



# Sustainable Growth +

Louisa Finlay  
Chief People Officer



TIDE Bankside

# Our integrated 360 approach

Growth driven by synergies, through key interconnected capabilities across our businesses

## Synergies

### Customer reach

Multiple touch points, with customers served by more than one business

### Purchasing power

Scale advantage delivering benefits through Group-wide purchasing

### Sustainability

Sustainability culture embedded throughout the Group

### Shared services

Scale efficiencies and expert capabilities, through shared services

### Financial

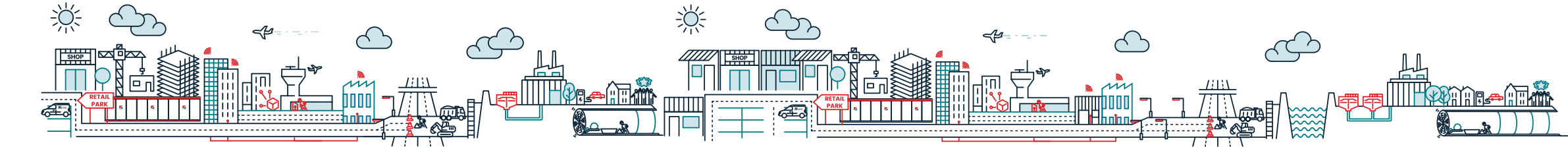
Reinvestment of working capital inflows to enhance returns

## Capabilities





# Our integrated 360 approach



# Our integrated 360 approach



## Develop

- Regenerating urban spaces, leaving lasting sustainable legacies
- Specialising in mixed-use, commercial and residential development
- Design and consulting solutions support clients' estate and planning strategies
- Working across private and public sectors

# Our integrated 360 approach



## Design

- 750 strong in-house design team
- Providing sustainable solutions for clients with future maintenance in mind
- Delivering concepts, detailed technical design and design assurance
- Expertise in design to deliver major infrastructure and capital projects

# Our integrated 360 approach



## Engineer

- Driving operational value for clients with engineering-led solutions
- Delivering specialist engineering capability to resolve complex problems.
- Specialists in mechanical and electrical services, using the latest modern methods of construction

# Our integrated 360 approach

## Build

- Leading UK contractor, providing project delivery for public and private clients
- Combining national thinking and experience with local delivery from regional teams, tapping into local supply chains and resources, crafting exceptional projects for our clients



# Our integrated 360 approach

## Maintain & operate

- Installing, maintaining and repairing buildings and infrastructure to latest standards
- Offering building solutions including survey, design, repairs, fire safety and compliance
- Maintaining and managing highways assets and delivering complex utilities projects
- Constructing and upgrading flood and coastal risk management projects, helping protect habitats and communities





# Our integrated 360 approach

## Retrofit & repurpose

- Working with clients to support the whole building lifecycle
- Delivering high-quality, certified building work, focusing on safety, quality and compliance
- Providing sustainable retrofitting to meet carbon targets
- Experts in change of use and building conversion projects within a live environment, with minimal disruption to day-to-day operations



# Our integrated 360 approach



# A417, Gloucestershire



# Logistics City, Bracknell



**Our  
360  
approach  
in action**



- Working closely with other Kier teams to save time and money
- £40m GDV project
- First EPC A and net zero carbon scheme
- 96.3% BREEAM score

# Mansfield Sustainable Drainage Systems (SuDS)





# Justice



**HMP Oakwood  
(2012)**

- The leading contractor in the justice sector
- A series of firsts:
  - First Modern Methods of Construction (MMC) prison: HMP Oakwood
  - First T60 houseblock design: HMP Five Wells
  - First all-electric prison: HMP Millsike
- Blueprint for Ministry of Justice and Kier
- Using our expertise and experience for repeatability

# Justice



**HMP Five Wells  
(2018)**

- The leading contractor in the justice sector
- A series of firsts:
  - First Modern Methods of Construction (MMC) prison: HMP Oakwood
  - First T60 houseblock design: HMP Five Wells
  - First all-electric prison: HMP Millsike
- Blueprint for Ministry of Justice and Kier
- Using our expertise and experience for repeatability

# Justice



**HMP Millsike**  
(2025)

- The leading contractor in the justice sector
- A series of firsts:
  - First Modern Methods of Construction (MMC) prison: HMP Oakwood
  - First T60 houseblock design: HMP Five Wells
  - First all-electric prison: HMP Millsike
- Blueprint for Ministry of Justice and Kier
- Using our expertise and experience for repeatability



# Justice



**HMP Glasgow**  
(under construction)

- The leading contractor in the justice sector
- A series of firsts:
  - First Modern Methods of Construction (MMC) prison: HMP Oakwood
  - First T60 houseblock design: HMP Five Wells
  - First all-electric prison: HMP Millsike
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# Our integrated 360 approach – summary

Our 360 approach underlines how our breadth, depth, scale and synergies support sustainable growth



1

**People and culture** – to deliver high performance and continuous improvement



2

**End-to-end capabilities** – across the country and the project lifecycle that leverage operational and Group synergies



3

**Design and digital first approach** – to solve complex problems and deliver bespoke, value-add solutions.



4

**Partner of choice** – a differentiated approach to drive outcomes for clients, people, places and planet to deliver increased margins and shareholder value.







# Q&A



TIDE Bankside