



QUALITY CONSTRUCTION PROJECTS,
WITHOUT COMPROMISE

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ABOUT US

Regiis Holdings brings an unparalleled wealth of expertise and experience to the residential and mixed-use construction sector, with a combined track record of over 100 years. Our comprehensive suite of services is designed to ensure the seamless delivery of your project, from conception to completion. We approach each project with a proactive, solution-oriented mindset, taking pride in our ability to navigate complex challenges and deliver exceptional results. Our commitment to excellence and our customer-centric approach is what sets us apart, and we look forward to partnering with you on your next construction project

Regiis has been able to continuously evolve due to its composition and the team's constant learning. The company has been fortunate to establish partnerships with emerging key technologies, which are now integral to the business and its decisions. With the use of advanced technology, Regiis has been able to mitigate risks to the greatest extent possible, enabling the delivery of a finely crafted end-product that protects both the client's investment and supply chain. Our ultimate goal is to provide you with a superior project experience from start to

finish. With Regiis, you can trust that you have a partner who is committed to your success and who will work tirelessly to exceed your expectations.

WHO WE ARE

Regiis Holdings was created with the sole aim of delivering the best possible construction services from inception to completion, we combine our natural passion for construction with the best technological partners available. As a company we have been created with the ability to be ever evolving, with this set up we are constantly learning and have the ability to solve even the most complex challenges that the construction industry brings. As a main contractor, Regiis directly

works with the client or owner of a project and is responsible for managing the day to day operations of the construction project. We have established a first class supply chain that we have close relationships with, meaning not only will we go the extra mile but so will our supply chain partners.

OUR VALUES



EXCELLENCE



INNOVATION



CLIENT FOCUSED



PIONEERING



INTEGRITY

WHAT WE DO

**SPECIALISING IN CHALLENGING
CONSTRUCTION PROJECTS WITH
PRECISION AND EXPERTISE.**

WHAT WE DO / NEW BUILDS

Design and Planning Expertise

Regiis has a team of experienced architects and designers who excel at creating innovative and functional designs for new builds. We prioritise thorough planning and attention to detail, ensuring that every aspect of the design meets our clients' needs and preferences.

Quality Construction Materials

At Regiis, we understand the importance of using high-quality construction materials to ensure the durability and longevity of new builds. We have established strong relationships with trusted suppliers, allowing us to source premium materials at competitive prices.

Skilled Craftsmanship

Our team of skilled craftsmen and tradespeople are experts in their respective fields, with years of experience in constructing new builds. Regiis' dedication to skilled craftsmanship results in new builds that are not only aesthetically pleasing but also built to the highest standards of quality and craftsmanship.

Efficient Project Management

Regiis employs efficient project management practices to ensure that new builds are completed on time and within budget. Our proactive approach to project management minimises delays and maximises efficiency, resulting in smooth and successful new build projects.

Attention to Sustainability

We are committed to incorporating sustainable building practices into our newbuild projects, minimising environmental impact and maximising energy efficiency.

Client Satisfaction and Support

We provide personalised support and guidance to our clients, from initial consultations to post-construction follow-ups, ensuring that their needs and concerns are addressed every step of the way.

When choosing Regiis for your new build project, you can trust that you're partnering with a construction company that excels in every aspect of the construction process. From innovative design and quality craftsmanship to efficient project management and sustainability, we are dedicated to delivering new builds of the highest caliber. With our unwavering commitment to client satisfaction and years of experience in the industry, Regiis is the ideal choice for clients who demand excellence and reliability in their construction projects.

WHAT WE DO / REFURBISHMENT

Structural Renovations

Regiis specialises in structural renovations, seamlessly blending modern upgrades with existing structures.

Interior Design and Remodelling

Our team of designers excels at transforming interiors, creating stylish and functional spaces tailored to our clients' preferences.

Restoration of Historic Features

With extensive experience in historic preservation, Regiis carefully restores and preserves original architectural features, maintaining the charm and character of historic properties.

Energy-Efficient Upgrades

We prioritise energy-efficient upgrades, incorporating sustainable materials and technologies to enhance the efficiency and sustainability of refurbished properties.

Project Management and Coordination

Regiis provides efficient project management and coordination, ensuring that refurbishment projects are completed on time and within budget.

Attention to Detail

Our team pays meticulous attention to detail, from fine finishes to precise craftsmanship, resulting in refurbishments of exceptional quality and aesthetics.

We offer a comprehensive range of services delivered with unparalleled expertise and attention to detail. With our commitment to preserving historic features, integrating energy-efficient upgrades, and delivering stunning interior designs, Regiis stands out as the premier choice for clients seeking excellence in refurbishment projects. Trust Regiis to transform your property into a stylish and functional space that exceeds your expectations.

Energy-Efficient Design

Regiis specialises in designing energy-efficient new builds, incorporating passive design principles and renewable energy systems to minimise energy consumption.

Sustainable Materials

We prioritise the use of sustainable building materials, such as recycled, reclaimed, and locally sourced materials, to reduce environmental impact and promote sustainability.

Green Building Certifications

Regiis has extensive experience green building, ensuring that our new builds meet the highest standards of sustainability.

Healthy Indoor Environment

Regiis focuses on creating a healthy indoor environment in new builds by using non-toxic building materials and incorporating natural ventilation and daylighting strategies to enhance indoor air quality and occupant comfort.

Long-Term Sustainability Planning

We provide long-term sustainability planning for new builds, offering maintenance and monitoring services to ensure that sustainable features continue to operate efficiently over time, maximising the longevity and environmental performance of the building.

We are committed to integrating sustainable practices into every aspect of the construction process. With our expertise in energy-efficient design, sustainable materials, green building certifications, water conservation, indoor environmental quality, and long-term sustainability planning, Regiis is the ideal partner for clients who prioritise environmental responsibility and sustainability in their construction projects. Trust Regiis to build a sustainable future for your new build project.

Adaptive Reuse Expertise

Regiis specialises in adaptive reuse projects, converting existing structures into new and functional spaces with innovative design solutions.

Structural Modifications

Our experienced team excels at structural modifications, seamlessly integrating new features while maintaining the integrity of the original structure.

Space Optimisation

We are skilled at optimising space in conversions, maximising usable area through thoughtful design and layout adjustments.

Building Code Compliance

Regiis ensures that all conversions meet building code requirements, navigating regulatory hurdles to deliver compliant and safe spaces.

Historic Preservation

With a deep appreciation for architectural heritage, we excel at preserving historic features in conversions, maintaining the character and charm of older structures.

Customisation and Personalisation

Our team works closely with clients to understand their vision and requirements, delivering conversions that are customised to their preferences and lifestyle.

We offer a wealth of experience and expertise in transforming existing structures into beautiful and functional spaces. With our adaptive reuse expertise, skilled structural modifications, space optimisation techniques, commitment to building code compliance, dedication to historic preservation, and focus on customisation and personalisation, Regiis stands out as the premier choice for clients seeking exceptional conversion projects. Trust Regiis to bring your vision to life and create a space that exceeds your expectations.

Innovative Design Solutions

Regiis specialises in innovative design solutions for airspace construction, maximising vertical space while maintaining structural integrity.

Structural Engineering Expertise

Our experienced team of structural engineers excels at designing and implementing robust structural systems for airspace construction, ensuring safety and stability.

Efficient Project Management

We employ efficient project management practices to coordinate airspace construction projects, minimising disruptions and ensuring timely completion.

Attention to Detail

We pay meticulous attention to detail in every aspect of airspace construction, from planning and design to execution and finishing touches, ensuring high-quality results.

Comprehensive Legal and Regulatory Knowledge

Regiis has a thorough understanding of the legal and regulatory requirements for airspace construction, navigating complexities to secure necessary approvals and permits.

Client Collaboration

Our team collaborates closely with clients throughout the airspace construction process, prioritising open communication and tailored solutions to meet their unique needs and preferences.

We offer a combination of expertise, efficiency, and client-focused approach that sets us apart from other companies. With our innovative design solutions, structural engineering expertise, efficient project management, comprehensive legal and regulatory knowledge, attention to detail, and commitment to client collaboration, Regiis delivers superior results in airspace construction. Trust Regiis to elevate your project to new heights with our unmatched capabilities and dedication to excellence.

Site Assessment and Analysis

Before commencing any project, we conduct a thorough site assessment, identifying potential issues and devising a strategic plan tailored to the unique needs of the site.

Environmental Compliance

Regiis places a premium on environmental responsibility. Our Remediation service is designed to meet and exceed regulatory standards, ensuring compliance with environmental guidelines throughout the construction process.

Cutting-Edge Technologies

Leveraging cutting-edge technologies, we employ innovative solutions to remediate construction sites efficiently and effectively. This includes advanced soil stabilisation techniques, contamination control, and sustainable materials management.

Project Management Excellence

Our dedicated project management team oversees every aspect of the Remediation process. From coordinating logistics to managing timelines and resources, we ensure a seamless and well-executed remediation journey.

Risk Mitigation

Regiis is well-versed in identifying and mitigating potential risks associated with construction remediation. Our proactive approach minimises disruptions and enhances the overall safety and success of the project.

Quality Assurance

Quality is at the forefront of our Remediation service. Rigorous quality assurance measures are implemented at every stage, guaranteeing that the remediation process aligns with the highest industry standards.

Regiis stands as a beacon of expertise in construction remediation. Our knowledgeable team, combined with a commitment to excellence, positions us as the go-to partner for clients seeking reliable and insightful solutions to construction challenges. Trust Regiis to navigate the complexities of construction remediation with unparalleled proficiency.

PRIVATE SECTOR

In the residential sector, Regiis stands out as a construction innovator, having demonstrated exceptional expertise in the UK market. Over the years, Regiis has developed a deep understanding of the sector's dynamics. Our proficiency extends to incorporating sustainable materials such as energy-efficient insulation and smart home technologies, ensuring not only quick construction but also environmentally conscious practices. Regiis leverages innovative construction methods, including modular construction, reducing project timelines without compromising on quality. Our commitment to delivering excellence is evident in our consistent use of cutting-edge practices, making Regiis a trusted name in the residential construction landscape.

PUBLIC SECTOR



In the public sector, Regiis has expertise in tailoring infrastructural solutions that resonate with community needs and governmental objectives. Regiis specialises in customised construction approaches, integrating high-grade materials such as sustainable resources and cutting-edge technologies to address the distinct demands of public projects. Regiis stands as a beacon of excellence within the public construction domain.

COMMERCIAL SECTOR



Regiis has established itself as a construction thought leader in the permitted development. Our in-depth knowledge of the landscape is reflected in our strategic use of materials like sustainable steel and advanced glass technologies, contributing to energy efficiency and aesthetic appeal. Regiis is at the forefront of incorporating Building

Information Modelling (BIM) and other cutting-edge technologies to streamline project management, resulting in an impressive track record of completing projects 20% cheaper than industry averages. With an unwavering commitment to excellence, Regiis is redefining standards in the permitted development construction sector.

MEET THE TEAM



RYAN NEWBERRY
MANAGING DIRECTOR

Ryan is an accomplished Managing Director who brings over 18 years of experience in the construction industry to the business. Starting his career as a Quantity Surveyor, he has been involved in a number of successful projects for some of the most well respected names in the industry, resulting in an impressive return for both clients and companies alike. Ryan plays a key role in achieving exceptional results for clients, applying his strategic planning, commercial insight, problem-solving abilities, and leadership to ensure project success. His strong commitment to excellence manifests confidence and trust with both clients and the team internally, allowing us to consistently deliver projects on time, within budget, and to the highest quality standards. Recently, he has also achieved the status of Chartered Builder (MCIOB) and is aiming to achieve the same for Regiis in the coming year.



ANDY EAST
CONSTRUCTION DIRECTOR

Andy heads up the Construction Department, he is a time served tradesmen with more than forty years' experience in the construction industry.

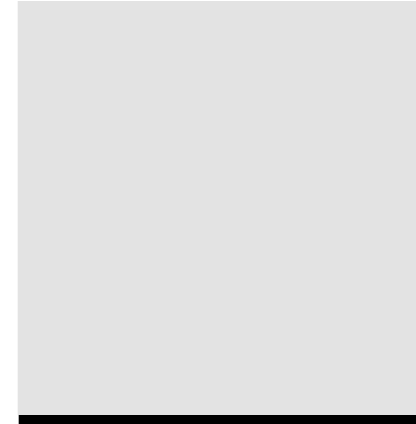
He is an experienced Construction Director who brings a wealth of knowledge having worked for over twenty years for prestigious national housebuilders, as a Contracts Manager and ten years as a main board member.

Andy is responsible for overseeing all construction projects from concept to completion, ensuring each are delivered on time and within set budgets. With his expertise in project management, best practice and strategic planning, Andy drives Regiis' commitment to excellence in construction.



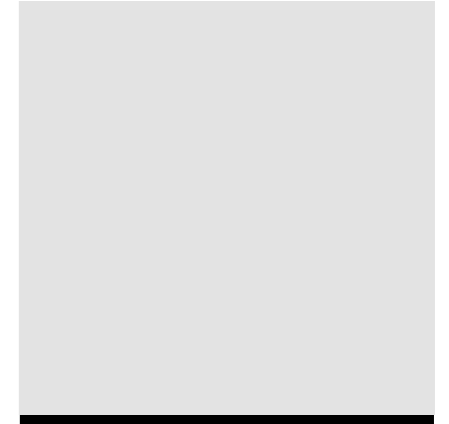
ANDY PRIDMORE
COMMERCIAL DIRECTOR

Our Commercial Director Andy has been building his career in construction for over 18 years. Having started with a Tier 1 contractor straight from school as a Trainee Quantity Surveyor, he very quickly established a strong interest in the industry and gained experience on many large projects ranging from schools to office blocks, as well as some work for TFL. More recently, his career has centred around the high end residential market, having been involved in several prestigious, high value properties in the central London area including basements, swimming pools and intricate cut and carve works. He has a keen eye for finishes and detail, and a vast understanding of ground and structural works, making him a valuable asset to the team. Outside of work he enjoys time with his family and going to the local gym.



PAUL SAFA
FINANCE DIRECTOR

Paul is a very experienced Chief Financial Officer with a proven track record of leading high-performing finance teams in diverse industries. Skilled in driving strategic initiatives, implementing financial controls, and optimising operational efficiency. Successfully navigated complex business transactions, including a significant sale to Private Equity in 2022 as a shareholder. Demonstrated ability to build strong relationships, foster a positive team culture, and adapt to rapidly changing business environments.



KEVIN MORRIS
TECHNICAL AND PRE-CONSTRUCTION DIRECTOR

Kevin is an extremely proven Pre-Construction & Design Director & BREEAM AP with a wide range of experience gained from over 20 years within the Construction Industry. Qualities include the ability to work within a variety of areas to satisfy a particular business need, i.e. Pre-Construction & Construction, Design Management, Quantity Surveying & Commercial Evaluation. Proven management style which is both approachable and effective. The ability to work within a team as well as using own initiative is a key strength as well as having a strong determination to ensure targets are met to the highest possible standards.

PROJECTS

76 HIGH STREET GRAYS

44nr Build to Rent Apartments
New Build

£13m

Construction Costs

76 High Street, Grays, is an outstanding Build-to-Rent mixed-use development comprising forty-four one-bed and two-bed apartments, split across five storeys. There is an open space for all residents to use on the roof of the development, with greenery and glazed balustrading to the perimeter. The building features a mixed aesthetic of Facing Brickwork, Render and Aluminium Cladding to blend into the local backdrop.

The development is ideally located in the centre of Grays High Street with excellent transport links into Central London and is close to local amenities, including South Essex College as well as Lakeside and Bluewater shopping centres.



ACTON

64nr New build apartment

£15m

Construction Costs

Acton, is an outstanding mixed-use development comprising of 64 units, 30 for the social housing sector. There is an open space for all residents to use on the roof of the development, with greenery and glazed balustrading to the perimeter. The building features a mixed aesthetic of Facing Brickwork, Render and Aluminium Cladding to blend into the local backdrop.



LAKANAL HOUSE

Southwark. Reconstruction of 98 units for Southwark council following fire. 123 weeks. Value

£4.1m

We were instructed to deconstruct the inside of the development and rebuild 98 apartments for Southwark Council, including full MEP, carpentry, drylining, flooring, and finishes.

PROJECTS

551-557 FINCHLEY ROAD, HAMPSTED

15 Apartments and Retail Space
– Cut and Carve

£3.3m

Construction Costs

This project consists of the remodelling of the existing building to provide 15 residential apartments (C3) along with flexible commercial (Class E)/pub/wine bar/drinking establishments (Sui Generis) uses.

The building was previously used as a school, and the alterations included partial demolition of existing structures and new extensions to the rear of the property across three storeys as well as an additional storey at roof level. We have also undertaken the restoration of the front façade and upgraded the existing amenity space and cycle parking.



10 THE GRANGE, BERMONDSEY

9 High End Apartments –
Airspace

£3.6m

Construction Costs

One of our most challenging projects is an Airspace development in the Bermondsey Area of London. We have been commissioned by a repeat client to deliver 9 new High-End Apartments for private sale. We are working closely with the existing residents who are all to remain in-situ throughout the project, to ensure minimal disruption to their everyday lives.

The project is logistically challenging due to the lack of available space, but our team are working diligently to ensure the works are completed on time and to budget.



POLICIES

Regiis are proud to incorporate the following Policies within our business:

- Sustainable Procurement
- Living Wage
- Corporate Social Responsibility
- Anti Bribery and Corruption
- Anti Slavery and Human Trafficking
- Safeguarding
- Reasonable adjustment
- Recruitment
- Bullying and harassment
- Code of conduct
- Equality and Diversity
- Health and Safety
- Training Policy
- Golden Thread Policy and Statement
- KPI Policy and Statement
- Privacy Policy
- Quality Policy
- GDPR Policy and Statement
- Carbon Reduction Policy and Statement

And many more

All of which can be provided as and when they are required.

INSURANCE

Regiis are proud to have the following insurance coverage:

EMPLOYERS LIABILITY

£10m

PUBLIC LIABILITY

£10m

PRODUCT LIABILITY

£5m

PROFESSIONAL INDEMNITY

£10m

POLLUTION LIABILITY

£5m

HIRE IN PLANT - AS REQUIRED

Contractors all risk insurance – on all projects, covered individually for value of the project.

HEALTH AND SAFETY

At Regiis Holdings the health, safety, and well-being of our team, contractors, clients, and the public are our highest priorities. We are dedicated to upholding the highest standards of safety across all of our construction sites and activities, creating an environment where every individual feels safe and supported. Our commitment to health and safety is reflected in our proactive approach, rigorous standards, and continuous training initiatives.

OUR COMMITMENT:

- **Zero-Accident Goal:** We strive to achieve zero incidents and injuries through comprehensive safety protocols and strict adherence to regulatory standards.
- **Employee Training:** Every team member receives thorough safety training to ensure they are knowledgeable about potential risks, safe practices, and emergency procedures.
- **Ongoing Risk Assessments:** We perform regular inspections and risk assessments on every project to identify potential hazards and implement preventive measures.
- **Collaboration and Communication:** Open communication is essential to maintaining a safe workplace. We encourage everyone on-site to report hazards, share feedback, and contribute to a culture of safety.
- **Continuous Improvement:** Safety practices are regularly reviewed and updated to reflect industry best practices and regulatory changes.

We believe safety is everyone's responsibility, and through teamwork, vigilance, and respect, we aim to provide a secure environment that safeguards the health and safety of all involved.



TECHNOLOGY

At Regiis Holdings, we believe that innovation and technology play a crucial role in the future of construction. We are committed to harnessing cutting-edge technologies to improve our project delivery, enhance safety, and increase overall efficiency. This statement outlines our approach to integrating technology into our construction processes.

1.

COMMITMENT TO INNOVATION

We are dedicated to exploring and adopting the latest technological advancements in the construction industry. By leveraging tools such as Building Information Modeling (BIM), drones, and augmented reality, we aim to streamline our operations and deliver projects that meet the highest standards of quality and precision.

2.

ENHANCED PROJECT MANAGEMENT

Our use of project management software enables real-time collaboration and communication among teams, ensuring that projects stay on track and within budget. These tools allow for effective resource allocation, scheduling, and progress monitoring, leading to improved project outcomes.

3.

IMPROVED SAFETY PRACTICES

We utilize technology to enhance safety on our job sites. This includes implementing wearable technology to monitor workers' health and safety conditions, utilizing drones for site inspections, and employing virtual reality for safety training. Our goal is to create a safe working environment for all employees and contractors.

4.

SUSTAINABILITY AND EFFICIENCY

We are committed to sustainability and minimizing our environmental impact. By using advanced technologies such as energy management systems and automated equipment, we strive to increase energy efficiency, reduce waste, and promote sustainable practices throughout our operations.

5.

QUALITY CONTROL AND ASSURANCE

Technology allows us to maintain high standards of quality in our work. We employ digital inspection tools and quality management software to monitor construction processes and materials, ensuring compliance with industry standards and client expectations.

6.

CONTINUOUS TRAINING AND DEVELOPMENT

We recognize the importance of continuous learning in the fast-evolving technological landscape. Our team undergoes regular training to stay updated on the latest tools, software, and practices in the industry, empowering them to maximize the benefits of technology in our projects.

7.

CLIENT ENGAGEMENT

We leverage technology to enhance client engagement and communication. Through digital platforms and visualization tools, we provide clients with transparency and insights into project progress, enabling them to make informed decisions throughout the construction process.

8.

COMMITMENT TO FUTURE GROWTH

As we move forward, we are committed to investing in new technologies that enhance our capabilities and improve our service offerings. We believe that embracing innovation is essential for staying competitive and delivering exceptional results for our clients.

At Regiis Holdings we understand that technology is not just an option but a necessity in the construction industry. By integrating advanced technologies into our operations, we are dedicated to delivering projects that are efficient, safe, and sustainable.

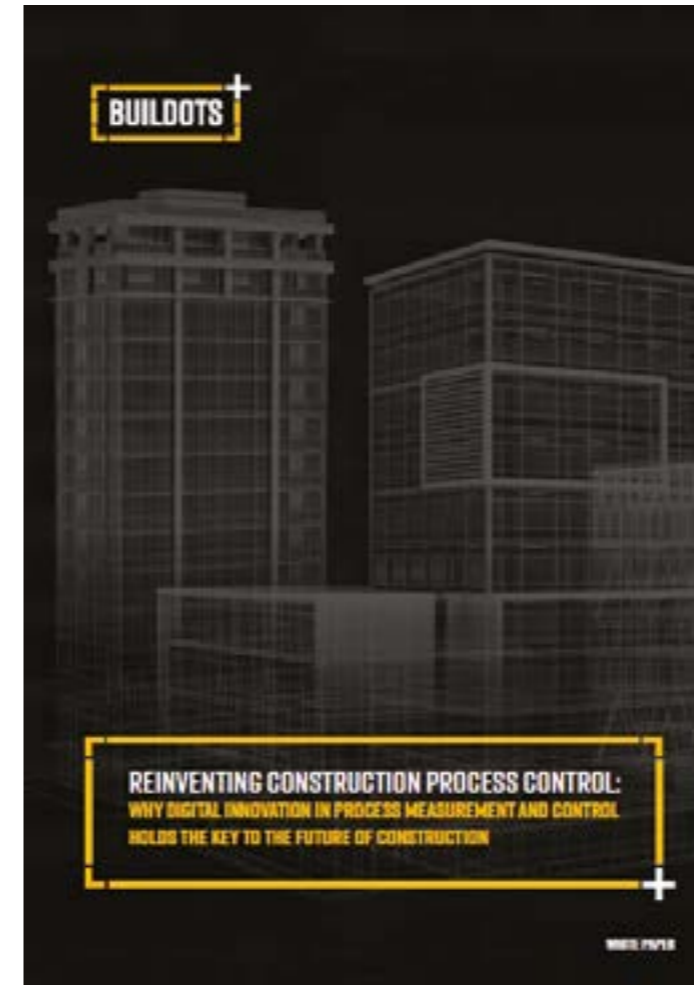
TECHNOLOGY PARTNERS



By using Builddots, we are able to receive real-time updates on the progress of individual trades, as well as identify any issues or defects that arise during the project.

Our team is equipped to handle any project, whether it be a single home or an entire airport complex. All we require from you are your designs and schedule. We combine these elements using our advanced

4D Modelling Engine to create one Detailed Execution Plan, no matter how complex the project may be. Privacy and security are of utmost importance to us, and we take all necessary measures to ensure compliance with GDPR and other regulations. We conduct regular security audits to ensure that your data, as well as everyone else's, is kept safe and secure.



TECHNOLOGY PARTNERS

PROCORE[®]

Having access to the latest technology means nothing if we didn't have an overall housing unit where the information would be stored. This naturally led us to a partnership with Procore and their Project Management System.

Procore technology is used in 150 countries worldwide. They provide customers with the tools they need to grow their profits, protect their clients, protect their people, build their business and get home safe.

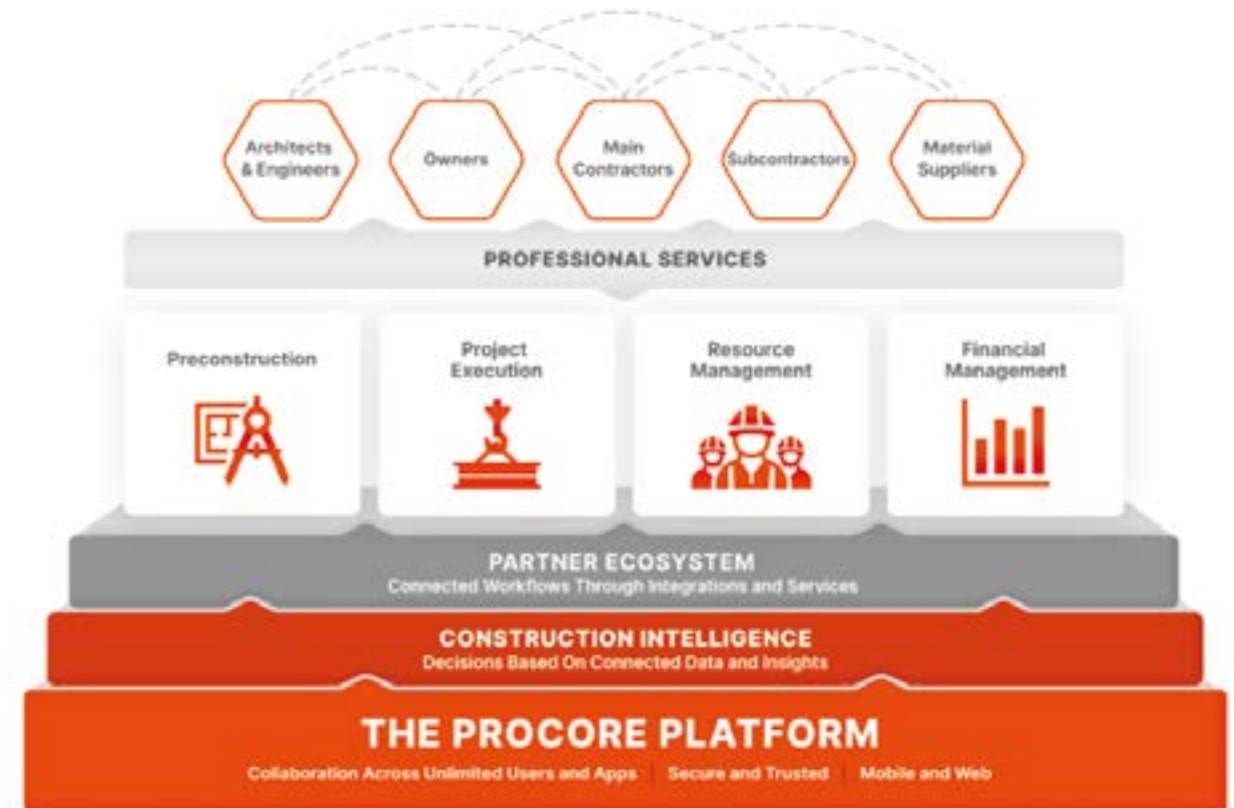
Founded in 2002, for over 20 years they focused on innovation.

But it's their vision and mission that have always paved the way. Their vision is to improve the lives of everyone in construction, and by connecting everyone in the industry on a global platform.

Procore project management software connects teams with project information meaning decisions can be made quicker and faster. It is a Web-based application accessible on all Computers and Mobile devices. Meaning the system can be accessed at all times even on the go.

Connect everyone and everything on one platform. Build better

Work more efficiently, communicate better, and build faster from a single source of truth. See how you can do more on the leading construction management platform.





KPI'S

At Regiis Holdings, we are committed to delivering excellence in every project through the careful monitoring of Key Performance Indicators (KPIs) that drive our standards of quality, efficiency, and safety. Our KPIs are designed to ensure accountability and transparency while helping us continuously improve in every area of our operations.

OUR KEY FOCUS AREAS INCLUDE:

- **On-Time Project Delivery:** We prioritize meeting timelines, with project schedules carefully monitored to minimize delays and ensure we meet our clients' expectations.
- **Quality Control:** Quality is at the core of everything we do. By tracking quality metrics and minimizing rework rates, we ensure every project meets our rigorous standards of craftsmanship and durability.
- **Safety Performance:** Safety is essential to our operations. By tracking incident rates and implementing proactive safety measures, we create a secure environment for our team, partners, and clients.
- **Cost Management:** We monitor project costs to deliver on-budget solutions, using cost performance indicators to enhance financial efficiency and value for our clients.
- **Sustainability and Environmental Impact:** As part of our commitment to sustainability, we track our carbon footprint, waste reduction efforts, and material usage to minimize environmental impact.

Our KPIs help us measure success, improve decision-making, and maintain our promise of delivering high-quality, timely, and safe construction solutions for every client.

SOCIAL VALUE

At Regiis Holdings, we recognize that our role as a construction company extends beyond simply delivering projects. We are committed to maximizing social value in all our operations and actively contributing to the well-being of the communities we serve. This Social Value Policy outlines our approach to integrating social, economic, and environmental considerations into our business practices.

1.

POLICY OBJECTIVE

- To create meaningful social value by enhancing the quality of life in our communities and ensuring that our projects contribute positively to society.
- To incorporate social value principles into our project planning, execution, and stakeholder engagement.

2.

IMPLEMENTATION AND MONITORING

- **Social Value Assessment:** We assess the potential social value impacts of our projects during the planning phase and develop strategies to maximize positive outcomes.
- **Stakeholder Engagement:** We engage with stakeholders, including clients, community members, and local authorities, to gather input and share our social value objectives.
- **Performance Monitoring:** We track and report our social value performance regularly, measuring our impact on communities and making improvements where necessary.

3.

COMMITMENTS TO SOCIAL VALUE

- **Community Engagement:** We actively engage with local communities to understand their needs and priorities. We aim to incorporate their feedback into our project plans and execution.
- **Employment and Skills Development:** We prioritize local hiring and provide training opportunities to help develop skills within the community. We offer apprenticeships and support programs that create pathways to employment in the construction industry.
- **Supporting Local Suppliers:** We commit to sourcing materials and services from local suppliers whenever possible, contributing to the local economy and reducing transportation emissions.
- **Sustainable Practices:** We strive to minimize our environmental impact by implementing sustainable construction practices. This includes reducing waste, conserving resources, and utilizing eco-friendly materials.
- **Promoting Diversity and Inclusion:** We are committed to fostering a diverse and inclusive workplace where all individuals are treated with respect and fairness. We support initiatives that promote equal opportunities for underrepresented groups.
- **Health and Well-being:** We promote the health and well-being of our employees and the communities in which we operate. This includes implementing health and safety standards and supporting initiatives that enhance community well-being.

4.

RESPONSIBILITY AND ACCOUNTABILITY

- This policy is endorsed by Ryan Newberry (Director) and applies to all employees, contractors, and stakeholders. We are committed to ensuring that our social value initiatives align with our overall business strategy and values.

5.

REVIEW AND CONTINUOUS IMPROVEMENT

- We will review this policy annually to ensure its effectiveness and alignment with our business objectives. We are committed to learning from our experiences and continuously improving our approach to social value.

At Regiis, we believe that by prioritizing social value, we can build not only structures but also stronger, healthier communities. We are dedicated to making a positive impact on society and contributing to sustainable development through our construction projects.

CARBON REDUCTION

At Regiis Holdings, we are dedicated to reducing our carbon footprint and building a more sustainable future. We believe that responsible construction can positively impact our planet, and we are committed to integrating carbon reduction practices across all of our projects. From selecting sustainable materials to optimizing energy efficiency

and reducing waste, our approach focuses on minimizing environmental impact at every stage.

Through proactive planning, innovative technology, and collaborative partnerships, we aim to meet ambitious carbon reduction targets while delivering the high-quality projects our clients expect. Together, we can build a greener, more resilient future.

GOLDEN THREAD

At Regiis Holdings, we recognize the critical importance of maintaining a comprehensive and transparent flow of information throughout the lifecycle of our construction projects. Our commitment to the “golden thread” principle ensures that all data related to design, construction, and maintenance is systematically captured, documented, and easily accessible to all stakeholders.

1.

Commitment to Transparency

We are dedicated to fostering a culture of transparency by ensuring that relevant information is available and traceable at every stage of the construction process. This includes detailed documentation of design specifications, materials used, construction methodologies, and any modifications made during the project.

2.

Integrated Information Management

Our approach integrates digital tools and technologies, such as Building Information Modeling (BIM), to create a centralized repository of project data. This allows for real-time updates and collaboration among all stakeholders, facilitating informed decision-making and efficient project management.

3.

Regulatory Compliance and Safety

We prioritize compliance with all applicable regulations and standards by maintaining accurate records that demonstrate adherence to safety, quality, and environmental requirements. The golden thread ensures that safety protocols are clearly documented and communicated, minimizing risks and enhancing safety on-site.

4.

Lifecycle Perspective

Our commitment to the golden thread extends beyond the construction phase. We ensure that all relevant information is seamlessly transferred to facility management teams, enabling them to operate and maintain the building effectively. This lifecycle approach supports ongoing safety, efficiency, and sustainability.

5.

Continuous Improvement

We are dedicated to continuous improvement and learning. We regularly review our documentation processes and information management practices to enhance our approach to the golden thread. Feedback from our teams and stakeholders is integral to refining our methods and ensuring the highest standards of information management.

6.

Stakeholder Engagement

We believe in the importance of clear communication with all project stakeholders. Our golden thread practices facilitate collaboration among architects, engineers, contractors, and clients, ensuring that everyone involved has access to the necessary information for successful project delivery.

At Regiis Holdings, the golden thread is not just a policy; it is a core value that underpins our commitment to delivering safe, high-quality, and sustainable construction projects. By prioritizing accurate and accessible information, we aim to build trust, enhance safety, and achieve excellence in all our endeavors.

At Regiis Holdings, we are committed to protecting the privacy and personal data of our clients, employees, suppliers, and other stakeholders. As a construction company, we recognize the importance of complying with the General Data Protection Regulation (GDPR) and ensuring that all personal data is handled responsibly and transparently.

1.

COMMITMENT TO DATA PROTECTION

We adhere to the principles of data protection outlined in the GDPR, ensuring that personal data is collected, processed, and stored lawfully, fairly, and transparently. We implement appropriate technical and organizational measures to safeguard personal data and maintain its confidentiality and integrity.

2.

PURPOSE OF DATA COLLECTION

We collect personal data for specific, legitimate purposes, including:

- Managing client relationships and project delivery
- Complying with legal and regulatory obligations
- Facilitating recruitment and employment processes
- Ensuring health and safety on construction sites

3.

RIGHTS OF INDIVIDUALS

We respect the rights of individuals regarding their personal data, which include:

- The right to access their data
- The right to rectify inaccurate data
- The right to request deletion of their data
- The right to restrict or object to processing
- The right to data portability

4.

DATA BREACH PROCEDURES

In the event of a data breach, we will promptly assess the situation, mitigate its impact, and notify the appropriate supervisory authorities and affected individuals in accordance with GDPR requirements.

5.

DATA PROTECTION OFFICER

We have appointed a Data Protection Officer (DPO) who is responsible for overseeing our data protection practices and ensuring compliance with GDPR. The DPO can be contacted at:

Rhea Stone
Rhea@regiisuk.co.uk

6.

TRAINING AND AWARENESS

All employees are provided with training on data protection responsibilities and the importance of safeguarding personal data. We foster a culture of awareness regarding data protection within our organization.

7.

REVIEW AND UPDATES

This GDPR Statement will be reviewed annually or as needed to reflect changes in our practices or legal requirements. Any updates will be communicated to all relevant stakeholders.

At Regiis Holdings, we are committed to maintaining the highest standards of data protection and privacy, ensuring that personal data is handled with care and respect.



DERISKING CONSTRUCTION

PROJECT BANK ACCOUNTS (PBAs)

Project Bank Accounts (PBAs) are ring fenced bank accounts whose sole purpose is to act as a channel for payment on construction projects to ensure that contractors, key subcontractors and key members of the supply chain are paid on the contractually agreed dates. The main contractor maintains adequate funds in the account to cover work in progress and other project commitments. Payments are made directly from the account to the contractor, key subcontractors and key suppliers in accordance with the payment arrangements agreed by those members of the project team who are party to the PBA.

This will be ring-fenced whereby payments can only be made by the main contractor to all parties in the supply chain. Funds in the account can only be paid to beneficiaries, that is, members of the supply chain named in the account (the lead contractor and supply chain members). Without initial main contractor approval, no payments can be made. This will prevent any risk of project spill-over

whereby monies in a project bank account cannot be utilised for any other purpose other than the specific project it has been dedicated to.

Management of cashflow is transparent under a PBA in that the contractor and supply chain benefits from having the certainty that money has been paid into the PBA in advance of the date on which payment falls due. One of those to benefits from PBAs is the smaller contractor further down the supply chain who has to tolerate compounded payment periods. Paying parties at the lower end of the contractual chain often find themselves having to gradually extend their own payment periods as onward payment is only made upon receipt of funds from those higher up the chain. This makes things very difficult for smaller subcontractors and suppliers who effectively have to trade on credit.

The Government estimates that if they are properly implemented across the board, PBAs can deliver up to 2.5% in savings in the cost of construction

projects. These cost savings arise by virtue of the fact that (i) supply chain members do not have to chase for payment, thus reducing administration charges, and (ii) the need to finance lengthy credit periods reflective of the long payment chains from main contractor to sub-contractor is eliminated.

PROJECT BANK ACCOUNTS

Project SPVs are often used for complex financial transactions, infrastructure projects, and significant investments. They are created to reduce the sponsoring company's risks and manage them effectively. Using an SPV provides several benefits, such as risk reduction, improved tax efficiency, and protection against bankruptcy. The SPV acts as a separate entity from the parent company and is responsible for managing the project's assets, liabilities, and cash flows. This separation helps protect the parent company's assets in case of any issues or legal disputes related to the project.

PERFORMANCE BONDS

Performance bonds provide clients with confidence and play a key role in project success. They are an essential risk management tool that builds trust between parties and protects the interests of project owners or clients. The main purpose of a performance bond is to protect the client from financial losses in case the contractor fails to fulfil their agreed-upon project or contractual commitments.

FUNDING LINE

Regiis will seek a project-specific funding line for pre-approved credit arrangement that gives access to funds up to a specific limit. It's commonly used by banks or credit providers to offer flexible financing to individuals, businesses, or organisations. Examples of funding lines include:

- Overdraft protection
- Business lines of credit

EXTERNAL AUDITOR

Regiis shall engage the services of an external auditor, who is a qualified accountant specialising in performing comprehensive audits, reviews, and related engagements for its clientele. The role of the external auditor encompasses a paramount degree of independence from the various clients served.

This inherent independence uniquely situates the external auditor to undertake an objective and unbiased assessment of both the financial statements and the internal control mechanisms of said clients.

TRANSPARENCY

Fund flow transparency means openly and thoroughly revealing how money moves within an organisation or financial system. It is vital for financial reporting and management, as it helps stakeholders understand the flow of money, its use, and the effects of financial decisions. Having accurate fund flow information empowers stakeholders to make informed decisions based on actual financial data.

Regulations governing fundflow transparency may be part of broader financial and accounting standards, corporate governance laws, or project-specific guidelines. These regulations aim to promote accountability, minimise the risk of financial mismanagement or fraud, and build trust between stakeholders involved in the project.



CHARITIES WE SUPPORT



ACCREDITATIONS







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