W M DONALD HAS OVER 45 YEARS OF EXPERIENCE AS INDUSTRY LEADERS WITHIN CIVIL ENGINEERING AND CONSTRUCTION

FROM THE GROUND UP

ISSUE 20

W M Donald Magazine

Summer 2026

GEM AWARD WINNERS

The GEM Awards celebrate those who truly embody what it means to go above and beyond.

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RETIREMENT FOR BILL FERRIER

After an incredible 37 years of dedicated service, it's time to bid a fond farewell to Bill Ferrier.

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WELLBEING IN MOTION

Employee wellbeing is at the heart of everything we do at W M Donald.

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WM DONALD

CIVILS • UTILITIES • CONTRACTORS

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CEO Welcome

During the summer months, I find myself reflecting on what has been a challenging but rewarding period for everyone across W M Donald.

The winter months certainly tested us. Heavy rain, along with some surprisingly large dumps of snow across the Aberdeen area, created difficult conditions for our teams to work through. These were challenging circumstances, but once again, everyone showed the resilience, commitment and teamwork that defines our business.

As ever, our people stepped up when it mattered most - supporting each other, helping our communities and continuing to deliver to the high standards our customers expect. That spirit of doing the right thing, even when conditions are tough, is something we should all be proud of.

As we look ahead, there continues to be uncertainty across the construction industry. Out of the blue, another Donald appeared on the world stage and created quite a stir - impacting businesses across the sector and sending costs spiralling. Despite these challenges, W M Donald continues to move forward and grow. That success comes down to the teamwork and dedication of everyone across the business, from Inverness to Perth and beyond.

Sadly, Scotland's World Cup journey came to an end. While the result may not have been what we all hoped for, our team did us proud, and the support, passion and determination shown throughout the tournament were fantastic to see.

I know a number of people from the Company were fortunate enough to be part of the experience and were on tour, creating memories that will last a lifetime. The Tartan Army once again showed the world what Scotland is all about - bringing positivity, friendship and a fantastic spirit wherever they went, with a lasting impact made in every place they visited, especially in Boston.

I hope the summer months bring warmer weather, the chance to recharge and an opportunity for everyone to top up on their Vitamin D.

We should take great pride in everything we continue to achieve together. Thank you to everyone across W M Donald for your hard work, commitment and contribution. Here's to an exciting year ahead.

Willie Donald
Chief Entertainment Officer
W M Donald

MD Welcome

Welcome to our Summer edition – and one that I think is well worth reading.

This winter brought some of the most challenging conditions you have worked through in recent years — frozen ground, snow, driving rain and difficult access. Its the kind of weather that makes every job that bit harder. Your response across our sites was outstanding. Projects kept moving, quality was maintained, and on more than a few occasions, many of you went out of your way to assist local communities — clearing routes and lending a hand where it was needed most. That resilience has had a direct and positive impact on our ability to deliver, and it gives every client and partner confidence in what W M Donald stands for operationally.

The Tayside and Inverness regions continue to forge ahead showing one of the strongest periods of growth to date — new contracts secured, high delivery standards maintained, and a presence that now extends well beyond our established boundaries. That performance has strengthened our employment base, deepened subcontractor relationships, and continues to grow our supplier network in ways that will benefit the wider business for years to come.

Looking ahead, our project pipeline is in excellent shape across housing and commercial and the energy sectors, and we are well-positioned for a strong second half of the year. The groundwork — quite literally — has been laid.

Thank you all for your continued efforts, your professionalism, and your commitment to building something we can all be genuinely proud of. That kind of effort doesn't go unnoticed – and it doesn't happen by accident. It's the product of good people making good decisions under pressure, day after day. As we head into what promises to be a very strong summer, I hope everyone gets a chance to take a breath, enjoy the longer days, and feel genuinely proud of what our company is building.

Yours aye,

Ewan Riddoch
Managing Director
W M Donald Ltd

The Big Interview: Going the Extra Mile, GEM Award Winners

The GEM Awards celebrate those who truly embody what it means to go above and beyond. We spoke to this year's winners about what "Going the Extra Mile" means to them, how teamwork shapes their approach, and what advice they'd give to the next generation looking to make their mark in the construction industry.

What does "Going the Extra Mile" mean to you in your day-to-day role, and how do you put that into practice on site or in the office?

Raymond Black:
For me, going the extra mile is simply about doing the job to the best of my ability every single day. It's something that's been instilled in me throughout my career, and it's a standard I've always tried to maintain. Whether it's on site or working with others, I take pride in making sure the job is done properly, safely, and to a high standard. It's about consistency and making sure that no matter the task, you're giving it your full attention and effort.

Dean Stewart:
To me, going the extra mile day-to-day means always trying to give your best effort in everything you do, while also thinking about how you can be as helpful as possible to others. It's not just about completing tasks, but about doing them thoughtfully. Taking the time to plan properly, asking questions, and communicating clearly all play a big part. Keeping your work neat, organised, and easy to understand also helps others around you and makes everything run more smoothly.

Kian Stephen:
Winning the GEM Award has definitely helped boost my confidence on site and made me feel appreciated for the progress I've made. For me, going the extra mile is about continuing to improve and building on that recognition. It's about showing up each day ready to learn, putting in the effort, and taking pride in how far you've come while still pushing yourself to get better.

Daniel Szydlowski:

To me, going the extra mile means giving 110% in my day-to-day role. It's about actively looking for solutions before issues arise and always being mindful of my own safety and the safety of those around me. It's a proactive approach that helps keep work running smoothly and ensures high standards are maintained.

Construction is a team effort, how do the people around you influence the way you work and push you to be better?

Raymond Black:
As a mentor and foreman, I know it's important to set a high standard in everything I do. The people around me rely on that, and it's my responsibility to lead by example. Passing on skills and knowledge to others is a big part of the role, and I take that seriously. Seeing others develop and improve encourages me to maintain those standards and keep pushing myself as well.

Dean Stewart:
The people on site play a huge role in how I work. There's a really positive and enjoyable environment, which motivates me to do my best for the team. Everyone supports each other, and that makes a big difference. Discussing tasks before getting started helps everyone understand what needs to be done and allows us to think about how to make things easier and more efficient. When everyone is on the same page, it pushes you to raise your own standards.

Kian Stephen:
The people I work with have had a massive influence on my progression. I've been lucky to work alongside people with a wide range of experience who are always willing to share their knowledge. That support has helped me develop my skills and confidence. Learning from others and seeing how they approach different challenges pushes me to improve and keeps me motivated to keep progressing.

What advice would you give to someone starting out in the industry who wants to make a real impact and maybe one day win a GEM Award themselves?

Raymond Black:
My advice would be to listen and learn from those around you. Take on board any advice that's given, ask plenty of questions, and don't be afraid to get stuck in. Working hard is key, but it's also important to try and enjoy what you do. If you're willing to learn and put the effort in, the rest will come with time.

Dean Stewart:
For anyone starting out, I'd say show a genuine interest in the job and be eager to learn. Take the time to think about each task and how best to approach it using your knowledge and skills. Don't rush. Focus on doing things properly. Most importantly, take pride in your work and always aim to give your best effort, no matter how big or small the task is.

Kian Stephen:
The most important thing is to stay curious and keep asking questions. Not just "how" and "when", but also "why". Understanding the reasons behind what you're doing helps you develop a much deeper knowledge of the job. If you keep that mindset and stay open to learning, you'll continue to grow and improve over time.

From experienced mentors to rising talent, this year's GEM Award winners highlight that going the extra mile isn't about one big moment, it's about consistent effort, a willingness to learn, and the people around you who help shape your journey.

Celebrating Our People

At W M Donald, our people are at the heart of everything we do, and this edition celebrates some of the individuals and initiatives that continue to make our business stronger.

Recognising Excellence Through GEM Awards

Our GEM Awards continue to shine a light on those who consistently go above and beyond.

From January to May, we celebrated colleagues across the business who have demonstrated outstanding commitment, teamwork and a proactive approach. The recognition continued with Shane Penrose being named our GEM of the Year 2025, celebrating over a decade of dedication, reliability and contribution to the W M Donald team.

Investing in Future Talent

We are delighted to welcome 11 new apprentices to W M Donald for 2026, continuing our commitment to developing the next generation of construction professionals. Through hands-on experience, training and support from experienced colleagues, our apprentices are gaining the skills and knowledge needed to build successful careers in the industry.

Our commitment to inspiring young people also continued through visits and placements with St Machar Academy, giving pupils an insight into the wide range of opportunities available within construction and engineering.

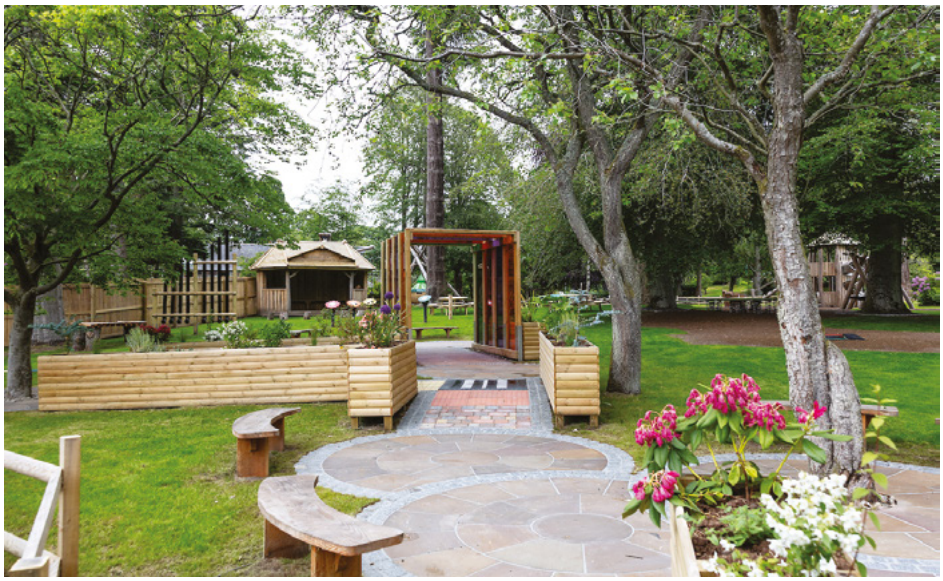
Making a Difference Together

From supporting community projects such as Camphill Estate's Rainbow Park, to improving employee wellbeing through initiatives like on-site health checks, our teams continue to make a positive impact both within and beyond W M Donald.

Thank you to everyone who continues to contribute to our success.

Camphill Estate Support

W M Donald provided generous support to Camphill Estate's Rainbow Park, the North-east's first free outdoor sensory adventure playpark designed specifically for children and young people with additional support needs. Officially opened in June following a highly successful fundraising campaign, the park represents a major step forward in creating inclusive, accessible spaces within the local community.



Over an 18-month period, W M Donald played a key role in bringing the project to life, contributing site fencing, groundworks expertise and donated materials. This long-term involvement ensured that the site was safely prepared and developed to a high standard, supporting the vision for a unique and engaging outdoor environment.

During construction, the team also responded quickly and effectively to a gas pipe incident, resolving the issue safely and preventing any delays to the programme.

Designed with direct input from young people, Rainbow Park encourages sensory exploration, physical activity, learning and overall wellbeing.

W M Donald's contribution ensured the park opened in time for pupils to enjoy ahead of the summer break, leaving a lasting and meaningful legacy for the community.

Berryden Corridor Improvement Project

The Berryden Corridor Improvement Project will enhance Aberdeen's road network through widening works, upgraded junctions, and a new road link between Ashgrove Road and Kittybrewster Roundabout. Improved walking and cycling routes are also planned.

W M Donald Drainage Services supported Aberdeen City Council by carrying out CCTV surveys of the existing drainage network. Due to heavy traffic, surveys were completed safely during night shifts over four weeks. The findings will help inform design decisions and ensure the infrastructure upgrades are built on a reliable and well-understood drainage system.

Join the team

We are currently recruiting an HGV Jetting & Drainage Operative to join our team. This role is key to delivering efficient, customer-focused drainage services across our operational area.

Responsibilities include operating specialist jetting equipment, carrying out drainage investigations, and maintaining safe HGV operations. The role involves varied, site-based work across both private and public locations, offering a dynamic and hands-on working environment. If you're looking to build a career in a practical, fast-paced industry, we'd love to hear from you.

This is a site-based role involving varied, non-routine operations on private and public land.

To find out more and apply for this position, visit **https://www.wmdonald.co.uk/careers/hgv-jetting**

Supporting Angus Council During Severe Weather Conditions

W M Donald continues to support Angus Council with drainage maintenance services, including jetting and CCTV surveys.
This year, periods of heavy rainfall created additional challenges, with standing water and increased flood risk across several areas.

In response, our jet vac tanker was deployed to clear blockages and remove excess water at multiple locations. Acting quickly, the team helped restore flow within the drainage network and reduce disruption. Our support ensured systems remained operational during peak demand, helping protect local communities and infrastructure.

Powering progress in Dundee

W M Donald is nearing completion of the final phase of the Glen Agnes to Elmwood 132kV cabling project, delivered for United Infrastructure (formerly Wood Group).

This stage has involved removing the remaining cable sealing end structures, constructing new reinforced concrete bases, and installing new structures to secure the cables ahead of final connections by specialist jointing teams. All works have taken place within live substation environments, requiring careful planning, close coordination and strict adherence to safety procedures.

Throughout the project, W M Donald has worked collaboratively with the client to successfully deliver this complex scheme. Once complete, it will represent approximately 15km of 132kV cable ducting and cable pulling through residential areas of Dundee.

As one of the company's first projects of this scale within the high-voltage cabling sector, it highlights W M Donald's growing technical capability and adaptability, as well as its commitment to expanding within critical infrastructure.

The Glen Agnes to Elmwood project marks another important milestone for the business, reinforcing its ability to deliver complex power infrastructure projects safely, efficiently and to a high standard.

GEM Awards — January to May 2026

GEM Awards celebrate the people who go above and beyond every day, making a real difference across the business. Nominated by their peers, these awards recognise those who consistently shine, whether through productivity, creativity, customer service, mentoring, or a proactive, can-do approach.

January Winner
Neil Duncan, Tayside

February Winner
Thomas Turski, Moray

March Winner
Scott Dickie, Aberdeen
Kian Stephen, Aberdeen

April Winner
Raymond Black, Tayside

May Winner
Daniel Szydlowski, Drainage

Know someone who goes the extra mile? Nominate them for a GEM Award via your Contracts Manager or email Rachel at hr@wmdonald.co.uk.

Neil Duncan

Thomas Turski

Scott Dickie

Kian Stephen

Raymond Black

Daniel Szydlowski

GEM of the Year 2025: Shane Penrose

Each year, W M Donald recognises an individual who truly embodies our values through the Gem of the Year Award, someone who goes above and beyond, often quietly, without seeking recognition.

This year's recipient, Shane Penrose, joined the business in 2014 and has grown through hard work, reliability, and dedication into a highly respected skilled labourer. Known for his honesty, pride in his work, and strong team spirit, Shane consistently sets a standard others aspire to. A well-deserved recognition for a decade of commitment.

Building Career Prospects with the Next Generation

W M Donald had the pleasure of welcoming four S3 pupils from St Machar Academy to our head office in Netherley.

During their visit, the students were given an insight into the wide range of career opportunities available within the construction industry. They also took part in a hands-on bridge-building activity, giving them a taste of the creativity, teamwork and problem-solving involved in real-world engineering.

Opportunities like these are incredibly important in helping to inspire young people and broaden their understanding of future career pathways.

We would like to extend a big thank you to The Russell Anderson Foundation for arranging the visit and for their continued support in helping young people explore and develop their potential career ambitions.

A Well-Earned Retirement for Bill Ferrier After 37 Years

After an incredible 37 years of dedicated service, it's time for W M Donald to bid a fond farewell to Bill Ferrier as he retires from his role as Digger Driver. Bill has been a valued part of the W M Donald family throughout his career, leaving a lasting impact through his hard work, commitment, and good humour. With strong family ties still within the business, Bill's connection remains close.

We wish him a long, happy, and active retirement and look forward to welcoming him back for the 50th celebrations next year.

2026 Apprentice Intake

W M Donald is welcoming 11 new apprentices for 2026, continuing its strong commitment to developing future talent. Apprenticeships are a vital part of the business, giving young people the opportunity to build meaningful careers in the construction industry while learning alongside experienced professionals and gaining real, hands-on insight into day-to-day site life.

By investing in apprenticeships, W M Donald is helping to shape the future of the industry, equipping the next generation with essential skills, supporting local talent, and strengthening the communities and sectors it serves.

NESCOL Aberdeen	Perth UHI	Inverness UHI
Dylan Ferrier	Logan Mcghie	Jamie Macgillivray
Andrew Barclay	Bailey Mitchell	Finley Cheyne
Cameron Howie	Kenzie Henderson	Sandy O'Parka
Cameron Craig		
Callum Miller		

Wellbeing in Motion at W M Donald

Employee wellbeing is at the heart of everything we do at W M Donald. We welcome, in partnership with TAC Healthcare, their mobile health unit on site in Perth. The TAC Van is delivering medicals directly to our team, making essential health checks quicker, easier, and more accessible for everyone.

Finalists for DYW North East Connect Awards

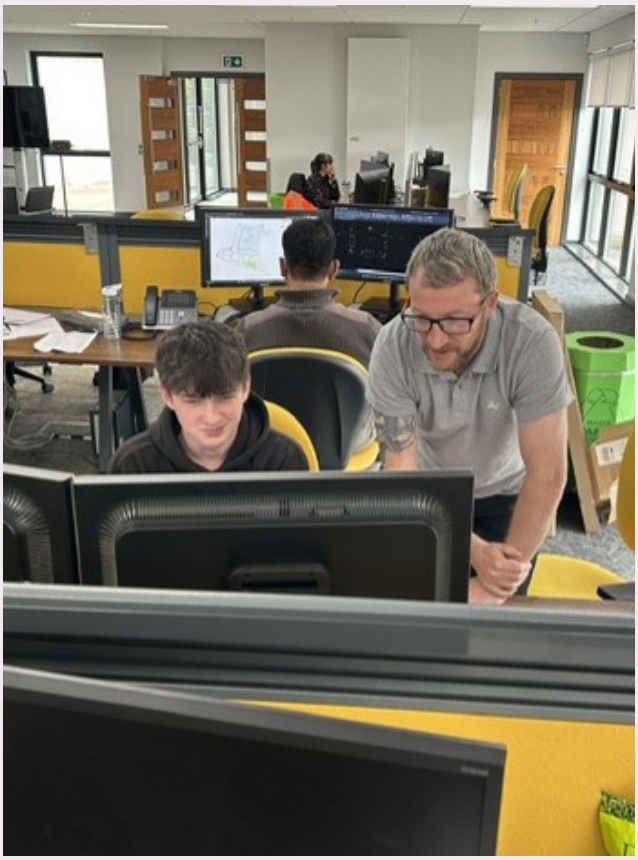
W M Donald is proud to be named a finalist for Employer Champion of the Year, recognising organisations that go above and beyond to make their sector accessible to young people.

This acknowledgement reflects our ongoing commitment to supporting and inspiring the next generation as they prepare for the world of work. A huge thank you to everyone involved, and to DYW North East for championing collaboration across the region. We look forward to celebrating at DYW Connect.

Engineering the Future: Ivan's Placement at W M Donald

Investing in young people and creating meaningful placement opportunities is vital for the future of our industry and our communities. In Partnership with the Russell Anderson Foundation we welcomed Ivan, an S6 pupil from St Machar Academy, for a placement within our Engineering Department.

Under the guidance of Engineering Manager Gary Burnett, Ivan gained insight into CAD, drone technology, and setting out, offering valuable real-world exposure to modern engineering in practice.



Building Our Culture: Leadership Workshops

During June and July, W M Donald delivered a series of leadership workshops across all regions, bringing together managers and supervisors to strengthen our health and safety culture.

Led by Operations Director Ian Gray, alongside HSEQ Manager Craig Hunter and HR Manager Rachel O'Donnell, the sessions built on last year's Safety First – Behavioural Safety programme, with a continued focus on becoming true safety leaders.

The workshops explored how industry attitudes to health and safety have evolved, setting the tone for open discussions around leadership, culture and responsibility. Key themes included leading by example, understanding team dynamics and recognising the role every individual plays in shaping a positive and balanced culture.

The sessions also provided valuable insight into survey feedback from leadership teams and reinforced how systems and processes support effective leadership.

Findings have now been shared with the Board, with the next phase of the programme set to roll out later this year.

Scorecard Performance: Making Safety Happen

W M Donald continues to demonstrate its commitment to environmental responsibility, with the completion of its 2024/25 Carbon Assessment.

Despite a period of business growth, the company has successfully reduced its carbon footprint from 0.287t CO2e per 1000 manhours to 0.263t CO2e. This progress reflects ongoing efforts to address climate change and operate as a Net Carbon Neutral organisation.

Since beginning this journey in 2019/20, significant improvements have been made, with a continued focus on identifying opportunities to reduce environmental impact further.

Sustainability remains a key priority, and this latest milestone highlights what can be achieved through consistent effort and commitment across the business.

W M Donald will continue to build on this progress, working towards a more sustainable future for both the company and the communities it supports.

Scorecard Performance: Making Safety Happen

The HSEQ team's focus on improving reporting in 2026 is delivering clear results, with a significant increase in the reporting of unsafe acts, unsafe conditions and near misses.

This rise reflects a positive shift across the business, with teams actively identifying hazards and taking steps to address them before harm occurs. These reports represent opportunities to improve safety for both our workforce and those affected by our operations.

Encouragingly, this demonstrates that the message around proactive safety has been heard, with more people contributing to creating safer working environments.

Every report plays a vital role in preventing incidents and strengthening our overall safety culture. The continued engagement across all areas of the business is a strong step forward in making safety happen every day.

Keep up the great work.

New Project: Stratton Housing (Places For People)

W M Donald has commenced works on the new Stratton Housing development for Places for People, marking an exciting addition to our project portfolio.

The scope includes full infrastructure delivery, with earthworks, sewer installation, service tracking and surfacing all underway, alongside plot works to support the wider development. Early progress has been strong, with teams mobilising efficiently to establish the site and begin key stages of construction.

This project represents another opportunity to deliver high-quality infrastructure that supports long-term community development. Further updates will follow as work progresses.

Project Updates: Current Phases

Progress continues across several key developments as new phases move forward.

At Ness Side C1 for Tulloch, the latest phase is now underway, including full infrastructure works and plot development. Similarly, Elgin South Phase 3 for Springfield is progressing well, with infrastructure works forming the main focus at this stage.

Conon South (Tulloch) also continues to advance, with the latest phase delivering full infrastructure and plot works as part of the ongoing development.

Across all sites, consistent progress reflects strong coordination and delivery, ensuring each phase builds effectively on previous work while maintaining programme targets.

Project Completions: Delivering Results

W M Donald has successfully completed works at Haventus, including the construction of a new roundabout on the A96. This milestone marks the safe and efficient delivery of a key infrastructure element.

At Delnies for Barratt Homes, the roundabout is now complete, providing improved access to the wider development. Work across the site continues, with full infrastructure and plot works progressing as the development takes shape.

These completions highlight the team's ability to deliver complex infrastructure projects while maintaining momentum across active sites, supporting both current and future development needs.

Case Study:

ASTI Works – Netherton Hub

Client:

Balfour Beatty

Contractor:

W M Donald

Project Timeline:

Ongoing

Project Overview:

Netherton Hub is a major infrastructure project, spanning the same size as Monaco and forming a key part of SSE's Pathway to 2030 programme to deliver renewable energy and support the UK's transition to net zero. The completed site will include multiple substations, HVDC converter stations, and operational facilities. Since Winter 2025, progress has accelerated, with W M Donald securing early works packages to enable mobilisation, team growth, and material procurement ahead of the full Roads and Drainage contract.

Scope of Works:

- **Collaboration with two separate earthworks contractors across the expansive site.**

  Working closely with multiple earthworks contractors to coordinate activities across a vast and complex site, ensuring alignment on programme, logistics, and site-wide efficiencies.

- **Installation of over 15km of drainage infrastructure**

  Delivering an extensive drainage network across the site, designed to manage surface water effectively and support the long-term functionality of the development.

- **Construction of Sustainable Urban Drainage Systems (SUDS) basins**

  Building SUDS basins to promote environmentally responsible water management, helping to control runoff, reduce flood risk, and enhance sustainability.

- **Installation of water mains and service ducts**

  Installing essential water mains and service ducting to support site operations and future infrastructure requirements, ensuring reliable and efficient utility provision.

- **Development of key infrastructure and access roads, including haul roads**

  Constructing critical access routes and haul roads to facilitate safe and efficient movement of materials, plant, and workforce across the site.

- **Delivery of temporary water works and enabling packages to support planning approval**

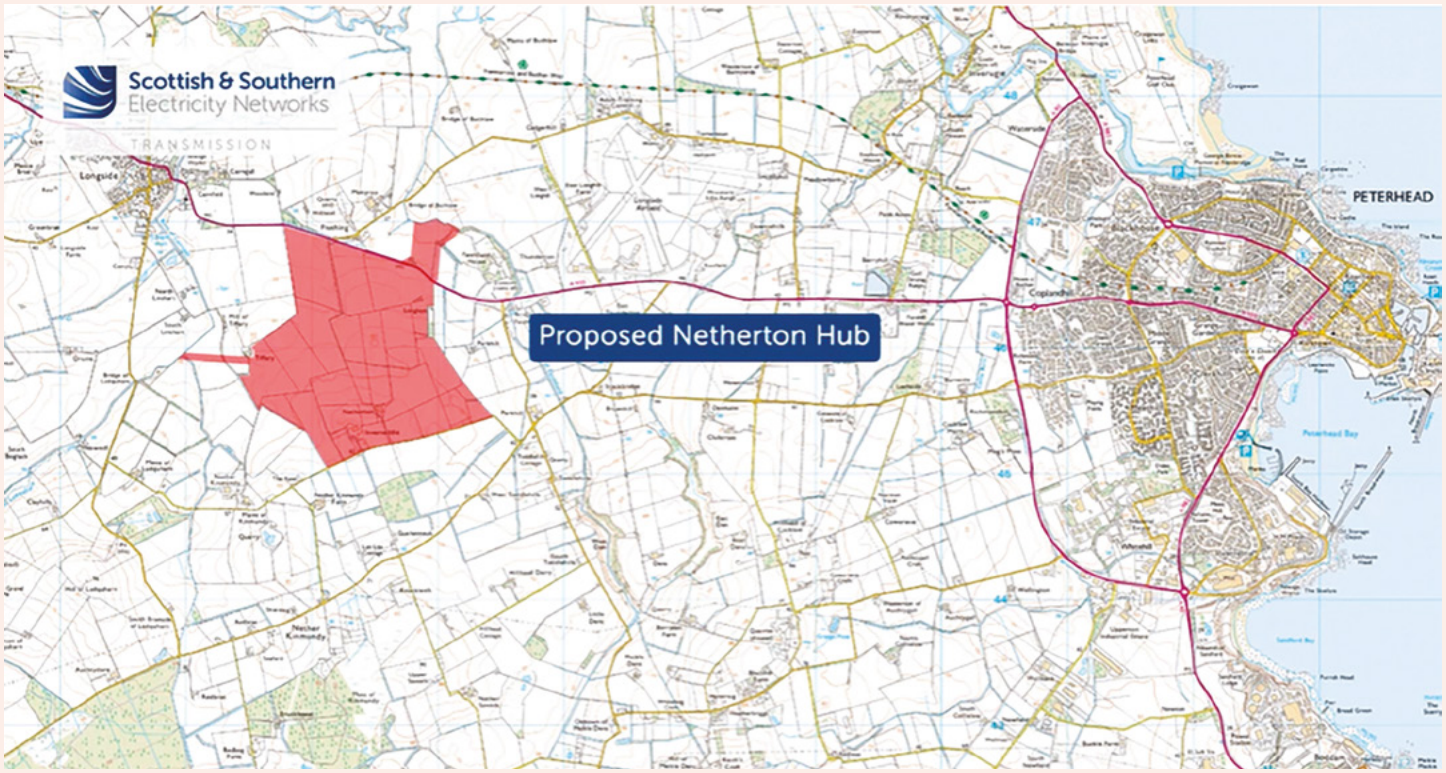
  Undertaking temporary water infrastructure and enabling works that were crucial in supporting planning approval and allowing the project to progress.

Key Achievements:

- Successfully delivered early works packages, including mobilisation and temporary water infrastructure
- Played a key role in securing planning approval for the wider project
- Completed kitchen alterations in an existing property with A&R Services —a first for the business, showcasing flexibility
- Commenced on-site activity through the Initial Works package, maintaining momentum despite wider delays

Case Study:

ASTI Works – Netherton Hub



Community Impact

The Netherton Hub project is set to bring significant economic and social benefits to the region. As part of the wider ASTI framework, it is expected to drive sustained investment, create employment opportunities, and support the development of local infrastructure, including residential accommodation for a growing transient workforce.

Ongoing Work - Lochside Of Leys

Work at Lochside of Leys continues at pace in partnership with our valued client, Bancon. The development comprises 147 units alongside complex off-site works, including installation of a rising main, all while maintaining access along the busy Raemoir Road. Despite challenging weather conditions at the start of the year, progress has remained steady, reflecting the team's resilience and commitment on site.

Looking ahead, there are exciting opportunities on the horizon, alongside a strong pipeline of ongoing projects. The Aberdeen market continues to evolve, with a clear transition towards infrastructure, green energy and regeneration, marking an important shift for the region and the business.

Recent Project Awards

WM Donald Tayside has secured several key contract wins across Dundee, reinforcing continued regional growth. At Liff & Stark 2, works are underway on a major development of 304 homes within the wider Dykes of Gray community, following detailed pre-construction planning to address challenging ground conditions.

Further awards include Ellengowan Phase 2 and Clepington Road for Campion Homes, delivering both private and affordable housing. Each project involves complex civil engineering works, from infrastructure and drainage to roads and foundations, showcasing the team's capability and strengthening long-standing client relationships.

Clepington Road

Project Updates

Strong progress continues across multiple live sites. At Kinloch Brae, Blairgowrie, all key handover dates were achieved despite challenging weather, with infrastructure works now complete and plot construction advancing well.

At Almond Valley, Perth, large-scale earthworks and the critical Castle Brae road closure were successfully delivered, including the import of over 12,000 tonnes of material. Meanwhile, Elgin Street in Dunfermline has seen rapid advancement, with all floor slabs installed and external works now underway, maintaining high standards across all projects.

Almond Valley

Office Updates

WM Donald remains committed to developing its people, with a strong focus on learning and progression. Within the Tayside office, Surveyors Nathan Cooney and Jamie Sharp are both advancing their careers through further education.

Nathan is undertaking a Graduate Apprenticeship in Quantity Surveying, while Jamie is completing a Masters in Commercial Management & Quantity Surveying. Balancing work, study and personal commitments requires real dedication, and their efforts reflect both individual ambition and the company's ongoing investment in its team.

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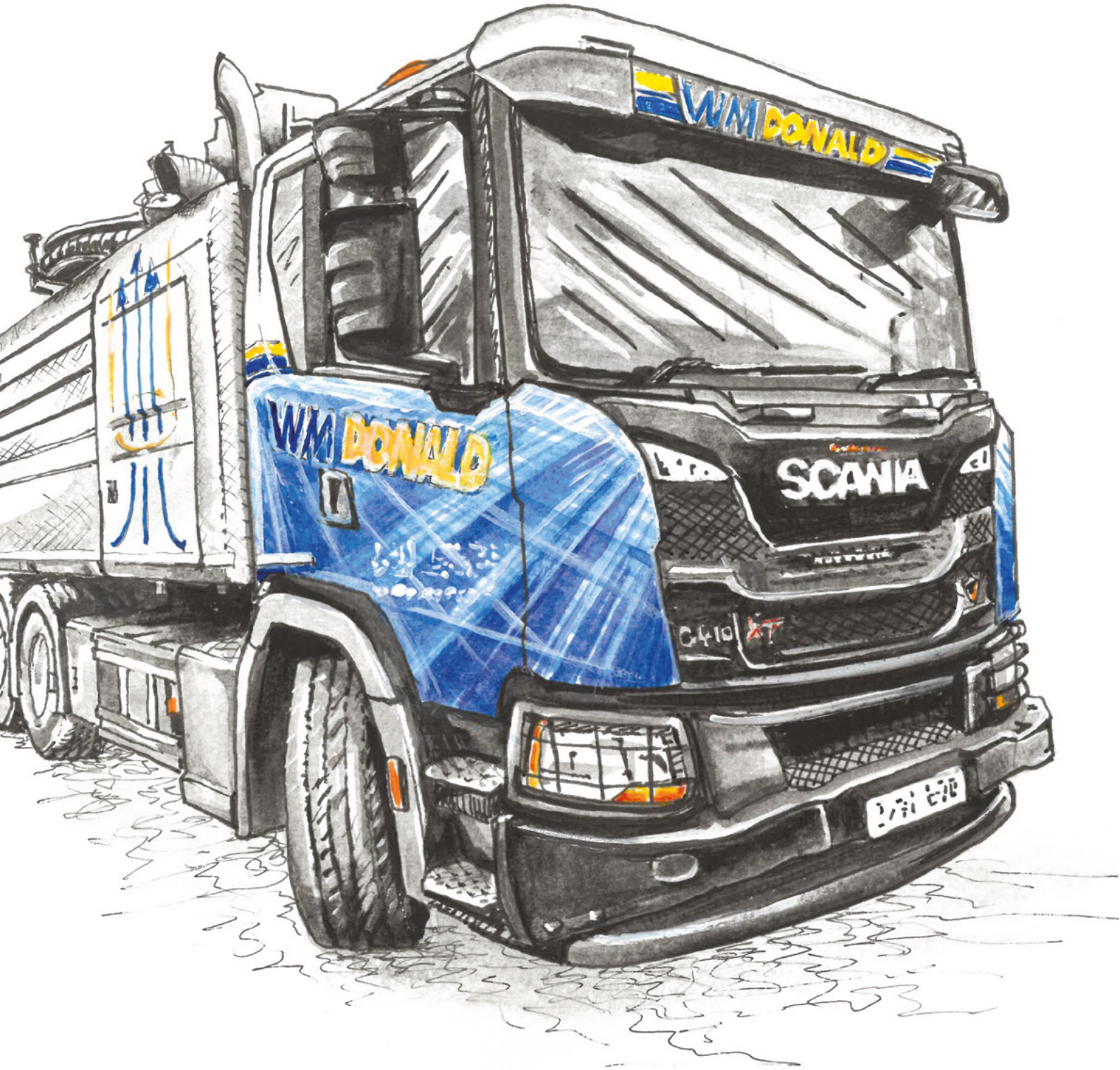

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