



## WELCOME

### MANAGING DIRECTOR'S REPORT

*It is hard to believe that we are only a couple of months away from the end of 2023. It has been a busy year and our project teams have progressed well with their respective projects, namely The Watermark and Governor's Village. I take this opportunity to thank our staff for their diligent efforts and hard work.*

As part of our digitalization strategy, one of our goals this year, was to develop and launch the Arch and Godfrey Academy, a central resource for learning for our staff. I am very pleased to share that the A&G Academy is complete and ready to launch!

I am also excited to announce that a project that we have been involved with since its inception, MAREA Little Cayman, is moving forward. We are starting pre-contract works this month! While building over in Little Cayman will present many challenges, we are certainly ready for the new adventure.

I hope that you enjoy the 2nd edition of our Newsletter.







## A&G DIGITALIZATION PROJECT PHASE 2

Following the completion of the extensive first phase of the ongoing A&G Digitalization Project in late-Q1 2023 Arch & Godfrey has undertaken the equally ambitious phase 2 of the project – which began in early-Q2 2023 and is once again being overseen by Rafael B. Elias of Elias Consulting. For more information on phase 1 of the project please see refer to A&G's inaugural [Q1 2023 newsletter](#) available on our website.

Building on the success of the initial phase, phase 2 seeks to maximize synergies and engagement across the company through the development and roll-out of an A&G intranet accessible by all staff, with two key initial modules – the “A&G Academy” and the “PO Tracking System”, respectively. While the former acts as an internal on-boarding, training, and continuous development resource for all staff, the latter will digitize, streamline, and largely automate the purchase order system – including through seamless integration with the relevant vendors' systems.

After a multi-month scoping, development, and testing period the A&G Academy has entered the roll-out phase, which includes a mix of internally produced training content as well as training content supplied directly by third-party organizations – such as the Chartered Institute of Building (CIOB). It is expected that this module will evolve over time to include formalized / accredited continuous professional development credits (including through formalized corporate memberships with third-party providers), as well as gamification elements to foster user engagement – such as badges for completing numerous training items, etc.

As we move into the end of 2023 focus will shift to the second module – the PO Tracking System. As this module will require significant scoping, development, and parallel testing alongside the current, paper-based method it is expected that roll-out of this module will not occur until early-2024.

Further out, additional modules are under consideration as part of the third phase of the A&G Digitalization Project – including potentially a plant and equipment tracking tool, amongst others.

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*We look forward to sharing more information on these exciting projects in the months ahead, as well as receiving your feedback as we develop and refine these resources.*

*We would also like to take this opportunity to thank those who have already contributed to these digitalization efforts – including Rafael B. Elias, Noena Ledesma, Sparked Digital, and KirkISS.*

## SITE SAFETY

### MESSAGE FROM THE HEALTH AND SAFETY MANAGER

*Hi, I'm Lynford Anthony Pandohie, Arch & Godfrey Health and Safety Manager. My message to everyone is why Health and Safety is important at your workplace, at home, and wherever you are.*

### WHAT IS HEALTH AND SAFETY IN THE WORKPLACE?

Workplace health and safety is all about sensibly managing risks to protect your workers and your business. Good health and safety management is characterized by strong leadership involving your managers, workers, suppliers, contractors, and customers. In a global context, health and safety is also an essential part of the movement towards [sustainable development](#).

### WHY IS IT IMPORTANT?

It's good to know the benefits, so we've listed **10 reasons** why health and safety is important:

- 1** It is morally right to ensure your workers return home safe and healthy at the end of every working day.
- 2** By protecting your workers, you reduce absences, ensuring that your workplace is more efficient and productive.
- 3** Research shows that workers are more productive in workplaces that are committed to health and safety.
- 4** Reducing down-time caused by illness and accidents means less disruption – and saves your business money.
- 5** In some countries, health and safety legislation is criminal law and you are legally obliged to comply with it. Legal breaches can result in prosecution, fines and even imprisonment of senior executives.



**6** To attract investors and partnerships you may need to demonstrate your commitment to sustainability and corporate social responsibility, which will include how you protect your workers.

**7** Increasingly, customers want to buy products and services that are produced ethically – so you also need to think about the work practices throughout your supply chain and deal only with ethical suppliers that protect their workforce.

**8** More and more, job hunters – particularly Millennials and Generation Z – seek roles with employers who share their values, so without strong corporate responsibility and sustainability practices you may struggle to attract or retain the best employees.

**9** A good health and safety record is a source of competitive advantage: it builds trust in your reputation and brand, while poor health and safety performance will directly affect profitability and can result in loss of trade or even closure of the business.

**10** Good health and safety at work secures long-term benefits for you, your business, and the wider community.

### REMEMBER SAFETY, FIRST, LAST, AND ALWAYS!

- To communicate important safety information and updates to employees in a timely manner.
- To serve as a reminder of the company's commitment to safety and the importance of safe practices in the workplace.
- To promote a culture of safety within the organization.
- To reduce the risk of accidents and injuries in the workplace.
- To encourage employees to take an active role in maintaining a safe working environment.
- To provide tips and best practices for staying safe on the job.
- To highlight safety successes and recognize safety achievements of employees.
- To inform employees of any new safety policies or procedures.
- To educate employees about potential hazards in their work environment.
- To promote employee engagement and participation in safety initiatives.





## INTERN CATCHUP

### ARCH & GODFREY'S 2023 INTERN CATCHUP

Arch & Godfrey's 2023 interns continue to impress as they develop key technical and interpersonal skills through close collaboration with and guidance from our senior staff across our sites, including Watermark and Governor's Village. We are proud to be a part of their career and academic journeys, and to be a part of the broader effort to develop young Caymanian talent through our longstanding internship program. Additionally, we are particularly proud that four of our eight 2023 interns are women.

### SELECTION OF COMMENTS FROM ARCH & GODFREY'S 2023 INTERNS

*"[As for my experience so far, I'd say] working on a multi residential project as a young female construction management intern has been an incredibly empowering and rewarding experience, where I've been able to learn and grow alongside a talented team, while embracing the challenges with enthusiasm and a genuine passion for the industry."*

– Remi Bush-Jackson

*"My internship at both A&G's Periwinkle and Governor's Village sites has been a remarkable academic and professional development. I've gained practical skills and a deeper understanding of the construction industry by working with talented individuals, especially the engineers. The internship's most*



*(Pictured: Antwone Folkles, Diana Rodriguez-Riol, Amalae Mendoza-Williams, Sofia Watler, and Remi Bush-Jackson at Arch & Godfrey's Governor's Village project)*

*impressive feature is the freedom and flexibility it gives me to tailor my experience according to my goals."*

– Diana Rodriguez-Riol

*"As an intern currently at Arch and Godfrey I have really enjoyed my learning experience here because while being at Arch and Godfrey, I have learnt so much about construction management and Health and Safety management which has really helped me in my course over at Public Works Department."*

*The staff on the construction site and off the site have been very helpful which has meant a lot to me for example they have provided me with tools to help me complete my tasks throughout the day and they always keep me well informed which is very important."*

*I can't express enough how much I have enjoyed my experience here and how much I appreciate Arch and Godfrey."*

– Javon Watson

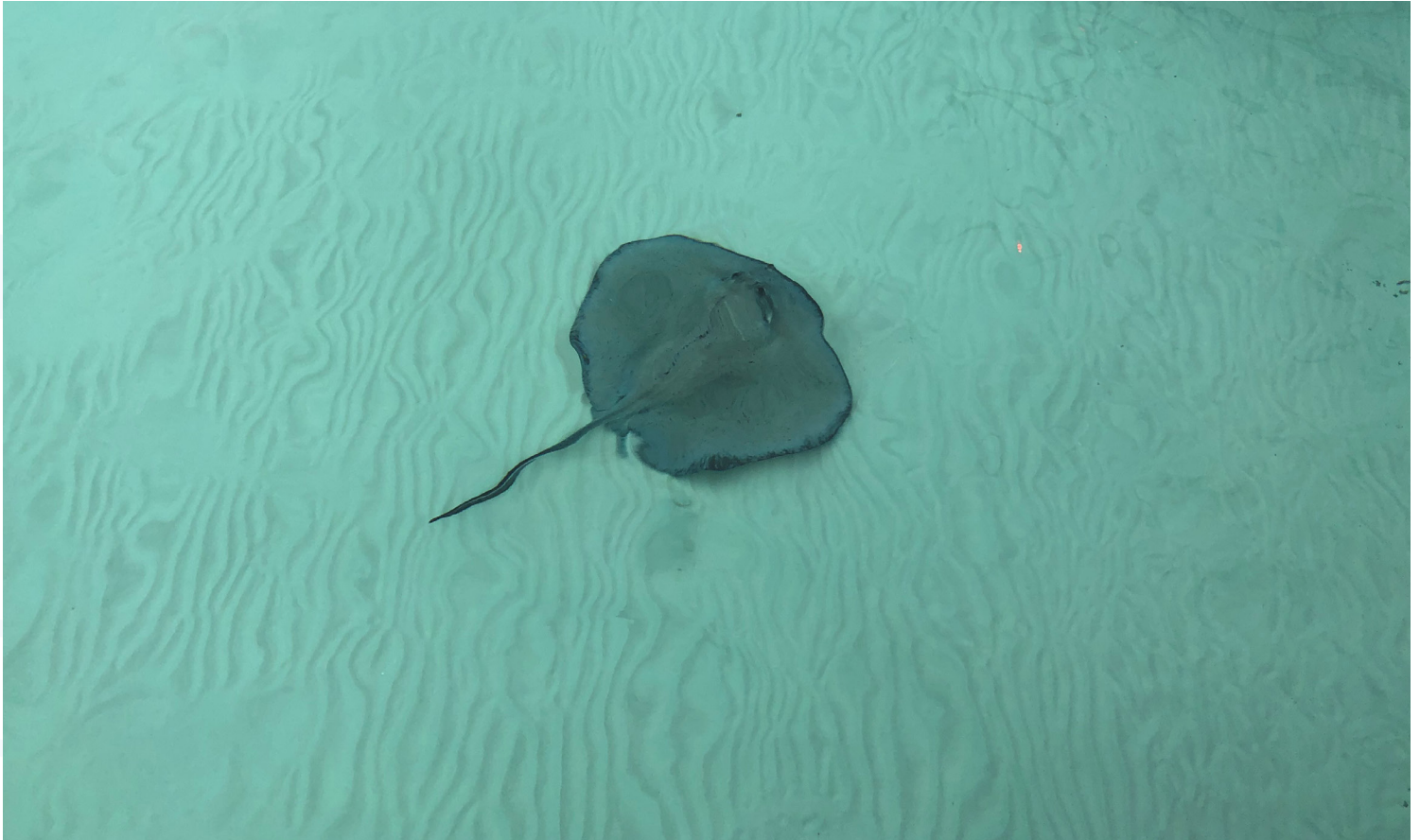
*We thank our interns for their kind words and continued dedication. Congratulations on a job well done!*

### 2023 ARCH & GODFREY INTERNS

*(As of September 13, 2023)*

Remi Bush-Jackson  
Diana Rodriguez-Riol  
Sofia Watler  
Katelyn Ebanks Torres

Javon Watson  
Keanu Jackson  
Amalae Mendtoza-Williams  
Antwone Folkles



## ARCH & GODFREY'S SUMMER 2023 EVENT

Arch & Godfrey was pleased to welcome its staff and their families to the A&G summer 2023 event on Saturday August 26, 2023 – which included a chartered sunset sail through the North Sound to the world famous Sandbar for fun with stingrays.

We thank Red Sail Sports Cayman and Ristorante Pappagallo for their dedication in facilitating the event, and to all the members of our team.



## 25TH WORK ANNIVERSARY

Congratulations to William Chisholm for celebrating his 25th anniversary with Arch & Godfrey this month!

## GUESS WHO

If you think you know who this mystery guest is then please email your answer to Rafael B. Elias - whose A&G email address is available in our Outlook directory.