

SMART8-08

S8 NEWS

News

New Contracts:

Each month we will be keeping you informed of any new contracts that we have secured. This month we are proud to announce the following:

Bovis Lend Lease - New Bond Street & St. George Street - This is our first contract with Bovis for a number of years (2 contracts in 1) for the construction of steel framed buildings including decking and intumescent paint. Site Construction to be carried out between June and October.

Taylor Woodrow - As a Strategic Alliance Partner (SAP) of Taylor Woodrow we have been developing the steel frame solution for residential apartments for a number of years.

We are pleased to announce the development of 8 blocks at Rodney Parade Newport for approx. 300 apartments.

Welcome to the first edition of S8 News, a monthly bulletin dedicated to keeping you informed on SMART8-08.

S8 News will include information on journey events, initiatives, awards, new contracts secured, key performance indicators and other information of SMART8-08 importance.

We hope that you will read S8 News with interest, and feel able to comment and contribute to future publications.

Journey Events

Rowecord will be officially celebrating the launch of SMART8-08 in March with

a series of journey events.

These events are aimed at establishing the core values and standards to be adopted by all Rowecord employees.

Rowecord Website

To coincide with the launch of SMART8-08 Rowecord will also be going live with its new look website from 1st February 2008.

Laing O'Rourke Award

Rowecord has just failed to win the Laing O'Rourke supply chain award for 2007. Mike Lewis,

Director says "Rowecord is a stunning organisation who we believe will go to a higher level this year. Our Frome Hospital went well but the performance at Cardiff City will elevate them (our Cardiff City?) to the Premiership".



Mike Lewis presenting the highly commended award to John Blackwell and Jason Churcher.

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Message from the Managing Director

Happy New Year!

We start 2008 with great expectations. Our order book is strong, our business plan is in place, operational plans are being finalised and we are about to unleash our expertise. For us all to gain we must realise our ambition and we must deliver our promise. We have never been afraid of challenge as an organization but 2008 will require personal challenge. We will begin our SMART8-08 programme in March which will help us all to view ourselves. Do we all believe in the same

standards and values? Do we all intend to go home from work uninjured? (Customers with a little 'c' i.e. the guy next to you in the process). Can we all say I've done my best?

I have challenged the directors and senior managers to produce improvement plans and action plans that must be transparent for us all to contribute.

Good luck! I'll be back next month to update.

Regards

John Blackwell



John Blackwell

Key Performance Indicators

Throughout 2008 we will be setting ourselves 8 Key Performance Indicators (KPI's).

The 8 KPI's will act as a measuring tool to determine whether we are going to achieve our objectives for 2008.

These KPI's will focus on all aspects of the business from turnover to employee satisfaction. Each KPI will be monitored on a monthly basis.

We will then be using a traffic light system to chart our performances in each of the 8 areas of measurement.

A Red light will indicate that we are falling short of our target and therefore need to make significant improvement, an Amber light will indicate that we are marginally on target and a Green light will indicate that we are sustaining the level of performance needed to hit our targets.

Further details of the 8 KPI's will be discussed during our journey events in March.

Each employee of Rowecord has either a direct or indirect influence on whether we hit the Green light on all 8 of our KPI's.

It is in all of our interests to ensure Rowecord hit the Green light in all 8 KPI's.



Traffic light system to be used to communicate KPI's.

How can you contribute to hitting the Green light ?

Praise from CORUS for CAPL project

Each month we will be highlighting areas of the company that have shown evidence of their commitment to the SMART8-08 initiative.

This month we are proud to acknowledge the achievements of our colleagues working at the CORUS steelworks in Port Talbot.

Whilst working in one of the most extreme of environments our workforce in Port Talbot have consistently delivered the completed project on time whilst maintaining a zero accident performance.

During a review of the recent CAPL project Bill Robinson of CORUS Structural Department said: "I take this opportunity to thank everyone involved in replacing the gantry girders between columns X111 & X113 at the C.A.P.L. entry. The work was carried out in a very professional & safe manner. The problems which were encountered during the job were overcome by the skills & "know how" of the workforce which ensured the satisfactory completion of the work to programme."

SMART8-08 Awards

Throughout 2008 we will be running a SMART8-08 award scheme. The awards will be issued to individuals or teams that come up with the best suggestions to improve the business.

Your suggestions can be raised by completing a SMART8-08 improvement form and posting it at one of the Green boxes located within your workplace.

For further information on the awards contact the SMART8-08 team on: smart8@rowecord.com

Good Luck!

"The work was carried out in a very professional & safe manner."

Thought for January

You get the best out of others when you give the best of yourself

If you have a thought for February send it in to us at smart8@rowecord.com. At the end of the year we will be awarding a prize to the best thought of the month. This month's thought was provided by Mr. John Blackwell. If therefore you don't want John Blackwell to claim the prize at the end of the year we suggest you get your thinking caps on.



What are your thoughts?