TMJ INTERIORS

CONNECTION

WINTER EDITION 2025



JAMES TAYLOR HONORARY DOCTORATE

Learn what earned our chairman a doctorate | p.21

CHARITY BAKE SALE

Find out how much we raised for Macmillan | p.35

LOYALTY AWARD WINNERS

See some before and afters of our newest winners | p.41

Project Jigsaw

Project Jigsaw

Overbury
TP Bennett

Location:
30 Gresham Street, London

Investec's vision for Level 6 at 30 Gresham Street was to reimagine the space as a central, hospitality-led hub that has been embraced by employees and clients, becoming a destination where hospitality meets purpose and community comes together.









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Welcome from the Managing Director

As we close out another remarkable year for TMJ Interiors, I want to take this opportunity to reflect on what has truly been one of the strongest periods in our history. 2025 has been defined by exceptional teamwork, resilience, and ambition across every part of the business and the results speak for themselves.

This Year's Achievements

We have delivered a series of record-breaking milestones:

- Record turnover
- Record profit
- A record number of new members joining the TMJ team
- A record number of awards, recognising our people, projects, culture, and operational excellence
- A record amount of work secured for 2026, giving us one of the healthiest forward pipelines we've ever had

These achievements are not just numbers; they are the outcome of thousands of decisions, improvements, and collaborative efforts across our offices, workshops, and sites. Thank you for the pride, professionalism, and commitment you bring to your work every day.

As part of our ongoing focus on giving back to our community and supporting meaningful causes, we are proud to announce our new charity partners for 2026: East Anglian Air Ambulance and Great Ormond Street Hospital Children's Charity.

Throughout the year, we will be hosting a series of fundraising events and activities to raise as much as possible for these fantastic organisations. I encourage everyone to get involved where you can your support will make a real difference.

We're excited to share TMJ's renewed core values, a true reflection of who we are at our very best. These values are more than words on a page; they embody the energy, passion, and commitment that drive us every day, whether in the office, the workshop, or on-site. Can-Do Spirit, One Team One Goal, Care Deeply, Go Beyond, Own It, and Proud & Driven. These principles define us. They celebrate the teamwork, dedication, and pride that make TMJ stand out and thrive. As we continue to grow and embrace new challenges, these values will guide us - shaping how we collaborate, support one another, and make decisions. They form the foundation of our culture and fuel the success that sets us apart.

In early 2026, we will open our brand-new Commercial Hub. This purpose-built space will provide state-of-the-art facilities and much needed room for our growing teams. It represents a significant investment in our future and reinforces our commitment to creating an exceptional working environment for all.

Our investment strategy remains firmly focused on strengthening our capabilities for long-term growth. With new machinery arriving early in the new year, we will continue to unlock efficiencies through smart technology, AI-driven improvements, and space-saving solutions. We remain committed to investing in the business, our people, and our processes to ensure TMJ continues to lead the way in quality, innovation, and delivery across our sector.

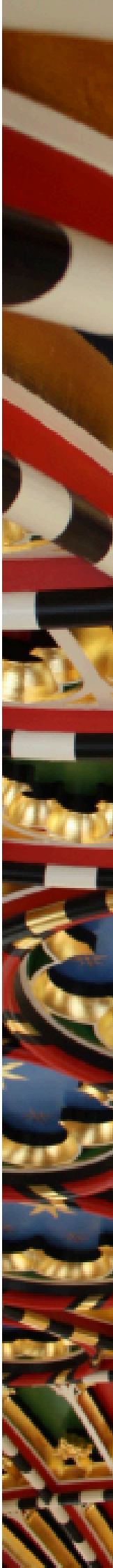
On a personal note, I am incredibly proud of what we have achieved together this year. The feedback I receive from clients, partners, and suppliers consistently highlights the talent, attitude, and dedication that define TMJ. It is a privilege to lead such a committed team, and I want to thank every one of you for the role you have played in making 2025 such a standout year. We enter 2026 with real momentum, a strong order book, an expanding team, and a shared ambition to keep raising the bar. I'm excited for what the year ahead holds and I look forward to achieving even more, together.

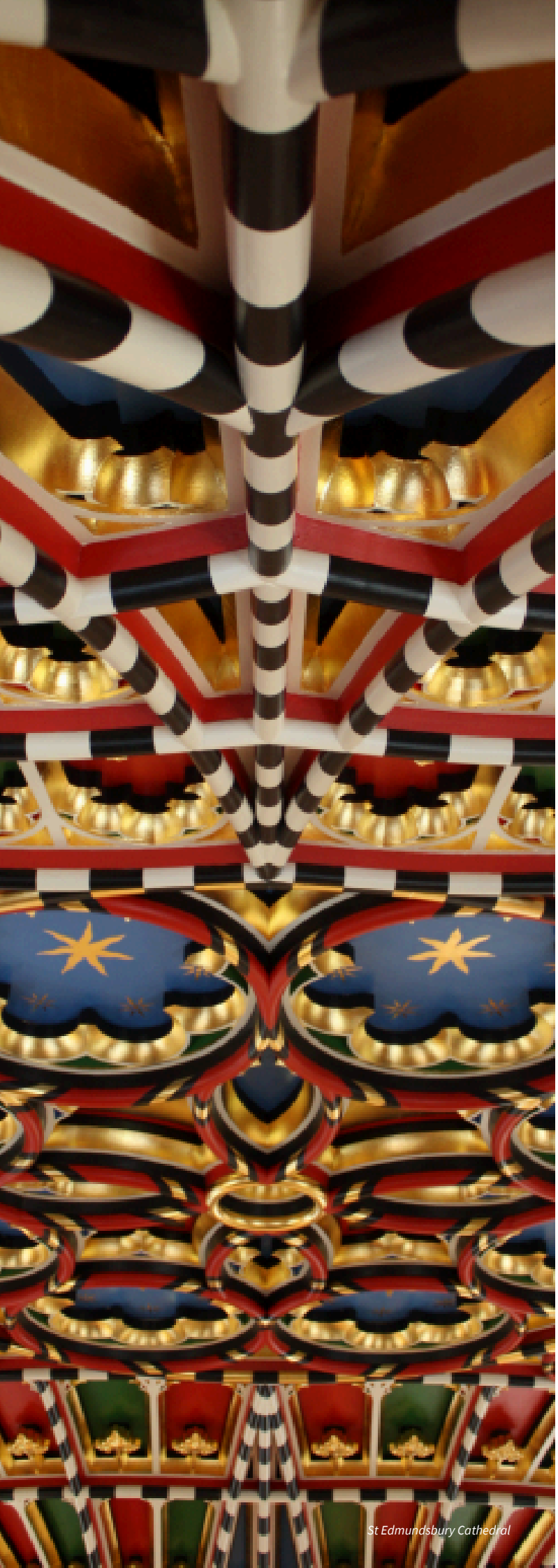
Wishing you and your loved ones a well-deserved break, a wonderful Christmas, and a healthy and successful 2026.



Tim Coll

Managing Director





St Edmundsbury Cathedral

A note from the Chairman

Welcome to the winter Connection. This edition offers an opportunity to reflect on our achievements and the progress we've made throughout the year. Its been nearly a year since the management buyout, and I feel we're in secure hands for the future. The main goal from the MBO was to ensure TMJ's ethos and culture remained the same as a family business and I am proud to see that continue. TMJ continues to deliver exceptional projects, driven by the dedication of our team. As we look ahead, our focus remains on collaboration and preparing for the opportunities the new year will bring.

The market outlook for 2026 and beyond is extrememly positive, with a strong pipeline across our divisions. While I won't step on Sarah's toes by going into too much detail, it's clear that we are well-positioned to take advantage of these opportunities.

On a personal note, I'm honoured to have been awarded a Doctorate in Civil Law honoris causa in recognition of 44 years championing apprenticeships, training and the development of young talent. This achievement is not mine along, it reflects the culture we have built together at TMJ. Your commitment to excellence and training future generations has made this possible and I want to thank everyone for playing a part in shaping our company and the dedication that continues to drive our success.

Our new commercial centre is due for completion by the end of the year. This centre will be fully operational when we return in January and will provide a dedicated space for Estimating and Surveying to enhance their collaboration more effectively, representing a significant investment in our future and strengthening our ability to deliver outstanding results.

2025 has also been a remarkable year of recognition for TMJ. We're extremely proud to have received several awards that highlight our commitment to quality, innovation and client satisfaction. These achievements are a testament to the hard work of every member of our team.

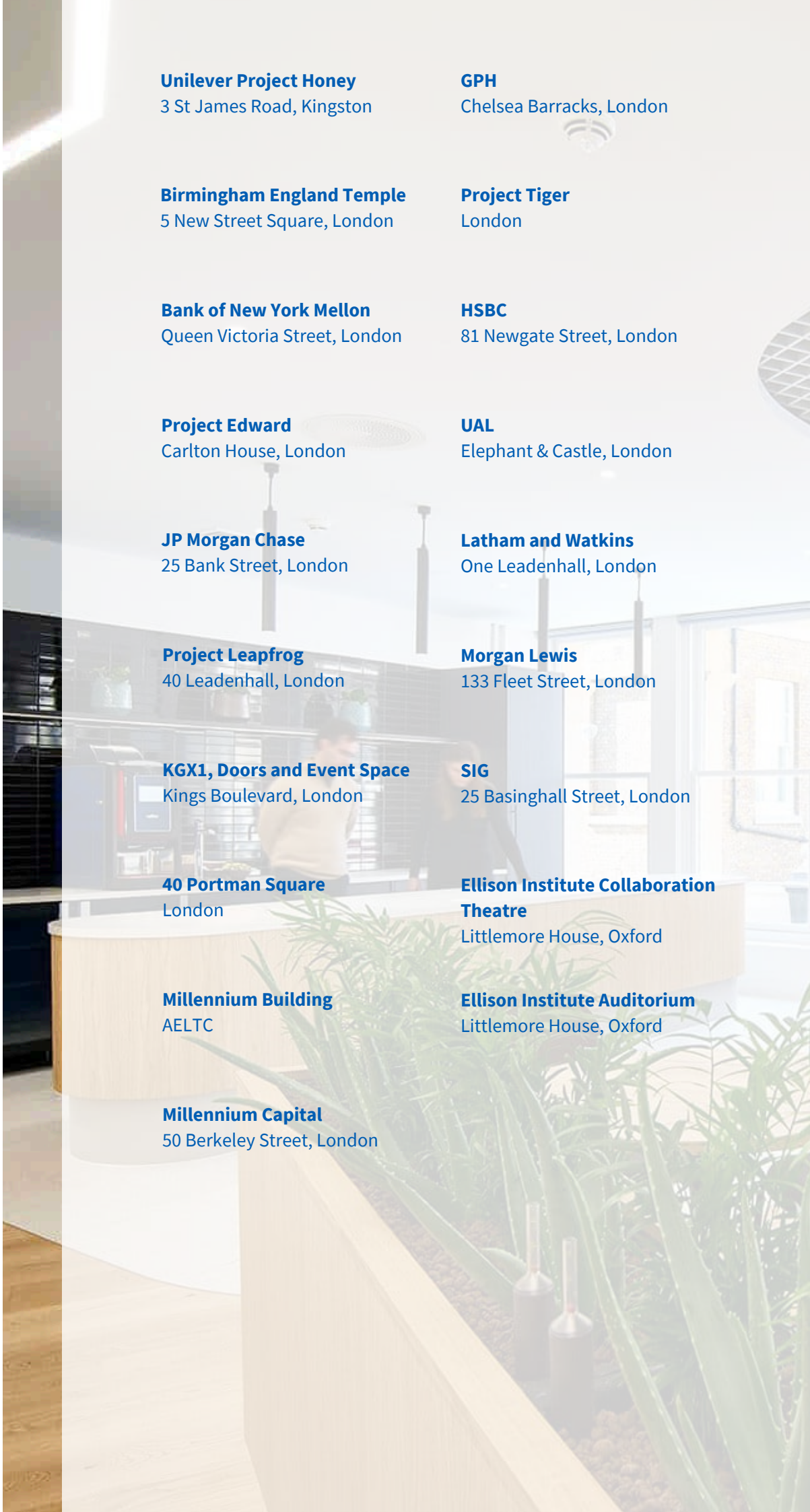
Finally, I would like to wish you, your families and friends a very Merry Christmas and a Happy New Year. Thank you for your continued commitment and support - I look forward to all we will achieve together in 2026.



James Taylor

Chairman

CURRENT PROJECTS



Unilever Project Honey
3 St James Road, Kingston

Birmingham England Temple
5 New Street Square, London

Bank of New York Mellon
Queen Victoria Street, London

Project Edward
Carlton House, London

JP Morgan Chase
25 Bank Street, London

Project Leapfrog
40 Leadenhall, London

KGX1, Doors and Event Space
Kings Boulevard, London

40 Portman Square
London

Millennium Building
AELTC

Millennium Capital
50 Berkeley Street, London

GPH
Chelsea Barracks, London

Project Tiger
London

HSBC
81 Newgate Street, London

UAL
Elephant & Castle, London

Latham and Watkins
One Leadenhall, London

Morgan Lewis
133 Fleet Street, London

SIG
25 Basinghall Street, London

Ellison Institute Collaboration Theatre
Littlemore House, Oxford

Ellison Institute Auditorium
Littlemore House, Oxford



Welcome to TMJ



Kira Allen
Apprentice



Jo Johnson
Document Controller



Fahri Guvener
Site Manager



Callum Steed
Assistant Design Manager



Scott Cooper
CNC Operator



Jesse Irons
Apprentice



Brooklyn Coates
Project Administrator



Dean Norman
Bench Joiner



Ivan Ryshchak
Apprentice



Graham Etheridge
Design Manager



Bryn Willingham
Dispatch Operative



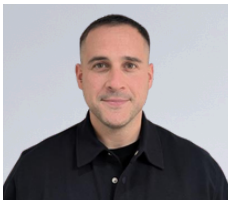
Kevin Edwards
Wood Machinist



Harvey Lummis
Trainee Design Technician



Katie Negus
Document Controller



Perry Adams
Site Manager



Kieran Whomes
Apprentice



Rebecca Wiles
Trainee Business Development Manager



William Pettifer
Design Technician

Birmingham England Temple

185-187 Penns Lane, Sutton Coldfield, Birmingham

Current Value
£3.8m

Job Number
TBC

Programme
December 2025 - October 2027

Main Contractor
McLaren

Architects
BDP

TMJ Team
Mark Hazell, Rob Heard, Ben Edis, Graham Etheridge, Paul Bloomfield, Marcus Sharpe and Sarah Mann

Scope
This unique project includes internal doors and frames, intricate gothic arched solid timber joinery, wall panelling and portals, internal window surround frames, AV units, kneeling alter mobile units, reception desks, changing rooms, cubicles, lockers, coat cupboards, solid timber bunk beds, kitchen areas, baptistry handrails, banquette seating and initiatory cabinets.

PROJECT WIN

Patch Repair



Specialist Training Day

We were delighted to host apprentices and graduates from the Overbury and Morgan Lovell Early Careers Programme at TMJ.

They enjoyed a full factory tour, a live door assembly demonstration and even a hands-on veneer repair patch competition - showcasing just how vital precision and attention to detail are in joinery.

It was fantastic to share an inside look at the world of TMJ and we're excited to collaborate with these talented individuals on future projects! Well done to everyone for showcasing our capabilities.



Door Assembly Demonstration



Homag P-610

Introducing our new Homag P-610

Replacing our 2013 BMG611 machine, this upgrade marks a significant investment in our machine capability ensuring even greater precision and efficiency for our projects.

A huge thank you to Leicester Machine Movers and the Homag install team for their fantastic service.

The machine is now fully commissioned and our team has completed their training!


PIONEER



Reed Smith

PIONEER DIVISION UPDATE

Christmas time is once more upon us, the year seems to have flown by. On reflection 2025 will be a year within the Pioneer team, remembered for over running projects - there's always one! However, 2025 is unique with Paul Weiss, Fidelity, Taylor Wessing and finally 10 Gresham Street, which on this project alone we have managed I believe a record of issuing 12 extensions of time letters. All the above projects were managed under Mace in addition to Peterborough Court and Hanover Sq. which came under Martin and Marks teams. Unfortunately, over running projects have a serious effect to every department; programmes having to be moved out and then creating bottlenecks with already planned works.

The question is why has this happened? Sometimes its been client changes which we get paid for, but most of our delays are due to badly ran sites with drawing approval delays, M&E delaying wall and ceiling closures. We are also experiencing a large turnover of Site Manages at senior level moving from company to company. This of course is the result of the liquidation of ISG; we are still experiencing the ripple effect with site management at every level being dispersed throughout the industry.

On a positive note we have been successful in winning several projects which will take us safely into 2026/27. With the present market not showing any signs of slowing down, we as a company have the opportunity to pick and choose some of the up-and-coming projects. However, we certainly won't be complacent. The Pioneer team is focusing on winning the next phase of Barclays at 1 Churchill Place, Citadel at 2 Finsbury Square and London Stock Exchange at 10 Paternoster Square to name a few.

In the meantime, we are concentrating heavily on our current live projects.

Morgan Lewis

Overbury Major | Valued at £3m | PM Chris Gorham.

40 Portman Square

Collins Construction | Valued at £2.1m | PM Chris Gorham.

Unilever

Overbury Major | Valued at £2.7m | PM Gerry Moore | SM Elliot Gaywood and Perry Adams.

Bank of New York

Overbury Eos | Valued at £5m | PM Gerry Moore | SM Marian Moraru.

GPH

Knight Harwood | Valued at £1.8m | PM Lewis Phillips.

HSBC

Overbury Major | Valued at £17.6m | PM Lewis Phillips.

On behalf of everybody within the Pioneer team, please accept a big thank you. We wish you all a happy and peaceful Christmas.



Peter Harkin
Projects Director







Award Winning TMJ

The second half of this year has been nothing short of extraordinary for our team. We are proud to announce that we have taken home some of the most prestigious accolades in the industry, a true testament to the dedication, expertise, and passion that define our people.

At the Fit Out Awards, we were honoured with Subcontractor of the Year and Project of the Year - Large Office over £7.5m for our exceptional work on the Deutsche Bank project. Delivering a project of this scale and complexity required seamless collaboration, innovative thinking, and an unwavering commitment to excellence. These awards recognise not only the quality of our craftsmanship but also the strength of our partnerships and the trust our clients place in us.

Adding to this success, we were also named Specialist Contractor of the Year at the National Building and Construction Awards. This national recognition highlights our position as a leader in the fit-out sector and reinforces the high standards we set for every project we undertake.

None of these achievements would have been possible without the incredible efforts of our team. Every member played a vital role in making these projects a success, and these awards are a reflection of your hard work, creativity, and professionalism. Thank you for continuing to raise the bar and deliver outstanding results time and time again.

Here's to building on this momentum and making the coming year even more remarkable!





Project North Pole



Sarah Warren

Pre-Contracts Director

Business Update

What a year 2025 has been! A year with a lot to celebrate and even more to look forward to in 2026. We have secured well over two thirds of our workload for next year, spread across a multitude of clients including some new ones such as McLaren and Laing O'Rourke.

The market has never been busier, and this isn't just in London, this is across the UK. 2026 will see us focusing on the pipeline for 2027 / 2028 with some exciting projects to target including Morgan Stanley, Bank of England and London Stock Exchange. We continue to build relationships with both architects and professional quantity surveyors to ensure early engagement and ensuring TMJ in best placed to secure work.

The TMJ brand is incredibly strong and we have become the joiner of choice for many. This is down to our excellent customer service and experience we give our clients. Personally I'd like to thank you all for making our jobs much easier to do. We thrive on repeat business and the testimonials we have been seeing in the client satisfaction questionnaires have been excellent.

As you all know, Abi left TMJ earlier in the year in pursuit of a new challenge; Becky has now been with the team 3 months and is getting to grips with all things TMJ and the industry, her focus next year will be architectural relationships and she is already making great headway with this. Thank you all for your support as we've navigated being a new team.

I'm very excited for 2026 and the opportunities on the horizon, it's set to be another year of celebration with some fantastic projects to be won for 2027.

Wishing you and all your families a wonderful Christmas and happy new year.













Stride and Scramble

In September a fearless group of TMJ colleagues took on the Stride and Scramble challenge - hiking up Causey Pike and tackling Ghyll Scrambling in relentless rain and freezing cold. But this wasn't just an adventure, it was all in support of Suffolk Mind and Suffolk Lowland Search and Rescue.

Thanks to the incredible generosity of those we know, the team raised £5,620 between them which TMJ was proud to match bringing the total to an amazing £11,240!

Now they are recovered from the hike they are raring to go on another. Watch this space in 2026...

HLWeen Party



HLW Halloween Party

Halloween was eventful for TMJ as Rebecca Wiles got into the spooky spirit by attending the HLW annual HLWeen party!

HLW are architects that we have worked on several prestigious projects with, and they sure know how to throw a Halloween party.

Rebecca had a great time catching up with familiar faces, and a few frightful ones too!

A big thank you to HLW for hosting such a fantastic evening. We're already looking forward to the next one!



Rebecca Wiles



James Taylor and Tim Coll at West Suffolk College

Championing Apprenticeships at TMJ

Tim Coll and James Taylor recently took the stage to share how apprenticeships and ongoing training shape the future of our business. Their insights highlighted the incredible value of investing in young talent and fostering a culture of learning and growth.

We're proud to collaborate with such a proactive team at West Suffolk College, whose daily commitment to education and skills development aligns perfectly with our values. For over 45 years, TMJ Interiors has championed opportunities for young people, a legacy we're proud to continue!



ASPIRE



Project Jigsaw

ASPIRE DIVISION UPDATE

Team Aspire have delivered some outstanding jobs in (sometimes) challenging circumstances over the past 6 months. Ricky Mills handed over NUL without any fuss. This is testament to Rick and Ryan Fosker's work ethic. Following his outstanding work at NUL, Ryan was promoted a full Site Manager. Great achievement Ryan!

Danny Baxter led the charge on Jigsaw. As I'm sure you all know, the last few weeks on this project were challenging for a variety of reasons. However, with the continued support and dedication from not only the site team but literally the whole factory, we delivered a fantastic looking job. I would like to take this opportunity to thank everyone who helped get this job over the line.

Charlie Coll handed over 20 floors at Kirkland and Ellis (Leapfrog) with only level 15 left to complete; to my understanding this is the biggest project we have delivered to date. The project had a variety of challenges throughout its timeline, not just the collapse of ISG. "*What sets TMJ apart is an attitude that no problem is too small to be resolved, quality and customer satisfaction clearly sits above margin and quick fixes*" - Mace Project Director. Huge congratulations to Charlie and Elliot Gaywood for delivering this project; both have demonstrated outstanding dedication and professionalism to deliver this project.

Danny Baxter has had a real focus on Slaughter and May, with only a few weeks until Practical Completion. A challenging site environment with lots of exciting materials; leather, Portland Stone, Terrazzo Stone and Anodised metal. We can't wait to see the finished job! He is also working hard on JP Morgan Chase - not the largest project, however very complicated double height atrium works. Lots of structural steel cantilevering off the existing building envelope - not your every day commercial fit out. Danny and the team are doing a great job managing the process.

Furthermore, Danny is leading JLL Project Tiger. The job is currently in the design phase with Graham Etheridge heading up design. Graham is a welcome addition to the design team, bringing a wealth of knowledge and experience - its great to have him on board.

Ricky Mills is heading up 50 Berkeley with John Hall running the design. Both have built a great relationship with the Main Contractor and Architect through the design phase; this is testament to their drive to deliver quality through the whole process. A very exciting 9 floors of commercial fit out space, which is yet to hit site due to delays with the base build, however we anticipate being on site before Christmas.

Latham and Watkins; teamwork between Charlie Coll and Ricky Mills with Clare Brown heading up design. The project is 20 floors of varied commercial space through the building. Logistically a challenging project, a fast programme and over 1000 TMJ trollies to be delivered and distributed. The project is in the early stages of site installation, with a completion date of March 2026 the team are now fully focused on the installation phase.

Matthew Harwell is new to Project Management and he's doing a great job on Project Edward (BP). Matt has shown all the characteristics of a seasoned PM; he's driven, energetic and professional and has taken full responsibility of the project. Great work Matt. After a series of delays (outside of our control) this project is now due to be completed early 2026.



Matt Hudd
Projects Director

In Conversation: Jason McKenzie and Paul Bloomfield

Welcome to our new Connection Segment, where we get to know our colleagues in a completely different way. Each edition, we'll bring together two people from different departments and let them take the lead.

Armed with a stack of random questions - some work-related, some just for fun, they'll interview each other and share their answers with us. Expect a mix of insights, surprises, and maybe even a few laughs as we uncover the personalities behind the job titles.







> "My favourite project has to be Barclays. We did a big banquette seating, and it literally took up the whole of our side of the workshop!"

If you had a superpower what would it be?
J: Fly like superman so you can get everywhere quick without any hassle.
P: I would have chosen that, I've always had dreams about flying, kind of weird really! If I had to choose something else then time travel.

What's your guilty pleasure TV show?
P: I'll probably have to say Emmerdale, yes I know!
J: Similarly I'll have to say Eastenders and Coronation Street, as much as I say I don't watch those.
P: You're sitting there watching the specials on Christmas then?
J: No I don't go that far, more into Back to the Future on Christmas Day!
P: Oh yes, I've been watching those recently. 1.21 giggawatts!

Who is your celebrity crush?
J: That's easy, Kylie Minogue.
P: Good one. It's got to be Scarlett Johansson. That was easy!

What's your go-to productivity tip?
P: Crikey. I would say logistics. Make sure the cart full of parts is close to your bench so you're not having to walk from one side of the workshop to another, I used to see that a lot. It's surprising how many people don't do that!
J: They're just trying to get their steps in. For me, its communication. If you don't get the correct information, you're back and forwards all the time trying to get the correct information you need.

If you could invite three people dead or alive to dinner, who would they be?
J: Jimi Hendrix, that would be quite an interesting night, haha! Oh blimey, Jimmy Carr. Sense of humour is bang on. Oh, and Kylie Minogue!
P: I would go with Christopher Hitchins, and for comedy value Rik Mayall, and got to have Winnie in there - Churchill.

What's your favourite project you've worked on and why?
P: Ooh, this is hard as I've only been here just over a year. But I think I'd probably say the Birmingham England Temple that we have just secured. It's very interesting. Quite out of the ordinary type of work for us. A lot more traditional, furniture-y type stuff. More challenging for everyone involved!
J: It varies depending on what you get. I will say the standout one was a while back, alongside Carl we did a big Barclays seating banquette. It literally took up the whole of our side of the workshop!

Matt Hartwell giving a Project Manager overview



Site Manager Training Day

TMJ and CFS teams came together to share knowledge and strengthen collaboration.

The CFS team joined TMJ at their Bildeston HQ for an in-depth overview of our departments - from Document Control and Scheduling to Sustainability and Surveying - followed by a factory tour to see manufacturing in action.

On day 2 they headed to one of our London sites to dive into site inspections, logistics, programme planning, and surveys. This hands-on experience gave the CFS team a full picture of how operations flow from manufacture to install. Thank you to all involved!



CFS and TMJ Team on site



Clients at the TMJ, CFS and Plus Interiors London Drinks

TMJ, CFS, Plus Interiors Drinks

TMJ, Complete Fixing Solutions, and Plus Interiors were thrilled to host an unforgettable evening in London, bringing our valued clients together for a night of celebration and connection.

The event was brimming with lively conversations, fresh collaborations, and plenty of dancing that kept spirits high.

Guests were treated to incredible live music from the phenomenal Superficial Damage Band, who kept the energy soaring until the very last song. A huge thank you to them for making the night truly spectacular!



Production Update 2025



Pat Coll

Operations Director

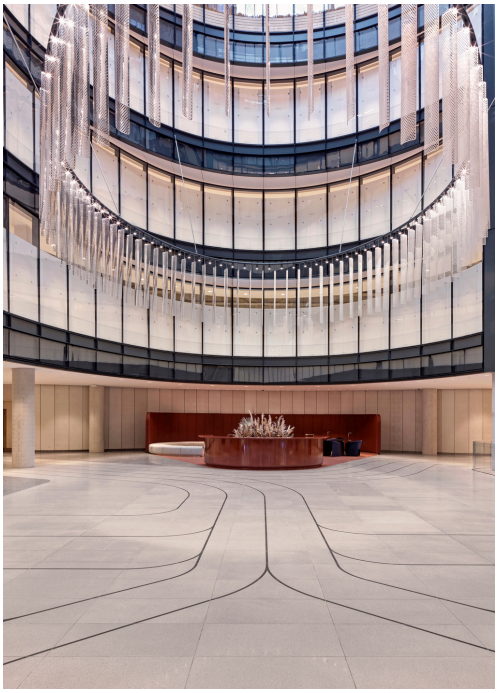
I can't believe another year has passed by. It won't be long before most of us will be tucking into turkey. We have all been really busy this year so a welcome rest is well deserved.

Since the last newsletter, staffing within the company has continued to grow, to ensure that we are fully staffed with the right skills to meet the ongoing challenging demands of an expanding business. The Design team has taken on an additional six staff. Document control are now fully staffed again, and Scheduling has seen new faces join, others move to different areas in the company, and some old faces return. In Production, we have also grown with an additional ten skilled people joining us. I'd like to extend a very warm welcome to all those starting a career with us.

As always, we continue to invest in our plant, machinery and assets. We now have a 5 axis CNC, a new Martin dim saw and two new bag presses.Going forward, we are expecting delivery in the new year of a new air tec lipping edger, a new 4 axis upright router, an additional flat bed for the pod and rail CNC, a hand controlled forklift, and installation of a mezzanine floor within the board mill. We certainly don't stand still and are always looking to enhance, upgrade, streamline, create extra space and ultimately improve the quality of products for our customers.

As you are aware, this year has seen records smashed; the number of trolleys delivered to site, hours worked, our turnover, monthly financial figures and hopefully net profit. We will know the full extent of our successes next April.







100 Liverpool Street

I would like to send a special thank you to all of you who have worked additional hours, putting in extra effort and commitment to enable us to achieve some of the job pc dates.Without this extra push from you, the knock-on, without doubt, would have been the loss or delay of other projects.

We now work in a tough, demanding and competitive industry and we can only succeed with a team ethos and with everyone on board. Any additional time that each of you can give is very much appreciated. We are in the best position we have ever been in with work for next year and into the year after. The opportunity to share in the success is yours.

I wholeheartedly wish you and your families the most enjoyable Christmas and a happy, healthy new year.





Congratulations Dylan and Freddie!

We're thrilled to share that Freddie McGlade and Dylan Fisher have received their Level 3 Award in Fire Door Safety - a fantastic milestone in their professional development.

Currently working towards their Level 3 Carpentry & Joinery qualification, both are showing great commitment to building their skills and knowledge in the trade.

A huge thank you to West Suffolk College for delivering this training and supporting the growth of future industry talent.

Luke Newton: BWF's Apprentice of the Year 2025



From the moment Luke Newton started his apprenticeship at TMJ, he has shown enthusiasm, commitment, and a real passion for his craft. Last week, that dedication was recognised when Luke was named the British Woodworking Federation's Apprentice of the Year!

We're also proud that our project for a Confidential Client was shortlisted for an award, highlighting the incredible skill and teamwork across our business.

It was fantastic to attend the BWF Awards and celebrate these achievements with industry peers.

Please join us in congratulating Luke and the team on their achievements!





Honouring Service and Giving Back

At TMJ, we're proud to have veterans and individuals who've supported the armed forces as part of our team. This November, they stepped away from their desks and benches to volunteer at Covent Garden, selling poppies for the Royal British Legion. It was a fantastic opportunity to share the meaning behind the poppy while raising vital funds for an incredible cause. Their commitment to giving back reflects the values we hold dear as a company.

We were also proud to join Overbury at the Ex-Armed Forces Careers Day, where we met talented individuals exploring new career paths. A highlight of the event was hearing from Marcus Sharpe, our Health & Safety Department Manager, who shared his inspiring journey from military service to a thriving career in construction. His story is a powerful reminder of the transferable skills and resilience that veterans bring to our industry.

Finally, we were honoured to support a poignant display of 1,000 poppies created by carpentry students at West Suffolk College for a special Remembrance Day commemoration in Bury St Edmunds. Among those contributing was Dylan Fisher, one of our apprentices, who helped craft some of the poppies featured in the display. This collaboration was a moving tribute to those who have made the ultimate sacrifice and a testament to the strength of community and remembrance.











James Taylor is awarded a Doctorate

Congratulations to Dr James Taylor!

After 44 years of championing apprenticeships, training, and the development of young talent, our Chairman James Taylor has been awarded a Doctorate in Civil Law honoris causa. This incredible achievement recognises his lifelong commitment to nurturing future generations, a commitment that has shaped not only TMJ Interiors but also the wider Suffolk community.

At TMJ, we can all agree that we've witnessed first-hand the dedication James has shown to creating opportunities for others. Many of us began our careers as apprentices or have benefitted from training programmes he helped establish. His belief in investing in people has built a culture where learning and growth are at the heart of everything we do. James' vision has opened doors for countless individuals, proving that with passion and perseverance, anything is possible.

This honour is a testament to the values James has instilled in our business: integrity, resilience, and a deep belief in the potential of young people. We are incredibly proud to celebrate this milestone with him. Congratulations, James and a special thanks to Eastern Education Group for your continued support in making these opportunities possible.



Complete Fixing Solutions Update



Milton Wallcott

Complete Fixing Solutions
HSEQ Manager

Our Apprenticeship Programme continues to grow from strength to strength, achieving national recognition from the Department for Education and securing the No. 37 position in the Top 50 SME Apprenticeship Employers 2025. This recognition reflects our ongoing commitment to delivering high-quality training, nurturing emerging talent, and providing meaningful pathways into long-term careers. Being named one of the Top 50 employers in England is a testament to the dedication of our apprentices, mentors, and trainers.

To celebrate this achievement, we were invited to the House of Lords for a special recognition lunch alongside fellow apprenticeship employers.

The event brought together organisations from across the country who are leading the way in apprenticeship excellence. It was a proud moment to represent our industry in such a historic setting.

We were proudly named Regional Winners (London) at the National Apprenticeship & Skills Awards 2025.
Winning the Regional Award highlights the exceptional impact of our apprenticeship programme within London. It reflects the strength of our training delivery, our commitment to supporting learners from diverse backgrounds, and our dedication to meeting the skills needs of our region.







CFS Awards

We were also honoured to be finalists at both the National Apprenticeship Awards and the Multicultural Apprenticeship Awards. Although we did not win the national titles this year, being shortlisted among the top organisations in the country is a significant achievement. These recognitions showcase the quality, inclusivity, and success of our programme on a national scale.

From all at CFS, I would like to wish you a Merry Christmas and Happy New Year, and I look forward to working with you all in 2026.

We cannot wait to continue our longstanding partnership with TMJ. We look forward to working with you all in 2026!



Brooks Bros Visit

Our first and second year Level 2 Apprentices had a brilliant visit to Brooks Bros yesterday at their Danbury and Maldon sites!

A huge thank you to Chris Bowen-Davies, who gave an engaging and insightful overview of the timber industry, from types of wood to the import process. His enthusiasm and clarity made a real impact on the apprentices.

We also had the chance to tour the Mill and Sprayshop with Production Manager Glen, whose knowledge and explanations made the experience even more valuable. Thank you again to Brooks Bros!



Brooks Bros Visit



Joshua Rupp

Congratulations, Josh!

Huge congratulations to Josh!

Our amazing Trainee Veneer Operative, Josh, has officially passed his Level 2 NVQ in Associated Industrial Services Occupations (Construction) – Damage Repair and Resurfacing!

After lots of dedication and hands-on training, Josh impressed the invigilators with his expert repair work and passed with flying colours.

We're proud of you, Josh - well done!

In Conversation: Greg Bailey and Brandon Moyes

Welcome to our new Connection Segment, where we get to know our colleagues in a completely different way. Each edition, we'll bring together two people from different departments and let them take the lead.

Armed with a stack of random questions - some work-related, some just for fun, they'll interview each other and share their answers with us. Expect a mix of insights, surprises, and maybe even a few laughs as we uncover the personalities behind the job titles.

"I'd love to go to China or Japan to experience the different culture. Friends have said its incredible and insanely different."

What's your guilty pleasure TV Show?
G: Well, it used to be Holby City but that's not on anymore. I used to love it.
B: Double with The Bill.
G: What's yours then?
B: Either Brooklyn 99 or The Office.
G: Yeah, Brooklyn 99 is hilarious.

What's on your bucket list?
B: Machu Picchu. Disappear into nowhere and just go for a wonder.
G: You've kind of stolen mine there. I suppose fishing in Canada on the River Fraser for sturgeon.
B: I never got fishing
G: It's an excuse to be there, catching is extra.

Do you have any children?
B: No.
G: No, I'm 43 now so probably a bit too old for it now.
B: Are you really, I wouldn't have thought that.
G: I look even younger when I've had a shave!

If you won the lottery, what would you do first?
G: Travel the world straight away.
B: Same, I'd be gone!
G: Drive off in the Lambo. You can have my tools!

If you could travel anywhere, where would it be?
B: Probably Mexico.
G: I think mine would be China or Japan. Just to experience the different culture, a couple of friends have been and have said its incredible, insanely different. Even the toilets sing to you, haha.

What's one skill you'd love to learn to help you with your job?
G: Wood work, haha! I suppose the CNC machines I'd like to learn more about them.
B: I think I'd like to try the bench, I've never done it and came straight to design.
G: I do think it may benefit you if you did. It would probably work both ways so we can get an insight on what we both do and we wouldn't come upstairs to talk to you so much!
B: Yeah, and we won't come downstairs and go "oh, that's what it looks like!" haha.

If you could invite three people dead or alive to dinner, who would it be?
B: I think I'd invite the Queen. Interesting to see what she is actually like.
G: I'd say Kurt Cobain from Nirvana. Che Guevara, revolutionary.
B: I might invite Gandhi as well.
G: Yeah, that's a good one. I think two each is as far as we're going to get.

What's something about your job you wish people understood?
G: That's a hard one. The strain on your body. My back is in bits.
B: Mine would be the time.
G: Yeah, we probably don't understand how long it takes you guys compared to how long it takes us to put it together.
B: Yeah, its trying to visualise it all and you can't really until you see it on the bench.

Go-to productivity tip?
B: Coffee.
G: Keep busy, keep going.
B: Yeah, as soon as you try to time waste the day goes slow. Get you head down and you get so much done before you realise it.









LANDMARK


Project Flamingo

LANDMARK DIVISION UPDATE

I'm excited to share some great updates, both on projects we've successfully completed and the live ones we're working on right now.

Hornbeams - our very own 'Hell-beams'!

After months of frustration, we've finished reinstalling the joinery and ticked off every snag (even the ones that kept popping up like mushrooms!). The client's endless tweaks tested our patience, but we made it. The team can finally breathe and move on to something less painful.

1 Triton Square – Where Design Meets Innovation

CAT A and CAT B fit-outs including Life Science labs, this four-floor project is all about precision and style. Add a show-stopping reception collaboration and break out spaces on level 1 and a roof terrace with entertainment spaces, and you've got a workplace that redefines modern design. Despite material and resource challenges, our team powered through to deliver on time.

25 Hanover Square – Still Pushing Through for Mace Construct

This CAT B commercial office fit-out feels never-ending. We're still on site, painstakingly installing specialist finishes to complete the day 2 works, while our works have only just kicked off within the basement. Despite the effort, the finish line is still a way off, with completion not expected until end-December 2025. It's a marathon, not a sprint - and right now, it feels like we're stuck in the longest mile.

UAL – Our Comeback Project with Multiplex

Eight years since The Glebe, and we're back! This project is all about FF&E—think reception desks, tea points, banquette seating, planters, and screens. Design is nearly done, and we start on site in December 2025. By April 2026, this space will be transformed. We can't wait to get going!

Millennium Building, Wimbledon

A Landmark Transformation for McAlpine. We've wrapped up Phase 25, delivering a stunning CAT B refurbishment ahead of the Championships. Now, the spotlight shifts to Phase 26—the most ambitious stage yet, five times the scale of its predecessor. This phase will redefine the building's character with specialist joinery for vibrant cafés and bars, elegant Members' and Players' front-of-house spaces, a bespoke wine store, feature wall panelling, and premium WCs. Behind the scenes, general joinery will elevate BOH staff areas, the Players' gym and health zones, plus showers and WCs. It's a bold step toward creating world-class spaces that blend functionality with exceptional design.

SIG – Woolgate Exchange

Landmarks inaugural project with Structure Tone involves a comprehensive CAT B fit-out on Level 2 of Woolgate Exchange. Following our successful CAT A delivery for Mace, this phase includes reception desk fabrication, integrated planters, banquette seating, bespoke joinery, and servery units. Design completion is imminent, with site commencement scheduled for December 2025 and practical completion by March 2026—a condensed programme requiring precision and efficiency.

"Season's Greetings, Team! Wishing you and your families a wonderful Christmas full of happiness and celebration. Your hard work has been appreciated—let's make next year even better!"



Martin Holmes
Projects Director

TMJ's Cyber Security

Interserve (Construction 2022)
£4.4m ICO fine after phising-led breach; 113,000 employee records exposed.

Cyber-attacks are a key business risk.

- **43%** of UK businesses suffered a cyber breach in the past year; risk rises to **67%** for mid-sized firms
- Average cost of a significant attack: ~£195,000 & annual UK impact is £14.7bn.
- **Hiscox Cyber Readiness Report 2025:** 59% of SMEs attacked, 33% faced substantial fines, 27% suffered ransomware, 80% of those paid. Phishing and ransomware are dominant threats.
- **Sector targeting:** Joinery, fit-out, and construction firms are increasingly targeted because they handle valuable client data, design IP, and often have complex supply chains with many external partners. Attackers exploit trusted supplier relationships and procurement workflows to bypass defences.
- **Supply chain risk:** Supply chain attacks are rising, with criminals using compromised supplier accounts to launch phishing campaigns that appear legitimate.
- **Cyber-attacks and phishing scams are a growing personal threat - not just a business risk:** Cyber-enabled fraud causing direct financial losses of £1.17 billion to UK consumers. National Crime Agency estimates there were 3.9 million incidents of fraud against individuals in the year ending September 2024.



What is TMJ doing to protect us?

ADVANCED EMAIL DEFENCE (KNOWBE4 DEFEND):

- AI-DRIVEN PHISHING DETECTION, REAL-TIME BANNERS ON EMAILS, ONE-CLICK REMOVAL OF MALICIOUS EMAILS.
- AUTOMATED REMEDIATION OF REPORTED PHISHING EMAILS.

RESPONSIBLE AI USE POLICY:

- ONLY APPROVED AI TOOLS (E.G., MICROSOFT COPILOT) FOR TMJ DATA.
- POLICY IS DESIGNED TO INCREASE USER AWARENESS OF AI RISKS. THE POLICY STATES TMJS STANCE ON USAGE AND ENCOURAGING VERIFICATION OF AI OUTPUTS.

EVALUATING 24/7 MANAGED DETECTION & RESPONSE SERVICE (MDR):

- HUMAN-LED MONITORING AND RAPID RESPONSE, EVEN OUT OF HOURS.
- PROACTIVE THREAT HUNTING AND ACTIVE CONTAINMENT.

MORE REGULAR SIMULATED PHISHING & TRAINING:

- MORE CLOSELY MONITORING AND TRYING TO IMPROVE OUR 'HUMAN FIREWALL'

KNP
Hackers guessed an employee's password, locked the systems and asked for a large ransome. The company went bust - 700 people lost their jobs.



100 Pall Mall



Kevin Pryke

Finance Director

Financial Update

What a year it's been! As we reach the end of 2025, it's incredible to look back at everything we've achieved together. This year has been full of progress, challenges, and standout moments - and thanks to your hard work and commitment, we're finishing the year in a strong position.

We're delighted to share that we are forecasted to have exceeded our target net profit for the year. While the final figures will be confirmed in April, the outlook is extremely positive and reflects the dedication and resilience of the entire team. This is a fantastic achievement and something we should all be proud of.

2025 has seen several record-breaking months for TMJ Interiors, demonstrating what we can accomplish when we work together. These results aren't just numbers, they represent the effort, skill, and determination that define our business. Behind these achievements, we've continued to maintain healthy profit margins and keep overheads under control, ensuring that growth remains sustainable and focused on long-term success.

So, what's next? With 2026 shaping up to be another strong year, we're in a position to start planning for 2027. This forward-thinking approach will allow us to build on our success and continue driving the business forward. The opportunities ahead are exciting, and we're ready to make the most of them.

Thank you for everything you've contributed this year, it truly makes the difference. Wishing you all a Merry Christmas and a Happy New Year! Here's to a successful 2026 and an even brighter future.

TMJ sponsors An Audience with Paul Hamilton



An Audience with Paul Hamilton

TMJ were proud to sponsor and attend 'How To Grow Your Own Unicorn: An audience with Paul Hamilton'.

Paul Hamilton is the CEO and Founder of Halo, a Suffolk software company that has gone global and now proudly sponsors Ipswich Town and is partnered with McLaren racing.

The event was inspiring, motivating and offered an excellent opportunity to connect with other local businesses.

Thank you to UK Director Business Events for hosting!



Paul Hamilton



Beehives

TMJ's Partnership with Sideways Honey Co

We're buzzing with excitement to share this special project! Together, TMJ Interiors and Sideways Honey Co have brought something beautiful to life: four handcrafted cedar beehives, lovingly built by TMJ's talented apprentices for Sideways Honey's home apiary.

This partnership celebrates craftsmanship, sustainability, and the power of supporting local initiatives that do good. We're proud to work together on something that not only looks great but helps nature thrive. If you are ever in need of honey, please visit www.sidewayshoney.co.uk





Mace Business School

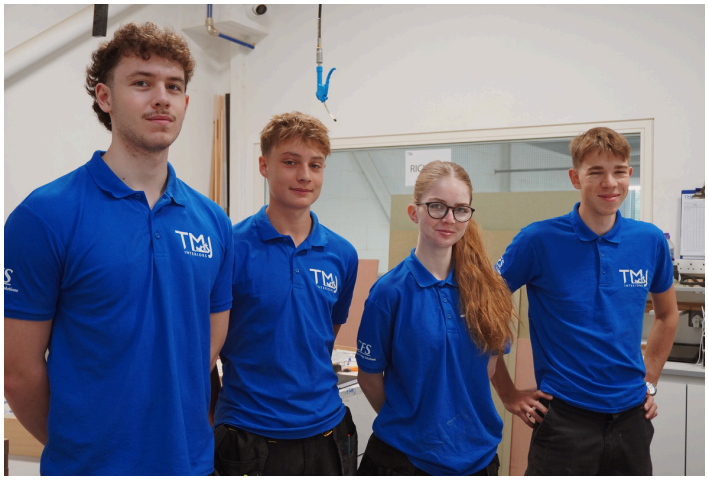
We were delighted to attend the Mace Business School Annual Awards Lunch - a fantastic afternoon reconnecting with familiar faces and celebrating success.

A special thank you to Ed Jackson for his truly inspirational talk, and to Mace for hosting such a brilliant event as always!













Our 2025 Apprentices

Kieran, Jesse, Kira, and Ivan have joined the TMJ Interiors team as Level 2 Carpentry and Joinery apprentices, bringing fresh energy and enthusiasm to the craft.

Apprenticeships are at the heart of what we do; they represent our commitment to nurturing talent and shaping the future of the industry. We can't wait to see their skills grow and the incredible projects they'll help bring to life.

Stay tuned for updates as they embark on this exciting journey with us!

Paul Weiss

Mace Interiors
Gensler

Location:
20 Air Street, London

This project showcases our commitment to excellence and bespoke craftsmanship. Featuring a striking concrete reception desk, booth seating, thoughtfully designed tea points, and modern meeting rooms, every detail has been crafted to perfection.













Commercial Centre Transformation

This year, we've witnessed the construction of our new Commercial Centre from the ground up, and it's nearly complete!

Come the new year, this dedicated space will unite our Surveying, Estimating, and Business Development teams under one roof. This setup will promote seamless collaboration and ensure smoother project delivery from start to finish.

As we continue to expand, we are committed to investing in collaboration and innovation. The Commercial Centre will serve as a launching pad for these initiatives in 2026. We can’t wait to unveil it to you all!

Tea and Talk

In November we highlighted Men’s Health Awareness Month, with a focus on mental health.

Clare Taylor hosted a Tea and Talk session to raise awareness and discuss ways in which we can support one another in the workplace and beyond. It was a fantastic opportunity to share meaningful conversations, explore a few insightful slides, and remind everyone that you are not alone.

Our goal is simple: bring people together and break the stigma surrounding men’s mental health.

As always, we used the Emotional Needs Cards from Suffolk Mind to spark discussion around wellbeing and help everyone reflect on where they are on the mental health continuum.







In Conversation: Ella Attwood and Josh Richmond

Welcome to our new Connection Segment, where we get to know our colleagues in a completely different way. Each edition, we'll bring together two people from different departments and let them take the lead.

Armed with a stack of random questions - some work-related, some just for fun, they'll interview each other and share their answers with us. Expect a mix of insights, surprises, and maybe even a few laughs as we uncover the personalities behind the job titles.



"I would love if our industry brought back more traditional architecture. We could create some really exciting pieces."

Where do you see yourself in 5 years?
E: That's quite an intense first question!
J: Hopefully still working here as a joiner, open to any opportunities that come my way at TMJ. Healthy, and being a good dad.
E: That's sweet.

What's your favourite food?
E: Probably stew and dumplings.
J: Mines probably pizza.
E: Classic.

What's your most embarrassing moment?
J: Probably at my last job when I was singing out loud to the radio and a customer walked past.
E: Noo! Mine is when I was shopping in Tescos, acting like a child and I jumped on the trolley. I fell and smashed my face on the floor. The Tesco workers and Ollie were laughing at me.
J: Oh god. Moving on!

If you could travel anywhere in the world where would it be?
E: It has to be New Zealand, somewhere exotic.
J: I was also going to say New Zealand but because I'm a Lord of the Rings fan. Bit geeky!
E: Love that.

If you could change one thing about our industry, what would it be?
J: This is a hard one.
E: For me, it would be to bring back more traditional joinery.
J: Yes definitely.
E: The detail in traditional architecture would allow us to create some really exciting joinery pieces.
J: I agree, I would love if more traditional projects came through the workshop!

If you won the lottery what would you do first?
E: Fun fact, my grandparents won £1m on a scratch card a few years ago!
J: Oh wow! That's so exciting.
E: But hmm, what would I spend money on. To be honest, I would probably go on a really nice holiday and buy a new house. What about you?
J: Yep, I'd go on a nice long holiday and get a house.

What's something about your job you wished people understood?
J: That our craft takes time, that's what makes me so proud of what I and the rest of the joiners produce, that time and effort has been put into what we do.
E: Mine is that I'm not sure anyone understands what I do, haha! There are lots of layers to my job role, from the returns to every single enquiry that comes through. I have to log it all, whether we do the job or not. I'd love to be able to show people!

And what's the most rewarding part of your work?
E: I suppose when I pull all the big returns together, it can be quite difficult and when appreciation is shown I feel really accomplished.
J: Yeah, the satisfaction. Mine would be similar, when you make something and look at it and think, actually this is quite nice. I would have this in my house. To know you made it is a good feeling.

















TMJ’s Charity Bake Sale

We were pleased to host a bake sale to raise funds for Macmillan Cancer Support.

We saw a variety of amazing bakes and it was great to indulge for a good cause.

Ivan Ryshchak was awarded with tastiest bake for his oozing sticky toffee pudding, and Paul Franklin (or Paul's daughter should we say) won best looking cake for his delicious carrot cake.

Overall, we raised £300 for Macmillan and gained about 300lbs just in time for winter! A great morning all round, well done team.

2025 WRAPPED

2025 has been a year of creativity, collaboration, and milestones for TMJ Interiors. From transforming spaces to celebrating wins, we've pushed boundaries and delivered exceptional projects. This Wrapped page is our way of saying thank you for being part of the journey - here's a look back at the highlights that made this year unforgettable.

WE OVER INDULGED



530 Sausage Rolls



250 Pizzas



384 Ice Creams



220 Burgers



650 Chocolates



250 Love Hearts

WE WORKED HARD



485 enquiries



42 projects secured



3800 trollies to site



38 pre-tender sample numbers



414 RAMS



20,033 purchase orders

WE SHARED, CARED AND CELEBRATED

791 Social media posts

15 bootcamp sessions

30 charities donated to

8 Award ceremonies attended

18 employee events

12km hiked for Suffolk Mind and SuLSAR

8 work experience students

15 amazing client satisfaction questionnaires

WE SAID HELLO AND GOODBYE

28 new starters

2 retirees



Rian Thomson and Adam Fidler

Congratulations, Rian!

Huge congratulations to Rian, Executive Assistant to our Chairman and Managing Director, for achieving a Distinction in the SFJ Awards Level 4 Certificate in Business & Admin Management.

Rian was part of the collaboration between Adam Fidler Academy and West Suffolk College to bring a formal qualification route - equivalent to a HNC and first year of degree - to EAs and PAs in the West Suffolk area. With their support, Rian passed with flying colours alongside her full-time role!

Now, Rian is about to embark on her newest challenge: motherhood! Please join us in wishing her the best of luck and congratulating her on her achievement.

Well done, Rian.

Mallet Competition



Our annual Mallet Competition is back! Each year, our first year apprentices craft their own mallet, a tool they'll use throughout their journey with us.

It's a fun tradition that brings out creativity, craftsmanship and a bit of healthy competition.

This year, Ivan, Jesse, Kieran and Kira smashed it and the entries were incredibly close, but a big congrats to Jesse, who took the win!

Well done all.









ALLIANCE TEAM DELIVERS ENGINEERING EXCELLENCE ACROSS KGX1 AND ELLISON PROJECTS

This year has been a landmark for the Alliance team, showcasing our ability to deliver complex engineering solutions alongside traditional joinery craftsmanship. While we completed several specialist joinery projects, the core focus shifted toward large-scale engineering works - designing, developing, manufacturing, and installing bespoke steel structures and UKCA-compliant solutions.

Across the KGX1 building and two Ellison projects in Oxford, the team managed approximately 120 tonnes of precision steel fabrication. This was not just about heavy lifting - it was about innovation, accuracy, and integration. Every component was designed and manufactured to exact specifications, ensuring structural integrity and compliance with UKCA standards.

One of the most striking examples of our work is the steel installation in the Observatory Hall. The photo to the right captures the intricate framework forming the backbone of this space. The multi-level steel assembly was engineered to support staircases and platforms within a circular opening, requiring absolute precision in alignment and load distribution.

The Custom Fabrication ensured Each beam and column was tailored to fit the architectural geometry. Safety and compliance is always in the forefront so using an engineer to complete all the structural reports and using the correct steel installers, so they meet stringent British standards of construction The steel structure is anchored into the concrete slab ring beam; the steel structure blends seamlessly with the building's design.



This project demonstrates our ability to deliver engineering solutions in challenging environments, combining technical expertise with flawless execution.



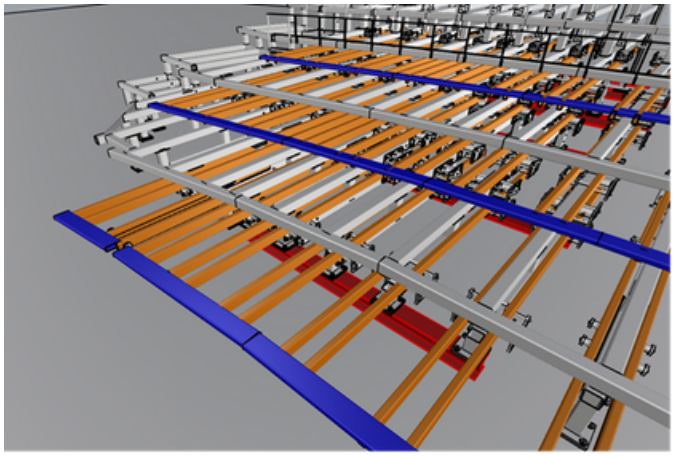
The KGX1 project highlights the perfect synergy between engineering and joinery. The photo shows a tiered seating structure where steel creates the form, providing strength and geometry, before being finished with precision-cut plywood. This approach ensures durability while achieving the aesthetic and functional requirements of the space.

- Structural Accuracy: Steel framework installed to exact tolerances.
- Material Integration: Heavy-duty steel combined with fine joinery.
- End-to-End Delivery: From design and fabrication to installation and finishing.



The Ellison Auditorium project takes engineering complexity to the next level. The attached image shows the detailed design of a motorized retractable seating system, where the orange bays are fully retractable on a motor-driven mechanism. This system allows the auditorium to transform seamlessly between different configurations, offering flexibility without compromising structural integrity.

- Dynamic Engineering: Integration of mechanical systems for retractable seating.
- Precision Design: Every component engineered for smooth operation and durability.
- UKCA Compliance: This innovative solution is undergoing full UKCA certification to meet safety and regulatory standards.



This project demonstrates how the Alliance team combines structural engineering with advanced mechanical design to deliver adaptable, future-ready spaces.

These projects reflect the Alliance team's versatility - delivering solutions that combine traditional craftsmanship with advanced engineering. By managing every stage of the process, from concept to completion, we've reinforced our reputation for excellence and innovation.

Total Steel Delivered: ~120 tonnes
Compliance: UKCA-certified solutions
Projects: KGX1 + Ellison (Oxford) + Observatory Hall

A huge thank you to everyone involved for making these achievements possible. Your dedication and expertise continue to set new standards for what we can accomplish together.







Health and Safety Week 2025

This year's Health & Safety Week was all about learning, engagement, and reinforcing our commitment to a safer workplace. We kicked things off with an unforgettable talk from Lisa Ramos, who shared her powerful story of resilience after a life-changing workplace accident. Her honest account of recovery and the challenges of living with a disability reminded us why safety is everyone's responsibility.

Midweek, our team brought energy and creativity to the table with an afternoon of interactive challenges. From the Bildeston HQ Fire Layout Challenge and PPE Challenge to the Guess the Species Game and Fire Extinguisher Puzzle, employees tested their knowledge while having fun. We also explored mental health resources with Suffolk Minds, signed the TMJ Health & Safety Pledge, and picked up tips for wellbeing and sustainability.

The week wrapped up with friendly competition and some fantastic wins in quizzes and scavenger hunts. A special shout-out to Kira, who created our brand-new Health & Safety slogan! Thank you to everyone who took part - your enthusiasm made this week a huge success. Here's to keeping safety smart, sustainable, and strong all year round!

Green Card Awards

We were pleased to announce our latest Green Card Award winners:

Josh Worby consistently demonstrates good housekeeping around his machine and thinks of others when moving loads around the department. His thorough approach to his work means that he has a great track record and rarely has any come backs.

Fahri Guvener has been a great support on Latham's job, he has been doing a great job with making sure all Health and Safety is up to TMJ standard.

Tommy Carter from CFS maintained a positive approach while keeping health and safety standards high on 10 Gresham Street, a challenging project.

Adam Prime was awarded as he is committed to health and safety when doing workshop walks, correcting any issues.

Well done to all the winners!









Loyalty Award Winners

For the second half of this year we are celebrating 9 individuals who have dedicated a total of 175 years to TMJ! Thank you for your dedication and loyalty, we look forward to continue working with you. What better way to mark the occasion then taking a trip down memory lane...









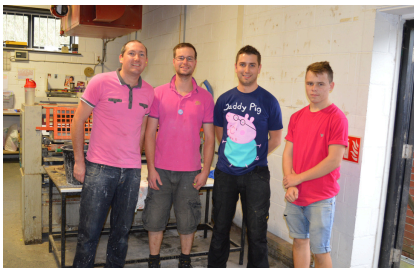
Kevin Harvey - 35 years



Gavin Foulkes - 30 years



David Robbins - 30 years









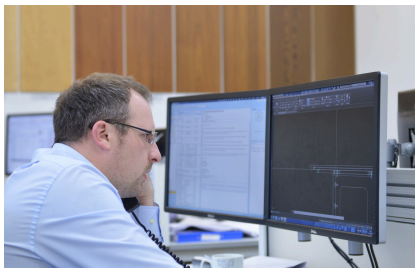
Chris Poulding - 25 years

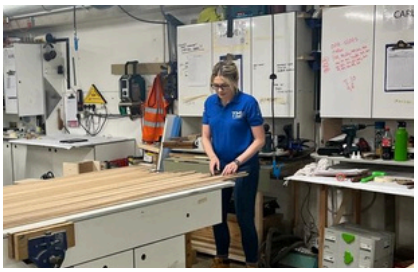


Ben Robinson - 15 years



Lewis Phillips - 10 years









Wayne Barnes - 10 years



Charlotte Coll - 10 years



Dan Baxter - 10 years



Sarah Mann

Congratulations, Sarah!

Big congratulations to Sarah Mann on her well-deserved promotion to Compliance, Quality & Sustainability Manager!

Known as TMJ's very own Green Queen, Sarah will now lead our sustainability department, driving initiatives that make a real difference and continuing to ensure every project meets the highest environmental standards.

We're excited to see her continue championing sustainability and pushing TMJ forward on our green journey.

Please join us in congratulating Sarah on her well-deserved promotion and support her in her new role. Well done, Sarah!





Overbury Fit Out Charity Music Nights

TMJ were pleased to be able to attend the Overbury Fit Out Charity Music Night in Manchester, Birmingham and London, as well as sponsoring the London event.

All three nights bring together industry professionals to raise money for amazing charities.

Manchester saw £15,000 raised for Olympias Music Foundation, whilst totals for the other two events are still to be confirmed.





Congratulations, Luke and Brennan

Huge congratulations to Luke Newton and Brennan Hopkins!

We're incredibly proud to celebrate Luke and Brennan for successfully completing their Level 2 Carpentry and Joinery (Architectural Joiner) apprenticeship!

Their dedication, craftsmanship, and commitment to excellence have truly stood out, and this achievement marks a major milestone in their professional journey. Their hard work and determination have not only earned them this well-deserved recognition but also set a shining example for fellow apprentices and colleagues alike. We are confident that Luke and Brennan will continue to thrive and contribute significantly to our team with their skills and creativity. Here's to their bright futures and many more successes to come!

Beer and Burger



In September we enjoyed our much-loved annual Beer & Burger tradition, where our amazing directors fire up the BBQ and serve up sizzling burgers alongside an ice-cold beverage.

It's the perfect excuse to step away from our desks, soak up the sunshine, and reconnect with colleagues from across the business.

Meanwhile, our London office joined the celebration with their own twist - pizza and beer!

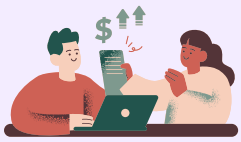
It was great to be able to celebrate the year and the fantastic people who make it all happen!





6 TRUSTED RESOURCES FOR LIFE'S CHALLENGES

1 | CITIZENS ADVICE BUREAU



They provide free, confidential, independent and impartial advice and campaign on big issues affecting people's lives. People go to them with all sorts of issues. You may have money, benefit, housing, relationship or employment problems. You may be facing a crisis, or just considering your options. Our local Citizens Advice is Stowmarket.
https://midsuffolkcab.org.uk/ 01449 676060

2 | CHRISTIANS AGAINST POVERTY

Operates in Suffolk through local church partnerships, offering free, expert debt help, money management courses (CAP Money), and life skills support, with key centres in Ipswich and Suffolk Coastal. They provide confidential, face-to-face advice to help families budget, negotiate with creditors, and become debt-free, with a national helpline (0800 328 0006).
https://scpa.uk/ 07942 359865 or email [help@scpa.uk]

christians against poverty
CAP

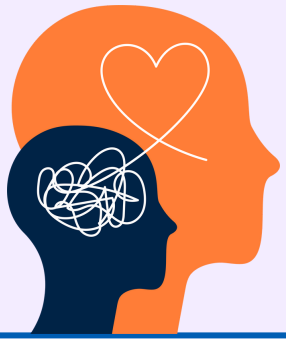
3 | BILDESTON COMMUNITY SUPPORT



Not only does the Bildeston Community Support have a food bank that includes food and toiletries, they also have volunteers that can offer transport for shopping or appointments, and services such as repairs or gardening. They help identify any core issues and offer advice, support and help to make everybody feel valued.
https://bildestoncsg.org.uk/ 01449 257136

4 | SUFFOLK MIND

As we all know, Suffolk Mind are a great local charity that provide a range of mental wellbeing support and services across the county. They have a lot of online resources, or you can visit their website and self-refer to get the help that you need.
https://www.suffolkmind.org.uk/



5 | OUT OF SCHOOL ACTIVITIES



Struggling to know what to do with the kids over the holidays? There are lots of activities across Suffolk available, many of which are free. Visit the below link to be referred to a range of websites.
https://www.suffolk.gov.uk/children-families-and-learning/youth-support-and-careers-advice-work-experience-and-activities/out-of-school-and-holiday-activities

6 | HOME START



Their trained volunteers provide practical, emotional and non-judgemental support to families with children under 12, facing challenges such as mental health issues, loneliness, disability and domestic abuse. They offer professional friendship, helping parents build confidence, strengthen relationships and improve wellbeing.
https://homestartinsuffolk.org/ 01473 621104

TMJ'S RESOURCES ARE ALWAYS AVAILABLE

Ellison Auditorium



Littlemore House, Oxford

Current Value
£23.8m (including PCSA)

Job Number
24-354

Programme
December 2025 - April 2027

Main Contractor
Laing O’Rourke

Architects
Foster and Partners

TMJ Team
Mark Hazell, Rob Harvey, Dan Smith, David Scholes, Jed Chaplin, Nigel Robinson, Marcus Sharpe and Sarah Mann

Scope
Auditorium fit out containing raised access flooring, screeding, floor finishes, drylining, ceilings, Decoration, doors, 14nr bespoke mechanical moving fins, Auditorium tiering with moving decks, Poltrona Frau seats, veneered wall panelling, joinery, 30mtr glass entrance screen, sliding curved acoustic screen with curved acoustic glass, feature GRG & baswa ceiling with integrated blind system, UKCA certification of all motorised elements.

PROJECT WIN

Our 2026 Charities



We are proud to reveal the two charities we will be supporting in 2026. Thank you to all that voted.

East Anglian Air Ambulance - A charity providing advanced critical care 24 hours a day, 365 days a year to the most seriously ill and injured people in Bedfordshire, Cambridgeshire, Norfolk and Suffolk by air and road. EAAA supports the ambulance service with some of the region's most seriously ill and injured people. The charity's specialist doctors, critical care paramedics and pilots bring the advanced skills, equipment and medicine directly – normally only found in a specialist emergency department – to the patient's side in the fastest time possible.



Great Ormond Street Hospital Charity - They help make Great Ormond Street Hospital (GOSH) a little bit easier and a lot more fun for the thousands of children who are treated here every year. They do this by funding patient, family and staff support, cutting-edge medical equipment, and the building and refurbishment of child-centred facilities. Together, they also bring hope of better treatments to children with the rarest and most complex illnesses around the world, by investing in groundbreaking research at GOSH and nationally.

Article 25



Kao La Amani Children's Village, Tanzania



Montserrat National Hospital



CST Inclusive School, Tanzania

Article 25 is the UK's leading international architectural NGO, designing and delivering sustainable hospitals, schools and homes in the places that need them most. Their buildings now serve over half a million people every year across the globe, helping children stay in school, bringing healthcare closer to remote communities and providing safer homes that can withstand a changing climate. With more than 100 projects completed for NGOs and governments, Article 25 specialises in building in challenging environments - from earthquake-prone regions to areas with extreme weather and limited infrastructure.

TMJ Interiors supports this mission as a Gold member of More Than a Building, a network that brings together senior professionals across construction to collaborate, build relationships and contribute to social impact. Membership strengthens organisations through networking, visibility and staff development, while directly supporting Article 25's charitable projects worldwide.

Over the past 12 months, TMJ's support has helped drive progress across a remarkable range of programmes. Construction of the New National Hospital in Montserrat is underway, a major step toward improved healthcare for the island. In Tanzania, the CST Inclusive Preschool was completed, providing twelve classrooms, specialist therapy spaces and capacity for 250 children with and without disabilities. Construction of the Kao La Amani Children's Village - an off-grid, six-home community for 60 orphaned children - was completed this year. TMJ has also supported Article 25's design and delivery of five new and refurbished eye clinics in Nairobi, school expansion works at Kao La Amani, and a masterplan for Khammouane Hospital in Laos, which will strengthen emergency and surgical care for thousands.

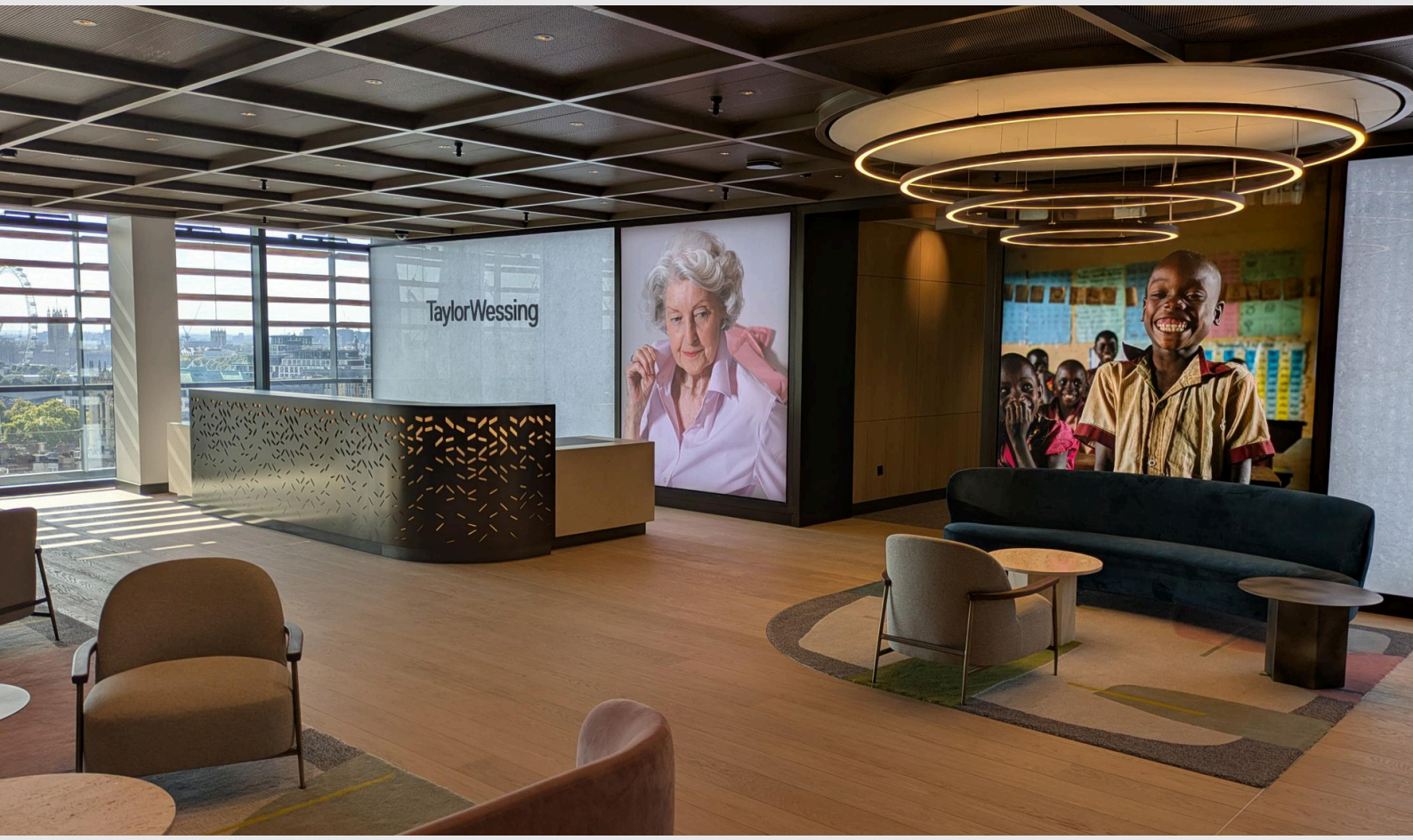
TMJ's partnership is helping to build safer, healthier futures for communities worldwide - showing that every contribution is truly more than a building.

Project Crystal

Mace Interiors
ID:SR

Location:
5 New Street Square, London

Commercial office fit out on levels 1, 2, 3, 4, 9 and 10 including 4 working floors with client facing meeting areas, catering spaces and dining facilities. Project scope included tea and copy points, feature wall panelling, reception area and credenzas.









Our Core Values

At TMJ Interiors, our values define our culture, drive our work and guide our commitment to excellence. For 2026, we have refreshed our core values to ensure they reflect who we are and what we stand for as a company.

01 Can-Do Spirit



We approach every challenge with a positive mindset, solution-focused thinking, and the belief that nothing is impossible.

02 One Team, One Goal



We succeed together - supporting, trusting, and respecting each other to achieve more as a team than as individuals.

03 Care Deeply



We genuinely care about our work, our people, our customers, and the impact we make - putting heart into everything we do.

04 Go Beyond



We don't just meet expectations - we exceed them. We take initiative, go the extra mile, and never settle for "good enough."

05 Own It



We take full responsibility for our actions, results, and impact. We're accountable and take pride in doing things right.

06 Proud & Driven



We take pride in our work and stay self-motivated to improve every day, driven by excellence and a desire to grow.

For 2026, we want you all to own the Core Values and display them in everything you do. They are what make you part of TMJ! Congratulations to our 2025 Core Value winners, who will win it next year?

Core Value Award Winners

Congratulations to our Core Value Award winners! Over 105 of you received nominations from your colleagues for demonstrating dedicated commitment to our Core Values, so thank you all for your hard work throughout the year. Please see below the 2025 winners with the reasons as to why they were nominated:

Can-Do Spirit



"Dan always has an attitude where nothing can't be done and is very helpful at getting us the stuff we need. No phone call goes unmissed and with great efficiency."

Daniel Battiste

One Team, One Goal



"Ricky has had some challenging projects, but guided a team through these successfully empowering the team, including trainees, around them to help their development. He makes everyone around him better."

Ricky Mills

Care Deeply



"Reece is always keen to know how i'm doing. He's good to talk to and imagine he could help people who need a pep talk. "

Reece Fuller

Go Beyond



"Andy always goes above and beyond, with a smile on his face! He is the first to help and will do what is needed to get the job done."

Andy Robinson

Own It



"David takes full resposibility for his area of expertise. He doesnt moan about being dragged to countless meetings and making big costly decisions. He also quietly works extra hours late at night and weekends to meet deadlines."

David Fitch

Proud and Driven



"Dan is a great representation of the TMJ's project team and has shown good behaviour to the client with high standards. always has time for you when needed and wants the best."

Dan Baxter

TMJ INTERIORS



"CREATING OUTSTANDING AND INNOVATIVE ENVIRONMENTS FOR OUR PEOPLE AND PARTNERS"