



# ALTRAD INSIDE | N° 04

APRIL 2022



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IS DEDICATED TO YOU, DO NOT HESITATE  
TO SEND US YOUR SUGGESTIONS

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# EDITORIAL

GREAT PROJECTS, PEOPLE  
AND CSR INITIATIVES



Mohed  
ALTRAD

## DEAR COLLEAGUES,

It is with immense pleasure that we write to you for this 4th edition of ALTRAD Inside. So much has happened in the past year which we wish to share with you.

But first, we wish to spend a moment to reflect on the Covid and the Ukraine crises. Both of these came as a complete shock, changing our way of life and having severe impacts on the world order we had become used to. Through Covid, we witnessed something never seen before... with travel, trade, healthcare systems and relationships disrupted in an unimaginable way. Sadly, we lost a number of colleagues to Covid and many of us, or people we know, suffered with physical and mental health. In many countries, we are cautiously returning to a new normal, though in a number of other countries restrictions remain. We have to be patient and remain sensitive to the needs, fears and emotions of our colleagues.

More recently, the Ukraine conflict has reminded us of an often overlooked sense of security by which we live, unaffected by conflicts for many decades. Yet this is not the only conflict zone and we are acutely aware of how conflicts affect our families, our neighbours or our friends. Our hearts go out to all those affected by conflict and, at the current time in particular, the people of Ukraine. At the time of writing, the war still rages on, and millions have been displaced. These include the families of some of our colleagues and we wish them safety and security as they face a still unknown future. Our colleagues throughout Europe are providing assistance to refugees, none more so than in Poland where the hard work of a small number of ALTRAD employees is helping dozens of Ukrainian people by providing them with apartments, furniture, food and, in time, education and employment opportunities. ALTRAD will continue to look for ways to help in a meaningful way. Yet, we also have colleagues in Russia who unfortunately face a lot of their own uncertainties and no doubt feel more isolated from the Group, and large parts of the world, than before. Our thoughts are also with them.

This brings us to the current issue #4 of AI, which is being published as we host our worldwide management teams in Montpellier for the first time in over 30 months. We are thrilled to be able to host a seminar and to see our colleagues in person again. It is an opportunity to meet and to reconnect after so long. During this very special occasion we will spend precious time discussing our purpose – our Raison d’Être – through a



# EDITORIAL

GREAT PROJECTS, PEOPLE  
AND CSR INITIATIVES



Jan  
VANDERSTRAETEN

number of panels, whose participants have been preparing for many months. Our purpose stretches far beyond our day-to-day business, though it is also enshrined within our business. As we accompany our clients, we help to power the world, provide food and medicines to communities, build infrastructure, transition to a greener economy and so much more... Whilst doing this, we must strive every day to deliver excellence through the quality of our relationships, our products and our services to our customers. We must manage our business rigorously to ensure we maintain our levels of profitability and our margins. And we must not allow ourselves to become complacent, since complacency translates to an acceptance of a gradual decline in our performance. This performance is essential to be able to fulfil our Raison d'Être: to provide security for our employees, to invest in our communities, to educate both young and old, to reduce our carbon footprint, to provide opportunities for women to develop and thrive in our industry... in other words, to play our part in creating an enduring and sustainable impact on our world.



Ran  
OREN

During this seminar, we will also welcome many new colleagues from the companies which have joined ALTRAD in the past 12 months. It will give us great pleasure to see our colleagues, old and new, get to know one another and share a few days of conviviality together. It is precisely the rigour we mention above which allows us to grow our business as we have done, to over 50,000 employees worldwide with the addition of over €1bn of new revenue in the current year. But why do we do this, why not invest our means in organic growth, or returning money to our stakeholders? The answer is that we need to do both. We are continually investing in our business, innovation, people, products and supply chains to grow our markets. You will read about a selection of our – of your – achievements in this issue of AI. But we also need to invest in acquisitions. This allows us to bring new people into the organisation with significant skills; it allows us to add products and services to our existing offering so that we become ever more important partners for our clients; it allows us to enter new markets, build new client relationships, and consolidate our position in existing markets.

All this helps to diversify our business further, protect it from downturns, and remain sustainable so that we, in turn, can contribute to a more sustainable world. That is our purpose, which we will continue to work alongside you to create.

With these few words, we wish to greet you and wish you an enjoyable read of ALTRAD Inside.

Mohed Altrad, Ran Oren,  
Jan Vanderstraeten



## ALTRAD FAR FROM INSENSITIVE TO THE UKRAINIAN CONFLICT

The least we can say is that the Ukrainian conflict has not left the ALTRAD group unmoved. From the President to the employees in the field, each and every one has wanted to play their part...

A recent article published by journalist Guillaume Mollaret made a point of citing companies that immediately showed their support for the Ukrainian people and their position in favour of the restoration of peace as soon as possible. More specifically, he cited the example of ALTRAD Mostostal in Poland.

Here is the extract:

## FRENCH COMPANIES THAT ARE ADOPTING THE COLOURS OF UKRAINE

**French companies of all sizes are taking a public stand against Russia's war in Ukraine, even changing their logos to yellow and blue.**

After the Coliseum, the Eiffel Tower, the Brandenburg Gate and the Pont du Gard were all decked out in yellow and blue, it is now the turn of French companies to display the colours of Ukraine. While some SMEs have hoisted a Ukrainian flag above their headquarters in solidarity with the Ukrainian population, the ALTRAD industrial services group (50,000 employees), based in Montpellier, has gone even further by swapping its traditional white and red colours for yellow and blue.

"The recent events facing the world are tragic and we want to express ALTRAD's deepest solidarity with the Ukrainian people at this terrible time," explained Mohed Altrad and his two managing directors, Ran Oren and Jan Vanderstraeten, in a statement.

In fact, the group's support for the population is reflected in its support for accommodation for refugee families in Poland, where the group has a subsidiary called ALTRAD Mostostal.

"On Thursday 3 March, we housed two families, i.e. 7 people, in a flat rented for this purpose. The next day we signed rental



contracts for two more flats where in total we can accommodate about 20 people. During the weekend we organised the basic equipment for the flats: beds, sheets, blankets, plates, children's toys, food. Four more families, or 10 people, have just arrived. For some of them, it took four days to flee eastern Ukraine," explains Dorota Jaszczuk, ALTRAD Mostostal's Sales Manager. Her teams are now cooperating with local authorities, "helping families to organise their refugee status in our town (Siedlce, located 2.5 hours from the Ukrainian border,



editor's note), to get free public transport, access to schools, and cultural centres," she continues. "In the coming weeks, we will set up a foundation, organise the aid in an even more structured way so that it benefits Ukrainian mothers and children," promises Dorota Jaszczuk.

In the same way, President Altrad regularly recalls in his weekly messages the gravity of the situation for the Ukrainians. With words of support and hope, he expresses his thoughts on the events and offers his own insights.







## UKRAINE

*Hello everyone,*

*To stun! That was the objective of the attack on Ukraine on 24 February. The objective has not been attained, but we are stunned, all of us.*

*Because no one saw it coming. If some people were able to envisage this tragedy, it was from a purely intellectual point of view; in their heart of hearts, even the most informed did not believe it would happen. It seemed so absurd! But the bombs are there, and the deaths, and the exodus.*

*In this situation what can we do?*

*We can and must confirm our solidarity.*

*Our unwavering solidarity with the suffering Ukrainian population and with our Ukrainian collaborators who share this suffering and who weep. Our solidarity with our staff, especially our Polish staff, who are doing outstanding humanitarian work in helping the refugees. But our solidarity also with our Russian colleagues, because it is important, in these times of pain and confusion, not to equate the people with the political authorities who decide for them and sometimes against them.*

*In the midst of insanity, we have no other resource than to hold on to what is human in us. These words will be my way of greeting you today.*

*Mohed Altrad*

## PREPARATION

*Hello everyone,*

*Lessons can come from all sides, without prejudging their moral value. This time, it is the war in Ukraine which, beyond the blood and tears, has something to teach us.*

*The experts were wrong about many things. One of their mistakes was about the invading army. They said it was very powerful, one of the largest in terms of men and equipment. But then the army started to fall back and they realised that it wasn't just a matter of size. All this had to be organised, all this had to be prepared.*

*That is the lesson.*

*No matter how big we are and the image we project, we must never overestimate ourselves. We must not see ourselves through the eyes of others. Whether we are big or small, we must prepare ourselves as if we had everything to prove.*

*Nothing can be taken for granted, and our reputation and self-image are based on the fact that we always prepare ourselves carefully and seriously.*

*With these words let me greet you and wish you a very good day, with a special thought for those who are suffering.*

*Mohed Altrad*



## RUGBY WORLD CUP 2021 ANNOUNCES ALTRAD AS AN OFFICIAL SPONSOR

On 9 March, ALTRAD became the new Official Sponsor of Rugby World Cup 2021, playing in 2022. The tournament, contested by the top 12 women's teams in the world, will be hosted in New Zealand in October and November 2022.

This announcement, on the eve of International Women's Day, was meant to demonstrate not only ALTRAD's passion for rugby but, more importantly, ALTRAD's desire to promote role models for girls and encourage equality and inclusion in society. This global event bolsters ALTRAD's rugby portfolio which includes the Global Main Partner of New Zealand Rugby (including the Black Ferns), Official Major Partner of the French Rugby Federation, Principal Partner of Australia's Western Force and owner of French club Montpellier Hérault Rugby (MHR).

Speaking on the announcement, Mohed Altrad, President and Founder of the ALTRAD group said: "Rugby World Cup 2021 symbolises Altrad's commitment to support both men's and women's rugby. Our existing support of the Black Ferns and the French women's team, as well as the Western Force Women's team, reflects our strong desire to promote equality and diversity through women's rugby to our employees and customers around the globe. We look forward to participating in the biggest and most successful women's rugby tournament yet, and one which leaves a legacy not just for rugby but for women's sport around the world".

Rugby World Cup 2021 is the pinnacle event in women's 15s rugby. The event is aimed at super-charging the women's game at a global level and creating a lasting impact throughout New Zealand. ■





## GRAND SLAM 2022: A VICTORY FOR FRANCE AND FOR ALTRAD

The French national team achieved a Grand Slam at the 2022 Six Nations. A source of pride for the ALTRAD group, a major partner of the French Rugby Federation.

Indeed, Les Bleus made a clean sweep of the tournament by beating all their opponents (Italy, Ireland, Scotland, Wales and England) to become the 2022 Champions.

As Official Sponsor of Montpellier Hérault Rugby (MHR), we would like to congratulate our two Montpellier players, Paul Willemse and Mohamed Haouas, for their performance in the France team. We would also like to thank all those who came to

support the French XV in the stadiums. We were delighted to welcome Philippe Saint-André and Sean Fitzpatrick to the ALTRAD pre-match event at the Stade de France for the France-England match. The two former captains (the first for the French XV and the second for the All Blacks) did us the honour of sharing their vision, their predictions and their expertise.

The rugby year continues for ALTRAD: MHR is currently first in the TOP 14 and will try to raise the Brennus Shield at the end of the season. In addition, the ALTRAD logo will make its first appearance on the All Blacks jersey on 9 July 2022 during the All Blacks-Ireland match.

**SO A WORD OF ADVICE, WATCH THIS SPACE!**





## RUGBY SPONSORSHIP: 6 NATIONS TOURNAMENT 2022 AND THE PLEASURE OF GIVING... AND SHARING...



This year's 6 Nations tournament had a special flavour, with the French national team winning the Grand Slam (the last time was in 2010!). The matches organised in February and March provided an opportunity to invite customers, employees and families. Everyone was thrilled. Some even spontaneously expressed their happiness at having been able to take part in these meetings...

*"I would like to thank you and your company for this magnificent gift which reflects the dynamism, know-how and values of your group and the French rugby team, of which you are the major sponsor".*

### Client message

*"I would like to thank you for allowing me to experience this exceptional evening".*

### Employee message

*"Congratulations to Monsieur Altrad, to the ALTRAD group and of course to our French team. Everything you do is a success. Bravo!"*

### Partner message

Here again lies the interest of our rugby partnerships: the sharing of our values and a fervour shared by all our stakeholders, including above all the employees of the ALTRAD group.

**THANK YOU ALL FOR  
THIS COMMITMENT.**

## PHILIPPE SAINT-ANDRÉ: MORE THAN A COACH, AN AMBASSADOR OF CHOICE FOR THE ALTRAD GROUP

For those who are not familiar with Philippe Saint-André (PSA), it is worth noting that he is a French rugby union player who played as a three-quarter winger. He was first selected for the French national team in 1991 and won 68 international caps during his career, half of which were as captain.

He then embarked on a coaching career, first with Gloucester (1998 - 2002), where he became the first French coach of an English rugby club. After having coached Bourgoin, Sale and Toulon, he became coach of the French national team in 2011. In March 2020, PSA joined Montpellier Hérault Rugby (MHR) as Director of Rugby.

In addition to his role at MHR, PSA has become an ambassador for the ALTRAD group. His experience in building a winning

team, his managerial qualities, his ability to analyse in defeat as well as in victory, and his sporting values, which echo those of the ALTRAD group, make Philippe Saint-André a strong ally.

Some of you have already had the opportunity to attend one of his conferences on management and team spirit, such as the ALTRAD pre-seminar at Mas Neuf in September 2021. Philippe Saint-André also did us the honour of joining us and sharing his passion for rugby and his expertise during the ALTRAD events at the Stade de France for the 2021 autumn tour and the 2022 Six Nations. And at the launch of the partnership with the All Blacks and New Zealand Rugby, he was with us once again.



We won't tell you more... because you too can call on PSA for one of your meetings or events. To do so, please contact Bénédicte Carrière at [benedicte.carriere@altrad.com](mailto:benedicte.carriere@altrad.com) who will gladly answer your requests.



# AFRICA



## BUSINESS AND PROJECTS

# AFRICA: A LAND OF OPPORTUNITIES FOR THE ALTRAD GROUP

BY MBADINGA ITSOUHOU  
(CEO FOR ALTRAD SERVICES AFRICA)

**Africa remains a land of great opportunities for the ALTRAD group, thanks to significant projects that provide opportunities for business development.**

In the Oil & Gas and fossil fuels sector, many projects are at the final stage of validation or award by clients, such as Train 7 LNG in Nigeria, or the re-launch of the EACOP (East African Crude Oil Pipeline) project in Tanzania and Uganda. Other projects are entering the effective start-up phase: Greater Tortue (GTA) in Senegal and Coral FLNG in Mozambique.

Larger projects like Mozambique LNG, which were blocked for security reasons two years ago, are also due to be reactivated in the short to medium term.

In the mining sector, in Madagascar (Ambatovi) and Mauritania (SNIM), the projects identified are likely to represent additional business for ALTRAD Services Africa.

In the field of renewable energies, the potential represented by solar and hydroelectric energies (to name but two examples) are assets that will enable the ALTRAD group to tackle the energy transition in Africa with confidence.

According to the 'Capital Energy & Power' website, between 2021 and 2025, about 428 projects in the Oil & Gas sector are expected to be implemented on the African continent.

External growth projects are also being studied and should strengthen our momentum.

For these reasons, we can conclude without hesitation that Africa remains a land of opportunities for the ALTRAD group.



## BUSINESS AND PROJECTS

## ALTRAD AND PREZICON: LONG- TERM PARTNERS OF NIGERIA LNG FOR STRUCTURAL MAINTENANCE APPROACHES

Nigeria LNG Ltd (NLNG) is one of the world's top 10 suppliers of LNG (Liquefied Natural Gas). The company was established to tap into Nigeria's vast natural resources and to produce LNG primarily for export. NLNG has a total production capacity of 22 million tons per year of LNG and 5 million tons per year of liquids and derivatives produced from natural gas. This production is processed through a massive six-train complex located on Bonny Island, Nigeria.

ALTRAD (initially through Prezioso) has been involved in NLNG projects for over 20 years, working on the construction of all 6 trains. And Prezicon (JV between ALTRAD and Desicon Engineering Ltd – [www.desicongroup.com](http://www.desicongroup.com)) has been working at the NLNG refinery for the past six years under a Fabric Maintenance Contract (FMC). For the past three years,

Prezicon has also been involved in the Plant Modification Contract (PMC). Within the framework of these two projects, our entire key expertise has been deployed, such as rope access, scaffolding, blasting, and painting, Passive Fire Protection (PFP) and hot/cold/acoustic insulation. Besides, thanks to our permanent presence on the Island, we have built up a skilled, loyal and entirely Nigerian workforce of about 250 women and men.

As the refinery is situated in a very harsh environment, corrosion is a major "environmental factor". As a consequence, we are constantly involved in the maintenance and preservation approach developed to sustain the plant. More specifically, we are currently and simultaneously involved in many work scopes, such as:

&gt;





< **Partial PFP removal and reinstatement of two exchangers**, specifically: Ultra-High-Pressure washing, PFP removal, blasting and priming, and application of technical PFP products such as HK-4 mesh and Chartek 7.

< **Rope Access**, with crews performing extensive touch-ups of the NLNG Jetty #2, using mechanical preparation and touch up by roller/brush, which is complicated due to 'Simops' (simultaneous operations) as the jetty is in constant use (for gas offloading).

#### < **Insulation**

- Insulation and cladding replacement for hot and cold pipes in operation, vessels and acoustic equipment.
- We also carry out continuous maintenance repair work, including mastic application to PIR, mainly for acoustic purposes.
- Additionally, continuous maintenance repair work and cladding replacement to piping, vessels and columns to fight against the corrosive environment of the refinery.

#### **Tower refurbishment:**

After installing extensive scaffolding around the towers, Prezicon removed the existing corroded cladding and degraded insulation. The towers were then 100% blasted and fully coated. Then PIR was replaced and towers fully re-cladded.

#### **Scaffolding**

Our scaffolding crews work hard on the site to stay ahead of our own work scopes and to supply access across all 6 trains. In fact, we currently have 400 tons of scaffolding at NLNG.

This is a long-term project, but also one of continuity. Congratulations to the teams in place at this client's facilities, and particularly to the growing number of female teams.







## BUSINESS AND PROJECTS

## CIDES, NEWCOMER WITHIN THE ALTRAD GROUP, WITH AN AMBITION TO GO (EVER) HIGHER

**CIDES Congo (editor's note: "Cordes Industrielles Energie Solaire Congo", translated as "Industrial Ropes Solar Energy Congo") is a Congolese company based in Pointe Noire, Republic of Congo. Newly acquired by the ALTRAD group, CIDES was founded in 2013 by Florent Manchon and Gisela Atarama.**

Florent, the company's Managing Director, is a rope access expert and mountaineer originally from Savoie, France, while Gisela, who holds the role of Administrative and Financial Director, is originally from Peru. Both of them have been able to develop their business by adapting to the needs of their clients over the years in sometimes difficult contexts.

From the outset, CIDES positioned itself as a company specializing in work at height, using ropes, and intervening mainly in the context of maintenance

missions on industrial sites for welding and lifting operations. Over the years, various activities have been added to the company's range, including inspection with Non-Destructive Testing (NDT), training, and the installation and certification of lifelines.

The company is also ISO 9001 certified. Its main sectors of activity are oil and gas, industry in general, and a specific sector of the food industry: breweries.

Since the beginning, CIDES and its teams have advocated strong values: work well done, customer satisfaction and the development of local resources and talents. This approach and know-how are widely recognized, and CIDES has already been accompanied for several years by renowned equipment manufacturers, such as MSA LATCHWAYS and PETZL, who see it as a showcase for their equipment (PPE, inspection equipment, etc.).

With 12 employees, more than 50 service providers and a turnover of two million euros in 2021, CIDES hopes to continue its development thanks to the synergies established with the

ALTRAD group in French-speaking Africa. Florent Manchon concludes:

*"In a world where a third of accidents on construction sites are linked to work at height, we want to provide technical support to our clients by offering them various solutions to limit their risks. As a company that works at height, we take our responsibility seriously, particularly in terms of HSE (Health, Safety and Environment) [...] We are very happy to have joined the ALTRAD group, which is constantly developing and which advocates values that correspond to our own. We hope to make our contribution to the Group and, in keeping with our size, to further its growth".*

## ESG

## THE ECOPAVÉ PROJECT IN CONGO: A COMMITMENT TO SUSTAINABLE DEVELOPMENT

The EcoPavé project was launched by ALTRAD Services Africa in the Congo. Its objective is to meet our social and environmental commitments by offering a sustainable means of recycling the most voluminous waste produced by the subsidiary, while creating jobs and giving local populations free access to a raw material that will enable them to manufacture paving stones. These will then be used to pave alleys, schoolyards, or even institutions such as orphanages.

Since its inception, this project has significantly reduced the environmental impact of our Congolese operations, already eliminating 1,000 tons of waste and creating 3 full-time jobs. Approximately 100,000 paving stones are now manufactured each year, to be redistributed to neighbourhood associations, orphanages, schools, etc.

The Congolese subsidiary also had the paving stones analyzed by CETIM ("Centre Technique des Industries Mécaniques"), which issued a very favourable report on our process, confirming that it not only complies with European road construction standards, but is also compatible with the management of an ISDND site (storage facility designed to collect non-hazardous waste).

The project has proved beneficial to the local population. They benefit from more and more passable roads and lanes. This initiative has also created jobs while being environmentally friendly. And to really take this approach to its logical conclusion, the subsidiary has also committed to planting 20 trees per year to offset the CO2 emissions generated by the process.

**Congratulations to our Congolese teams who have been able to challenge themselves and work on the fundamental issue of sustainable development.**





## ESG

## SOUTH AFRICA: THE ALTRAD BADAWI LEGACY FOUNDATION HELPS THE MOST DISADVANTAGED CHILDREN



In 2017, in South Africa, Mohed Altrad created the ALTRAD Badawi Legacy foundation to help the most disadvantaged South African children. His goal: to help them get a good education (by financing their schooling), to teach them French and to pass on his passion for rugby.

President Altrad set up this foundation project in close collaboration with the prestigious Grey College in Bloemfontein, a renowned institution in South Africa, which offers a high-quality primary and secondary education and which, in order to do so, relies not only on academic excellence, but also on sport, and in particular rugby.

"I immediately believed in this project and in these young, truly disadvantaged children," explains Mohed Altrad, "We were able to help kids who couldn't go to school; we gave them a place to live, a bed, food and above all the means to study and train. You have to remember that these were street kids who started out playing rugby with bare feet."

Since then, many of these children have grown up and taken advantage of the opportunity they were given. They write to Mohed Altrad on a regular basis to let him know how far they have come and where their lives are headed. Here is one of the letters that Mr. Altrad received at the end of last year:

"Dear Mr. Altrad,

First of all, I would like to express how grateful I am to you for allowing me to attend such a prestigious school as Grey College. This place has taught me, given me many life lessons, and offered me many opportunities. I study here, I play rugby here, I learn a lot here. In particular respect, for the people around me but also more widely.

I learned that the important thing was to contribute, to work for a better world and especially to make sure that one day we leave this world in a better state than the one we

found it in. I also learned that you have to fight for the right things. For all of this, I work hard and never give up, no matter what.

I hope one day to become a great rugby player and an educated man. I am full of hope, I am doing my best, day by day, to achieve my goals.

I would like to thank you for the time and money you have invested in helping me to grow in this incredible place. You have my gratitude. You have given me a great opportunity and a lot of hope. I am forever in your debt.

Yours truly."





## ASIA PACIFIC

### BUSINESS & PROJECTS

## NEW CONTRACT IN QUEENSLAND, **AUSTRALIA**

In January 2022, ALTRAD Services Australia was pleased to announce the 3+2-year contract award with BMA (BHP Mitsubishi Alliance) for access services and blasting/painting (including protective coatings) services at multiple BMA facilities in Queensland.



With a long-established working relationship with BHP across Australia, we are keen to develop this further by becoming a strategic long-term partner with BMA.

Besides, ALTRAD Services has been able to demonstrate key features when it comes to its proposal:

- Experience and capability in delivering access and coatings services, including innovative and modern solutions.
- Commitment to the Mackay region and community including a focus on Indigenous, local and diversity-based employment opportunities.
- Industry-leading HSEQ performance, standards and processes.
- Ability to leverage BHP best practice through performance-based KPIs and reporting.
- Strong local leadership and operational team.

More precisely, intended coverage of the contract includes: Peak Downs Mine, Daunia Mine, Blackwater Mine, Saraji Mine, Caval Ridge Mine, Broadmeadow Mine (above ground only), Goonyella Riverside Mine, and Hay Point Coal Terminal.






**JOB OPPORTUNITIES**

**Altrad Services is currently seeking:**

- Advanced, Intermediate & Basic Scaffolders

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## BUSINESS AND PROJECTS

# HIGH LEVELS OF ACTIVITY IN AUSTRALIA: NECESSITY TO RECRUIT QUICKLY AND SMARTLY

With staff and supply shortages all across Australia essentially due to the COVID 19 crisis and its implications, ALTRAD Services has not been spared. Furthermore, our recent contract wins require hiring and mobilizing an extra 400 scaffolders in the coming months, which is adding another challenge for the recruitment team.

Our HR department had to adapt to the situation and launched a large recruitment campaign with a variety of advertising approaches, eye-catching graphics on social media platforms (LinkedIn, Facebook, Instagram), as well as on the local radio stations.

## BUSINESS AND PROJECTS

# ALTRAD SERVICES AUSTRALIA CONTINUES TO BUILD ON ITS “INNOVATION HUBS”



As part of ALTRAD's ongoing commitment to continuous improvement, ALTRAD Services Australia teams organise demonstrations and innovation events to provide an opportunity for customers, suppliers, partners and ALTRAD staff to come together in a collaborative and constructive environment.

Product demonstrations are always carried out in a safe and interactive environment and, most importantly, participants have an opportunity to see and understand the benefits and impacts of the latest products and techniques introduced and developed by ALTRAD.

Last November's Innovation Hub featured a demonstration from supplier Belzona, focusing on their Super Wrap – “Cool to Touch” products for corrosion protection under insulation.

In December, the Innovation Hub was attended by over 75 customers, suppliers and employees including Woodside, Santos, Inpex, BHP Petroleum, Rio Tinto, Alcoa, Wesfarmers, BAE, NSM and Technip.

With very positive feedback from ALTRAD Services' customers and employees, the Innovation Hub is proving to be a success that we hope to continue.

## BUSINESS AND PROJECTS



## ALTRAD SERVICES: ALWAYS KNOWN AND RECOGNISED FOR ITS SAFETY PERFORMANCE

Since 2008, ALTRAD Services has been providing ASC West, at the WASSF Henderson and FBW Garden Island sites in Western Australia, with blasting and coating services. ASC West is a submarine maintenance and repair facility located in the Australian marine complex in Henderson. Our services offered there include corrosion repair, abrasive and soda blasting, coating and inspection.

In January 2022, Ben King, an ALTRAD employee, was singled out by ASC for reporting a serious and imminent danger on site. He identified a malfunction in the production process that was causing a partition panel to break through to the upper level of the workspace. Small fragments were falling to the lower level. Ben stopped the job and was recognised and valued for this initiative, and was given a letter of thanks by Mark Albertson, Executive Director of Operations. ■



## ESG

## THE CAREY BINDJAREB GRADUATE PLACEMENT PROGRAMME

ALTRAD Australia is working together with Carey Training and the Western Australian Department of Justice's Carey Bindjareb Project, offering training and placement opportunities to Indigenous inmates who have successfully graduated from the Carey Bindjareb programme.

The programme, through a careful selection process, will be educating low-security individuals who have made wrong life choices and are deserving of a second chance, by employing them within the ALTRAD team as they leave prison, giving them a clearly defined path for employment going forward, whilst also supporting ALTRAD with the growing need for quality committed labour.

The local ALTRAD team will be heavily involved with the new recruits through direct training, mentoring, and working with them as they transition through the selection process and into full-time employment.



In addition to vocational education and training, the recruits will receive mentoring support as they progress through the course and integrate back into society and full-time employment. Support includes cultural and life skills mentoring, with constant contact with the candidates and their families to ensure the best possible outcome for all concerned.

Scheme proposer and ALTRAD APAC Head of Assets, Christopher McKenzie, comments:

*"Altrad's involvement with the Carey Bindjareb Project has grown into an initiative that my colleagues and I are immensely proud of. ALTRAD's engagement, employment and ongoing vocational training will have a significant positive impact on the graduates that we engage as well as their families and the wider Indigenous community. I am delighted to announce that we have offered full-time employment to six Carey Bindjareb graduates to date and certainly look forward to our ongoing engagement with both current and future graduates of the programme throughout 2022 – 2023".*

## ESG

## ALTRAD SCORES TRY WITH WESTERN FORCE



**ALTRAD is proud to support rugby at all levels, from grassroots to the elite, at a local, national, and international level. The values that sit at the heart of rugby are shared by ALTRAD and form the foundations of a business that continues to write a legacy across the globe. ALTRAD is using its position within the rugby community to empower people to make more of their world.**

In February 2022, ALTRAD signed a four-year agreement

to become the Principal Partner of Western Force, the Western Australia team based in Perth.

As Principal Partner, employees will be able to attend games, invite clients and be offered a jersey at various occasions.

Along with the All Blacks and the French XV, this Western Force partnership will provide the opportunity to increase our brand awareness, create CSR opportunities and benefit our recruitment campaigns. ■

## TALENT IN MOTION

## STEVE HILLMAN

SITE MANAGER - INPEX ICHTHYS LNG

Steven Hillman was born and raised in Beaudesert Queensland. Steve joined Cape (ALTRAD) in 2009 on the Pluto project, where he was employed as an Advanced Scaffolder. Since then, he has seen the company grow and employees develop, himself included, having worked on three major construction projects and two major maintenance contracts over the past twelve years. In 2017, he made the decision to relocate to Darwin for the Ichthys project. Along with his partner Jaimon, he fell in love with the place and has never looked back.

His current role is Site Manager on the INPEX Ichthys LNG Rectification works, which has been extremely exciting and rewarding.

## A few questions to find out more about him...

## 1. What is your proudest moment at ALTRAD?

Securing the INPEX contract! Having the opportunity to lead the Darwin team through a challenging two-year campaign that has seen four contracting model changes along the way.

## 2. If you could do another job for just one day, what would it be?

Fishing charter host.

## 3. What are three career lessons you've learned thus far?

1. Treat everyone with equal value and respect. 2. Be honest and factual with absolutely everything you do. 3. Never limit yourself to what you already know, continue to challenge yourself by taking on the unknown. It's ok to fail, but learn from your mistakes and pursue success.

## 4. If you could interview one person (dead or alive) who would it be?

Roy Callaghan.

## 5. The top three highlights in your life?

1. Meeting my amazing partner.
2. Travelling Australia with my partner, living out of our camping car for the best part of a year.
3. The birth of my daughter Niah.

## 6. What is the first concert you attended?

Have only ever attended one, the "RAGGAMUFFIN" concert.

## 7. What is the greatest challenge you have had to overcome in your life thus far?

Tough question. I would have to say finding the strength to pick up all the pieces after a tragic event that occurred in 2015.

## 8. What is your biggest pet peeve?

People who disadvantage others by parking in disabled/pram car parks in shopping centres.



## 9. What is your hidden talent?

I can play a pretty good didgeridoo.

## 10. What is your personal philosophy?

"Live every minute of every moment, life is but a dream".

## 11. What kinds of hobbies and interests do you have outside of work?

Anything to do with being outdoors – Fishing, Camping, Travelling, Exploring.

## 12. You're happiest when?

Spending time with my partner and daughter. I am cooking up a storm in the kitchen... (laughs).



The background of the page is a photograph of an offshore oil platform, likely the 'WKOSS' as indicated by a label on its structure. The platform is a complex of steel beams, pipes, and yellow storage tanks, situated in the middle of a blue sea under a clear sky. Overlaid on the lower half of the image is a map of Europe. The countries of Western and Central Europe, including Spain, France, Germany, Poland, Czech Republic, Slovakia, Austria, Hungary, and Italy, are highlighted in a vibrant red color. The rest of the European landmass, including the British Isles, Scandinavia, and parts of Eastern Europe, is shown in a dark grey. Two bold, red diagonal lines cross the bottom right corner of the page, adding a dynamic graphic element.

# CONTINENTAL EUROPE

BUSINESS AND PROJECTS

# ALTRAD SERVICES BENELUX PROVIDES EXPERTISE TO IBERDROLA'S BALTIC EAGLE PROJECT

The Spanish group Iberdrola is building its second major offshore wind project in the Baltic Sea. With a capacity of 476 megawatts (MW), the "Baltic Eagle Project" is a facility located off the German coast, with 50 wind turbines producing enough renewable energy to meet the needs of 475,000 households and avoid the emission of almost one million tonnes of CO<sub>2</sub> into the atmosphere each year.

These wind turbines also have the largest rotor size available:

- The rotor blade diameter is 174 metres.
- The swept area is 23,778 m<sup>2</sup> (the equivalent of more than three football fields).
- And the central height of each structure is 107 metres above sea level.

On this project, ALTRAD Services Benelux supplied the scaffolding and heat-shrinkable tarpaulin to be installed around the jacket of the offshore platform so that the welding and painting work could be carried out safely. The heat-shrinkable tarpaulin allowed work to be carried out regardless of the weather conditions, which was essential as timing was an important factor in the project.

The client (Iberdrola) chose ALTRAD for a number of reasons, including our experience in this type of complex project and our engineering expertise. Our engineers were able to provide a workload plan that was agile enough to be modified, based on a multi-stage approach. Our approach proved to be both efficient and cost-effective for this particular project.

**CONGRATULATIONS TO OUR TEAMS WHO SUCCESSFULLY CARRIED OUT THEIR ASSIGNMENTS, ESPECIALLY KEVIN ONGENA AND SVEN VAN PUYMBROECK ON THE ENGINEERING SIDE, AND LARS VRANCKX FOR THE OVERALL MANAGEMENT OF THE PROJECT.**





BUSINESS AND PROJECTS

## ALTRAD "MANOEUVRES" FOR ITS CLIENT FABKINA AND THE MAINTENANCE OF A MEGA YACHT EMBLEMATIC OF THE IBERIAN PENINSULA



At the heart of the Freire shipyard in Vigo, Galicia (Spain), our teams are helping to erect a Plettac Futuro scaffolding structure to carry out major work on a mega yacht: 112 metres long and 18 metres wide. The maintenance of this vessel is a truly significant project, giving ALTRAD a high profile in the Spanish shipbuilding market.

The scaffolding structure, weighing more than 120 tonnes, was used to carry out the refit and painting of the ship's hull and decks. Covered with protective "sandwich panels", it allows work to be carried out in ideal conditions. The encapsulation it provides creates an atmosphere free of dust and contaminating particles, with operations carried out at a constant temperature.

What makes this project particularly important is the use, for the first time,

of this type of protection by means of "sandwich panels" (until now, protective atmospheres were obtained by means of heat-shrink plastic sheets).

The advantages of the panel method are numerous: greater resistance, real energy savings (and therefore cost savings) since the working environment is maintained at the desired temperatures, which also limits the environmental impact. In addition, the "panel" product is totally recyclable and reusable.

Another special feature of this project is that the scaffolding was not erected on a ship in dry dock, but on a floating yacht! This was an additional challenge, especially when we had to redesign the roof of the scaffolding structure (due to the excessive weight of the original project).

Our client, Fabkina, was delighted with our approach. The assembly work started in May 2021. The structure is

still being erected. Our teams are supervising the project, with special attention paid to supporting and reassuring the client over the long term. The work is scheduled to be carried out over a two-year period.

Prior to mounting the installation, ALTRAD Plettac Ibérica technically trained the client's installation team, while implementing a specific design, intense planning, and an unprecedented site organisation.

Working closely with our client to become, in addition to a supplier of quality products, an essential partner in project management is a stated goal. It was for this very reason that we had previously invited Julio Pezzolano, President of the Fabkina Group, to visit the Plettac factories in Germany, to reassure him of the quality and reliability of our products. A winning operation and a satisfied customer.





## DIRK MEYER

### 'ALTRAD + KIEL: 1+1=3'

*"We have really tried to professionalise our integration processes in the recent months.*

*With the takeover of Kiel, we have taken on board more than 900 new experienced employees in the piping and mechanical business. We are now represented in all regions of Germany with the major clients in the chemical, oil and gas, and power industries.*

*By gaining new locations and customers, we now have the opportunity to offer and expand all our trades. Within the Group, we can create synergies in all areas that will make our work more effective in the future.*

*As a result, we are now among the top three piping mechanical service providers in Germany. No other company in the country is capable of providing the same strong industrial services for piping, insulation and scaffolding as we can".*

## RALF DEITENBERG:

### 'New distribution channels and online sales: a real opportunity'

*"The importance of online sales is growing. In times of Covid, online sales have increased drastically. An example from the ALTRAD world: ALTRAD Lescha Atika started to work on an online shop in early 2020. Today, we offer more than 6,000 parts in our shop. The results are good. During the first financial year we had a revenue of €1.2 million. Today, it is more than €4.5 million. And this continues to grow. In addition, DIY chains ask us whether we are available as a partner of their online sales".*





## ALTRAD ACADEMY: THE TOOL FOR MAINTAINING AND SPREADING SKILLS



**ALTRAD operates a number of specialised departments which frequently employ specific profiles. ALTRAD Academy is there to provide the necessary knowledge and training.**

### TRAINING

ALTRAD Academy offers all types of training courses to enhance the knowledge and the quality of our employees. "We work on different levels", explains Raf De Cort, HR Manager Belgium. "On the one hand, there is the influx of new employees who must be given the necessary training. On the other hand, we have internal training programmes, offering career opportunities to employees who have been with us for some time".

### ONBOARDING

The profiles most frequently sought by ALTRAD are hard to find on the labour market. This is especially true for the scaffolding and insulation departments. "That is why we focus on people with little

or no experience or training", explains Raf. "Through a comprehensive internal training programme, we offer them intensive training. But that is not all. Our onboarding policy ensures that these new employees rapidly feel at home in our organisation. They are assigned a mentor who shows them the ropes on the work floor".

### INTENSIVE PROGRAMME

The ALTRAD Academy also offers many opportunities to employees who have been working for the company for some time, but who want to further their career. "I started working in this industry 16 years ago, straight from school, and I began at the bottom of the ladder as a scaffold erector". Speaking is project manager Bjorn Mampaey. "I gradually got promoted, but at the same time, I realised that my ambitions reached further. When I was given the opportunity to take a site manager training course, I grabbed it with both hands. After six months, it turned out I did not get the expected satisfaction out of it. In consultation with my line manager,

we decided that I would make the switch to the project manager course".

For Bjorn, this ultimately meant a career development path of more than three years, comprising internal training, internships and workshops, besides evening classes and the production of a final paper. "I've been managing my own projects for a little over a year. But I have the feeling that this is not the end of the road yet. That is why I'm still taking a business and finance management course at evening classes", adds Bjorn.

### MENTORSHIP

The ALTRAD Academy relies completely on internal staff in order to share as much internal knowledge as possible. Raf De Cort adds: "Many of our staff have a wealth of experience but lack the necessary coaching skills. Through extensive adapted programmes, we want to enable them to become mentors and share their knowledge with the younger generation".

## TALENT IN MOTION

### TOM ROOMAN

I am responsible for business development for ALTRAD Services in Belgium. My career in this sector started 12 years ago, first with Hertel and then with ALTRAD, after ALTRAD bought Hertel.

Where I live: I live in Brasschaat, a town near Antwerp, Belgium.

**1. The best concert you have ever been to?**

Paul McCartney in Antwerp.

**2. Your favourite place?**

Italy has stolen my heart. I love the culture, language and cooking tradition!

**3. The last book you read?**

The best book I have read was The Handmaid's Tale, a novel by Margaret Atwood.

**4. Your passion?**

I am passionate about golf because of the mental and physical challenge it provides.

**5. Your favourite film?**

Schindler's List

**6. The craziest thing you've done?**

Passing my scuba diving diploma.

**7. Who would you like to trade places with for a day?**

Tiger Woods

**8. The best meal you've ever had?**

Roast wild boar with truffles

**9. If you could visit one place in the world you've never been to?**

I would like to go to Vietnam.

**10. Your pet peeve?**

People who don't keep their promises.

**11. Your secret talent, the one nobody knows about?**

I do my own laundry and iron my shirts.

**12. Which four people, living or dead, would you like to have dinner with?**

Tom Hanks, Steve Jobs, Barack Obama, Robin Williams.

**13. Your favourite family tradition?**

Family tradition is to have a barbecue to celebrate all the mothers.

**14. Your least favourite superhero?** Superman







# FRANCE

## BUSINESS AND PROJECTS

# ACE: INSTALLATION OF SHORING TOWERS AT THE ATOMIC ENERGY AND ALTERNATIVE ENERGIES COMMISSION IN SAINT-PAUL-LEZ-DURANCE



One of the main research centres of the French Atomic Energy and Alternative Energies Commission, located in Saint-Paul-lez-Durance, will host the tokamak (an experimental machine designed to harness the energy of atomic fusion), on the famous ITER site, and its complex industrial systems. It should be noted that the ITER installation is currently under construction.

Altrad Formwork and Shoring [ACE] had the opportunity of participating in constructing the B75 building designed to dissipate the energy produced by the nuclear fusion of the reactors. The 5 cells of the building are composed of resistors that will act as fuses if the fusion process releases too much energy. On behalf of the client, Demathieu Bard, ACE supplied:

- 250 tonnes of HD 320 shoring towers.
- 40 tonnes of JALSEC corbelled work platforms.
- 135 tonnes of JALFORM formwork (vertical metal formwork).

This project, comprising multiple technical challenges, proved to be very interesting for the subsidiary's design offices and fitters, particularly with regard to the installation of triple-height formwork with pressure control related to pouring (very fluid, denser concrete 3.6 t/m<sup>3</sup> instead of 2.4 t/m<sup>3</sup> for conventional concrete).

A total of 430 tonnes of equipment was transported to the site and a team of 8 employees was present throughout the duration of the project to ensure the assembly/disassembly.



## BUSINESS AND PROJECTS

## ACE: PARTICIPATION IN THE GRAND PARIS PROJECT - THE ADVENTURE GOES ON

For several months now, ACE [Altrad Formwork and shoring] has been actively involved in the GRAND PARIS construction site, and more particularly in designing line 16, notably at the "La Courneuve - Six Routes" station, alongside Eiffage Civil Engineering.

ACE is delighted to be involved in this major project, where its teams will be present from April 2021 to June 2022. In total, the subsidiary has delivered 350 tonnes of Altrad Formwork & Shoring equipment, including :

- 153 tonnes of HD 320 shoring towers.
- 11 tonnes of TETRASHOR heavy shoring.
- 50 tonnes of TENOR platforms.

ESCAPPLUS was installed to facilitate certain accesses that were inaccessible by crane. The assembly/disassembly of the ESCAPPLUS modules enabled the installation of stairs in the most difficult to access areas.

A team of fifteen workers was present for the assembly/disassembly of the equipment. It should be noted that technical challenges arose during the various phases of the work. More specifically:

- April 2021 - Slab S1: 15-metre high shoring with the HD320 tower was installed along the length of the station (50 metres) within a tight 4-week schedule. Multiple base levels were used and inclined plates were implemented at the foot of the HD320 tower.
- November 2021 - Slab S2: A vehicle access opening was built spanning 10 metres over the length of the station using a new product, TETRASHOR. This underpinning element was built while the Eiffage Civil Engineering tunnel teams were in operation. ACE's teams installed HEB600 beams on rollers to create this passage.

**Congratulations to our colleagues for this long-term support to GRAND PARIS, one of the largest infrastructure projects deployed on French soil in recent years.**



## BUSINESS AND PROJECTS

# SUSTAINED DIVERSIFICATION OF OUR ACTIVITIES WITH THE ARRIVAL OF ENDEL

For almost 200 years, Endel has been working with its customers to devise the most appropriate technical solutions to improve the operation of their industrial installations, with more than 5,000 employees at 140 sites in France and abroad, trained in all aspects of metalworking and beyond.

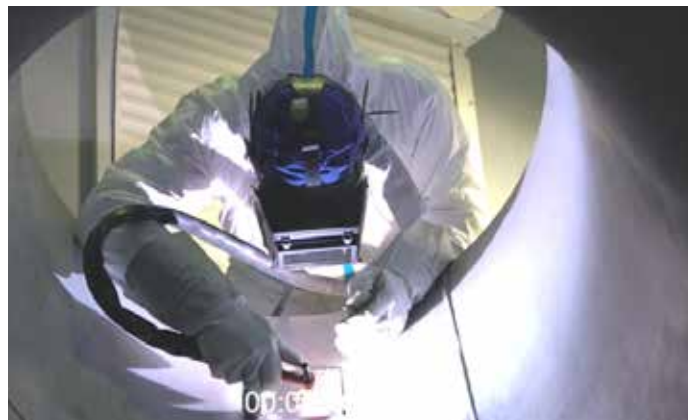
Endel's history is linked to that of French industry, which it has helped to shape, particularly through the construction of:

- Almost all of the 58 reactors in the French nuclear power fleet and numerous thermal power stations.
- Numerous petrochemical sites.
- Several major steel production sites, including the construction of blast furnaces in Dunkirk, Fos-sur-Mer and Le Creusot.
- Numerous buildings for the French Navy.

Endel, a strategic partner to industry, provides its know-how to a wide range of sectors, from the steel industry to the nuclear industry and the process industry, with services tailored to meet the many challenges of its customers.

Endel's teams are multi-disciplinary, made up of engineers and technicians (welders, pipe fitters, machinists, valve makers, boilermakers, etc.) involved at all stages of an industrial project to meet the challenges of productivity, energy efficiency, safety and the digitalisation of installations.

Their mission: to maintain the customers' production lines and build or modify their plants, throughout France, and increasingly internationally.



In this core business, Endel is the market leader, particularly in services to energy players.

In 2021, Endel achieved a turnover of €595 million and wishes to enhance its development in the process industry (food processing, cosmetics, fine chemicals, etc.).

With Altrad, the company is opening a new chapter in its history. It aims to strengthen its fundamental business and begin a new stage of sustainable profitable development of its activities and expertise, for the benefit of its customers and French industry. ■



## BUSINESS AND PROJECTS

## ALTRAD SAINT-DENIS LAUNCHES ITS ONLINE SALES SITE

On 6 January last, ALTRAD Saint-Denis (ASD) launched its first online sales site with, as Romane Marchal, ASD's e-commerce manager explains, "a dual objective: to increase the subsidiary's presence on the Internet in order to reach different and complementary targets, and to generate additional sales".

The site, which is designed to be intuitive and ergonomic, makes it possible to sell products dedicated exclusively to the Web, different from those that the subsidiary currently sells to its professional customers.

At the same time, in order to provide a quality service that is constantly being improved, ASD wants to use this online sales site to enable user customers to consult the technical documentation for ALTRAD products and to order any spare parts they may need.

The website developed by ASD currently has dozens of references for spare parts for concrete mixers as well as references for wheelbarrow accessories. In the future, the offer will be expanded to include

references for accessories for other products such as mixers, pumps and high-pressure cleaners. Romane, who is also responsible for product development, is currently working on the launch of new references that will be 'web exclusives'.

The creation and management of this type of commercial website demands rigour and commitment. For this reason, ASD has entered into a partnership with the company ManoMano designed to increase the site's traffic and turnover. The efforts made from the outset have already paid off, as the site has been a real success since its third week of operation, recording its first sales while positioning itself among the top players on the market in terms of Web referencing.



## BUSINESS AND PROJECTS

## ALTRAD - SAMIA DEVIANNE: UNFAILING SUPPORT FOR THE WORLD OF CULTURE THROUGH THE DEVELOPMENT OF THE MUSIC CONSERVATORY IN SÈTE (FRANCE)



In collaboration with the architects Rudy Ricciotti and Pierre Di Tucci, the company Samia Devianne participated in the development of the Intercommunal Conservatory of Sète.

This building, named the "Manitas de Plata Conservatory" in homage to the famous French guitarist of Roma origin, is a large-scale project that is part of a vast cultural programme to rehabilitate the Moulins wine cellar area, in the context of redeveloping the eastern entrance to the city of Sète.

The new building of more than 6,400 m<sup>2</sup> includes an auditorium with more than 400

seats which will host events specific to the conservatory as well as other cultural events.

The company Samia Devianne, which specialises in the design and construction of grandstands, took up the challenge of completing this hall by combining comfort and design. It chose a contemporary seating system in velvet and beech, the Puerto armchair, to stay in harmony with the codes of the building.

The entire team, from the design office to the fitters, worked on the project right through to installation.

Another fine achievement for the ALTRAD group, which deserves to be highlighted here.



## BUSINESS AND PROJECTS

# TOTAL'S 2021/2022 MAJOR SHUTDOWN OF THE DONGES REFINERY: A SUCCESS FOR ALTRAD TEAMS - PREZIOSO LINJEBYGG



The Major Projects BU and Prezioso Linjebygg's B2 agency have been familiar with shutdowns carried out in partnership or in conjunction with each other on the TOTAL Donges refinery site for many years and were once again involved in the 2021/2022 Major Shutdown. These two entities carried out the installation of access solutions and the removal of thermal insulation to support a mechanical intervention on the equipment and piping of several units.

For the Major Projects BU, the work was mainly located on the two columns of the DEE unit, C-1001 and C-2001, with 470 tonnes of scaffolding, as well as on the furnaces of the VISCO unit.

Project preparation and surveying started for the Prezioso Linjebygg Major Projects BU at the end of June 2021.

Originally scheduled for the first six weeks of 2022, the major shutdown was extended by a further week. During this period, 27 people were mobilised to assist TOTAL.

On the basic scope, 1,100 tonnes of scaffolding was to be erected and 9,000 m2 of insulation removed. In the end, 1,370 tonnes of scaffolding were erected from the second week of August 2021 until the end of December 2021, and 20,000 m2 of insulation were removed from November 2021.

Insulation and scaffolding removal are expected to continue until mid-May 2022.

A total of 100,000 working hours are estimated by the end of the project, with a turnover of around 4.75 million Euros.

At the height of the activity, 115 people were mobilised, with the support of the Prezioso Portugal subsidiary and the subcontractors ITCC, IZOLA, IPF-Isol and GESTIFIX.

Prezioso Linjebygg's B2 branch also managed the Southern units of the 2022 Major Shutdown, on the HD2, WATER STRIPPER units, from July 2021 to April 2022, TORCHE SUD and AMINES1000, in the period from the end of October 2021 (for three weeks) and on the US1 unit in January/February 2022 (seven weeks). For this part of the work, 440 tonnes of scaffolding were erected and 2,600 m2 of insulation removed. A total of 30,000 working hours are estimated by the end of the project, with an estimated turnover of 1.34 million euros. Up to 40 people were mobilised at peak activity with the support of external subcontractors IPF-Isol and IZOLA.

The client's level of satisfaction is high, and we can thank them for identifying the advantages in our organisation each time, with the local/regional structure represented by the B2 agency managed by Richard JARNEAU and Antoine BESSONNET as works supervisor, and a structure dedicated to the major shutdowns managed by Tony HERVOCHE and Daniel DA SILVA as project manager. ■



## BUSINESS AND PROJECTS

## TRAINING IN TAXATION AND CUSTOMS REFORMS FOR ALTRAD INTERNATIONAL EMPLOYEES

Since 1 January 2022, a major customs reform has been introduced, which has had an impact on import-export matters. In order to comply with the new directives, Djamel Aassine's ALTRAD International teams have been working on the subject and gathering information since last November.

ALTRAD International chose to train its employees on this issue, whether they are staff dealing with tax issues or those involved in commercial, administrative or accounting activities.

The subsidiary has already carried out two training courses, provided by the Chamber of Commerce and Industry. All the subjects that are essential for the smooth running of the business (intra-community trade, incoterms, new import regulations) have been covered extensively.

This is an excellent way to anticipate and protect against potential unpleasant surprises at a time when the international economic situation is in turmoil.

## ESG

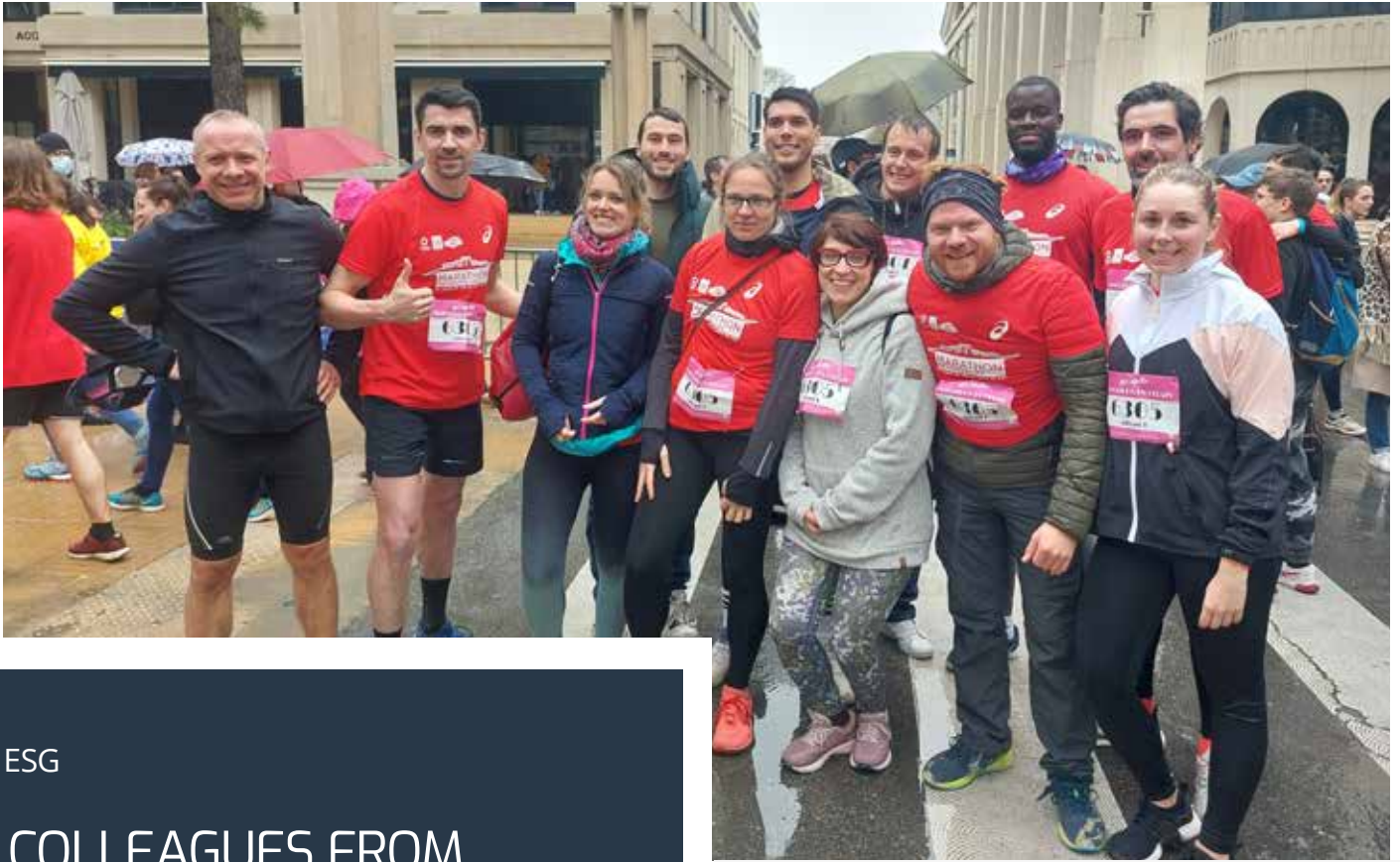
## WASTE MANAGEMENT AND RECOVERY AT ALTRAD FORMWORK & SHORING

For several months, ALTRAD Formwork & Shoring (ACE) has been focusing on waste management within its equipment fleets.

ACE has therefore entered into a partnership with the company Waste Marketplace, at all its agencies in France, to manage the sorting and recovery of its waste. Aluminium and other metals, wood, non-hazardous industrial waste and hazardous industrial waste, aerosols, chemicals, etc. are meticulously sorted and recycled.

Waste recovery is part of the fight against wastage, thanks to a real transformation of waste into a resource. In addition, waste traceability is put in place thanks to a tracking application, also proposed by Waste Marketplace. We can only welcome this excellent initiative, which is directly linked to our group policy for the preservation of the environment.





## ESG

## COLLEAGUES FROM AIA (HOLDING) PARTICIPATE IN THE MONTPELLIER MARATHON

For several months now, numerous CSR initiatives have been taking place within the group. Some were initiated by the ALTRAD group holding company in Montpellier.

While some people have taken on solidarity or ecological projects, Fabien Litot decided to put sport in the spotlight by organising and motivating the holding company's team, which took part in the Montpellier marathon on 20 March: "It all started with a personal goal", says Fabien, "and then I decided to talk to my colleagues about it and, why not, make it a joint project".

The initiative quickly gained momentum and many employees joined the event, resulting in a total of two teams, each consisting of six runners. The main objective was to maintain team spirit in a totally different setting from the professional environment and to share the values of the group through the practice of sport and running in particular. And the main objectives were achieved: sharing, conviviality, solidarity, added to which was the desire for everyone to push their own limits.

**Congratulations to our runner-competitors and especially to Fabien for his initiative, which he promises to repeat (most likely) during the Salagou triathlon. To be continued...**

## ESG

## ALTRAD: GOING ELECTRIC TO LIMIT THE GROUP'S CARBON IMPACT

ALTRAD - Prezioso Linjebygg recently welcomed its first electric vehicle at the Dunkerque branch (France). This operation is in line with the group's desire to limit its carbon impact by using alternative and less polluting energies.



**Congratulations to Benoît Campion's teams, and in particular Joël Halali, branch manager and Romain Bonnet, fleet manager.**



## TALENT IN MOTION

## PASCAL GAUZERE

**Position:** CSR Manager within the ALTRAD group for the last 9 months.

**Place of residence:** La Grande Motte (in Hérault, near Montpellier).



**1. A personality who inspires you?**

Thomas Pesquet, for his humility, his team spirit, his ability to lead, his quest for excellence, his constant questioning, his adaptability.

**2. The best concert you ever attended? U2**

**3. Your favourite place?**

Australia, a huge country, incredible wildlife, diverse landscapes.

**4. The last book you read?**

A Promised Land by Barack Obama.

**5. Your passion?**

Sport, and more particularly rugby, which I played, as well as high-level refereeing of this sport. These activities have allowed me to discover different continents, countries, people and cultures.

**6. Your favourite film? The Big Blue.**

The fusion with the sea, the immensity of the seabed, the attraction of the depths, pushing the limits with diving, discovering, always discovering...

**7. The craziest thing you've ever done?**

During the San Fermin festivities in Pamplona, I took part in the "encierro", running in front of the bulls in the streets of the city, to the bullring...

**8. What are your hobbies?**

Travelling, sport, reading.

**9. The coolest thing you are working on at the moment?**

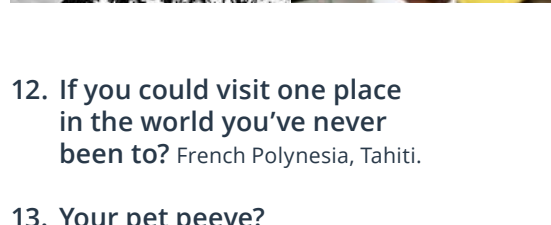
The group carbon footprint, with the explanation of the "carbon footprint" approach, the awareness campaign, the preparation of a questionnaire in collaboration with the Business Units...

**10. Who would you like to trade places with for a day?**

Lewis Hamilton, to get to know what a Formula 1 Grand Prix is like: the approach, the preparation, the adrenalin at the start, the intensity, the duration of the race, dealing with the low points, debriefing the race...

**11. The best meal you ever had?**

Kobe beef steak in Tokyo.



**12. If you could visit one place in the world you've never been to? French Polynesia, Tahiti.**

**13. Your pet peeve? (What you hate in general)? Injustice**

**14. Your secret talent, the one nobody knows about?**

I am a good gardener.

**15. Which four people, living or dead, would you like to share dinner with?**

Nelson Mandela, Abbé Pierre, Thomas Pesquet, Simone Veil.



## MIDDLE EAST & CASPIAN





## BUSINESS AND PROJECTS

# A MAJOR REVAMPING PROJECT CARRIED OUT BY ADYARD ON BEHALF OF GASCO IN ABU DHABI

Adyard is currently working on an ambitious and highly technical revamping project at the GASCO plant in Bu Hasa, Abu Dhabi.

In order to enhance the capacity of the existing system in terms of the air flowing through the plant (to meet instrumentation and process requirements), an additional air compressor along with dedicated refrigeration unit, air dryers and air receiver had to be installed; all of this was achieved by carrying out appropriate civil, mechanical and engineering works.

The project mainly consisted of the following tasks:

- Engineering works
- Construction of a new road
- Foundations
- Piping and structural fabrication works
- Installation of air compressor packages
- Installation of refrigeration units
- Installation of air dryers
- Installation of lighting poles and fixtures
- Insulation and cladding works

This project, carried out in parallel with the factory's activity, which has not stopped, requires great flexibility and adaptability on our part. The project schedule is also tight. Finally, the Adyard teams also had to deal with a few surprises, with an extremely complex piping network and plant foundations in rather poor condition. Nevertheless, the project is proceeding thanks to the thoroughness and tenacity of the Adyard teams. ■



ESG

## THE ALTRAD ACADEMY INITIATIVES IN SAUDI ARABIA



Within ALTRAD, Saudi Vision 2030 focuses on several aspects, one of the most important being the investment in human capital. ALTRAD aims to develop the potential of all its employees so that they are in line with the defined and desired vision.

The subsidiary has therefore reactivated its training centre, allowing it to position itself as a quality training structure, in line with our overall objectives: namely success through efficient and optimised means.

The aim of this programme is to meet the requirements of Saudi Arabia for training and education of Saudi employees

and collaborators to ensure that they are competent to perform their jobs safely and effectively. The ultimate aim is to place them in positions of responsibility and leadership by 2030 or earlier.

While implementing the programme is not always straightforward, our local subsidiary is finding solutions that are tailored to the way Saudi employees approach the concepts.

The scheme, launched on 1 January by Managing Director Benson Stanley, already has 26 Saudi nationals trained as trainee scaffolders, with a further 22 in insulation helper roles.



ESG

## ALTRAD ADYARD FOCUSES ON TRAINING

**ALTRAD Adyard has launched a training partnership for students from the local area (Abu Dhabi).**

We are offering concrete training to each and every student in their field of study or specialisation, with tangible and measurable key performance indicators to ensure full transparency of learning and qualifications, in order to monitor the evolution of the skills acquired by the students.

In a world where students entering the labour market struggle to meet the demands and expectations of professionals, ALTRAD has worked to create a programme that addresses this problem by allowing students to simultaneously apply their theoretical and practical knowledge in real-life projects.

The students will also benefit from the mentoring and guidance of the Adyard team, as they carry out and finalise practical projects.





ESG

## SOCAR CAPE TREE PLANTING – ABSHERON PENINSULA (BAKU, AZERBAIJAN)

**As part of the ALTRAD group's sustainability drive we are delighted to be working with our partner SOCAR through the joint Venture SOCAR Cape, to support the planting of trees at the Absheron Peninsula in Azerbaijan.**

On the outskirts of Baku and to the East of the Caucasus Mountains, the landscape is an undulating plain that ends in a long spit of sand dunes known as Shah Dili, and now declared the Absheron National Park. The tree-planting initiative is part of a wider scheme to replant the landscape and rejuvenate the area, which SOCAR Cape are delighted to support.

The SOCAR Cape team in conjunction with the Ministry of Ecology and Natural Resources supported the planting of some 4,000 Olive, Pine and Alder trees

SOCAR Cape General Director Ilgar Ahmadov commented: "This is a fantastic scheme for the team and I to be involved in, one that will have a long-lasting legacy for the area. We look forward to our continued involvement in similar future schemes".

Pictured here are Mukhtar Babayev, Minister of Ecology and Natural Resources of Azerbaijan Republic and Ilham Nasirov, Chairman of SOCAR Cape, flanked by members of the SOCAR Cape team, the ministry representatives and volunteers at the recent planting day.

## TALENT IN MOTION

### RAMZEL GICANO

**Position:** I am the HSE/Digital Media Administrator of the Altrad Hub in Dubai. I've been with the company since October 2018.



- 1. Who inspires you and why?**  
I find strength and inspiration in my husband and my three children. They are my universe.
- 2. The best concert you have ever been to?**  
I was blown away by Jennifer Lopez's World Tour at Media City Grand Stand – Dubai. She was just awesome.
- 3. Your favourite place?**  
Dubai is home. I love it as much as my home country – the Philippines, because of the opportunity it provided me to fulfil my dreams.
- 4. The last book you read?**  
The Alchemist; it's my story because I never gave up on following my dreams.
- 5. Your passion?**  
I am passionate about my job. I love what I do and I believe I'm doing great work because of that.
- 6. Your favourite film?**  
I love movies and there are a lot of standouts but Troy is my favourite. I've always believed that love conquers all.
- 7. The craziest thing you've done?**  
The craziest thing I've ever done was riding the Leap of Faith at The Atlantis, the 9-story near-vertical drop, then the sharks at the end...
- 8. Your hobbies?** I run and swim.
- 9. The coolest thing you're working on right now?**  
The Dropped Object Awareness campaign.
- 10. The best meal you've ever had?**  
Every meal my husband cooks. He is the best. Seriously, he is a good cook.
- 11. If you could visit one place in the world you've never been?** Switzerland
- 12. Which four people, living or dead, would you like to have dinner with?** I love to eat dinner with the four people I love – my husband and 3 children.
- 13. Your favourite family tradition?** We celebrate Christmas with our extended family and have a secret Santa gift exchange. Then we have our annual family portrait.



The background of the page is a photograph of an offshore oil rig, likely the Clippa, situated in the North Sea. The rig is a complex of yellow and grey metal structures, including a tall derrick and various platforms. A red silhouette of the United Kingdom and Ireland is overlaid on the right side of the image. A red line runs diagonally from the top right corner towards the bottom right. The text 'UK, IRELAND & NORDICS' is written in white, bold, sans-serif capital letters, positioned in the lower right quadrant of the image. A thin white horizontal line is located directly beneath the text.

# UK, IRELAND & NORDICS



PETER ELLIS

(FORMER  
ACTAVO), NOW  
REGIONAL  
DIRECTOR FOR  
GENERATION  
HIRE & SALES

INTERVIEW

## BUSINESS AND PROJECTS

For our internal newsletter, Peter Ellis, Regional Director for Generation Hire & Sales, lent himself to the interview game by presenting us his activity as well as his feelings on the integration of Actavo within the ALTRAD group (and more particularly within Generation UK).

"Thank you for giving me the opportunity to present our business and to explain how the integration of Actavo into Generation UK and therefore into the ALTRAD group has gone. Here you will find my thoughts as well as those of Gary Johnstone, who holds the same position as I do on a different geographical area.

In practical terms, we joined the ALTRAD group in August 2021. The first six months were a process of understanding and learning the new ways of working. From January 2022, we started to re-brand our depot network and started to work under the name of ALTRAD Generation. In February and March 2022, we fully integrated the Actavo Hire & Sales UK business into Generation Hire & Sales UK. This process presented some interesting challenges, so to speak, but with strong communication and a collaborative approach, the transition was successful. The team that came out of Actavo Hire & Sales feels that the acquisition and transition to Generation UK has been a positive step for the business. We are delighted with ALTRAD's investment which will enable us to generate continued growth in the years ahead.

Our previous financial year was, like many, January to December and in the 2020/2021 financial year we achieved a turnover of over £50 million and an EBITDA of £9 million, which is a record year for us in our 50 years of trading. We employ around 250 people in our 23 branches/depots across the UK. This network allows us to offer complete coverage of the UK. Our main activities are focused on the hire and sales of non-mechanical plant equipment to the construction industry, through a multi-channel approach, directly to end-users such as sub-contractors and main contractors. This is achieved through our strong relationships with local and national tool hire and builders merchants. We also offer design services for our ground shoring, edge protection and rhino deck product offerings, in conjunction with an installation service for the market-leading steel decking system.

We generally supply the infrastructure and civils, private, public house building, industrial and general construction sectors through strong national trading agreements with companies such as Travis Perkins, Grafton Group, Jewson Plc, Speedy Hire Plc, Brandon/Hire Station, Gap Group, Sunbelt, in the tool hire sector, and Morgan Sindall, Galliford Try, Henry Construction, Kier Group and McCarthy & Stone from the construction and house building sectors".



## MARK CLIFFORD'S INSIGHT (MD, GENERATION UK)

*"Having acquired Actavo Hire & Sales, a company that both met our own and Group ambitions for growth, it was a case of ensuring that we completed the transaction and moved to the integration phase as quickly as possible. Working together with a new enlarged team we listened, shared best practice and, sharing the values and principles of the Group, moved forward together in order to build on the previous success of the company. Since joining the Group in August 2021 the Actavo integration has been very successful and we continue to build relationships and grow the combined business".*





## BUSINESS AND PROJECTS

# ALTRAD BELLE DOESN'T GO UNNOTICED IN THE 2022 EXECUTIVE HIRE SHOW

Launched in 2007, the Executive Hire Show has quickly become the UK and Ireland's premier national exhibition for the tool, equipment and material hire industry. The event connects all the stakeholders in this vast, rich sector and is the annual gathering where keen hirers meet innovative suppliers.

However, the show remains a trade event, exclusively for the rental industry in the UK and Ireland (although it has also attracted visitors from the rental industry from across Europe and further afield).

And on this occasion, ALTRAD Belle decided to showcase its first battery-powered (rather than petrol-powered) vibratory plate compactor, demonstrating to visitors the subsidiary's desire to move towards greener and more sustainable energy.

ALTRAD Belle also took advantage of the show to introduce visitors to the ALTRAD group's very recent partnership with the All Blacks, by painting a large construction truck (weighing one tonne!) with a special 'All Blacks' paint scheme, in black of course, and with the famous New Zealand Rugby logo, fully celebrating the start of the worldwide partnership between ALTRAD and NZR.

**#TogetherBuildingTheFuture.**



## BUSINESS AND PROJECTS

# HYBRID SYSTEM LAUNCHED FOR TRADDECK

The TRAD Group (TRAD), which is one of the UK's leading scaffolding and access companies, has launched its latest addition to its TradDeck system. First of its kind to come to market, the fully-integrated steel and plastic system offers comprehensive protection for fall prevention. The hybrid scaffolding connector is designed to allow the system to adapt to using a 48.3 mm (OD) steel scaffold tube as a leg.

TRAD has a long history of innovation. It was the first company to offer an adjustable decking solution to the market, and has continued to develop the product to maintain its position as a market-leading system. The company says that this latest development further extends the flexibility of the system, whilst maintaining site safety and cost-effective equipment.

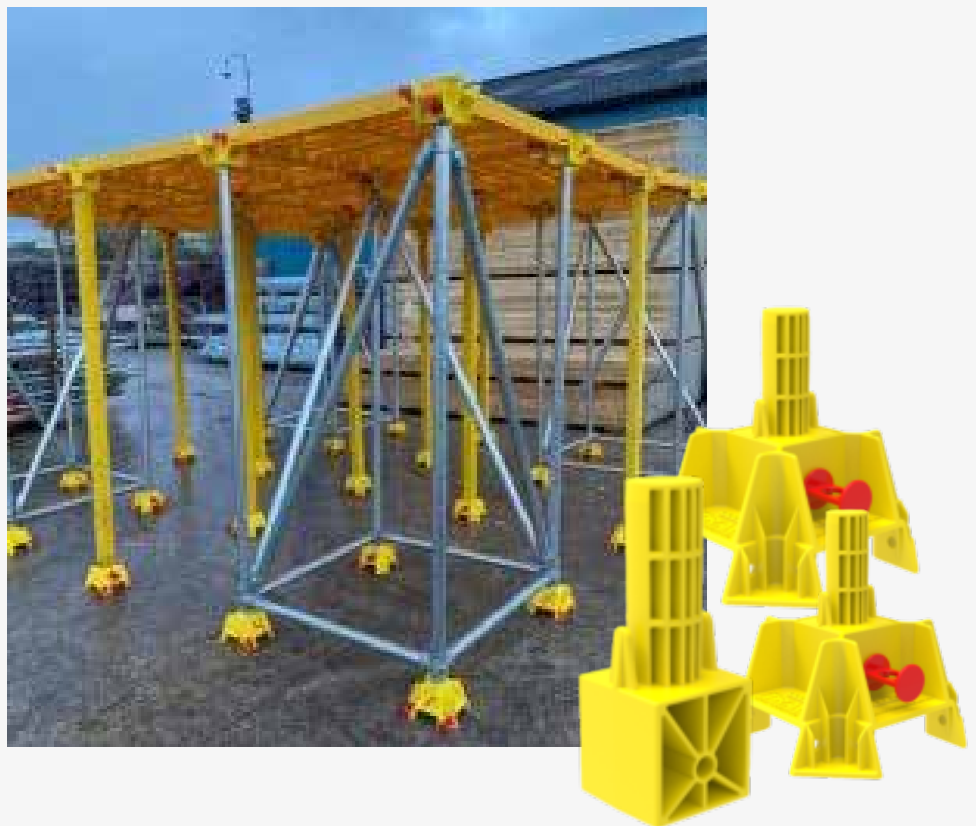
"This new addition to our TradDeck offering gives our customers a greater flexibility to adapt the TRAD safety deck to suit their site requirements," says Alex Ackers, Regional Manager at TRAD UK. "We have been working with the development team over the last few months to bring to market a product that can really change the way sites and scaffolders use our system. Always at the forefront of design and innovation, this development really sets our product apart from the competition while maintaining the TRAD brand as the go-to name for quality".

The new hybrid system has been designed for use with standard scaffold or key clamp fittings and is fully compatible with scaffold jacks or base plates. It allows for the option to mix steel and plastic legs, offering complete flexibility to decking design and erection, and is a free-standing system solution using corner bays, with a range of bay configurations to suit varying room sizes.

The hybrid system is also fully compatible with existing base and head units and conforms to Load Class 3 of BS EN12811-1.

Des Moore, CEO at TRAD Group, comments: "In our 50th year of trading, we are as committed as ever to design and innovation at TRAD. We have more exciting new products to launch during the coming months and have every intention of living up to our long-standing reputation for bringing modern, improved products to the scaffolding market".

The new hybrid system can be bought or hired from any of TRAD UK's six depots around the UK: Glasgow, Leeds, Manchester, Birmingham, Andover and London.





## BUSINESS AND PROJECTS

# ALTRAD ACQUIRES MUEHLHAN'S OIL & GAS BUSINESSES IN DENMARK & THE UNITED KINGDOM (JANUARY 2022)

ALTRAD announced in January completion of its acquisition of Muehlhan's oil and gas business in Denmark and in the UK. The transaction marks another exciting milestone in ALTRAD's development, whereby it invests in businesses that share its excitement, vision and values to offer enhanced value to its clients.

ALTRAD's CEO for the UK, Ireland and Nordics, Padraig Somers, said: "We are delighted to welcome the Muehlhan

businesses into the Altrad family. The acquisition makes a perfect addition to our business - it supports the repositioning of our offshore business by adding scale and capability, it enhances our relationship with a number of strategic clients and allows us to extend our geographic footprint into Denmark".

**This arrangement provides the added pleasure of the roughly 750 talented people now joining ALTRAD. We are proud of it.**



## BUSINESS AND PROJECTS

# TOTALENERGIES RECOGNISE ALTRAD'S SAFETY INTERVENTION IN ESBJERG, DENMARK



ALTRAD's operations in Denmark commenced on the 1st of January 2022 post completion of the acquisition of Muehlhan's oil and gas business.

ALTRAD's scaffolding foreman, Martin Laursen, was working on the offshore Tyra redevelopment project, when he witnessed a colleague who was laid down on the deck beneath some installed pipework. Martin immediately stopped what he was doing and rushed to support his colleague.

As it transpired, his colleague was perfectly fine – and was actually inspecting the valve tags and pipework – the fact that Martin had rushed to the aid of his colleague was recognised by TotalEnergies.

**Congratulations Martin; taking care of each other is what matters most at ALTRAD.**



## BUSINESS AND PROJECTS

# ALTRAD ACQUIRES SPARROWS GROUP (MARCH 2022)

In March 2022, ALTRAD announced the acquisition of Sparrows Group, a specialist provider of engineering, inspection, operations, and maintenance services in the offshore energy, renewables, and industrial sectors. Sparrows' operations focus on mission-critical, engineering-led O&M services primarily in stable and resilient production-phase Opex activities.

Around 2,000 talented employees will join the ALTRAD family, where their diverse skills, experiences, and knowledge will be highly valued and they will be encouraged to develop fulfilling careers.

This latest transaction will enhance ALTRAD's and Sparrows' portfolio of services, provide and fuel organic growth through mutual cross-selling as well as expand ALTRAD's presence in the high-growth renewables service market through the renowned Alpha, a Sparrows subsidiary.

Mohed Altrad commented: "Sparrows is well-respected across all the global locations it operates and is a trusted service provider and supplier to numerous sectors and strategic clients.

Sparrows' over 2,000 skilled and knowledgeable people will be a valuable addition to our group and we are looking forward to welcoming them to the ALTRAD family".

Stewart Mitchell, CEO of Sparrows, added: "This is a hugely exciting time for Sparrows, and we are looking forward to joining ALTRAD. We are excited about ALTRAD's strategic vision and ambition, and this transaction will deliver many advantages for our clients and employees as we continue on our diversification and growth trajectory. The shared values between ALTRAD and Sparrows, especially a commitment to quality and safety, allows us to sustainably support each other's ambitious growth aspirations".





**"The principles and benefits of ESG can be summarised in four words: 'He who cares, wins'".**

## ESG

# WHY IS ESG SO IMPORTANT?

BY PAUDIE SOMERS

In the UK, Ireland and Nordics, we have set up our objectives in a simple manner, such that they can be easily understood by everyone within the organisation. In addition, measuring our performance and being open and honest about our progress has had a hugely positive impact, noticed and appreciated by our clients and by the local communities within which we work. ESG plays an important

role in people retention, but it's also a powerful tool for attracting top talent – people want to work for a business that cares.

**We still have a tremendous amount of work to do to further our progress towards our ESG goals – but we are convinced it is the right thing to do.**

## ESG

# TRAD LAUNCHES "22 FOR 22" FUNDRAISING FOR ANTHONY NOLAN TRUST

**TRAD Group has launched its charity focus for this year, with a number of fundraising events already planned.**

The project "22 for 22" aims to raise a minimum of £22,000 for The Anthony Nolan Trust, a charity focused on providing support to everyone who needs a stem cell transplant. As well as providing support, the Trust invests in life-saving research and lobbies on behalf of the people it represents.

The Trust was founded in the early 1970s by Anthony Nolan's Mum, Shirley. Anthony was born with Wiskott-Aldrich syndrome, a rare condition that could only be cured with a bone marrow transplant. At the time, there was no

system in place to find matching unrelated donors – and so Shirley started one.

Today, the donor register reaches more than 750,000 people. The best donors are aged between 16 and 30, and the charity is particularly keen to get its message out to young men, who provide 55% of the stem cell donations, but only make up around 18% of people on the register.

"This charity is very close to our hearts at TRAD Group," says Des Moore, CEO at the company. "John Paterson was a much-loved member of the TRAD family, and was incredibly well-respected throughout the scaffolding and construction industry. We were all devastated by his loss last year, and it seems fitting that we should concentrate

this year on supporting a charity that was important to John and his wife, Jane".

In fact, Jane Paterson has taken part in TRAD's first major fundraising event of the year – the Surrey 3 Peaks – which takes place in early April. Walkers from across the Group took on Box Hill, Holmbury Hill and Leith Hill, the highest point in the county. Keeping with the "22" theme, the walk was a 22-mile round trip and took in some of the county's most beautiful countryside.

**TRAD has set up a JustGiving page for this year's challenge – anyone is welcome to make a donation in John's memory: <https://www.justgiving.com/fundraising/tradgroup>.**

TRAD Group is fundraising for  
**Anthony Nolan**  
in loving memory of John Paterson

