



STAFF NEWSLETTER

KEEPING YOU IN THE LOOP
DECEMBER 2022

BUSINESS UPDATE

Hello All,

As the year draws to an end and we all look forward to a well-deserved break with our friends and family over the festive season, I just wanted to thank you all for your efforts over the last 12 months.



In 2023, we look to a new era in JP Corry with acquisition by The STARK Group. The sale is expected to be completed in quarter 1 of 2023. The STARK Group is among Europe's fastest-growing retailers and distributors and is completely focussed on building materials distribution for the professional builder/tradesperson. They are headquartered in Denmark, with operations in 6 countries in Northern Europe. The STARK Group has a complete focus on building distribution, values that are similar to ours, and like JP Corry, a strong focus on giving customers a great experience and being a responsible sustainable business.

The STARK Group is investing in JP Corry to support our plans for growth which are centred around providing a great experience and continuing to evolve our services with our customers' current and future needs in mind. The planning for this transition is underway and our aim is to make sure that the transition is seamless and smooth for our customers.

In the new year we will start our feedback sessions on the employee survey ME@SaintGobain and I want to thank you for continuing to engage with us to help make our business a better place to work. This year was our highest year ever of engagement and participation with many positive things to let you know about.

Last but not least, thank you for being safe! Safe in our roles day to day and safe during the challenges we had this year. 2023 will have its own challenges, with labour shortages and fluctuating product costs so we must continue to work well together as teams to achieve year-end goals and remain focused on our culture.

Finally, may I wish you and all your family and friends a very Merry Christmas and a Happy New Year!

Ciaran McConnell

JP Corry 🤝 World Cup

This year saw the FIFA World Cup take place in an unusual winter spectrum... and what better way to celebrate with our very own Competition!

Our customers throughout our 17 branches won some great prizes from footballs to a £100 Sports Direct Voucher!

Nothing beats a competition. 🙌🙌



Gold Level Survey

JP Corry retained Gold Level in the survey, demonstrating our commitment to being environmentally responsible and transparent

The survey is used as an important comparison tool and a helpful way for organisations to identify areas where they can improve their environmental impacts, as well as be recognised for their efforts to become more sustainable.

release the results of the 2022 Northern Ireland Environmental Benchmarking Survey, organised by Business in the Community Northern Ireland.

More donations!

Great work from our Castlereagh branch who kindly donated resources to Kings Road Nursery School for their outdoor area!

Here we see Principal Ms McQuillan with the children and Castlereagh delivery driver Liam.

Kids at Bunscoil Phobal Feirste Primary School received a construction pack full of high viz jackets and hard hats along with books and construction themed toys from our Springfield Road branch to encourage STEM learning.

Our Coleraine branch recently helped CAN Can a charity based in Ballymoney that supports adults and children with learning disabilities, autism and mental health issues. The branch kindly donated products and were able to build safe wheelchair accessible ramps and a decking around the farm.



Always a pleasure to help our local communities!



Back at the Octabuilds

3 years later and the Octabuild Builders Merchants Excellence Awards were back!

Great to have five nominations

A great night celebrating the builders industry

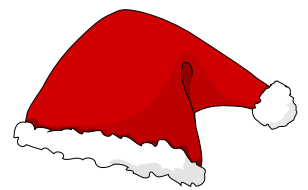
Well done to our very own Maggie Dillon & Simon Cummings on receiving well deserved recognition for their rising star nominations. We're in good hands with this pair for the future



NEW WEBSITE NOW LIVE

JPCORRYSOLUTIONS.COM

Season of Giving



We started December with 'Sweaters for Simon' - an invite to all staff to wear their favourite Christmas jumper to work and to also donate some funds to help raise some much needed funds for the Simon Community.

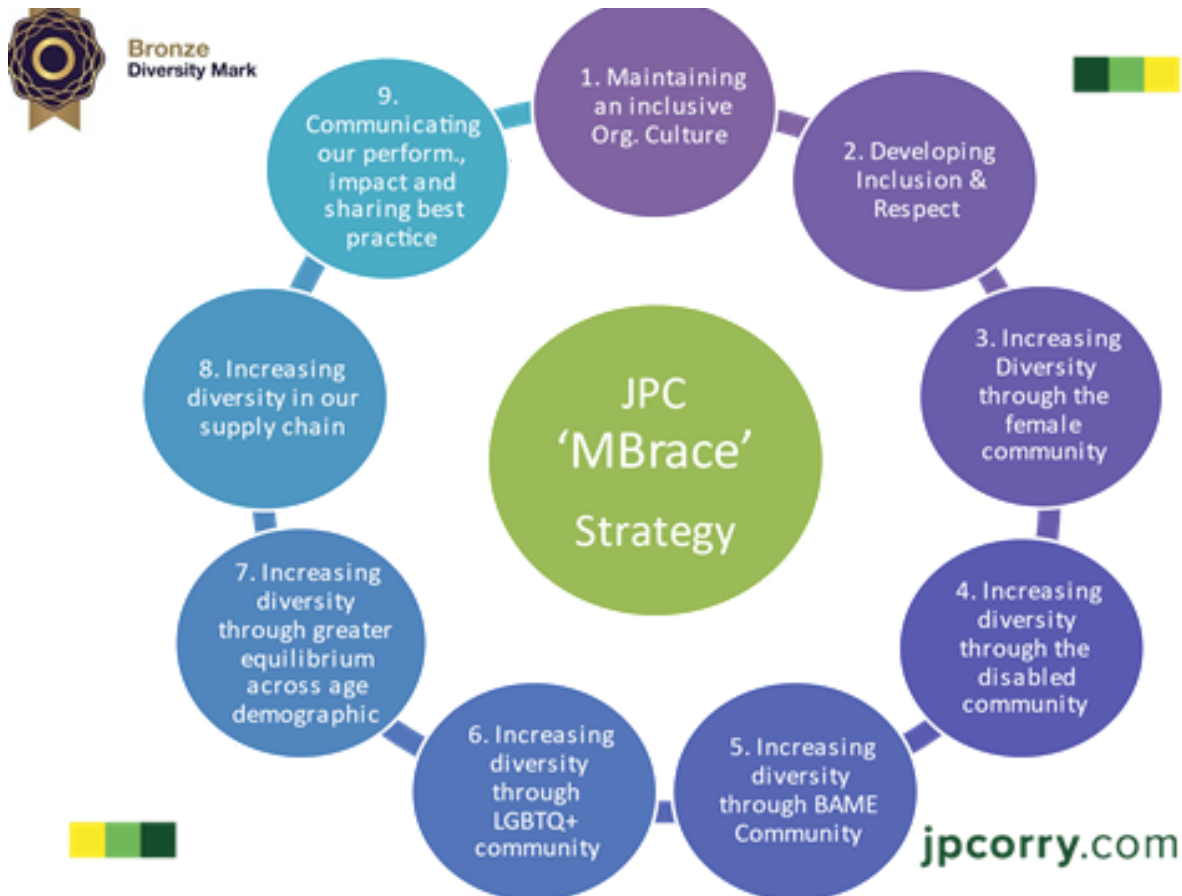
We also campaigned for a Christmas Hamper Appeal where all staff could donate an essential item such as toiletries, festive food etc. to our Charity sponsor the Simon Community Group.



If you would like to sign up for this great opportunity or have any questions please confirm your interest to Hannah Quirey at Hannah.quirey@jpcorrey.co.uk or 07542863552



MBRACE – JP Corry's Equality, Diversity and Inclusion Strategy




As of the 1st June JP Corry were proud to receive confirmation of having achieved the Bronze Mark of progress with Diversity MarkNI.

As part of Diversity and Inclusion Month in October we asked you to suggest names for our new JP Corry Equality, Diversity and Inclusion Strategy, which seen 'MBrace' chosen as the winner!

MBrace, encompasses 9 goals which every one of us in JP Corry play a vital part in upholding and delivering on every day in our job roles:

1. Maintaining an inclusive organisational Culture
2. Developing inclusion & respect
3. Increasing Diversity through the female community
4. Increasing diversity through the disabled community
5. Increasing diversity through BAME (Black, Asian, Minority Ethnic) Community
6. Increasing diversity through LGBTQ+ Community
7. Increasing diversity through having greater equilibrium across age demographics
8. Increasing diversity in our supply chain
9. Communicating our performance, impact and sharing best practice.

MBrace is important to us, as it is not only 'doing the right thing', but enables us to meet social impact clauses head on, increasing our profit and strengthening our employer brand. Which in turn ensures we have a sustainable business. Everyday for us it means we have a great place to work and that we feel proud of being part of.

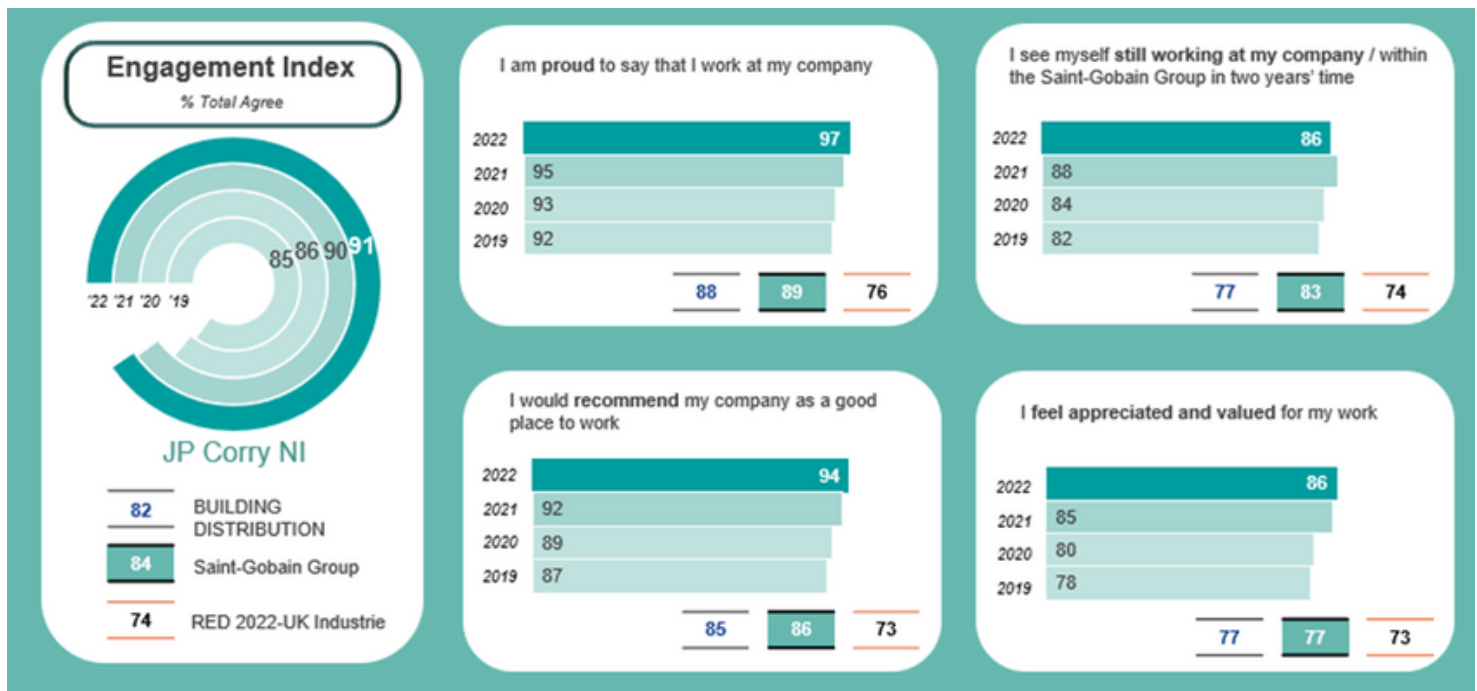
 **Got an idea on how we can help reduce our carbon footprint in the workplace?**
Email your ideas to: Ciaran.McConnell@jpcorrey.co.uk

The Results are in...

We're pleased to share the initial headline results from the me@saint-gobain survey which closed in October.

Firstly thank you to the 243 colleagues who completed the survey, this represented 93% of us and 10 more than 2021. On top of the fab participation, we also increased our overall engagement where other brands seen a decline. I am proud to hear that we are a great place to work and I look forward to getting into the detail and seeing what more we can do across the 42 questions.

Roadshows will be returning in January so watch this space for your cluster and branch reports!



More reasons to celebrate!

Creating a great colleague experience, continues to be a key priority for us. We know how important it is to celebrate and recognise key milestones in a colleague's career with us and we have great news; Following the enhancement to our holiday entitlements earlier this year, we have decided to enhance our Long Service Cash Rewards.

Current Milestones	Current rewards	New Key Milestones	New rewards	Holiday Rewards
10 years	£100	10 years	£100	Annual entitlement increased to 35
25 years	£250	20 years	£200	2 days in 20 th year
-	-	30 years	£600	3 days in 30 th year
40 years	£400	40 years	£800	4 days in 40 th year
50 years	£1,000	50 years	£1,000	5 days in 50 th year
-	-	60 years	£1,500	6 days in 60 th year

As you can see from the table above, we have added more milestones to the reward plan, and it is now in line with our Long Service Holiday Rewards communicated earlier this year.

We will continue to reward service of 25 years; this will be phased out by 2027 to avoid colleagues missing out on this anniversary if they have already missed the new 20th award.

Details of your long service award will be sent to you in advance of your anniversary date via email with instructions on how you can redeem this. It's important you ensure we have your correct personal email address; you can do this by checking with your Line Manager what is recorded on Peoplesoft. If you have questions or would like to add/amend your email details, please speak to your Line Manager or HR representative. This is another step to recognising and rewarding colleagues and an example of how we are continually listening to your feedback and working to improve our business.

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The High 5 Awards 2022 are here again along with our September Feel Good Friday, to celebrate our teams and colleagues.

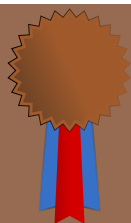
Thank you to everyone who took the time to nominate. Remember the awards are open all year round and you can nominate a colleague anytime for one of the following: Every day High-5 Awards, Quarterly Bronze & Annual Silver/Gold.



A WARM WELCOME TO OUR NEWEST EMPLOYEE

Robert McKee – Business Development Executive – Portadown

BRONZE WINNERS



Aaron Johnston
Andy Lorimer
Aodh Hamilton
Aoife Hughes
Brian Jordan
Cameron Lavery
Connlaóth McSherry
Danielle Toal
Ethan O'Neill
Garth Law
Gordon Walker
Micky Quinn
John Corner
Emmet Quinn
Gerard McGowan
Mark Dixon
Martin Collins
Mary Collins
Robert Curry
Patrick Smyth
David Smith
Richard Orr
Sean Treacy
John Perry

SILVER WINNERS

Brendan O'Neill
Casey Graham
Glenn Young
Tommy Gordon
Darren Hayes
Jonathan Goldthorpe
Lottie McKeever
Martin Hart
Ronnie West
Sam Melaney



GOLD WINNERS



Andrew Martin
Sandra McClean
Ryan Orr
Keith Quane
Liam Hegarty