



Countryside
Properties

Thinking beyond today

Careers and Training Academy



INVESTOR IN PEOPLE



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“One of our key objectives is to be an employer of choice and to attract, develop and retain excellent staff.”



Chief Executive's Introduction

We recognise that the key to success for any company is its people. One of our key objectives is to be an employer of choice and to attract, develop and retain excellent staff. At Countryside Properties we continue to realise the benefits of developing the skills and abilities of our people via the Investor in People standard, which we first achieved in 2000.

We invest heavily in the development and training of our employees. This is principally being realised via the Group's highly successful Training Academy, and in particular our 'Training to Succeed' programme. We offer a wide range of careers in development, both in the private and affordable housebuilding sectors, as well as in commercial property and the creation of sustainable new communities.

Your career could start with us through work experience, industrial placement or the Graduate Management Training Programme. However, you could of course be looking to join us to develop your career further through one of the exciting opportunities that exist within our broadly based business areas.

Whatever level you join us at we offer an attractive and highly competitive salary structure and generous benefits package, a variety of training programmes and real opportunities to develop your career, whichever facet of the business you choose.

We recognise the importance of supporting our employees and offer help to manage difficulties arising from home, or from work. Complementary to the existing support systems, independent confidential counselling, advice and information are available to all staff.

In return, we want our people to be committed, enthusiastic and professional, have a willingness to learn and a drive to succeed.

At Countryside Properties you can join a highly motivated, skilled and experienced team in an enjoyable and friendly working environment, which gives responsibility from the outset. It's challenging, fast paced and ever changing, whilst offering the opportunity to build a successful and satisfying career.

Graham Cherry
Chief Executive



Graham Cherry



Hart Street, Brentwood

Company Profile

Countryside Properties is a leader in property development, the creation of sustainable communities and urban regeneration. We recognise that innovative, responsible development creates added value and is fundamental to our future.

Through our broad base of expertise and the exceptional ability of our people we can deliver every aspect of development, including private and affordable housing, commercial property, mixed-use and mixed-tenure schemes, and recreational and community facilities. This enables us to deliver all the ingredients required to create truly sustainable communities.

Our principal areas of operation are in London and the Thames Gateway, the South East, East and North West of England. We are also expanding organically into other key areas including the West Midlands.



Our Head Office is based in Brentwood, Essex with regional offices in London and Warrington. In recent years, we have received 160 awards for our unique approach to development.

As a privately owned Company, with the support of the Bank of Scotland, Countryside Properties is able to focus on medium and long-term value creation. A substantial funding package has been provided by Bank of Scotland to finance future projects.

Through our design-led approach to development we create visually stimulating, innovative private homes in urban environments. Where appropriate, more traditional designs and local building materials are used in rural areas and established communities. Our expertise means that we can create and deliver an imaginative solution to every development opportunity.

The Group has more than 20 years experience of providing new and refurbished affordable housing. We undertake a broad range of mixed-tenure estate regeneration schemes with local authorities and housing associations, to bring new life to run-down urban areas.

Countryside Properties is also a developer of quality office, industrial, retail, and leisure schemes. We are experienced in delivering commercial development across the full range of market sectors, as well as being skilled in integrating commercial property with housing to create mixed-use schemes.

We are also highly successful in strategic land assembly and development. The Group has planned, promoted and delivered new and regenerated communities which are widely regarded as examples of best practice.

“I would like to congratulate all staff on the maintenance and introduction of many good examples of good practice and the overall high level of individual and team commitment.”

The Investor in People Assessor 2007

Vision and Strategy



Goulding Court, Haringey



Carrington Park, Warrington

Our vision is to create exceptional places for people to live, work and enjoy. In ‘Thinking beyond today’, we take a long-term view in everything we do, but always with the intent of adding value to our business. Indeed, our strategy seeks to create enhanced financial returns at the same time as being an innovative, responsible business.

Our business strategy also aims to maintain the Group’s reputation for producing high quality products that will sustain our status with our stakeholders. We are also ensuring that our approach is increasingly adding value as we continue to refine our business model.

We encourage teamwork throughout the Group and an enjoyable approach to work, whilst retaining our culture for being straightforward and trustworthy with our partners and for honouring our commitments.

This is a period of significant change for the development industry which is presenting a challenge with enormous opportunity for those with the appropriate skills. Countryside Properties has the abilities and has positioned itself to meet these challenges.

Our leading position in urban regeneration, affordable housing and in the creation of sustainable communities gives us a strong

competitive advantage in securing new business opportunities, which are emerging due to Government policy. As a result we are bringing forward an increasing number of major projects.

Many of the Group’s projects are successfully developed in partnership with other organisations, local authorities, housing associations and local communities. Partnerships are often the best way of successfully developing complex sites which benefit from the combined experience, skills and shared resources of the partners.

The majority of the development land in our control is located in the Government’s key growth areas of the Thames Gateway, M11 Corridor and the Northern Way.

Countryside Properties’ skills base of highly talented people coupled with our outstanding land bank and experience as a specialist developer, securely positions the Group to take advantage of the exciting opportunities that lie ahead.

“In ‘Thinking beyond today’, we take a long-term view in everything we do, but always with the intent of adding value to our business.”

Sustainability



As an innovative, responsible developer that believes in creating a positive legacy for future generations, Countryside Properties is totally committed to implementing the principles of sustainable development throughout our business.

In 2006, we achieved the International Environmental Management Standard ISO 14001:2004 from the British Standards Institute.

Sustainability is part of our culture and our values are aligned with it. Moreover, we have positioned the Group to be able to respond

to and meet changing policy, stakeholder and employee aspirations and customer preference. We are seeing the benefits of this approach.

We believe our commitment to sustainable development creates added value throughout the Group's operations. It opens up new business opportunities, assists in gaining planning permissions, enhances our reputation with our stakeholders and customers, whilst also helping to ensure that our business complies with relevant legislation and forthcoming policies.

We ensure that sustainability is integrated into our working practices by using BREEAM/ EcoHomes, in advance of the Code for Sustainable Homes. In 2006 some 55% of our homes achieved at least a 'Good' or better EcoHomes rating.

During construction we adhere to the principles of best construction practice

and good neighbourliness through the Considerate Constructors Scheme. In 2006 95% of our residential developments were carried out on brownfield and recycled urban land.

We have recently become a member of the NextGeneration partnership which benchmarks the performance of major housebuilders sustainability practices and reporting. We led the inaugural survey in 2004 and are confident that we will remain an industry leader when the results of the latest benchmarking are published.

Each year we report on our sustainability performance via our web based Environmental, Social and Ethical Report which can be found at www.countryside-properties-corporate.com/ese

“With the Group's track record and skills we believe we are well placed to meet the challenge of sustainability and the significant opportunities that exist for developers with the appropriate abilities.” Alan Cherry, Chairman



Careers at Countryside Properties



At Countryside Properties we can offer you a diverse range of exciting careers and training opportunities that will broaden your skills and expertise. Here we highlight the major opportunities; however there are other areas, so please contact us.

Business Development and Land Acquisition

Our Business Development Teams bring forward the Group's challenging and wide ranging land and contracting requirements. Securing new contracts and options to purchase are essential areas of our business.

Town Planning

Helping to identify a wide range of sites and taking them through the planning

process, is the role of our Town Planners. Due to their skill we continue to be highly successful in obtaining planning consents.

Architecture and Landscape Design

We design many of our new homes using the Group's in-house teams of Qualified Architects, Architectural Technologists, Technicians and Landscape Designers. They ensure that all architectural information and design is fully co-ordinated and optimises each development solution.

Development / Project Management

Our Development and Project Managers direct the planning, design and production functions, and co-ordinate with the sales and marketing teams. They also tender and finalise building contracts.

Surveying, Estimating and Buying

Our Surveyors give a comprehensive service to the Group, centred on tight cost control and the procurement of subcontractors. An estimating service for all tenders, as well as financial advice on construction matters and the creation of financial frameworks

are provided by our Estimators. Our Buyers are responsible for the purchase and financial management of construction materials within strict budget and specification guidelines.

Construction Management

Construction Management is responsible for the organisation of all aspects of our large and expanding workload, with emphasis on achieving the highest standards of delivery.

Sales and Marketing

Marketing is responsible for raising awareness of the Group and generating genuine interest from prospective purchasers in our wide ranging products. Opportunities exist within the Sales function for Managers, Sales Consultants and Administrators, throughout our areas of operation.

Administration

Opportunities exist to provide administrative support within most of the Group's varied disciplines including our Legal, Finance, Treasury, Company Secretariat, Human Resources and Health & Safety departments, amongst others.

“We offer a diverse range of exciting careers and training opportunities.”

Training Academy



We invest heavily in the training of our employees to ensure we continue to realise the benefits of developing the skills and abilities of our key asset – our people.

At Countryside Properties you will find a confident, professional team with a wide range of skills and experience. We take pride in everything we achieve and the high standards that we set. We work hard to make it possible, but we have fun delivering it!

The cornerstone of our approach continues to be integrity and professionalism in working with our partners to deliver mutually beneficial results.

Countryside Properties is a family run Company with a passionate and approachable senior management that is highly dedicated to the Group. We are a people focussed business that is loyal to its staff and we offer training and support throughout an employee's career with us.

'Training to Succeed' provides a highly comprehensive programme of training for both site and office based staff. These range

from 'soft' skills through to industry specific courses. We review the courses regularly to ensure that they are highly focussed and tailored to enhance technical, leadership and personal development skills. Additional specialist courses are also available to meet individual training needs.

'Training to Succeed' also includes a Health and Safety programme which meets the needs of both site and office based staff and sub-contractors.

Personal Development Reviews (PDRs) are undertaken regularly. They provide the framework for recognising achievements and objectives for the future, as well as training requirements. Following a successful trial period we are now using core competencies to further improve the effectiveness of PDRs and employee skill sets.

As an equal opportunities employer, Countryside Properties endeavours to provide employment on a fair and equitable basis. Internal job development and job sharing are actively encouraged to ensure that experienced employees are retained.

We are committed to high levels of internal and external communications. The Group's intranet and award winning websites are comprehensive, and a staff magazine, and email newsletter are regularly produced. Recently, we formed an Internal Communications Advisory Group to continue to improve the effectiveness of internal communications, training and personal development across the Group.

As the development industry continues to evolve and change we are ensuring that our people have the full range of skills to meet the challenges and opportunities.

"An excellent company and a brilliant team working environment." Feedback from staff survey 2007





Starting your Career with us



We have four highly successful programmes which provide school and college leavers, undergraduates and graduates with the foundations for a successful long-term career with the Group.

We currently have over thirty trainees working across four specially designed programmes. Support is given to all trainees at every stage of their programme, training and academic study. This includes the appointment of a Mentor who is assigned to each trainee for extra support and guidance throughout the training programme.

At the end of the training programme, we hope all the trainees will wish to stay with Countryside Properties and continue to develop their careers with us.

School and College Leavers

Specially designed for trainees who are interested in joining us either before or after college. The trainee studies via day release for an HND/HNC in subjects such as Quantity Surveying, Building Studies or Construction Management. A placement programme is designed to ensure each trainee receives a full overview of the Group.

Undergraduates -

Work Experience Programme

Work experience is given to undergraduates with each member of the programme spending part of the summer vacation working for us, on a paid basis, whilst following a structured training programme. Upon graduating, there will hopefully be the opportunity to join our Graduate Management Training Programme, offering a competitive salary and a comprehensive package including company car.

Undergraduates -

Industrial Placement Programme

This programme is designed for undergraduates completing a four-year sandwich degree course, where a year is spent in industry. The programme is geared to complement the student's degree and enhance their understanding of business thereby enabling them to put into practice academic learning to date. Support from and access to professionals within the industry is an advantage for our industrial placement trainees. Upon graduating, there is the prospect of joining our Graduate Management Training Programme.

Graduates – Graduate Management Training Programme

This comprehensive training programme enables graduates to have a series of six month placements in the core areas of the business such as Land, Development, Construction and Sales and Marketing. In the final placement graduate trainees spend time in their area of interest, or areas relevant to any further education or professional qualifications they are undertaking, such as RICS, RTPI or CIOB.

“Countryside Properties is an employer that believes in its staff and quite rightly sees them as its strongest asset.”

Rosa Clarke, Senior Planning Manager, formerly a Graduate Management Trainee



Cliveden Village, Taplow



St Mary's Island, Chatham Maritime, Kent

There are two programmes under the Graduate Management Training Programme:

Specialist

This is tailored to the trainee's chosen career and the requirements of relevant professional bodies. Specifically designed for trainees who are interested in one area and have a degree relevant to it, for example in Town Planning, Surveying and Construction Management.

The trainee will spend the majority of their time within the relevant department, but will spend a few months in the other core areas of the business to ensure they have a broad knowledge of the Group.

Generalist

The Generalist Programme is designed for trainees who may have a non-relevant degree or who may have a relevant degree, but are unsure as to which career path to take. This programme will involve spending six months in the core areas of the business along with other key areas such as Project Management, Finance and Commercial Services.

Upon finishing the programme virtually every one of our of Graduate Management Trainees have taken up full employment with the Group in their chosen career.

“Countryside Properties is geared to pushing people forward whilst providing them with support. The Group is particularly friendly and it is flexible in the areas you want to pursue.”

Pratik Shah, Graduate Management Trainee

Profile

Name: Richard Donaldson
 Current position:
 Regional Commercial Director,
 Northern Division
 Original position:
 Associate Director
 Commercial, Northern Division
 Qualifications:
 ONC/HNC in Building Studies
 MCIQB, DMX Exams



Personal Information (hobbies etc.)

I'm married to Anna with two children, Camilla 9 and Max 7. My hobbies include golf and fishing which with the children I never seem to have enough time for!

What attracted you to Countryside Properties PLC?

The high quality of the homes, the future thinking and the general outlook and ethos of the Company.

How would you describe Countryside as an employer?

Very good, flexible and keen to develop every employee to get the best out of them through training.

It is very much a two way relationship which a lot of people respond well to and are therefore prepared to go the extra mile for Countryside.

Name five things you do as part of your day-to-day job?

1. Manage a commercial team which includes team meetings and one to ones.
2. Budgeting for each of our developments.
3. Forecasting so we can attain our expected margins.
4. Financial cost control involving all infrastructure works and buildings.
5. Procurement of Sub-Contractors for all our developments at competitive prices whilst providing a premium quality product.

What are the best parts about working for Countryside Properties PLC?

The foresight the company has, the opportunities now and in the future and the overall job satisfaction.

What do you aspire to?

Regional Commercial Director for now.

Profile

Name: Michelle Shani
Current position:
Health & Safety Officer
Original position:
PA to Construction Director
Qualifications:
NEBOSH Certificate
MaPS
ONC Building Studies
NEBSM Management
Various Health & Safety
courses



Personal Information (hobbies etc.)

I love spending quality time with my 3 year old daughter and husband and I enjoy running, cooking and eating out.

What attracted you to Countryside Properties PLC?

I had not long been back in the country after spending 3 years abroad when I was offered the position of PA to the Construction Director and I accepted immediately as I was looking for a challenging position. I found the Company very friendly and welcoming and wanted to work for a successful growing business.

How would you describe Countryside as an employer?

Countryside Properties provides good opportunities for people to develop and work their way up within the Company. They have always been very supportive of continuing personal development and training. If you work hard you are respected.

Name five things you do as part of your day-to-day job?

1. Health, Safety, Welfare & Environmental site inspections across the Group's developments.
2. Liaise with a variety of people including Site Management and Sub-Contractors to improve and maintain a high standard of Health & Safety across the Group.
3. Prepare reports.
4. Vetting of high risk Sub-Contractors for work on our developments.
5. Provide Health & Safety advice and support to the Company.

What are the best parts about working for Countryside Properties PLC?

The diversity of the people within Countryside. The Company's attitude towards becoming the best at what it does!

What do you aspire to?

To continue progressing forward with my career within Health & Safety and the Department, eventually aspiring to management level.

Profile

Name: Pratik Shah
 Current position:
 Graduate Management
 Trainee
 Previous placements:
 Sales & Marketing (Southern),
 Development (Southern),
 Group Strategic Research
 Degree Qualification:
 BA Geography, University
 of Cambridge



Personal Information (hobbies etc.)

I have a keen interest in music and events. I enjoy all sorts of sports, from football to badminton, skydiving to juggling with fire! Travelling is a must (I am a geographer)! The plan is to reach all continents at some point in my life - five down, two to go! Other than that I love to socialise as much as possible and I do community/charity work from time to time.

What attracted you to Countryside Properties PLC?

The first attraction was a few years ago when I joined the Company in 2003 on the Work Experience Programme. The Graduate Management Training Programme that I have recently joined allows me to learn the ropes whilst also continuing my studies with the aim of achieving a Masters degree and being professionally qualified (with the RICS). Countryside offers a supportive environment filled with opportunity to work hard and show your worth.

How would you describe Countryside as an employer?

Friendly, supportive and loyal to its staff. Training is a key component of improving the Company and its staff and I appreciate the efforts it goes to, to ensure that it can get the best out of me.

Name five things you do as part of your day-to-day job?

1. Current projects - anything from managing sub-contractors on site to dealing with residents and their concerns.
2. Forthcoming projects - anything from looking at accessibility issues into sites to managing leases.
3. Getting out and about to see the sites that I am managing. This is the only way to get a true insight into what is necessary for that site.
4. Meetings with architects, planners and other consultants.
5. Financial and budgets - appraising land values, updating forecasts and managing current project budgets.

What are the best parts about working for Countryside Properties PLC?

The people in the Company make it an exciting, interesting and stimulating environment. With such a wealth of experts in so many different fields within the Company, there is always someone to get good advice from. The Graduate Programme allows you to meet a good number of people and there is always direct contact with the Directors and Managing Directors of the subsidiary you are in.

What do you aspire to?

I hope to complete the Masters degree that I am currently undertaking which will assist in my everyday work as well as with my professional qualification with the RICS. After that, and after finishing the Graduate Programme, I look forward to continuing my career with Countryside.

Profile

Name: Paul Adams
Current position:
Assistant Site Manager,
Construction, Southern
Division
Original position:
Post Room Operative
Qualifications:
NVQ Construction, SMETS



Personal Information (hobbies etc.)

I enjoy playing sports and socialising with friends.

What attracted you to Countryside Properties PLC?

I was first attracted to the Company by the fact that it's a family business.

How would you describe Countryside as an employer?

Countryside is a friendly Company that looks after you. I am one of a good number of people at Countryside who have started working for the Company in one role and then having seen that I wanted to develop my career in another discipline they have given me the opportunity to progress.

Name five things you do as part of your day-to-day job?

1. Firstly it is my responsibility to check attendance of staff and sub-contractors on site.
2. Subsequently contact anyone who is not on site to find out where they are.

3. Attend site meetings and produce a staff rota to ensure staffing levels are maintained on a daily basis.

4. Check on the quality of what's being built.

5. Ensure everyone is working in a safe manner.

What are the best parts about working for Countryside Properties PLC?

The best part of working for Countryside Properties is the fact that they invest time and money in people to help them reach their full potential. Site management is an important and responsible role and I really enjoy it.

What do you aspire to?

To keep going and progress as far as I can.

Profile

Name: Gill Parsons
 Current position:
 Head of Personnel
 Administration
 (Director status)
 Original position:
 Temporary Secretary,
 Commercial



Chatham Maritime, Kent



The Courtyard, Maldon

Personal Information (hobbies etc.)

I enjoy flower arranging and have a City & Guilds in Floristry. Gardening is a real passion but I must confess I now have a gardener who does the digging and weeding. I am fortunate enough to live in an idyllic location so I enjoy sitting on the patio reading a good book with a scotch by my side.

What attracted you to Countryside Properties PLC?

After working in London for a number of years I was fed up with commuting and wanted to work locally. I had reservations, so I decided to test the water by temping before committing to a permanent position as I was not sure a local Company could offer me the scope to develop and further my career. How wrong I was, my first temporary assignment was working for Countryside and I was immediately struck by the professionalism of the organisation and the overall passion and enthusiasm everyone had. It really was infectious and I wanted to be part of it. After 15 years I still feel that way and am proud to be part of such a professional organisation.

How would you describe Countryside as an employer?

A great Company to work for. Forward thinking, creative and innovative. A Company with family values who support their staff when faced with difficulties either at home or work. Above all, a Company who supports and encourages staff to achieve their full potential. I find it immensely fulfilling to watch people come into the business, acquire new skills, develop and see them exceed their own expectations.

Name five things you do as part of your day-to-day job?

1. Give guidance and support to Directors and Managers on all aspects of people management to help them effectively manage their staff.
2. Report to the Main Board on our Human Resource Strategy and the progress of initiatives adopted.
3. Oversee all aspects of the Personnel Administration function for the Group.
4. Review policies and procedures to ensure they meet current legislation and best practice.
5. Play an active part in the Induction Day in welcoming new employees to the Group.

What are the best parts about working for Countryside Properties PLC?

Working with such a great group of people. Being able to be part of an organisation that creates such wonderful homes and communities.

What do you aspire to?

To continue to expand and develop the many people initiatives we have introduced and ensure people issues remain high on our business agenda.

Profile

Name: John Whetstone
 Current position:
 Development Manager,
 Northern Development
 Original position:
 Graduate Management Trainee
 Previous placements:
 Graduate Programme
 (Southern Land, Development,
 P&D, Partnership, Special
 Projects, Sales and Marketing)
 Qualifications:
 BSc (Hons) Tech & Management,
 Diploma in Surveying



Personal Information (hobbies etc.)

I play guitar, enjoy travelling and languages, and follow most motor sports. Moving house seems to have also become a hobby.

What attracted you to Countryside Properties PLC?

I originally applied for the Graduate Programme partly because of the further academic and professional training that was offered, but more importantly because there is a structured and assessed approach to that training.

How would you describe Countryside as an employer?

Committed - When you start with Countryside, especially as a Graduate, it is clear that they immediately start to invest in your professional future. For myself this included further academic qualifications specific to my chosen career path, and a tailored programme of placements to ensure that I was well equipped to start my management career at the end of the programme. The training has continued throughout my professional career development with Countryside.

Name five things you do as part of your day-to-day job?

1. Appraise new land and development opportunities.
2. Liaise with commercial teams to develop financial analysis of new sites.
3. Appoint a team of consultants to provide all required design work including architectural, engineering, landscaping, Mechanical and Electrical, etc.
4. Appoint and then manage remediation consultants and contractors to deliver clean land parcels to our construction team.
5. Hold team meetings to ensure all internal and external team members are completing the project on programme and to budget.

What are the best parts about working for Countryside Properties PLC?

There is a great feeling of community at Countryside, which started as a family owned company and has always strived to keep that identity.

What do you aspire to?

Managing Director of Countryside Properties' Yorkshire region when we get over that way!

Profile

Name: Andrew Day
 Current position:
 Head of Business Efficiency
 Support Team
 (Director status)
 Original position:
 Environmental Manager
 Qualifications:
 BA Hons Dip.Arch Hons



Personal Information (hobbies etc.)

I'm a keen gardener and walker (generally in pursuit of golf balls)! I enjoy watching rugby (as I'm long-time retired) and cricket, and as a new father I love spending time with my family.

I also love good food and wine. My wife and I are gradually reducing our "food miles" by supporting, amongst others, our local butcher. We are keen to reduce our ecological footprints, as you would expect from someone whose core discipline is Sustainability.

What attracted you to Countryside Properties PLC?

I was attracted by the Company's reputation and the potential to be involved with innovative projects. More importantly, I was given the opportunity to create and develop a new role as Group Environmental Manager - which aligned with my personal values as a dream combination! It was also helpful having friends who worked for Countryside, so I obtained honest testimonies about the business and its people before joining.

How would you describe Countryside as an employer?

Innovative, challenging, fair, rewarding and enjoyable. I think the business model is future-proofed. In particular sustainability will continue to evolve in light of Government and stakeholder requirements and the Group is embracing these challenges.

Name five things you do as part of your day-to-day job?

I don't have five day-to-day things that are the same. I do manage a team of people that ensures that there is a consistent routine of "catch-ups and one to ones", otherwise our key focus is responding to Group objectives, as well as project work and supporting new business bids. In addition to this I sit on a number of Regional/Industry and Group Committees and Forums. This gives me a varied and interesting workload.

What are the best parts about working for Countryside Properties PLC?

I work with a great team of people within the Business Efficiency Support Team. I have plenty of exposure to project work and corporate issues. Reporting directly to the Chief Executive ensures that we are kept on our toes, whilst we endeavour to introduce business efficiencies. This means our work is often pressurised but very rewarding.

What do you aspire to?

I recall a colleague once saying, his aspiration was "Dying suddenly, aged 101!" I think that resonates with everyone, so I would add to that by saying, "I wish to be surrounded by and enjoy the company of likeminded family, friends and colleagues before popping off at 102!"



Brentwood

Countryside Properties PLC

Countryside Properties (Southern) Ltd.

Countryside Properties (London and Thames Gateway) Ltd.

Countryside Properties (Special Projects) Ltd.

Countryside Properties (In Partnership) Ltd.

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Countryside
Properties

Thinking beyond today