



DES ELECTRICAL CONTRACTORS
group company profile



impact!
energy **saving** solutions



We certify that, to the best of our knowledge, the information presented in this Profile is accurate. In the event of any changes in the firm's position, such as annual accounts, management structure etc. we undertake to issue details of these as soon as they are available.

A handwritten signature in blue ink, appearing to read 'W J Dugdale'.

Signed

W J Dugdale, Group Managing Director

Introduction

At DES our objective is to produce quality Electrical/Security services in a positive closely controlled, well-managed & professional manner.

We are proficient in the execution of either pre-designed or design & build projects. Our field of experience cover all types of Electrical/Security services in projects as diverse as Showrooms, Nightclubs, Health & Fitness, Bars, Hotels, Commercial & Retail complexes, Social Housing, Private & NHS Hospitals, Schools, University's and Sports Centres.

Our extensive design experience allows us to develop the client's performance requirements after detailed discussions, into environmentally sound and workable schemes.

Our contract management knowledge ensures that installations are undertaken to programme and within budget, and equally important with a co-operative attitude. We intend to make working with DES as easy as possible.

This can only be achieved with good communication and understanding, and the correct use of contract management tools: Reporting, Progress evaluation, and an imaginative flexible approach to solving problems.

Here at DES we have many years experience between us, our complimentary styles and ranges of experience have produced a most capable team.

DES Core Business is:

Project Management
 In House Design
 Electrical Installation
 Planned Maintenance
 Inspection and Testing of all Electrical Systems
 Energy Saving Surveys & Reporting
 Carbon Reduction Planning

DES Key Services Include:

- Design (Full CAD Facilities)
- Lighting.
- Fire Alarms.
- Specialist Lighting (Special effects, Building illumination,)
- Computer / Data systems
- Planned Maintenance.
- Access Control
- Computer / Data systems
- Planned Maintenance.
- Access Control
- Distribution systems.
- Power.
- Emergency Lighting.
- Security systems.
- Voice & Data Installation
- Mechanical Control and Power
- CCTV
- Biometric Scanners (finger print)
- Mechanical Control and Power
- CCTV
- Biometric Scanners (finger print)

The Company

Introduction

D.E.S is a wholly owned private limited Company offering contracting services, particularly in the public and private sectors throughout the UK and selected locations overseas. In response to market demands the Company has concentrated on developing a broad range of in house expertise specialising in the following activities:

- Schools/Colleges & Universities
- Leisure Centres/Fitness Clubs
- Hospital Installations, both Private & NHS
- Student Accommodation
- Office Developments
- Retail Developments
- Exhibitions
- Light and heavy industrial
- Hotels
- Apartments and Penthouses
- Soccer Centres
- Sports Centres
- Bars and restaurants
- Health and Fitness Centres
- Computerised Golf Driving Ranges
- Social Housing
- Rail Sanding Systems
- Rail C.E.T and SMP systems
- Brewery/Public Houses
- Rail Carraigewash Systems
- Nightclubs

Contractual arrangements vary, but generally the Company is appointed as sub Contractor under various forms of contract. An increasing volume of the Company's workload derives from Design and Construct contracts, which continue to increase in popularity as one of the preferred options for procuring capital works. Partnering and framework agreements are also an essential part of contracting and D.E.S has entered into various agreements with well known blue chip company's within the public and private sectors.

Combined Electrical & Mechanical

D.E.S can provide a fully combined Mechanical and Electrical service in which clients benefit from a seamless supply covering all their M&E requirements.

For joint mechanical and electrical projects, the company joins forces with an experienced mechanical contractor. Full co-ordination of the services is jointly undertaken by D.E.S and its long-term mechanical partner, to provide a first class mechanical and electrical installation. Over the years this method has enabled D.E.S to deliver multiple combined service solutions.

Two separate specialist contractors have advantages over a joint mechanical and electrical company. Each company can specialise in its own right, without being stronger in a particular discipline. On electrical and mechanical contracts D.E.S takes full contractual responsibility. Day to day operations are controlled by the joint co-ordinating project managers based on site. A contracts manager takes overall control and visits the site when required.

Company Details

Name of Company: DES Electrical Contractors UK LTD

Divisions: DES Security Systems
Impact Energy Saving Solutions

Address of Registered Business: Mentor House
Ainsworth Street
Blackburn
BB1 6AY

Principle Place of Business: Sovereign House
Sovereign Court
Wyrefields
Poulton Industrial Estate
Poulton Le Fylde
Lancashire
FY6 8JX

Telephone: 01253 881220
Fax: 01253 881221
E-mail: info@deselectrical.com
Web address: www.deselectrical.com

VAT Registration Number: 757 8547 72

Registration Number under the Companies Act 1985: 4052806

Date of registration: August 2000
October 2003
November 2008

Nominal & Paid up Capital: Is issued

Company Secretary: Jane Barlow

Our Mission

To provide a level of service that will exceed the expectations of our clients, maintain the highest level of quality and allow our employees the opportunity to grow and prosper. To instil confidence with all parties by professionally managing all aspects of each and every project be it large or small.

At DES we:

- aim to supply a high quality and versatile service to all our clients, delivering the best value at all times whilst continuing to develop our people skills through advance training opportunities.
- make continuous improvements to our services and people - a prime factor in our continual success.
- operate an open and honest relationship with all of our clients and this includes joint decisions making processes, agreed objectives and anticipated goals.

Values & Vision.

We act with Integrity in all of our interactions never compromising our business ethics. This is the cornerstone of who we are as a company, and is essential to our future success.

The company has clear values, which are:

Safety – we care about people

Reliability – we have integrity

Responsiveness – we listen to what you say.

DES has a proven track record of effectively delivering diverse projects to a broad range of customers.

We are:

Dedicated – proactive and dependable

Agile – flexible and smart

Measured – we make carefully balanced decisions.

Our core Principles

Honesty: To always be truthful, open and candid

Integrity: To do what we say, live up to the highest standard of fairness and ethical behaviour

Culture: We seek new opportunities to learn, to improve, to teach and to add value

Passion: We love what we do, we lead by example and we take the lead.

Customer Care

The management of DES believes that customer (client) satisfaction is an important key to the success of our business. This message is cascaded throughout the company.

We have developed a comprehensive approach to customer care and to minimising defects on all our schemes. Our objective is to achieve customer satisfaction and repeat business by providing electrical solutions that conform to agreed requirements.

DES has built its foundations on relationships with partners, associations, clients, contractors, and employees. Our reputation is based upon recommendations and this has helped set us apart from our competitors.

The code of conduct at DES stems from traditional values within our workforce. Trust, honesty and understanding encompass many of our beliefs and for your own peace of mind we have implemented the following and will endeavour to:

- Be polite, friendly and courteous
- Maintain a high stand of professionalism
- Carry cooperative and flexible attitudes
- Acknowledge concerns
- Be informative
- Listen to feedback

Client satisfaction & feedback

At D.E.S, we are constantly working to improve our quality of service to our customers and want to hear feedback from our stakeholders

In order to maintain our continuing high standards we issue a customer satisfaction report on all completed projects that our customers may complete and return. This way we constantly monitor the quality of workmanship through to the quality of management.

We have recently implemented a web-based survey solution that enables clients to easily submit their insights, performance score and feedback.

Supporting Local Communities

D.E.S is passionate about providing long-term employment opportunities within the communities in which we work. We understand that education and training are fundamental in addressing issues of aspiration and attainment, thereby creating opportunity for a dynamic, successful and modern local economy.

We employ local labour and we recognise the importance of recruiting local people and how this can stimulate economic regeneration within the community through wealth circulation.

D.E.S makes an agreement with our client to employ local people for electrical installation projects. Within this local labour clause, the D.E.S will:

- Endeavour to their best to employ a percentage of its workforce from local residents and
- Endeavour to take on local apprentices.

Training & Apprenticeships

DES is committed to the sustainable future of the industry and offer training and development opportunities in a wide range of electrical skills.

Over the years we have consistently demonstrated commitment to young people by striving to provide sustainable employment and skills development opportunities in the community.

Working in partnership with colleges and other training providers D.E.S has successfully supported apprentices to achieve recognised trade qualifications leading to careers with D.E.S and within the wider industry as the below chart demonstrates:

Year	2004	2005	2006	2007	2008	2009	2010
No of Employees	43	63	61	70	61	41	43
No of Apprentices	6	12	16	19	22	9	4

"Over the years the D.E.S Group has demonstrated dedicated commitment to helping young people in the North West develop their prospects and become fully qualified electricians. D.E.S are a valued partner to JTL and their apprenticeship programme has helped dozens of trainees realise their employment goal and achieve a career within the construction industry".

Tony Lett
Electrical Training Officer
JTL Training

Key Personnel - Head Office

Directors

Full Name: William J Dugdale
Position in Firm Group Managing Director
Home Address: 16 Rossendale Ave South
 Thornton Cleveleys
 Lancashire
 FY5 4LZ

Full Name: Jane Barlow
Position in Firm Group Finance Director &
 Company Secretary
Home Address: 6 Elizabeth Close
 Staining
 Blackpool
 Lancashire
 FY3 0EF

Business Development Manager: Sean Egan

Qualifying Supervisors: Peter Lambe
 Matt Manning

Contracts Manager: Peter Lambe
 Ian Brough
 John Leahy
 Sean Smith
 Tony MacCallum (Security)
 Brian Powell
 Lee Niven

Health & Safety: Melissa Longstaff

CAD Operator: Kyle Texel/Brian Godfrey

Receptionist: Sarah Walmsley

Purchasing/Stores Manager: Phillip Wright

Project Partners**Product****Mechanical**

Wildens Mechanical Services
Barry Denmead
131 Belswains Lane
Hemel Hempstead
HP3 9UZ

Hensall Mechanical Services Ltd
Roall Lane
Eggborough
North Yorkshire
DN14 0NA

Invent Mechanical Services
High Street
Gawthorpe
Ossett
West Yorkshire
WF5 9RB

Audio Visual

EAVS
Cliff Jordan
4 Charlton Down Cottage
Westonbrit
Gloucestershire
GL8 8TZ

Hutchinsons
Mark Hutchinson
Innovation Centre
1 Harrison Road
Dundee
DD2 3SN

The Music Company
Paul Smith
Hillam Road
Canal Road
Bradford
BD12 1QN

Fire Alarm

Fire Bright Solutions
Dane Mill Business Centre
Broadhurst Lane
Congleton
Cheshire
CW12 1LA

Intruder Alarm

Knight Security
72 Upper Aughton Road
Birkdale
Southport
Merseyside
PR8 5ND

Kingfisher
1 Riverside Park
Farnham
Surrey
GU9 7UG

Catering & Kitchen Installation Specialist

Airedale Catering
Airedale House
Victoria Road
Eccleshill
Bradford
BD2 2BN

Company Representatives**Auditors:** Pierce Chartered AccountantsMentor House
Ainsworth Street
BLACKBURN
BB1 6AY**Contact:** Mark Maden Wilkinson
Telephone: 01254 688100
Fax: 01254 53122**Solicitors:** Forbes Solicitors
Rutherford House
28 Wellington Street (St John)
Blackburn
BB1 8DA**Contact:** Daniel Bickerstaff
Telephone: 01254 54374
Fax: 01254 52347**Insurance Brokers:** CBG Insurance Brokers Ltd
Breck House
41-43 Breck Road
Poulton le Fylde
Lancashire
FY6 7AL**Contact:** Elaine Barnes
Telephone: 0845 345 8450
Fax: 01253 893801

Insurances

Employers Liability

Insurer: QBE Insurance (Europe) Limited
Policy No: Y037962QBE0110A
Renewal Date: 03/09/2011
Limit of Indemnity: £10,000,000

Public/Product Liability:

Insurer: QBE Insurance (Europe) Limited and Chartis Insurance
Policy No: Y037962QBE0110A & 24571349
Renewal Date: 03/09/2011
Limit of Indemnity: £10,000,000

Contractors All Risks

Insurer: QBE Insurance (Europe) Limited
Policy No: Y037962QBE0110A
Renewal Date: 03/09/2011
Limit of Indemnity: £1,500,000

Professional Indemnity

Insurer: Markel (UK) Limited
Policy No: A15425/0310
Renewal Date: 10/03/2011
Limit of Indemnity: £5,000,000

At the time of writing this document, there have been no known claims submitted for/against the Company.

Declaration

Equal Opportunity Policy

D.E.S is an equal Opportunity employer. No applicant or employee receives less favourable treatment on racial, ethnic, sexual, disability or religious grounds.

D.E.S is committed to providing a working environment that is free from discrimination. Therefore, the company will try to ensure that no potential or actual member of staff will receive less favourable treatment on the grounds of ethnic origin, colour, gender, disability, marital status, age, sexuality, or religion.

D.E.S Group undertakes to review periodically its selection criteria and procedures to maintain a system where individuals are selected, promoted and treated solely on the basis of their merits and abilities

D.E.S recognises its legal obligations including those under the Race Relations Act, the Sex Discrimination Act, the Civil Partnership Act, the Equal Pay Act, the Disability Discrimination Act, the Equality Act, the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations, the Employment Equality (Sexual Orientation) Regulations, the Employment Equality (Religion or Belief) Regulations and the Employment Equality (Age) Regulations.

Due to the nature of installation work, applicants for site staff with certain disabilities are unable to be considered. However applications for all other areas are welcomed.



Signed.....

Date: ..19/01/11.....

**W J Dugdale,
Managing Director
DES GROUP**

Status Enquiry Consent

We **D.E.S** consent to National Westminster plc, 20 Corporation Street, Blackpool, FY1 1EL providing a reference on ourselves to _____

For and behalf of DES Electrical Contractors UK LTD.

A handwritten signature in blue ink, appearing to read 'W J Dugdale'.

Signed:

Date: 19/01/11

W J Dugdale
Managing Director
DES GROUP

Account Title: DES Electrical Contractors UK Ltd

Equal Opportunities

Equal Opportunity Policy

This Equal Opportunities Policy Statement is designed to implement the commitment of D.E.S. to Equal Opportunities. The aim of this policy is to encourage harmony and respect amongst individuals so as to promote good working practices with a view to maximising the performance and the return to D.E.S. and the employees. It is the responsibility of every employee to ensure his or her own conduct conforms to the expected standards.

We are an equal opportunity employer and our policy aims to ensure the following:

1. No job applicant or employee receives less favourable treatment than another on racial grounds.
2. No applicant or employee is placed at a disadvantage by requirements or conditions, which have disproportionately adverse effect on his or her racial group and which, cannot be shown to be justifiable on other than racial grounds.
3. Where appropriate and where permissible under the Race Relations Act 1976, employees if under represented racial groups are given training and encouragement to achieve equal opportunity within the organisation.
4. Provide a working environment free from unlawful discrimination, harassment or victimisation on the grounds of sex, pregnancy or maternity leave, age, marital status, civil partnership, disability, sexual orientation, gender reassignment, race, colour, religion or belief, ethnic or national origin.
5. Whenever reasonably practicable to do so D.E.S. will install in existing premises facilities for people with disabilities. Whenever D.E.S. invests capital in new or refurbished premises every practicable effort will be made to provide for the needs of staff and customers with disabilities.
6. Any employee who believes that they may have been subjected to treatment which breaches this policy may raise the matter through the grievance procedure of D.E.S.

In order to ensure that this policy is effective, the following action is taken:

1. Overall responsibility for the policy is allocated to a senior manager.
2. The policy's contents and implementation is discussed and agreed with employee representatives.
3. The policy is known to all employees and, if possible, to all job applicants.
4. All employees are treated with dignity and respect.
5. Any necessary training and guidance to staff is provided.
6. Existing procedures and criteria are examined and regularly reviewed and changed where they are actually or potentially unlawful.
7. Reviewing periodically company selection criteria and procedures to maintain a system where individuals are selected, promoted and treated solely on the basis of their merits and abilities.
8. The policy is monitored, distributed and publicised to all employees and elsewhere as appropriate.

Terms of employment, benefits, facilities and services

It is unlawful to discriminate against anyone on the grounds of race or disability in affording terms of employment and providing benefits, facilities and services for employees.

It is therefore recommended that:

1. All staff with these aspects of employment should be instructed accordingly
and
2. The criteria governing eligibility should be examined to ensure that they are not unlawfully discriminated.

Health, Safety and Welfare

General Policy Statement

This statement recognises D.E.S's obligations and accepts its responsibility as an employer for providing a safe and healthy working environment on premises and property under its control in accordance with the requirements of the Health and Safety at Work Act 1974. It is the policy of D.E.S to operate working practices which make proper provision for the health, safety and welfare at work for employees and anyone else that may be effected by our operations. D.E.S in the conduct of its activities will ensure that it:

- Protects the health, safety and welfare of its employees and others who may be affected by its activities.
- Limits adverse effects on and adjacent to the area in which those activities are carried out.
- Meets its responsibilities as an employer to do all that is reasonably practicable to prevent accidents, injuries and damage to health.

The company will also, so far as is reasonably practicable:

- Provide and maintain safe working environment that are without risks to health, safety and welfare with safe access to, and egress from it
- Set standards that comply with the relevant statutory requirements relating to health, safety and welfare with regard to the effect on employees, contractors, visitors and the public.
- Safeguard employees and others from foreseeable hazards connected with work activities, processes and working systems through the process of hazard identification and risk minimisation.
- Ensure that when new substances, plant machinery, equipment, processes or premises are introduced, adequate guidance, information, instruction, training and supervision are provided for safe methods of work to be developed.
- safe arrangements for the use, handling, storage and transporting of equipment and materials,
- Train all employees to be aware of their own responsibilities in respect of relevant health and safety matters and ensure they participate in the prevention of accidents and co-operate with measures taken to prevent industrial disease.
- Ensure that contractors undertaking work for the Company are informed of the relevant standards required and are monitored to ensure compliance without detracting from the contractors' legal responsibilities to comply with statutory requirements.
- Promote good health amongst employees and be concerned with the prevention of occupational and non-occupational disorders and diseases.
- Co-operate with appropriate authorities and technical organisations to ensure policies are updated and standards reviewed to reflect best practice.
- Undertake, audit, monitor and review activities to ensure the Company's objectives for health and safety and welfare are being met.

Application

- The policy, supported by instructions, Procedures and Organisational arrangements, is to be applied to all activities carried out by the Company.
- The policy must be enforced by all Directors, Managers, Supervisors and Foremen and be observed by all employees.

Health, Safety and Welfare

Responsibilities

- The responsibilities for determining the Company's policies on health, safety and welfare matters including revision of this Policy, lies with the Directors of D.E.S.
- The board of directors has appointed the director, Mr W J Dugdale, as having particular responsibility for health, safety and welfare. In the event of difficulties arising from the implementation of this Policy, reference must be made to Mr W J Dugdale.
- Each employee shall recognise personal responsibility for observing the Company's Safety Policy, Instructions and Procedures, and should develop interest and enthusiasm in health, safety and welfare issues.
- The implication of this Policy will be undertaken by the Managers and staff of the Company who will monitor compliance with the requirements and give advice on health, safety and welfare matters generally.

(This statement of General Policy on health, safety and welfare at work and of the organisations and arrangements for carrying out the Policy, is made under Section 2 (3) of the Health and Safety at Work Act 1974, and is to be brought to the notice of all employees of D.E.S by prominent display at all sites, workplaces, provided . The supporting Instruction, Procedures and Organisation Arrangements are available at Head Office for reference by all employees)



Signed.....

Date: ..19/01/11.....

W J Dugdale
Managing Director
DES GROUP

Quality Policy Statement

The directors and management of D.E.S Electrical Contractors UK Ltd are committed to operate every aspect of the business to those standards that offer the highest possible quality of service to all clients. This is supported by a progressive management style that encourages the Quality culture throughout the Company.

To reinforce this commitment a Quality Management System, designed for BS EN ISO 9001:2008, operates in all areas of the company. The management are committed to the continuous improvement of the Quality Management System by establishing and reviewing quality objectives for all areas of the company. This is to ensure that the company operates effectively and efficiently and meets the needs of customers.

The retention of registration to BS EN ISO 9001:2008 is a minimum requirement for all areas of the company as is the continued search for improvement. The effectiveness of the Quality Management System is monitored by planned audits, management reviews and effective corrective and preventive action.

All personnel have been made aware of the management commitment to this policy in particular and quality in general and are encouraged to demonstrate their own support to the system by continuous active participation.

Quality Assurance

The Company has developed a Quality Assurance System and achieved accreditation with BS EN ISO 9001:2008. Accreditation was achieved on 29 August 2001 certificate number: GB 9248

Quality Policy Statement

D.E.S specialises in the design, construction and management of Electrical and Security systems. The Company places particular emphasis on ensuring Client satisfaction by achieving the specified quality and adhering to contract construction and budgets.

This is achieved by the maintenance and implementation of a Quality Management System that complies with both Company policies and the requirement of BS EN ISO 9001:2008 it will also have as its objectives the continual improvement of Customer service.

To ensure these objectives are achieved all staff are required to adhere to the policies and practices developed and the necessary training, resources and guidance is provided.

The procedures set out in the quality manual are mandatory on all staff.



Signed

Date.....19/01/11.....

W J Dugdale
Managing Director
DES Group

Environmental Policy Statement

D.E.S Electrical Contractors UK Ltd recognises the need to operate the business in a manner that reflects good environmental management. The Company is aware of the environmental impacts of its operations and will balance its aims with the need to protect both the local and global environment.

The Company is committed to providing the necessary financial and personnel resources to fulfil the Company environmental policy.

The Director with responsibility for Safety is personally accountable for the environmental performance of the Company and the Director signs this policy in acknowledgement of this overall duty.

The Company is committed to preventing pollution, to minimising its environmental impacts and to developing a culture of continual environmental improvement by establishing clear set environmental objectives and targets within the framework of an environmental management system.

The Company will seek to comply with all relevant environmental legislation and, where practicable, will strive to achieve environmental performance, which are better than legal minimum.

The Company will develop environmental performance evaluation procedures and will periodically review its environmental performance. Furthermore the Company will incorporate environmental factors into business decisions.

The Company is committed to exploiting environmental opportunities by active resource management (materials, fuel and energy) and waste minimisation.

The Company will endeavour to use sustainable materials and products that are reusable or can be recycled. Where necessary it will ensure that all waste, particularly hazardous waste such as contaminated spoil, are tested, transported and disposed of in an environmentally acceptable manner, in accordance with statutory duty of care requirements.

During construction activities the Company will take action to minimise noise levels, traffic nuisance, emission of pollutants and disturbance to the public and local ecosystems.

The Company will minimise the risks of environmental accidents through the adoptions of appropriate risk management procedures. In conjunction with appropriate authorities it will establish emergency response procedures to deal with accidental pollution.

Environmental Policy

Environmental Policy Statement

D.E.S will actively seek to plan, conduct and monitor operations, using the best practical means, so as to limit adverse affects on the physical environment, whilst ensuring that all relevant laws, regulations and codes of practice are fully complied with.

The duty of care will be achieved by the implementation of the following:
Operational Policy

1. All Environmental Policies will be reviewed, formalised and endorsed by the Company's Board of Directors who take responsibility for its execution and require that it be a prime concern of all employees, sub-contractors and suppliers.
2. To employ systems and procedures that ensure compliance with relevant environmental legislation.
3. To purchase, where possible, goods and services which are environmentally friendly, and to utilise in an appropriate and efficient manner.
4. To operate and maintain all plant, machinery and vehicles in a responsible manner providing the maximum practicable environmental protection.
5. Endeavour to assess in advance and operate all works with due care for the local and global environment and to the quality of life of the local communities, where such works may take place.

Communication Policy

Make available to employees, customers, and the public and statutory authorities relevant information about D.E.S's activities that may affect health, safety and the environment.

Encourage and co-operate with suppliers and clients to examine and utilise the best practicable means for environmental improvement in the course of the Company's activities.

Environmental Policy

“DES Group” means DES Electrical Contractors UK Ltd, DES Security Systems and Impact Energy Saving Solutions.

Introduction and aim

DES Group recognises the impact its work has on the environment and regards good environmental management as an integral part of its business. Our main service is electrical installations. We recognise that our operations result in the generation of waste. It is our aim to comply with legislation and other requirements, continue to reduce the environmental impacts of our business and operate in an environmentally responsible manner. This policy describes how we will achieve our aim.

Responsibility

This environmental policy applies to all of our operations including electrical installations, management, office services, delivery and procurement. The Managing Director is responsible for ensuring that the policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

Objectives

During 2010 and 2011, we aim to:

- reduce energy and fuel consumption
- reduce the generation of general and hazardous wastes
- inform all customers and suppliers of our commitment to reducing our environmental impact

Targets

To achieve our aims, we have set ourselves the following targets:

- Achieve cost reductions by implementing an Environmental Management System and establishing benchmarks by December 2010.
- Inform all customers and suppliers about our environmental policy by January 2011 and, thereafter, all new customers and suppliers.
- Define good housekeeping for electrical installation work, and ensure all employees receive training in good housekeeping by February 2011 and incorporate this training into the induction programme for new starters.
- Reducing carbon dioxide emissions by 5% each year
- Review and monitor the waste management system to reduce further, the amount of waste being disposed of by July 2011.

Monitoring and auditing

Progress against these objectives will be monitored through quarterly management meetings.

Communication

This environmental policy is available on request. If you wish to obtain a copy or would like to discuss our progress against our objectives, please telephone 01253 881220. This policy is also available on our website at <http://www.deselectrical.com>

The Environment Management System ensures environmental issues are identified; communicated and managed at all stages of work from the initial planning to completion of maintenance. The planning process includes the preparation of emergency and incident response plans. Performance is continually measured and reviewed against corporate key performance indicators, objectives and targets. Through the Environmental Management System, the company is committed to the following: -

- Establish and define responsibilities for environmental management.
- Audit and review our process and systems to ensure the continuing effectiveness and continuous improvement of its Environmental Management System.
- Set, monitor and report performance and objectives and take corrective actions as necessary.
- Preventing and minimise pollution, dust, noise, vibration, and other nuisance.
- Complying with relevant environmental legislation and regulations
- Continual improvements in environmental performance
- Specifically protect the environment, with reference to aspects of work activities that are environmentally significant.
- Minimise the impact, for life cycle (including disposal), of plant, equipment and other physical assets under our control.
- Ensure vehicle movement is effectively planned.
- Use sustainable construction methods and materials wherever practicable.
- Introduce initiatives, where possible and practicable, to minimise waste and landfill and maximise waste recycling.
- Avoid and minimise disruption and damage to local habitats.
- Efficiently manage materials and plant to avoid or minimise landfill and maximise waste recycling.
- Use materials and energy as efficiently as practicable.
- Consult and work with relevant stakeholders.
- Communicate appropriate environmental information to all interested parties.
- Comply with Network Rail requirements.

Name:.....W.J. Dugdale.....



Signed:.....
 Position:... Managing Director.....
 Date:..... 19/01/2011.....

Waste Management Implementation Policy

1. Make all employees aware of our environmental policy, provide suitable training to improve this awareness and allocate clear responsibilities.
2. Execute and update on a regular basis systems and procedures for both operations and their monitoring to ensure adherence to the policy.
3. Produce an annual programme of Company specific environmental objectives and monitor compliance and progress against same.

Environment Agency

Certificate of registration under the control of Pollution (Amendment) Act 1989

Regulation Authority	North West Region, Central Area Office
Date of registration:	04/03/2008
Date of Expiry:	04/03/2011
Registration Number:	LAN/495240

References

Contact Details

Relevant Experience

The principles and senior staff employed by the Company have extensive experience on a variety of projects and references may be sought from the following company's should they be required.

List of references

Client: Willmott Dixon Construction Ltd
Address: Munro House
Portsmouth Road
Cobham
Surrey
KT11 1TF

Contact: Mr John Mason
Telephone: 01932 584700

Client: JAMM Architects
Address: No 2 Hastings Court
Collingham
Leeds
LS22 5AW

Contact: Mr M McWilliams
Telephone: 01937 579900

Client: Atkins/Faithful & Gould
Address: The Axis
10 Holiday Street
Birmingham
B1 1TF

Contact: Mr C Stokes
Telephone: 0121 4836407

Brief Client List

Willmott Dixon Construction Ltd	TASC Building Service
Skanska	Millennium Dome O2 AEG Live Music Club
Spire Healthcare	Hooper Management
Mitie	Harlequins Ltd
Glendola Leisure	Johnson Construction
Gym Box	Odysian Ltd
J.G.B Investments Ltd	PEP Project Management Ltd
Langtree Homes Ltd	Keane Brands
Airkix Ltd	J M Scully
Northamptonshire County Council	Bourne Leisure
Esporta Health & Fitness	Playfootball Ltd
City Square Ltd	Legoland Windsor
Stonham Housing Association Ltd	G F Holding Constructions
Nexum Leisure	Scottish & Newcastle Retail Ltd
Dorbcrest Homes Ltd	Fitness First Health & Fitness Ltd
Renault Sutton Park Motor Company Ltd	Iarnro'd E'ireann – Irish Rail
Hideaways Club Ltd	Topgolf/Baydrive Ltd
Briggs Equipment Hire	Industrial Asset Management
Highcross Estates	The Brit Oval, Surry County Cricket Club
Parkdean Leisure	MAN ERF UK Ltd
Studio Tech Ltd	Nobles Amusements
Adonis Construction Ltd	St Mary's College, Twickenham
ROKO/CSSC Health & Fitness	Myriad Contracts Ltd
Bullock Construction Ltd	Nottingham City Council
Cotts	Bolton University
LA Fitness	Shaylor Construction
Thomas Vale Construction Plc	

Brief Resume of Current & Recent Contracts

**Guildford Civic Centre. Theatre & Office Complex
Electrical Installation**

Client: Willmott Dixon Construction Ltd
Start Date: March 2010
Completion Date: March 2011
Value: £1,584,000

**University of Surrey. Sports & Leisure Centre
Electrical Installation**

Client: Willmott Dixon Construction
Start Date: February 2009
Completion Date: December 2009
Value: £1,600,000

**Indigo Music Club O2 Centre.
3000 Seater Venue Electrical Installation**

Client: G.F. Holdings Ltd
Start Date: April 2007
Completion Date: May 2008
Value: £1,349,000

**BME Experience Exhibition O2 Centre London
Electrical Installation**

Client: G.F. Holdings Ltd
Start Date: September 2008
Completion Date: February 2009
Value: £783,000

**Goals Soccer Centre
Electrical Installation**

Client: Thomas Vale Construction
Start Date: December 2009
Completion Date: March 2010
Value: £300,000

**BskyB News Studio, Westminster, London
Electrical Installation**

Client: City Square
Start Date: August 2010
Completion Date: October 2010
Value: £120,000

**St Mellion Golf & Country Club, Cornwall
Mechanical & Electrical Installation**

Client: Midas Construction
Start Date: June 2008
Completion Date: May 2009
Value: £554,000

**NAL Cinema Leicester.
Multiplex Cinema Electrical Installation**

Client: G.F. Holdings Ltd
Start Date: March 2008
Completion Date: August 2008
Value: £1,400,000

**Spire Hospital, Bushey, Watford.
Theatres & Wards X-Ray, CT Electrical Installation**

Client: Spire Hospitals
Start Date: July 2009
Completion Date: March 2010
Value: £554,000

**David Lloyd Leisure Centre, Eastbourne.
Refurb Electrical Installation**

Client: J.M. Scully
Start Date: January 2009
Completion Date: March 2009
Value: £350,000

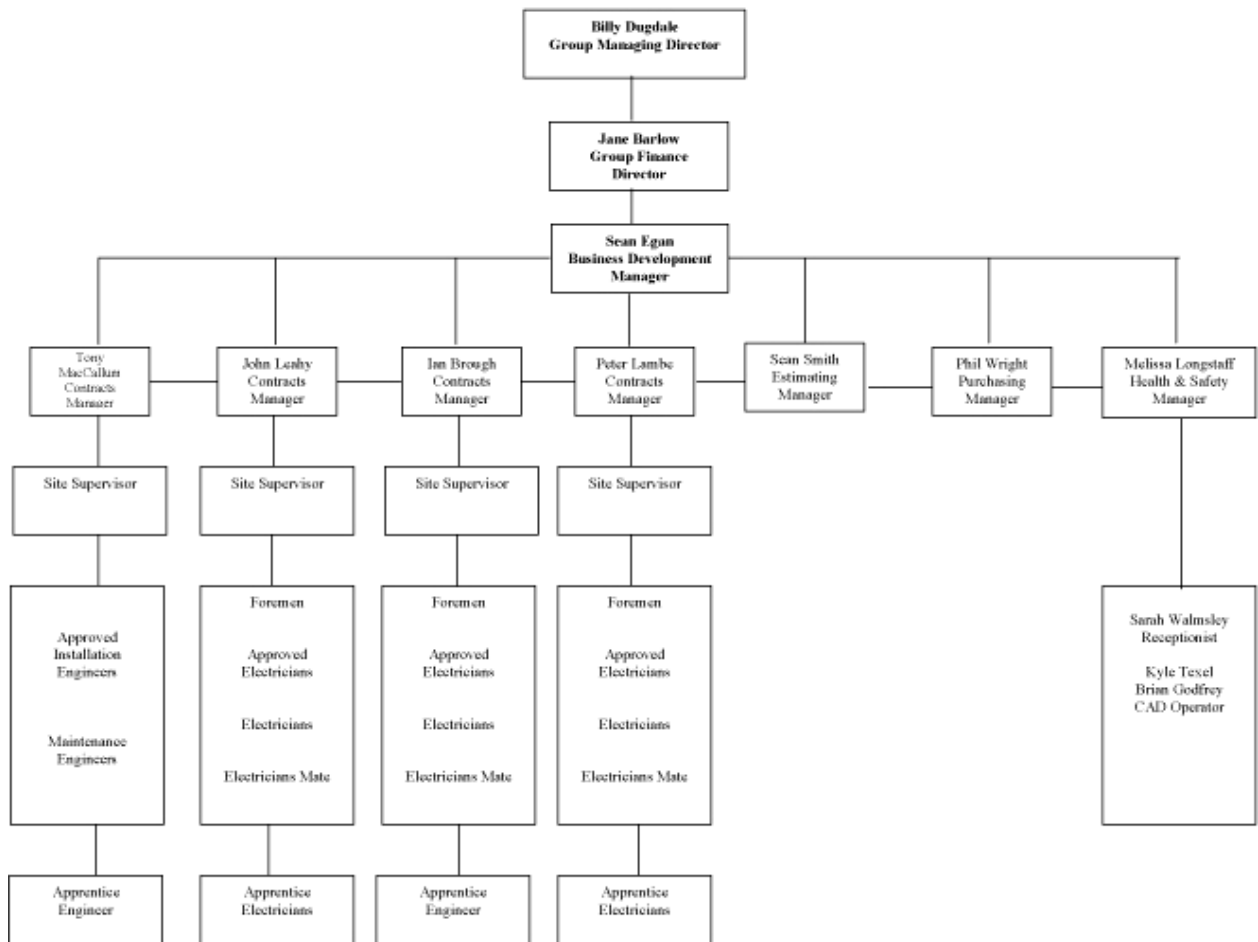
**Citibank – Canary Wharf
Electrical Installation**

Client: City Square
Start Date: October 2010
Completion Date: December 2010
Value: £80,000

**Billinghurst Community School
Electrical Installation**

Client: Willmott Dixon Construction
Start Date: 21 April 2008
Completion Date: 25 August 2008
Value: £280,000

Company Structure – Head Office



Client Testimonials

I can confidently say that, from the Planning Stage of a project through to its final commissioning and hand over, DES Electrical have always delivered a first class turnkey installation. They provide innovative solutions to assist in both budget considerations and installation options. Their on-site personnel are conscientious, reliable and the installations are of the highest standard. This is supported by a Management Team always ready to 'go the extra mile' when the Project Timetable demands.

I have no hesitation in recommending DES Electrical (UK) Ltd. for any project requiring electrical input of any type".

Shaun Doyle – Director
Shaun Doyle Management

"Without doubt the best electrical contractors we have worked with over the last 10 years. If it were possible we would work with them on every project we are involved in. They are professional, proactive and diligent".

Martin McWilliams RIBA
JAMM Ltd
Architects / Interior Designers

"DES are engaged as the primary electrical subcontractor on our Guildford Civic Hall project, DES came recommended from other WDC delivery teams and the Cobham LCO supply chain. Their approach to what is a challenging project has been first class. The assistance with the design development has been proactive, and the reaction to change has been excellent.

The site works are planned meticulously, and executed in a professional and safe manner. Site labour levels are monitored and adjusted weekly by their site manager. In summary DES are a company, we as the delivery team would definitely want to work with on the next project".

Martin Solomon
Site Manager
Willmott Dixon - Guildford Civic Hall

Client Testimonials (cont)

"Some minor issues arose during the project, they were dealt with very quickly, we were very impressed with the response. A proactive company who respond to issues very quickly, we will be looking to do more projects with them in the near future".

Pete Buss
Thomas Vale Construction

"Commercially DES Electrical were very easy to deal with. When quotations were required for variations they were forwarded promptly and were set out in a format I could understand. This enabled the final account to be finalised very swiftly upon completion.

Further, I found Brian to be very informative on site and was on hand to explain any queries Midas or the client had. His site communication was also to a good standard.

To summarise, Brian Powell & DES Electrical are a very professional contractor that are also very approachable and amenable. If I had the choice I would use them again".

Peter Philpott
Quantity Surveyor
Midas Construction Ltd

"I would be happy to recommend / give reference for the services you provide, you have continued to provide a good service here as you did for me when I was at Esporta Wimbledon, when they get in contact with me I shall get my boss to do a properly worded reference for D.E.S.".

Steve Hydes
Maintenance Manager
Holiday Inn
Colliers Wood

"Both the site staff and the visiting contracts manager dealt with the issues that arose during the construction phase. We don't have any issues with the services provided, as ever DES provide the level of service that we would expect from them".

Chris Anderson
Willmott Dixon
Manor Park Sports Complex

Accreditations

In addition to being an NICEIC approved contractor, we have obtained a number of industry standard accreditations:

SAFE Contractor Approved

Electrical Contractors Association

National Inspection Council, Electrical Installation Contracting

ISO9001 Quality management systems



DES Electrical Contractors Ltd is a Lancashire-based company that carries out work throughout the UK and Ireland. DES Electrical Contractors Ltd has an excellent reputation, a quality work ethic, and many years of experience within the private and public sectors.

DES Key Services:

- Design
- Lighting
- Fire Alarms
- Voice/Data Systems
- Access Control
- CCTV
- Inspection and Test
- Vehicle Gate/Barrier Systems
- Emergency Lighting
- Specialist Lighting
- Distribution Systems
- Planned Maintenance

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Approved Contractor