

Creating  
environments  
for people  
to thrive

morris &  
spottiswood



# Who We Are

We create environments in which people can thrive. This is true, both in terms of the work we do and the type of company we are. A family firm, with a proud track record of excellence, we aim high, act responsibly and value our staff and customers.



## Our Objective

We aim to establish long-term, mutually beneficial partnerships with all our clients and we work to ensure that our staff have the resources, training and support they need to do the best possible job.

## Going the extra mile

We started out as a joinery manufacturing business in 1925, and are still owned and run by the Morris Family, with George Morris acting as our current Chairman. Today, with an annual turnover exceeding £100m, we are one of the leading providers of fitout, housing, facilities management and mechanical and electrical (M&E) services in the UK.

What really sets us apart is our genuine commitment to go the extra mile for our clients, to offer the best solutions and to add value every step of the way. All our work is undertaken to the highest health and safety, quality, and environmental standards, and our network of offices and local supply chain allows us to operate fast and effectively throughout the UK.



# Creating Environments for People to Thrive



## PEOPLE

350+

employed including fully  
qualified trade operatives  
within Morris & Spottiswood

## TURNOVER

>£100m

annual turnover





## SERVICES

# Leading the Way in Our Field

We provide a comprehensive range of fitout, refurbishment, M&E, facilities management, housing and construction services. With fully qualified trade operatives, backed-up by a carefully selected team of subcontractors and suppliers, we offer a one-stop shop for all our clients' requirements – reducing costs and streamlining delivery.

### Partnership & Innovation

We work closely with our clients to get an in-depth understanding of their technical and operational needs. This allows us to create tailor-made solutions for each project we embark on. On every job, we always look for ways in which we can add value by providing innovative, cost-effective solutions. We have an ongoing research programme to ensure that we are on top of all recent developments in both technology and best practice. This allows us to suggest and implement new ways of working that clients are often unaware of and which our competitors can't match.

### Expertise & Experience

Our track record speaks for itself. We work in partnership with a large portfolio of companies, including many high-profile commercial, retail and financial organisations. We are retained as a key contractor on a wide range of national commercial framework agreements. We also work on multiple large-scale projects with public sector bodies, including schools, universities and hospitals. We have expertise on all types of contracts and are skilled at integrating seamlessly into an existing project team. We specialise in working in live environments where it is vital to keep disruption to an absolute minimum.

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# Our Services

We provide a comprehensive range of fitout, refurbishment, M&E, facilities management, construction, housing and in-house design services. This means we can provide a one-stop shop for all your requirements. Our customer-centric approach puts you at the heart of everything we do and our integrated national and local delivery systems provide value, control and speed. Overall, we offer a safe pair of hands to take your project through from inception to completion.

## Fitout & Refurbishment

As one of the UK's leading fitout and refurbishment companies, we deliver stylish new retail and office environments that boost our clients' businesses and improve the working lives of their staff. Our services include design and build, internal remodeling and specialist flooring. We work on commercial and office fitouts, and flagship branch developments.

## Facilities Management

Leading companies across the UK entrust the maintenance and refurbishment of their properties to our experts. We provide planned preventative maintenance and special works projects which cover all the core trades, alongside specialisms such as M&E installation and repair. Our excellent customer satisfaction record proves we deliver.

## Housing

In the housing market we operate as Crosbie Homes. This standalone company builds, refurbishes and maintains new homes, alongside commercial properties. Crosbie Homes works in partnership with both private and public sector bodies, including Local Authorities and Housing Associations, building exceptional new properties that offer high quality and value for money.

## Mechanical & Electrical

Our large M&E department has the expertise and resources to deliver the highest quality services across the UK, cost-effectively to tight deadlines. We focus on enhancing performance and reducing costs and use a highly effective value engineering approach to deliver innovative, energy-efficient solutions. Our clients value our expertise, with over 70% of our M&E work being repeat business.

## Construction

We have a long, successful track record building commercial and residential property across the UK. Acting as either a developer or principal contractor, we employ both traditional and cutting-edge construction techniques and draw on our expertise in complex fitout and M&E installations. We are an NHBC contractor and member of the Scottish Housebuilders H&S Forum.

## In-House Design

Our design services are managed through our in-house design company McLennan. This expertise helps our clients plan, construct and manage building projects to meet their individual needs, providing value for money, while delivering high quality design and functionality. We look to enhance the working and living environments of our clients through our innovative and collaborative approach and seek to exceed expectations by creating design solutions that inspire and delight.





# Our Values

We take pride in always doing the right thing by our clients and staff. Our guiding principles are to aim high, act responsibly and value people. These define our company and what it stands for. They shape every decision we make, from how we do a job and run a project to how we grow our business for the future.

## Aim High

We are a company that has always been ambitious, right from its earliest days. We value innovation and undertake strategic research to ensure that we lead the way in all the sectors we work in. This allows us to provide innovative products and services that deliver cost savings and performance benefits to our clients.

## Act Responsibly

We stand or fall on our reputation and good business sense. That's why we value transparency, compliance and consistency. We play with a straight bat, don't over promise and don't over extend our resources. On an individual basis we collaborate, work to strict corporate guidelines and take responsibility for our actions.

## Value People

Our people are our key resource. This is why we offer all staff the opportunity to learn new skills and grow their careers. We are committed to nurturing expertise in everyone and to awarding merit wherever we find it. We treat our employees as a family and see our customers in the same light.



# Our Commitments



As a progressive and forward looking company, we are committed to best business practice in all we do – from gender equality and fair pay to the way in which we handle data.



## Health & Safety

Health and safety is our number one concern. We therefore work tirelessly to achieve accident free working conditions and to continuously improve our health and safety record. We have strict working protocols and health and safety training programmes in place that meet all current rules and regulations. Our commitment covers all of our staff, contractors, suppliers and the general public who may come into contact with our work activities.



## Social Responsibility

We are committed to the highest standards of corporate citizenship and recognise our responsibility to our staff, clients and the people in the communities in which we work. We aim to make a positive difference in everything we do. One of the key ways in which we help is by reaching out to our local communities through charitable work, sponsorships and infrastructure refurbishment programmes.



## Environment

We recognise the vital importance of environmental sustainability and take a wide range of measures to reduce the ecological impact of all of our operations. We have specific environmental policies that cover all key aspects of our operations, including energy and resource use, waste minimisation and the control of any emissions. We also encourage our employees, contractors and suppliers to develop initiatives that improve our overall environmental performance.





#### VALUES

## Investing in Our Future

At Morris & Spottiswood we know that our staff and suppliers are a key ingredient in our success. We employ hundreds of highly skilled people across the country in a wide variety of roles, and consider every one of them to be a vital member of the Morris & Spottiswood family.

### Building Careers

We pride ourselves on being a company where all staff can thrive and build fulfilling careers. We provide a supportive working environment and an industry-leading package of benefits. We place the highest priority on fairness and equality and ensure that all our dealings with staff, subcontractors and suppliers are open, transparent and honest.

#### RETENTION

25%

of our staff have been with us for more than 10 years

#### TRAINING

400+

apprentices have trained with us

### Training & Professional Development

We invest heavily in in-house skills training and professional development to ensure our employees enjoy long-term careers in the industry. We invest in people from the earliest stages of their careers and have trained hundreds of apprentices in all key trades. We also have a graduate programme and support our staff so that they can undertake further education, including BSc courses in subjects such as Quantity Surveying and Construction Management. This approach extends right through the company, with our senior management completing advanced leadership and strategic management programmes at Salford University Business School.





We are a family company with a rich heritage and enviable reputation. It is my responsibility to build on these firm foundations and move forward strongly, ensuring that Morris & Spottiswood leads the way in terms of quality and customer service.

**George Morris**  
Chairman



# Our Story

Our story goes back to 1925, when George Morris, the grandfather of our current chairman, opened a joinery and manufacturing workshop in Glasgow with his friend, John Spottiswood. Their first job was working on the construction of a new Post Office in Arrochar.

## A Letter to America

Announcing the Morris & Spottiswood partnership, George wrote to his brother Alex, in America:

*"I was telling John Spottiswood one night when he was up at the house that I was thinking of starting for myself... well he asked if I would take a partner, and after thinking it over I thought I couldn't do better."*

The early Morris & Spottiswood workshop serviced Glasgow's strong industrial base. By 1936, employee numbers had reached 80. However, with the start of World War Two, many staff left to fight and numbers fell to 30.

In 1944, Ian Morris started his apprenticeship – the second generation of the Morris family to play a role in the company. After the war, George Morris Junior (Ian Morris' brother) returned and joined the firm.

In 1963, Ian took over as Chairman. The company's shopfitting and construction divisions were built up and professional managers put in position. In 1966, Morris & Spottiswood worked on the fitout of the QE2 and, in 1968, it became an incorporated company.

## The Third Generation Takes Over

The Edinburgh office opened in 1987 and in 1996 George Morris took control of the family firm – the third generation to do so.

In the new Millenium, the growth of the company continued with the opening of new offices in Warrington, Leeds and Perth – the latest milestones in the history of company that now enjoys a turnover of over £100m and 350+ employees.







**1925**  
The company is founded by George Morris and his friend John Spottiswood.

**1944**  
Ian Morris started his apprenticeship.

**1963**  
Ian Morris took over as Chairman, with three partners.



**1966**  
Worked on the fitout of the QE2.

**1987**  
The Edinburgh office opened.

**1968**  
Morris & Spottiswood became an incorporated company.

**2001**  
The Warrington office opened.

**2012**  
Jon Dunwell, our current CEO, joined and the Leeds office opened.

**2018**  
**>£100m**  
annual turnover.

Employee numbers reached 80 in 1936.



**1939**  
Start of the war.

George Morris took control of the family firm in 1996 – the third generation of the Morris family to do so.



**2018**  
Perth office opened and Livingston Mechanical acquired.



# Our People

At Morris & Spottiswood, we know that the expertise and experience of our staff is the thing that sets us apart from our competitors and which allows us to deliver the highest level of service.

## A Family Concern

We are a family firm and have been led successfully by three generations of the Morris family. One of the hallmarks of their leadership has been the appointment of carefully selected managers and specialists to head up each of the firm's departments. This team has led the growth of the company's expertise and kept us at the forefront of the industry.



## Our Trading Board



Trained as a corporate lawyer, George Morris took control of the family firm in 1996. He guided the company through a period of growth, encouraging innovation and establishing key client relationships.

**George Morris**  
Chairman



With over 20 years' experience within the construction industry, Jon has been in the board room for over 10 years. As CEO, he has been instrumental in developing and driving our 10-year strategy.

**Jon Dunwell**  
Chief Executive Officer



Having trained as a lawyer specialising in court work, Jacqui has also set up fashion and organic food businesses. As a member of the M&S trading board she works to grow the company and plot its future course.

**Jacqui Morris**  
Director

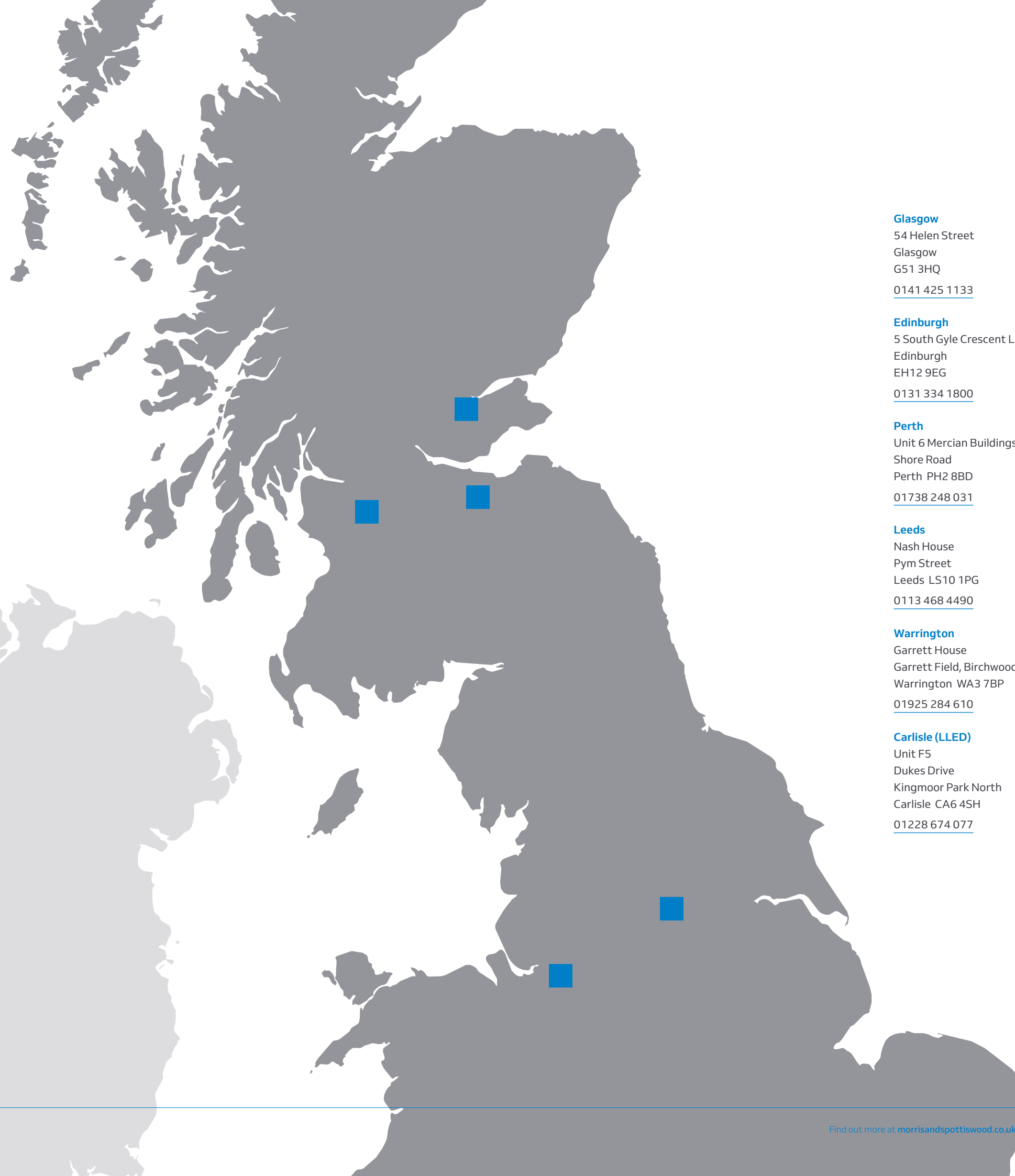


If you're looking to provide the best possible environment for your staff and customers, we'll work in partnership with you to deliver innovative and cost-effective fitout, refurbishment, M&E, facilities management, and construction services that will boost your business and enhance your operations.



# Our Offices

Our network of offices in Glasgow, Edinburgh, Perth, Leeds, Warrington and Carlisle, coupled with our extensive local supply chain allows us to cover the whole of the UK. This gives us exceptional flexibility via our local delivery teams.



## Glasgow

54 Helen Street  
Glasgow  
G51 3HQ  
[0141 425 1133](tel:01414251133)

## Edinburgh

5 South Gyle Crescent Lane  
Edinburgh  
EH12 9EG  
[0131 334 1800](tel:01313341800)

## Perth

Unit 6 Mercian Buildings  
Shore Road  
Perth PH2 8BD  
[01738 248 031](tel:01738248031)

## Leeds

Nash House  
Pym Street  
Leeds LS10 1PG  
[0113 468 4490](tel:01134684490)

## Warrington

Garrett House  
Garrett Field, Birchwood  
Warrington WA3 7BP  
[01925 284 610](tel:01925284610)

## Carlisle (LLED)

Unit F5  
Dukes Drive  
Kingmoor Park North  
Carlisle CA6 4SH  
[01228 674 077](tel:01228674077)





For more information about what we do,  
our past projects, our individual services  
and more please:

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BEFORE  
RELEASE  
THESE BOLTS  
Death or serious  
injury may occur.  
Always contact  
the manufacturer.

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