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# BUILDER

MAGAZINE

ISSUE 4 (16) | APRIL 2017

ISSN 2397-1363

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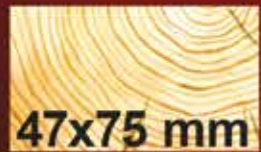
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FROM EDITOR



Dear Readers.

Welcome to our April issue. Here I will briefly introduce you to a few of the highlights from this month's content.

Spring is ideal for outside works and for those of you who thought about the extension or building a house from the scratch, it's a great time to start off. If you are in need of more funds to go ahead with your project, learn about financing possibilities for renovation works, new builds or extensions. Do you know you can now submit your building control application online?

For contractors, interesting news this month about the BRE Yellow Jacket health & safety app - very handy tool to improve the site H&S management. Moreover, the brief advice on new emission surcharge in London and the information for van drivers on penalties for overloading. We have included the summary of changes in tax from April 2017.

The building technology section covers this month the topic of ventilation. How to achieve proper ventilation rates and the accurate energy efficiency of the building? What is the sick building syndrome? This and more inside. The second part is about the decorative stone applications, both outside and inside. Check the cost estimation and materials comparison for the perfectly finished stone wall. In all IBB depots, there are deals on Stone Master decorative stones this month.

Worth mentioning is the article that I particularly like, as it encourages women to pursue the career in the construction sector. Knowing that the industry is troubled with the shortages of skilled labour, it is a good time for women to step in. According to the Office for National Statistics the number of women working on the site is so low that it is hardly measurable. Construction is not only about building sites. If you are not into on-site trade, there are other roles to choose from - estimators, engineers, quantity surveyors, project managers or planning advisors and inspectors. Embrace the possibilities this very rewarding sector offers.

Check out our sponsored activities with updates on IBB Polonia London VC and IBB Polonia London FC clubs.

Enjoy the content and until next month.

Magdalena Rosól  
Editor

We are the winner ...



2016's Most Innovative Business Leaders



Most Trusted Building Merchant 2016



2016's Most Innovative Business



Finest in Business Awards 2016



Most Cost Effective Building Merchant UK 2015

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# WOMEN in Construction

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# Building company's tax avoidance scheme exposed

**HM Revenue and Customs (HMRC) challenges every tax avoidance scheme it comes across and has a strong record of defeating schemes. When taxpayers choose to litigate, HMRC wins about 80% of avoidance cases heard in court, though many more scheme users choose to settle before reaching this stage by paying all the tax due.**

Recently a tax tribunal has ruled against a Stamp Duty Land Tax (SDLT) avoidance scheme used by Crest Nicholson, one of the UK's largest



house builders, meaning it will have to pay the £1.3m it owes.

HMRC challenged the artificial and complex arrangements made by the FTSE 250-listed company to avoid paying SDLT on three purchases of development land near Rochester in Kent for a total of more than £32m. The avoidance scheme tried to use the transfer of property between two sub-companies to avoid SDLT.

The First-tier Tribunal decision is likely to have an impact on more than 700 other cases, potentially protecting £65m of taxpayers' money. Crest

Nicholson argued that HMRC didn't have a legal right to make assessments of the tax due because it was out of time to do so, and that it had not carried out its assessments properly. The judge disagreed with these arguments and found HMRC had acted correctly throughout.

The judgment reflects HMRC's tribunal victory in the Vardy case (2012), when it challenged a similar SDLT avoidance scheme based on complex sub-sale arrangements.

HMRC's Director General, Customer Compliance, Jennie Granger, said:

"This decision makes it clear that setting up artificial and complex arrangements involving sub-companies to avoid paying tax doesn't work.

"It's another important success that's protected taxpayers' money. This win sends a clear message that tax avoidance is expensive and self-defeating."

## BOOK REVIEW

# Building Construction Illustrated

by Francis D.K. Ching 25th March 2014

It is the professional guide to primary principles of building construction. It contains various illustrations and detailed descriptions to explain the building concepts. This position is very handy for architects and builders alike. It gives the clear explanation to drawings covering issues of steel beams, slabs, roofs, walls, etc. The latest edition is enriched with a 3D digital building model for interactive learning. Highly recommended.

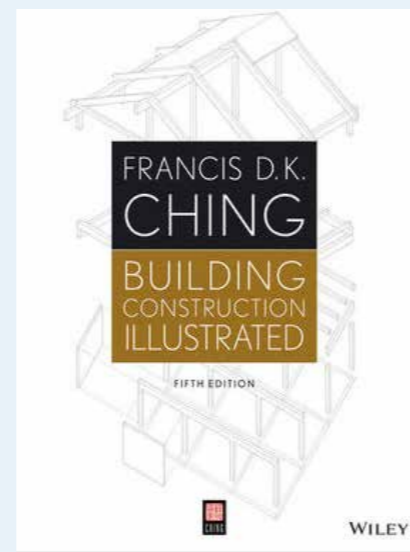
"With detailed instructions, beautiful graphic presentation, and access to new, interactive digital content, Building Construction Illustrated includes:

- Core, introductory information about construction materials and methods topics covered in architectural and building technology education and learned by designers, technologists, and managers.

- Clear and accurate drawings that illustrate state-of-the-art construction processes and materials updated and revised to include the latest knowledge on sustainability, incorporation of building systems, and use of new materials.
- A digital 3-D model showing how building components are assembled offered in a companion website: [wiley.com/go/constructionillustrated](http://wiley.com/go/constructionillustrated).

"Reflects the 2012 International Building Codes and 2012 LEED system This new edition of Building Construction Illustrated remains as relevant as ever, with the most current knowledge presented in a rich and comprehensive manner that does not disappoint."

Publisher: John Wiley & Sons Inc



# Jobs on new prisons construction sites

**Justice Secretary Elizabeth Truss has announced plans for the building of 4 new prisons in England and Wales – creating 5,000 modern prison places and replacing old and overcrowded establishments with new, fit for purpose buildings.**

Sites in Full Sutton in Yorkshire; Hindley in Wigan; Rochester in Kent and Port Talbot in South Wales have been discussed for development. Final decisions on the new prisons will be subject to planning approvals, as well as value for money and affordability. The plans are part of the government's £1.3Bn investment to build up to 10,000 modern prison places by the 2020.

The proposed new builds will create up to 2,000 jobs in the construction and manufacturing sector.

The announcement follows the opening of the modern prison HMP Berwyn in Wrexham, West Wales in February. Construction of this new £212M prison has already contributed over £100M to the region's economy and created 150 jobs and apprenticeships created prior to the opening.

Justice Secretary Elizabeth Truss said: "We cannot hope to reduce reoffending until we build prisons that are places of reform where hard work and self-improvement flourish. Outdated prisons, with dark corridors and cramped conditions, will not help offenders turn their back on crime – nor do they provide our professional and dedicated prison officers with the right tools or environment to do their job effectively. This significant building programme will not only help create a modern prison estate where wholesale reform can truly take root, but will also provide a thriving, economic lifeline for the local community – creating hundreds of jobs for local people and maximising opportunities for businesses."

In creating a modern prison estate, old and inefficient prisons will be closed and replaced by the new accommodation. A programme of valuation work will now begin to help inform further decisions about the estate. Announcements on prison closures will be made later in the year.

New plans announcement builds on ambitious reforms to improve safety in prisons, including an additional £100 million to bolster frontline staff by 2,500. This wholesale, organisational reform will be supported by measures within the Prisons and Court Bill, which will set out a new framework and clear system of accountability for prisons, building on the wide-ranging reforms set out in the Prison Safety and Reform White Paper.

Currently, applications for outline planning permissions were submitted for new prisons in Yorkshire, the North West, Kent and South Wales. Balfour Beatty, Interserve, ISG, Kier, Lendlease and Vinci were awarded spots on a six-year £600m national lot of a government prisons construction framework in 2012.

# Advice

## For Van Drivers:

# Penalties for overloading

The overloaded van causes not only damage to roads and vehicle itself but also puts other road users at risk. Overloading is illegal. It adds the additional impact on the tyres what makes vehicle less stable, more difficult to steer or to stop. Vans, lorries, buses and coaches can be randomly stopped and checked by the Police and the Vehicle Operator Services Agency (VOSA) to enforce the overloading regulations. If the controller will find out that the maximum permitted vehicle weight – known as the model's Gross Vehicle Weight (GVW) – is exceeded, driver or car owner will be stopped and fined.

How to estimate the maximum load a van can carry legally? To calculate the maximum load it is necessary to know the Gross Vehicle Weights (GVW) and the van's kerb weight. GVW is listed in the owner's manual and is visible on a plate or label fitted to the vehicle (near door). The kerb weight also can be find in the car manual.

### What are the fines for an overloaded van?

If a police or VOSA officer finds the load is exceeded, a fixed penalty fine will be applied depending on how much over the limit is the load. The current penalties starts from £100.00.

Vans have the highest prohibition rate of overloaded vehicles with just over one in five vehicles weighed by VOSA between April 2002 and March 2003 being prohibited.

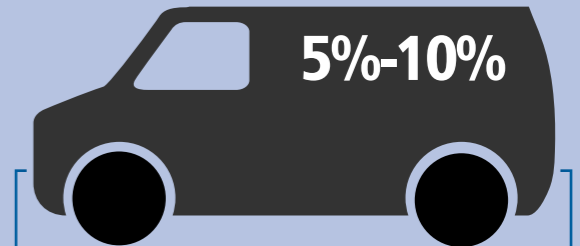
### Vehicle checks

- Know the weight and weight limits of your vehicle.
- Remember that the GVW includes the weight of the vehicle, driver, load and any passengers. Also allow for the weights of any pallets or packing cases and anything on a roof rack;
- Ensure the load is distributed evenly. After any drop-offs, re-check the distribution of the remaining load;
- Ensure the GVW is checked before setting out using an in-house or public weigh-bridge. While public weigh-bridges can be used to obtain accurate gross weights, in some cases the approach and exit paths are not sufficiently flat or level to give accurate results for axle weight, which should if possible be checked using an in-house weighbridge;
- Never automatically trust declared weights, invoices or delivery notes given to you by customers.
- Remember that driver and driver's employer hold the responsibility for not overloading the vehicle.

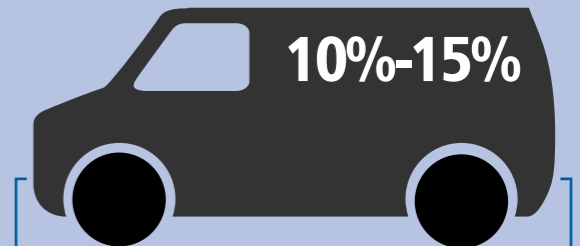
$$\text{VEHICLE'S KERB WEIGHT} - \text{GROSS VEHICLE WEIGHT} = \text{MAXIMUM LOAD WEIGHT}$$

(Source: FleetSafetyForum, VOSA)

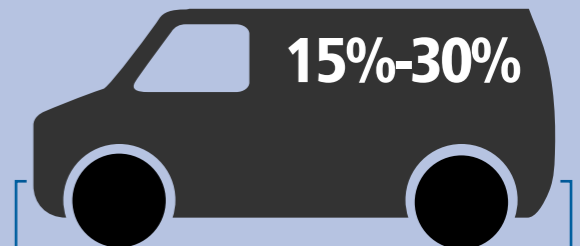
## Overloaded?



£100 FINE



£200 FINE



£300 FINE



Court summons

# T-Charge

## New Emissions Surcharge in London

**London will be introducing the new toxicity charge known as T-charge on top of the existing congestion charge, that will affect older vehicles. From 23 October 2017, cars, vans, minibuses, buses, coaches and heavy goods vehicles (HGVs) in central London will need to meet minimum exhaust emission standards, or pay a daily 10 T-Charge.**

The new £10 'T-charge' will be directed for petrol and diesel cars with pre-Euro 4 engines, mostly those registered before 2005. It will be working alongside the existing £11.50 congestion charge. It will be effective between 7 am to 6 pm, Monday

to Friday. Total daily payment (if emission standard not met) will be £21.50 (£20.50 auto pay). It is estimated that the new fee will affect up to 10,000 vehicles. The T-Charge will use the same payment and operational systems as the Congestion Charge.

Currently, the minimum emissions standards are Euro 4/IV for both petrol and diesel vehicles and Euro 3 for motorised tricycles and quadricycles. The vehicle registration document (V5C) carry vehicle's Euro emission standard.

The Mayor of London, Sadiq Khan, said: "It's staggering that we live in a city where the air is so toxic that many of our children are growing up with lung problems. If we don't make drastic changes now, we won't be protecting the health of our families in the future.

"That is why today, on the 14th anniversary of the start of the congestion charge, I've confirmed we are pressing ahead with the toughest emission

standard of any major city, coming to our streets from 23 October."

There are further plans to reduce pollution levels in London, such as expanding the Ultra Low Emission Zone and rolling-out low-emission double decker buses. These plans are expected to come into force in 2019 to the North and South Circular. All vehicles that fail to meet the criteria will be charged from £12.50 upwards. The T-Charge will end when the Ultra Low Emission Zone (ULEZ) is implemented.

Amongst Mayor's planned measures to control pollution on London's roads are also instructions for Transport for London to look at the costs and implications of a scrappage scheme for the most polluting diesel vehicles. Such measures are planned to be implemented nationwide by the Government in Westminster.

(Source: Transport For London)



# BRE Yellow Jacket

## industry's leading Health and Safety software

**Yellow Jacket is the new software tool delivered by BRE to increase health & safety in the construction sector. The Yellow Jacket software is a part of SiteSmart's SafetyHub and helps to manage health, safety and quality of performance on the building site from any device - desktop, smartphone or tablet. Information can be uploaded quickly through the programme or the mobile app.**

- work offline or online
- access by multiple users

There are training options available to develop the knowledge of how to operate the YellowJacket so that it can be easily implemented within the company. To find out more about the courses visit [www.bresitesmart.com](http://www.bresitesmart.com)

To request a free demo visit [www.bresitesmart.com/demo](http://www.bresitesmart.com/demo). If you have any questions email: [yellowjacket@bre.co.uk](mailto:yellowjacket@bre.co.uk) or call 03330 147878

(Source: BRE, Site Smart)

The control and improvements can be easily done. It highly improves the health and safety management on the building sites. The specially developed dashboard enables to make reports, audits and implement actions, and everyone can be linked to the profile to gather reports on health and safety. Yellow Jacket is your eye on the project. It can be configured to meet the requirements of each company, and as all data is saved and cloud-based, it is easily accessible. The YellowJacket mobile app allows employees and contractors on site to promptly upload relevant information relating to health, safety and quality, so all data is captured immediately.

It's been two years since the app was launched in July 2014 and so far it helped companies to:

- prevent accidents and losses
- achieve & prove compliance
- manage quality
- keep all data in one place
- assign actions
- view tasks and events
- view project data in real time
- schedule inspections

YellowJacket App allows:

- to use the tool on the go from any device
- access floor plans and specify locations



# UK Tax Changes

*What do you need to know about tax changes coming in from April 2017?*

**The outlook for the tax year 2017/2018 is mixed. Government imposed changes that will help raise the public finances, but there are some tax cuts too. The proposed tax rise for self employed did not go through but there is new apprenticeship tax to raise money from businesses for training. Here we outline some of the tax rules which may affect you.**

#### **Personal Allowance**

The personal allowance (tax free income) will rise from the 6th April from £11,000 to £11,500.

#### **Corporation tax**

The rate will be reduced from 20 to 19 per cent from April.

#### **Income tax**

There will be higher rate thresholds: the basic rate threshold will rise to £33,500, while the threshold where income tax rate rises from 20 to 40 per cent will increase from £43,000 to £45,000. Scotland will maintain the main threshold at £43,000. Additional 45 per cent rate applies over £150,000.

#### **Business rate**

The revaluated business rates will apply from April 2017. Business rates are based on the value of the real estate including machinery and equipment, as well as the industry in which business operates. Every five years the underlying value of properties is assessed to determine their "rateable value". There are transitional measures introduced

to support businesses facing increases in their business rates like for instance: the transitional relief cap, discount for public houses with rateable value of less than £100,000 or funding to local authorities:

- Support for businesses losing Small Business Rate Relief - capping the increase to the greater of £600 or the transitional relief cap.
- A specific £1,000 business rates discount for public houses with a rateable value of less than £100,000.
- Providing funding to local authorities in England to support local discretionary relief.

#### **Inheritance tax**

The new family home allowance for properties left in a will, will be introduced, allowing £100,000 per person in addition to the to the existing £325,000 per person allowance. It will be tapered away for estates worth more than £2m.

#### **Allowance for small business**

Income from property or trading income will not have to be paid on the first £1,000 from each source to encourage SMEs.

#### **ISAS**

There will be an increase in the tax free saving from £15,240 to £20,000. Moreover the Lifetime ISA will give the possibilities for under-40s to save the maximum annual amount of £4,000 a year, plus a 25 per cent top-up from the government, for the retirement or property.

#### **Apprenticeship levy**

The obligatory apprenticeship levy is introduced for all UK employers with a salary bill of more than £3m a year. Employers will be able to

reclaim the expense in form of the government-approved apprenticeships.

Tax loss relief Companies can currently offset eligible taxable profits against corporation tax losses carried forward from earlier periods. The amount of taxable profit that businesses can offset with past trading losses will be halved.

#### **Non-domiciled status (Non-doms)**

There will be new rules for foreign citizens who live in the UK but are domiciled overseas for tax purposes. From April 6, non-domiciled citizens who have lived in the UK at least 15 of the past 20 years will be considered UK domiciled for tax purposes, so required to pay tax at the same rates as UK citizens.

#### **Offshore property developers**

As announced at Spring Budget 2017, the government will legislate in Finance Bill 2017 to amend the legislation on profits from trading in and developing land in the UK at sections 76 - 80 Finance Act 2016 to tax all profits arising on or after 8 March 2017.

#### **Employee benefits**

The salary sacrifice towards health insurance, parking, gym memberships etc will be taxed at higher rates.

#### **Landlords - BuytoLet**

Cost of the buy-to-let mortgage interest payments will not be offset against rent for tax purposes. The tax break will be withdrawn gradually over a four-year period from 2017.

#### **Tax Free Childcare**

Tax-free childcare will replace employer supported childcare vouchers. The government will contribute up to 20 per cent of the first £10,000



HM Revenue  
& Customs

of registered childcare costs per child, per year (£2,000 per child, per year). The scheme will be available to people who have an annual income under £150,000 and are not receiving any financial support in form of tax credits.

#### **Vehicle Tax**

There are major changes to vehicle tax to promote ultra-low-emission vehicles. From the 1st April there will be increase in costs particularly for those buying low emission cars (those with CO2 emission under 100g/km, a long electric-only range or zero tailpipe emissions). Fully electric cars and cars powered with hydrogen fuel cells will be exempt from road tax. Motorist will be paying higher road tax too.

- Significant changes to company car tax rates
- All-electric range set to affect BIK levy
- Capital allowance threshold rate reduced

#### **VAT: revalorisation of registration and deregistration thresholds**

As announced at Spring Budget 2017 secondary legislation will amend the VAT Act 1994 to increase the VAT registration and deregistration thresholds in line with inflation so that:

- the taxable turnover threshold which determines whether a person must be registered for VAT, will be increased from £83,000 to £85,000
- the taxable turnover threshold which determines whether a person may apply for deregistration will be increased from £81,000 to £83,000
- the registration and deregistration threshold for relevant acquisitions from other EU member states will also be increased from £83,000 to £85,000.

#### **VAT: penalty changes in fraud cases**

As announced at Autumn Statement 2016, the government will legislate in Finance Bill 2017 to introduce a penalty for participating in VAT fraud. Following consultation on the draft legislation some minor

changes have been made to improve the clarity of the measure and also to limit the naming of a company officer to instances where the amount of tax due exceeds £25,000. The new penalty will take effect once the Finance Bill receives Royal Assent.

#### **IR35**

Many contractors work through their own service companies, meaning they pay corporation tax on their earnings and lower levels of National Insurance than employees. This will be terminated if the relationship seems to be like between an employer and employee rather than a contract between two organisations. The rule IR35 will apply, meaning they have to pay tax and NI contributions at the same level as a normal employee under PAYE. However, they will not receive benefits such as sick pay and holiday pay

*This is the general information only. We recommend to obtain the specialist tax advice or visit HMRC website for further information.*





# Submit your Building Control application online

**The Planning Portal Building Control application service was launched in October 2016 and already 149 local authorities have implemented the online service. The Building Control application service allows online applications to be submitted directly to registered Local Authority Building Control (LABC) teams.**

To find out if your Local Authority Building Control is already registered visit [www.planningportal.co.uk/lpabcsignup](http://www.planningportal.co.uk/lpabcsignup).

What is this service all about?

- At the start of your project, the applicant must consider whether the development will need to have planning permission, building regulations approval or both.
- Registration is straightforward, and the planning registration account is necessary to use the service. Planning permission and building regulations approval require separate applications. A separate account is required for each.
- You can select required forms, complete the application form online, buy site location plans and upload plans and support documents
- You can work on draft form online and save it for any updates before submission

- There are various payment options to choose. You can pay the application fee online
- Service allows for immediate delivery, acknowledgement and online record of completed applications
- There are online support and advice service
- It saves your time and money
- Access to various online resources

For more information on how to use the service or to submit online application visit [www.buildingcontrol.planningportal.co.uk](http://www.buildingcontrol.planningportal.co.uk)

*(Source: LABC, The Planning Portal)*



# Brexit Negotiations

**On the 29th March 2017, the PM Theresa May triggered the Article 50 and formally entered into negotiations with the EU on the UK withdrawal. The implications for UK construction sector could be severe, so it is vital to secure a fair deal for the industry and the whole UK economy.**

## Sterling fluctuations

Volatile exchange rates, unstable sterling, rising inflation all this will add pressure on the entire supply chains in the building industry. Margins will be tightened, and costs of materials and labour will increase leading to higher costs of construction projects. Fluctuations in exchange rates will impact those contractors who engaged in fixed price contracts without security on currencies fluctuations.

## Regulations

A significant amount of EU legislation is included in the UK law and regulates the UK construction sector. Withdrawal from the EU means that all regulations have to be amended or implemented as the UK laws. For instance, amongst others, the Construction and Management (CDM) Regulations 2015 or the Energy Performance of Buildings Directive and the Construction Products Regulation 2011.

## Procurement

EU procurement rules govern in the UK. Updates, implementations of own rules or acquisition of the existing ones will be essential.

## Labour shortages

New research by the Royal Institution of Surveyors (RICS) shows that 8 percent of the UK construction workers are the EU nationals, while in London this increase to 25 percent. The labour will decrease significantly within ten years, while the UK to fulfil house building plans needs to hire 400,000 workers every year. Increased demand for the skilled workers will increase wages but also increase the overall costs of construction projects.

## Import / Export

Construction industry relies heavily on the import of goods and services from the EU's states. Securing the proper arrangements for the UK after Brexit is inevitable to protect the industry growth. In the scenario when the World Trade Organisation's (WTO) trade model will be adopted, the UK's default tariffs would apply to goods imported from the EU, what will significantly increase costs.

## Funding

EU provides the UK's SMEs working in the construction sector with the range of financing tools to

help them deliver the housing projects. The withdrawal from the EU will mean the availability of the grants and funds will decrease. The costs of finance might also increase. It is necessary to secure both the creditworthiness of construction businesses and financing opportunities.

## Investment

Recently, RICS has called on the Government to seek out and attract private investors for infrastructure projects and provide skilled international workers with visas to minimise risks the UK construction industry is facing outside the EU.



# Funding

## for house building & retrofits

**Budgeting for a new build or retrofit might be a daunting process, but on the market, there is a variety of financial options to unlock the house building possibilities. The range of available mortgages, ecological incentives and policies or building grants and rewards schemes should be taken into account when planning the project.**

### Mortgages

The traditional mortgage is a lump sum released to purchase a particular property. However, on the market, there are self-build and renovation mortgages in which funds are released in stages accordingly to the project progress. The funds release stages are in conjunction with the main phases of the construction works, for instance, foundations, watertight, first fix, etc. The money can be received as an advance payment or arrears. Most common are the arrears mortgages where some funds (50-80%) are used to buy the plot or property for renovation, and the rest is released in stages when works commence. In both scenarios, the deposit is required or some savings to start off with works.

The advance financing is offered by BuildStore with the advanced accelerator mortgage, with the option to borrow 90 percent of the land/property costs and 90 per cent for building works. Funds are released ahead of the project, and often there is no need of the interim works valuations to assess the

works progress. This allows you to start off with the project having only 10 per cent for deposit. Sometimes lenders only offer mortgages on land which has detailed planning permission, while BuildStore has in their portfolio mortgage schemes for plots with only outline planning permission. BuildStore Mortgage Services works with some different mortgage lenders (the Hanley Economic Building Society, Bath Building Society and Melton Mowbray Building Society) to offer the range of mortgages with different rates.

The stage released mortgages can also be used for renovation projects and secured against the new property. First funds are released to purchase the property, with further funding at stages during the renovation project. In most scenarios, the payment steps and amounts released are based on valuations of the property during the work and lenders are releasing funds typically in four stages against increasing property value, rather than against the actual costs incurred. With the advanced mortgage, for instance, accelerator, the lender usually releases up to 85% of the purchase price of the property, then 85% of the costs, so the client is required to contribute 15% of own funds for the deposit. The funds for the purchase of the property and the build stages are released, at the beginning of each stage with 15% financed from savings. In this type of mortgage, the payments are based on projected costs, rather than the increasing value of the property.

### Ecology mortgages

Ecology Building Society specialises in mortgages for self-build projects which meet specific

Energy Standard ratings or help promote sustainable living, currently focusing on self-build properties that are aiming for Passivhaus or EPC B (SAP rating 85+) or above. There are also mortgages for retrofit and conversion projects that improve the energy efficiency of the property and meet specific Energy Standard scores. For more information visit [www.ecology.co.uk](http://www.ecology.co.uk)

### Funds for Sustainable buildings

With the encouragement from Government to build more eco-friendly houses and more sustainable built environment there is the large availability of financial incentives or eco grants specifically designed for those wishing to retrofit the existing property or build a greenhouse. Home Energy Scotland offers free expert advice on what grants and loans you could benefit from in Scotland.

The Energy Saving Trust works with communities, businesses and governments to make built environment more energy efficient. EST offers financial products to support the energy saving retrofits:

**1. Renewable Heat Incentive (RHI)** which is a UK Government scheme set up to encourage uptake of renewable heat technologies. The domestic RHI provides financial support to the owner of the renewable heating system for seven years, with the quarterly payments. The scheme operates in England, Wales and Scotland and is directed mainly to off-gas households. Technologies supported by RHI are:

- biomass (wood fuelled) boilers
- biomass pellet stoves with integrated boilers providing space heating

- ground to water heat pumps
- air to water heat pump
- solar thermal panels (flat plate or evacuated tube only) providing hot water for your home

Air to air heat pumps, all log stoves, pellet stoves without back boilers and hybrid PVT are not supported by RHI.

Water source heat pumps can potentially be eligible for the Domestic RHI – they are included in the definition of a ground source heat pump.

Certain cooker stoves and certain high-temperature heat pumps may also be eligible.

The amount of funding depends on the kind of the technology installed and the latest tariffs. An estimate of how much money could be earned through RHI can be calculated using the Department for Business, Energy and Industrial Strategy's RHI, payment calculator.

To apply for RHI visit Ofgem's website. For more information about RHI payments visit [www.energysavingtrust.org.uk](http://www.energysavingtrust.org.uk)

**2. Feed-In Tariff (FITs)** is a UK Government scheme introduced to encourage small-scale renewable and low-carbon electricity generation technologies like solar photovoltaic (PV), wind turbines, hydroelectricity system, anaerobic digesters, micro

CHP. Under the scheme, the money can be paid for the electricity generated if there is a suitable system installed in the property, for instance, solar PV, the wind or hydro turbine, micro CHP. The scheme is administered by Ofgem E-Serve and regulated by the UK Government's Department of Business, Energy and Industrial Strategy (BEIS). Visit Ofgem for a list of FITs licensed energy suppliers who handle FITs scheme applications and will make the FITs payments.

FITs payments can be in the form of generation tariff (fixed amount for each unit of electricity generated), export tariff (rate for each unit of energy exported) or energy bill saving. To estimate how much money can be saved through FITs visit the Energy Saving Trust's Solar Energy Calculator for solar PV or the Cashback Calculator for wind, hydro or micro CHP. For details on how to apply for FITs visit [www.energysavingtrust.org.uk](http://www.energysavingtrust.org.uk).

**The Energy Company Obligation (ECO)** is a government energy efficiency scheme in Great Britain designed to reduce carbon emissions and increase energy efficiency. Under the scheme, larger energy

suppliers have to deliver energy efficiency measures to homes in Great Britain through grants for installation of insulation or heating measures and support for the vulnerable consumer.

**Carbon Emissions Reduction Obligation (CERO)**  
**Carbon Saving Community Obligation (CSCO)**  
**Home Heating Cost Reduction Obligation (HHCRO)**

### Home Building Fund

The government has created a £3 billion fund to increase the number of homes built in England. Applications can be made by a private sector business that builds new homes or prepares sites for housing developments, including builders, community builders, custom builders, regeneration specialists, developers. To make an initial enquiry, you can fill the form on <https://partners.hca-online.org.uk>; call 0300 1234 500 (Monday to Friday, 9 am to 5 pm); email [homebuildingfund@hca.gsi.gov.uk](mailto:homebuildingfund@hca.gsi.gov.uk)



# Women in Construction

**Following last month's celebrations of the International Women's Day on the 8th of March and Mother's Day on the 26th March, we would like to present to our readers that the construction industry is open for women. Despite numerous campaigns, according to the latest NHBC Foundation research, women still accounts for 12% of construction professionals and only 4% of skilled workers. The building industry has become significantly more professional, more sustainable and technologically advanced. It offers competitive pay, prospects and career advancement, but the awareness of these benefits available for women is still unconvincing.**

The construction sector is very rewarding but demanding. It also has an unattractive public im-

age. The perception of daily work on dirty, cold and male-dominated building sites do not encourage young women to direct their career this path. On the other hand, the question can be asked whether construction employers are ready to employ women?

Many companies are actively taking on women employees, while others still see females workers as weaker labourers than man. The barriers to entry the sector are less visible in other construction roles, for example, building inspectors, surveyors, estimators, managers or other construction related professional jobs. The stereotype of the men as the construction sector workers have to be constantly challenged-are homeowners ready to employ the residential building companies directed by women on their renovation projects or to work with female architects? To keep up with demand, the industry needs to recruit another million workers by 2020, so the potential for women to secure a well-paid position in the industry is huge.

What career opportunities construction industry offers for women?

- Architects
- Developers
- Contractors
- Surveyors
- Engineers
- Project managers
- Planning Officers

- Estimators
- Building Control & Site Inspectors
- Construction Lawyers and Legal Advisors
- Tradeswomen Off-site
- Tradeswomen On-site
- Designers
- Policymakers
- Secretarial roles
- Procurement managers
- Health, Safety & Environmental Advisor
- Sustainability Specialists
- Accountants
- Heritage Consultants
- HR
- Materials Engineers
- Plant Operators
- Depot Managers
- BIM Managers

Visit [www.goconstruct.org](http://www.goconstruct.org) to browse through varied construction roles.

New research by the NHBC Foundation warns that the UK's house-building industry must do more to attract women and young people to avoid workforce crisis. NHBC Foundation report: The gender and age profile of the house-building sector warns of a significant shortfall in workers caused by an over-reliance on an ageing, male-dominated workforce and potential restrictions to migrant labour following Brexit.

According to the report 700,000 new workers will need to be recruited to cover those retiring, plus an extra 120,000 if the government's aim to build one million new homes by 2020 is to be achieved (source: Farmer report). The NHBC Foundation report calls on government and house builders to recognise the seriousness of the problem and to act now to address the shortfall.

The report, based on data from the Office of National Statistics' Labour Force Survey and detailed interviews with house-building companies and senior industry commentators, provides valuable insights into age and gender diversity within the house-building sector. Just 12% of the UK's house building workforce is female, the majority

in secretarial or administration jobs, with less than 4% having a skilled trade role. The report also finds that young people, especially girls, are put off working in the industry because of the negative, stereotypical image of a male-dominated house-building industry.

Some of the major challenges for the industry in attracting women and young people include:

- Working conditions - the belief that all work in the industry takes place outdoors in all weathers
- Fears of a sexist environment - concerns about the language and behaviour of male workers on site
- Poor hiring and recruitment practices

- over reliance on gender biased recruitment literature and advertising and over-use of personal contacts and networks to recruit workers

- Skills shortages - cycles of recession and growth mean that many skilled workers leave the industry during downturns, which has a knock-on effect of reducing the talent pool
- Outsourcing of site staff - a large proportion of on-site trade roles are managed by sub-contractors, and therefore house-building companies themselves have little say on who is actually working on site.



One of the main findings of the report is that women are still seriously under-represented in skilled, technical and managerial roles in house building. It identifies a number of challenges that need to be tackled by the sector, and the broader construction industry, that are deep-rooted and endemic, such as ongoing stereotyping and antiquated recruitment practices.

Uninformed and outdated careers advice in schools is also failing to make all young people aware of the variety of jobs and roles on offer, with advisers unable to promote effectively the many attractive career opportunities in the sector.

Commenting on the report, NHBC Head of Research and Innovation Neil Smith said: "Young people and young women in particular need to be made aware of the wide range of roles in the house-building industry. From design to engineering and site management, many careers in house building are rewarding and well paid, offering work in a variety of roles and environments."

Commenting on her experiences as a woman working in the house-building industry, Redrow Homes' site manager and 2016 NHBC Pride in the Job Seal of Excellence winner Zara Fairman said: "It's a real privilege to be able to show that it's not just a man's world and that women can do well in the house-building industry. It's also important to know that you don't necessarily have to be from

a trade, or engineering background – there are lots of transferable skills needed for this job."

The report has a number of recommendations to help government and companies tackle the problem including;

#### Top level/government

**Recognition and awareness** – government must acknowledge that the current lack of diversity is a serious issue that results in the industry missing out on talent

**Sustained investment** – government and housing developers should commit to continued investment to sustain the talent pool even in times of economic downturn

**Investment in career guidance** – careers education in schools must be prioritised to ensure that young people (and adults throughout their careers) are given impartial, accurate advice to guide them in decision making for their

#### Companies and Human Resources teams

**Greater collaboration** – companies must work together to provide a consistent approach to tackling diversity

**Reflection and learning** – vital lessons can be learned from other industries and organisations that

have successfully begun to tackle diversity issues, e.g. the British military

**Funding opportunities** – initiatives such as apprenticeship academies need further investment to increase their breadth of reach

**Development of social media** – making more effective use of social media to market careers in house building effectively

**Promotion of women** – To highlight female success and inspire the next generation of female leaders in house building, companies should be encouraged to promote more women into senior positions and non-executive board roles

**Encouragement and support for retraining** – to capitalise on talent and loyalty within their business and to promote career progression, companies should consider offering to support current staff, in particular women, to retrain in trade or technical roles

**Mentoring young people already within the sector** – companies should use experienced workers as mentors to give young people role models that they can easily relate to and who demonstrate progression and success.

The gender and age profile of the house-building sector (NF75) was published 06.02.17 and is available to download on [www.nhbcfoundation.org](http://www.nhbcfoundation.org)

(Source: NHBC Foundation)

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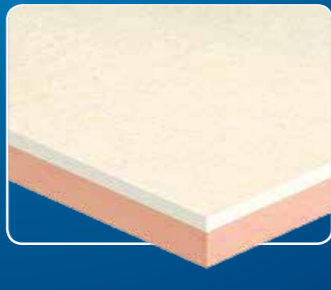
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## The Guide to



# Building Ventilation



**Nearly 80 percent of our lives we spend inside- in our houses, flats, offices, therefore comfort, health and safety should be the priority of modern design. The quality of air has a significant influence on our well-being. The quality of air inside residential buildings varies, and often we can talk about so-called sick buildings. It also refers to residential buildings. The sick building syndrome describes a range of symptoms thought to be linked to spending time in a particular building; often it is a workplace, but not only.**

Sick Building Syndrome is a phenomenon that has been identified recently. The term Sick Building Syndrome (SBS) was introduced by World Health Organization, which in this way defined a combination of non-specific health symptoms, the occurrence of which is connected with staying in a given interior and which disappear after leaving it. These ailments include, among others: a headache and dizziness, fatigue, irritation, nausea, blocked or running nose and skin symptoms such as over-drying or skin rashes.

So far the problem is poorly identified, and it is relatively rare that the above-mentioned symptoms

are linked with the influence of a building's design and the quality of applied materials and technologies. A given person's response to particular factors depends on their intensity, the time of staying in a building or finally, individual sensitivity to physical discomfort. New builds are nowadays significantly more warm and airtight, while old buildings are often damped. In both scenarios quality of air inside the building does not create a safe living environment. SBS are mostly connected with offices, open plan modern buildings with mechanical air ventilation or air conditioning system.

Generally, inappropriate ventilation can be seen as the main "wrongdoer" of the low quality of air inside buildings. The present pressure on the more energy efficient buildings leads to increased airtightness of walls what means that new buildings require a better system of fresh air inflow. Ventilation designed in an inappropriate way is insufficient.

Apart from supplying the interior with fresh air, rooms ventilation also aims at removing the excess of water vapour. It is estimated that optimal air humidity for a human oscillates within 40-60%. In the environment that is too dry, we suffer from breathing problems, in the environment that is too humid - the risk of moulds and fungi development increases. Thicker insulation of walls or attics can help to reduce the energy bills, but in the case of improper installation, it conduces to the formation of dampness in the places of thermal bridges.

**Yes for energy efficiency, but not at the cost of ventilation**

To cut operating costs of buildings, designers and contractors are doing their best to ensure the adequate insulation of buildings, air-tightness of windows and installation of more efficient heating systems. However, at the same time, it is necessary to ensure the proper ventilation system is installed. Intelligent solutions are worth investing:

- energy efficient rotary heat exchanger
- windows with air vents
- thermal bridge free structure

**Building Regulations**

Approved Document F (The Building Regulations 2010) gives guidance for compliance with the Building Regulations for ventilation in buildings in England. For more information visit also [planningportal.co.uk](http://planningportal.co.uk).

According to Part F, ventilation is the removal of indoor air from a building and its replacement with 'fresh' outside air. The ventilation system should be able to limit the moisture accumulation especially from bathrooms, kitchens and utility rooms. It should provide fresh air for breathing and control the excess humidity. Ventilation systems in buildings result in energy being used to heat fresh air taken in from outside and, in mechanical ventilation systems, to move air into, out of and/or around the

building. Energy efficiency is dealt with under Part L of Schedule 1 and Regulation 40 of the Building Regulations but consideration should be given to mitigation of ventilation energy use, where applicable, by employing heat recovery devices, efficient types of fan motor and/or energy-saving control devices in the ventilation system.

What we have to know about the building ventilation:

- ventilation rate – the performance of the ventilation system- the amount of outdoor air that is provided into the building.
- airflow direction – the overall airflow direction in a building, which should be from clean zones to dirty zones
- air distribution or airflow pattern – the external air should be delivered to each part of the building efficiently and any airborne pollutants generated inside should also be efficiently removed.

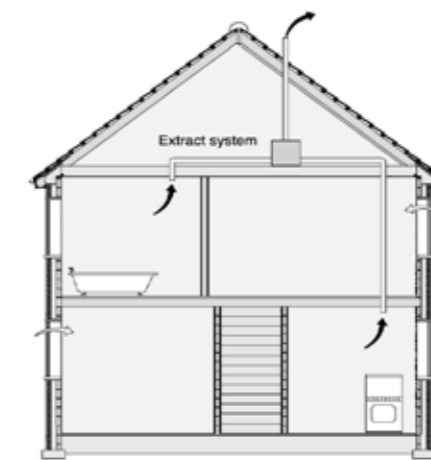
We can distinguish between three types of ventilation systems that should be implemented within the building- extract ventilation, whole building ventilation and purge ventilation. Extract ventilation- is from rooms where moisture is common like bathrooms, kitchens, laundry rooms. It is used to reduce the vapour spread to other rooms of the building. Whole building ventilation- provides continuous air exchange in the whole building. Purge ventilation- is intermittent and used to remove built-up pollutants, or in case of vapour from occasional activities, might be used also for thermal control. Ventilation with the above systems can be achieved thanks to natural, mechanical or hybrid (mixed) ventilation.

**Passive Stack Ventilation (PSV)** natural ventilation is delivered with intermittent extract fans, trickle ventilators or windows.

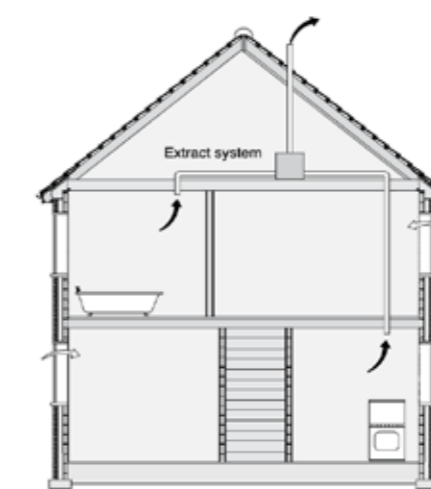
**Mechanical extract ventilation (MEV)** in form of mechanical extract fan should be fitted in any kitchen, utility room, bath/shower room or WC with no openable window. The necessary performance of these extract fans is normally measured in litres per second (l/s).

**Mechanical ventilation with heat recovery (MVHR)** by means of heat exchangers is more complex to install but provides controlled ventilation and air filtration and recovers heat from extracted air. It differs from other ventilation systems as the fresh air supply is provided by the one mechanical source. Here the warm moist air is extracted from the wet rooms via ducting and passes through a heat exchanger where the heat is passed to the incoming fresh air that is ducted back to the dry rooms.

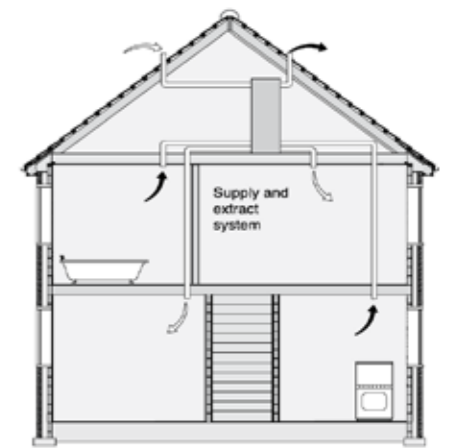
Continuous mechanical extract



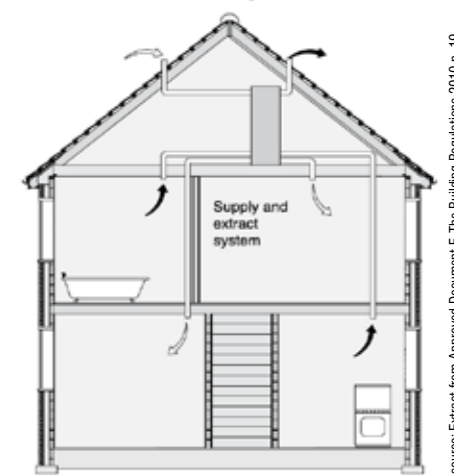
Continuous mechanical extract



Continuous mechanical supply and extract with heat recovery



Continuous mechanical supply and extract with heat recovery



**Table 5.1a Extract ventilation rates**

Room	Intermittent extract	Continuous extract	
	Minimum rate	Minimum high rate	Minimum low rate
Kitchen	30 l/s adjacent to hob; or 60 l/s elsewhere	13 l/s	Total extract rate should be at least the whole dwelling ventilation rate given in Table 5.1b
Utility room	30 l/s	8 l/s	
Bathroom	15 l/s	8 l/s	
Sanitary accommodation	6 l/s	6 l/s	

**Table 5.1b Whole dwelling ventilation rates**

Whole dwelling ventilation rate <sup>a, b</sup> (l/s)	Number of bedrooms in dwelling				
	1	2	3	4	5
	13	17	21	25	29

Notes:  
 a. In addition, the minimum ventilation rate should be not less than 0.3 l/s per m<sup>2</sup> of internal floor area. (This includes all floors, e.g. for a two-storey building add the ground and first floor areas.)  
 b. This is based on two occupants in the main bedroom and a single occupant in all other bedrooms. This should be used as the default value. If a greater level of occupancy is expected add 4 l/s per occupant.

**Ductwork installation tips**

1. Always follow manufacturer installation manuals
2. Ducts should be installed with minimum air resistance and leakages
3. Ducts bends should be kept to minimum what allows for non obstructed air flow
4. Rigid plastic ducting is recommended over the flexible one (use only for short lengths and ensure there is no peaks or troughs).
5. The inner radius of any bend should be greater or equal to the diameter of the ducting being used.
6. Ducts (both cold air and warm air) should be insulated with the equivalent of at least 25mm of insulating material with a thermal conductivity of 0.04W/mK. This will minimise the possibility of condensation. In cases of vertically installed ducts the condensation trap should be fitted.
7. All the duct joints should be sealed with duct tape or silicon.

For the installation guide of various ventilation systems refer to Domestic Ventilation Compliance Guide, [www.planningportal.gov.uk](http://www.planningportal.gov.uk)

*This is an introductory guide and for in depth information refer to the Building Regulations or contact your local planning authority.*

Diagram 1: Duct installations

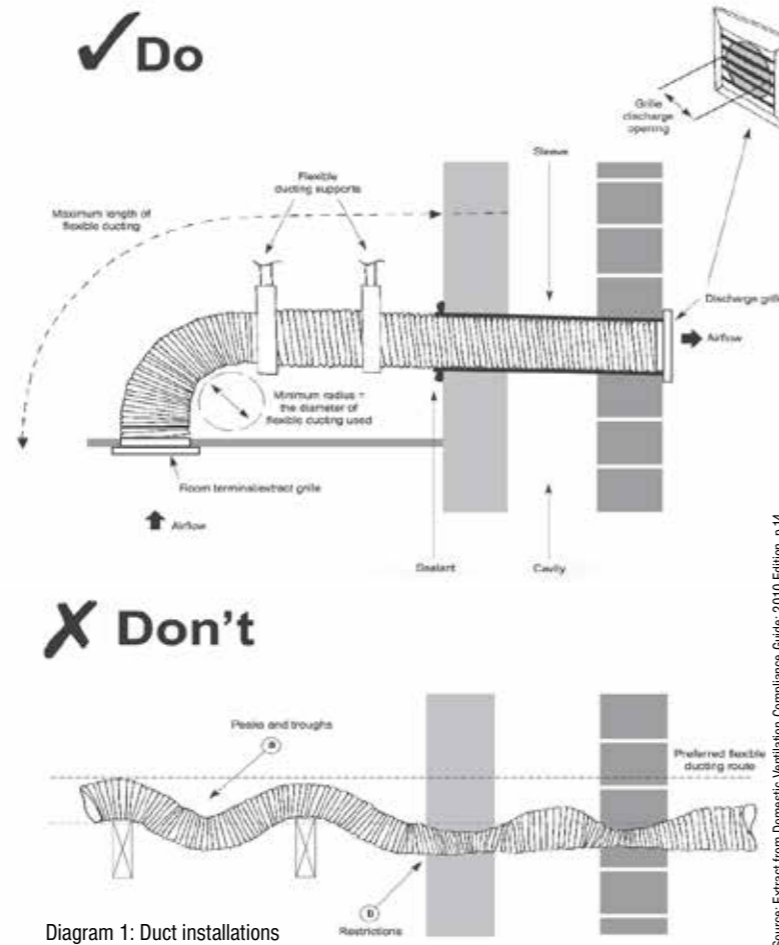


Diagram 1: Duct installations

Source: Extract from Domestic Ventilation Compliance Guide: 2010 Edition, p.14



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# Decorative Stone Wall



**Decorative stone for walls and facades are available in various colours, patterns and size to allow for multiple applications- from rooms, kitchen and bathrooms to outdoor walls. Allows for creating an original feature element in your house. The unique effect can be achieved to add depth and contrast to any home- 3D effect wall. Decorative stone walls enhance the features of interiors and exteriors alike.**

*In all IBB depots, you will find the range of Stone Master decorative stones.*

*For detailed information visit:  
[www.stonemaster.pl/en/](http://www.stonemaster.pl/en/)*



## Tools & Materials Required for Installation





# General Installation Instruction

## Preparation

- Prior to the application of primer agent, make certain the surface is clean, dry and level. In case of gypsum surfaces, apply two layers of primer agent. Level the wall and install a simple strip to support first row of decorative stones.
- Work in temperature between +5°C and +25°C. Before laying any stones, check that products correspond to those ordered and that there is no visual defects in the material. Using a wire brush, clean the back surface of stone on which you apply the adhesive.
- When installing stone veneer, remember that the weight is transferred to the substructure. Fences or walls, on which you install the stone, should have horizontal insulation of foundations.



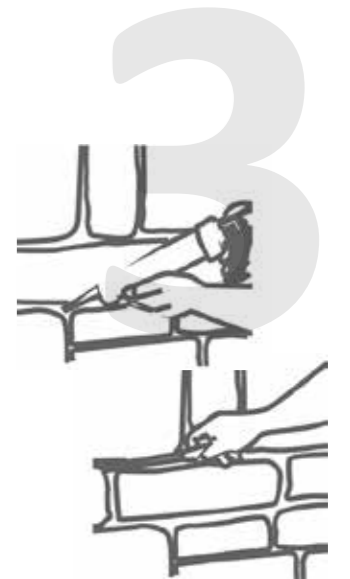
## Laying

- Depending on the type of stone, use appropriate Stone Master's bonding adhesive. Grind the side edge of the stone to remove inequalities if necessary. Use an angle grinder to cut concrete wall cladding, and wood saw to gypsum products.
- Apply an adhesive on the back side of product using a notched trowel. After applying the adhesive, evenly push it to the subsurface. Taking into account that majority of our products imitates stone which occurs in nature, yet production process depends largely on handmade work and usage of genuine minerals, differences in the shade of individual elements are welcome.
- To maximize this effect, we suggest to mix the elements from different packages.



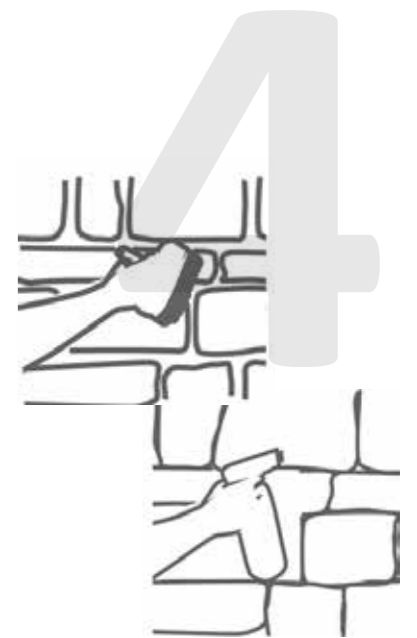
## Jointing

- Depending on the type of product, install your stone veneer with joints or without. Begin jointing after complete drying of the adhesive using a grout spreader.
- After the jointing grout has dried slightly, use a jointer or other simple tool to obtain a smooth finish.
- Next when jointing grout had dried completely, take a brush and remove the rest of the mortar from the edges.



## Protection

- After laying and jointing, use Stone Master gypsum or concrete impregnant agent to protect your stonework.
- Impregnation helps to keep the stone clean and helps to prevent efflorescence.



# Dedicated Chemistry for Decorative Stones

## Primer

Reinforces concrete, plaster and cement substrates, interior and exterior brick and air brick walls. Reduces and unifies absorption properties of substrates and improves glue adhesion. Use on dry surface, free from dust and dirt.

Apply the primer evenly with a brush, roller or spray. Substrates with high absorbency (e.g. gypsum) should be primed twice by applying another layer after the first one has dried. The work should be carried out at a temperature of 5°-25° C. Drying time is approx. 3 hours. Consumption - approx. 10-12 m<sup>2</sup> per 1 liter of primer. Detailed information about using the product can be found on the package label. Available in 1 liter and 5 liter containers.



## Dispersion adhesive

Ready for use adhesive in form of a thick paste, produced on the basis of synthetic resin with mineral fillers and additives which improve its performance. It is characterized by high adhesion and flexibility.

Suitable for gluing ceramic, plaster and concrete tiles to surfaces, such as concrete, gypsum, cement and lime mortar, dry-wall board, chipboard and OSB board, as well as cement and anhydrite screed. The work should be carried out at a temperature of 5° - 25° C. Consumption - 0.8 to 1.5 kg/m<sup>2</sup>. Detailed information about using the product can be found on the package label. Available in 7 kg buckets.



## Frost-proof adhesive

Frost-proof, non-flammable adhesive, easy to use and stable on a vertical surface, suitable for use on decorative stone, and ceramic floor and wall tiles. It is a mixture of binders, mineral fillers and modifying additives, factory prepared in a dry form. When mixed with water, it forms a homogeneous adhesive mass for applying in a thin layer. Use on a seasoned surface, free from dust, grease, lubricants and residual paint.

Put dry mix in a container with clean, cold water (3.6 liters per 15 kg of dry mix) and stir until a homogeneous mass forms. Then, when applying to a surface, proceed in accordance with specific instructions given on the package label. The work should be carried out at a temperature of 5° - 25° C. Workability after mixing with water: approx. 2 hours. Bonding ability: 48 hours. Consumption - approx. 1.4 kg/m<sup>2</sup> at 1 mm thickness of layer. The maximum thickness of the mortar layer: 5 mm. Available in 15 kg buckets and 25 kg bags.



## Gypsum adhesive

Non-flammable adhesive, easy to use and stable on vertical surfaces, for bonding and grouting decorative plaster facing. It is characterized by very good adhesion to gypsum background, cement-lime mortar, bricks and ceramic air bricks. For indoor use.

Use on a seasoned surface, free from dust, grease, lubricants and residual paint. Put dry mix in a container with an appropriate amount of water (6 liters per 12 kg of dry mix) and stir until a homogeneous mass forms. Then, when applying to a surface, proceed in accordance with specific instructions given on the package label. The work should be carried out at a temperature of 5°-25° C. Workability after mixing with water: up to 45 minutes. Bonding ability: 48 hours. Consumption - approx. 3.5 kg/m<sup>2</sup>. Available in buckets of 12 kg and 25 kg bags.



## Grout

Suitable for both concrete and plaster decorative stone, as well as ceramic and clinker tiles. It is frost-resistant, waterproof, non-flammable and easy to use. Composed of high-quality meals and cements with the addition of resins, it is characterized by high strength and ease of use. Suitable for use indoor and outdoor.

The width of a joint is from 6 to 15 mm. Mixing ratio: 0,16-0,18 liters of water/1 kg of joint. Consumption - depending on the tile size, depth and width of the joint, on average 1 to 3 kg/m<sup>2</sup>. Workability when mixed with water, up to one hour. Detailed information about using the product can be found on the package label. Available in bags of 5 kg.



## Impregnate sealer for gypsum stone

Reinforces gypsum tile surface, restricting moisture and dirt ingress, thereby helping to maintain it clean. Recommended for interior decorative stone tiles.

After shaking, the package contents is ready to be applied to a surface with a brush or spraying equipment. Consumption, depending on the surface: 8-10 m<sup>2</sup> per 1 liter. Detailed information about using the product can be found on the package label. Available in 1 liter and 5 liter containers.



## Impregnate sealer for concrete stone

Seals surface of porous building materials, such as decorative concrete stone. Forms a protective layer against moisture and weather conditions, retaining the substrate ventilation properties. Revives the natural color of materials.

After shaking, the package contents is ready to be applied to a surface with a brush or spraying equipment. Consumption, depending on the surface: 8-10 m<sup>2</sup> per 1 liter. Detailed information about using the product can be found on the package label. Available in 1 liter and 5 liters packages.



# Decorative Stone Wall

## Estimation conditions

- estimated cost for 10 m<sup>2</sup>
- materials prices discounted by 40%; discount available for registered users of IBB Estimator PRO version

## NOTICE!

- The below estimation is only the proposal, you can use it at your own risk
- All products are available at IBB

## Labour

No	Name	Rate	Qty	[unit]	Costs	aC	Costs with overhead	Profit	Total
1.	Bricklayer	£12.00	28.000	lh	£336.00	£134.40	£470.40	£141.12	£611.52
	<b>Total</b>		<b>28.000</b>	<b>lh</b>	<b>£336.00</b>	<b>£134.40</b>	<b>£470.40</b>	<b>£141.12</b>	<b>£611.52</b>



## Material

No	Name	Feature	Dimension	Weight [kg]	Price [unit]	Qty	[unit]	Costs	sC	Costs with overhead	Profit	Total
1.	Decorative stone	City Brick Off White - internal	pack=0.43m2	230.400	£13.18	25.600	pack	£337.41	£33.74	£371.15	£74.23	£445.38
2.	grout	Stone Master colour chalk	bag=5kg	25.000	£13.42	5.000	bag	£67.10	£6.71	£73.81	£14.76	£88.57
3.	gypsum based adhesive	Stone Master ready mix internal	bag=12kg	34.800	£16.27	2.900	bucket	£47.18	£4.72	£51.90	£10.38	£62.28
4.	primer for gypsum products	Stone Master	bucket=5ltr	1.250	£27.99	0.250	bucket	£7.00	£0.70	£7.70	£1.54	£9.24
5.	priming emulsion	Stone Master blue	bucket=5ltr	1.000	£27.03	0.200	bucket	£5.41	£0.54	£5.95	£1.19	£7.14
	<b>Total</b>			<b>292.450</b>				<b>£464.09</b>	<b>£46.41</b>	<b>£510.50</b>	<b>£102.10</b>	<b>£612.60</b>



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# IBB Polonia coach increases the sport level of volleyball in Great Britain

**The popularity and quality of volleyball in the UK is still far behind that of mainland Europe, but the future looks very optimistic. One factor in its development is the Head Coach of IBB Polonia London, Piotr Graban. A person with a number of years of top level European experience, isn't keeping it all too himself! He has decided to reach out to volleyball coaches and PE teachers to provide them everything on a plate to help them build their own clubs. He has developed a course that to date has never been available in the UK for development of coaches led by such a qualified person.**

Piotr Graban was asked as to why he is so keen to develop the sport in the UK.

- Why am I doing this? I want to help improve the level of the sport in the country. There is a lot of potential and despite the lack of popularity compared to Europe; it can certainly close the gap. Of course this won't happen in a single year, more like three or four. In my opinion, the best way to achieve this is through professional development of existing coaches and PE staff. As

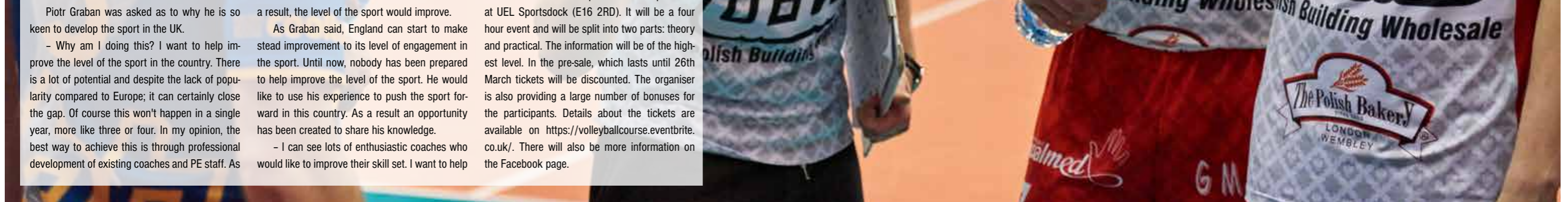
a result, the level of the sport would improve.

As Graban said, England can start to make steady improvement to its level of engagement in the sport. Until now, nobody has been prepared to help improve the level of the sport. He would like to use his experience to push the sport forward in this country. As a result an opportunity has been created to share his knowledge.

- I can see lots of enthusiastic coaches who would like to improve their skill set. I want to help

them by showing them the way. The problem is that books and Youtube videos aren't enough and I haven't yet met here too many coaches with European standards of coaching. My aim is to coach a group of people who could go on to work at a higher standard. - added Piotr Graban. - I strongly believe that through our combined efforts, volleyball can be developed in England. The future of the sport lies in the hands of the current and future coaches.

The course will take place on 16th April 2017 at UEL Sportsdock (E16 2RD). It will be a four hour event and will be split into two parts: theory and practical. The information will be of the highest level. In the pre-sale, which lasts until 26th March tickets will be discounted. The organiser is also providing a large number of bonuses for the participants. Details about the tickets are available on <https://volleyballcourse.eventbrite.co.uk/>. There will also be more information on the Facebook page.





# Ignaczak

## at IBB Polonia London

**The volleyball transfer of the century in England has materialised. A current World Champion, an Olympian, a representative of numerous events and Champion of Poland Krzysztof Ignaczak will play for English Champions IBB Polonia London for the rest of the season. The Londoners can expect huge support and marketing opportunities when the very popular "Iglu" ("The Needle") arrives.**

- I had already retired, but thanks to President Luszcz amongst others, I have decided to return to training. The work that the players and back-room staff have carried out at IBB Polonia London deserves to be recognised. The guys train hard, and for the love of the sport are building something phenomenal in England; a country where our sport

isn't very popular. I want to support them in the only way I know how: I think a team can be built in London that can win European trophies. I had always wanted to play overseas, and now I have the opportunity. - said Krzysztof Ignaczak.

Ignaczak will arrive in London at the start of the next month to meet the Team and to prepare for the semi-finals of the English Championships on 22nd and 23rd April. The World Champion aims to make himself as accessible as possible for everyone who wish to develop English volleyball. There will be meetings with fans, media and sponsors.

- We anticipate a huge level of interest in our Club and our sport thanks to the transfer. I am sure that this season we will be playing in front of sell out crowds. Mr Ignaczak is such a popular person, that apart from playing he is also a journalist, commentator and blogger: he is one of the most popular sportspeople in Poland. As a consequence, I am sure that his presence will push English volleyball forwards and be a huge asset for marketing it. - said Club President of IBB Polonia London Bartek Luszcz.

The players are looking forwards to meeting their new team-mate and will welcome him to the squad with open arms, but also as rivals within the team. For people who juggle work commitments around their volleyball dreams it will be a great pleasure to have him on board. An interesting idea is that Head Coach - Piotr Graban is considering playing him as receiver, so the return of Iglu at this position is an exciting prospect.

- He is technically outstanding, and could potentially play every position on court. I'm thinking about receiver as his primary role and he will show us what he can do as an attacker. My players are working very hard, to show him that they can also play volleyball. It's not going to be easy, but I am looking forward to seeing the intense rivalry for the places on court. - said Head Coach Piotr Graban.

Krzysztof Ignaczak was born in 1978; he is a reigning World Champion, ex-European Champion and winner of the Champions League. For most of his career he played as libero, but he will restart his volleyball career as receiver. He is one of the most popular sportspeople in Poland.

Polisat Sport

# IBB Polonia London defeated London Docklands

**On Sunday 5th March 2017 yet another victory for IBB Polonia London, this time 3-1 (25:17; 25:23; 22:25; 25:20), following some experimentation on court by coach Piotr Graban. The result earn another three points in the league table strengthening the hold on second place.**

- We had already guaranteed second place before the match and won a place in the Semi Finals of the playoffs for the Championships of England. For this reason, we could try to use the entire squad for long periods of time. We were in control 100% of the time, despite the fact that the opposition didn't give up and tried to fight. For this reason, they managed

to take the third set. - commented Piotr Graban, the coach of IBB Polonia London.

For the next two weeks, there are no matches. Following a very intense period of volleyball, during which the team had many tough encounters in European and domestic competitions, there is now a short period of time to rebuild once again.

- Now we approach the well deserved phase of the season. We have time to heal a few minor injuries and issues that are part of a tough season like we have played. - added the coach. - We warmly invite all of our fans to keep an eye on Facebook to find out the next events that they will enjoy coming to. It is important to us that they continue to support us, as it is so helpful. See you soon!

The next match for the team from West London is on 25th March when the opposition will be London Docklands for the final time this season. The match will take place in Ernest Bevin College at 2.40pm.



Steve Smith



# IBB Polonia London FC

We have now finished our first full season in Harrow Youth League. Our teams have played nearly 50 matches and scored over 100 goals. Statistics show that all boys have improved on most aspects (technical, physical and psychological) This is the fantastic result from all IBB Polonia FC teams!

We are currently preparing for IBB Polonia Football Camp which will take place in Crystal Palace National Sports Center in May. Boys will have a chance to train twice a day and will have open access to swimming pool and gym. It will be

the fantastic opportunity for managers to focus on technical and social aspects during the camp training. Our teams will play friendly games against local Football Clubs.

Paweł Jurgielewicz (Head coach) - I was impressed with the determination and 'never give up' attitude the teams displayed in every game. All Managers and Coaches are happy with the results and performance our players have presented in the league. My U10 team have done something incredible and gone through the

whole of the league campaign without losing a single game.

In May and June, we are planning to take part in 4 summer football tournaments and play some friendly games. One of the events we will participate in is Morliny International Cup, our boys will compete with teams from Poland, Germany and Ireland. We are looking forward to next season, which will be a big challenge as we will add another three teams (30 Players) into Harrow Youth Football League.

*Paweł Jurgielewicz*

# World Cup Qualifying – FIFA 2018

## Montenegro 1 – 2 Poland

Montenegro lost 1:2 to Poland in the qualifying match of the 2018 World Cup. Their strengthened their position as the leader of the Group E and are much closer to advancing to the Russian World Cup. In the 40th minute Lewandowski scored the first goal. The had the great chance to increase the score in the second half but

Robert's shot was blocked by Aleksander Sofranac and after a moment goalkeeper Bozovic stopped Lukasz Piszczek. Just few minutes later Mugosa used the situation and scored the first for Montenegro. Piszczek used his second chance and after great shot from Piotr Zielinski, scored the second goal for Poland.



## England 2 – 0 Lithuania



Sunderland striker Jermain De-foe scored in his first international appearance since 2013 after just 21 minutes. In the second half, substitute Jamie Vardy scored the second for England. Before the match there was a minute's silence in the stadium for the victims of London attack but also there was a tribute paid to former England manager Graham Taylor, who died in January.

Here are the results from other teams playing during this round

### Group A

Sweden 4-0 Belarus  
Luxembourg 1-3 France  
Bulgaria 2-0 Netherlands

Group A	FR	SW	BUL	NED	BLR	LUX	PTS	GD
FRANCE	5	4	1	0	10	3	7	13
SWEDEN	5	3	1	1	10	3	7	10
BULGARIA	5	3	0	2	8	10	-2	9
NETHERLANDS	5	2	1	2	8	6	2	7
BELARUS	5	0	2	3	2	10	-8	2
LUXEMBOURG	5	0	1	4	6	12	-6	1

### Group B

Switzerland 1-0 Latvia  
Andorra 0-0 Faroe Islands  
Portugal 3-0 Hungary

Group B	SWI	POR	HUN	FAR	LAT	AND	PTS	GD
SWITZERLAND	5	5	0	0	10	3	7	15
PORTUGAL	5	4	0	1	19	3	16	12
HUNGARY	5	2	1	2	8	6	2	7
FAROE ISLANDS	5	1	2	2	2	8	-6	5
LATVIA	5	1	0	4	2	9	-7	3
ANDORRA	5	0	1	4	1	13	-12	1

### Group C

Northern Ireland 2-0 Norway  
San Marino 0-6 Czech Republic  
Azerbaijan 1-4 Germany

Group C	GER	NIR	CZE	AZE	NOR	SAN	PTS	GD
GERMANY	5	5	0	0	20	1	19	15
NORTHERN IRELAND	5	3	1	1	10	2	8	10
CZECH REPUBLIC	5	2	2	1	8	4	4	8
AZERBAIJAN	5	2	1	2	3	8	-5	7
NORWAY	5	1	0	4	5	9	-4	3
SAN MARINO	5	0	0	5	1	23	-22	0

### Group D

Republic of Ireland 0-0 Wales  
Georgia 1-3 Serbia  
Austria 2-0 Moldova

Group D	SER	IRL	WAL	AUS	GEO	MOL	PTS	GD
SERBIA	5	3	2	0	12	6	6	11
REPUBLIC OF IRELAND	5	3	2	0	7	3	4	11
WALES	5	1	4	0	8	4	4	7
AUSTRIA	5	2	1	2	8	7	1	7
GEORGIA	5	0	2	3	4	8	-4	2
MOLDOVA	5	0	1	4	2	13	-11	1

### Group E

Romania 0-0 Denmark  
Armenia 2-0 Kazakhstan

Group E	POL	ROM	ARM	KAZ	DEN	PTS	GD	
POLAND	5	4	1	0	12	6	6	13
MONTENEGRO	5	2	1	2	10	6	4	7
DENMARK	5	2	1	2	7	5	2	7
ROMANIA	5	1	3	1	6	4	-2	6
ARMENIA	5	2	0	3	6	10	-4	6
KAZAKHSTAN	5	0	2	3	3	13	-10	2

### Group F

Malta 1-3 Slovakia  
Scotland 1-0 Slovenia

Group F	ENG	SLOV	SLOV	SCO	LIT	MAL	PTS	GD
ENGLAND	5	4	1	0	8	0	8	13
SLOVAKIA	5	3	0	2	10	3	7	9
SLOVENIA	5	2	2	1	4	3	1	8
SCOTLAND	5	2	1	2	7	8	-1	7
LITHUANIA	5	1	2	2	5	9	-4	5
MALTA	5	0	0	5	2	13	-11	0

### Group G

Liechtenstein 0-3 FYR Macedonia  
Spain 4-1 Israel  
Italy 2-0 Albania

Group G	ESP	ITA	ISR	ALB	FYR	LIE	PTS	GD
SPAIN	5	4	1	0	19	2	17	13
ITALY	5	4	1	0	13	4	9	13
ISRAEL	5	3	0	2	9	9	0	9
ALBANIA	5	2	0	3	4	8	-4	6
FYR MACEDONIA	5	1	0	4	7	11	-4	3
LIECHTENSTEIN	5	0	0	5	1	19	-18	0

### Group H

Cyprus 0-0 Estonia  
Bosnia and Herzegovina 5-0 Gibraltar  
Belgium 1-1 Greece

Group H	BEL	GRC	BOS	CYP	EST	GIB	PTS	GD
BELGIUM	5	4	1	0	22	2	20	13
GREECE	5	3	2	0	10	3	7	11
BOSNIA AND HERZEGOVINA	5	3	1	1	13	5	8	10
CYPRUS	5	1	1	3	3	8	-5	4
ESTONIA	5	1	1	3	5	15	-10	4
GIBRALTAR	5	0	0	5	2	22	-20	0

### Group I

Turkey 2-0 Finland  
Kosovo 1-2 Iceland  
Croatia 1-0 Ukraine

Group I	CRO	ICE	UKR	TUR	FIN	KOS	PTS	GD
CROATIA	5	4	1	0	11	1	10	13
ICELAND	5	3	1	1	8	6	2	10
UKRAINE	5	2	2	1	7	4	3	8
TURKEY	5	2	2	1	7	5	2	8
FINLAND	5	0	1	4	3	8	-5	1
KOSOVO	5	0	1	4	2	14	-12	1

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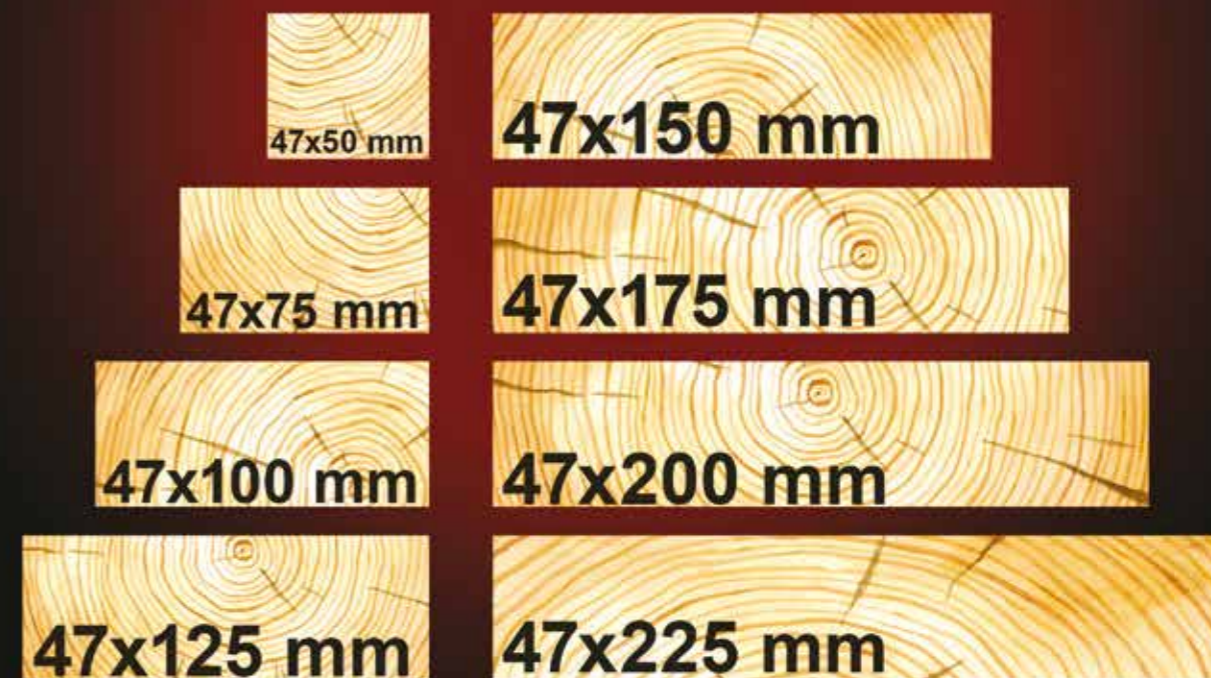
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