
The Joseph Gallagher Group
SPECIALIST CIVIL ENGINEERING CONTRACTORS

OUR Life CULTURE



A DECADE OF BEHAVIOURAL EXCELLENCE

Living Incident Free Every Day (LIFE)
at Joseph Gallagher Group



What is LIFE?

Living
Incident
Free
Everyday

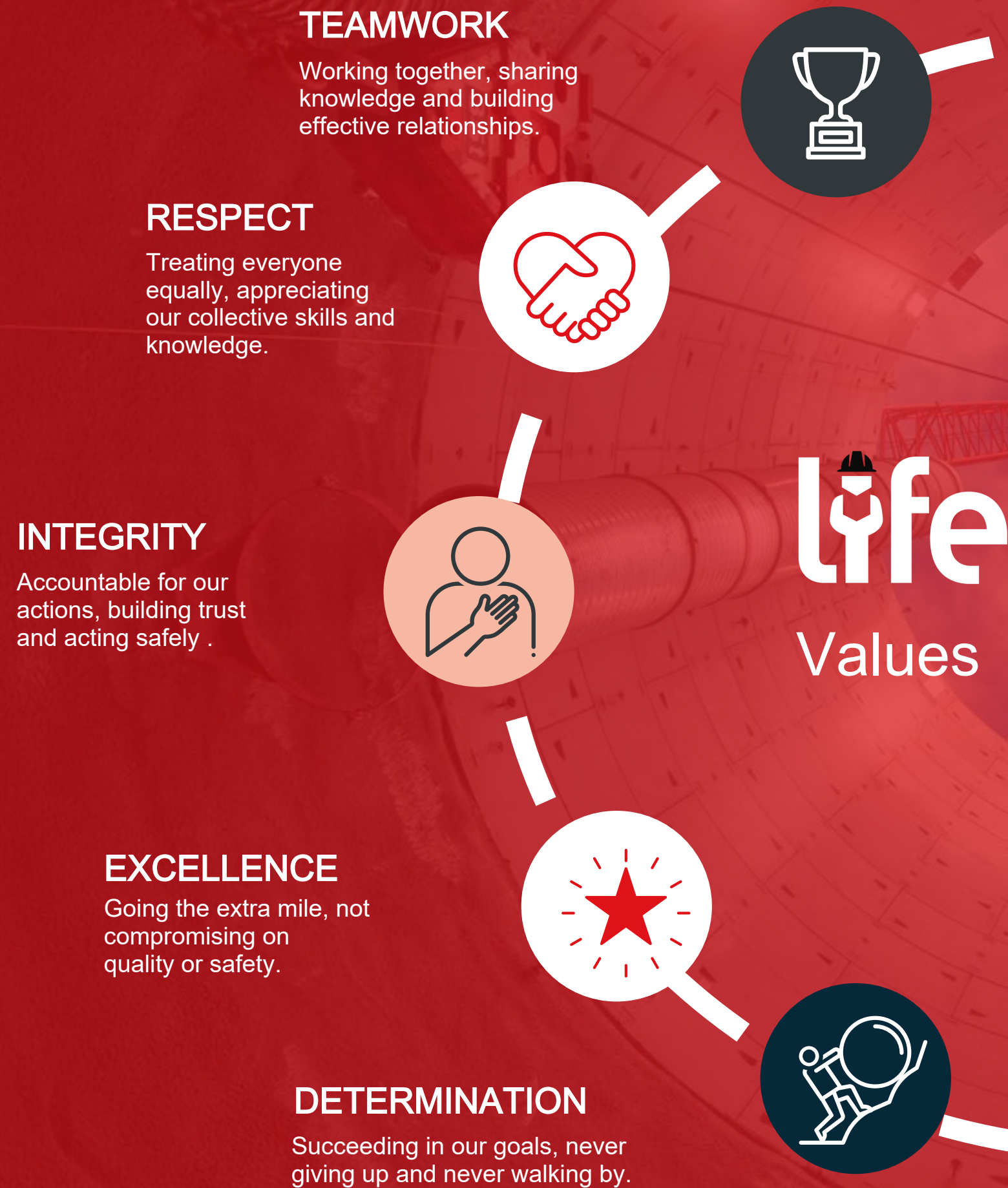
LIFE is our industry -leading **behavioural culture** , developed over the past 10 years, with the goal that “everyone goes home incident -free every day.”

A philosophy where **everyone is responsible for living incident free everyday** —from stopping unsafe work to treating everyone equally .

The **LIFE programme** is led by our Chairman and Managing Director of the business and supported by the Life Leadership Team (LLT) and LIFE Champions across all sites .

We firmly believe that, and are committed to ensuring that our LIFE culture will eliminate all incidents.





Our Commitment: Building Trust and Empowerment

LIFE is Everyone's Responsibility

At the core of our **LIFE culture** is the commitment to support and empower our employees to **live by our values**. The LIFE Commitment Card represents our promise to every individual across our business:

- **No Blame Culture** : We will not blame people who make honest mistakes while trying to do the right thing.
- **Encouragement to Act** : You will not be criticised for stopping work in support of LIFE.
- **Acknowledging Courage** : We will thank those who challenge the things that don't meet with our LIFE commitment.
- **Safe to Speak Up** : Nobody will lose their job for speaking up.



MY INDIVIDUAL LIFE COMMITMENT

Name: _____

Date: _____



The Joseph Gallagher Group
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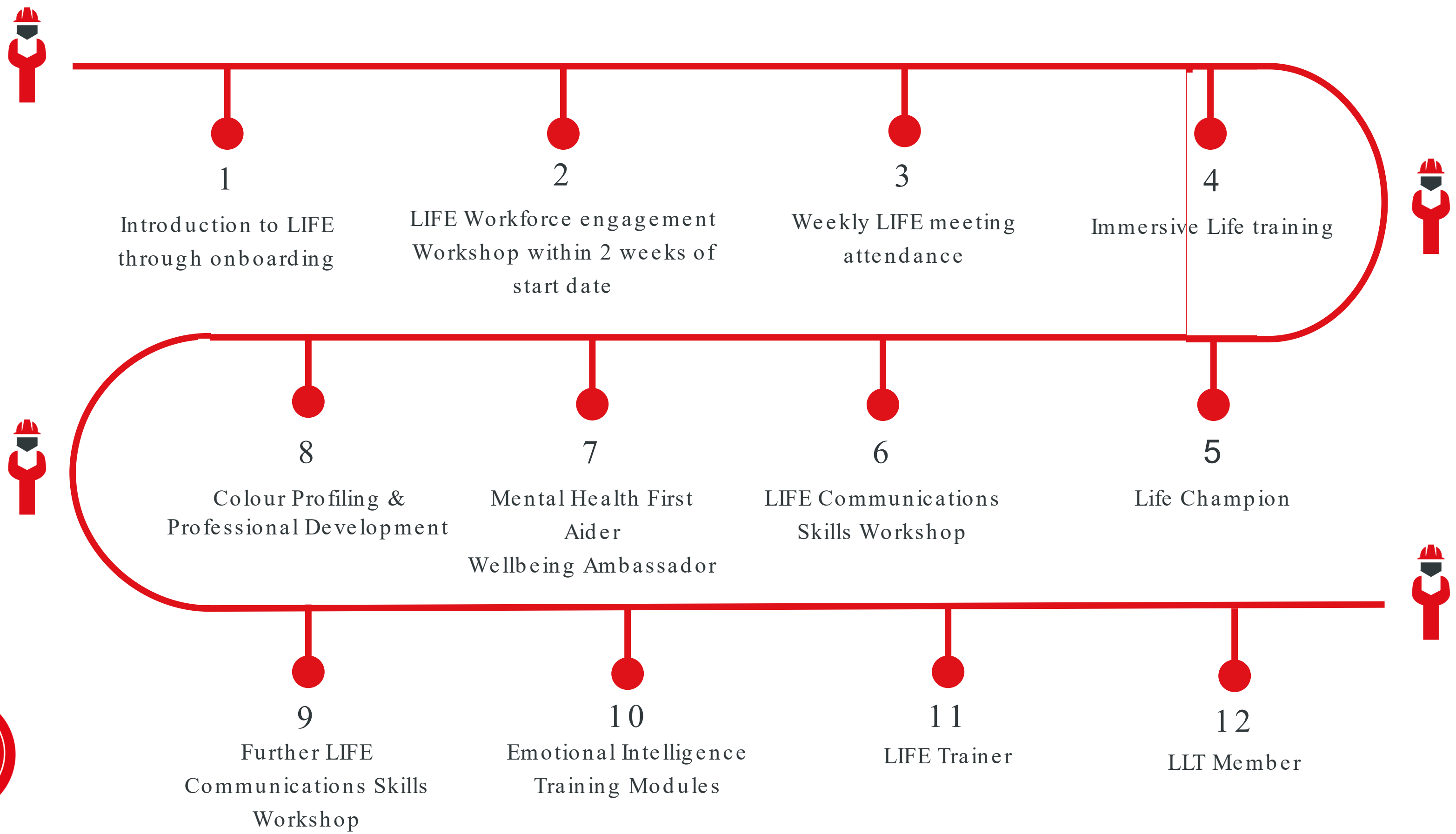
OUR COMMITMENT TO YOU:

- 1 We will not blame people who make honest mistakes whilst trying to do the right thing.
- 2 You will not be criticised for stopping work in support of LIFE.
- 3 We will thank those who challenge the things that don't meet with our LIFE commitment.
- 4 Nobody will lose their job for speaking up.

The LIFE logo is a red circle containing a white spiral design. The word "life" is written in white lowercase letters across the bottom of the circle.

TEAMWORK | RESPECT | INTEGRITY | EXCELLENCE | DETERMINATION

The LIFE Journey



MEET THE

life LEADERSHIP TEAM

The **LIFE Leadership Team** plays a vital role in shaping the strategic direction of the LIFE Culture. Key points include:

- **Diverse Expertise:** Comprised of members from various disciplines across the business, bringing a broad range of perspectives.
- **Purpose and Direction:** Setting clear objectives to uphold exceptional standards across the business.
- **Driving Improvement:** Leading continuous progress in the safety culture throughout the organisation.
- **Role Models:** Demonstrating the LIFE Values, Commitments, and Behaviours to inspire others.
- **Flexibility:** Adapting to the changing needs of the LIFE culture and the business.
- **Support:** Fully supported by all members of the organisation.



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Managing Director
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Alex Zdrakov
Tunnel Manager
07876 221617



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Operations Manager
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Khy Dennett
Operations Manager
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NRC Operations Manager
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Operations Manager
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Mathew Beechey
Group SHEQT Manager
07812 759217



Ian Matthews
SPA Director
07771 810456

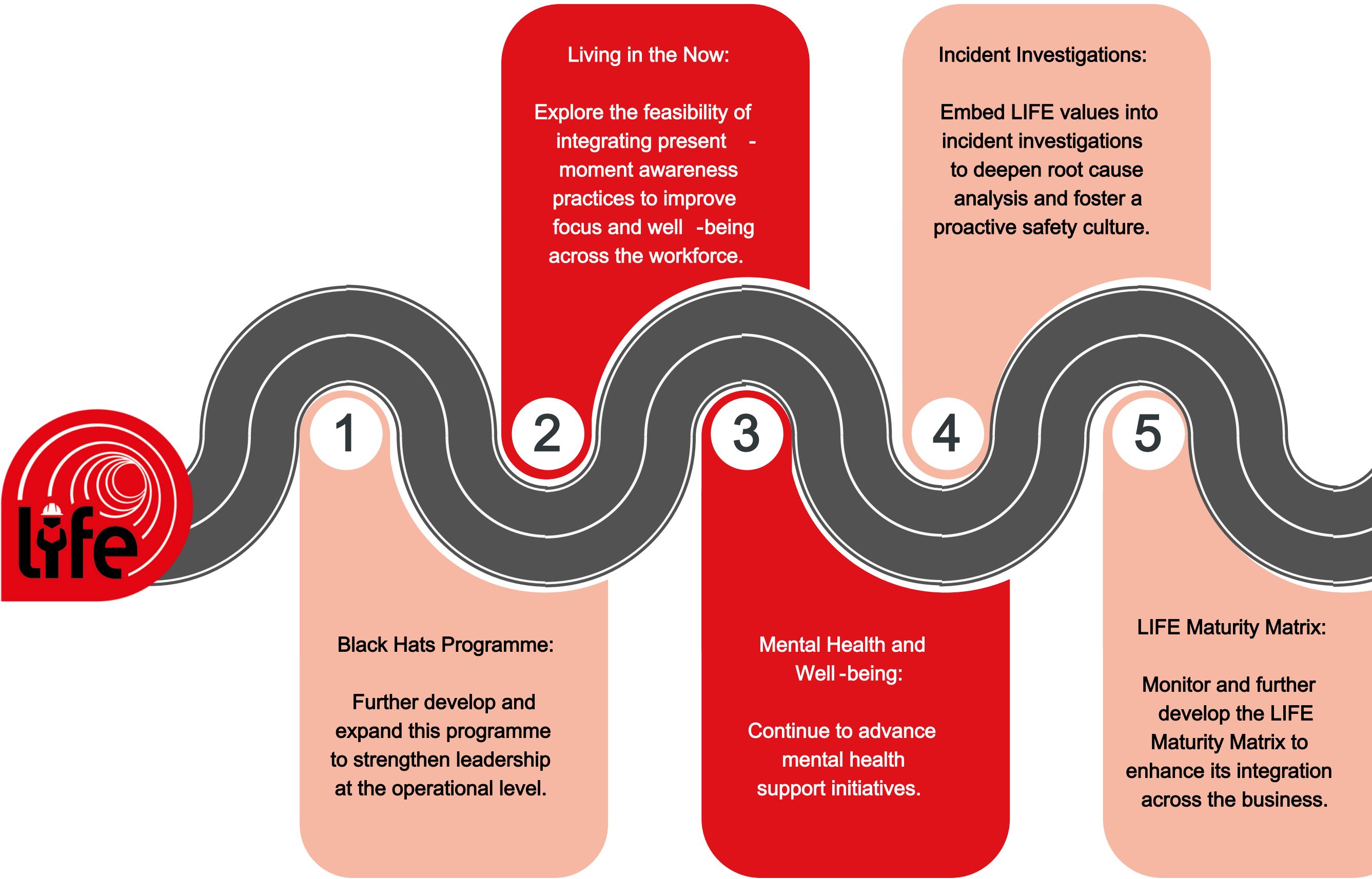


Shane Gallagher
Operations Manager
07989 690549

Dave Sweeney - Tunnel Manager - 07920 093048

LLT 2025 Roadmap

The **annual culture survey** is key to shaping the LIFE Leadership Team's yearly **roadmap**. By gathering feedback from employees, it highlights strengths, challenges, and areas for improvement. This insight helps the LLT prioritise initiatives, develop targeted programmes, and adapt strategies to meet the businesses evolving needs, ensuring meaningful change and continuous improvement.



LIFE Champions , present on every project and site, are pivotal to the Joseph Gallagher Group. They promote the core principle of Living Incident Free Everyday while embodying our values: Teamwork, Respect, Integrity, Excellence, and Determination. Reporting to the LIFE Leadership Team and Project Managers, they act as **proactive ambassadors** for the LIFE culture by promoting SHEQ compliance, leading weekly LIFE meetings, addressing observations, sharing best practices, and driving culture change across projects.

RESPONSIBILITIES OF A LIFE CHAMPION

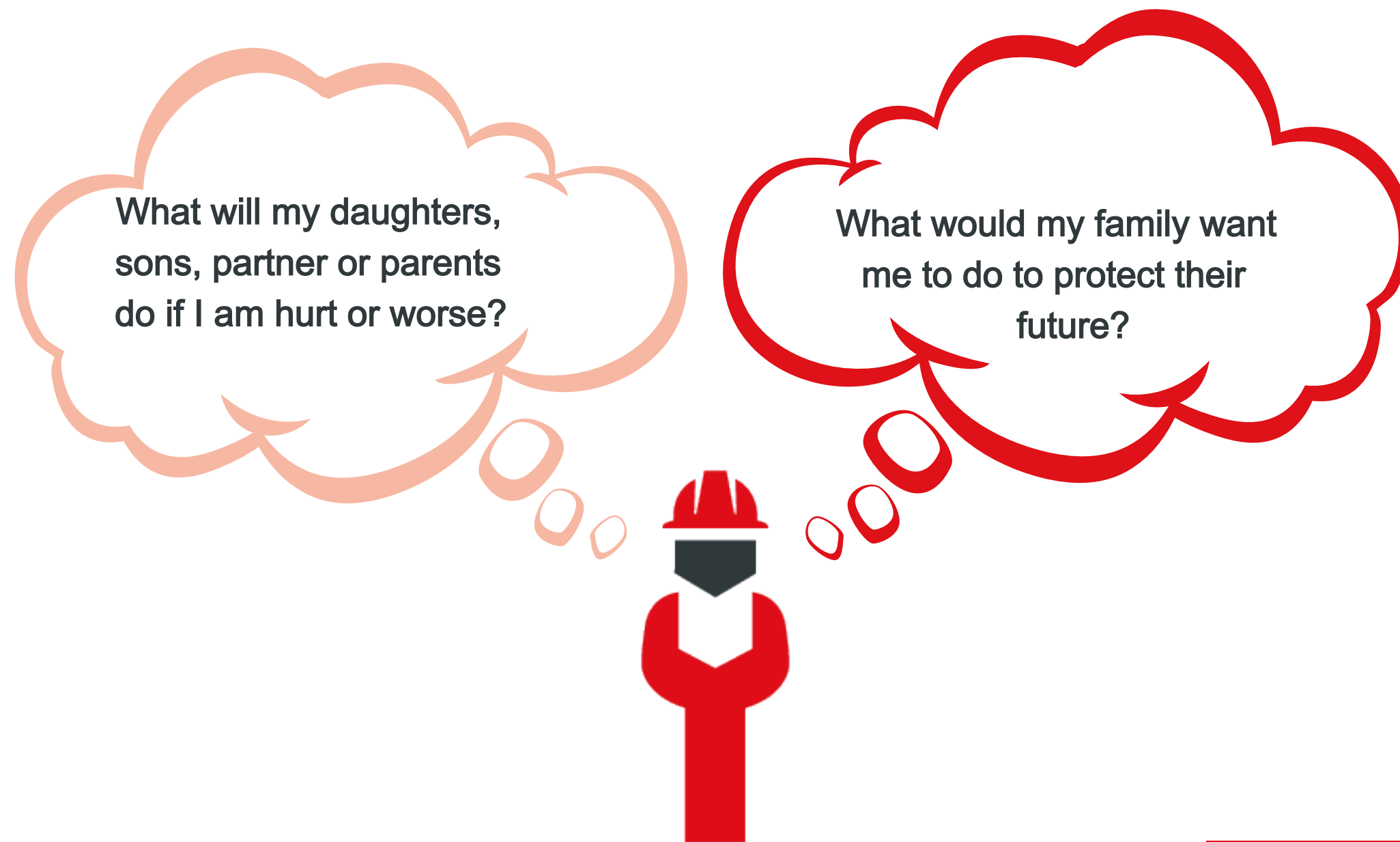
- Actively participate in the LIFE weekly meetings held on the Project.
- Provide support and guidance to colleagues on the raising of onsite observations and working with the Project Management/Supervision to reach successful close-out.
- Sharing of best practice activities on the Project with LLT.
- On-site Champion / Ambassador of the LIFE culture on behalf of the Joseph Gallagher Group.
- Attend and actively participate in the twice-yearly LIFE Champion Workshops.
- Carryout duties on-site as designated Mental Health First Aider.
- Be identifiable on-site and take pride in the wearing the LIFE Champion PPE.



LIFE PROGRAMME

Pause for Your Purpose - P4P

We work to provide for our families, and staying incident-free is essential to continuing that. At the start of each daily briefing, our teams take a Pause for Purpose—a moment to reflect on how today's choices can safeguard the well-being of our loved ones and remind us of our shared purpose.



REQUIREMENTS

An extraordinary culture requires:



Individual Responsibility:
taking care of ourselves

Mutual Responsibility:
taking care of each other

Commitments for a different future:
all committed to everyone going home incident free every day

Intolerance:
even the smallest injury is unacceptable

Total ownership:
nobody walks by

Choosing the right thing:
we choose to follow the rules because we believe it's the right thing to do.

Honesty & Openness:
nobody is afraid to speak up about things that concern them

Constant Vigilance:
knowing risks are always present, being aware of them, ask how do we stay safe

Humility:
not being complacent when there is success-remaining open to new lessons

life IN COLOUR

What is Colour Profiling?

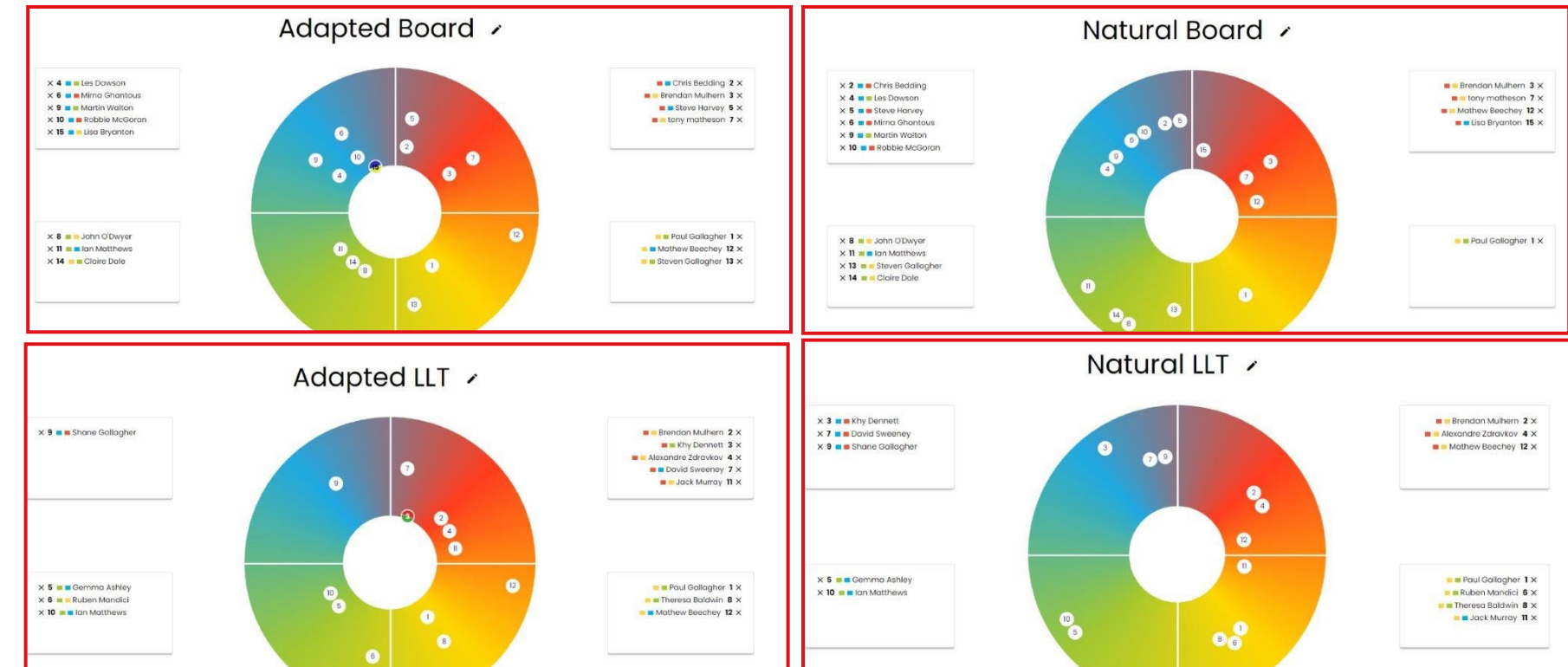
A tool integrated into our LIFE culture to understand individual communication styles and team dynamics. Identifies strengths, challenges, and preferences for working together effectively.

Benefits:

- Builds stronger connections and trust within teams.
- Enhances communication across different roles and personalities.
- Resolves conflicts and promotes collaboration.

Real-World Impact:

- Improved project outcomes due to better understanding of team dynamics.
- Greater cohesion and clarity in decision-making processes.

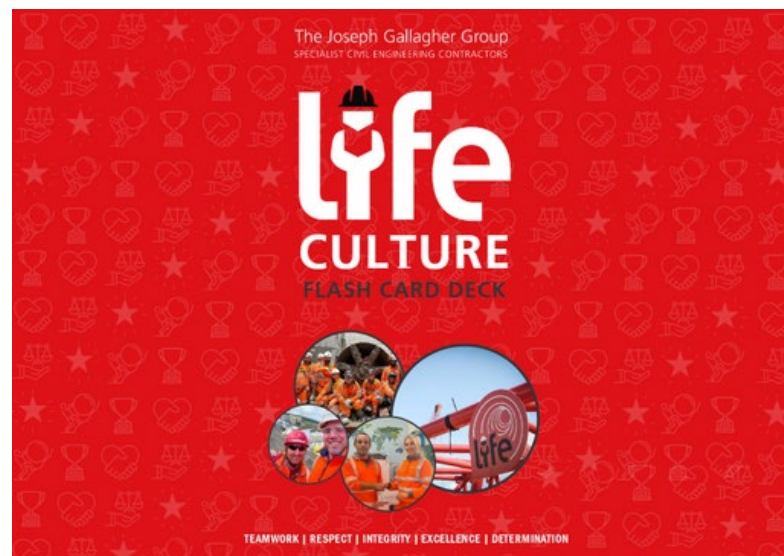


life IN ACTION

LIFE Workforce Engagements Workshops - Regular training for all employees, cultivating a culture that lives by our values and strives for excellence.



LIFE Moments - Thought -provoking questions about our values, colour and well -being are used at the start of every meeting for daily briefings to board meetings.



life IN ACTION

LLT and Champion Requirements



LIFE Leadership Team (LLT) Pledge of Commitment

Role

The following outlines the list of Commitments all LLT Members must promote to throughout the duration on the LLT steering group.

Responsibilities

1. My name is
2. I am a member of the Joseph Gallagher Group LIFE Leadership Team (LLT).
3. As a member of the LIFE Leadership Team, I am a leader of LIFE.
4. Joseph Gallagher Group is defined by its LIFE Culture and by living our LIFE Culture we set ourselves apart from the norm.
5. I commit to lead and live by our values
 - a. Teamwork
 - b. Respect
 - c. Integrity
 - d. Excellence
 - e. Determination
6. My responsibilities as a leader of LIFE and a member of our LLT are my priority and I have the full support of the Business Leadership in prioritising my role as a Leader of LIFE.
7. I will always put my responsibilities as a member of our LLT ahead of my other responsibilities and where possible organise my other workload around my LLT role. Where conflict exists, LIFE comes first.
8. I will be proud to explain to Clients where my priorities lie, and why, where I have to disappoint them due to my LIFE responsibilities.
9. I will encourage and recognise all those working for me to live by our LIFE culture and values.
10. Where I have concerns around an individual's engagement or commitment I will address these.
11. LIFE comes FIRST

LIFE Begins with Me

LLT Members Name		Signed LLT Member	
Position		Date	



LLT LIFE Engagement Form

Site Location:		Contract Director:		Traffic Light Key		
Contract No.:		Project Manager:		Green >80%	Amber >65% <80%	Red <65%
Date:		Senior Supervisor:		#DIV/0!		
LLT Member(s):						
Behaviour Observation Checklist:						
Area of Behaviour		T	M	T	M	Comments
Standards	Set Up	Partners displays/Board filled.		Observation station/App		
	Deliver Excellence	Regular meeting		You Said We Did		
	Set High Standard	Weekly Best Practice Award winner linked to a value and good description of the reason.		Dashboard/Friday Pack submitted above 90% score week are awarded		
Communication	Speak Up	Regular TBT's/Bulletins		LIFE discussed in DABS		
	Encourage Others	LLT member known and involved. (Displayed on LIFE)		Champion and Trainers known and visible by the PM and workforce		
	Be Open	Near mirror reported by card or by Deltak App		Meeting minutes of both site and LLT discussed and displayed		
Compliance	Be Aware	Over 90% of site have attended a WEEW		LLT Tours carried out on site every month if not on to be encouraged by the site		
	Promote Awareness	Encourage compliance with the standards for LIFE		Above expectations		
	Weekly Meeting	Planning meeting regular and well attended		Meeting to have clear history with actions raised and closed.		
Involvement	Get Involved	All levels feel engaged about LIFE		Positive attitude about LIFE from site management team		
	Involve Your Team	Team spirit evident and LIFE at the front of all that is done.		Participation in meeting/discussion evident and encouraged		
	Be Proactive	Engagement from all levels of the site and from the nearest port and on site		Interaction in Social events. Encouraged by site management		
Values	Most evident	What value is most evident during the tour? Make a note in the comments		How was this achieved? Make a note in the comments		
	Least evident	What value is least evident during the tour?		What can be done to reinforce this (adding value)? Make a note in the comments		

Roles & Responsibilities - LIFE Champion

Job Title:	LIFE Champion							
Department:	Projects							
Reports to:	LIFE Leadership Team Members and Project Manager(s)							
Deputies for:	N/A							
Role Objectives								
Supporting colleagues in identifying, correcting, and maintaining SHEQ compliance throughout the Project. By effective communication, awareness LIFE training, consultation with Project Management, attending when requested, to the management weekly inspections, and helping to implement LIFE culture change where able.								
Chairing/attending weekly LIFE meetings, discussing, and assisting on observations raised and satisfactory close-outs. Identifying and sharing through engagement and proactive communication and establishing best practice on the project.								
Authorities								
Spokesperson for LIFE culture on the project.								
Responsibilities	Procedure No:	Daily	Weekly	Monthly	Bi-Monthly	6 Monthly	Yearly	As required
Active participant in the LIFE weekly meetings held on the Project.			X					
Provide support and guidance to colleagues on the raising of onsite observations and working with the Project Management/Supervision to reach successful close-out.		X	X	X				X
Sharing of best practice activities on the Project with LLT.				X				X
On-site Champion / Ambassador of the LIFE culture on behalf of the Joseph Gallagher Group.		X						X
Attend and actively participate in the twice-yearly LIFE Champion Workshops						X		
Carryout duties on-site as designated Mental Health First Aider		X						X
Be identifiable on-site and take pride in the wearing the LIFE Champion PPE		X						X



life

IN ACTION

LIFE Site Standards

Joseph Gallagher
SPECIALIST CIVIL ENGINEERING CONTRACTORS



LIFE Site Standards						
	0-4 weeks	1-3 months	3-6 months	6-12months	12months+	Site Standard
JGL Induction - Management - Workforce - Office	All Staff	All Staff	All Staff	All Staff	All Staff	Bronze
Workforce Engagement Workshop	Workshop Booked	All Employees Undertaken Workshop	All Employees Undertaken Workshop	All Employees Undertaken Workshop	All Employees Undertaken Workshop	Silver
Weekly Life Workshops		Undertaken Weekly	Undertaken Weekly	Undertaken Weekly	Undertaken Weekly	
Best Practice Awards	BPA issued weekly	BPA issued weekly	BPA issued weekly	BPA issued weekly Winner of Montly Award	BPA issued weekly Winner of Montly Award	Gold
Life Champion Appointed		Designated Site Life Champion Appointed	Designated Site Life Champion Appointed	Designated Site Life Champion Appointed	Designated Site Life Champion Appointed	
Competency Assessments	Assessments Booked	Assessments Completed Every 4 Months	Assessments Completed Every 4 Months	Assessments Completed Every 4 Months	Assessments Completed Every 4 Months	
Supervisor Inspections	Weekly	Weekly	Twice Weekly	Twice Weekly	Twice Weekly	
Directors Tours		Minimum 1 Per Month	Minimum 1 Per Month	Minimum 1 Per Month	Minimum 1 Per Month	
LLT Tours		Minimum 1 Per Month	Minimum 1 Per Month	Minimum 1 Per Month	Minimum 1 Per Month	
LIFE EPIC WORKSHOP		All opertives complete course in first month	All opertives complete course in first month	All opertives complete course in first month	All opertives complete course in first month	
Workforce Socail Event				Must be completed within first 12months	Must be completed within first 12months	
Family Open Day				Must be completed within first 12months	Must be completed within first 12months	
Site Standard	Bronze	Silver		Gold		

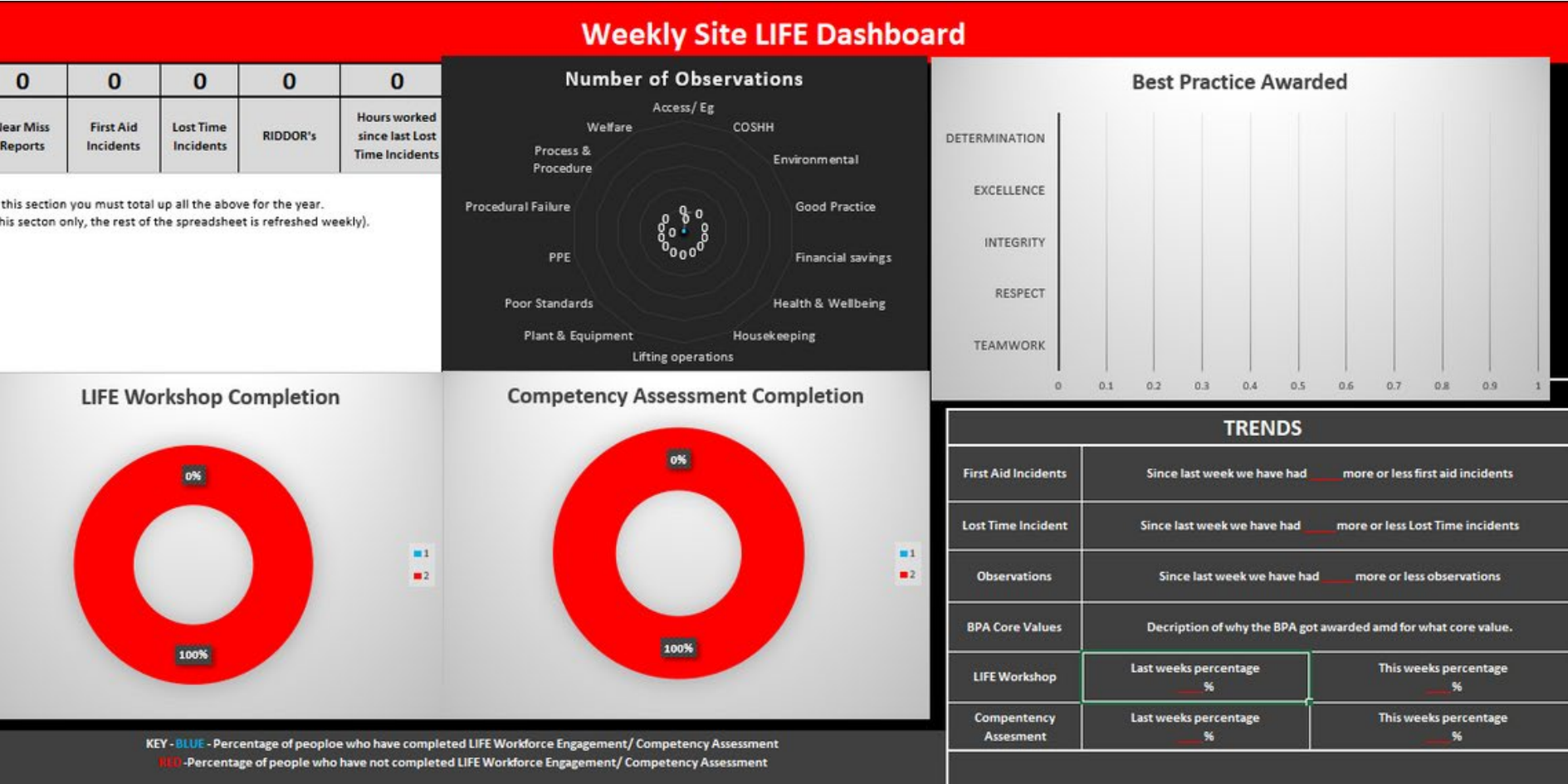
Notes

1. All Sites Are Expected To Comply with the Above Guidance Standards

2. All Sites will be inspected monthly by the LLT

3. The Designated LLT member will award the site on achieving each standard - Bronze, Silver, Gold

4. Please contact the LLT for any guidance required



life IN ACTION

You said, we did

SITE

OBSERVATIONS

GO

DIGITAL

DON'T JUST THINK IT

ACT ON IT

SCAN

ME

£1 WILL BE DONATED TO CHARITY FOR EVERY OBSERVATION SUBMITTED

The Joseph Gallagher Group

Specialist Civil Engineering Contractors

Living Accident Free Everyday

The Joseph Gallagher Group

SPECIALIST CIVIL ENGINEERING CONTRACTORS

SITE OBSERVATION CARD

DON'T JUST THINK IT

ACT ON IT

HELP US CREATE A SAFER WORKING ENVIRONMENT

For every valid observation card we receive, we make a £1 donation to the Joseph Gallagher Group chosen charity.

Thank you for your support.

STEP 1- What kind of observation did you see?

☐ SAFE
 ☐ UNSAFE
 ☐ RECOMMENDATION
 ☐ OTHER

STEP 2- What type of observation was this?

☐ ACCESS/EGRESS
 ☐ COSHH
 ☐ PLANT & EQUIPMENT
 ☐ LIFTING OPERATIONS
 ☐ PROCESS/PROCEDURE
 ☐ PPE
 ☐ HEALTH & WELLBEING
 ☐ ENVIRONMENT
 ☐ HOUSEKEEPING
 ☐ WELFARE
 ☐ FINANCIAL SAVING
 ☐ POOR STANDARD
 ☐ GOOD PRACTICE
 ☐ QUALITY
 ☐ OTHER

STEP 3

Name:

I observed:

What action did/would you take?

Location:

Date:

TEAMWORK | RESPECT | INTEGRITY | EXCELLENCE | DETERMINATION

THANK YOU FOR YOUR OBSERVATION AND SUPPORT

TEAMWORK | RESPECT | INTEGRITY | EXCELLENCE | DETERMINATION

Un-Safe	Health & Wellbeing	Can we make the tea room a nut free zone, due to two members of staff having a nut allergy.	Discussed in LIFE meeting - Poster has been added to the notice board in tea room. MB & LB to look into this further.	Open
Recommendation	Financial Saving	As there are many more of us at head office now using cars to get here, I wondered if we'd be able to negotiate a discount for JGG workers at 'The Red Lion Garage'. Very handy for leaving your car there while at work and I've been using them for a while. They're good, and I think several other people have as well.	Discussed in LIFE Meeting - MB to speak to NF	Open
Safe	Health & Wellbeing	Colleague had a medical issue. Phoned around for assistance. Can we have a medical hot line / extension that connects to someone? Other than seeing who is around to help.	Discussed at weekly LIFE Meeting - David Atkinson to set up central hot line with all First Aiders extns. Donna received BPA for observation.	Closed
Un-Safe	Access/Egress	Pot holes as drive in to car park worried for tyres. Bit of resurface in those areas	Discussed in weekly LIFE meeting - 1 weeks time the potholes will be filled and also outside Teds workshop and some areas in the yard.	Open

BEST PRACTICE RECOGNITION SCHEME



**627 AWARDS GIVEN IN 2024
TOTTALLING £34,150**

The Best Practice Awards recognise and motivate positive behaviours that align with company values and strengthening relationships for a high-performing culture. Awards are given for exceptional performance and excellence in core values, based on objective evidence from Observation Cards or LIFE Meetings.

Weekly winners receive a £50 voucher. All monthly winners are reviewed by the LIFE Leadership Team (LLT), which selects an overall monthly winner to receive a £250 voucher. At the end of the year, the 12 monthly winners are entered into a vote to determine the annual winner, who also receives a £250 voucher.



Raised for
Charity
£13,477.58

627 =
£34,150
BPA's Awarded

£3,322
Raised via
Observation Cards

277 Colleagues
LIFE trained

226 LLT LIFE
Tours

208
Hours spent in
the community

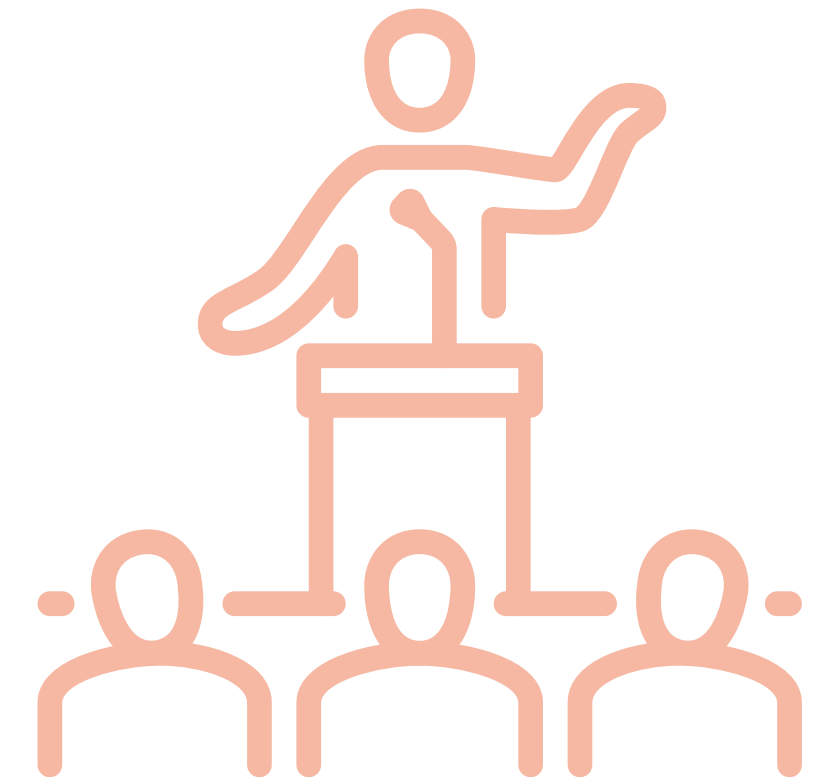


Celebrating 2024 LIFE in Numbers



EFFECTIVE COMMUNICATION AND INTERPERSONAL SKILLS

To align our educational offerings with the principles of LIFE and the Joseph Gallagher Group's unique culture, we have collaborated with City University of London to adapt the **"Effective Communication and Interpersonal Skills"** course. This partnership ensures the course imparts universal communication skills while reflecting our organisational values. By tailoring the curriculum to our culture, we deliver a learning experience that is both relevant and transformative. Additionally, we offer **conflict resolution courses, tools, and workshops** that **promote effective communication across teams and enhance workplace dynamics**.



The enhanced course addresses the specific needs of our community, fostering growth, understanding, and excellence. It underscores our commitment to empowering individuals with the skills to excel —whether navigating workplace dynamics, strengthening relationships, or leading with confidence —while embodying the values of the Joseph Gallagher Group.

The Impact of LIFE

“LIFE is more than just a programme —it’s part of who we are. It’s about looking out for each other, staying safe, and working together to achieve great things.”

“LIFE—Live Incident -Free Every day —is more than just a slogan; it’s a commitment we make to each other every day.”

“LIFE isn’t just about safety —it’s about the way we support each other and aim for the best every day.”



LIFE for our Clients

Transforming Cultures Together

By partnering with Joseph Gallagher Group, you gain access to a safety culture model that is more than just a system—it's a philosophy. LIFE is the golden thread that weaves through everything we do, and we are passionate about helping our clients experience the same transformative results.

We support our clients by helping them to develop their own culture, tailoring the LIFE model to their unique needs and embedding core values into daily operations. Through industry -leading training, such as FIT for LIFE and Love for Life workshops, we empower employees and leaders to drive cultural change to Live Incident free everyday. Tools like LIFE Moment Cards and colour profiling enhance team dynamics and communication, while recognition programmes, such as Best Practice Awards, motivate positive behaviours. Partnering with LIFE delivers enhanced performance, sustainable value, and industry -leading safety standards, transforming your organisation into an incident free workplace.



Participants at Active Training Team's EPIC | © Active Training Team



MY COMMITMENT

“ At the heart of the LIFE culture is a simple, unwavering commitment: everyone goes home safe to their loved ones every day. Over the past decade, LIFE has evolved from a cultural programme into a way of life —one that prioritises our values, commitments, and the well-being of every individual. As your CEO, I am personally committed to ensuring that every member of our team has the support, tools, and environment needed to uphold this promise. Together, we will adapt, innovate, and continue to build a culture where wellness is not just a goal but a cornerstone of our values, guiding everything we do. Every decision we make reflects our dedication to one another and to the families waiting for us at home.

Steve Harvey, Chief Executive Officer

