



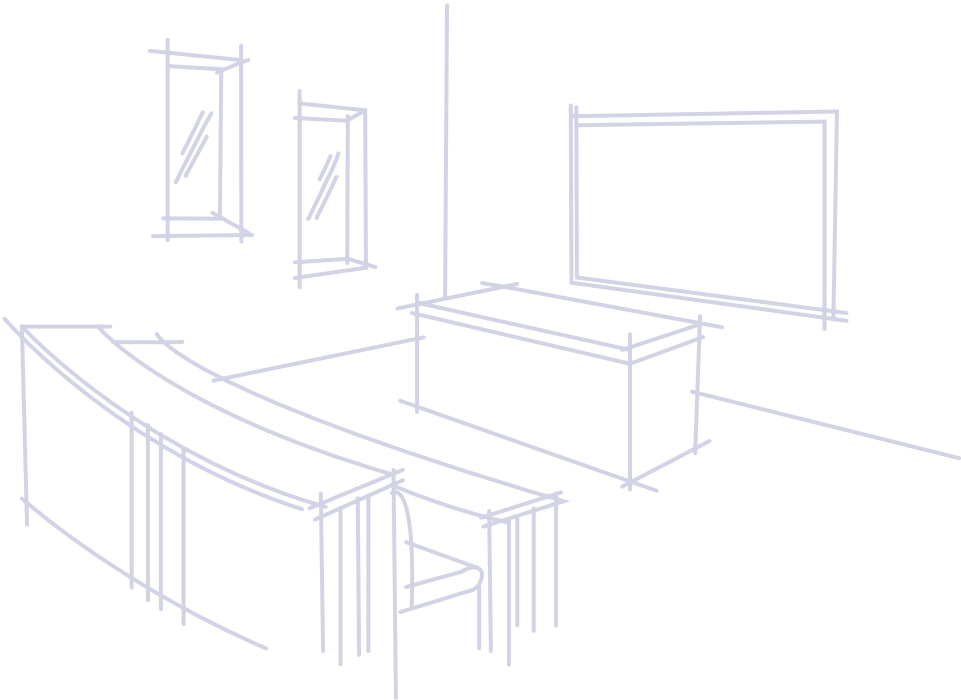
SECTOR CAPABILITY

EDUCATION

HIGHER EDUCATION

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WE UNDERSTAND HIGHER EDUCATION

We support our clients in achieving their goals; to improve educational outcomes for the students they teach, deliver world class research and achieve it through a sustainably-built and progressively-maintained estate.

The pandemic has presented new opportunities and challenges in the Further Education sector. For example, wellbeing and a flexible working environment have become important as agile working practices have become the norm. Our role is to ensure clients unlock the full potential of a modern education estate through hybrid and mixed-mode learning.

With decades of experience working at the cutting edge of education construction, we have developed strong, long-term relationships with colleges around the world. This gives us a deep understanding of best practices and the latest benchmarks.

"Very responsive... Team listens and solves problems."

University of Bath



"RLB's people have been brilliant. Excellent input and approachable at all times."

Manchester Metropolitan University



"RLB has some excellent people and they deliver a high quality professional service consistently. Individuals are professional and approachable."

University of Leeds



IN THE LAST 5 YEARS



50

Higher Education organisations worked with



£1.8bn

worth of work undertaken

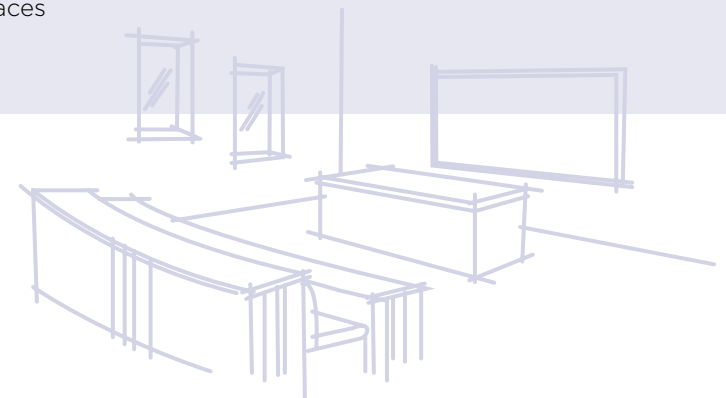


600,000m²

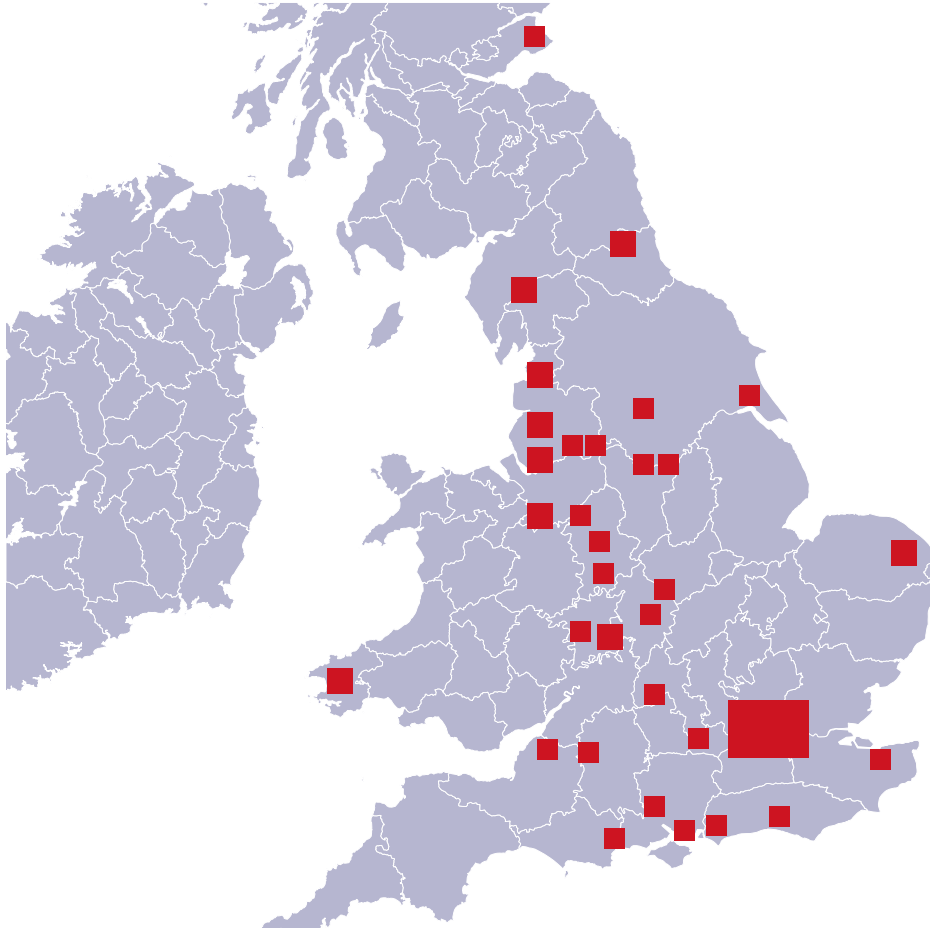
of teaching and learning space delivered

RLB ADDED VALUE

- The quality of our staff means we can deliver proactive and collaborative, customer facing service
- Our extensive track record enables us to support you in differentiating your estate and student offer
- Our innovative systems and robust processes are tailored to meet your individual requirements
- Our global experience enables us to share innovation and best practice in flexible learning spaces



OUR UK UNIVERSITY CLIENTS



Bournemouth University
Cardiff Metropolitan University
City University London
Coventry University
Edge Hill University
Keele University
King's College London
Kingston University
Lancaster University
Liverpool John Moores University
Manchester Metropolitan University
Middlesex University
Oxford Brookes University
Queen Mary, University of London
Royal Holloway
Sheffield Hallam University
St George's, University of London
Staffordshire University
The London School of Economics and Political Science
The University of Hull
The University of Manchester
The University of Sheffield
The University of Warwick
University of East London
University of East Anglia

University of Bath
University of Birmingham
University of Bristol
University of Chichester
University of Exeter
University of Greenwich
University of Huddersfield
University of Kent
University of Leeds
University of Leicester
University of Liverpool
University of Oxford
University of Portsmouth
University of Reading
University of Salford
University of St Andrews
University of Sussex
University of Westminster
University of Wolverhampton
University of Worcester
University of York

RLB utilises cloud based digital tools to bring clarity and economy to the increasingly complex task of construction management in education institutions.

RLB | FOCUS

Our in-house business intelligence solution is RLB | Focus. This business intelligent dashboard reporting service provides specific client analysis and analytics for projects and portfolios. It provides visually engaging, interactive reports that can be accessed across desktop, mobile and tablet platforms.

We are currently using this approach at **University of East London** where we have developed a programme management solution that brings together data from across the University's diverse portfolio of projects, ranging from boiler replacements and small 'business as usual' refurbishments to larger capital programme projects. The output provides a dashboard overview of the financial and programme position at an estate level with the ability to drill down through the data to a specific project. The visualisations enable large volumes of data to be analysed and issues surfaced easily.

At **Royal Holloway University London (RHUL)**, RLB is assisting the estates team to rationalise their approach to managing their portfolio of projects.

This has involved us mapping and converting existing delivery processes to provide a structured approach to project delivery and alignment with the industry recognised RIBA Plan of Work. Our team has developed a matrix of project types and core delivery milestones that can be utilised within a digital PMO system to deliver a more streamlined approach to working.

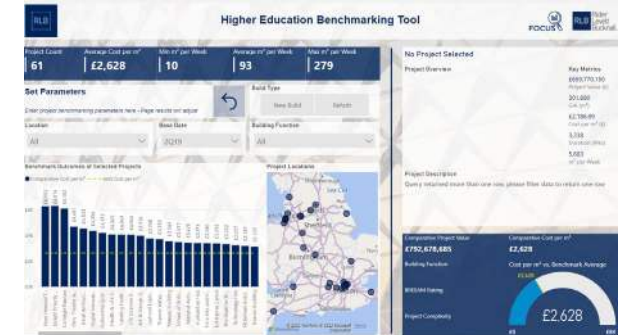
Using a bespoke database platform, we are developing a programme and reporting solution with the ability to manage multiple projects and workstreams that RHUL deliver on a rolling basis. During later phases, we can assist in forecasting and planning delivery timescales to manage projects, some of which can take several years to reach the design stage.

Using a digital first approach, we develop system automations and digital form sets to assist in gathering information from both internal and external sources. This minimises the administrative resource required to deliver up-to-date information.

RLB | PULSE

RLB | Pulse is our in-house benchmarking system that enables the comparison of construction costs against similar schemes that we have undertaken in the past or by using data from previous client schemes.

This benchmark data is used to rapidly develop initial budget level costs based on preliminary design information. This enables us to manage stakeholder expectations during the early brief development stage of the project and align aspirations for the scheme, with the available funding. This avoids time being invested in developing fundamentally unaffordable options.





University of Hull
Energy and Environment Institute



SCHOOL OF ARCHITECTURE AND THE BUILT ENVIRONMENT (SOABE) ◀

UNIVERSITY OF WOLVERHAMPTON

SERVICES: Project Management
COMPLETION: 2020
VALUE: £26M

Located on a former brewery site, the project involved the refurbishment of a retained Grade II listed structure alongside a major new-build. The building provides high-tech teaching spaces and student resources, including specialist laboratories, architectural studios, digital and research facilities.

RLB led the professional team, setting out both the aspirational and logistical challenges that the site faced and drove the project forward with a common purpose shared by all members of the team.

The Deputy Director of Estates, Paul Davis, commented that the team was the most collaborative and effective he had ever worked with.

KNIGHTS PARK ▼

KINGSTON UNIVERSITY

SERVICES: Cost Management, Whole Life Costing, MEP Costing
COMPLETION: 2019
VALUE: £22M

A phased renovation of an occupied 1960s building was undertaken to upgrade teaching facilities, replace life expired M&E systems, and improve adjacencies and circulation within the building.

We were initially appointed to conduct a feasibility study to examine various options for the redevelopment. We were subsequently appointed to provide cost consultancy services on the first phase of the masterplan. Our services included:

- Cost advice for the development of M&E solutions for technical spaces.
- Whole life cost modelling to identify the life cycle replacement, hard FM and energy costs over a 60 year life span.



CAPABILITY



MEDICAL SCHOOL ▶ EDGE HILL UNIVERSITY

SERVICES: Cost Management
COMPLETION: 2019
VALUE: £4M

RLB provided cost management services on the refurbishment of an existing office and admin building into a new teaching and educational Medical School building. The works included the strip out of all existing mechanical and electrical installations, removal of all existing finishes along with minor demolition works and a small three storey extension to the North East Elevation. The three-storey building accommodates theatre space, flexible learning areas, 10 bed bay area, teaching rooms and office areas. At ground floor level both the front and rear entrances have been upgraded to provide a welcoming social hub area for all students.

ENERGY AND ENVIRONMENT INSTITUTE ◀ UNIVERSITY OF HULL

SERVICES: Project Management, Building Surveying, SKA Assessor
COMPLETION: 2021
VALUE: £800K

The Energy and Environment Institute at the University of Hull brings together the skills and capabilities of leading researchers to tackle global challenges related to climate change and a low carbon transition.

RLB provided building surveying and sustainability services as well as acting as SKA assessor on this fit-out of the University's academic hub. The building achieved the first SKA gold rating awarded to a building in Yorkshire.

"RLB has been instrumental in helping us achieve a bespoke collaborative research space for our interdisciplinary institute focused on working at the interfaces of energy, environment and climate change. We are delighted with the outcome of their work, which has allowed us to achieve our space needs."

Daniel Parsons, Director - Energy and Environment Institute, **University of Hull**



CAPABILITY



HUNTER WING REFURBISHMENT AND LECTURE THEATRE ◀ ST GEORGE'S, UNIVERSITY OF LONDON

SERVICES: Project Management, Cost Management, Employer's Agent
COMPLETION: 2019
VALUE: £5M

We assisted St George's with the delivery of this programme of works delivered over multiple phases, which included the construction of a new lecture theatre on the ground floor and the refurbishment of offices on the sixth floor.

We were responsible for the preparation of design drawings, tender documentation, as well as the procurement of the general contractor and other specialists (AV). In addition, we reported to the client at monthly review meetings and at the contractor's project progress meetings.

The programme and a phased delivery were key to completing both projects on time and ensuring the upgraded facility was ready for students at the start of the new academic year.

BEATRICE SHILLING BUILDING ▶ ROYAL HOLLOWAY UNIVERSITY OF LONDON

SERVICES: Project Management, Cost Management, Contract Administrator
COMPLETION: 2018
VALUE: £24M

A key part of the brief was to provide academic space that was easily reconfigurable and could be used for a range of courses. We used a column free floor plate that provides this and can be easily adapted to suit future academic needs.

RLB provided cost and project management services and assisted in identifying a logistics strategy to enable the use of long span structural components.

"RLB has been proactive and responsive when engaging with us during the design development process, stakeholder engagement and cost reporting - all essential parts of our project processes."

Michael Berry, Director of Estates, Royal Holloway University of London



CAPABILITY

HEALTH & LIFE SCIENCES ▶

UNIVERSITY OF READING

SERVICES: Cost Management
COMPLETION: 2020
VALUE: £55M

This £55 million building forms part of the university's strategic commitment to life sciences and will provide a new-build home for the School of Biological Sciences, which used to be spread across four outdated buildings.

RLB provided cost management services including value engineering input that drove the development of a cost effective 'two wing' building form and M&E solution.

Arranged around a central atrium, the accommodation includes:

- Flexible Cat 2 research labs to serve the needs of 95 researchers and 145 doctoral students
- Associated prep and storage areas including media prep, cold stores, dirty waste and freezer stores.
- Tissue culture room and controlled environment rooms and microscopy rooms
- Biological Research Unit (BRU)
- Write up areas, seminar rooms and offices



CATALYST BUILDING ◀

EDGE HILL UNIVERSITY

SERVICES: Cost Management, Contract Administration
COMPLETION: 2018
VALUE: £26M

The Catalyst building has brought together several of Edge Hill's student facing teams for the first time, giving them a prominent and highly visible presence at the heart of the campus. Accommodation comprises social space, a range of communal study areas, collaborative spaces for small working group, open booking spaces, a coffee shop and staff offices.

Throughout the challenging and fast-paced project, RLB provided hands-on support to the client.



Shortlisted - "Project of the Year" -
2019 Education Estates Awards

CAPABILITY

NATIONAL AUTOMOTIVE INNOVATION CENTRE ▼

UNIVERSITY OF WARWICK

SERVICES: Lead Consultant, Project Management, Cost Management, Contract Administrator, Building Surveyor, CDMC

COMPLETION: 2018
VALUE: £88M

RLB led the design team on this project. The 33,000m² scheme accommodates over 1,000 people and provides design studio accommodation and advanced research facilities.

By engaging the stakeholders effectively, we built trust between the parties, making it possible to open a dialogue, identify shared spaces, and come to a compromise on accommodation requirements.

HUMANITIES HUB ▶ UNIVERSITY OF BRISTOL

SERVICES: Cost Management
COMPLETION: 2021
VALUE: £10M

Designed by ADP Architects, the 2700m² two-storey steel frame structure provides new teaching and lecture facilities within a busy city campus environment.

RLB provided full cost management services taking the scheme from Strategic Definition stage and assisted in making a business case for the project to proceed.

The project included:

- Demolition of existing seminar and teaching rooms within the rear gardens of a series of Victorian villas
- Flexible teaching and research areas, study/break-out space and a 100 person lecture theatre
- A connection between the newly built modern facility and the Grade II listed Victorian villas.

The project achieved BREEAM Excellent and involves extensive sustainability technologies.



CAPABILITY

THAMES VALLEY SCIENCE PARK ▼ UNIVERSITY OF READING

SERVICES: Cost Management
COMPLETION: 2018
VALUE: £23M

RLB was initially asked to do a master plan feasibility study for the university. This involved looking at the extensive infrastructure required to support the development, including highway works, services infrastructure upgrades and off-site drainage infrastructure improvements.

Due to our successful delivery, we were appointed to provide cost consultancy services for Phase 1 of the University of Reading's new Thames Valley Science Park development.

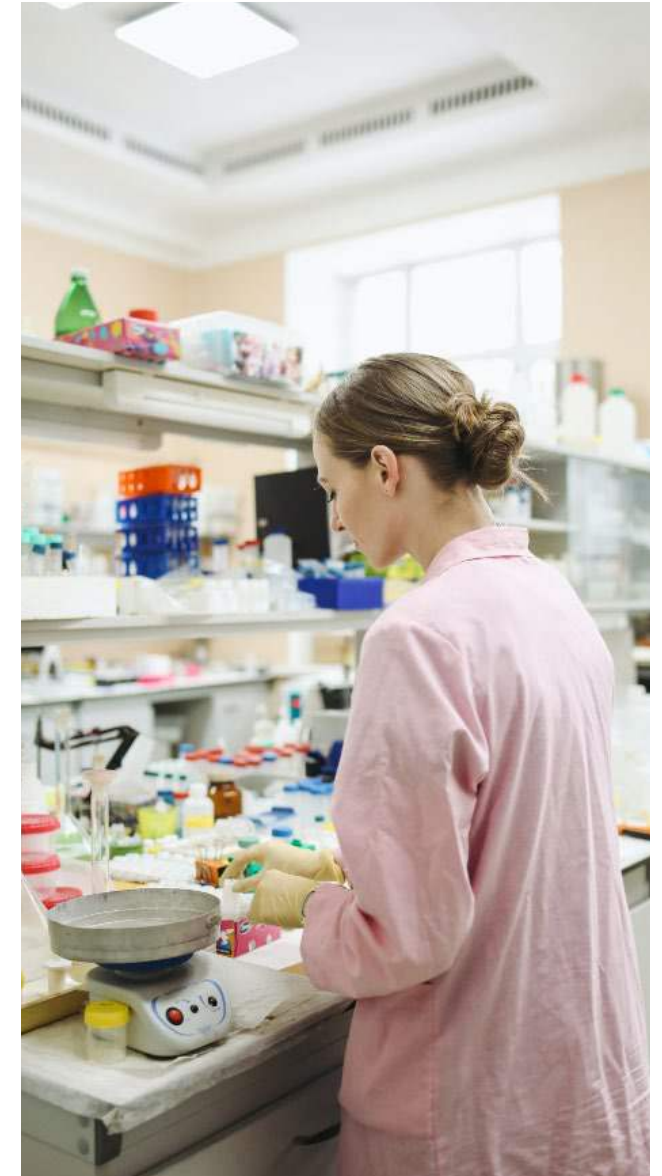
The project included 7,000m² of office and commercial laboratory space for research and development, with infrastructure and ancillary space for retail use.

JOSEPH PRIESTLY BUILDING ► QUEEN MARY UNIVERSITY OF LONDON

SERVICES: Cost Management
COMPLETION: 2018
VALUE: £3.2M

The overarching vision was to create a class leading chemistry teaching and research space while rectifying historical maintenance issues and future proofing the building. Works included:

- Expansion and full refurbishment of chemistry laboratories
- Fume cupboards increased from 10 to 40
- Creation of a new teaching and preparation space
- Creation of a new staff office
- Infrastructure works to meet the greater demand in air flow
- Structural expansion of an existing nearby substation to accommodate a new UKPN transformer.



CAPABILITY



CIVIC CENTRE ◀ **COVENTRY UNIVERSITY**

SERVICES: Cost Management
COMPLETION: On-going
VALUE: £80M

As part of plans to redevelop the site of former council offices, Coventry University will create a landmark new building in the city centre. The building will include a new hub for academic and research facilities as well as public spaces for the wider community. The new buildings are designed to frame and enhance the surrounding landmarks and medieval plots that lie beneath the site.

RLB is providing cost management services to help identify adaptable solutions that could be delivered economically without punitive upfront costs.

LIBRARY REFURBISHMENT ▶ **UNIVERSITY OF READING**

SERVICES: Cost Management
COMPLETION: 2018
VALUE: £27M

RLB provided full pre and post contract cost management services including cost management of M&E systems on the major refurbishment of the University's 1960s library building.

The existing 6 storey building comprised a symmetrical core which had been added to with a five storey extension during the 1980s. Internal services and plant had life expired and a refurbishment was necessary to bring the building into the 21st century and enhance environmental efficiency. Works were undertaken in a live environment with little disruption to students and library staff. The project included the full over cladding and re-fenestration of the existing façade to improve the thermal efficiency of the envelope, improving energy and carbon performance.



HOW TO APPOINT US

At RLB, we are committed to providing consistent, high quality professional services to the public sector.

We have been appointed to a number of major public procurement compliant multi-disciplinary frameworks which allow direct award of services.

These frameworks include:



RM6165
CCS CPS



NHS SBS



Scape



YorConsult2



Procure
Partnerships



Pagabo



ESPO



EN Procure
Consultancy



Build Higher

THE DIRECT AWARD PROCESS

- 1 Contracting Authority (CA) and RLB discuss and agree preferred framework procurement route.
- 2 CA sends scope of works, pricing approach and call-off contract to RLB.
- 3 RLB responds with our fee proposal.
- 4 We jointly finalise fee, scope and drafting of call-off contract.
- 5 Award – CA sends confirmation of appointment to RLB and we jointly sign call-off contract.



The needs of RLB's customers are met with flawless technical execution.

Our ever evolving digital tools and processes ensure up-to-date industry insights and precision. As an independent organisation RLB guarantees on the very best advice for clients – without any conflict of interest.

COMMERCIAL SUCCESS

Our cost management service enables clients to make informed decisions.

We deliver commercial confidence throughout the project life cycle, from early business case through to financial close, strengthened by broad sector expertise and bespoke digital solutions.

Cost Management and Quantity Surveying

- Feasibility Studies
- Cost Planning and Value Management
- Whole Life Costs and Life Cycle Costs
- Cost Benchmarking
- Risk Management
- Contract Administration / Employer's Agent

PROJECTS AND PROGRAMMES

Placing client needs and project drivers at the core, our team works closely with stakeholders to meet time, cost and quality requirements, whilst maintaining predictability and rigour at every stage.

Project and Programme Management

- Strategic Programme Management
- Project Management
- Development Management
- Pre-Construction, Procurement and Project Planning
- Design Management
- Project / Fund Monitoring

ASSET OPTIMISATION

Our expert team helps clients manage, improve and enhance their property estates. Through asset data capture we make informed decisions about planned maintenance, statutory compliance and control and optimisation of expenditure.

Building Surveying

- Strategic Asset Management
- Estate Rationalisation
- Building Surveying
- Facilities Management Consultancy
- Fire Safety

SPECIALIST SOLUTIONS

Every project has bespoke requirements that often require more specialist support, especially as setting project objectives and defining value is increasingly becoming more complex than simply time, cost and quality. Our experts provide both high level strategic advice and more practical support to achieve the best results for our clients.

Specialist Solutions

- Sustainability, Carbon and Wellbeing
- Social Value
- Health & Safety, Fire and PD/CDM
- Specification Consultancy
- Dispute Avoidance and Resolution and Expert Witness
- Business Case Consultancy

ABOUT RIDER LEVETT BUCKNALL

SECTORS



Our experts deliver solutions across all sectors within the built environment with particular emphasis on the following:



COMMERCIAL

Sector Lead: Matthew Brooker
E: matthew.brooker@uk.rlb.com



DATA CENTRES

Sector Lead: Andrew Fettes Brown
E: andrew.f.brown@uk.rlb.com



EDUCATION

Sector Lead: Stephen Scott
E: stephen.scott@uk.rlb.com



ENERGY

Sector Lead: Mark Clive
E: mark.clive@uk.rlb.com



HEALTHCARE

Sector Lead: Stewart Binns
E: stewart.binns@uk.rlb.com



HOTELS, HOSPITALITY & LEISURE

Sector Lead: Paul Sambrook
E: paul.sambrook@uk.rlb.com



INFRASTRUCTURE

Sector Lead: Andy Stamps
E: andy.stamps@uk.rlb.com



LOGISTICS & MANUFACTURING

Sector Lead: Mark Grayson
E: mark.grayson@uk.rlb.com



PUBLIC & CIVIC

Sector Lead: Julian Henley
E: julian.henley@uk.rlb.com



RESIDENTIAL

Sector Lead: Paul Sambrook
E: paul.sambrook@uk.rlb.com



RETAIL

Sector Lead: Julian King
E: julian.king@uk.rlb.com



SPORT

Sector Lead: Jonathan Edwards
E: jonathan.edwards@uk.rlb.com

ABOUT RIDER LEVETT BUCKNALL

VALUE-BASED DECISIONS - A HOLISTIC APPROACH



With digitisation, the Health & Safety bill and net zero targets top of the agenda, RLB ensures this focus is integral to the conversation at the outset of any project. Taking a holistic approach enables our clients to make value-based decisions, delivering outcomes that meet a range of objectives and measure value beyond financial targets.

SUSTAINABILITY

Sustainability is no longer an add on as we strive to achieve net zero carbon emissions across the construction industry. Every project benefits from implementing more sustainable options and RLB has comprehensive systems and tools to help clients deliver sustainable outcomes. Every technical team member is skilled to make buildings carbon efficient and our specialist sustainability consultancy advises on:

- Sustainability opportunities
- Carbon accounting, modelling and net zero
- Low carbon assessment
- Environmental and wellbeing accreditation

We mitigate the environmental impact of our own business activities and have a goal to achieve net zero by 2025. We work with the CLC's CO₂nstructZero and Amazon's Climate Pledge and have achieved ISO14001 accreditation and the EcoVadis Silver medal, ranking us in the top 15% companies globally for sustainability.

HEALTH & SAFETY

Clients benefit from RLB's award-winning Health & Safety team which is involved in the drafting of official Construction and Design Management (CDM) regulations, a member of advisory panels and contributors to legislation. This specialist knowledge permeates the business and informs every project.

Our Health & Safety service ensures 100% legislative compliance, through our specialist expertise in design development, construction safety and occupational and operational safety. Our service is quality assured and recognised by the Association of Project Safety, CHAS and Safe Contractor (SSIP schemes).

RLB is a signatory of the Building Safety Charter and the first consultancy to undertake the new Building Safety Management Diploma in totality.

SOCIAL VALUE

Every project has increasingly competing economic, environmental and social priorities. RLB has developed a unique optioneering tool to compare different solutions by quantifying and evaluating the changing value of these core elements.

Implementing and measuring the impact of social value is a fundamental part of procuring and delivering sustainable projects and we support clients to meet their value objectives and obligations. Our approach ensures that social value principles are integrated within the total development plan, so the benefits outlive the contract.

Partnering with Social Profit Calculator (SPC), we have developed a model which evaluates both the cost and the benefit of social value interactions. Applied at organisational or project level this supports clients to understand the social, economic and environmental impact of each project. It illustrates to stakeholders the value for people, communities, businesses and wider economies.

ABOUT RIDER LEVETT BUCKNALL

OUR PEOPLE AND CULTURE



Wellbeing at work means thriving physically, emotionally, psychologically, socially and as a business. When people feel happy, engaged and purposeful at work they are typically more committed than those who do not, contributing to a positive and sustainable business better for colleagues and clients alike.



RLB equips employees with tools and skills to maintain health and positivity. Many wellbeing initiatives as well as a wellness focused health insurance scheme sit alongside a range of humanistic policies in place to support individuals beyond the office. 'Mental wealth' training is central to our agenda with toolkits on all areas of mental self-care. Wellbeing check-ins are part of our performance management system and we encourage a culture where it is OK to be honest about feelings.

Our hybrid working approach means employees locate between offices, client sites and home. Maintaining core hours with flexibility around the edges ensures our clients have focused work time while we enjoy a work / life balance. We place great importance on saying 'thank you', we also have a bonus scheme and we encourage transparent communication through an employee engagement platform available on desktop and mobile app.

DIVERSITY AND INCLUSION - BUILDING BETTER BUSINESS FOR ALL

We operate an inclusive workplace and promote a culture that is fair and consistent in everything we do. We recognise and value the individual and their contribution and encourage employees to bring their whole self to work.

Promoting a diverse and inclusive culture provides many benefits and enhances business performance through:

- Diversity of thought - creativity and innovation
- Attracting and retaining talent
- Mirroring our clients and communities

We continue to improve awareness through our education initiatives, ensuring D&I remains high on the agenda and sharing best practice with our peer group.



EMPLOYEE VOICE - THE VALUE OF LISTENING

Our employee 'voice' ensures we look at everything on our agenda from the widest viewpoint which in turn supports our 'fair and consistent' mantra. Our specific RLB communities, in the UK and internationally, help us shape policies and roll-out initiatives on issues from D&I to Agile Working and Talent Management. Our employee 'voice' also helps us to understand how people want to access information and communicate with colleagues.

ABOUT RIDER LEVETT BUCKNALL

INVESTING IN PEOPLE



DEVELOPING OUR PEOPLE AND SKILLS FOR THE FUTURE

As an independent, employee-owned business, RLB has a 'people-first' mindset and inclusive culture. Authenticity, transparency and creating opportunities for all employees continue to guide our focus as a high-performing employer of choice.

Proud to be recognised as **Gold Status - Investors in People** and as a Top Employer for 15 consecutive years.

RLB supports employment and skills for all and stimulates early careers through apprenticeships, work experience and placements. All our technical employees are either chartered or working towards chartership.

Through our recruitment programmes and D&I community, we widen talent pools and bring multiplicity to the workplace by targeting under-represented groups. RLB's D&I community has strengthened our policies and integrated this from entry level to senior roles. RLB is an active member of **Women in Property, Building Equality, Employers Network for Equality and Inclusion, Constructing Rainbows** and **Black Professionals in Construction**.

We have career development programmes to support everyone, encouraging them to be their best selves. RLB's Academy provides continual and structured professional development for all our employees to chartered status. Our graduates have a 95% pass rate within 2 years. We are also actively engaged in the Construction Leadership Council Skills Plan and Mentoring Circle.

DEVELOPING OUR PEOPLE



RLB protégé brings opportunities for early careers in construction. We recruit 20+ graduates annually and their rotation around our business allows cross-sector experience, skill development and progression. We have a systematic practice to recruit apprentices to support these individuals and growth in our business.

APPRENTICE / GRADUATE RECRUITMENT



We adopted a hybrid approach following the benefits that the business and employees had experienced working remotely during the COVID-19 pandemic. All of RLB's roles are advertised as flexible from day one (only 12% of construction companies do this). Team members combine site, home and regular office working, responding to client needs and promoting face-to-face collaboration. Our family friendly policies include a new maternity returners programme – enabling 88% of mothers to return from maternity leave.

FLEXIBLE AND HYBRID WORKING

Our CSR programmes include membership of **Kick-start** and **Careers Enterprise Co**, where we provide early careers work experience, work placements and school / college visits to showcase the range of opportunities in the construction sector. We have developed a virtual work experience programme and run Bucknall's First Rung initiative helping young people on their career journey. Our graduates are committed to 'giving back' working with over 20 schools and community groups in deprived areas, serving as both STEM and RICS ambassadors to encourage NEETs to consider a career in construction. The graduates share their personal experiences, career advice, and deliver mock interviews and CV writing skills to help prepare students for interviews.

CSR PROGRAMMES



ABOUT RIDER LEVETT BUCKNALL

AWARDS, ACCREDITATIONS AND MEMBERSHIPS



People



Diversity & Inclusion



Environment



Technical



ABOUT RIDER LEVETT BUCKNALL

100%
INDEPENDENTLY
OWNED AND MANAGED

900
UK PEOPLE

4000
EMPLOYEES WORLDWIDE

12
UK OFFICES

140
GLOBAL OFFICES



GET IN TOUCH

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RLB.com

AFRICA | AMERICAS | ASIA | EUROPE | MIDDLE EAST | OCEANIA

Join our professional network

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