

FROM THE GROUND UP

ISSUE 19

W M Donald
Magazine

Winter 2025

THE BIG INTERVIEW WITH WILLE DONALD

As W M Donald prepares to mark its remarkable 50th anniversary in 2027, we sit down with our very own CEO.

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HOW OUR DRAINAGE ENGINEERING KEEPS SCOTLAND'S DISTILLERIES FLOWING

Discover how our precision engineering keeps Scotland's most celebrated distilleries running smoothly & efficiently.

Pages 8 & 9

APPRENTICE OF THE YEAR: RISING STAR DANIEL KNOWLES

At just 17, Daniel joined W M Donald – now he's leading on site and earning top honours as the Trades Awards' Apprentice of the Year.

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CEO Welcome



As we move into the Winter edition of our magazine, I'm incredibly proud of what our teams across the business have achieved over the past period. We've continued to see steady, sustainable growth that not only strengthens our regional operations but also contributes significantly to the wider success of W M Donald.

From securing new contracts and expanding our client base to delivering high-quality workmanship across all sites, our progress reflects the commitment and professionalism shown by everyone in the organisation. This momentum has helped us reach record levels of regional turnover and continues to elevate our reputation well beyond our traditional boundaries.

Our growth has also led to increased employment opportunities, strong engagement with subcontractors, and deeper partnerships with our suppliers - all vital to delivering the standard of work our clients expect. With exciting new projects about to get underway, I want to extend my sincere thanks to every member of the team for their dedication and hard work.

It's an exciting time to be part of W M Donald, and I look forward to what we will continue to achieve together.

I hope each of you gets the chance to enjoy some well-earned downtime with family and friends. Wishing you all a Merry Christmas and a happy, healthy New Year.

Willie Donald
Chief Entertainment Officer
W M Donald

MD Welcome



Welcome to our Winter edition. Over the past months, we've seen exceptional progress across our regional teams, with Tayside in particular experiencing one of its strongest periods of growth to date. Their achievements, new contracts secured, high-quality work delivered, and a growing presence beyond established boundaries, are a testament to what can be accomplished through collaboration, hard work, and a shared commitment to excellence.

This success has helped drive increased employment, new subcontractor relationships, and continued investment in our supplier network. It is encouraging to see the positive impact this growth is having not only on the region but on the wider W M Donald business as a whole.

As we look ahead, our pipeline of new projects places us in a strong position for the year to come. I'm incredibly grateful for the teamwork, resilience, and pride shown by everyone across the organisation.

Thank you for your continued efforts - together, we are building a strong and exciting future for W M Donald.

With the festive period upon us, I hope you all enjoy a well-deserved break and the chance to relax, recharge, and spend quality time with loved ones. Wishing you a wonderful Christmas and a successful year ahead.

Yours aye,

Ewan Riddoch
Managing Director
W M Donald

The Big Interview — Willie Donald



As W M Donald prepares to mark its remarkable 50th anniversary in 2027, we sit down with CEO Willie Donald, who also celebrated his 70th birthday this year. From start-up beginnings to becoming one of Scotland's most respected civil engineering firms, Willie has guided the business through decades of change, growth, and innovation. In this special winter edition, The Big Interview explores his reflections on leadership, family, and the evolving industry — as well as his vision for the future of the company that bears his name.

This year, you celebrated your 70th birthday — what does hitting that milestone mean to you personally and professionally?

Personally, 70 years is just a number for me, although I probably creak a bit more!

Professionally, as a CEO, I try not to be too involved in the day-to-day running of the company and let management do their job. I get more satisfaction out of helping the boys on-site without taking control.

Looking back to the early days of W M Donald, what were your biggest challenges in getting the company established?

Setting up a company was in my blood anyway, as my father was a farmer who moved into construction, but unfortunately, we lost him at the age of 39 when I was just 12. The secret to my success was that I started my life as a fitter with James Bowen & Sons, and they gave me a good deal on a second-hand International Drott, my first piece of equipment that I owned and used. We were lucky that we got work from Balfour Beatty for the sewage sea outfall at Nigg, which was a massive learning curve for me. The workforce then was Gordon Scott, who is still with us now, and Alistair McAndrew, who sadly passed away. The biggest challenges in the early days were working from home, pricing jobs and trying to work 24/7. If you work hard, things will all come together and having good mates around you to help at any time needed, especially in the maintenance of machinery, from putting on tracks to fixing an engine. My wife, Elaine, was also still working in the doctor's surgery while also doing the invoicing and bookkeeping for W M Donald.

How has your role as CEO evolved over the decades, and what aspects of the job still give you the most satisfaction?

I only took over the role of CEO 6 years ago, after serving as Managing Director. Ewan Riddoch took on this position, and I became CEO. I thought about retiring at 50, then walked across Scotland (200 miles) and England (200 miles) and then decided

I couldn't keep walking for the rest of my life, so realised I wasn't quite ready for retirement! Our first Managing Director, David Morrison, started in 2014 and drove the company forward with ISO accreditations, which we are very proud to keep going today. This made it far easier to set up companies in Perth and Inverness with good systems to follow.

I get the most satisfaction when getting stuck into sea outfalls and putting on the dry suit, and more recently, you won't find me far away from the tar squad. The success of working with people is not asking them to do something you wouldn't do yourself.

Are there particular achievements or turning points in the company's history that stand out as defining moments for you?

We did a lot of work for local authorities on drainage, sewage works and building water reservoirs, which was then taken over by Scottish Water in 2002. This then brought us to move more into the housing market. We were also national house builder registered, so we built a few houses for sale and a few for the family.

Memorable achievements for me are our first ISO Accreditation, which we gained in June 2015, and becoming carbon neutral. Also, seeing individuals in the company winning awards, especially the apprentice awards. Most recently, Daniel Knowles won 'Apprentice of the Year' at the Trades Awards 2025, making me incredibly proud. Also, not forgetting the number of second and third generation families we have working for us, including daughters and granddaughters.



W M Donald wins Family Business of the Year 2025

You've witnessed huge changes in the civil engineering and construction industry — what do you see as the biggest shifts since the company began?

Health & Safety improvements in making sure everyone returns home safely. Site inductions, toolbox talks, and risk assessments are part of daily life and didn't used to be. This is a positive change. There has also been an increase in how many people we have seen leave the construction industry due to retirement or a change of lifestyle. It's like building a new football team, which means the average age of the company now 32, from apprenticeships and then moving on to becoming skilled workers.

How has W M Donald adapted to new technologies and market pressures over the years?

Technology has always been at our forefront; we were the first to use robotic total stations, then moved onto GPS.

In terms of market pressures, in 2008, in the North East, we experienced a significant downturn. I remember our MD Ewan saying, "someone has to come out the other side," and that was born to be true.

What do you believe will be the key opportunities or challenges for the industry in the decade ahead?

In terms of key opportunities, renewables are the future. For challenges ahead, the housing

market in Aberdeen for clients is getting challenging. Inverness is a boom town but has a major skills shortage.

As a proud family-run business, how has this shaped W M Donald's culture and long-term values?

The many families that we have working for us, both 2nd and 3rd generation. Cousins, uncles, aunties, grandparents, daughters and sons!

What does it mean to you to see the next generation of your family involved in the company?

It means a lot to me to see my family involved in the business. It also gives me a real sense of pride and continuity.

Many employees have been with W M Donald for decades. What do you think keeps people so loyal to the business?

I believe our strong work ethic and the fact that we're a family-run business play a huge role in why so many employees choose to stay with W M Donald for decades. People feel part of something genuine here — they're valued, supported, and treated with respect.

W M Donald has long-standing relationships with major housebuilders — what do you feel sets the company apart as a trusted partner?

I think what really sets W M Donald apart as a trusted partner is our fairness and our focus

on doing the job properly, rather than constantly chasing extras. We've built a reputation for being straightforward, reliable, and committed to delivering what we promise.

Is there a recent or current project that you feel best demonstrates the company's capability and craftsmanship today?

When the city vision opens, it will be for all to see, and our own workers who have been working on it will also be proud.

How would you describe your leadership style, and has it changed as the business has grown?

I'd describe my leadership style as very hands-on, and that's something that hasn't really changed, even as the business has grown. I've always believed in being involved, staying close to the work, and understanding what's happening across the company. That said, having a strong management team and a solid group of Directors around me has allowed me to focus more on the bigger picture.

As you look ahead to the next chapter, what is your vision for W M Donald in the years leading up to and beyond its 50th anniversary?

It's all about the workforce and their continued dedication. We need to pay attention to the younger generation as they are the future.



Celebrating Willie Donald's 70th and his legacy

Looking Ahead to 50 Years of W M Donald

As 2027 approaches, W M Donald is preparing to celebrate half a century of dedication, resilience, and growth. What began as a small family business has become one of Scotland's most trusted civil engineering partners — still rooted firmly in the values Willie instilled from day one.

The upcoming anniversary will not only honour the company's heritage, but also mark the beginning of an exciting new chapter, shaped by innovation, strong client relationships, and the next generation of leadership carrying the W M Donald legacy forward.

W M Donald – Apprentice of the Year

Every year, the Trades Awards celebrate the people who keep our industry moving forward. And this year, one name rose straight to the top: Daniel Knowles, W M Donald's very own, who took home the 'Apprentice of the Year' award.

Daniel joined W M Donald on 22 August 2022, stepping onto site at just 17 years old. Most teenagers are still figuring out what comes next; Daniel was already pulling on his boots and getting stuck into life on the ground.

His very first challenge? Working under his dad, Martin Knowles, a highly respected Foreman and Ganger with famously high standards. It's the kind of pairing that could make or break a young apprentice, but Daniel took it in his stride. Instead of shying away, he leaned in, listened hard, and learned fast.

By September 2023, he was at NESCol, Altens, he's thriving both in the classroom and on site.

In just two years, Daniel has grown from a shy school leaver into someone you can rely on for pretty much anything. When Martin's off, Daniel steps up, tasking the crew, keeping the site running smoothly, and maintaining standards without missing a beat.

He's also racked up an impressive list of qualifications already, including Confined Space Training, Vehicle Marshalling, NRSWA, EUSR Categories 3-5, Banksman Slinger, First Aid and Mental Health First Aid.

Daniel has had a front-row seat to some of W M Donald's busiest sites: Elsick, Milltimber, Eco Village, and Maiden Craig. Each one has thrown something new his way, and he's taken it all on with that same calm, can-do attitude. He's now confidently laying main line sewers, working safely alongside machinery, and becoming the kind of young operative who helps set the tone for the team.

Contracts Manager Gavin Thom has watched Daniel come into his own:

"Since Daniel has started his apprenticeship at W M Donald, he has excelled with picking the job up quite quickly. Daniel is one of the most compliant within our sewer squads and shows great promise for the future. It's great to see the younger generation taking interest, especially in sewers, as it seems to be one of



the trades fading within our industry. Daniel is now laying main line sewers on his own and is more than capable to work alongside a machine safely when his father isn't around. His workmanship is just as tidy as some of our long-term sewer guys and credit goes to his father for teaching him correctly."

Contracts Manager Graham Bias adds:

"Daniel has been working on my sites with his father. He's an aspirational young lad with a smile no matter the weather. Taking control of a machine and undertaking tasks as a competent young ground worker when his father is on other tasks. Daniel has inspired me with the will and the knowledge he has picked up in such a short time in the industry. A true inspiration."

Away from the job, Daniel's your typical football-daft young loon, playing in the Saturday League, battling it out on his consoles, heading out with friends, and spending time with his girlfriend. He brings that same grounded, good-natured energy to work every day.

From nervous first-day apprentice to a confident, skilled, and respected member of the team, Daniel Knowles is exactly the kind of young talent our industry needs. His foundation is solid, his future is bright, and the team at W M Donald couldn't be prouder.



Welcome to the team

We are delighted to announce that Cameron Bruce has joined the team as our new Finance Director. Cameron brings a wealth of experience in financial strategy and leadership, with a proven track record of driving growth and efficiency across complex organisations.

His collaborative approach and sharp financial insight make him a fantastic addition to the leadership team, and we're excited to see the impact he will make.

Please join us in welcoming Cameron to the team.

How Our Drainage Engineering Keeps Scotland's Distilleries Flowing



Jura Distillery

At the remote Jura Distillery on the Isle of Jura, our drainage engineer tackled the challenges of isolation to assess the site's drainage system.

Through expert surveying and early detection of potential issues, we helped the distillery prevent costly repairs and keep operations running smoothly, proving that even in the most remote locations, precision engineering delivers big results.



Glenfiddich Distillery

In July, we were commissioned to carry out a comprehensive drainage investigation at the world-renowned Glenfiddich Distillery.

Our specialist team undertook jetting and CCTV surveying across all nine phases of the warehouse complex project, successfully inspecting over 6,600 metres of drainage pipework. Using advanced CCTV technology, we captured detailed footage to accurately assess pipe conditions. These thorough surveys are essential for identifying defects early, preventing costly disruptions, and ensuring the smooth operation of one of Scotland's most iconic distilleries. Our proactive approach helps safeguard both the infrastructure and the heritage of this celebrated whisky producer.

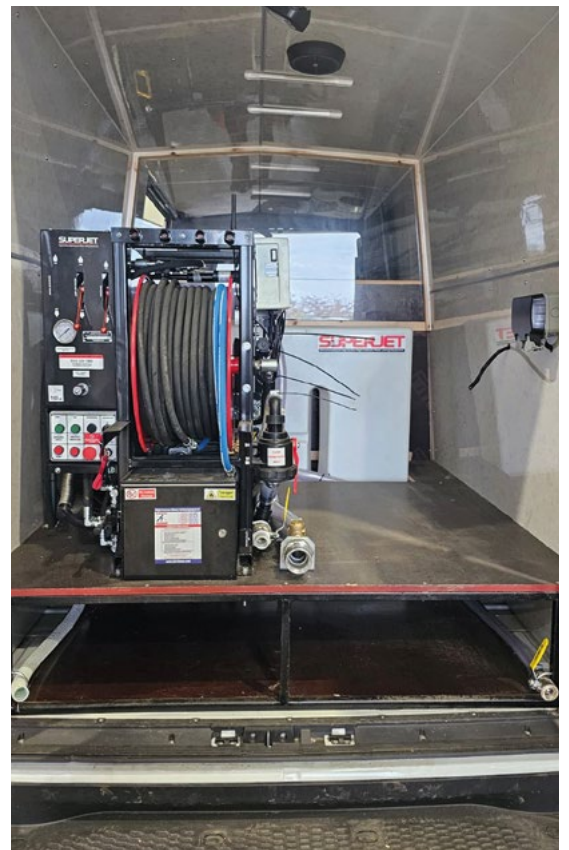


Drainage Update

Our dedication to delivering exceptional drainage services across the Highlands and Aberdeen remains as strong as ever. Leading the charge is Irene Jamieson, supported by Billy Taylor, who together manage the dynamic drainage division.

This talented group of six experienced engineers continues to provide the same high-quality service and technical expertise our clients have come to rely on. Their teamwork, local knowledge, and commitment to excellence ensure that every project, no matter the scale, is completed efficiently and to the highest standard.

To further enhance their capabilities, the division has recently introduced a fully equipped, state-of-the-art service van to its fleet. Kitted out with advanced CCTV inspection systems and a high-pressure water jetting unit, the van enables the team to quickly diagnose, maintain, and resolve drainage issues on-site with greater speed and precision. This investment reflects our continued focus on innovation, efficiency, and providing outstanding service across the region.



Building Futures at Fort George

W M Donald was delighted to take part in the World of Work Taster organised by Morgan Sindall Construction at the historic Fort George. It was certainly not a typical office day!

Pupils from across the Highlands had the opportunity to explore the world of construction through engaging, hands-on activities, including learning about our monoblocking and drainage work. Even a burst of afternoon rain couldn't dampen the enthusiasm and energy from everyone involved. A huge thank you to all the local companies who supported the event, and a special shoutout to Abigail Tuthill and Oktawiusz Brodziak for their fantastic efforts. A brilliant initiative inspiring future construction professionals.



Lucy Alexander - 12-week HR Placement

Lucy completed a 12-week placement with us and has now returned on a part-time basis as HR Advisor. We are thrilled to be supporting Lucy's development and can't wait to see the impact she will make in people, culture and all things HR.

From School Halls to Site Walls

We had an amazing couple of days with Milena and Vanessa from Lochside Academy, joining us through the Russell Anderson Foundation Career Pathways programme.

They shadowed our Commercial, Accounts, and HR teams, visited a live site, asked insightful questions, and picked up new skills, bringing energy and enthusiasm to the office. Supporting young people as they explore career options is something we're truly passionate about at W M Donald.



Hard Hats Off to Rachel!

Rachel O'Donnell has been recognised as one of the Top 100 Most Influential Women in Construction 2025 in the Local Heroes - Scotland category, celebrating her positive impact across the industry.

Rachel's passion for people, community engagement, and driving opportunities within construction has made her a standout role model. Everyone at W M Donald is incredibly proud of her achievement. This recognition highlights the importance of inspiring future talent and championing strong female leadership within our sector.

Digging Into Careers

Earlier this quarter, we were thrilled to host the W M Donald Forfar Academy Technical Day, giving over 90 S3 pupils a hands-on taste of construction and civil engineering.

With incredible support from GAP Group Limited, Sunbelt Rentals, Inc., and DYW Tay Cities, the day was a huge success. Special shoutouts go to Nathan Cooney, Jack Webster, Josh Ritchie, Bartlomiej Bator, and Leo Muir for leading fun, practical sessions that sparked curiosity and inspiration. Events like this are a brilliant way to showcase diverse career paths and show young people just how exciting and rewarding the world of construction can be.



2025 Apprentice Intake

W M Donald is proud to welcome 16 new apprentices as part of our 2025 intake. Representing a wide range of communities across the region, this talented group marks the next generation of engineers, groundworkers, and construction professionals.

Their arrival reflects our continued commitment to developing local talent, strengthening skills across the industry, and providing meaningful career pathways that support both our business and the communities we serve.

2025 APPRENTICES		
Ollie Roberts	Brechin	Apprentice
Keegan Wilkinson	Elsick	Apprentice
Zac Gordon	Countesswells	Apprentice
Taylor Walker	Milltimber	Apprentice
Kacper Bednarowski	Cordyce	Apprentice
Mitchell Collinson	Maidencraig	Apprentice
Matthew Reaper	City vision	Apprentice
Neil Mitchell	Cloverhill	Apprentice
Ryan Simpson	Grandhome	Apprentice
Aiden Nugent	Lochgelly	Apprentice
Joseph Mclean	Kintore	Apprentice
Rylie Mackay	Inverness	Apprentice
Fraser Horne	Inverness	Apprentice
Kai Bertram	Inverness	Apprentice
Charlie Calder	Inverness	Apprentice
Drew Macbean	Inverness	Apprentice

Recognising Excellence: The GEM Awards



At W M Donald, our GEM Awards – “Going the Extra Mile” – celebrate employees who consistently shine. Monthly winners are nominated for excellence in productivity, creativity, customer service, mentoring, and proactiveness.

Recent stars include Nathan Cooney, Mark Duncan, Andy Ladley, Connor Youngson, Steven Taylor, Connor West, and Kye West.

The new GEM Awards will be presented in January 2026. Want to celebrate a colleague? Nominate them via your contracts manager or email Rachel at hr@wmdonald.co.uk.



Connor West



Nathan Cooney



Lynsey Tawse



Mark Duncan

Phil Bowie Retirement

After 27 years of dedicated service, W M Donald bids a fond farewell to machine operator Phil Bowie, who begins a well-earned retirement. Renowned for his skill, work ethic, and good humour, Phil leaves behind an enduring legacy of craftsmanship and commitment.

He's kicking off retirement with a trip to Nashville, before tackling his partner's “to-do” list. Everyone at W M Donald wishes Phil a long, happy, and fulfilling retirement and thanks him for his unwavering commitment and hard work for almost three decades.



Delivering Against Our Values



Safety doesn't stand still. In this edition, Craig Hunter, HSEQ Manager, outlines the latest health and safety focus areas, lessons learned and proactive measures being taken to ensure everyone returns home safely at the end of every day.

In 2025, our HSEQ performance has been very similar to that of the previous year, and although it is disappointing not to have reduced the number of incidents, it is important to put this into context.

Due to the amount of work that we have delivered and the increased number of employees, we have actually worked 35% more hours so far in 2025 without increasing our incidents. We need to continue to work towards our HS&E values, which are:

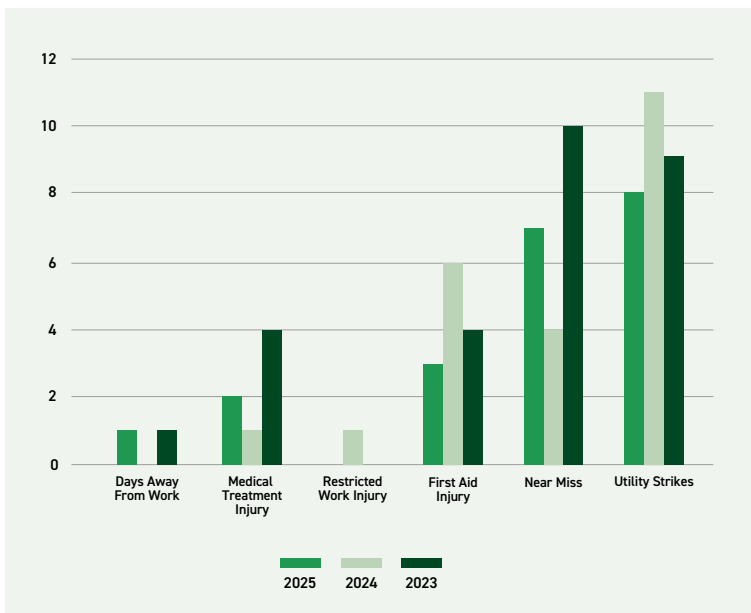
Making Safety Happen

We simply believe that no one should be harmed by our activities. We promote a culture where everyone is committed to the delivery of our work safely. We will never compromise on this value.

Environmentally Sustainable

We are passionate about protecting our natural surroundings and accepting our responsibilities. We commit to addressing climate change and remaining a Carbon Neutral Zero organisation.

When we all work towards these values, we will continue to deliver the improvements in HSEQ performance that we all want.



Delivering Our Company Objectives

Each year, we set and deliver our company objectives, which are important for the continuous improvement of the business and how we operate. This year, we have focused on and delivered against the following areas:

1. Sustainability
2. HSEQ & Information and Technology Systems
3. Business Development
4. Business As Usual Deliverables

Within the last of these objectives (Business As Usual Deliverables), the business has focused specifically on addressing the Employee Engagement Day feedback to ensure continual improvement.

The Senior Management Team has set out to:

- Gather and analyse all feedback
- Develop an action plan that is consulted with the wider Senior Management Team
- Deliver the report's recommendations and a feedback process to employees (You Said, We Did)

Two key areas have been delivered, which are:

- Pay and Reward – Salary increases for all and allowance increases
- Career development – Road Maps produced for everyone

We shall provide a further update on this objective in January 2026 at our Employee Engagement Day.

We look forward to seeing you all there at the start of a new, productive and safe year.

Building Progress: Across the North, W M Donald Is Delivering on Every Front

As winter sets in, our teams continue to make strong progress across multiple projects - from advancing new housing and infrastructure to completing essential works and gearing up for the next wave of development. Here's a snapshot of what's been happening on site.

From recently completed works to upcoming winter starts, see what our teams have been busy with.

Our Current Projects

Delnies, Nairn for Barratt Homes

Infrastructure works are progressing well, with access and services taking shape across the site. The first house plots are underway, and the new show home is now open, providing prospective buyers with a clear sense of the layout, style, and quality of the development.

Slackbuie 2H, Tulloch Homes

Infrastructure installation is advancing steadily, and construction of the initial house plots has begun. Further build activity will follow as groundwork completes, supporting the phased expansion of this growing residential community.



New Warehouses Phase 1B, Invergordon, Compass

Phase 1B is progressing with the construction of three modern warehouses. Structural and service installation works are well underway, ensuring the units will be ready to meet operational needs and future industrial demands.

New Housing at Riverford, Conon for Tulloch

Site preparation and early construction are moving ahead at Riverford. New homes are being delivered to modern standards as additional plots enter active build, creating high-quality, energy-efficient housing for the Conon community.

New Roundabout on A96 for Haventus

Construction of the new A96 roundabout is progressing, including realignment and drainage works. Once complete, it will improve access, enhance traffic flow, and support future residential and commercial developments in the area.



Completed Projects

Culvert at Dornoch Housing Development, Springfield

W M Donald successfully delivered a new culvert installation to support drainage and infrastructure requirements for the Dornoch housing development, ensuring effective water management and long-term site resilience.

Access roundabout on A96 at Delnies, Nairn for Barratt Homes

The team completed the construction of a new access roundabout on the A96 at Delnies, improving connectivity and enabling future development for Barratt Homes while enhancing traffic flow and safety in the area.

Warehouse at Benromach Distillery for Robertson Construction

W M Donald completed groundworks and civil engineering services for a new warehouse at Benromach Distillery, supporting the site's ongoing expansion and providing robust infrastructure for operational efficiency.

Housing infrastructure works at Drumossie for Springfield

Infrastructure works at Drumossie were successfully delivered, providing essential services and site preparation for Springfield's new housing development, helping to create a well-planned, high-quality residential community.



Upcoming Projects

W M Donald is set to deliver the infrastructure works for Elgin South Phase 3, providing essential site preparation and services to support Springfield's upcoming housing development.

Case Study:

Kincorth Housing, Ogilvie Construction

Client:

Ogilvie Construction

Contractor:

W M Donald

Project Timeline:

Ongoing

Project Overview:

After months of careful negotiations with several Tier One stakeholders, Ogilvie Construction were awarded the long-awaited Kincorth project for Aberdeen City Council and chose W M Donald to bring it to life. This marks our very first partnership with Ogilvie in the North East, and it couldn't have come at a better time, adding a major public-sector win to our order book during a quieter spell for private developments in the region.

Scope of Works:

W M Donald's scope of work was comprehensive and included:

- **Foundations:** Construction of reinforced concrete foundations, overcoming restricted working space and managing large-volume pours exceeding 1,000m³ with precision.
- **Underbuild and Drainage:** Installation of underbuild structures and comprehensive drainage networks to ensure stability, water management, and long-term site resilience.
- **Gabion Walling:** Construction of durable gabion retaining walls, providing both functional slope support and an aesthetically pleasing finish to the landscape.
- **External and Internal Services:** Coordination and installation of all key utilities, including water, power, and communications, to seamlessly integrate building infrastructure.
- **Hard Landscaping:** Delivery of paths, kerbs, and paved areas that enhance accessibility and visual appeal across the completed development.
- **Final Surfacing:** Laying of high-quality road and footpath surfaces to provide a safe, smooth, and lasting finish to the project.



Key Achievements:

- Kincorth is a familiar site for W M Donald; we previously completed the original earthworks, drainage, and road to base course.
- We've returned to deliver the next phase of the development, including foundations, hard landscaping, and final surfacing.
- The project presents technical challenges, including limited working space and foundations requiring over 1,000 m³ of concrete.
- Our team is meeting these challenges head-on, using precision concrete pumps and showcasing our expertise and efficiency on-site.

Community Impact

For three years, the site sat dormant, a reminder of stalled plans and rising costs. Today, it's buzzing with life once again. Our work is transforming what had become an eyesore into a high-quality housing development that local residents can be proud of. Beyond improving the landscape, the project supports local jobs, strengthens supply chains, and brings fresh energy to the Aberdeen community.

Looking Ahead

With construction well underway, W M Donald is focused on delivering excellence from the ground up. The success of this project is already paving the way for future collaborations with Ogilvie Construction and setting a new benchmark for what can be achieved through teamwork, innovation, and determination. When complete, Kincorth will stand as a symbol of regeneration and a reminder of what's possible when local expertise and shared vision come together.



Our Current Projects

Royal Aberdeen Golf Club (RAGC) - Revetment and Dune Stabilisation

As mentioned in our previous issue, we're delighted to share the completed works to stabilise the iconic first tee at RAGC. Ewan's ingenuity shone through as he designed a bespoke fitting to 'fill' the bags used by our machines. Willie and the team carefully built up the bags and covered them with sand, all without disturbing the natural dune levels.

Following this success, the client asked W M Donald to install protective fencing around the area until the dune settled and planting became established. It was a major project for RAGC, and saving that first tee was a huge achievement. Looking at the finished result, you'd never know the scale of work that went on behind the scenes. A massive well done to everyone involved!



Upcoming Projects



Lochside of Leys Ph 2a-2b Bancon

W M Donald has secured the next phase of the Lochside project in partnership with Bancon. This development brings exciting challenges, including complex off-site works, a rising main, and key service diversions. By the time you read this, our team should be well underway, delivering another standout project for the region.

ASTI Works

The North East is set to thrive with extensive works on the ASTI projects, involving major Tier One Contractors across multiple civil packages - drainage, roads, ducting, and substructures. We are now well advanced and entering final negotiations on some of the largest individual contracts in W M Donald's history. This marks an exciting and pivotal moment for the company.



Tayside Momentum: Building Growth, Strengthening Futures

Over the second half of the year, we've continued to experience steady and sustainable growth across the region - a true reflection of what we, as both a business and a regional team, strive to achieve. This success not only strengthens the Tayside region but also contributes to the wider growth of W M Donald. With new contracts secured, an expanding client base, and consistently high-quality workmanship, it's been a positive year. Our growing reputation beyond our traditional boundaries has also driven increased employment, subcontractor engagement, and supplier partnerships. None of this would be possible without the dedication, skill, and teamwork of everyone involved.

Office Move

After a short stay in Aberuthven, we're delighted to have returned to the heart of Perth - now proudly based at Riverview House in the city centre.

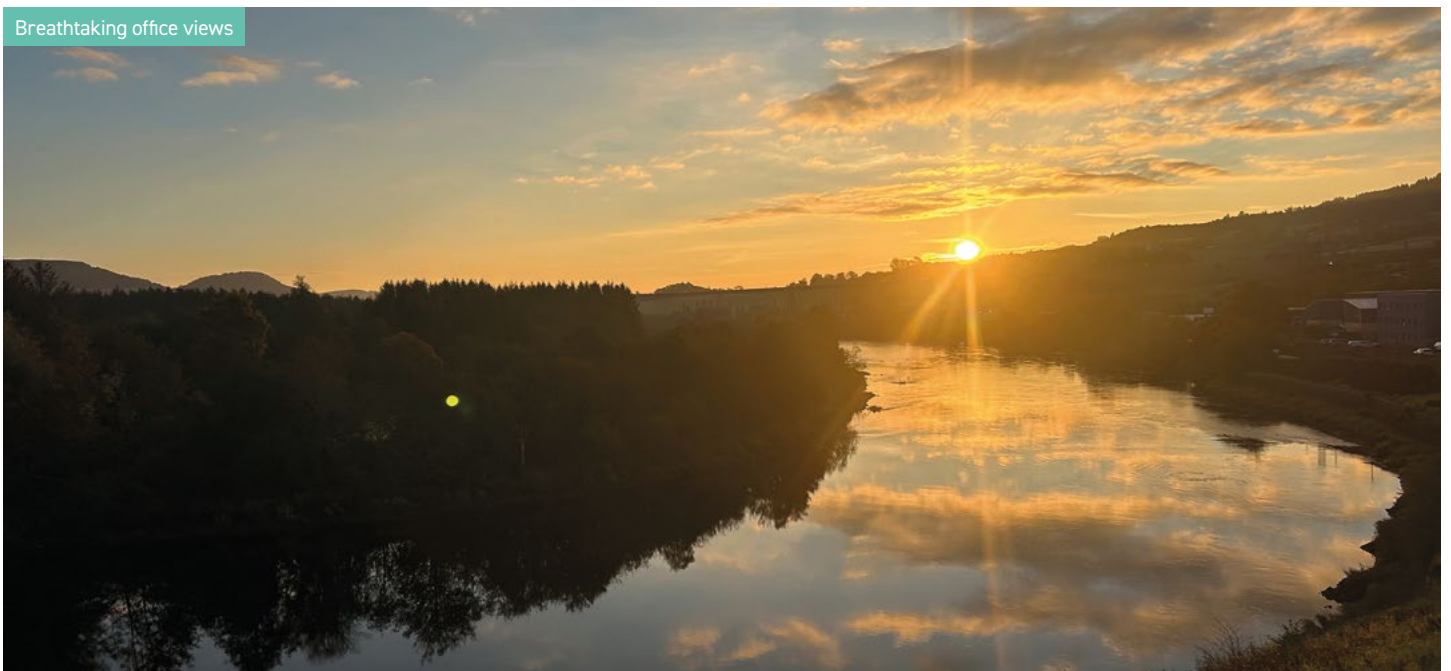
The move brings us closer to our projects across Dundee, Perth, Perthshire, Fife, and the surrounding areas, allowing us to better support both current and future contracts. Our new location provides a more connected base for our teams, strengthening collaboration and efficiency across all sites.

And, of course, we couldn't resist the stunning views, those breathtaking sunrises over the River Tay and Friarton Bridge are the perfect backdrop to a new chapter of growth and success.

Riverview House



Breathtaking office views



Our Current Projects

Following on from our Spring Edition, works are progressing well on all sites with both Westpark, Blairgowrie and Almond Valley progressing fantastically within the period.

Blairgowrie

In a short time, our Blairgowrie project has made impressive progress. All earthworks, housing sewers, and road infrastructure are now complete, with over 30 foundations and floor slabs finished. The site is on track to hand over four completed units before Christmas, while further foundations and a major off-site surface sewer outfall are also underway. It's a busy and productive end to the year, with the site and wider team performing exceptionally well. Our efforts were recognised by James MacKay, Managing Director of Persimmon Homes North Scotland, who praised "the exceptional standard of infrastructure delivery" - a true testament to the whole team.

Blairgowrie



Elgin Street, Dunfermline

Commencing in September, our Elgin Street site is now taking impressive shape. True to form, we've embraced every challenge, from existing services to historic foundations and even a newly discovered well. With our experienced team and trusted subcontractors, we're more than equipped to tackle these conditions head-on. Following the successful completion of our Leslie project in Glenrothes, this marks our second collaboration with Campion Homes. We're proud to be contributing to another high-quality development, delivering much-needed affordable homes for the Fife community.

Almond Valley

Our largest regional contract to date, Almond Valley has made an outstanding start despite challenging site conditions, planning constraints, and complex existing services. Thanks to the dedication and teamwork of everyone involved, our site crews, direct labour, and subcontractors, the project continues to move forward smoothly. The main spine road and tarring have been completed for some time, paving the way for ongoing housing infrastructure works and the start of plot foundations. With an impressive 340 units planned, we're still in the early stages, but momentum is strong, and the entire team is excited to see this major development take shape.

Almond Valley



Home Renovations Support Aberdeen Man

W M Donald recently supported a heartfelt community project for Calvin Cheyne, a young man from Aberdeen who faced life-changing complications following surgery for Chiari Malformation.

Although his initial procedure went well, Calvin later suffered a severe setback that led to dangerous fluid build-up in his brain, emergency surgery, and permanent damage to his spinal cord, leaving him unable to walk. His family has since raised over £118,000 to fund stem cell treatment in America.

Employee Graham Bias, a friend of Calvin, approached founders Willie and Elaine, who gladly arranged for W M Donald to lay accessibility slabs in Calvin's garden.

We wish Calvin all the best with his ongoing treatment and rehabilitation.



Supporting Mental Health Together – W M Donald x Men in Mind

We're proud to be taking an important step forward in supporting mental health at W M Donald. It is something that affects us all - but for many, speaking about it remains incredibly difficult.

At W M Donald, we've felt the devastating impact of suicide first-hand. These losses have deeply affected everyone across the organisation and reminded us how vital it is to keep mental health at the heart of our culture.

That's why we're proud to share our video podcast with Men in Mind, an organisation dedicated to breaking down stigma and encouraging open, honest conversations about mental health - especially among men.

Andy Joss of Men in Mind recently joined Rachel O'Donnell (HR Manager) and Craig Hunter (HSEQ Manager) for an honest and powerful discussion on this podcast. Together, they explore the impact of these tragedies, the importance of early conversations, and how we can all look out for one another.



We encourage everyone to take the time to listen or watch this episode - it's an important conversation for our entire W M Donald community, the construction industry at large and beyond.

This video podcast is about listening, learning, and supporting one another and can be viewed here: <https://www.wmdonald.co.uk/news>

If anyone would like to talk about anything related to this subject, please reach out to Men in Mind.

Let's keep the conversation going - and make sure no one ever feels they have to face their struggles alone.

Volunteer Work – Camphill

Three of our Board Members, alongside staff and family members, including our CEO’s daughter and son-in-law, recently volunteered their time at Camphill School, supporting campus landscaping and garden improvement projects.

From restoring outdoor spaces to enhancing areas used by pupils and staff, the team rolled up their sleeves and made a tangible difference across the grounds.

This visible leadership from the top continues to set a powerful example, helping shape our culture and inspiring others throughout the business to take part in community-focused action. By working side by side - regardless of job title, department, or generation - we reinforce an important message: everyone has a role to play in making a difference. Initiatives like this remind us that teamwork, care, and community impact are at the heart of who we are.



New Year, New Opportunities and Best Wishes for 2026

With 2026 now underway, the team at W M Donald would like to take a moment to reflect and look ahead.

The close of 2025 brought another year of progress, partnership and shared success, while the start of a new year offers fresh energy and renewed focus. We extend our sincere thanks to our colleagues, clients and suppliers for your continued support, collaboration and trust. It is these relationships that strengthen our work and drive our ambitions forward.

We send our warmest best wishes for a healthy, safe and prosperous 2026, and every success and happiness in the months ahead.

The year ahead is already shaping up to be an exciting one, with new opportunities, key projects and continued investment in innovation, sustainability and operational excellence. We look forward to building on strong foundations, delivering impactful work together, and supporting each other through another year of achievement and growth.

Here's to 2026 - new milestones, shared progress, and continued partnership. We are ready for what comes next, and we're proud to move forward alongside you.

