

Pendennis Shipyard

422 employees
Global, award winning
superyacht custom build and
refit experts



Healthy
Workplace

What we do:

Pendennis Shipyard in Falmouth operates in the 30m-100m superyacht custom build and refit market. Meeting the specific needs of each client and delivering a world-class service is of utmost importance. 2018 marks Pendennis' 30th anniversary - a milestone year for the company.

Pendennis' full-service facility is capable of building yachts of up to 100m, as well as undertaking substantial restoration and remodelling projects, or routine class/flag refit works. To date the company has built 30 bespoke luxury yachts and conducted refit works on a further 250 vessels. The Falmouth base is supported by a refit workshop in Palma, which coupled with flexible international assistance from our own technical specialists, offers clients a comprehensive global support network during the life of their superyacht.

After this last years' recruitment initiative driven by the high work load and number of projects in the shipyard, we now boast an extra 80 staff totalling 462 permanent employees. These highly skilled tradespeople and support staff contribute to Pendennis' 30 years of trading. In-house experts, from CAD teams to exterior outfitters, joiners, electricians, engineers, fabricators and specialist painters,

ensure maximum control and accountability at every stage of a project. The quality of work stands the test of time, with yachts such as Adix and Adela returning year after year.

Pendennis recently invested over £22million in rebuilding and expanding the shipyard. This redevelopment programme, completed in 2015, saw the yard enhanced with three purpose-built construction halls (the largest of which is 90m) and a 7,564m² enclosed non-tidal wet basin, designed to provide direct deep water seaward access to the yard for haul-out, and facilitating short refit works for yachts of up to 100m. An additional flexible 150m undercover dry dock provides project space for larger yacht refit programmes, with the complete facility supported by purpose-built modern workshops and offices.

These impressive state-of-the-art facilities provide an appropriate base to accommodate the high level of customer service, skills and project quality that Pendennis is renowned for, combining to create a truly memorable, personal and professional refit or custom-build experience.

Why we became a healthy workplace:

We wanted to subscribe to the scheme as it seemed a natural progression to receive

recognition for the initiatives that we already have in place and continue to develop. We hope that by engaging with your organisation we will benefit from a wider pool of expertise and we hope to take advice to support further improvements to the health and wellbeing of Pendennis Shipyard employees. We understand that a healthy workforce and workplace significantly impacts on the wellbeing of individuals and consequently positively impacts on production, sickness absence, accident outcomes alongside many other unquantifiable factors. Support for the scheme comes from the very top down, with our Directors taking an active role in supporting and promoting the health and wellbeing of the whole Pendennis team.

Recent health and well being activities:

Pendennis Health Education Week (PHEW) including singing, fitness classes, hypnotherapy and alcohol and addiction.

We have a onsite gym and fitness classes running every evening. We have increased gym members this year. Classes including Circuits, Yoga/Pilates, Kettle Bells, Singing.

Staff regatta to celebrate 30 years of Pendennis, which included watersports and

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activities for the family.

Healthy Weight Cornwall came onsite and had a good uptake.

We have trained 8 more people to be able to conduct quantitative fit testing, to ensure the workforce are wearing the correct RPE.

Health and Wellbeing included in the induction video for new starters.

Palma 10k run.

Plans aims for the next year:

Three Peak Challenge

PHEW

Engage with gym members to ensure classes meet demand.

Mental Health First Aid

Quote feedback from Director:

At Pendennis we realise the importance of the health and wellbeing of our employees. We are therefore delighted to achieve our Gold Healthy Workplace Award for the third year running.

Quote feedback from Staff:

'I've never felt so great!'

'I've never worked for a company that offers such a good valuable, accessible and fun scheme.'

'Pendennis's approach to looking after employees is holistic, from the moment that you start they care for you by offering health care plans, fitness classes, gym memberships, and constant support from their own Occupational Health Nurse. Such a great company to work for.'

Success Story:

I have worked here at Pendennis for 12 years and smoked for the entire time that I have been employed. Recently the company offered a stop smoking programme. To entice us to go they offered to pay for the prescriptions and/or nicotine replacement depending on which treatment we decided to use. The company also allowed us to take a half an hour out of company time fully paid for us to be able to attend the cessation sessions. After listening to the councillors, I decided that I would take Chantix for three months and see how it went. I am very happy to say that I have now quit!

I know feel great! I used to wake up with a bad cough and feel miserable. I have now taken up running and am using the company gym to try and get myself back into shape. Six months prior to me quitting I went through a phase that I thought that I would never get fit and was going to be out of shape for the rest of my life.

Thanks to Pendennis Shipyard I have turned my life around and am very proud of what I have accomplished. My productivity has increased as have my energy levels. I will certainly pass my knowledge on to other co-workers who still smoke and maybe inspire those who also think that it is too late for them to change.