendous disease will pass,
We don't know when –
or how long we will wait.
So, for now look after yourselves –
and your loved ones too,
And when this is through,
we can all celebrate.

Stay safe everyone
Big hugs

Beverley Pengelly

Bev using her creative skills whilst furloughed



A New Way of Working

Flexibility played and still plays a huge part in keeping the business going forward during these difficult times.

We had to adapt to the changing work environment and find a new way of working. Zoom video conferencing became much more the norm and helped us to organise meetings swiftly and efficiently and helped us to keep in touch with colleagues, clients, and consultants.

Where sites were operational during the lockdown period, we ensured the protection of our workforce and minimised the risk of spread of infection by adhering to the Governments guidelines.

Playing Our Part

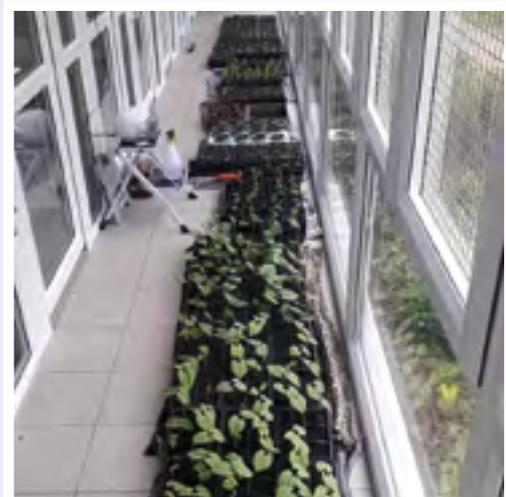
To help play our part during the pandemic we assisted the Co-Op in fitting protective screens in 34 Co-Op stores across East Anglia along with placing distance tapes to aid with ensuring the Health and Safety of both the Co-Op staff and the public. We also donated PPE to the local doctors surgery and the NHS.



Rose Homes – Our Sales Homes stayed Virtually Open

Our housing team utilised the latest technology and were able to keep our Sales Homes open during the lockdown period.

Prospective purchasers were able to explore our show homes virtually through our website.



Liz and Graham's plants for NHS

Congratulations to Liz Lay-Flurrie who turned her skills to gardening over the lockdown period and sold her flower and vegetable plants to raise over £250 for the NHS Charity.

All the plants were grown in her "greenhouse" whilst her Cattery Business was suspended. Thank you to all those at Rose who supported Graham, Liz and the NHS Charity.

Office Team Spirit

During the lockdown period we saw many people who were still working turning their hand to all sorts of skills.

The lockdown period also lent itself to some interesting hairstyles!



Mental Health

2020 has been a particularly challenging year for everyone, it is vital that everyone keeps the lines of communication open, we encourage our staff to talk more freely about mental health, our aim to reduce the stigma and create a more positive workplace.

Claire Wright, our Mental Health Ambassador attended the Lighthouse Club’s webinar on ‘Top Tips for Resilience’. The Lighthouse Club offers financial and emotional support to the construction community.



Some useful tips included:-

Building Resilience - Develop a healthy mind in a healthy body

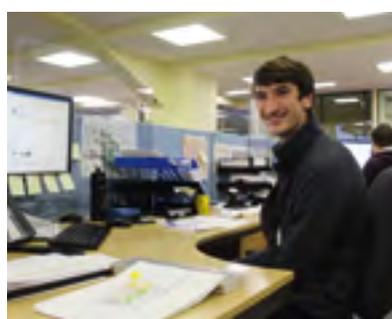
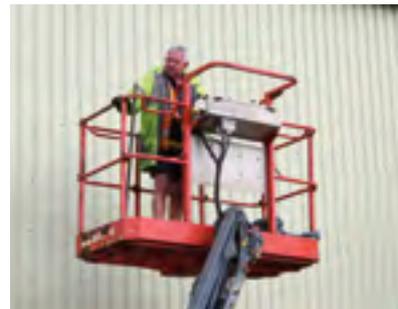
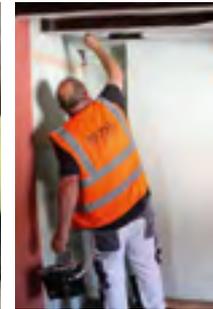
Mind and body work best to support each other when they are in harmony.

Ask yourself whether you need to do more in each of these areas to make yourself more resilient:

- Talk to people instead of letting yourself get isolated
- Nourish yourself with good food for the body and stimulating input for the mind
- Get out and about and actively involve yourself in physical and group activities
- Relax regularly and consciously to keep body and mind healthy and efficient
- Broaden your interests, because ‘all work and no play’ doesn’t help

Useful Contact Information:

- www.constructionindustryhelpline.com
- www.buildingmentalhealth.org
- www.lighthouseclub.org





Happy Clients...

We are writing this email to show you our appreciation for the exceptional customer service we have received.

When we walked into the show home at Summers Park back in June 2019 we were greeted by Christine and Shirley, we could tell Rose Builders had that extra little something about them.

We were told there were no houses left on that site but you had just started building Lawford Green. Christine was more than willing to meet us up there to show us the show home that was nearly completed. After viewing the property there was none of this pressure to phone your mortgage advisor or "we can sell your house for you" This made us feel very at ease.

We reserved a Barbier the next weekend! This was made very easy and simple by Christine. During the sale of our flat we had some problems and were worried we'd

lose the purchase of the house but Alex and Christine went above and beyond to keep our purchase going. We are extremely grateful to both of you. Alex and Christine also helped me organise a proposal to Ruby that went very smoothly.

Now we are moved in we deal with Sarah and Chloe and the amazing service hasn't stopped. They are still contactable even in these difficult times. Steven, you have an exceptional team working for you.

The extra little thing Rose Builders has is that everyone cares and wants to do the best for all their new home purchaser's. We are so grateful we have been able to purchase with you. Keep up the amazing work!!!

James & Ruby



Apprentices – growing the future team

We are passionate about our Apprenticeship programme, it is an opportunity to retain our own ‘home grown’ talent with the passing down of knowledge from generation to generation and ensuring that our choice of tradesmen for the future have matured with us and absorbed the values of the company.

We take on trade apprentices every year, across a variety of skills and 2020 has been no exception.

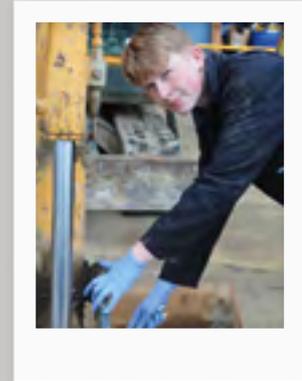
Paul Barnsley joined us as Apprentice Carpenter (level 2), through the Building Heroes programme.

We offer our apprenticeships to leavers from the Armed Forces and work closely with them providing advice and work experience sessions for ex-service personnel through the Building Heroes Programme at Colchester Institute. We have received a certificate of thanks from the charity, presented by Will Quince, MP.

Jack Bentley joined the Plant Team as an Apprentice Mechanic – Level 3



Paul Barnsley



Jack Bentley

Barry & Peggy’ scholarship

We were delighted to announce that **George Thompson**, a Level 3 Carpentry Apprentice, has received a ‘Barry & Peggy’ scholarship.

In 2019 the CITB were asked to manage a unique opportunity for up to 50 Construction Apprentices in our area. This was to recognise and celebrate their achievements with very generous financial and practical support. The CITB offered these scholarships on behalf of a benefactor who has worked in the Industry for many years and wishes to give something back in the form of reward for some of our rising stars.

Nominees have to fit a set criteria and demonstrate what they have done to achieve a standard that is recognised by their mentors and peers, with the nomination going before a panel with the most deserving being awarded a one or two year scholarship to purchase tools and IT equipment followed by a cash payment on completion of their apprenticeship. Very well done George!

Very well done to **Jake Baker** on achieving his Level 2 Diploma in Construction Operations – General Construction



Apprentice Update

This year's pandemic has taken its toll on the progression of our apprentices, but we are happy to say that they are all progressing well albeit at a slightly slower pace due to delays with exams!

Our apprentices are: -

- George Thompson** – completing Level 3 Carpentry
- Adam Palmer** – Level 3 Carpentry
- Tom Coster** – Level 3 Brickwork
- Jack Sadler** – moving on to Level 3 Carpentry
- Brandon Pullen** - moving on to Level 3 Carpentry
- Callum Kerridge** – Level 2 Carpentry
- Harrison Briggs-Curtis** – Level 2 Carpentry
- Robert Dunn** – Level 2 Carpentry

Thank you to all our apprentices for their dedication and hard work and to all those that help mentor and guide them through their training.



George Thompson



Adam Palmer



Jack Sadler



Brandon Pullen



Tom Coster



Callum Kerridge



Harrison Briggs-Curtis



Robert Dunn

National Apprenticeship Awards

We are incredibly proud to have been awarded 2 awards at this years prestigious National Apprenticeship Awards, winning the East of England regional heat of the SME Employer of the Year and the Regional Recruitment Excellence Award.

The National Apprenticeship Awards are England's biggest apprenticeship awards ceremony. Now in their 17th year, the awards have grown from strength to strength. With nine regional ceremonies that have now taken place and one national final that will take place later this month, all to honour the country's best apprentices, champions and employers.

These awards are across all sectors and it is such an achievement and recognition not only for the company but the construction industry too. Our apprentices, and all those that support them, play a crucial part in our business and are going from strength to strength with apprenticeships in Carpentry, Brickwork, Painting & Decorating, Groundworks and Trainee Management.



Construction Ambassadors

Our construction ambassadors have been visiting schools and career fairs to promote the great opportunities available in construction.

They are passionate about engaging with the younger generation to inspire their career choices and mature career changers looking for their next step – construction really is for everyone!

In 2019 the ambassadors spent 192 hours in the local community by engaging with schools, colleges, career fairs and the Armed forces and managed to give just over 100 hours in 2020 with a mix of visits before lock down and virtual events through the rest of the year. In 2020 Construction Ambassadors merged with STEM, and ambassadors are now coordinated through this platform. STEM Ambassadors engage and enthuse young people with science, technology, engineering and mathematics, helping to encourage students to consider further study of STEM subjects and progression into related careers, inspiring the next generation of STEM professionals.

Our Ambassadors visits this year included: -



Market Field College Tower Challenge

Market Field College, as part of the Market Field Learning Community Academy Trust, provides education for a range of students with moderate learning difficulties, including those with autistic spectrum needs, between the ages of 16 – 19.

We had a fantastic week at Market Field College, Elmstead Market where two classes completed the Lego Tower Challenge and had some hands-on experience at bricklaying.

There were some amazing tower ideas from the budding builders and designers.

“I wanted to say a massive thank you for you and your colleagues hard work this week with our students. They have all really enjoyed it and the teachers without exception, have been extremely positive about all the sessions and given glowing feedback on yourself and Sam, Amy, Kelly, Ashley and Steven”

– Market Field College



Tendring Technology College - Year 9 ‘Preparing for Your Future’ Event

We attended Tendring Technology College to provide information to students about the construction industry and to help them to make informed decisions about their future.

It was a great opportunity to talk to so many students about the different careers in the industry and it was brilliant to see so many with interests in the trades, engineering, architecture and surveying.

“Just wanted to say a massive thank you again for dedicating your time on Thursday to our Year 9 Preparing for Your Future event. Student feedback has been overwhelmingly positive with many commenting how confident they now feel in making decisions on their GCSE options and how helpful you were in answering their questions.”

– Tendring Technical College

Stanway School

At the beginning of the year we attended a couple of events at Stanway School.

The first event was a joint initiative with the CITB/ECTA – Activity Day, where we ran 2 activities:

Construction Mythbuster Activity – which encouraged a lively debate challenging the stereotypes and perceptions associated with the construction and built environment sector.

Programme of Works - Students acted as a planning team of a construction company about to build a new school. Their role was to ensure all the construction tasks were completed at the right time so that the building was completed within the 47 week schedule. Using the set of Task Cards students were asked to arrange the cards in a sequential order starting with the 1st task undertaken on site and finishing with the final task prior to client handover.



And the second event - Year 10 Enrichment Day

- Balloon modelling, students had to make a balloon model that represented their understanding of the world of work and then present their ideas to the room
- CV reviewing
- Interview practice, speed dating style!
- Industry conversations
- Quizzes

“Thank you for organising people to run the workshops this morning, can you pass on our thanks to the wonderful volunteers that came in this morning. There apparently is a lot of talk throughout the year 8 students in particular about the lucky ones who got picked to take part in the workshops today. I do hope that the students managed to gain something from the opportunity and that it will encourage some of them to look at a future within the Construction Industry” – Stanway School

Tendring Jobs and Careers Fair



New to the Tendring Jobs and Careers Fair last year was the addition of the ‘Skills Marquee’.

Over 1600 people attended the 7th Fair, with over 700 visits to the marquee where Tom Coster, our current Brickwork Apprentice and Sam Stone, a former Brickwork Apprentice, proved very popular demonstrating their brickwork skills to school children and job seekers alike.



ECC’s targeted employment Special Education Needs and Disabilities Employers Forum

We have recently joined the SEND Employers Forum put together by Essex County Council working in partnerships with employers, to create employment pathways from education into work and inform developments of an ‘All Age’ approach to employment for Essex residents.

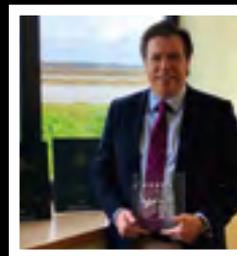
The overall purpose of the Forum is to have the employer voice central to Essex County Council to influence long-term SEND employment change for the future, collectively create new ideas that will be beneficial for both employers and young people, identify employers training needs when recruiting SEND job seekers and signposting to relevant organisations for in-work support and agree a common language that is beyond labels.

Awarded 5 Star Customer Satisfaction from the Home Builders Federation

We are delighted to have been awarded the prestigious, 5-star customer satisfaction award from the Home Builders Federation.

The annual survey is one of the most comprehensive, large-scale surveys of its type carried out in the UK. Since its launch, well over half a million survey returns have been received making it one of the most comprehensive continuous industry research exercises in the country.

Steven Rose comments “We are extremely proud to have won this award. We’re committed to providing our homeowners with the highest standard of service and quality of product and that they enjoy the unique experience of purchasing and living in a Rose home. We continue to build the business on quality, reliability, a can-do attitude, respect for customers and our supply chain. We are not looking to squeeze the last penny out of a project but to deliver a sustainable business built on quality and reputation.”



University of Essex 2020 Green Impact Awards

We are absolutely delighted to have been awarded the University of Essex ‘Green Contractor’ award for the third year running. Green Impact is a United Nations award winning programme which creates lasting, positive organisational change whilst encouraging collaboration and team building.

Queen’s Award – ‘Promoting opportunity through Social Mobility’

We have been shortlisted for the Queens Award which celebrates businesses which promote a sustainable and inclusive culture. The winners will be notified in April 2021.

Royal Town Planning Institute Awards – Summers Park, Lawford

Our development at Summers Park won the “Highly Commended” award at the RTPI East of England Planning Awards.

We are extremely pleased to have achieved this for the development which bears testament to the ‘teamwork’ during the project’s formation.

Thank you for all your help and playing your part with your skills and wise counsel to help make this one of the best planned developments in the Eastern region.





Housebuilder Awards 2020 – Highly Commended

We are thrilled to announce that our development Queens Drive, Woodbridge has been Highly Commended in the ‘Best design for three storeys or fewer’ category at this year’s Housebuilder Awards.

A great result for all the team that have been involved in the delivery of this amazing project.

The Housebuilder Award supported by HBF and NHBC, are now in their 16th year and are geared to reward innovation and excellence. These are the industry’s own awards and recognise those in the industry who are improving quality, design, efficiency and customer care in housebuilding.

Alex Leader comments ‘We are delighted to have received a Highly Commended award at this year’s ceremony, especially as they are one of the most sought after in the industry. This recognition helps to reinforce our commitment to quality and design.’



Goldsmiths Mansion – Joint Winner of The Alan Phillips Architectural Awards

The restoration of Goldsmiths Mansion, Sudbury was named a joint winner at the Alan Phillips Architectural Awards, organised by the Sudbury Society.

The judging panel described our project as a worthy winner of the accolade, stating that it demonstrated the “highest standards of restoration and conservation”.

The project was completed in 2018 by Chris Blaser, Paul Shanks and Craig Lewis.

City and Guilds Employer and Industry Board

We are pleased to now be a member of the Construction Employer and Industry Board, helping to advise and influence City and Guilds strategy and product design.

The Board is comprised of over 40 employers, representing employers’ needs across the construction sector. The Board members help to ensure that qualifications and other products and services help learners to progress with the skill and expertise they need in the workplace.

Best Small Housebuilder What House Awards (up to 100 units p/a)

We are delighted to announce that we have been awarded the Silver Award for 'Best Small Housebuilder' at one of the biggest events in the UK new homes industry, the WhatHouse? Awards.

Commonly known as the 'oscar' of the UK housebuilding industry, the WhatHouse? Awards is the country's largest event that celebrates the very best new homes.

It was the 40th year of the Awards but due to the pandemic, for the first time the ceremony was held digitally, with the audience watching online.

The judging was intense, as well as the quality, design and range of the houses built, all aspects of performance was assessed, including: The influence of senior management, staff values, recruitment & training, sustainability initiatives, marketing, home buying assistance schemes, aftersales service and customer care.

UK Business Hero Awards

We are thrilled to be nominated for the UK Business Hero award which recognises those businesses which have helped to make a positive contribution to their community during the Coronavirus outbreak.

"It has given me great pride to hear how businesses have gone the extra mile to help during the Coronavirus pandemic. For this reason, I am delighted to support the British Chambers of Commerce UK Business Heroes campaign that recognises the incredible work businesses have carried out across the UK, in the most challenging of years.

It has been a particular pleasure to hear stories of how you have supported your local communities throughout the outbreak and to see you nominated as UK Business Heroes by your local Chamber of Commerce.

I want to take this opportunity to thank you for your positive contributions, congratulate you on your recognition as a UK Business Hero and wish you every success in your endeavours in the weeks and months ahead as we look to the recovery of our country." (HRH The Countess of Wessex GCVO)



Alex Leader head of Sales and Marketing comments:

'We are extremely proud to have won an award at this highly prestigious event. The award helps showcase the hard work and commitment from our team to deliver developments that our buyers are proud to call home'



The Armed Forces Covenant Employer Engagement - Gold Award

The most supportive organisations for Britain's Armed Forces from both the private and public sectors have been recently announced.

The Employer Recognition Scheme Gold Awards continues to grow in strength year on year. To win an award organisations must demonstrate that they provide ten extra paid days leave for Reservists and have supportive HR policies in place for Veterans, Reserves, Cadet Force Adult Volunteers and Spouses and Partners of those serving in the Armed Forces. They also advocate the benefits of supporting those within the Armed Forces community encouraging others to sign the Armed Forces Covenant and to engage in the Employer Recognition Scheme.

2020 marks the seventh year of the awards scheme and this year 47% of winners are either Micro organisations or SMEs and 38% are public organisations. This demonstrates both the growth in numbers and the depth of supportive employers who cover a wide range of sectors and company size. This year's 127 award

winners join a group of 226 winners from previous years bringing the total to 353 organisations who can share their knowledge and experience on the benefits of employing those from the Armed Forces community.

The Defence Employer Recognition Scheme (ERS) encourages employers to support defence and inspire others to do the same. The scheme encompasses bronze, silver and gold awards for employer organisations that pledge, demonstrate or advocate support to defence and the armed forces community, and align their values with the Armed Forces Covenant.

We are immensely proud to be awarded the Gold Award this year. Showing our support through various initiatives including providing work experience, career advice, apprenticeships, supporting Building Heroes and fundraising.

The construction industry is facing a massive skills gap, encouraging service leavers to consider joining the industry

could and will play a significant part in addressing this shortage whilst having an immensely beneficial impact on those leaving the Armed Forces and we are very excited to continue building these relationships and encouraging others to follow in our footsteps. Those from the Armed Forces have a wealth of transferrable skills that, we think, are vital to many industries and every effort should be made to open lines of communication and encourage all sectors to embrace service leavers.

We have now over 12 employees who are veterans from a Forces background. This is proving a successful route to growing our team and one which we will be developing in the future.

Congratulations to Claire Wright for all her work in ensuring we have achieved this National, and very difficult to achieve, Accreditation.



EMPLOYER
RECOGNITION
SCHEME

GOLD AWARD

Proudly
supporting
those
who serve

#GoldERS2020

Armed Forces Week

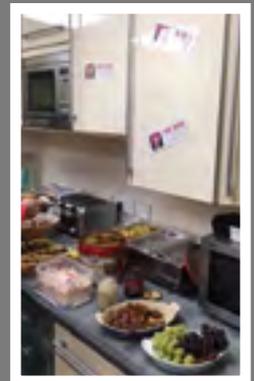
We celebrated Armed Forces week in June with our sites flying the flag in recognition of all Armed Forces serving personnel, service leavers, reservists, veterans and their families. We also held a fundraising raffle raising £130 in support of Building Heroes.

VE DAY – Street Party style lunch at Work

VE day came after over 5 and a half years of War, personal hardship and much, much personal loss and grief. We were only a few weeks into the Coronavirus lockdown on the anniversary of this celebration which was a sharp reminder of those who lived through the most terrifying, threatening and challenging of times.

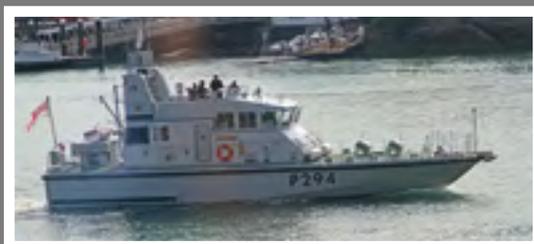
Amongst other things, fortitude, perseverance, tenacity and attitude – secured victory and with it we were able to enjoy the success and the peace it brought.

Many celebrated by having a “stay at home” party. In the office we held a street party style lunch. Thank you to all those involved with the organisation.



Patrolling the Orwell and Beyond!

We were very lucky to be invited aboard HMS Trumpeter joining the crew on a coastal patrol, great views from the open flying bridge down the Orwell and out to sea! HMS Trumpeter is a training vessel providing Naval experience to Officer Cadets from Cambridge University Royal Naval Unit and they served up a fabulous hearty stew on the high seas too! A truly fantastic experience!



‘Leavers Link’

During lockdown we were still able to participate in ‘Leavers Link’ through Zoom events. Leavers Link is a vital networking tool for ex Army Veterans looking to make the transition into new employment.

Key worker Incentive

Sam, an ex-Army Veteran and his family were the first to make use of our Key Worker Incentive and moved into their new home at Millers Green in June.

Manningtree Food Bank Collection

Following on from the success of our collection for the Food Bank in 2019 we have decided to collect again for those families within the Manningtree radius who need support over the Christmas period. Staff were invited to donate essential items, treats for Christmas and toiletries to help those that need it. Thank you to everyone for their generous donations so far. A special thank you to all those who work at Superstructures who have made a very generous donation to the cause.'

We have also been fundraising at our Lawford Green development. We are encouraging our home owners to come out and help decorate our Christmas tree and for every picture in front of our tree we will be making a donation to the foodbank.

Our donations to the Food Bank help us to help those in our community that are going through a rough time and we feel proud that our small community pulls together to help each other.



Atlantic Nomads

In December 2021, the Atlantic Nomads (Tom Rose (right) and three team members) will be rowing across the Atlantic Ocean as part of the Talisker Whiskey Atlantic Challenge.



The challenge will take the team more than 3000 miles west from San Sebastian in La Gomera, the Canary Islands to Nelsons Dockyard English Harbour, Antigua and Barbuda. They will be taking on this amazing challenge to raise funds for two charities, the Alabare's Homes for Veterans and Hannah's Willberry Wonder Pony.

To follow their adventure visit: atlanticnomads.co.uk instagram – [atlanticnomads](https://www.instagram.com/atlanticnomads) / twitter - [@AtlanticNomads](https://twitter.com/AtlanticNomads)

Les & Adrian's Arctic Circle Challenge

Les Allen, a veteran of the Black Watch Battalion of the Royal Regiment of Scotland, and a Machine Driver at our Millers Green Development and Adrian Middleton a Royal Artillery Veteran will be taking on the challenge of riding their motorbikes from the UK to the Arctic Circle and back using their military training with no glitzy stay overs, camping along the way and covering a massive 4000 miles in 8 days!

The challenge was due to take place in 2020 but due to the pandemic they are ready to take up the challenge in 2021.

Rose Builders are getting behind their epic journey and are paying their fuel costs, all money raised goes direct to The Royal British Legion, the UK's leading charity providing financial, social and emotional support to millions who have served and are currently serving in the British Armed Forces and their dependents.



2021

2021... What will the new year hold...?

We are fortunate to have a strong blended mix of building and construction works together with a significant number of new houses reserved and exchanged ready for completion in the first quarter.

We have a number of new people joining to help strengthen our growing team.

With the experience of the last year, everyone in the business has grown enormously. Everyone can be proud of their resilience and robustness in the face of adversity.

Building on these key attributes together with a positive 'can do' attitude built on our company values, standards and expectations...the future holds no fears.

As a team we look forward to 2021 and all the work, excitement and positivity it will bring.

I am sure everyone is looking forward to the Christmas break – enjoy the break and we look forward to seeing and working with you in 2021.

With best wishes

A handwritten signature in white ink, appearing to be 'John', written in a cursive style.



ROSE
