

LYNCH LEADER

CELEBRATING 40 YEARS



In this issue...



Interview with
Liam Lynch



Site safety
demonstrations



Sustainability



Keeping our
people safe



New additions



Machine
Control



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Welcome to the 40 Year edition of the Lynch Leader. We are excited to be sharing a unique insight to L Lynch Plant Hire & Haulage.

Liam Lynch, Founder and Managing Director, features for the first time. He reflects on the challenges of 2020, recognises the people in the business, looks back on four decades of success and delves into the future.

We will introduce you to our new machines as well as our new starters, keep you up to speed with HS2, give you an insight into training and safety at Lynch, and our journey to a more sustainable future.

Put the kettle on and turn the page...

An insight into **40 years of Lynch**



Our 40th year in business brought us challenges that nobody saw coming. During the outbreak of the virus, we made sure our focus was on keeping our people safe and looking after our customers.

Liam Lynch, Managing Director of L Lynch Plant Hire & Haulage stated: “The two most important things for me were making sure we maintained the standard for our customers while keeping people safe. I was so proud to see how quickly it brought out so much good in our people when it all started happening. The atmosphere was tense, but we all wanted to work together to support the customers and look after each other as well.

“Everyone played a vital part in helping the company push through - the Depot Staff, Office Staff, Drivers, Operators, Fitters, Cleaners and, of course, our Management Team. We want everyone to feel like they have been recognised. Every single person that works for Lynch has played a vital part in helping us succeed this year.

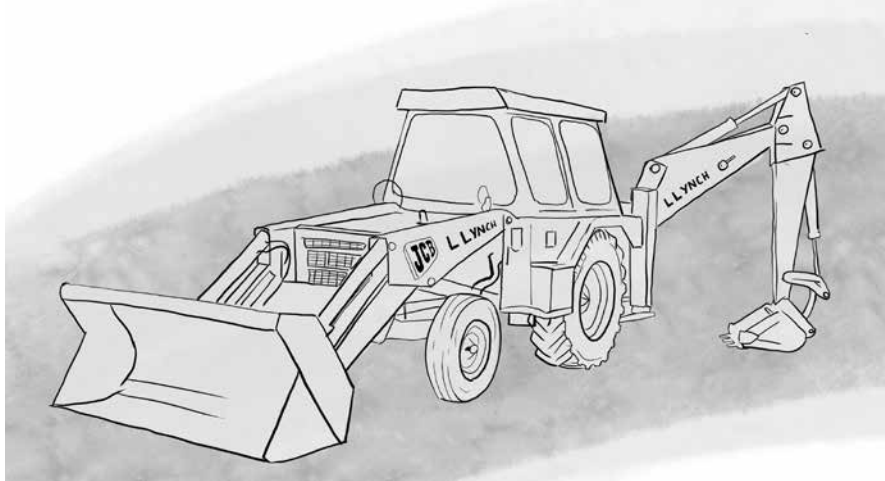
“Now we have everyone back in the office and we have quite a different working environment to when we started 2020. This is thanks to quick thinking, forward planning and our investment in the right

things to make the space safe for everyone. It now looks as if 2021 will be much brighter.”

Liam explained: “This is our 40th year in business. We must focus on the future and learn from the past. Telematics and Machine Control will play a big part in our exciting future. We already have electric machines in the fleet, and I can see that we will be adding more. Not in the near future but I believe it’s only a matter of time until we start to have some driverless machines as well.

“We have seen lots of career progression over recent years, which is helping us prepare for the future. Our Machine Control, Transport, Recruitment, Direct Solutions and Digital teams have evolved thanks to the recruitment and upskilling of great people who have added to the growth of the company.

“Recognising great work will always help us continue our success. We’ve got to keep improving and adapting to meet and exceed our customer’s needs.”



In the beginning

An Interview with Liam Lynch, Managing Director

In the beginning, I did not know much about business... the same as most young people that started businesses back then. What I did have, was ambition and determination to succeed. I was eager to learn. Looking back, it really started in 1980 when Merrill was one year old, and Rob had just been born. I decided to really focus on the business, and I did.

I had three JCB 3Cs that were not as reliable as modern machines are now, so they needed lots of attention to keep them running on site as they got older. Finding the right Operators was not easy because I wanted them to do so much more than just operating the machines, so I would put an ad in the newspaper with requirements specific for the role. I would receive lots of interest but only picked about one in every 15. When I explained to some of them what was required, they made remarks like 'you must be joking.' But I picked the best with a 'Can-do' attitude. I made sure they were well rewarded.

There were a lot of things I needed from my Operators. First, I needed them to be mechanically minded. They had to have their own vehicle in order to carry tools and some spare parts to perform light repairs onsite.

They would also have to find their own parking which would usually be in local industrial estates when they were in-between hires. It would mean that they were expected to work sometimes late in the evenings and at weekends to generally keep the machines going. This would mean by them being self-sufficient, it would avoid us having to send the fitters across London while the machine is broken down and the sites held up waiting. Ultimately saving time and money. As a result of increased efficiency, the customers loved us, they kept on hiring more machines and we continued to grow.

What else do you recall from the early days of business, and what did you learn from this?

Another milestone that stands out was at the beginning of 1983. I remember that time because that's when Darren, my youngest son, was born. We had 18 JCBs and 18 operators with just one fitter who would just carry out servicing and safety checks. We had one office worker and no yard.

To most people it would have seemed impossible at the time.

We had 18 good operators of which four or five really stood out from the rest thanks to their positive can-do attitude. They were the ones I would call on whenever there was pressure at any site, as with their mechanical skills and perseverance, they would get the things back up and running quickly. On their own they were great, but when I got them together as a team, there was nothing that we couldn't overcome. I learnt that if you get the right people around you, you can deliver whatever the customer demands.

As the fleet continued to increase, I found the first proper yard in Queensbury, London. We were one of the first companies to buy mini diggers. The next thing I recall was



CELEBRATING 40 YEARS

buying the tippers and starting the Haulage side of the business in 1987. Soon afterwards we moved into our new yard and offices in Wembley.

Can you tell us about Celia, and the role she played in all of this?

While all of this was going on, Celia was looking after our three boys and still helped as best she could with the Accounts. Celia would look after the boys really well when they were small. When I look back, I did not help that much. I see my boys bringing up their kids now, and they are so much better with so much more input, the same as most dads these days I suppose. I was so taken up with work, it was the old-fashioned way of thinking but Celia, my wife, she wanted it that way. She wanted to look after the boys.

When Darren started to go to school, Celia started to get really involved. She was hands on and took full control of the Accounts Department and became a Director. She got through loads of work; what an amazing job she did! She not only got the job done but also treated her Accounts staff as family. She remembered their birthdays, she checked up on them when they were not well. She welcomed them bringing in their kids on Saturdays to say 'hello', and sometimes allowed the older kids to help out with work. She always put others first and looked after everyone. The staff just loved Celia. She had a great spirit at work and at home, she could just light up any room that she walked into. I cannot believe that it's been nearly 11 years since Celia passed away.

What happened next, and how did the company continue to grow?

The next big thing that I remember was the bad recession in the early 90s. By then we had grown substantially and were in our new premises with the most updated

fleet of Plant, Transporters and Tipperers. Just as we had the brilliant team in the early 80's, we now had another brilliant team, this time in the Hire office, with the same 'Passion, Can-do attitude'. They were really focused on growing the business and it was great seeing them in action. I remember this one fellow, when he would finally be successful in winning a big hire order, he would jump up with such excitement that his chair would fall back. Then he would run over to me, so that we could buy new machines!

In the evenings, it was great to see the Haulage Manager, Plant Manager and Transport Team put their heads together to sort out the plan for the next day. Because of the work coming in, it would seem impossible, but they would be able to bounce ideas off each other. You could feel the passion through the level of noise coming from them! Eventually, they would come up with the plan that worked. Most of the time, this involved late evenings and early morning starts for the Fitters and Transport, but they would get the job done and on time. Also, our Operators that would load our lorries, we would arrange for the sites to open early so the lorries were loaded and get to the tip before the rush hour.

Due to the solid foundations built in the early years and having another great team, it kept us going through the recession and we came out even stronger. Those were exciting times.

We asked Liam, what would you say to someone reading this, someone that looks up to you and to Lynch as a company in the industry. What words of wisdom would you share with them?

I would say, the most important thing is that you always focus on the customer, knowing exactly

what they want, understand what's important to them; and then have the right people to deliver. That's what we did back then, and still do now... It works!

What was it like bringing Merrill and Rob into the Business?

I was very keen to get Merrill and Rob into the business. For them to learn every aspect, which they did with great enthusiasm and skill. They are now Directors of the company, and they have contributed so much to the success of the business and our future direction. They think differently yet respect and complement each other well, which brings me great pride.

What has made the company successful?

So much has changed over the years and the company has developed, through constant innovation and advancements in technology. However, what has remained constant throughout our journey and now more so than ever, is the passion, the can-do attitude of the great people who remain at the very heart of our continued success.

What does the future look like?

Over the past forty years we have grown into a Nationally recognised provider of Operated Plant, Haulage and Transport Services. We have learnt from our experience — we must continue to adapt. As we continually improve, we will be increasingly engaging with our customers. We've got the right people and the determination to deliver leading efficiency, productivity and safety within our Industry.

Lynch has never been in better shape to take on the challenges and opportunities ahead.

In memory of Celia Lynch

by Liam Lynch

This year is the 10th anniversary of Celia Lynch's passing. Many of our long-standing colleagues who, ten years on remember Celia so fondly and so well. Everyone who speaks of her captures her warm and vibrant approach she had to life. This anniversary has reminded us all of the uplifting impact she's had on all those around her.

Your thoughts have enlivened so many very happy memories of the times we had together, and it reminds me of the big role she played as a company Director. As well as being leader in the accounts team, she brought a sense of love, energy and purpose at home.

Celia's devotion to all those around her was reflected in her dedication to raising our three boys.



She would be so incredibly proud of them today and of course, our grandchildren as well. Celia took everything in her stride — she always put others first and looked after everyone, including myself. She visited church twice a week and she made lots of time to look after the elderly and the blind. In doing so she remains an inspiration to us all.



SAFETY

Going the extra mile to keep our people safe

In March 2020, the Coronavirus pandemic led to a national lockdown, and completely changed the way that we operate. As a business, we had to adapt our working practices whilst also keeping our people staying safe.

Steve Bremner and Andy Burrows were instrumental in driving these changes. They were proactive in their collaboration, and weeks before the Government's first lockdown announcement, they had formulated a Business Continuity Plan. This was focused on keeping our people safe whilst maintaining our high levels of service.

Their ideas led to our swift action — safety measures included helping Drivers and Operators stay safe in their cabs, helping office workers set up to work from home and making our depots COVID-secure. Our Digital IT Team, Andy Vincent and Nitesh Murji, both worked tirelessly to make this happen, ensuring that everyone could stay connected.



Andy Burrows (left) and Steve Bremner working together to keep people safe



Throughout the first lockdown, Andy and Steve supported our Service and Transport teams, ensuring that we continued to deliver whilst keeping everybody safe. The infrastructure and precautionary measures set up in our offices created a secure working environment for our people to come back to after lockdown, reducing the risk of spreading the virus.





All plant is sanitised and checked prior to dispatch

“ The infrastructure and precautionary measures set up in our offices created a secure working environment for our people to come back to after lockdown...”



All haulage vehicles are sanitised and checked prior to dispatch

We would like to say a massive thank you to Steve and Andy for their proactivity, their dedication, their commitment, and most importantly, their care for our people. The Government actively encouraged the continuation of

construction work and thanks to our team we were able to keep providing the best service possible. We are all grateful for what they have achieved and what they continue to do for Lynch.

Safety Demonstrations

In the interest of site safety, we took the chance to demonstrate important features included in our Plant Hire & Transport Services with our customer VolkerFitzpatrick.

Working with site staff on this session, Craig McCormack, Driver Development Supervisor, highlighted the standard in arrest systems and walkways used by our Transport Drivers while loading and unloading plant on site. Gez Bonner, Plant Operator Trainer and John Skeffington, Plant Operator, showcased a live calibration of the Height & Slew restrictor with our 8t excavator.

Dave Goodey, VolkerFitzpatrick Works Manager, explained “Lynch has clearly put some efforts into Working at Height issues and loading and unloading. Now we have an opportunity to challenge drivers on site to follow the Lynch procedure. The Height and Slew control on the machine was also good to see, and how easy it is to

ensure the operator is again following procedures. Thanks again to all at Lynch for their demonstration.”

Craig McCormack would like to share his “thanks to VolkerFitzpatrick for inviting Lynch to present systems and walkways introduced to our Transport fleet. The chance to innovate through collaboration whilst helping make our transition through site safer is always welcome.”

Delivering sessions like these is highly important because they reduce the risk of incidents and help build long-term relationships. We’re proud to be working with customers that have a great focus on safety, through teamwork and innovation.



Gez Bonner carrying out a safety demonstration

“The chance to innovate through collaboration whilst helping make our transition through site safer is always welcome.”

**Craig McCormack,
Driver Development
Supervisor**



Keval Dattani (left) and Craig McCormack showing thumbs up at the safety demo

COVID Safe Working Environments

To ensure that we are keeping our people safe during the coronavirus pandemic, we have taken a number of precautionary measures to reduce the risk of spreading the virus. These include the following actions:

- We practice strict two metres social distancing and use one way systems at all of our depots. We have installed thermal imaging cameras, for live temperature checking
- All plant and vehicle cabs are sanitised on a daily basis to protect our Operators and Drivers
- All office staff are required to wear a face covering while not at their desks
- All office staff have been supplied with glass surrounds at their desks
- Hand sanitising facilities at every entrance and exit
- Hand sanitising points across our offices, workshop and around the yard
- Reduced the amount of foot traffic in communal areas, like kitchens and canteens
- We have supplied every member of staff with hand sanitiser, gloves, masks and cutlery and crockery



- We have cleaners visiting the depots regularly to ensure surfaces are kept clean at all times
- We provide staff with regular updates as circumstances evolve



Toolbox talks

Lynch has been working hard to keep sites safe by delivering our 'Thumbs Up' sessions. Thumbs up is more powerful than eye contact alone and we always give a thumbs up to the Operator before approaching any plant.

Safety is our number one priority, and these important sessions deliver a crucial message: work safe, go home safe.

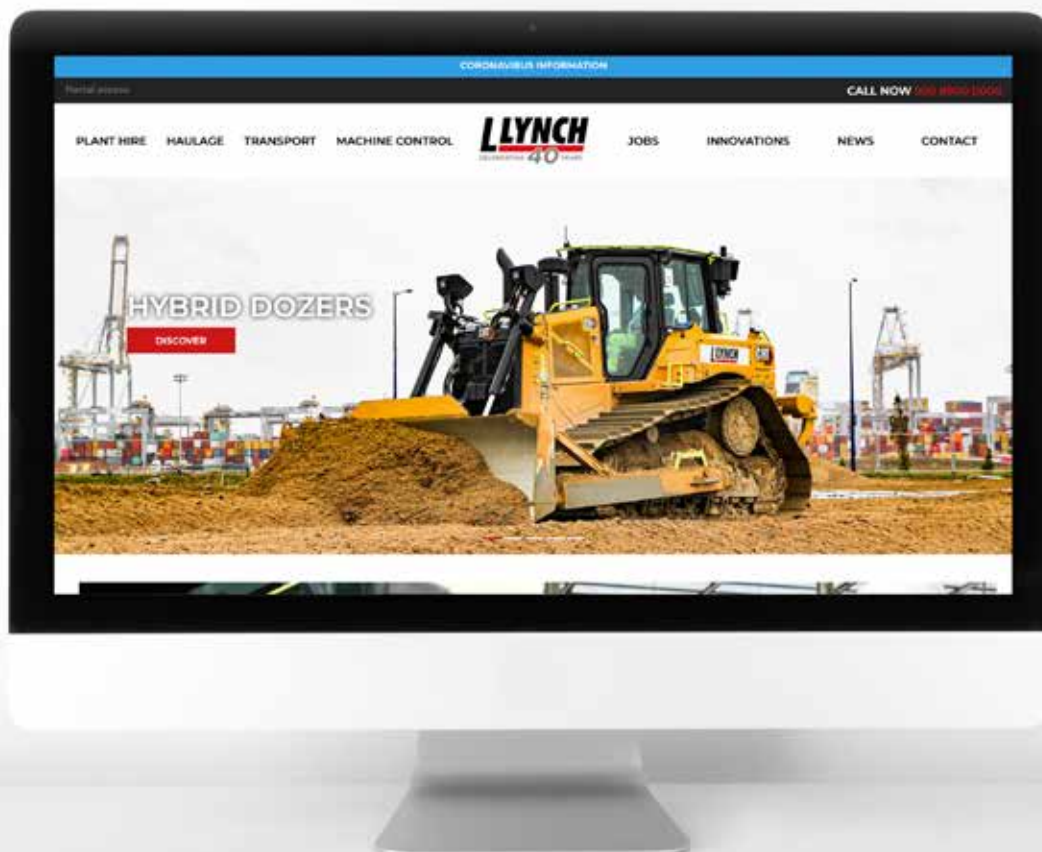
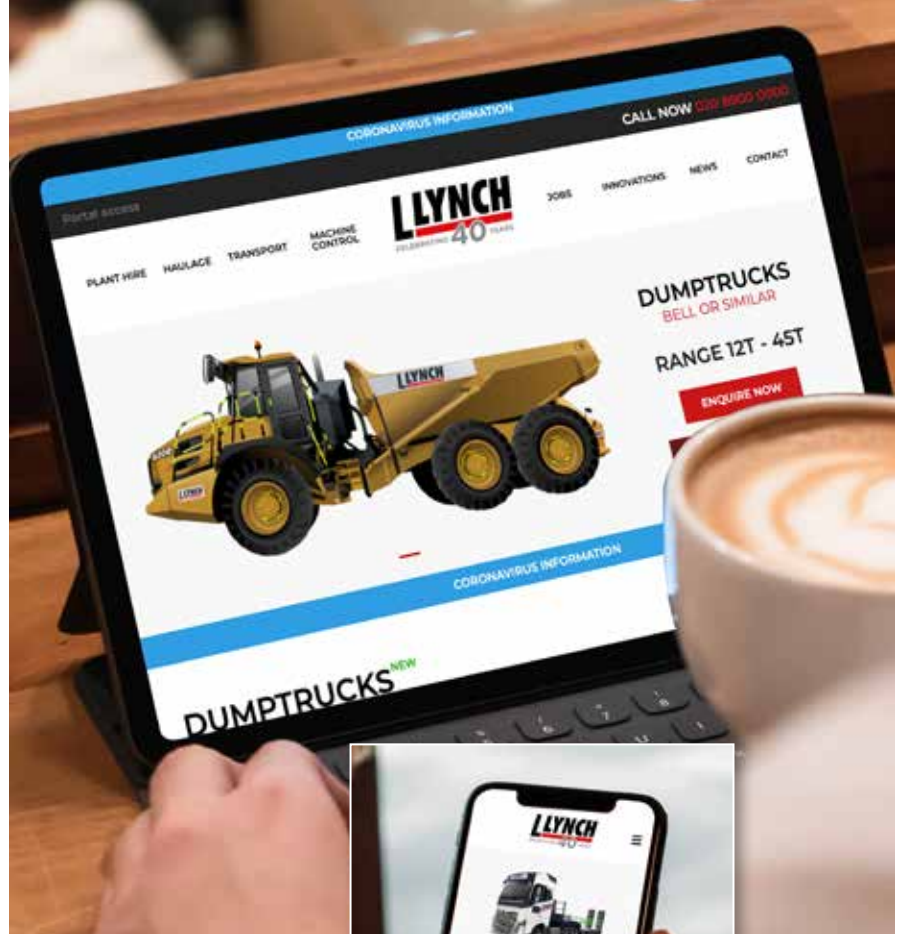
DISCOVER L-LYNCH

Our new website

Lynch is proud to have launched a new website in 2020

Our website is designed to support our existing and future customers to navigate and enquire about our products and services. The site features all new areas, providing insight to Machine Control and Telematics. The website also showcases latest news, projects and case studies. Website visitors will also be able to discover career opportunities, information about our Directors, and our National Depots.

Discover [llynch.com](https://www.llynch.com)





Discover I-lynch.com The launch film

Our website launch film is inspired by the fast pace and 'can do' attitude of the people in our business.

We wanted to showcase our range of Plant, Transport & Haulage services, and recognise the wide range of skills in our people. In this short film the

viewer is taken on a journey, from dialling in to **020 8900 0000**, all the way through to project completion.

We would like to give special thanks to everyone involved in the film and we look forward to being able to share more with you in the future.



Behind the scenes, Hydrema in action.

Watch the short film here



PROJECTS

Get up to speed with HS2!

Lynch is proud to be part of the most ambitious infrastructure project that the UK has seen in a generation.

HS2 is a state-of-the-art, high-speed line, promising to become the backbone of England. This will connect the North and South, re-balance the UK economy, and support low carbon travel. This project will provide essential jobs and opportunities for our business and industry and will serve millions of people.

The full HS2 network includes:

- 343 miles of railway track
- 119 miles of cutting
- 45 miles of tunnels
- 120 miles of embankment
- 37 miles of viaducts
- 30,000 workers

We have been appointed to carry out enabling works and main works across the project and we are delighted to be able to be a part of this once-in-a-lifetime opportunity.

KEY PROJECT STATISTICS

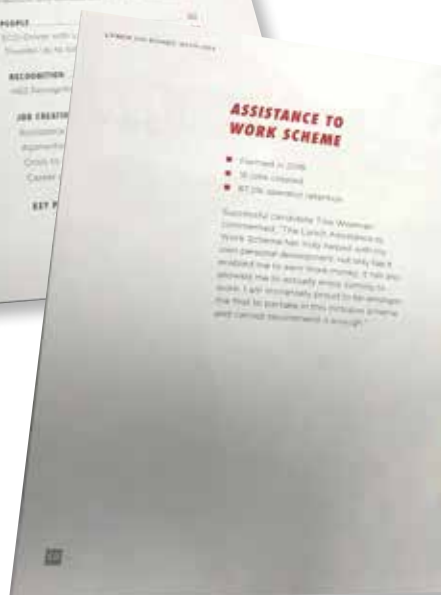
- 2,040 machines on hire
- 365 Sites
- 163 plant moves
- 1,000+ haulage moves
- 43,848t of aggregate imported to sites
- 173,442T of material removed from site!



22T Kobelco Stage 4 Hybrid Excavator

“ High Speed Two will not only transform the way people move, but also provide work for many. Our people, our technology and our experience are the reasons why we are involved in this integral rail project. ”

Liam Lynch
Managing Director



HS2 Brochure
To request the new edition of our 'On Board with HS2' brochure, filled with HS2 information, email us today!!
marketing@l-lynch.com

LAYING THE FOUNDATIONS

Over 200 MOSAIC and Align inducted Operators

Over 50 migration sites with habitats created

Over 10 community engagement projects

Over 150 people working across the project full time

FOR HS2

Over 100,000 hours
operated on site

Over 200 Fusion and LMJV
inducted Operators

Over 1,200 hires
completed and ongoing

Over 2,000 plant
transport moves



Our new additions

At Lynch we are committed to continually upgrading our modern fleet, ensuring reliable and efficient machinery, and this year was no exception.

Caterpillar Fleet

We invested in 34 new Caterpillar® machines, including the CAT D6XE Electric Dozer, the world's first hybrid drive Dozer, offering unparalleled levels of torque and traction control, and two CAT CS66B Rollers with their innovative vibratory soil compacting mechanisms.



Komatsu Stage V Dozer (above)

We were the first in the UK to acquire the Komatsu D61 Dozer with EU Stage V technology, offering improved fuel economy, helping our customers save on cost and reduce environmental impact.

(Left) CAT 308 Excavator in Dawlish next to the Wave Walker

Hitachi engcon

We acquired two Hitachi ZX130LCN-6 Excavators with engcon tiltrotators, increasing efficiency and safety on site. These provide our customers with a complete package, maximising the capability, delivering greater precision, and negating the need to manually reposition the Excavator.



Hybrid D6XE

We acquired the CAT D6XE, which has helped move 250,000 cubic metres of surcharge material in preparation for a new commercial building plot. **Check out this hybrid drive machine in action!**





Hydrema Stage V

Lynch continue to lead the way in Plant Hire, having taken delivery of two new Stage V 912G Hydrema Dumptrucks – the very first in the UK. **Find out more about the Hydrema 912G on our website.**



CAREERS IN PLANT

Your pathway to Construction



Have you ever wanted a career in the construction industry, but not known where to start? The 'Careers in Plant Scheme' is accessible to everyone regardless of age, gender, or skill set.

We are looking for people who are inspired by plant, and who want to make a successful career for themselves.



YOU'LL BENEFIT FROM:



APPLY NOW

l-lynch.com/operators



TRAINING

The Importance of Training - an insight from Gez Bonner

Gez Bonner, Operator Plant Trainer, explains why we invest so much in training and development for our Operators...

In the Plant Hire industry, you can have the most technically advanced equipment, but if you don't have the person with the right skillset operating this, you will always fall short of your goals. Advancements in modern technology bring many benefits but also many challenges. Gone are the days of simply getting into the machine, turning the key and setting off.

It's not only important to have the best plant, it must also be accompanied by the best Operator. The right training and familiarisation with all types of plant that we supply is key to our and the industry's future.

Ensuring that our customer's sites are safe, and injury free is vital for

everyone involved in construction projects.

Working in plant operations for over 25 years, I was not only trained to pass a test on plant, but I was trained by the best, to be the best and to master the plant that I was operating. This is why I am so passionate about training and teaching our Operators to the same high standard. At L Lynch Plant Hire & Haulage, we pride ourselves in providing the best operators alongside our varied plant.

Every single Operator, old and new, is regularly assessed for specific projects. Any new Operator that joins the company is assessed prior to starting, ensuring that our high standards are met.



“The right training and familiarisation with all types of plant that we supply is key to our and the industry's future.”

Gez Bonner



All our apprentices are familiarised and nurtured throughout their journey, receiving training on a variety of core plant equipment, to make sure they have the right foundations to build on during their careers.

With any new plant that we introduce to our fleet, our Operators are fully trained and familiarised prior to starting work, so they have full knowledge of the operations for the customer. This includes upskilling our Operators on our new GPS Machine Control equipped plant, not only to provide value to the customer but also to enhance Operators careers.

We work hard to ensure that our Operators are fully aware of

and able to work toward our aim of reducing emissions and fuel usage on sites, with frequent TBTs (Toolbox Talks) and feedback sessions. As well as valuing our customers, we value our people, and we understand just how important our Operators are. They are on the front line, and their upskilling, training and knowledge of plant is paramount in moving the industry forward.

History tells us that training is crucial to site safety, and we take pride in ensuring that all our Operators receive full and adequate training throughout their careers with us. Our training department continues to work alongside all Operators to achieve our goals and provide

the best experience for our customers. My belief is that 'he who dares to teach, must never cease to learn'. Our training team at Lynch is committed to developing our internal skills to then pass this onto the Operators of today, who will become our stars of the future.



The future is bright in our sector and Operators can make a fantastic career for themselves with Lynch. With the right attitude, work ethic and ambition, paired with our quality training, mentoring and guidance, our Operators can work on some of the biggest and most ambitious projects seen in years.



Watch Gez talk about the Importance of Digital Training here

Valon Krivenjeva, Plant Coordinator, has spent a lot of time working alongside Gez, and understands the importance of training.

I have had the pleasure of working with Gez for almost 20 years, and on hundreds of sites, and I know that he always gives 100% to our customers. He is inspirational in the fact that he truly believes in the work he is doing, and he never gives up.

This year, we have worked very closely alongside each other and although it has been hard work, it has been extremely rewarding. I can't thank him enough for providing me with the skills and knowledge required to go from Operator to Trainer.

The work he does makes a huge difference on site: we have happier and more professional Operators, and feedback from customers indicated that they are going above and beyond expectations.

I would like to thank Gez for all his hard work, support and dedication and I look forward to continuing with the great work training our Operators!

Upskilling Operators

Our Training Team has upskilled more than 30 Operators to be able to operate wheeled excavators on Smart Motorway Projects.

Our training and assessment programmes not only help us to exceed our customers' requirements on many projects, but also opens career growth opportunities for our Operators.

Mark Coyle is a Lynch Operator working on the M4 and has come through the programme. "Career progression isn't something that you experience as a Plant Operator, so working for Lynch has been a breath of fresh air."

If you are a skilled Operator visit [lynch.com/operators](https://www.lynch.com/operators) and apply to join our team today.



Hybrid Drive CAT D6XE
in action in Essex



Our sustainability goals

As an environmentally aware business we want our activities to have a positive impact on the world we live in, and we want our people to work in the best environment possible. We are investing in the use of sustainable energy, the increase of fuel efficiency within our fleet, the reduction of waste, new plant technology and much more...

Supply Chain Sustainability School

We are proud to be Partners of the Supply Chain Sustainability School.

The Supply Chain Sustainability School is an award-winning industry wide collaboration, led by our Partners and Members whose Vision for the School is to be 'A world class collaboration to enable a sustainable built environment'. The School has over 45,000 users and includes all aspects of the industry, from infrastructure to facilities management.

The principles that guide this are delivered using four shared values:

Collaborative

We share knowledge and resources. Our direction is led by our partners and members

Progressive

We deliver measurable impact through dynamic leadership.

Inspirational

We inspire our members and partners to drive positive change.

Inclusive

We exemplify respect for the planet, our colleagues and wider society.

We were one of the first signatories of the Plant Charter, which aims to drastically reduce onsite emissions that are harmful to human health and the planet. We are also signatories of the People Matter Charter, which identifies what an organisation needs to have in place to treat people responsibly.

We are proud to have been awarded Gold Membership, which is a testament to our commitment and engagement with the School.



“ The resources that are available to us cover a diverse range of topics, from biodiversity to fairness, inclusion and respect. ”

Andy Burrows



Hybrid Excavator in action on HS2

Andy Burrows, Lynch Operations Manager commented “Being a Gold Member, as well as Partner, is invaluable to Lynch. The resources that are available to us cover a diverse range of topics, from biodiversity to fairness, inclusion, and respect. We find these greatly beneficial for training, toolbox talks and to help develop our understanding of these important topics.”

Andy adds that “The School does great work bringing together

the whole industry, allowing us to share best practices in sustainability and we can now engage in conversations around this, rather than just speaking about cost and supply. This gives us focus on important topics and encourages the whole industry to treat people fairly, procure equipment and materials responsibly, and continue our sustainability journey. The impact for us as a business has been huge and we look forward to continuing our partnership with the school.”

Euro 6 Fleet

We invest in our fleet and we are proud that this is 18% more efficient than the industry standard. We have a 4-year rolling replacement programme that enables us to maintain a fresh and environmentally friendly fleet.

Our fleet of vehicles is 96% Euro 6 engines which deliver better fuel efficiency and are friendlier to the environment. We are purchasing more environmentally friendly plant machines to deliver a better world.



2020 Haulage Tipper in action on the A14

SUSTAINABILITY

Hybrid and Electric Machines

We have invested in Electric and Hybrid Plant Machinery, including eight 0.8t Electric Dumpers, four 23t Hybrid Excavators, one 1.8T Electric Excavator and one 4T Loading Shovel

We have introduced electric and plug-in hybrid vehicles to the company fleet, including of a 7-Seater mini-bus (used on the HS2 Enabling Works Project since September 2018) and three passenger cars.

We have introduced a series of electric charging points in our car park, to encourage our staff and visitors to make the step to support us in reducing emissions locally.

We have trialled a 3.5t Electric HGV for assessment of suitability in the delivery of our business services.



Seven seater all-electric minibus



Electric tracked barrow in action on HS2

“ We have a 4-year rolling replacement programme that enables us to maintain a fresh and environmentally friendly fleet. ”



Our Southern Depot and Head Office with COVID-safe one-way system and protective 'pods'

Making our offices more environmentally friendly

At our Southern Depot, from where our business operates, we have made several progressive improvements to minimise our environmental impact including:

- The installation of 406 Solar Panels to the roof. These solar panels generate 1.86MWh per month and collect enough energy to power the entire building's lighting output and supply power to the main grid.
- The installation of 350 LED units and 76 PIR sensor units above our working areas. This lighting system is timed and ensures that any artificial illumination across our reception area, offices, hallways, toilets, training rooms,



service areas and meeting rooms are automatically switched off when these spaces are not in use.

- 150 pine trees planted on site, and the introduction of live plants in the office space.
- We are on a mission to go paperless! We have introduced paperless invoicing in our offices, and technology allows all our drivers to use handheld devices in place of paper. We reduced of paper use across the business by 32% from 2017 to 2018.



Solar panels at our Southern Depot and Head Office

An Insight into Machine Control with James King

James King is working alongside Paul Keenan to build the new Machine Control division, bringing this inhouse for Lynch for the first time ever. We caught up with James to find out what it is all about.

James joined Lynch in March this year – “It was actually the day of lockdown!” he remembers. Before joining the company, James worked for Leica Geosystems, who make Machine Control products, and so brings with him extensive knowledge of, and experience of working with, these systems. “What led me to Lynch was actually Paul Keenan. He used to work with Leica

Geosystems and he knew I was interested in starting a new job so he brought me on board to help set up the Machine Control division.”

James fits all the Machine Control kits to Dozers and Excavators, and gets it set up for customers. “When a hire comes in for a machine with GPS, I actually follow it to site,” he explains. “I get it set up, I calibrate

it, and then I handover to the site engineer.” James and the site engineer have access to the system and can remotely access the Machine. This allows them to transfer models, download data and shows general telematic information like fuel usage and downtime.

James believes that Machine Control is the way forward. “It is growing in the UK. All Highways England sites now must use Machine Control.” Having an inhouse team of experts has obvious benefits to Lynch.

James King, Machine Control Engineer, (left) and Paul Keenan, Head of Machine Control, checking over a Dozer ahead of a Machine Control System installation





expertise here, understanding how our machines work and how the system is set up means our customers are fully supported.”

James is looking to the future with Machine Control in mind. “Right now, I’ve set up all bar one Dozers,” he explains. “We’re aiming to set up Excavators as and when the hires come in.” In the next few years, James hopes that all our plant will be Machine Control ready. James has already reduced the lead time for Machine Control ready plant. “The install would previously be a few days turnaround time. Now we can have it ready for install the next day.”

“For a start, we have the advantage of being able to manage all of our own kit. This gives us much greater flexibility than if we were using a third-party company.” James comments. “We can address any issues inhouse, meaning this is dealt with quickly and more efficiently than dealing with a third-party.”

We have the added benefit of being able to talk to customers directly, helping us to build relationships and work with them to ensure they get the job done right, first time. “We can offer more support to our customers,” James explains. “Having the



Machine Control workshop – Operator training



Zero Tail Swing Excavator fitted with Leica Geosystems in action on HS2

We asked James what he enjoys most about his job. “No two days are the same! I go all over to site, I meet all sorts of interesting engineers and I encounter new challenges every day,” he explains. “The variety keeps it interesting and having the freedom to build and grow this department completely from scratch alongside Paul Keenan is very exciting.”

The future is looking bright for Machine Control.

MACHINE CONTROL

Caterpillar D5K fitted with Leica Geosystems in action on HS2.
Operator Dean Ward gives the system an enthusiastic thumbs up!



Machine Control in action

Lynch has been working alongside Buckingham Group on a HS2 main works site, supplying a variety of core plant equipment, including Excavators, Trucks and ADT Dumpers.

The CAT D5 Dozer uses Machine Control Technology to carry out various tasks, including grading, drainage and groundwork preparations. This technology allows the operators to achieve precise and efficient outcomes, ensuring that productivity and

safety is always high on site. In addition to these benefits, Machine Control Technology promotes sustainability, allowing our customers to reduce their carbon footprint by improving fuel efficiency and reducing emissions on site.

“ The level of service provided by Lynch has been second to none, coupled with the calibre of operators, management, engagement and equipment.”

Matt Smith, Project Manager
Buckingham Group Contracting Ltd

Collaborative Machine Control

Lynch is working together with Komatsu, engcon and Leica Geosystems to increase safety, efficiency and sustainability in the Industry.

The Komatsu PC138 zero tail swing excavator, fitted with engcon rotating head and Leica Geosystems co-pilot, allows our Operators to dramatically increase precision and productivity. The rotating head negates the need to reposition the excavator manually allowing for an improved fuel efficiency, and the integration of software and sensors provides the operator with a full view on the display screen, increasing safety on site.

This innovative combination of machine technology and operator skill is unique to Lynch, and is now being featured on multiple infrastructure projects across the UK. The collaboration between the four brands; Lynch, Komatsu, Leica Geosystems and engcon has enabled our customer to leverage this integrated solution for groundworks that can be applied to the entire HS2 project moving forward.

BENEFITS	
Fuel saving	✓
Time saving	✓
Safety	✓
Collaboration	✓
Ease of use	✓
Integrated software and sensors	✓



Zero Tail Swing Komatsu PC138 fitted with engcon tiltrotator

Lynch attends Predict Summit in Copenhagen hosted by TrackUnit & McKinsey

In January 2020, Lynch Digital IT Director Andy Vincent, Marketing Manager Max Rossi and Operations Business Analyst Emery Roosburg visited the Predict Summit, in Copenhagen hosted by TrackUnit & McKinsey.

The summit was a two-day event that brought together global construction leaders to discuss one of the industry's biggest challenges: Downtime.

Sessions throughout the event covered a variety of aspects, including understanding what downtime time is and how AI (artificial intelligence) and advanced technologies can shape the future of construction. Speakers from the event provided insight to advancements in research and

application of strategies to reduce idling, reduce emissions, improve safety and save on cost.

During a workshop session, Emery Roosburg delved into misconceptions about data and how it can be used more effectively to make improvements and also make data analysis a bigger consideration among business leaders.

Emery said: "Since 2016, Lynch has been a pioneer in the industry by championing the importance





Left to right:
 Lynch Operations Business Analyst Emery Roosburg, Costain Tim Embley, Costain Charlie Davies
 Lynch Digital IT Director Andy Vincent, Lynch Marketing Manager Max Rossi

of data transparency from suppliers to clients. Over the years, we have seen a shift and an increase of interest in the topic of acquiring data to improve productivity onsite. The problem is that we understand the importance of data but we need to get more buy in from senior staff in order to implement changes using historic data to improve our social, economic, and environmental impact on each project. However, how can we explain the importance of data in simpler terms to your leaders? What if we could simplify it to the point that even a child can explain the value of data to your management team?"

Andy said: "It is a great insight to see other companies sharing our data collation issues and what their solutions are. We as a company, have taken this a step further, by investing in development and working with APIs, to pull data from multiple manufacturers into a single source so we can easily feed this data back to our customers in a single feed."

As leaders in Plant Hire, Transport and Haulage we take great pride in making advancements and constant improvements in our work. We'd like to share special thanks to TrackUnit for inviting us and Costain to join them at the Summit.

“ ...we need to get more buy in from senior staff in order to implement changes using historic data to improve our social, economic, and environmental impact on each project. ”

Emery Roosburg

For more information about Telematics please visit lynch.com/telematics

Lynch Haulage

Our Haulage team continues to work hard, bringing innovative products to market to help our customers save money and reduce their environmental impact, with some exciting new trials...

Artic Tipper Trial



Lynch has trialled a 44t Articulated Tipper (based on a Dennison Sliding Bogey Trailer) at two SCS sites:

- West Ruislip Golf Course site
- Granby Terrace site

We decided to trial the vehicle based on the expectation that it would reduce vehicle movements on site due to the larger payload the vehicle carries, and thus help to reduce the road risk around number of vehicle movements.

Findings

Positives:

- Driver reports excellent ride and driveability alongside good visibility
- Brilliant manoeuvrability on site with the bogey retracted
- Capacity increase of almost 10t compared to that of a standard rigid vehicle (27t v 18t)
- Increased carrying capacity reduced vehicle movements on site

Challenges:

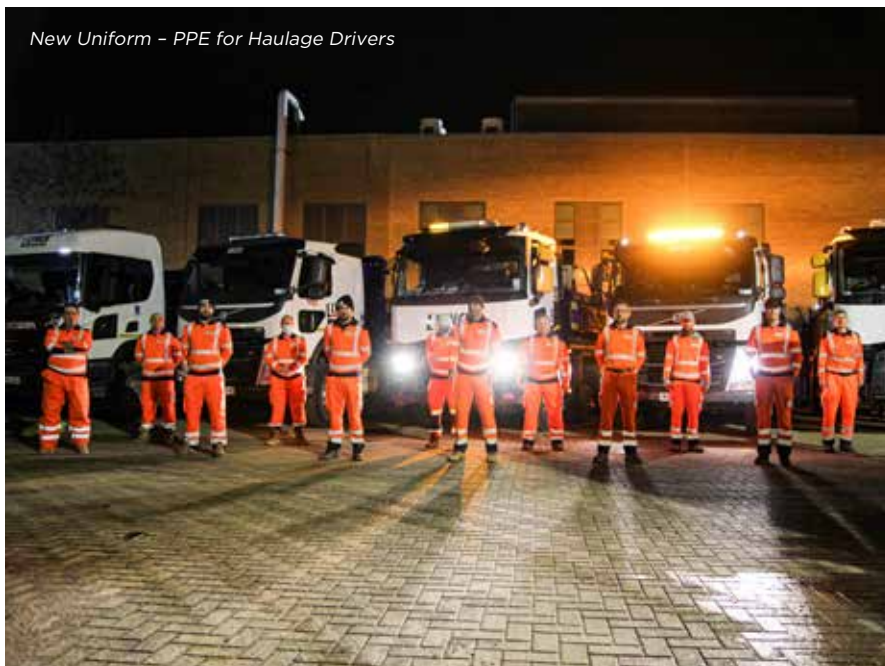
- Discovered early in the trial that it is easy for material to get stuck in the body of the Trailer and due to the height when tipping it is not possible to shunt the vehicle when tipping
- Vehicle is too large for some sites, making access and egress difficult

Results:

Our learning from the trial has been positive and we are confident that we can safely and productively operate a number of these vehicles on HS2. The main issues discovered were the cohesive nature of the material and subsequent difficulties in tipping it. These issues can be resolved — there are several treatments and materials that can be utilised. However, at this stage, we feel that the sites themselves are not ready for this size vehicle. We will endeavour to review in 3 – 6 months' time once the sites have expanded.



New Uniform - PPE for Haulage Drivers



HVO - the way forward?

We have been trialling the use of HVO fuel on two of our Scania 8 Wheel Tipper Lorries on HS2 sites.

HVO (Hydrotreated Vegetable Oil) Fuel is 100% renewable and sustainable and is one of the cleanest fuels on the market.

This can help reduce emissions by up to 90%, compared with standard diesel.

We are excited to continue our trial, and to see what the future holds for HVO!

EXPERIENCED HGV DRIVERS

Join our team



As one of the UK's leading Plant Hire & Haulage companies, we are always looking for the right drivers to complement our team of professionals.



YOU'LL BENEFIT FROM:



MODERN FLEET



COMPETITIVE WAGES



TRAINING & SUPPORT



FRIENDLY TEAM



LYNCH PPE



LATEST TECHNOLOGY



APPLY NOW

l-lynch.com/hgv-drivers



Working at height

As a proactive market leader in Plant Hire, we always consider the safety of our people at the as a priority.

During recent procurements, Stephen Bremner, Fleet and H&S Director, worked closely with Faymonville, low loader trailer manufacturer, and Sterling Bodies, who manufacture the beavertail bodies for our rigid fleet.

As a result, both vehicles feature Passive Fall Arrest, which can be deployed as the situation dictates. These rigid vehicles also have the addition of walkways. These can be used to offer the driver additional space to move around the load, whilst securing it for

transit or removing the restraints for delivery.

Work positioning belts and lanyards have also been trialled and are being issued out to our transport fleet to further mitigate the risks associated with working at height.

Driver Development Supervisor Craig McCormack was invited to present these innovations at safety shutdown days of Amey Rail, AmcoGiffen and also Volker Fitzpatrick; all of which were



a great success and aid in our driver's safe transition through site whilst collaborating with key account customers to make our industry safer.



Euro 6 tractor unit with Fall Arrest Trailer

Driving Lynch Forward

At Lynch we are always striving to reduce our carbon footprint and environmental impact.

To this end, Craig McCormack, Driver Development Supervisor, organised an October initiative to help lower fuel costs and CO₂ emissions, 'Driving Lynch Forward'.

Drivers have been rewarded for: the most improved MPG, the best MPG, zero infringements and best practice, by depot and by vehicle types.

Prizes included vouchers, t-shirts, jackets, die-cast models and more, and the opportunity for the best overall driver to win £250!

Craig McCormack commented: "This initiative drives the professionalism of our team, while lowering CO₂ and raising miles per gallon. Our driving team are one of the most important parts of the business for both ourselves and our customers so we must continue to improve."

The scheme was supported by Connexas, Volvo Trucks, Truck

Hydraulic Services Ltd, Sterling, and Faymonville Trailers

Kate Burden, Senior Account Manager, from Connexas says "I'm very proud that Connexas is sponsoring 'Driving Lynch Forward' Driver awards. Improving driver safety and fleet efficiency is one of our key goals. It's fantastic to be working with L Lynch on this important, ongoing initiative."

Paul Penfold, Fuel Watch Manager from Volvo Trucks says, "Driver training initiatives like this are such an important ongoing programme which Volvo truck and Bus London are pleased to support, providing awards for the improvements made."

The winners will be announced soon... stay tuned!

“ Improving driver safety and fleet efficiency is one of our key goals. It's fantastic to be working with L Lynch on this important, on-going initiative.”

Kate Burden,
Senior Account
Manager, Connexas

DRIVING LYNCH FORWARD
Lowering fuel costs and CO₂ by raising the bar

- Driver rewards!*
- Most improved MPG!
- Best MPG!
- Zero infringements
- Best practice
- By depot!
- By vehicle type!

£250 for the best over-all driver:
• MPG • Efficiency
• Compliance
• Professionalism

Sponsored by
CONNEXAS **SCANIA** **VOLVO TRUCKS**
THOMPSONS **STERLING**

LYNCH
CELEBRATING 40 YEARS

www.l-lynch.com

*Driver rewards include vouchers, t-shirts, jackets, die-cast models and more



Sunset over Midlands Depot

Midlands Depot Office Refurbishment

This year, we were pleased to announce improvements to our Midlands Depot, with brand new office space being built. This created a bright and open working environment, with two levels and spacious meeting areas.

In addition to the office space, we have also adapted our workshop for the training and management of our Machine Control Division.

Thank you for our Midlands team for supporting the refurbishment!

Visit l-lynch.com/find-a-depot to find your nearest depot





The Lynch Midlands Depot Team

Lynch appoints two new Directors

Andy Vincent

Congratulations to Andy Vincent who has been appointed Digital IT Director

Lynch continues to expand and evolve, and the Digital IT systems are no exception to this. Andy has supported Lynch's growth by delivering solutions to meet its needs since he joined the business in 2014. As Digital IT Director, Andy oversees various aspects of the business: the IT department, and the Software Development and Marketing Teams.

Congratulations Andy, best of luck in your directorship.

Find out more about Andy and his Lynch career on our Director's page: l-lynch.com/company-directors



Steve Bremner

Congratulations to Steve Bremner who has been appointed Fleet and H&S Director

Steve has helped establish Lynch as a leading provider of Plant, Haulage and Transport Services since he first joined the business in 2012. Steve's efforts have led to a reduction in the number of accidents year on year and helped to achieve substantial fuel savings across the business. This not only saves money but most importantly reduces our carbon emissions and environmental impact. As Fleet & H&S Director, Steve oversees the Transport, Service and Compliance Teams.

Congratulations Steve, best of luck in your directorship.

Find out more about Steve and his Lynch career on our Director's page: l-lynch.com/company-directors



Visit our Company Directors website page here

Celebrating Career Progressions

Steve Smart



Steve has been promoted to Direct Solutions Manager. Steve joined us in 2017, coming from a procurement background and bringing with him over 10 years industry experience. He worked as a Plant Manager on the Direct Solutions team for three years, demonstrating hard work, dedication, and an urge for growth. Following a personal development coaching plan, he is now a Desk Manager, leading the Direct Solutions Team.

Steve says that “Working at Lynch is a real adventure, and every day is different. I have big shoes to fill as Direct Solutions Manager, a position that was previously filled by Andy Burrows, but I am comforted in the knowledge that I have full support and a team of experienced Plant Managers behind me. I know that we will always meet our customer’s requirements.”

Tessa Leigh Allen-Ridge

Tessa has been promoted to National Recruitment Manager. She joined the Lynch team in 2018 and although she was new to the industry, she brought with her a wealth of recruitment knowledge and experience. Her hard work and excellent organisational and communication skills allowed her to climb the career ladder, and she is now the National Recruitment Manager, charged with sourcing, assessing and placing Operators, visiting sites and building strong professional relationships with our Operators and customers.



Tess said “At the beginning I had no idea how much I would love and enjoy working in this industry. I am incredibly lucky to work for a supporting company who only want you to achieve your dreams, which is what I am doing. I enjoy coming in to work every day.”

Matthew Wilson



Matthew Wilson was promoted to Transport Manager this year. Matt joined us as Assistant Transport Manager in January 2019 and has worked hard planning all the movements for his depot, coordinated his drivers and worked effectively with other depots to move our own plant. Steve Bremner, Fleet and H&S Director stated, “Matt has shown his dedication to Lynch, and his ‘Can Do’ attitude has certainly shown his commitment to the business. It is great to have Matthew onboard.”

Chantel Redington



Chantel has been promoted to Head of HS2 Operations. She joined the Lynch team in July 2019 as Executive Operations Assistant, with her primary role being PA to Liam Lynch, as well assisting the Board in meetings, with taking minutes and most importantly, actions. Her attention to detail, organisation and interpersonal skills shone through and in October 2020, she was appointed as Head of HS2 Operations.

She has been proactive in affecting positive change in our processes, communication, and day to day challenges, and she manages any queries or issues in real time. Chantel said “this role is something I am incredibly excited about. I’m really enjoying my time with the team and I cannot wait to see the HS2 desk in action.”

Paul Caruana



Paul has moved to work alongside Chris Gill in new plant purchasing, as well as Stephen Bremner in plant service parts, and national accounts. He was previously Service Manager at Rushden and he has contributed towards business growth. Paul continues to support the business and helps us to drive forward in improvement.

Team News

Welcoming New Starters in 2020:

This year we have welcomed lots of new starters to our Hemel and Rushden offices, all bringing with them unique skills and experiences.

- Emma Thomas**Administrator
- Rasoul Dauhoo**Administrator
- Keval Dattani**Head of Business Development
- Amber Smith**Hire Controller
- Edel Gallagher**Hire Controller
- Kara Lee** Key Accounts Administrator
- James King**Machine Control Engineer
- Danny Walden** Machine Control Technician
- Sophie Holdrick**Marketing Executive
- Simon Lewin** Midlands Sales Manager
- Colin Meecham** Midlands Service Manager
- Elena Anghelina** Mobile App Developer
- Chelsea Wright** Operator Recruiter
- Jesse Collins** Operator Recruiter
- Paul Healy** Plant Manager
- Lisa Doig** Transport Administrator
- Emma Peterson** Transport Driver
- George Varney** Yard Man

We've also welcomed six Apprentices: Ashton Lintern, Bradley Cannell, Harnoorpreet Gill, Harry Abbott, Lottie Howe, and Sid Verrill

Are you interested in joining our team? We have some fantastic vacancies working on site or in one of our offices. Visit our website today: l-lynch.com



Amy Wicks with son Archie

New Babies:

Congratulations to Charlie Pablos, Matthew Wilson, James Barden, Vlad Vanesu, Lewis Hance, Amy Wicks, Jasmine Simpson, Miranda Segan and Charlotte Marlow who have all welcomed new additions to their families!



Charlotte Marlow with son Conor

Accounts making life easier

Daisy Wicks has been working hard to help drive Lynch forward by automating our expense process. Expenses will no longer be the laborious task at the end of the month when you need to find all your old crinkled, coffee-stained receipts to attach to your claim. We will be launching a new app-based expenses process, allowing you to snap photos of receipt and log journeys via a live link to google maps. This will be implemented over the next couple of months, so watch out for your training invite.

Thank you, Daisy



Matt Wilson with daughter Molly



Rob Wilson

Rob Wilson was presented a bronze dozer model by Merrill Lynch as a thank you for his outstanding work as Project Manager on the A14 project. Rob started on the project in October 2016 and has led from the front managing over 200 operators at peak and engaging with 50 sub contractor customers.

Lydia Phillips

Congratulations to Lydia Phillips who has played a huge role in the delivery to our key accounts customers especially on HS2. We have received fantastic feedback from several customers regarding Lydia's helpfulness and attention to detail. Keep up the good work.



Farewell to Jamie

Everyone at Lynch is sad that Jamie Marlow has decided to resign his post after 12 valued years with the company. Jamie will be fondly remembered by all of us and will keep in touch after building so many friendships within the company.



Chris Kent

Chris Kent was an Operator Foreman on the A14, and he got stuck in helping on the project as the number of machines and Operators grew. At a time when we were struggling with getting our drivers trained in using GPS technology, he took initiative and got heavily involved with this training.

He is primarily based in the Midlands, but he helps across all areas of the business and he assesses all Operators as soon as they start, making sure they are fully competent.

His great attitude has been recognised by his colleagues — he has an extensive skill set and he is able to build great rapport with all Operators.

We are grateful to have him onboard.

Jamie has over the years played a big part in the growth of our company and will no doubt be missed by us all. We would like to thank Jamie for his hard work and dedication that he has shown over the years.

We wish Jamie every success in the future, whatever he has planned for himself and his young family.



PEOPLE

Spotlight on recognising our long-standing colleagues

Angie Wicks, Payroll Manager

Angie Wicks celebrates over 20 years with Lynch this year!

Angie started with L Lynch Plant Hire & Haulage on the 24th November 2000 and was employed as a part-time Payroll Administrator working two days a week. She brought with her over 19 years of experience.

When she joined, the Accounts Department was based in a small portacabin. Angie has seen the company evolve, moving from Wembley, to Stanmore, and finally to Hemel Hempstead. She has seen the payroll grow exponentially, becoming a full-time job!

“ My main priority has always to make sure that everyone was paid correctly and treated fairly... ”

Angie Wicks

We asked Angie what her favourite thing about working for Lynch has been. She explained: “I have so many good memories of Lynch and I have made good friends over the years. I was lucky enough to have worked with Celia Lynch who was the most hard working person that I have ever met, and she taught me so much about work ethics that I have passed onto my girls Daisy and Amy.



(Photograph taken before COVID-19)

My main priority has always to make sure that everyone was paid correctly and treated fairly, this is something that I feel I have achieved, and that I am very proud of.

I have watched the company grow and become one of the biggest plant hire companies and I feel that I have contributed to this.”

We would like to thank Angie for her hard work and dedication over the past two decades. Her efforts have almost certainly contributed to the growth of the company.

Guy Hillman, Plant Manager

Guy Hillman has been with Lynch for over 20 years!

Guy joined the company in 2000 and was employed as the single salesperson on the team. Quickly, he moved into the Hire Office as a Hire Controller, looking after small Plant. He saw the hire set up change, and he became Plant Manager of the department looking after larger Plant. As the company continued to evolve, he joined the Direct Solutions Team where he works today.

We asked Guy what he likes most about Plant Hire and working for Lynch. "Things are always changing, especially on the Direct Solutions Desk. You learn new things all the time and face different challenges every day. We've had to source 400-ton cranes as part of the Crossrail project, get specialised heated storage containers up to the Shetland Islands, and get Alloy Towers over to Jersey... it is so varied and never boring.

I've seen massive changes at Lynch since I've been here, it's grown a lot. It's always fun and never dull. I've enjoyed the last 20 years and I'm looking forward to the next!"

Stephen Smart, Direct Solutions Manager says, "Guy is a fundamental part of Direct

Solutions, and he contributes a wealth of knowledge and experience to the team. We would be lost without him."

We would like to thank Guy for his commitment and hard work over the last 20 years.



Valon Krivenjeva, Plant Coordinator

Andy Burrows, our Operations manager states that Valon has worked with the company for at least 20 years and he has Lynch at his heart. He is there around the clock to help and he will do whatever it takes to find you what you need.

He is determined, focused, happy, positive, encouraging and is very driven. He is so passionate about what he does, and he doesn't do anything by halves. He has working hard in his new role alongside Gez, training our Operators, passing on his knowledge and passion to others.



He has worked so hard and has earned his place at Lynch. He has undoubtedly been part of the real substantial growth of the company and his hard work has helped to establish Lynch as an industry leader. He still has a big part to play in the company and I hope that he never works for anyone else. He is part of our legacy.

Celebrating 25 years of operating for Lynch

Doran Edwards has been a Plant Operator with Lynch for 25 years this year, which is an amazing milestone. We caught up with Doran to find out how he started and what's kept him going for over two decades...

Doran started with Lynch in 1995, when the company were based in Wembley. He remembers meeting Liam Lynch for the first time and being assessed while operating a JCB. "Liam said that I was good, and he gave me the job!" He has fond memories of Celia Lynch, Liam's wife, and he remembers Company Directors Merrill and Rob when they were younger.

Although he has operated plant for over two decades, Doran is actually a carpenter by trade. He was one of the best students in his year group at school where he learnt the trade. He spent time making cabinets for a furniture company before encountering Plant for the first time.

He learnt to operate plant whilst working as a labourer on a

scrapyard in Bow. He remembers "I asked the site foreman if he could go and get someone to load up the skips with this machine, and he told me to jump in and do it myself! I said that I couldn't, that I didn't know how, but he said I'd learn. And then, once I'd got in that machine, he told me I was good, and to stay in there!"

After getting to grips with all kinds of Plant Machinery, Doran applied to work at Lynch, 25 years ago. And the rest, as they say, is history.

Right now, Doran is part of a team operating Plant Machinery on the HS2 site in Euston. He is pleased to be part of such an exciting project – he enjoys driving a machine and he loves what he does.

"I love what I do, wherever I do it," he comments. "When you know what you're doing, for a good company and with people who are good, you will enjoy your work. That's what's important."

Doran recalls the challenges and changes he has faced over the last 25 years. He has seen the industry adapt to become more inclusive, and he has seen Lynch grow, getting bigger, employing more people, and acquiring more machines. He has seen the company evolve and been involved with some exciting projects.

"Every day I thank God that I'm still at work and I'm still alive. I remember so many people at Lynch who helped me out as well. I also want to say thanks to Liam, because 25 years ago he believed in me and he gave me the job. It's great and I love it."

“ I asked the site foreman if he could get someone to load up the skips with this machine, and he told me to jump in and do it myself! ”

Doran Edwards

As a company, we know that Doran will go out of his way to help anyone. Customers will often comment about his exceptional ability as an Operator, but even more importantly, they love working with him on site. Doran has been involved with major flagship projects, such as the Bluewater Shopping Centre, the Olympic Park and is now working on Britain's biggest infrastructure project, HS2.

Thank you for a great 25 years Doran. It's wonderful to have you as part of our team.





Celebrating Women in Construction

Emma Peterson joined Lynch Transport in March of this year as a Low Loader Driver. She loves the challenges that the job brings.

“I have always enjoyed driving. I’ve been driving lorries since 2011 and I race motorbikes. I used to run a yard for horses, but I gave this up in 2010. I realised that I would have to get a real job, but I had no idea what I would do. I’ve done exams, but I didn’t see myself in an office. I looked into driving, and that’s how I started.

I was working on the M23 and I always saw all the Lynch machines. I got to know the Lynch guys down there, Rob Payne and Rob Birch, and they would ALWAYS tell me to come and work for Lynch!

To be honest, I thought I wasn’t good enough. Lynch is a huge company with such a presence, and I was a woman with no experience on Low Loaders. Eventually, the guys found

out I was moving near Rushden and basically told me to just phone up!

I did it, I spoke to Craig and when I told him that I had my Class 1, he was pleased. I did warn him that I had literally no experience but he said he would train me and within two weeks I had started!

I felt so much pressure, from within, because I cared, and I wanted to be good at my job. I was thrown in at the deep end, training in the Rigid and the Low Loaders. But the guys here were so helpful and so friendly, and not once did they make me feel stupid. Learning with Lynch has been brilliant.

My favourite thing about the job is the challenge. Some of these sites are not lorry friendly at all,

moving big lorries into tiny spaces, unloading big machines... yes, it’s a challenge, but it’s good. The biggest challenge was learning all the different machines, as Lynch have got so many. Each job is different, I can drop off a little one ton digger, and then pick up a 40 ton Dump Truck on my way back.

What would I say to other women about joining the industry? I would say do it. If you have a great sense of humour, you will just have a laugh with everyone on site. When I first started to drive Tippers, there were not many women doing that, but now there are loads. There is no reason why we can’t do the job. Sometimes, sure, you get a few more people coming out to see you, because you’re a woman, but we do just as well as anyone could. As long as you don’t mind getting a bit dirty, you’ll be fine.”



Lynch Award Winners

The CPA (Construction Plant-hire Association) Stars of the Future award is designed to recognise and reward the UK's most promising trainees and apprentices in the construction plant sector. The competition was tough this year, with over 70 industry nominations!

The CPA Stars of the Future 2020 news bulletin featured many star performers from Lynch.

Huge congratulations to:

- ★ **Charlie Pablos**
Winner of the Employer Nominated Plant Mechanic of the year
- ★ **Mitchell Chuter**
Winner of the Employer Nominated Plant Technician of the year
- ★ **Senghan Carr**
Winner of the Best Personal Statement
- ★ **Mitchell Chuter**
Highly Commended for National Plant Technician of the year
- ★ **Ben Sharp**
Highly Commended for Hire Controller of the year
- ★ **Chloe Rackley**
Highly Commended for Plant Operator of the year
- ★ **Lee Kerr**
Highly Commended for the Best Personal Statement



Their skills shone through this year, and all of us at Lynch are thrilled that their work has been recognised. These awards are a testament to the hard work, talent, and dedication they show every day. It is fantastic to see their achievements rewarded, especially during these difficult times.

The future of Plant Hire is bright with these promising apprentices and trainees setting the bar high for the next generation of workers.

Read the full CPA Stars of the Future special edition at l-lynch.com/news/cpa-stars-2020.



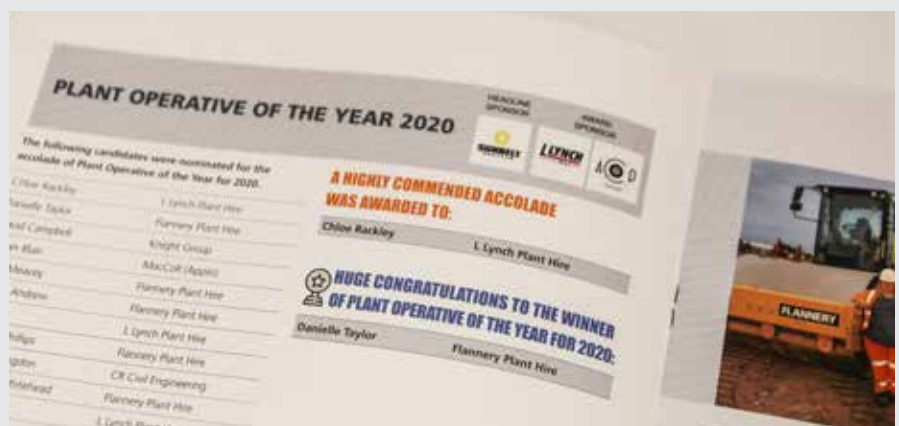
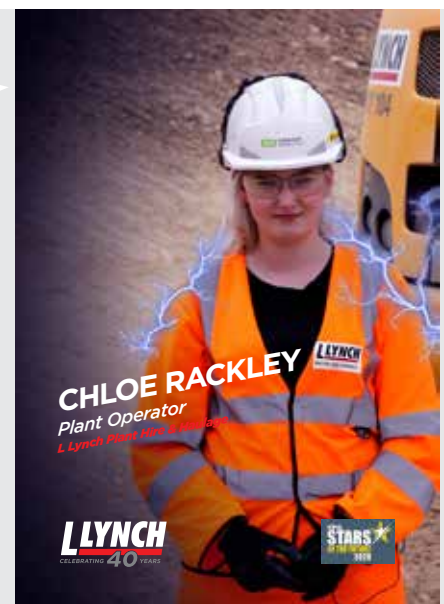
Chloe Rackley Highly Commended Plant Operative of the Year 2020

An Apprentice Plant Operator at Lynch Plant Hire, Chloe Rackley came from a hairdressing background, but her inspiration comes from her grandad, who is also a Plant Operator. With a plan to go into training and a mission to attract new blood into the industry focusing on the young and women, Chloe is a great ambassador for women in construction, having already been involved in open days to highlight the importance of women coming into the sector.

Chloe has an articulated dumper truck ticket, forward tipping dumper ticket and a 360 tracked excavator ticket. She previously worked on the A14 project in Cambridge and was a valued part of the team until its completion.

The judges said Chloe showed real commitment and passion for the job, having taken on a new

and very different career path. They also said that operating plant appears to come naturally to her, as she had impressed her employer, trainer and a range of customers from day one. They summarised that Chloe has great skills, is a real credit to her employer and felt she will rise far in the in the future and thoroughly deserved her highly commended award.





Senghan Carr interview for CPA News Bulletin

The Best Personal Statement award was new this year, and winner Senghan impressed the judging panel with his humility and honesty. Senghan was interviewed for the CPA News Bulletin about his successes.

He told them: “When I heard that Lynch had a training programme available for Plant Operators, I grabbed the opportunity with both hands. I was so nervous when I walked through the doors for that first interview because I wanted to change my life for my family. At the time I had one son - I've now got two - and I felt that I had nothing to lose.”

“I'd never even thought about becoming a Plant Operator before, but the training has been fun, challenging and a real eye-opener. It has mentally helped me become a man and being punctual and having a stable job with a partner and two sons has helped me grow as a person.”

“I love dealing with people and gaining knowledge and wisdom from them. I've discovered that you can learn from literally anyone on-site and my colleagues act as mentors for me without my even knowing it. When I found out that I'd won a Stars of the Future award from the CPA, I was in complete shock. I was honoured to even be put up for a nomination. It made me feel good about myself and it's confirmed that I need to keep on doing what I'm doing.”

“Providing for my young family is at the top of my list and my ambition and determination come from my first instinct of providing the best life for my family and kids and making sure they have everything they need. I want to be a person who my sons can look up to. I'll keep learning and grasping what's available to me.”

Senghan's Interview for the CPA News Bulletin



Well done Senghan, we are thrilled that your can-do attitude has been recognised and rewarded.

“ I've discovered that you can learn from literally anyone on-site and my colleagues act as mentors for me without my even knowing it. ”

Senghan Carr

Celebrating our Stars Of The Future



Plant Mechanics Charlie Pablos and Mitchell Chuter were winners in their categories, and Plant Operator Lee Kerr and Hire Controller Ben Sharp, were Highly Commended in their categories. Well done all!

Find out more about Careers in Plant at l-lynch.com/careers-in-plant



IN THE COMMUNITY

Bubble and Squeak HS2 bus conversion

Through a collaboration with CSJV, the Lynch team is converting a 2003 Volvo Plaxton bus for charity organisation Bubble and Squeak.

An opportunity arose to acquire and repurpose this bus through the Costain Skanska Joint Venture, which was decommissioned due to no longer meeting emission standards.

Elly and Lydia, co-founders of Bubble and Squeak explained that this bus will be placed at Old Oak Primary School in London, close to works on HS2.

The bus will be used for many purposes, including as an additional creative teaching space, parent-baby sessions, yoga and to support the local community in providing food for people in need.

It is greatly important to Lynch, CSJV and Bubble and Squeak to collaborate on this project and give back to the community, leaving behind a legacy as part of HS2.



Celebrating Black History Month

Rayon Brown, Lynch Operator, delivers motivational talk on Skanska webinar

The Skanska Partner Event: ‘Celebrating Black History Month’ took place in October. The workshop focused on the people who have made a real difference to the country, and the challenges we are facing to educate, develop and lead real change in the infrastructure sector.

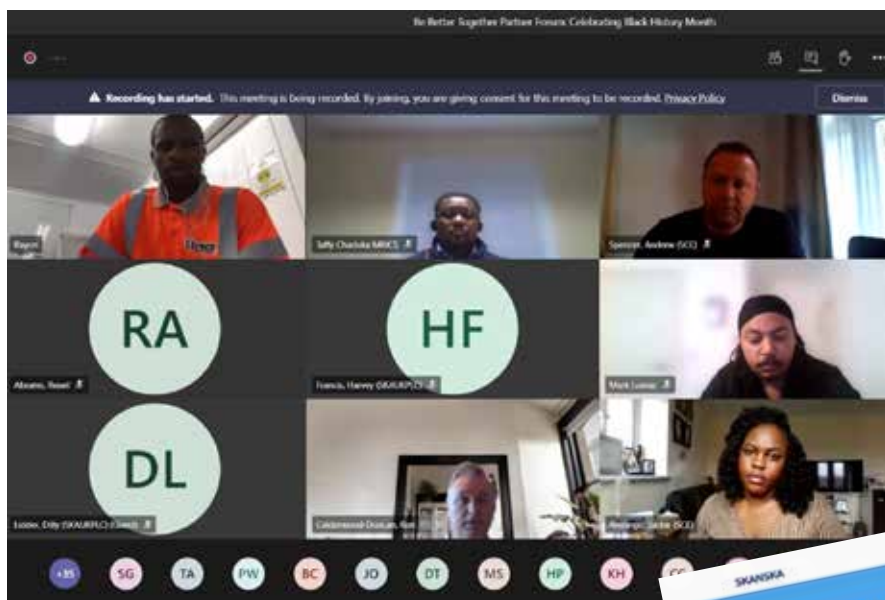
Rayon Brown, one of the six panellists, has been a plant Operator for Lynch for fourteen years. He is currently working for us on a main works HS2 site, Euston approach. We caught up with Rayon to learn about his successes and discover what taking part in this event meant to him. Rayon came to the UK from Jamaica in 2000 and has had what he describes as “an amazing experience”.

“There are two reasons for me taking part in the conference. Firstly, it’s to celebrate Black History Month, to celebrate great black people in the UK and in the world. Secondly, it’s to explore how we can continue to progress and grow. So much has changed in my time here, and now it is about how we in the industry push that change and move forward.” Rayon commented.

Rayon wants to celebrate his own successes, and work to ensure that everyone has access to an equal platform. Speaking at the event, he emphasised the importance of building deep and meaningful relationships with our colleagues. “Everyone has to take personal responsibility for ensuring we have inclusion and diversity in



Rayon Brown operating a Hybrid Excavator



the industry. We must diversify our circle of influence and invest in people who have different views and experiences to us. For businesses to lead change, we must challenge ourselves to include these people.”

Lynch is proud to have Rayon onboard, and we are committed to driving positive change in the construction industry.



IN THE COMMUNITY

Lynch and the Lighthouse Club brings a Christmas Cracker Cheer

The Lighthouse Club have come up with a new way to spread Christmas cheer this year. Lifting the spirits of our colleagues, suppliers and contractors, as well as providing a helping hand to those in need.

Lynch are delighted to be able to support the Lighthouse Club's Christmas Crackers with a donation for the first prize of £10,000. Supporting the industry is important to us and the Lighthouse Charity plays a key part.

We are proud to have been supporting the charity for over 20 years and we want to continue to



help fund the essential services they provide to those who need them. The charity works hard to provide physical, mental, and financial wellbeing support to construction workers and their families.

The much-needed Christmas Cracker funds go a long way in

helping to provide charitable services to support the construction workforce and their families who are in crisis.

Find out more about their work and the Christmas Crackers on their website lighthouseclub.org/christmas-cracker-2020.

Three Lynch brothers: Charity Challenge for the Lighthouse Club

Every year, the three Lynch brothers take part in a physical challenge, in memory of their mother Celia Lynch, and to raise money for a good cause.

This year was no exception, and despite a global pandemic, the three brothers found a way to complete their challenge in a safe, socially distanced way.



The challenge this year was to complete a 25km section of the London LOOP, which is a circular route around the edge of London. Darren was unable to travel to London due to lockdown restrictions coming into force before the challenge, and so had to improvise. He completed his 25km walk over the Yorkshire Peaks, keeping in touch with Merrill and Rob digitally while the three of them covered their distances.

Together, the brothers were able to raise over £3,000 for the Lighthouse Club charity, and Lynch is delighted

to be able to support the brothers and sponsor their challenge. The Lighthouse Club charity works hard to provide physical, mental, and financial wellbeing support to construction workers in crisis. Lynch have been proud supporters of the Lighthouse Club and the work they do for over 20 years.

Merrill Lynch is grateful that the brothers have been able to complete a challenge this year, commenting: "we are so pleased to be able to do our small bit for those in need, and those within our industry."

If you would like to learn more about the charity or make a donation, please visit lighthouseclub.org

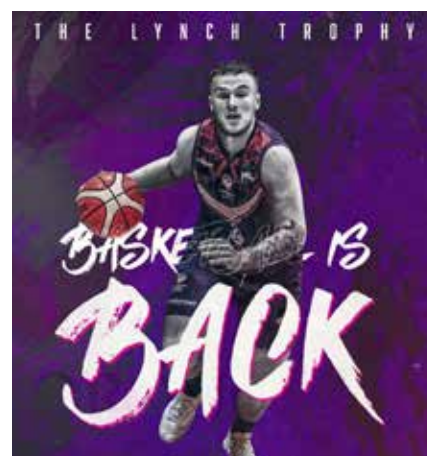
L Lynch Basketball Trophy – Sponsorship and Live Draw

Lynch is pleased to announce their support of a brand-new competition in the National Basketball League Division 1.

The inaugural L Lynch Trophy features all 14 topflight teams along with 2 invited academy sides in the 2020/21 season.

The group stages saw the teams competing in four regional groups of four and the top two sides in each group progressed to the quarterfinals. Lynch’s Marketing Manager, Max Rossi, was invited to represent Lynch at the quarterfinal draw, which was livestreamed to the Basketball Community.

The Local MP for Hemel Hempstead, Sir Mike Penning, who chairs the All Party Parliamentary Group (APPG) for National Basketball, added “I am delighted to see the return of another national competition for the NBL1 teams and also the support of a commercial partner in Lynch. This new competition speaks to the APPG vision of a stronger and more commercially viable framework for semi-professional basketball in this country.”



Lynch would like to wish all competing teams the very best of luck and are looking forward to a great season!

Discover I-lynch.com and keep up to date with all our activities.



Hemel Football Club sponsorship

Lynch has continued its support of the local Hemel Hempstead football club for 2020/2021. Good luck Tudors!

Hobblets School Christmas joy

Lynch supported Hemel Hempstead School, Hobblets Manor Junior School, by cutting up wooden discs for children to decorate and take home to their parents for the family Christmas Tree. Merry Christmas!



(Photograph taken before COVID-19)

Construction Live 5

Huge thanks to everyone that supported the #ConstructionLive interview in March, where Tessa Leigh, National Recruitment Manager, and Senghan, Operator, spoke about the opportunities in Plant Hire and Haulage. This live programme was streamed across

many UK Schools and Colleges to raise awareness amongst the next generation of professionals.

Find out more here: [learnliveuk.com/construction-live-5](https://www.learnliveuk.com/construction-live-5)

IN THE COMMUNITY

Lynch Operators at SCS Railways, Greenpark Way HS2 site showing support for ending domestic violence



A great shot supplied by the team onsite!

‘Back on the Tracks’ on Channel 5

Lynch machines hard at work at the Dawlish Sea Wall Network Rail project.



TWO Britain's Biggest Dig

Home Episodes

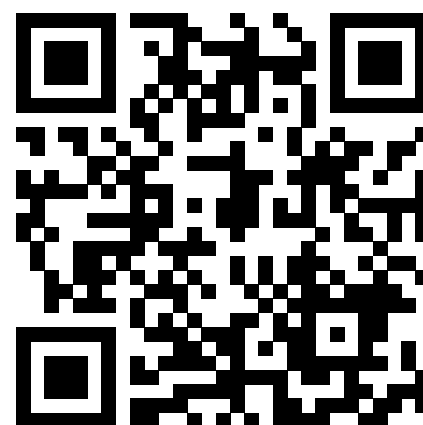


'Britain's Biggest Dig' on the BBC

Lynch supported this delicate and precise dig with innovative Plant solutions

Plant Construction Careers Live

The Lynch Recruitment and Training Team carried out live engagement sessions with the next generation of talent in Birmingham.



Watch an interview with Rob Lynch and Peter Haddock here

Gallery





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