



# Company Profile

**2011**



Together we're Building

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Together we're Building

## Introduction

Hadden Construction Ltd was founded in 1992 by Scott Hadden, Ronnie Horne and Murray Stewart. From an initial capital investment of £10,000 we have grown to our current status – an annual turnover of over £20m. The major contributor to this figure is the main contracting division with our private Hadden Homes division contributing around 15%.

This growth has been achieved through prudent fiscal policies and a philosophy of customer care.

Scott Hadden is responsible for the smooth running and execution of main contracts. Scott, a joiner to trade, has successfully administered the growth of this department and the completion of over five hundred contracts.

With the expansion founded on the company's success Craig Armit, who joined the company in 1994, was appointed Commercial Director in 2002. Craig has overall responsibility for the financial administration of main contracts including the quantity surveying, estimating and buying functions.

The make up of the current board was completed in 2008 by the appointment of Anne Nicol as Director of Finance & Administration.

Since inception, our policy has been, and continues to be, to provide a service based on professionalism. Quality, on time and on budget, are the key factors we continue to produce for our clients. This has been the cornerstone of our success achieved through our strategy of maintaining a close and amicable relationship with clients and their design team and a policy of claims avoidance.

We believe our employees are the key to our success and we make a considerable investment in staff training and acquiring suitably qualified and experienced personnel. An ongoing training and development programme is in place framed to suit the age, vocation and duties of the individual. This training, comprising internal seminars, individual guidance and attendance at external courses covers Health & Safety issues, man management, employment and construction law, and all other matters relevant to the industry. The company currently sponsors six apprentices covering several trades through their training with the C.I.T.B.

Craig Armit, amongst his other responsibilities, has overseen the training of the quantity surveying staff who have all been, or are currently, sponsored at University Courses to attain their professional qualifications.

To supplement the skills acquired through this training, the company has an ongoing recruitment policy, constantly seeking self-motivated personnel with the formal training and experience who would enhance and improve the operations and management potential of the company.

We also have an ongoing investment policy in I.T., plant and infrastructure, with a view to maintaining and improving our levels of customer satisfaction. A major extension to our current headquarters in Aberuthven is about to commence construction. This will allow us to expand our managerial work force and improve the working environment of our current valued staff members.

In October 2009 we opened a new office at St James' Business Centre in Linwood Road, Paisley. This office is being managed by Alistair McMaster who has a remit to seek out business opportunities for Hadden Construction in the South, East and West of Scotland.

From our inception, we carved our place in the construction sector on the basis of competitively won tenders through traditional procurement routes. While we are still successful in obtaining workload on this basis, a growing proportion of our business is being procured through negotiated contracts with repeat clients. We are able to provide a full "design and build" service which has resulted in several partnering arrangements.

We have extensive experience in a wide range of construction activity in all market sectors including:

- Retail
- Commercial
- Residential
- Leisure
- Health
- Education

We have a vast experience in the construction, extension and alteration of educational, health and other related establishments. The majority of these have been carried out within active school/university and hospital groups and in close proximity to occupied and active buildings where teaching and consultations have continued during the currency of the works. Accordingly, our company's management and operatives are fully conversant with the Health & Safety considerations involved with this modus operandi and the need to liaise with incumbent staff to ensure the minimum disruption to their work.

Through the auspices of Hadden Homes, our speculative private housing wing, we construct high quality modern dwellings for the discerning purchaser.



## Our Company Information

**Company Name:** Hadden Construction Limited

**Registered Office:** 1 Maidenplain Place  
Aberuthven  
Auchterarder  
PH3 1EL

Tel: 01764 660011  
Fax: 01764 660022  
Email: mail@hadden.co.uk  
Web: www.hadden.co.uk

**Branch Office:** Hadden Construction Ltd  
St James Business Centre  
Linwood Road  
Paisley  
PA3 3AT  
Tel: 0141 889 1567

**Company Registration Details:** Registered Number: SC141875  
Date of Registration: 21 December 1992  
Type of Company: Private Limited Company  
VAT Number: 607 5333 52

**Bankers:** Bank of Scotland  
1 Gavelmore Street  
Crieff  
PH7 4DN

**Auditors:** Finlaysons  
15 High Street  
Crieff  
PH7 3HU

**Solicitors:** Mailers  
2a King Street  
Stirling  
FK8 1BA

**Constructionline Registration:** No: 193  
Notation Value: £6m Building (General)  
£9.7m Building Refurbishment

## Our Company Information

### Insurances

	Insurer	Policy Number	Indemnity Limit
<b>Employers Liability</b>	AXA Insurance Co	GW COM 1121199	£10,000,000
<b>Public Liability</b>	AXA Insurance Co	GW COM 1121199	£5,000,000
<b>Contractors All Risks</b>	AXA Insurance Co	GW COM 1121199	£6,300,000
<b>Professional Indemnity</b>	Zurich Insurance	PIDC10157241	£2,000,000

### Memberships:

Constructionline  
 CHAS  
 National House Building Council  
 Federation of Master Builders  
 Homes for Scotland  
 Premier Guarantee  
 Considerate Constructors Scheme  
 The Royal Incorporation of Architects in Scotland  
 Royal Institute of Chartered Surveyors  
 Chartered Institute of Building  
 Forth Construction Forum  
 Fife Construction Forum

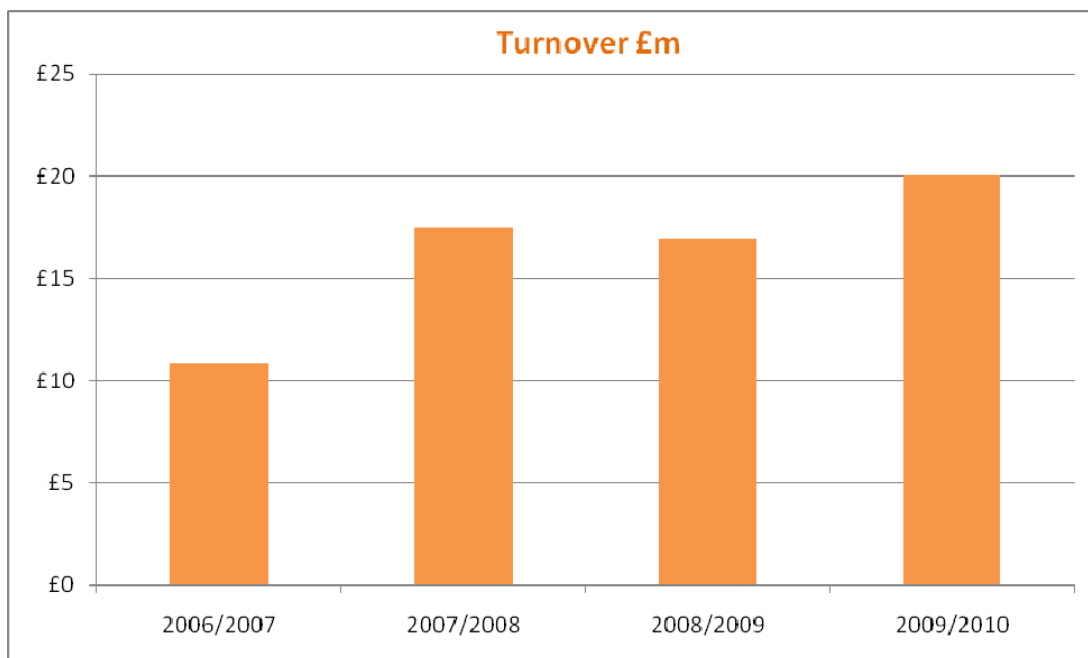
*improving living in scotland*



## Our Company Information

- Established in December 1992 from a capital investment of £10,000
- Over 500 projects ranging in value from £100k to £6.5m
- Over £150m of projects delivered to date
- Focused on client design requirements
- Focused to deliver on time and on budget
- Committed to Partnering & best practice

### Turnover



Copies of our Annual Report and Accounts and a Bankers Reference are available on request.

## Our People

### Company Secretary

Name: Ronnie Horne  
Qualifications: Fellow of the Royal Institution of Chartered Surveyors



Brief Work History:

A local authority trained Quantity Surveyor prior to becoming a Contract Surveyor in 1977. Attained management position and was appointed a Company Director in 1988 before jointly founding Hadden Construction in 1992.

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### Chairman & Construction Director

Name: Scott Hadden  
Qualifications: Member of the Association for Project Safety



Brief Work History:

Trained as joiner in large building company. Joined a local building company as a site supervisor in 1990, promoted to Contract Management in 1991, before jointly founding Hadden Construction in 1992.

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### Commercial Director

Name: Craig Armit



Brief Work History:

Professionally trained Quantity Surveyor who worked with several multi-national building and civil engineering contractors prior to joining the company in 1994.

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### Director of Administration & Finance

Name: Anne Nicol  
Qualifications: Master of Business Administration



Brief Work History:

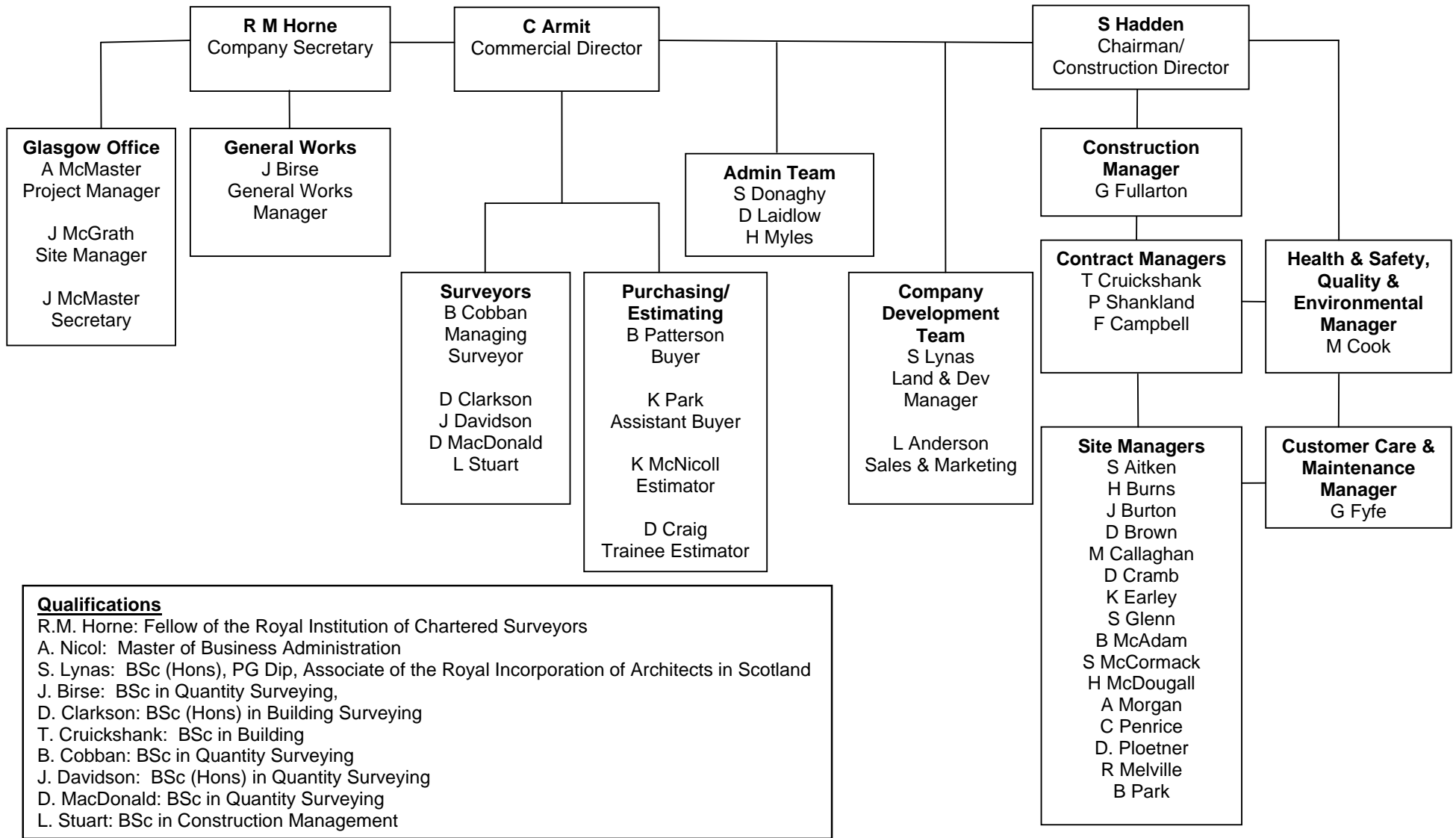
Joined the firm in 1993 as one of the first employees. Continues to be a cornerstone of the company's success through her administrative expertise and fiscal control.

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### A Tribute

On 3<sup>rd</sup> July 1998, Murray Stewart, a founding director of the company, suffered a sudden and drastically debilitating brain haemorrhage that abruptly ended his working career. Murray's drive, determination and diligence was a significant factor in the success of the company during the difficult early years. He remains in the thoughts of the current directors, all of whom knew him personally.

# Company Structure



**Qualifications**

R.M. Horne: Fellow of the Royal Institution of Chartered Surveyors  
 A. Nicol: Master of Business Administration  
 S. Lynas: BSc (Hons), PG Dip, Associate of the Royal Incorporation of Architects in Scotland  
 J. Birse: BSc in Quantity Surveying,  
 D. Clarkson: BSc (Hons) in Building Surveying  
 T. Cruickshank: BSc in Building  
 B. Cobban: BSc in Quantity Surveying  
 J. Davidson: BSc (Hons) in Quantity Surveying  
 D. MacDonald: BSc in Quantity Surveying  
 L. Stuart: BSc in Construction Management

## Our Policies

### Health & Safety

Safety is of the utmost importance and it is the policy of Hadden Construction that all operations will be carried out with full cognisance of the statutory requirements pertaining to the health and safety at work of its employees, members of the public and visitors.

Procedures are implemented to ensure:

- Compliance with legislation particularly the Health & Safety at Work Act
- Appropriate and adequate training provided at all times
- Stringent Training and Risk Assessment programmes are in place.

Mr Keith Valentine (NEBOSH, MaPS) of Murval Management Safety & Training Services acts as the Company Site Officer. He reports to the Board of Directors and provides all Health & Safety and Construction Site Audit Consultancy Services along with ensuring that the working practices and procedures used by our employees is in accordance with our HSE policy, objectives and arrangements.

We also employ our own Health & Safety Manager, Mr Mike Cook who holds a NEBOSH National Certificate in Construction Health & Safety.

All supervisory and management staff are familiar with the main aspects of safety legislation for construction work activities. A hands on approach is taken to provide a suitable level of workplace supervision with responsibility for ensuring: -

- All new staff are given induction training which is followed up by annual refresher courses.
- That employees under their supervision are adequately trained, instructed and informed.
- Toolbox talks are regularly carried out to rectify or familiarise unsafe or new practices
- Regular site co-ordination/safety meetings are held for the duration of each contract and minutes produced and circulated.
- Employees are encouraged to report any defective equipment or any unsafe conditions developing.

Our Health & Safety Policy is also displayed prominently at each site and a copy of this is available on request.

### Quality Assurance

Hadden Construction's reputation is based on reliability and quality, both forming an integral part of the business. Performance is continually monitored and any improvements to procedures and processes are made to ensure delivery of a high quality product and service.

We currently operate our own Company Quality Management / Assurance System in accordance with the aims and objectives of ISO9001 and are working towards formal ISO9001 certification by early 2011.

Our Quality Policy is also displayed prominently at each site and a copy of this is available on request.

## **Environmental Policy**

Hadden Construction recognise that its activities in the construction industry may have an impact on the environment and to minimise this impact the Company recognise that environmental protection and prevention of pollution is an important part of business operations.

We are therefore committed to the following:

- Monitoring environmental legislation, regulations and codes of practice which are relevant to our operations and endeavouring to take reasonable actions to ensure compliance.
- Developing environmental awareness and assigning individual responsibility for environmental management amongst employees in the company.
- Adopting waste minimisation techniques to ensure the most efficient use of non sustainable resources.
- Ensuring that all environmental aspects are considered for new or existing contracts in order to minimise adverse environmental impacts.

Our aims are to:

- Avoid wastage of water, materials and energy by paying careful attention to their use
- Seek to use materials from renewable sources and recycled or recyclable materials wherever possible
- Minimise waste during construction by minimising over ordering and non use of materials and off-cuts; damaged materials and products
- Minimise pollution and use of energy during construction phase
- Ensure safe and correct storage of building materials and products to minimise spoilage and theft which will bring financial benefits, reduce haulage and negate delay by having to re-order
- Promote sorting and disposal of waste which can be re-used or recycled which will minimise waste going to landfill sites.
- Use local suppliers where possible to reduce haulage costs.
- Use timber and wood products indicating that wood comes from sustainability managed forests.

Our Environmental Policy is also displayed prominently at each site and a copy of this is available on request.

## **Equal Opportunities Policy**

Hadden Construction Ltd is an equal opportunity employer and is fully committed to treating equally every person, group and organisation that we work with and employ. We will take all reasonable steps to provide a working environment in which everyone is treated with respect and dignity and which is free from unlawful discrimination, harassment and victimisation on grounds of age, colour, disability, age, gender, marital status, race, religion or beliefs, sexual orientation, trade union activity and HIV status.

We are committed to ensuring effective compliance with all relevant legislation and codes of practice relating to equal opportunities. We will continually monitor changes in employment legislation to ensure our policy remains up to date.

A copy of Our Equal Opportunities Policy is available on request.

## Recruitment and Training Initiatives

As a responsible employer we are committed to playing our part to combat the acute skills shortage across the industry at present through the recruitment of apprentices. We currently employ 6 joiner apprentices in first, second and advanced craft stages of learning and are currently sponsoring 2 members of staff at Further Education Centres.

The company has a positive and active training policy. In addition to the above staff it should be noted that we currently employ 4 operatives and 3 staff that have already completed company sponsored training and apprenticeship schemes.

We recognise the value of apprenticeship schemes and strongly support client initiatives to employ local labour and apprenticeship placement schemes.

We are currently working with community benefit, labour and training schemes with Falkirk Council where we have taken on a number of staff for training and workplace development as part of the contract conditions. Further to this we are in discussions with Hillcrest HA, Fife Works, North Lanarkshire Council & Fairfield HA on providing further Targeted Recruitment & Training Opportunities.

As part of our supply chain partners vetting procedure we actively check our partners to ensure they provide ongoing apprenticeship schemes and ensure they provide adequate support to training initiatives.

We also ensure that local sub-contractors are given the opportunity to bid for all the works packages and ensure that any additional labour required for the project is sourced locally

Our Training and Recruitment Policy is also displayed prominently at each site and a copy of this is available on request.

## Customer Care

We endeavour to fully understand our client's requirements from the outset. We are committed to ensuring that all our contracts are completed on schedule without compromising on quality, safety or cost. We accept responsibility for ensuring that all work is progressed to customer requirements and any matters arising are resolved to the satisfaction of all parties as quickly as possible.

We are always keen to ensure that our clients are satisfied with our performance on projects as a large percentage of our work comes from repeat business. Part of this process is carrying out client satisfaction surveys and end of project de-briefing meetings with all stakeholders to review the project and seek out good practice and review problems and solutions on how to overcome these on future projects. We are committed as part of our quality management systems to continually review, assess and improve our processes to deliver an excellent service to our clients.

Our Customer Care Policy is also displayed prominently at each site and a copy of this is available on request.

## Our Clients

Our client list includes Local Authorities, Housing Associations, Hospital Trusts, Universities, Scottish Prison Service, Private Companies and Private Clients.

Total customer satisfaction is our goal. This is achieved through:

- Developing good relationships with all our clients
- Understanding our clients requirements
- Constant Monitoring
- Excellent after sales care.

## Client List

### Local Authorities

Angus Council  
Clackmannanshire Council  
Dundee City Council  
Falkirk Council  
Fife Council  
North Lanarkshire Council  
Perth & Kinross Council  
Renfrewshire Council  
South Lanarkshire Council  
Stirling Council  
West Lothian Council



New build £3.5m fire station for Fife Council

### Housing Associations

Bield Housing Association  
Eildon Housing Association  
Forth Housing Association  
Hillcrest Housing Association  
Perthshire Housing Association  
Rural Stirling Housing Association  
Scottish Borders Housing Association  
Servite Housing Association  
Viewpoint Housing Association  
Waverley Housing



10 new houses at Sillerburn, Kirkmichael for Perthshire HA

### Residential

Arch Homes Ltd  
Bell Grant  
Blazon Investments  
Brown Homes Limited  
Eskwynd Limited  
Hadden Homes  
Highmore Homes  
Kippendavie Group Trust  
Langvale Homes  
Park Homes (Scotland) Limited  
Private Clients  
Snaigow Estate



New build & steading conversion for Hadden Homes

### Education

Bright Beginnings Nursery  
Glenalmond College  
Heriot Watt University  
Perth College  
Strathallan School  
University of Stirling



New £3.5m boarding house at Glenalmond College

### Healthcare

Airthrey Care Limited  
Alva Medical Practice  
Castlebeck Care (Teesdale) Limited  
NHS Fife  
NHS Forth Valley  
NHS Tayside  
Prime PLC

### Churches

Aberfeldy Parish Church  
Archdiocese of St Andrews & Edinburgh  
Bridge of Allan Parish Church  
Church of Scotland  
Diocese of Dunkeld  
Seventh Day Adventist Association Ltd  
St Ninians Church



Callander Health & Resource Centre

### Leisure

Alloa Cadet Force  
Auchterarder Golf Club  
Balquhider Village Hall  
Dunblane Museum Trust  
Dunblane Youth & Sports Centre Trust  
Dunkeld House Hotel  
Easter Fowlis Community Hall  
Forestry Commission  
Gleneagles Hotel  
Hillpark Community Centre  
Hopetoun Garden Centre  
Madderty Community Association  
Royal Society for the Protection of Birds  
Ryce Ltd  
Scottish Lawn Tennis Association  
Scottish Natural Heritage  
Sportscotland  
Thornhill Community Hall



Extension to Seventh Day Adventist Church

### Commercial & Industrial

Biomar Limited  
Cumbernauld Business Park  
Druck Chemie (UK) Limited  
Post Office Property Holdings  
Quest International  
Safeway Stores  
Springkerse Retail Park  
Stirling Enterprise  
Tannson Limited  
United Auctions  
Walker Contracts Limited



Dunblane Youth Centre

### Offices

A9 Partnership Accountants  
Aberlour Childcare Trust  
CADmeleon

### Public Buildings

Central Scotland Police  
Fife Fire & Rescue Service  
Scottish Ambulance Service  
Scottish Prison Service



New build £1.8m police facility for Central Scotland Police

### What our Client's say about us:

*"To have a project of this scale and complexity open for business and ready to serve the local community **on time and on budget** is a **great achievement**".*

*"We were **very pleased** with the project both in terms of **the quality of work** and the **attitude of the site personnel**".*

*"Many thanks to everyone involved in the construction of our lovely new home. It is an excellent environment for all our young people".*

*"I wish to **congratulate Haddens** for **successfully completing the work** and the **quality of the workmanship**. Thanks are due to all concerned for this, in particular for **managing what was at times a challenging project**".*

*"The **quality** of the new refurbished teaching areas is **excellent** and we are **delighted with the progress of the work**".*

*"I am **very impressed and satisfied** on your efforts and performance".*

### Awards:

We received a Federation of Master Builders Award for our Grade B Listed Conversion and Refurbishment of Aberlour Child Care Offices in Stirling.



## Contact Us

To discuss your next project or for further information about Hadden Construction please contact:

Name: **Scott Hadden**  
Position: Chairman & Construction Director  
Tel: 01764 660011  
Email: [mail@hadden.co.uk](mailto:mail@hadden.co.uk)

Name: **Stephen Lynas ARIAS**  
Position: Land & Development Manager  
Tel: 01764 694702 / 07966338870  
Email: [slynas@hadden.co.uk](mailto:slynas@hadden.co.uk)