

COMPANY PROFILE

**HADDEN CONSTRUCTION LTD
1 MAIDENPLAIN PLACE
ABERUTHVEN
PERTSHIRE
PH3 1EL**

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



Introduction

Hadden Construction Ltd was founded in 1992 by Scott Hadden, Ronnie Horne and Murray Stewart. From an initial capital investment of £10,000 the company has grown to its current status – an annual turnover of approaching £20m. The major contributor to this figure is the main contracting division with our private housing 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, originally from a trade background, has successfully administered the growth of this department and the completion of over four hundred and fifty contracts. In addition to these duties, recognising the importance of Health and Safety issues in the industry, Scott embarked on a training strategy incorporating his attendance at various courses, which culminated in him gaining appointment as a Member of The Association of Planning Supervisors in August 1997. We have recently created the position of Health & Safety, Quality and Environmental Manager to ensure we comply with our statutory and moral obligations to our workforce, clients and the general public.

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 this year by the appointment of Anne Nicol as Director of Finance & Administration.

Since inception, the company's 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.

The company believes it is only as good as its employees and we make a considerable investment in staff training and the acquisition of suitably qualified and experience 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 the 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 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.

From our inception, we carved our place in the industry 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 previous customers. We are able to provide a full "design and build" service which has resulted in several partnering arrangements.

We have gained a high level of experience in a wide range of construction activity in all market sectors including retail, commercial, residential, leisure, health and 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.



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
- All employees are trained and inducted in safety procedures.
- 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.

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.



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 victimization 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.

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.

It is our objective to achieve ISO 9001 (2000) Quality Standard in early course.

Customer Care

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.



Company Information

Private Limited Company

Registered Number: SC141875

Date of Registration: 21/12/92

VAT Number: 607 5333 52

Registered Office:

1 Maidenplain Place
Aberuthven
Auchterarder
PH3 1EL

Branch Office:

Hadden Construction Ltd
St James Business Centre
Linwood Road
Paisley
PA3 3AT

Bankers:

Bank of Scotland
1 Gavelmore Street
Crieff
PH7 4DN

Auditors:

Finlaysons
15 High Street
Crieff
PH7 3HU

Solicitors:

JM & J Mailer
2a King Street
Stirling
FK8 1BA

Constructionline No:

193

Notation Value:

£5m

Memberships:

National House Building Council

Federation of Master Builders

Homes for Scotland

Premier Guarantee

Considerate Constructors Scheme

CHAS



Directors

Name: **Ronald McDonald Horne**

Date of Birth: 21 June 1953

Qualifications: Fellow of the Royal Institution of Chartered Surveyors.

Brief work history:

Trained with local authority as Quantity Surveyor prior to joining building company as Contract Surveyor in 1977. Attained management position in 1985 and was appointed Company Director in 1988. Joined another building company in 1991 at senior management level, before jointly founding the company in 1992.

Name: **Scott Nicholas Hadden**

Date of Birth: 4 December 1964

Qualifications: Member of the Association of Planning Supervisors.

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 the company in 1992.

Name: **Craig John Armit**

Date of Birth: 2 February 1955

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.

Name: **Anne Margaret Nicol**

Date of Birth: 17 February 1972

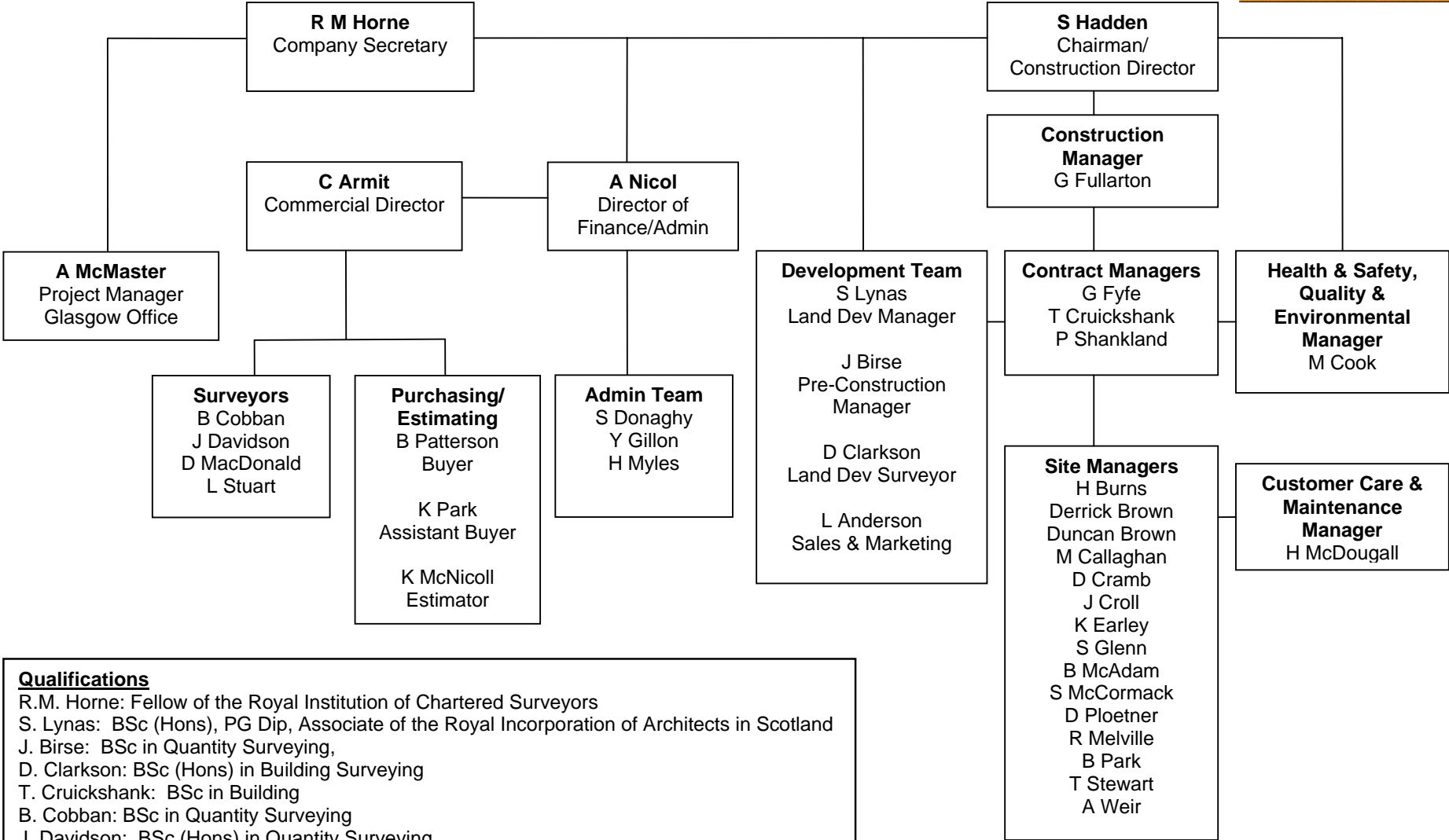
Brief work history:

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. Currently studying for an M.B.A. at Napier University.

A Tribute

On 3rd 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
 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
 M. Cook: Inc Member of Chartered Institute of Building, NEBOSH

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 by:

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

Client List

A9 Partnership Accountants

Aberfeldy Parish Church

Aberlour Childcare Trust

Airth Health Centre

Airthrey Care Limited

Alva Medical Practice

Archdiocese of St Andrews & Edinburgh

Arch Homes Limited

Auchterarder Golf Club

Bannockburn High School

Bell Grant Design & Build

Biomar Limited

Blazon Investments

Bridge of Allan Parish Church

Brown Homes Limited

CADmeleon

Castlebeck Care (Teesdale) Limited

Central Scotland Police

Church of Scotland



Clackmannanshire Council
Cumbernauld Business Park
Diocese of Dunkeld
Druck Chemie (UK) Limited
Dunblane Musuem Trust
Dunblane Youth & Sports Centre Trust
Dundee City Council
Easter Fowlis Community Hall
Eildon Housing Association
Eskwynd Limited
Falkirk Council
Fife Council
Forestry Commission
Forth Housing Association
Forth Valley NHS Trust
Forth Valley Primary Care Trust
Glenalmond College
Hadden Homes
Heriot Watt University
Hillcrest Housing Association (Framework Contractor 2007-2011)
Hillpark Community Centre
Hopetoun Garden Centre
Kenmore Residential
Kings Cross Hospital
Kippendavie Group Trust
Langvale Homes



NHS Tayside
Park Homes (Scotland) Limited
Perth College
Perth & Kinross Council
Perthshire Housing Association
Post Office Property Holdings
Prime PLC
Private Clients
Quest International
Randolph Wemyss Memorial Hospital
Royal Society for the Protection of Birds
Rural Stirling Housing Association
Safeway Stores
Scottish Ambulance Service
Scottish Borders Housing Association
Scottish Lawn Tennis Association
Scottish Natural Heritage
Scottish Prison Service
Servite Housing Association
Seventh Day Adventist Association Ltd
Sportscotland
Springkerse Retail Park
Stirling Council
Stirling Enterprise
Strathallan School
Tannson Limited



Tayview Medical Practice

Thornhill Community Hall

United Auctions

University of Stirling

Viewpoint Housing Association

Walker Contracts Limited

Waverley Housing

West Lothian Council

Callander Health & Resource Centre



New Build
Client: Forth Valley Health Care
Contract Value: £1,730,000

Tayview Medical Centre, Newport on Tay



New Design & Build Medical Centre
Client: Prime plc
Contract Value: £1,260,000

Maryfield Medical Centre, Dundee



New Design & Build Medical Centre
Client: Prime plc
Contract Value: £2,005,000

Airth Health Centre



New Build
Client: NHS Forth Valley
Contract Value: £720,000

New boarding house at Glenalmond College, Perthshire



New Build 52 Bedroom Boarding House
Client: Glenalmond College
Contract Value: £3,121,000

Dunblane Centre, Dunblane



New Build Youth Centre
Client: Dunblane Youth Centre Trust
Contract Value: £1,556,948

Bannockburn High School, Stirling



New Build extension to sports hall
Client: Stirling Council
Contract Value: £2,125,000

Strathallan School, Forgandenny, Perthshire



Design & Build ICT Facility
Client: Strathallan School
Contract Value: £505,000

Kintillo Road, Bridge of Earn



18 flats & 13 House
Client: Langvale Homes/Perthshire Housing Association
Contract Value: £2,300,000

Sillerburn, Kirkmichael



10 general needs and barrier free houses,
Client: Perthshire Housing Association
Contract Value:£1,200,000

Rawes Farm Steading, Longforgan



14 Houses, New Build and Conversion
Client: Hadden Homes
Contract Value: £2,100,000

Willow Glen, Sauchie



35 New Build Houses
Client: Hadden Homes
Contract Value: £3,500,000