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Company Overview

Since 1984 Van Elle has been providing first-class ground engineering services to a wide variety of customers, helping us to become the UK's largest contractor in our industry, a position we have held since 2018.

Our range of services covers every aspect of ground engineering, taking our clients from initial investigation work, design and engineering through to completion using a diverse range of techniques and solutions to their projects.

Throughout our history we have created a strong reputation across our core services, which have been built on high-quality, technical expertise, innovation, safety and successful delivery for our customers.

From our central base in Kirkby-in-Ashfield, Nottinghamshire, we operate our dedicated and directly employed team, our purpose-built training centre, pre-cast factories and plant and transport facilities.

What we do

Our market-leading position enables us to offer genuine end-to-end solutions for our clients throughout the UK, which include:

- ground investigation
- general and specialist piling
- rail engineering services
- modular foundations
- ground improvement and stabilisation services

The Group reports through three primary segments:

- **General Piling** delivers our larger rotary bored, CFA and driven piling solutions to customers in a broad range of end markets, operating mainly on open site construction projects.
- **Specialist Piling** provides ground engineering solutions in environments with access and operational constraints which require the use of specialist piling rigs and techniques. This includes ground stabilisation techniques and an extensive on-track rail capability.
- **Ground Engineering Services** comprises our housing activities, including our piling and Smartfoot modular foundation systems as well as our geotechnical and testing services through our independent Strata Geotechnics brand.

Our Vision

Our vision is **to be the leading, most trusted provider of *total foundation solutions***

Which is delivered through three pillars:

Trusted partnerships	The best people & assets	Perfect delivery
<ul style="list-style-type: none">• Long term customer focus• End to end, integrated capabilities• Best value, innovative technical solutions• Appropriate risk profile• Collaborative approach and early involvement• Conscious of our impact on communities and the environment	<ul style="list-style-type: none">• Engaged employees• 5% trainees and apprentices• Visible leadership• Well trained, directly employed workforce• Optimised utilisation of well-maintained, extensive rig fleet• Responsive logistical support	<ul style="list-style-type: none">• Zero Harm• Right first time• On time and on budget• Always learning• Satisfied customers

Strategic Approach

The Group is focused on two primary areas of business strategy:

1. Improved business performance

- Simplified structure, improved leadership capability, office and yard co-location, employee engagement and development
- Operational performance improvement and increased asset utilisation
- Strengthened commercial approach, improved compliance and governance
- Overhead and cost efficiencies and debt reduction

2. Sustainable growth in target markets

- Raised brand profile and strategic customer partnerships
- Risk aware, early involvement, improved bidding capability
- Focused on our differentiated offering (see below)
- Selective capital investment and/or bolt-on acquisitions to strengthen full-service offering

The Group targets three core UK market sectors to which it offers a full range of integrated ground engineering services. From initial ground investigation through to a full range of specialist and general piling, foundation and ground improvement techniques; we deploy an unrivalled range of rigs and expertise across the country.

- **Residential**; private and social housebuilders and larger residential developers
 - Expand Smartfoot offering nationwide and into public sector construction
 - Secure framework partner status with top 10 housebuilders
 - Complementary ground improvement capabilities
- **Infrastructure**; rail, highways, energy & utilities, flooding & coastal
 - Achieve a market leading role in Network Rail's CP6 and future electrification programmes
 - Niche international rail opportunities
 - Material but sustainable revenues on HS2
 - Strategic role in Highways England's Smart Motorways Alliance and repeat customers in RIS2
 - Key customer partnerships in flooding and energy sectors
- **Regional Construction**; public and private construction programmes and regional developments
 - Regional partnerships and repeat business with preferred customers
 - Targeting growth in sheds and logistics sector
 - Strengthen regional presence in south east

Customer Service

Our customer base reflects of the breadth of services we offer across our core sectors; typically delivering more than 1000 projects a year.

As a specialist subcontractor, our customers are typically tier one contractors, developers and housebuilders. We are also experienced operating as a Principal Contractor and in the rail sector, we hold a PC licence.

We aim to provide customers with a differentiated and highly professional service:

- We provide an integrated capability from early ground investigation through to specialist and largest types of foundation engineering
- We own the UK's largest and best invested rig fleet covering over 20 forms of geotechnical, ground improvement and piling techniques (circa £50m over the last six years)
- We deploy a directly employed workforce of more than 400 highly trained operatives
- We are constantly innovating and invest approximately 10% of our expenditure into the development of new techniques and applications
- We are experts in rail foundation engineering

- We are one of the UK market leaders in the deployment of modular foundation systems into the UK residential market

Stakeholders

The Group is conscious of its responsibilities to maintain a sustainable, ethical and caring approach to business.

We strive to embed this in our business culture and we regularly check on our progress through audit, management review and engagement surveys.

We identify our key stakeholders as follows:

- Employees; ensuring we attract, develop and retain our employees through fair remuneration and incentivisation, engagement and communication programmes, career development and training opportunities. We maintain a rolling target of 5% of our workforce as apprentices and trainees
- Customers; supporting our customers with early solutions, collaborating and responding to their needs, seeking to deliver right first time every time and acting on feedback to ensure we continuously improve
- Shareholders; transparent reporting of progress, proactive investor relations and an open and accessible management team across both retail and institutional shareholders
- The communities and environment in which we operate; we are committed to reducing our carbon footprint; we are respectful of the impact of our operations on our neighbours and undertake a range of community and charitable projects in our home location of Kirkby-in-Ashfield

Financial Objectives

The Group has set the following medium-term financial targets:

Growth	5-10% pa
Operating profit margin	7-8%
Leverage	Less than 1.5x
Return on capital employed	15-20%

Our Values

Our values are simple and clear. They reflect our commitment to operate as a straightforward, trusted partner that is easy to work with:

Safety	Integrity	Teamwork	Excellence
Always put health and safety first	No blame; be open, honest and straightforward; delivering on our promises	A 'can-do' approach, working together to exceed customer expectations	Keen to impress our customers, always do a great job and learn from our mistakes