

Foreword from Group Managing Director, Jonathan Parker

Welcome to EDSB's Autumn newsletter where I am delighted to share with you lots of exciting news and updates from across the business.

We are thrilled to announce that we will be moving in to our new building, Compliance House, shortly. The building will have a bespoke Stores and Helpdesk facility, along with state of the art technology where we will be able to add huge value to clients via connectivity. We are just in the process of getting the fit out done, but the building will also feature a training room for use by our team and our clients. More to follow on this in 2024.

We have featured quite a few updates in the newsletter on causes that are very close to our hearts at EDSB, and which also resonate with our core values and goals. We have been proud to support the Breast Cancer Awareness week in October as part of our charity initiatives, as well as living and breathing our 'Green' core value by spending some valuable volunteering time on environmental causes with Make it Wild in North Yorkshire. We are proud to support another Grassroots football team, encouraging young people in sport. And as part of our recruitment strategy, we also continue our work with JobOppo and the Careers Transition Partnership, working with them to support and transition Service Leavers from the Armed Forces, into careers within the Fire & Security industry.

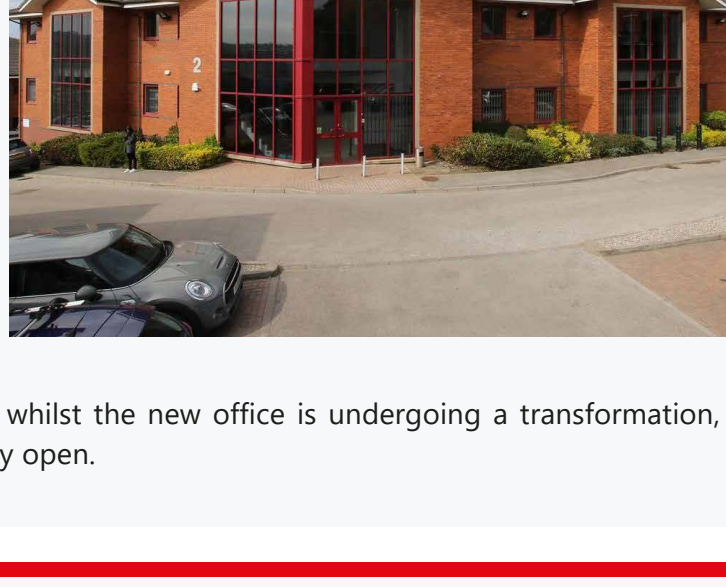
Finally, our Water Hygiene division is growing at pace and we have just added another large national contract to the portfolio of clients. I am delighted that the team are going from strength to strength, and we will have more updates in early 2024 as we continue to launch our Water Hygiene offering further.

I hope that you enjoy reading our news and celebrating our successes, as we head into our next exciting chapter.

Jonathan

EDSB have secured a New Head Office

EDSB Compliance Solutions are excited to announce that we have secured a new Head Office in Leeds as we continue to grow in size. Over the past 5 years EDSB has gone from a single floor office at Landmark Court, to taking 2 floors, then also securing a second office at Kirkstall Road in Leeds. During this time our employee numbers have doubled from 80 to over 150 at this current time. Naturally this has led to less and less space available for our stores, office desks and meeting room capacity. Group Managing Director, Jonathan Parker secured the new unit in September which is located near the M621 / M62 and is confident this next step will facilitate EDSB's requirements for the next decade. He said 'Finding a future location for EDSB's head office has been a complicated process due to our specific operations however we are delighted to now have that in our choice at Meadow Court. The office itself has more than enough room for our entire business and sets the tone for EDSB over the next 10 years. EDSB has always added more office space as we have doubled in size, however this time we wanted to find a single location which would facilitate our entire needs plus have the capacity for future expansion, we feel we have achieved this now.'



EDSB are still operating from their Landmark Court head office for the next few months whilst the new office is undergoing a transformation, however we look forward to announcing an EDSB 'open day' when the new office is officially open.

Seasonal Driving: Be Safe this Winter!

With the cold weather quickly approaching we ask everyone to please be careful and cautious when driving

- Slow right down and only travel at speeds at which you can stop within the distance you can see to be clear.
- Maintain a safe space between you and the vehicle in front, if you haven't, increase it to as much as 10 times as you normally would then do so straight away.
- Be extra vigilant for people and hazards.
- Stay in control and avoid harsh breaking and accelerating, or sharp steering.
- Take corners very slowly and steer gently and steadily to avoid skidding. Never brake if the vehicle skids, instead, ease off the accelerator and steer slightly into the direction of the skid until you gain control.
- Use lights accordingly – fog lights in foggy conditions, dipped headlights when visibility is reduced etc.



Prepare your vehicle, check the following:

- Lights are clean and working.
- Battery is fully charged.
- Windscreen, wiper blades and other windows are clean, and the washer bottle filled with screen wash.
- Tyre condition, tread depth and pressure (of all the tyres, including the spare).
- Brakes are working well.
- Fluids are kept topped up, your oil ,anti-freeze and especially windscreen wash (to the correct concentration to prevent it freezing).

When driving in snow and ice:

- Make slow gentle manoeuvres to stay safe while driving in snow and ice as stopping distances are 10 times longer.
- When brakes are needed, they should be applied gently.
- Pull away in second gear, easing your foot off the clutch gently to avoid wheel-spin.
- Keep a constant speed and try to avoid having to change gear.
- If stuck in snow, straighten the steering and clear the snow from the wheels. Put a sack or old rug in front of the driving wheels to give the tyres some grip.
- Wear comfortable and dry footwear while driving.

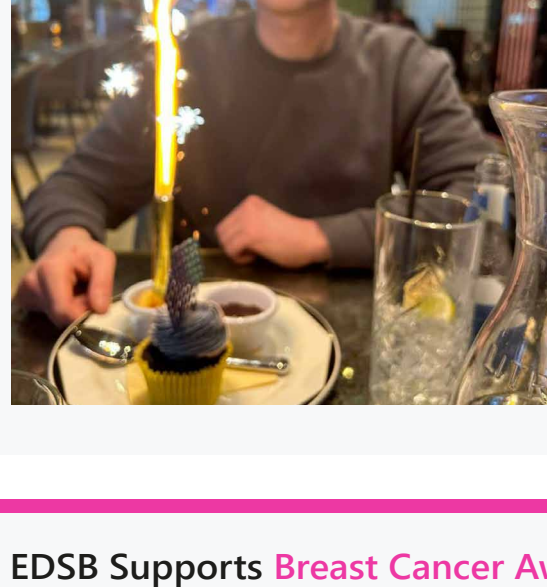


A Sweet Success: Ben Gilmour's Lunch with the MD

We are delighted that Ben Gilmour has passed his Apprenticeship End Point Assessment with Distinction, which means he is now a fully qualified Installation Engineer! Ben joined us in May 2021 and soon after started the Level 3 NVQ in Fire, Emergency and Security Systems. He has been mentored by Richard Peel, who has done a fantastic job at passing on his knowledge and teaching Ben throughout his apprenticeship.

Ben was one of the winners of the Quarter 2 Employee Recognition scheme, and from the list of prizes he could choose from, he chose to have lunch with our Group Managing Director, Jonathan Parker. Their destination for this memorable lunch was Bibi's, Leeds where Ben and Jonathan settled in for a wonderful meal, which turned out to be a delightful treat with some interesting developments.

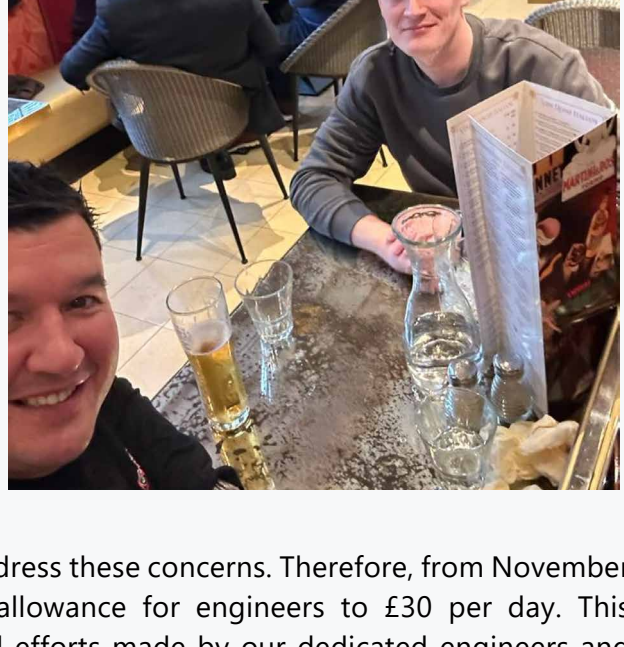
During the meal amongst other subjects, Ben shared his thoughts about the stopping away allowance for engineers. The existing policy provides a £25 allowance, which Ben believed to be on the low side, considering the recent rise in cost of living expenses which Jonathan, being the attentive Managing Director that he is, listened to Ben's feedback with keen interest.



Jonathan took immediate action and decided to address these concerns. Therefore, from November 1st, EDSB will be increasing the stopping away allowance for engineers to £30 per day. This adjustment acknowledges the living expenses and efforts made by our dedicated engineers and demonstrates our company's commitment to listening to our employees.

As an extra special touch, Jonathan realised that Ben's birthday was coming up that Sunday and to make the day even sweeter, he treated Ben to a mouthwatering dessert at the end of their meal. A well-deserved birthday treat for our hardworking engineer!

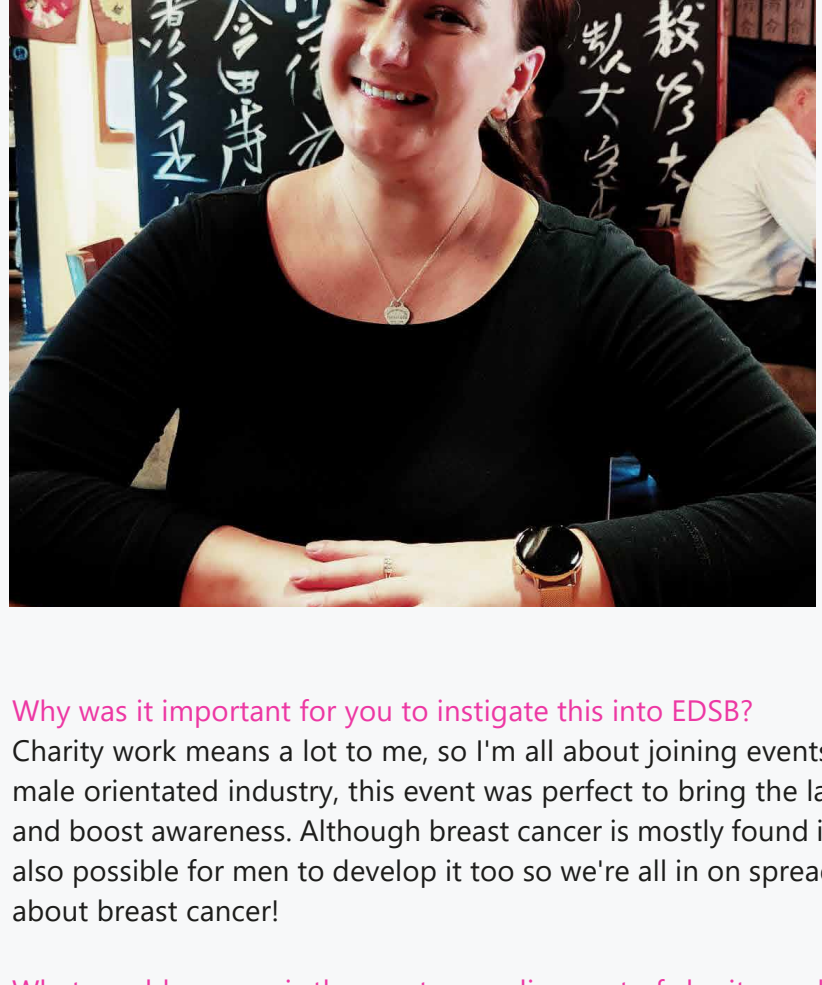
This interesting lunch not only highlights the exceptional qualities of our employees but also the open and responsive management style that defines our company culture. At EDSB, every team member's voice matters, and positive change can be initiated by anyone who speaks up.



EDSB Supports Breast Cancer Awareness Month

Over the years EDSB have worked hard to promote Prostate Cancer Awareness with various activities including an annual Bike Ride. We are delighted to promote Breast Cancer Awareness this month and we are proud of Lauren Carlton, one of our Sports & Social Ambassadors for raising awareness of this event to EDSB and for kindly organising the bra recycling campaign.

EDSB has many female employees who make up a substantial part of our business. However this campaign is accessible to everyone at EDSB, as we all have female relatives and friends who may feel strongly towards this cause.



Why was it important for you to instigate this into EDSB?

Charity work means a lot to me, so I'm all about joining events like this. In a male orientated industry, this event was perfect to bring the ladies together and boost awareness. Although breast cancer is mostly found in women, it is also possible for men to develop it too so we're all in on spreading the word about breast cancer!

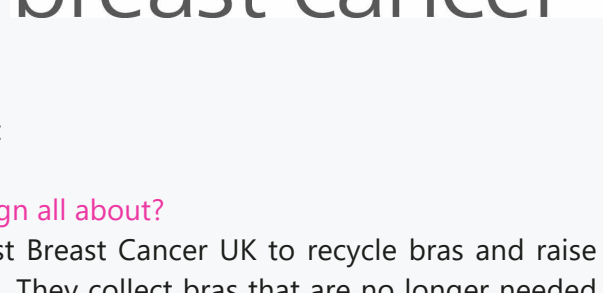
What would you say is the most rewarding part of charity work like this?

Helping others is very enriching. There are so many ideas to make everyone charitable in some form. It doesn't always have to be a bike ride or marathon...donating a bra is just as important.

What has the feedback and donations been like up to now?

It was EDSB's very first bra recycling campaign, and I am very impressed with the donations received. I look forward to this event happening next year. Everyone truly showed their support by wearing something pink or their pink ribbon pins. A huge thank you all at EDSB!

On behalf of Team News and everyone at EDSB, we would like to congratulate Lauren for increasing awareness in our business and for organising such an important cause. For more information on Breast Cancer, please visit Against Breast Cancer UK www.againstbreastcancer.org.uk



We asked Lauren about the event:

What is the Bra Recycling Campaign all about?

EDSB has teamed up with Against Breast Cancer UK to recycle bras and raise money for breast cancer research. They collect bras that are no longer needed and turn them into funds. Every tonne of bras collected helps raise £700 for research. With 30 million women in the UK, your support can make a big impact!

How long does this campaign go on for?

October is Breast Cancer Awareness month, so this campaign runs for the whole month. On the 20th, we all wore pink to show our support. I am very hopeful that we can continue to run this campaign every year moving forward.

As a social event ambassador, you pioneered the Breast Cancer Awareness Campaign, how did this idea come to you?

I had a large number of unused bras at home that were still in a good enough condition for a charity. I tried to find local collection points but always wanted to see if any of the women at work like me had bras they no longer wear but were too good to throw away. Having located a bra collection area I then proceeded to ask the Marketing team if this was a good idea to get involvement from the other ladies in the office.



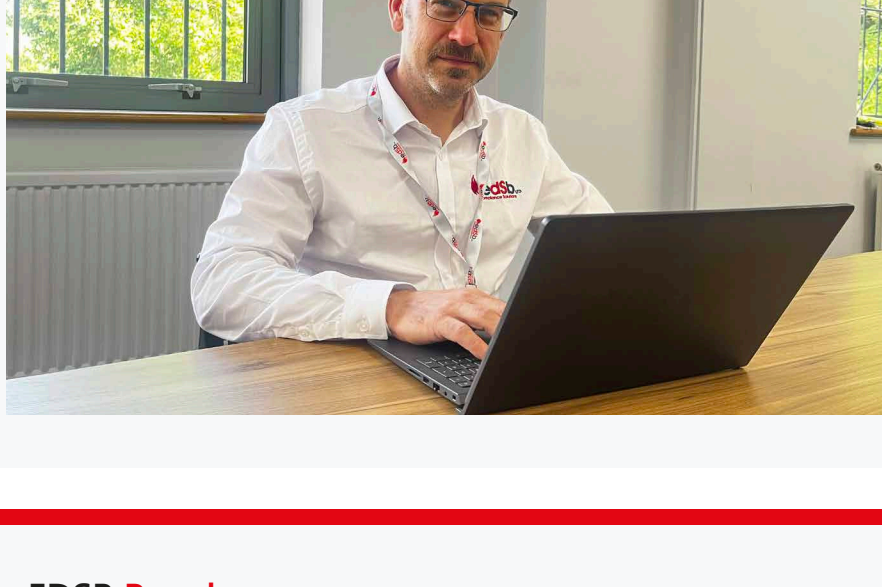
Corey Lomas (Passive Fire Engineer) taking part in the 'Wear It Pink Day'

Introducing our New SHEQ Manager - Neil Anstee

In a move that exemplifies EDSB's commitment to the highest standards of Safety, Health, Environment & Quality management (SHEQ), we proudly welcome Neil Anstee as our new SHEQ Manager. With a rich background in driving organisational excellence and a profound dedication to fostering a culture of safety and quality, Neil will be ensuring that our operations continue to adhere to our industry standards and regulations.

Neil had this to say, "I have been brought into the business to provide in-house specific Health, Safety, Environment and Quality support to the whole company, and I hope to build on the good work done by the consultants used previously. From what I have seen so far, there is already some great work going on to manage these aspects in different parts of the business, but my intention is to collate and harmonise the systems to provide improvements and consistencies, and work towards attaining ISO accreditation."

We are thrilled that you have joined our **#OneTeam**



EDSB goes Rewilding with Make It Wild

On Saturday 14th October, EDSB Compliance Solutions participated in their first 'Re-Wilding' day at Kirk Hammerton near York, in conjunction with specialists 'Make it Wild'. Over 35 people attended from EDSB, generously giving up their weekend to take part in various activities to improve wildlife habitats from making 'Bug Hotels' and mulching newly planted trees to digging 'scrapes' which are shallow ponds built to encourage birds and other wildlife into the area.

EDSB are proud to launch this new activity into the business and although everybody's hard work doesn't directly contribute towards our own Carbon Reduction strategy, we feel this type of event is a valuable contribution towards making our country a better place, re-using farmland which would not be used for any other purpose.



EDSB People

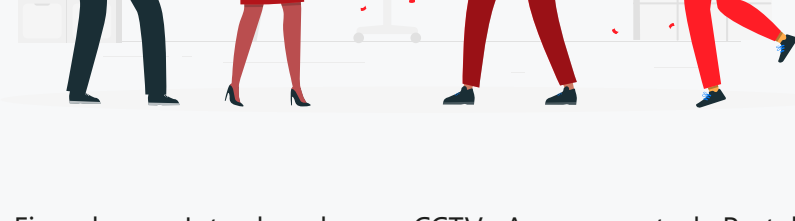
Here's the summary below of all our new starters and promotions across various teams, since the summer.

New Starters – Welcome!

Stephen Barton	Service Engineer
Ian Darby	Passive Fire Engineer
Joshua Stirik	Passive Fire Engineer
Lee Pridoux	Trainee Passive Fire Engineer
Andrew McKee	CRM
Gavin Alexander	Fire Door Joiner
Maya Tansey	Apprentice Install Engineer
Alan Newman	Service Engineer
Thomas Hall	Fire Door Joiner/Inspector
Spencer McIntyre	Service Engineer
William Cross	Service Engineer
Kyle Withers	Service Engineer

Promotions – Congratulations!

Paul Ridgley	CRM
Ben Gilmour	Installation Engineer
Leander Mossman	Head of Procurement



Current Vacancies

Service Engineers (London/South Coast)

We are looking for Service Engineers to carry out the routine maintenance of Fire alarms, Intruder alarms, CCTV, Access control, Portable Extinguishers, Disabled refuge and Call/toilet systems. Smoke vents, Dampers, Emergency Lighting, in accordance with the current Standards and Codes of Practice. We have positions across the South of England and in the Midlands.

Extinguisher Engineer (South)

We have an opportunity for a Fire Extinguisher Engineer in the South of England. The role will be responsible for installing, servicing and maintaining Fire Extinguishers across a range of clients. No experience is necessary, as full training will be provided for the successful candidate. Applications are welcomed from field based Technicians or experienced Extinguisher Technicians currently working within the Fire Protection and Service industry.

Remote Engineer Desk (RED) Engineer

We are looking to recruit a Remote Engineer Desk (RED) Engineer. The position will be based at the Leeds office within the Engineer Attendance team, working closely with the call dispatchers to filter any calls that may be assisted and fixed via support over the phone.

Water Hygiene Technician (South)

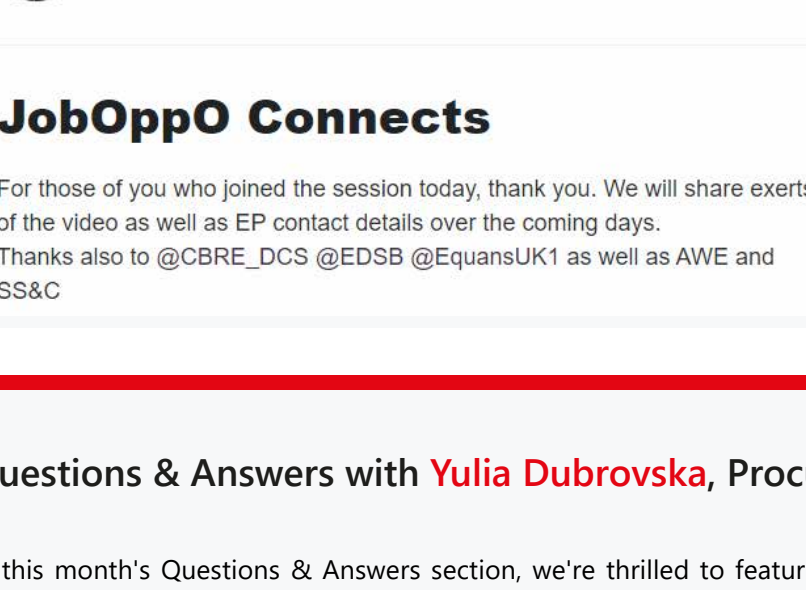
We have an opportunity for a Water Hygiene Technician to join our Passive Fire & Water Hygiene team, to work in the North of England (Sheffield & Midlands). The successful candidate will visit clients' sites and be the face of the company, seeking to enhance relationships with existing clients, and will also carry out key duties to ensure their systems are kept compliant.

If you would like any more details on the above vacancies, or would like to apply, please contact edsbcareers@edsb.co.uk

Don't forget the Recruitment Recommendation scheme – if you recommend someone to come and work at EDSB, you could earn £500 as a thank you!

HR Update - JobOppO Connects Webinar

On the 27th of September we took part in an interactive webinar with our employment partner Job Oppo, who help Armed Forces personnel leaving the Forces transition into civilian life. It was a chance for us to give Service Leavers an insight and introduction to EDSB as well as showcasing the opportunities that we have in terms of careers. We are proud to have a growing number of Service Leavers within EDSB, bringing their experience across the board.



JobOppO Connects

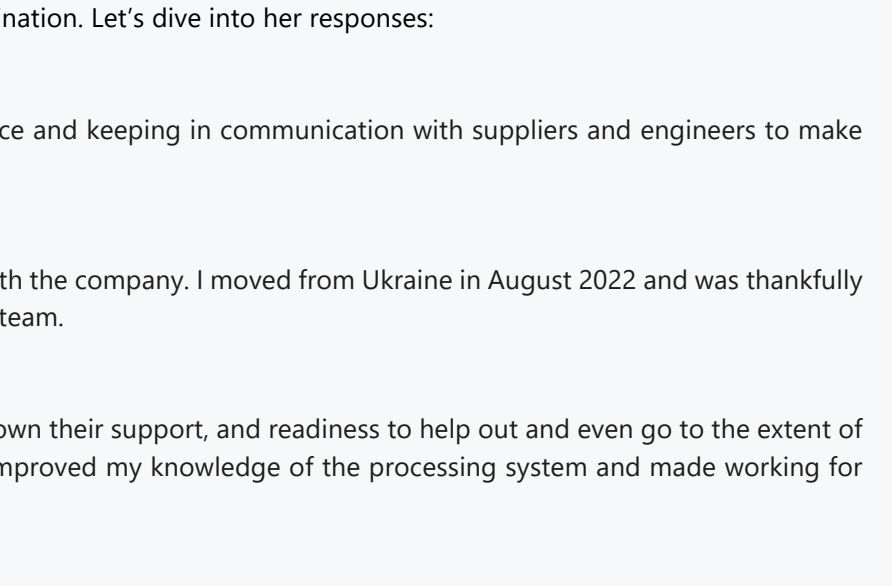
For those of you who joined the session today, thank you. We will share excerpts of the video as well as EP contact details over the coming days. Thanks also to @CBRE_DCS @EDSB @EquansUK1 as well as AWE and SS&C

EDSB Supporting Grassroots Football, Westbury Strikerz Under 16's Boys

Westbury Strikerz started in 2014 as a 5 a side under 7's team, managed and coached by husband and wife, Julian and Sarah Turnock, with their youngest son playing as the team's goalkeeper. EDSB's very own CRM, Paul Ridgley also has a son in the team, who joined in the 2016/17 season. Paul slowly started to show an interest in helping with the team unofficially. In May 2019 Paul and Curtis (Julian and Sarah's older son) completed their FIFA level 1 and joined the Westbury Strikerz coaching team.

Their focus has always been to give children of varying ability a chance to be part of a team that tries to keep football fun and inclusive. They have always hovered around the middle of the table over the years, but had success as under 11's when they won a cup.

Paul Ridgley mentions, "We are aiming for a top 3 finish this season in the hopes of being promoted, but our dream is on winning the league. We believe we have a great chance, as our squad is stronger than ever. After a good pre-season and a few new signings, we are looking very good. Hopefully, we will do it in style with our new kits supplied by EDSB."



Questions & Answers with Yulia Dubrovskaya, Procurement Manager

In this year's Questions & Answers section, we're thrilled to feature Yulia Dubrovskaya, our Procurement Manager who has been with us for one year, happy workiversary! Yulia has truly enriched our company with her great work ethic and determination. Let's dive into her responses:

What is your role at EDSB?

I am the Procurement Manager, my role includes raising and processing orders for Service and keeping in communication with suppliers and engineers to make sure they procure the correct products.

How long have you been with us?

I have been with EDSB for one year now. The 24th of October marked exactly 12 months with the company. I moved from Ukraine in August 2022 and was thankfully hired by EDSB 2 months later. I am so happy to be a part of a welcoming and supportive team.

How would you describe working at EDSB?

It has been fantastic so far! From the very beginning, I've felt that the team have really shown their support, and readiness to help out and even go to the extent of explaining every little thing, making the process as simple as possible. This has greatly improved my knowledge of the processing system and made working for EDSB an absolute delight.

What challenges do you face in your role?

Before working for EDSB, I had a background in Procurement, but I was completely new to Fire & Security. This was a personal challenge for me but I embraced it with enthusiasm to learn more about this industry. The processing system was initially difficult for me to learn but with the help from my team, I quickly got the hang of it and it became 2nd nature. English is also not my first language but I did take some lessons when I was in Ukraine and everyone has been incredibly patient with that!

Please tell us what you find rewarding in your role.

Due to my role involving a lot of problem-solving, it is quite rewarding to successfully overcome challenges like this and keep everyone happy. The feeling of inclusion and the fact that your insight really matters to the team is also very satisfying.

What do you think makes EDSB stand out from other companies?

It is not often that you walk into a company that truly treats everyone fairly and cares about your opinion as an employee. I believe that EDSB provides a great working environment and team dynamic that can sometimes be difficult to find. I appreciate everything EDSB has done for me.

Outside of EDSB, what do you like to do in your spare time?

My main hobby is dancing. I enjoy many forms of dancing, including Tango and traditional Ukrainian dancing. The photo on the right is of me performing the Tango for charity at the Kirkwood Festival in August this year. Dance and general fitness are really important to me as they relieve stress and keep my physical well-being on point. I also indulge in travelling. I love taking trips all over Europe, the UK and back home to Ukraine. Seeing new places and immersing yourself in different cultures is an amazing experience.

Thank you, Yulia, we appreciate all your hard work and commitment to EDSB. You are a part of what makes us #OneTeam!

