

InSite

October 2025 Issue 28

Meet Sam at 6 Bevis Marks

Site Manager Sam Kent shares a day in his life
working with colleagues at 6 Bevis Marks

PAGES 6 & 7



JAGUAR
BUILDING SERVICES

**VISIT 71 QUEEN
VICTORIA STREET**
PAGES 4 & 5

**CATCH UP WITH
OUR COMMUNITY**
PAGES 18 & 19

AN UPDATE FROM

Steve Jackaman

OPERATIONS DIRECTOR

Welcome to this quarter's issue of *InSite* magazine.

Since its launch in January 2019, *InSite* has continued to grow and evolve, and we're proud of what it has become. Over the years, it's provided us with a valuable platform to share updates, celebrate achievements and keep you updated with all areas of the business.

As we approach the end of the year, I want to take this opportunity to thank each and every one of you for your continued commitment and support. 2025 has been another year of steady growth, and we're entering 2026 in a strong position. None of this would be possible without our fantastic site teams and our dedicated Head Office colleagues, so a huge thank you to you all!

As usual, *InSite* is packed with plenty of interesting articles for you to enjoy. This quarter's Day in the Life features Sam Kent, our Site Manager at 6 Bevis Marks. This account was successfully retained this year, and we know Sam's site management was instrumental in this. Sam is a fellow 'Hammer' so at least he and I have work to focus on!

Our Spotlight on a Site features 71 Queen Victoria Street, a building we've been looking after since August 2024. The site has received some extremely good client feedback this year so congratulations to everyone involved.

We've been involved in all manner of social, charity and team-building events over the summer, including football competitions, fun-runs and Dragon Boat racing.

Many of you also joined the September challenge through the Vitality app. The challenge encouraged you to join forces with your colleagues and ramp up your daily step routines. Some of you put in some serious mileage!

With November looming, we'll all be starting to consider our plans for Christmas. Please make sure you

add Friday 12th December to your Christmas calendar, and we'll look forward to seeing you at Core Bar for our company party.

Aside from Christmas parties, please take a look at our employee benefits summary on **pages 10-12**, which includes some specific savings to be had via The Gateway.

Don't forget, Christmas is also a time for giving so please take a look at our volunteering opportunities on **page 17**.

Christmas can be an emotionally difficult time for some of us. On **page 12**, we provide you with a reminder of our Health Assured offering, open not only to you but to your families too, should they ever require support with their mental health.

Our usual features - new contract wins, Projects, Health and Safety and an update from our Staff Panel - are all included to make sure you're kept up to date with what's going on across the business.

We also have our regular Employee of the Quarter award. This quarter we

received a nomination a little different to the usual ones we receive for exceptional service. Hear about the amazing support, care and compassion provided by our site team at Moor Place on **page 15**. Congratulations and many thanks to Chris, Danny and Jack, and best wishes to Julie too.

That's all from me! Don't forget that if you would like to feature in an upcoming issue of *InSite* or have some news you'd like to share with your colleagues, please drop Rebekka Gough an email.

Finally, although it may be a little early, I'd like to wish you and your families a very merry Christmas and a happy New Year! Wishing you all the best and every success in 2026. ■

Steve Jackaman
Operations Director





45 Gresham Street

New wins, → retenders and losses

Our latest contracts and renewals reflect the hard work and dedication of our teams

We're pleased to report another successful quarter, thanks in part to our Business Development team. Their hard work, supported by colleagues across the business, has helped secure new landlord and tenant agreements, renew key contracts and maintain momentum.

The new tenant accounts are:

- 7IM (Amicus Wealth) at 4 Moorgate
- 7IM at Angel Court
- Smiths Group at The Arbor
- Brookfield at 77 Grosvenor Street
- Mako Trading at 88 Wood Street
- Eisler Capital at Lucent
- London Metric at One Curzon Street.



50 Berkeley Street

Notable new accounts signed over the last quarter are:

- 45 Gresham Street, EC2 – secured via our client, MAPP
- 50 Berkeley Street, Mayfair W1 – secured for MAPP
- Johnson Gardens, Farringdon EC1 – secured on a three-year term for Colliers and comprising three smaller buildings
- 11 Belgrave Road, SW1 – secured via Knight Frank/Promise.

Associate Director and Business Development Manager Rhona Smith said: "The year has been very productive, with new opportunities and successful renewals. We have secured important wins and are managing a pipeline of live bids worth more than £10 million.

"This reflects not only the team's efforts but also Jaguar's outstanding reputation.

"Your exceptional service continues to set us apart." ■



Rhona Smith

CONTRACTS RESECURED

- 15 Finsbury Circus House
- Borough Yards

We have successfully retained two significant contracts following competitive retender processes, which is a testament to our teams' outstanding service and dedication.

We retained the M&E maintenance contract at 15 Finsbury Circus House, reaffirming our high standards of service delivery.

Account Manager Toby Kift said: "This reflects the strength of our technical capabilities and the consistent quality of our service. We look forward to contributing to the continued success and operational excellence of this iconic building."

A big thank you to our team for their hard work in securing this opportunity and we look forward to a successful partnership with the management and tenants of 15 Finsbury Circus House.

We have also successfully resecured the Borough Yards M&E contract for a further three-year term on behalf of our client at Savills. This is another fantastic achievement and a clear reflection of everyone's commitment, expertise and professionalism.

15 Finsbury Circus House



CONTRACTS CONCLUDED THIS QUARTER

The following contracts came to an end during the last quarter:

- The Tower
- The Stage
- Snowflake at One Crown Place
- Brown Brothers Harriman at Park House
- Samsung at 88 Wood Street.



LEFT TO RIGHT: Kushal, Johnson, Iain and Mark

SPOTLIGHT ON A SITE

71 Queen → Victoria Street

London EC4V 4AY

Site Team: Iain McNish, Site Supervisor and
Kushal Talash, Mechanical Engineer

GENERAL BUILDING INFO

Square footage: Circa 195,000 sq ft (lettable space)

Number of floors: Ten, including two basement levels

Size of team: Two engineers

Staff coverage: 7am - 5pm

Client: Savills

Chillers: Two 914kw water-cooled Clima Veneta units

Boilers: Four Ultramax 380kw gas-fired condensing boilers.

Generators: One Broadcrown Generator set, serving life safety systems

Electrical supply: 11kV/400V - 2500KVA incomer

Cooling towers: Two EVAPCO LPT series, forced draft - counterflow units

Account Manager: Fred Graham

Business Unit Head: Roger Starling

The team at 71 Queen Victoria Street (QVS) is led by Site Supervisor Iain McNish alongside Mechanical Engineer Kushal Talash.

Until recently, Johnson Le was also part of the team before moving into his new position as Mobilisation Engineer within our Mobilisation Department. Kushal (known to the team as "Happy"), has now stepped into the role onsite. During our visit, Mark Sinclair, Support Engineer, was also on hand assisting with the completion of several ongoing project works.

Located in the heart of the City, 71 QVS occupies a prime spot within walking distance of five major transport

hubs, including Mansion House (District and Circle lines) and Bank (Central, DLR, Northern, Waterloo and City lines), making it exceptionally well connected.

Originally built in 1987 for the Royal Bank of Canada, the building underwent a major redevelopment in 2014 led by QVS Trust and designed by SPPARC Architects.

The project retained much of the original structural frame while modernising nearly every other aspect to create a Grade A commercial space. The transformation introduced state-of-the-art amenities, full-height atria, expansive glazing and a striking double-height entrance foyer, blending classic structure with contemporary design.

During our visit, Iain and Happy were installing two Mikrofill Pressurisation



FUN FACTS...

What was your first job?

Iain: Apprentice electrician from 1996 at what's now the University of Roehampton
Johnson: Electrical Improver for an installation company

Where's your favourite place in the world?

Iain: It's between Koh Samui in Thailand or Hvar in Croatia
Johnson: Vietnam

What's the last series you watched?

Iain: Series two of *The Night Agent* on Netflix
Johnson: None!

What's your favourite way to unwind after a busy day?

Iain: Taking my dog, Coco, to play in the park
Johnson: Spending time with the family

If you could trade places with anyone for a day, who would you choose?

Iain: My younger brother, Craig, because he always seems to be on holiday!
Johnson: I'd like to get a feel of what it's like in different departments for a day

“A lot of time and effort went into bringing the building up to high standards, with fantastic support from Jaguar management and engineers”

Units as part of a run-around system for the building's two main AHUs, demonstrating the team's hands-on expertise and commitment to maintaining high standards.

We had a chat with Iain, and asked him some questions on his time at QVS so far:

WHAT'S THE BEST THING ABOUT WORKING AT QVS?

The diversity of challenges we face, from tackling historic water quality issues within the closed systems to resolving design problems with the main plant.

WHAT ARE THE BIGGEST CHALLENGES AT THE BUILDING?

The sheer volume of work, it keeps us on our toes!

WHAT ARE SOME OF THE PROJECTS YOU HAVE WORKED/ARE WORKING ON?

We have had quite a few major projects completed since taking over the site, but the biggest upcoming one is the redesign of the condenser water system. We're addressing an issue with the condenser water temperature becoming too low during the winter months, and we plan to relocate the cooling tower by-pass circuit from the rooftop enclosure to the basement.”

As the team transitions, Johnson Le is now settled within our Mobilisation Department. Reflecting on his time at QVS, Johnson said: “Iain and I had a great relationship with the client. A lot of time and effort went into bringing the building up to high standards, with fantastic support from Jaguar management and engineers. The location is ideal, with excellent public transport links.”

We extend our best wishes to Kushal (aka Happy) in his new role at QVS, and to Johnson as he embarks on his next chapter within the Mobilisation Department. ■

Thank you to the QVS team for welcoming us, it was a pleasure to meet you and see your excellent work in action!

Johnson had a great time at the site



A DAY IN THE LIFE

Sam Kent

Site Manager at 6 Bevis Marks

Sam's career has continued to go from strength to strength since joining us in 2021

Sam first joined Jaguar in October 2021, starting out as an engineer at the Hylo building. After nine months, he transferred to 6 Bevis Marks, initially as a Site Engineer. Just three months later, in October 2022, his commitment and his technical acumen earned him a promotion to Site Manager, a role that he continues to thrive in today.

Located in the City's insurance district, 6 Bevis Marks is a 16-storey commercial building with modern, state-of-the-art office space. Jaguar was first awarded the engineering contract in 2021 and, earlier this year, proudly secured a renewal for a further three-year term, a testament to the team's high standards and strong client relationships.

HOW DID YOU GET INTO THE BUILDING SERVICES INDUSTRY?

During my school years I completed two weeks of work experience with my dad, who was part of

“We have built a great relationship with our client and have a strong connection across all site teams who work alongside us”

Hard-working Sam has received a number of promotions to become Site Manager

the Inviron engineering team at the British Film Institute (BFI) in Southbank. Consisting of several unique sites, the BFI contract gave me an insight into the different types of engineering systems, plant and equipment within the industry. Following completion of sixth form, I went on to secure an apprenticeship in building services maintenance.

HAVE YOU SEEN MANY CHANGES TO TECHNOLOGIES OVER THE TIME YOU HAVE WORKED WITHIN THE BUILDING SERVICES SECTOR?

Yes, I have experienced many changes, including geothermal heating and cooling, air source heat pumps, lighting control systems and BMS control and monitoring systems. At Bevis Marks, we recently had a Demand Logic system installed, which is a software tool that provides live intelligence on how the building is operating. This system is able to analyse BMS data to identify inefficiencies and problems with plant, ultimately improving the day-to-day operations and assisting with saving costs.

ANY JOB TITLE CHANGES OVER YOUR TIME HERE?

I started as an engineer at Hylo, before transferring to Bevis Marks, where I spent another three months as Site Engineer. I was then promoted to Site Manager in October 2022.



Sam loves working with the rest of the team at 6 Bevis Marks

WHAT IS THE BEST SITE YOU HAVE WORKED AT?

Bevis Marks - where else? We have a great relationship with our client and a strong connection across all site teams who work alongside us. We take pride in our building and have all brought the site to a standard where the workload can be handled smoothly and efficiently, creating a stress-free environment. My fellow engineers, Gary Armstrong and Tony Wooster, are a pleasure to work with and other than being a Spurs fan, our new apprentice Tommy Colley is great too.

LEFT TO RIGHT: Tony Wooster, Support Engineer (Fabric); Sam Kent, Site Manager; Thomas Colley, Apprentice; Gary Armstrong, Mechanical Shift Technician

WHAT ADVICE WOULD YOU GIVE TO SOMEONE WHO WANTS TO GET INTO THE BUILDING SERVICES INDUSTRY?

I would tell them to learn/revise the SFG20! Although it may not be the most exciting read, I think it's a great way to learn the requirements of your job role. Take pride in what you do and do your best to get along with others. ■

Sam's journey reflects what building services is really about: not just technology and systems, but people, relationships and a genuine commitment to doing things right. At 6 Bevis Marks, that ethos is in good hands.



FUN FACTS...

What was your first job?

Working as a labourer for my next door neighbour

Where's your favourite place in the world?

Lake Tahoe, California

What's the last series you watched?

Fearless, on ITV

What's your favourite way to unwind after a busy day?

A game of darts

If you could trade places with anyone for a day, who would you choose?

Iain: David Sullivan, to step down as West Ham Chairman





JBS RISK ASSESSMENTS AND METHOD STATEMENTS

The H&S team has completed the annual Risk Assessment and Method Statement review, meaning they are now valid until August 2026. All Risk Assessments and Method Statements can be viewed and downloaded from the SharePoint Document Library. Please remember that the Dynamic Risk Assessment is also available for tasks that fall outside the existing Risk Assessment library.

If your site requires an updated Site-Specific RAMS pack, please contact ljackaman@jbs-ltd.co.uk who can create this for you.

WE WANT YOUR FEEDBACK!

Have a safety idea, concern or suggestion?

Contact the Health and Safety Team at healthandsafety@jbs-ltd.co.uk or use the anonymous online feedback facility.

In order to access the facility and provide feedback, simply log on using either the URL link – **forms.office.com/e/itYBJ4yGMV**

or scan the QR code shown right.



Health & Safety Update

STAY UP TO DATE WITH CHANGES TO THE RULES ON SAFETY HELMETS

The new safety helmet standard BS EN 397:2025 has been introduced as a replacement for BS EN 397:2012+A1:2012.

This update brings important changes to how safety helmets are designed, tested and selected, all to give better protection in real working conditions.

WHAT'S NEW?

One of the biggest changes is the introduction of two types of helmet classifications:

- **Type 1 Helmet** - Protects against vertical impacts (on the crown of the head), such as falling objects.
- **Type 2 Helmet** - Designed to protect against lateral (side) impacts, offering extra protection from knocks to the side, front or back of the head.

As an example, if your job involves working near moving equipment, low ceilings or potential side impacts, Type 2 helmets are recommended.

WHAT DOES THIS MEAN FOR YOU?

- Helmets certified under EN 397:2012+A1:2012 are valid during the transition but may become outdated over time.
- Future helmet specifications and purchases should begin aligning with EN 397:2025, particularly in high-risk applications where Type 2 helmets offer increased lateral protection.
- Replace damaged or outdated helmets immediately.

Please note that this change does **not** affect bump caps. ■

WASTE MANAGEMENT – REGULATION CHANGES

There have been some recent changes to waste regulations in the UK that affect how we dispose of food waste. Businesses with 10 or more employees must now separate all food waste from other waste categories and use a licensed waste carrier for its collection.

These legislation changes, also referred to as 'Simpler Recycling' have been introduced to make the recycling process clearer and easier for businesses, with the aim to ultimately improve sustainability.

Please make the relevant changes within your JBS site office and comply with any site changes implemented, to ensure we are all following guidelines.





SAFETY SHOES

As you're aware, all operational staff, including Site Managers and Supervisors, must wear safety footwear while working on site.

Employers are legally required to provide suitable footwear under the Personal Protective Equipment at Work Regulations 1992. To support this, JBS will contribute £75 towards the purchase of a pair of safety shoes.

Our standard across the business is that all safety shoes must meet a minimum safety rating of S2.

Before selecting your footwear, ensure you're familiar with the specific hazards on your site to determine the appropriate footwear required.

Common risks to consider include:

- Wet or slippery surfaces
- Electrostatic build-up
- Risk of falling objects
- Equipment that may cause punctures, cuts or compression injuries.

If you require any clarification on whether your selected safety shoes are suitable, please feel free to contact a member of the H&S Team.

PREPARING FOR SEASONAL HAZARDS

As the winter months approach, it's essential to pay extra attention to hazards that could impact safety while at work. Some of the key elements to consider include:

SLIP, TRIP AND FALL PREVENTION

- Ensure walkways are kept clear, removing snow, ice and wet leaves from access routes
- Use grit and salt on slippery surfaces in frequently used areas
- Monitor housekeeping standards by keeping all areas dry and free of obstruction
- Ensure the correct safety boots are being worn at all times.

SAFE ACCESS TO ROOF AREAS

- Always check the work and access area before starting a task, especially for ice or water
- Avoid lone working by always

pairing up with a colleague for tasks completed on roofs

- Use fall protection equipment such as harnesses and guardrails where required
- Ensure lighting is sufficient - use portable lighting if natural lighting is insufficient but ideally complete the task in daylight hours only.

ADVERSE WEATHER CONDITIONS

- Suspend all roof work/work at height if wind speeds exceed the safe working limits
- Always monitor weather forecasts before planning works and cancel them if weather is unsuitable for the task
- Avoid outdoor tasks, particularly on roofs, in icy conditions where possible. If essential, use fall protection equipment and take extra care.

NEAR-MISS REPORTING

A **near miss** is something with the potential to cause harm, but which didn't result in an accident or incident. Reporting these events is one of the best ways to prevent future accidents and incidents.

This year we've had 19 near miss reports, compared to 54 accidents and incidents. Imagine if even half of those incidents had first been reported as near misses. Many could have been prevented before anyone got hurt or damage was caused. By reporting near misses, we can:

- Spot hazards before they cause any harm
- Learn from patterns and act early
- Build a safer workplace for everyone.

Remember, for every serious accident there are usually near misses leading up to it, and catching them early makes all the difference.

See something unsafe? Don't ignore it! Report it using your site's QR code or complete a Near Miss Form and send it to Health and Safety immediately.





Your benefits

At Jaguar, we're proud to invest in our people. Here's a reminder of the fantastic benefits available to you, designed to support your health and work-life balance

HEALTH AND WELLBEING

Vitality Private Health Insurance

Enjoy comprehensive private health cover through Vitality, including:

- Audio, optical and dental cover (see policy limits)
- An optional in-person health check at Jaguar's Head Office (typically held in February/ March)
- Vitality Rewards - discounts on gyms, Champneys Health Spas and a wide range of retailers
- Headspace app at no cost
- Activity rewards including monthly Amazon vouchers, cinema tickets, coffee, free or discounted meals, and more
- Free smoking cessation seminar
- Add in your family members (at your own cost but enjoying our fantastic company rates)
- Vitality GP app with four virtual GP appointments per year.



Employee Assistance Programme (EAP) through Health Assured

Access free, confidential counselling and wellbeing support through Health Assured. Immediate family members living in your household are also covered. Find our more on **page 12**.

Our Mental Health First Aiders

We have several trained Mental Health First Aiders within the business to support you.

FINANCIAL WELLBEING

- Free financial advice from Shackletons financial advisors
- Salary sacrifice pension scheme with Royal London
- Death in service policy which extends coverage and support to employees over retirement age (up to the age of 75).
- Staff loans of up to 10% of your annual basic salary

- PayWise + app (previously known as Early Pay) - access up to £1,000 of your accrued pay each month
- Season ticket loans via Trainline
- Annual leave buy-back scheme, alongside a generous holiday allowance.





LIFESTYLE AND SAVINGS

- **Rewards Gateway** – Smart Spending app with exclusive discounts and cashback offers
- **Cycle2Work scheme** – tax and NI-free cycle purchases through salary sacrifice
- **Electric vehicle leasing** – via Fleet Alliance, with tax and NI savings
- **Easy Costco membership** – we are a “gold” company so just show your Jaguar payslip and pay the membership with no need to meet any other criteria
- **Generous employee referral scheme** – £3,000 for technical roles and £1,000 for non-technical roles.



LEARNING, RECOGNITION AND COMMUNITY

- Ongoing training and upskilling opportunities throughout the year
- Reward vouchers for birthdays, Christmas, and special recognition (Health & Safety Champion, IT Champion, and more)
- Volunteering opportunities with our charity partners: Pecan, Bow Foodbank, Manna Society and Ivy Street Family Centre
- Team and social events including our annual ski trip, JLL 5K run, bike rides, summer and Christmas celebrations.



Legionella Likes

- Water
- Warm temperatures (20 - 45°C)
- Other bacteria / biofilms (source)
- Iron (rust)
- Stagnant water
- Sediment & Scale (Ideal habi



→ MORE INFORMATION

If you'd like further details on any of these benefits, please contact our HR team at hradmin@jbs-ltd.co.uk

Keep an eye on your inbox, we're always looking to expand and enhance our benefits package!

→ A helping hand

If you need someone to speak to or some extra support, our Health Assured assistance programme is there to help you tackle life's challenges

In March, Jaguar introduced Health Assured, a completely confidential wellbeing service available to all employees and their loved ones. Whether you're dealing with personal challenges or simply need someone to talk to, the service offers professional support whenever you need it.

Since its launch, more than 30 team members have already made use of the service, with 23 sessions currently in progress, a clear sign of how valuable this benefit is.

As a reminder, here are some highlights of the benefit.

Your peak membership includes:

- MUNNY financial coaching – three sessions per issue per person
- 10 sessions of counselling per issue per person per year
- Unlimited access to our 24/7 confidential helpline
- Life and Leadership coaching – four sessions per issue per person
- Online menopause programme
- Access to CBT programmes
- Family advice line
- Legal information services
- Medical information line. ■



HEALTH AND LIFESTYLE

Physical health / Sleep / Medical information / Mental health / Sickness absence / Critical incidents / Rehabilitation / Addiction / Cancer Survivorship / Terminal illness / Menopause support



LEGAL INFORMATION

Probate and wills / Legal queries / Caring for a dependant / Debt and financial / Buying a home / Separation and divorce / Employment law



WORK LIFE

'Leavism' and 'Presenteeism' / Managing change / Return to work / Bullying and harassment / Life coaching / Retirement / Stress



HOME LIFE

Identity and LGBTQ+/ Domestic abuse / Discrimination / Childcare / Elder care / Dependant care / Bereavement and loss / Relationships

FAQS

WHAT IS AN ASSISTANCE PROGRAMME?

An assistance programme is a confidential service designed to help you deal with personal and professional problems that could be affecting your home life, work life, health and general wellbeing. The Health Assured helpline is available 24/7, 365 days a year.

WHO CAN USE THIS SERVICE?

You and your immediate family (spouse/partner and children aged 16-24 in full-time education, living in the same household).

WHAT SERVICES ARE AVAILABLE?

- Confidential 24/7 telephone helplines
- Formal counselling, in the form of either in person or telephone sessions (as applicable)
- Online video counselling and online CBT (as applicable)
- Wisdom Ai – Our search engine style wellbeing tool.

IS THE SERVICE RESTRICTED TO ISSUES DEALING WITH STRESS?

Health Assured can provide additional support for a variety of personal matters, such as:

- Personal legal information or tax support
- Family issues including childcare and elder care
- Housing and tenancy concerns
- Bereavement or loss
- Relationships and marital changes
- Medical information.

This can all be accessed through the telephone helpline on **0800 028 0199**. Just call to start your consultation or, if you prefer, you can connect through the online chat feature in the 'Wisdom App.' To access the app, download it, then enter the Wisdom sign-on code **MHA319123**. You will only need to input this once and then click 'Sign Up.'

If you require further information or assistance, please contact our HR team on hradmin@jbs-ltd.co.uk



Projects Update

Careful planning and collaboration were behind our team’s successful work at The Glades shopping centre, helping make it fit for the future

The Glades shopping centre was modernised thanks to the BMS system replacement work

Jaguar Projects was tasked with replacing the BMS system serving The Glades in Bromley, beginning the process of modernising the controls system within the shopping centre. This included upgrading the eight main controllers that made up the main network, a new headend supervisor within the engineering office and the set-up of remote dial-in facilities to allow security and maintenance teams to have greater visibility of the site.

The Glades has a total of 135 stores trading from a combined floorspace of 464,000 sq ft.

The continued operation of the centre meant the works had to be undertaken out of normal hours and the site had to remain fully operational for the duration of the works, with zero interruption to the centre or its tenants. Works were completed on a phased approach, with

full testing and commissioning carried out on completion to ensure that there was no site impact.

Jaguar Projects was the appointed Principal Contractor for the project, working alongside the client-appointed Principal Designer.

Project Manager Liam Bambridge said: “The unique nature of this site and the working conditions led to a challenging project that required precise planning in advance of any works taking place.

“Working closely alongside our specialist supply chain, we were able to implement the new system in a way that kept the shops trading and tenants unaware our works were ongoing.

“The client teams provided support throughout the whole project lifecycle and made the job a pleasure. We look forward to returning in 2026 to continue the works with Phase 2.” ■

PROJECT STATS

- Building name:** The Glades, Bromley
- Client:** Focus FM
- Project duration:** Two months
- Project description:** Jaguar Projects was tasked with undertaking Phase 1 of the replacement of the BMS system serving The Glades shopping centre in Bromley, with the main area controllers and head end supervisor to be brought up to modern standards.

Employee of the Quarter

Thank you to all our colleagues who go above and beyond to deliver excellence, including this month's winners from Nova

Over the past quarter, we have received some genuinely fantastic nominations. A huge thank you to everyone who took the time to recognise a colleague for their hard work and dedication. It's inspiring to see so many people making a real difference across our teams!

This quarter's winners are the team at Nova: Project Manager Paul Amphlett, Technical Services Manager Luke Beard, Fabric Technician Denis McCormick, Mechanical Shift Leader Ashraf El-Arafi and Senior Technical Services Manager Jay Nel.

The team was nominated for its exceptional response

during an emergency in July. When a blocked retail stack caused flooding at 80 Victoria Street and threatened a major power outage in the Electrical Switch Room, Jay Nel and Paul Amphlett acted swiftly, calling on the Nova team for support. Luke, Denis and Ashraf arrived with protective sheeting to safeguard the busbar and electrical panels, preventing serious disruption to power. Thanks to their quick thinking and rapid action, the disaster was averted!

An outstanding example of teamwork under pressure, well done and thank you to the entire team! ■



BACK: Jay and Ash
FRONT: Luke, Denis and Paul



Vote for your next Employee of the Quarter

Voting has now reopened! To vote for your Employee of the Quarter, please log in to The Gateway. Please submit all your nominations by **Monday 5th January** to make sure your vote is counted.

RUNNER-UP: JAYSON CUNNINGHAM

Congratulations to Building Performance Manager Jayson Cunningham, who was recognised as one of our runners up!

Jayson received great feedback from our customer at Kings Cross Estates for his exceptional handling of

a complex issue involving flow rate testing.

Faced with a potentially disruptive and costly challenge, Jayson devised a solution that not only safeguarded our team's productivity but also enabled our customer's partners to

move forward with their long-planned project.

Our customer said: "His ability to alleviate a major potential issue through his professional and calm approach was invaluable. He handled the situation brilliantly."

Thank you, Jayson, brilliant work!



Jayson Cunningham



Signija Bondare

RUNNER-UP: SIGNIJA BONDARE

Well done to Signija Bondare, Contract Support Administrator for Business Unit 3, who is also one of our runners up this quarter.

Signija was commended by several colleagues for her outstanding work ethic and her commitment to supporting our site teams. Her dedication to going above and beyond has not gone unnoticed. Tom Amos, Business Unit Head, said: "Signija's efforts

have been especially recognised by Account Manager Lee Tristram, our customers at The Bower and Hylo, and now by our new Site Manager at Hylo, who has expressed how impressed he is and how much easier she has made his start with Jaguar."

Thank you, Signija, for your fantastic contribution and continued support, truly well deserved!



Andrew Chattalis

RUNNERS-UP: ONE CROWN PLACE

The team at One Crown Place – Electrical Engineer Ben Smith, Site Manager Andrew Chattalis and Site Supervisor Christopher Atinga – were our third and final runners up this time.

Ben, Andrew and Chris showed resilience and on the spot thinking as they dealt with a number of leaks and call outs and operational challenges during a two-week period. The Building Manager said: "From contemplating their life choices over a full macerator, to ripping out boiling hot putrid lagging in a tiny riser – I observed stoic acceptance and calm confidence. These gentlemen aren't seeking easy ways in life, they take challenges in their stride, offer solutions and work until the job is done. Stellar efficiency is their modus operandi, and I add bonus points for a light-hearted spirit." Very high praise indeed – thank you and well done!

We had some excellent nominations this quarter – please keep them coming! Thank you all for your efforts.

- Nika Babuadze, Roving Engineer
- Pawel Mozdzeruk, Site Supervisor at Stonecutter Court
- Connie Bartlett, Fabric Administrator at 80-100 Victoria Street
- Jean Bula Mpanzu, Mechanical Technician and Ellis Bartlett, Mechanical Technician at The Landmark
- Ryan Thurai, Shift Leader for the LandSec Portfolio
- Christian Karhl Terol, Electrical Engineer at 80-100 Victoria Street
- Darren Bryant, Contract Manager at 1 Basinghall Avenue
- Anita Kporye, Senior Customer Experience Manager at 80-100 Victoria Street

SPECIAL MENTION: THE MOOR PLACE TEAM

We'd like to give a special mention to the team at Moor Place for the support they've shown to their colleague, Site Administrator Julie Smith, who is currently undergoing cancer treatment.

Chris Cook kindly arranged for a hairdresser to come to site so Julie could have her head shaved comfortably during the week, as she experiences treatment side effects over the weekend.

Julie said: "The Moor Place team are simply amazing, the best I could wish for. Thank you, Chris, Danny and Jack."

Thank you to the Moor Place team, and we wish Julie a very speedy recovery.

Technical Question

Thank you to Operations Director Steve Jackaman for providing the Technical Question for October.



Promotions

The hard work, dedication and talent of our colleagues have been recognised in the latest well-deserved promotions across the business

The question is:
A TM44 energy assessment is a legal requirement for any commercial air conditioning system(s) with an effective rated output of more than 12kW, but how frequently should the assessment be completed?

Log in to The Gateway to submit your answer! Kindly respond by **Wednesday 7th January**. If you answer correctly, you will be entered into our prize draw.

JULY'S TECHNICAL QUESTION WINNER

As a reminder, July's question was:

The difference in temperature between flow and return, or 'on' and 'off' coil temperatures is more commonly referred to as what?

Answer: Delta T (Δt)

Well done to **Theo Angelidis**, Electrical Technician at St Botolph's who answered July's Technical Question correctly!



We're proud to recognise and celebrate the achievements of our colleagues who have recently been promoted. These promotions are a reflection of their hard work, dedication and outstanding contributions.

Jaguar's success is built on the commitment of our teams, and it's always a pleasure to see colleagues progress and take on new challenges within the company.

This quarter, we're delighted to announce a number of well-deserved promotions across our site teams and Head Office.

Each individual has demonstrated exceptional performance leadership, and a continued commitment to excel within their role.

These promotions reflect not only individual achievements but also our ongoing investment in building strong, sustainable career paths for our people.

Please join us in congratulating the following team members on their well-deserved success:

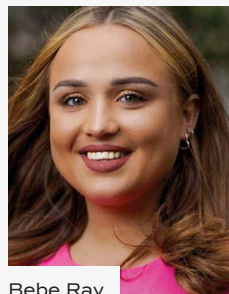
- **Bebe Ray** - promoted to Energy Analyst
- **Tiberiu Burzo** - promoted to Site Manager at Lloyd's

- **Adam Nguyen** - promoted to Head of Energy
- **Branden Last** - promoted to Site Supervisor at Lucent
- **Alvin Thompson** - promoted to Electrical Technician at The Landmark
- **Jaime Butler** - promoted to Contract Support Administrator at Belgrave House
- **Alex Gladding** - promoted to Lead Shift Engineer at CityPoint

Branden said: "I am thankful Jaguar has given me this opportunity to show that my skills can be broadened from hands on technical to a management and leadership role.

"Throughout my time in the industry, my age has played an undeniable factor, this is why I have always strived to be the best and stand out from the crowd. My mentality is there is always a way to climb up the career ladder and get to the top, you just have to have ambition."

A huge congratulations to each of you on this exciting next step in your careers. Your hard work and commitment make a real difference and we can't wait to see all you'll achieve in your new roles! 🟡



Bebe Ray



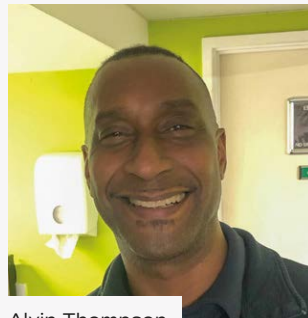
Tiberiu Burzo



Adam Nguyen



Branden Last



Alvin Thompson



Jaime Butler



Alex Gladding

Gym deals are just some of the great benefits you can take advantage of



Staff Panel update

We're building an even better place to work by listening to your feedback and using your views to shape how we offer support

Thank you to everyone who took the time to complete our Employee Welfare Survey back in July. Your feedback plays a key role in helping us better support you and shape meaningful improvements across the business.

As a small token of appreciation, everyone who completed the survey was entered into a prize draw. Congratulations to Account Manager Tony Knight, who was

selected at random as our winner – well done, Tony!

We're currently reviewing all the feedback received and will be discussing it in our next Staff Panel meeting. One of our key focuses will be planning the most popular employee activities for 2026. If you indicated that you'd like to get involved in organising future events, we'll be in touch soon to collaborate with you and the staff panel. ■

DISCOVER YOUR GYM BENEFITS THROUGH VITALITY

A number of survey responses highlighted that some employees weren't aware of the great gym discounts available through Vitality. Here's a reminder of what's on offer:

- **Nuffield Health Gyms** – Up to 50% off membership. Earn five activity points per visit.
- **PureGym** – Up to 50% off a Plus membership. Earn five activity points per visit.
- **Virgin Active** – Up to 50% off a flexible monthly membership. Earn five activity points per visit.

You can also check the Smart Spending app via The Gateway for additional gym deals and wellness offers.

Thank you again to everyone who took part in the survey, and if you'd like to share further feedback, please email staffpanel@jbs-ltd.co.uk We'd love to hear your thoughts!



VOLUNTEERING OPPORTUNITIES THIS DECEMBER

In June, we offered everyone at Jaguar the chance to volunteer with Pecan, one of our valued partner charities. Pecan runs a community pantry that provides essential support to those in need and our volunteers helped with stocking shelves, serving and general assistance.

The feedback from our volunteers was great and many found the experience both rewarding and meaningful. Because of this, we're

excited to announce that we'll be running the volunteering event again throughout December.

The festive season is the perfect time to give back and make a difference to those who need it most. Keep an eye out for an email from Catherine Waite with full details on how to get involved.

Please remember to speak with your line manager before responding to confirm your availability.



An InSite into our Community OnSite

Our site news from August to October 2025

MACMILLAN COFFEE MORNING AT 150 CHEAPSIDE

Members of our team joined the Macmillan Coffee Morning at 150 Cheapside on Wednesday 24th September to show our support for Macmillan Cancer Support and the incredible work that they do.

Edward Spencer, Business Unit Head, and Luke Poole, Senior Customer Relationship Manager, stopped by to donate some sweet treats and take part in the event, which brought together colleagues and occupiers for a fantastic cause.

Luke said: "One of the most rewarding parts of our job, beyond meeting customers and working with our teams, is being able to support meaningful causes like the Macmillan Coffee Morning at 150 Cheapside. A huge thank you to the building management team for the kind invitation - what a brilliant success!"

Well done to everyone involved in organising such a warm, welcoming and impactful morning.



JAGUAR ALL STARS TAKE THE TROPHY!

The highly anticipated annual five-a-side football tournament, hosted by Preston Recruitment, was a resounding success this August, and what a night it was!

Held at Powerleague Shoreditch, the event brought together teams from across the industry for an evening of high-energy matches, impressive goals and incredible sportsmanship. After

a thrilling series of games, it was the Jaguar All Stars who claimed the championship title, delivering standout performances throughout the tournament.

Thank you to everyone who joined us and, once again, congratulations to our 2025 champions: Garry McHeath, Adam Johnson-Charge CertIOSH and Casey Butler of the Jaguar All Stars! 🏆

SUPPORT CONOR IN RAISING MONEY FOR TOMMY'S

Conor Fenton, Site Supervisor at 55 Ludgate, has successfully secured a place in next year's London Landmarks Half Marathon, which will take place on Sunday 12th April 2026. Conor is raising money for Tommy's, a charity dedicated to saving babies' lives and supporting families through pregnancy loss, premature birth and stillbirth. If you can donate to help this very special charity, please do so via llhm.tommys.org/fundraising/conors-fundraising-page838



JLL 5K

We proudly completed our eighth LGN Wellbeing Property 5km run, sponsored by JLL, on 4th September.

A huge well done to our 21 incredible Jaguar team members who took part and represented us on the day. It's always a pleasure to support events that champion health, wellbeing and community across the London property sector.

A big thank you to all of the Jaguar team that took part in the event - it was an excellent performance all round once again this year. 🟡



COMMUNITY IMPACT - VOLUNTEERING AT EUSTON FOOD BANK

In August, three of our team members at Kings Place - Contract Support Administrator Sara Molinari, Site Manager Jack Abramowitz and Tenant Supervisor Christopher McGrath - volunteered their time at the Euston Food Bank over two days. The food bank is close to their place of work and reflects Savills' commitment to giving back to the local community, supporting individuals and families facing food insecurity and fostering a culture of compassion.



DRAGON BOAT RACE - SUPPORTING COSMIC CHARITY

On 31st July, our team took part in the Merchant Square, Paddington Dragon Boat Race, against 21 other teams - dressed as Harry Potter characters!

It was a fantastic evening of teamwork to raise vital funds for Cosmic, a charity that supports

the children and neonatal intensive care units at St Mary's Hospital in Paddington and Queen Charlotte's and Chelsea Hospital in Hammersmith. Thank you to our team who took the time to participate: Aisling Miller, Francesca Jordan, Graeme Byrne, McSorley, Sara Molinari, Julia Marzec,

Jade Stevens, Poppy Redpath, Ruby Crosthwaite, Kie Rodel, Nadeem Awan, Teresa Ruiz Pons, Joseph K and Muhammed Gorur.

Also, a huge thank you to our Site Manager at 45 Pall Mall, Ray Knighton, for getting some fabulous photos for us! 🟡

You're invited:

Christmas celebration at Core Bar!

Join us for an evening at the fabulous **Core Bar** as we celebrate the festive season. Enjoy some drinks and food in great company – it's the perfect opportunity to meet teams from across all our sites.

We look forward to seeing you there!

Details

Venue: Core City London

Aldermary House, 10-15 Queen Street, London,
City of London, EC4N 1TX

Time: From 5pm – late

Dress code: Casual (or your uniform if you
don't have time to get changed!)

RSVP



6 Gracechurch Street,
London EC3V 0AT
Phone: 0207 071 0700
Email: enquiries@jbs-ltd.co.uk



Follow us on
X/Twitter for updates
[@JBSMaintenance](https://twitter.com/JBSMaintenance)



Visit our website
for latest news stories
www.jbs-ltd.co.uk



Connect with us and
follow our Instagram
[@jaguarbuildingservices](https://www.instagram.com/jaguarbuildingservices)