

December 2019

Gregory Distribution . North Park . North Tawton . Devon EX20 2EB

**Gregory**  
Delivering winners



**ARRGRAIB**

**Hayton Coulthard**  
Delivering winners



# Merry Christmas!

**2019 has been a memorable centenary year for the Gregory Group and particularly for the Gregory family.**

During the last two years we have been planning our centenary and this year we have delivered a number of celebrations, culminating in a truly memorable visit from HRH The Prince of Wales to our Cullompton depot on 17 July.

There were many people involved in the build up to the event, with exemplary organisation delivered with military precision. It was a great shame that not all of you were able to be present since, inevitably, our operations had to carry on as usual. However, we were able to invite nearly 500 people.

We were blessed with fantastic weather and from the moment HRH arrived he engaged with as many people as possible. This was a truly uplifting experience for everyone involved and we feel privileged to have had our future King with us to celebrate our 100 years.

Beyond this obvious highlight, 2019 has actually been a rollercoaster year for the company. I like to think positively but it is hard to reflect on 2019 without remembering the demise of British Ceramic Tile and the subsequent loss of jobs for a number of our colleagues. British Ceramic Tile was a key customer for our Cullompton operation and this was a traumatic experience for all involved. We were very concerned at the time but, as ever, we have bounced back and I am able to report that the business is in good health with many positive things happening in 2019 and beyond.

Our group of companies will all seek to thrive in 2020 but we are ever mindful of the commercial pressures and numerous risks that are linked to our industry. Forward planning combined with creative thinking have been the hallmarks of our business for decades and, as we enter our second century, we need to be more fleet of foot than ever before. With this in mind, we encourage all of you to embrace this thought and come forward with any ideas of your own that will benefit the business.

It gives me great pleasure to welcome many new faces in 2019 including those who have TUPE'd in from other organisations and those who have responded to recruitment ads from existing Gregory operations. It is worth noting that in our 100th year we have recruited 100 apprentices. I sincerely hope that all of you have long and fruitful careers within our organisation.

Finally, I would like to pay tribute to the hard work, commitment and dedication of all our people and thank you all. As ever, we are pleased to show our appreciation with a gift at Christmas. A hamper will be available for you from mid-December and with this we wish you and your family a very Merry Christmas and a Happy New Year.

With best wishes.

John Gregory



## ARR CRAIB FORGES STRONG LINKS WITH LOCAL SCHOOLS

In recognition of the partnership with two local schools in Aberdeen, Northfield Academy and Quarryhill Primary, ARR Craib was honoured to be nominated for a Chamber of Commerce Northern Star Business Award.

This high profile annual event recognises organisations across the North of Scotland, allowing them to showcase their success. The competition in our category, Inspiring Futures, was very strong and although Craib didn't win, they should be very proud of making it to the finalist stage.

HR director at ARR Craib, Andrea Buchan said: "This school year we have committed to working with each year group from both schools and will tailor activities and events to incorporate aspects of transport and logistics with the school curriculum. Our school partnerships are rewarding, inspiring and enlightening and give us the opportunity to showcase career paths in our business, the world's most important industry – transport."



Andrea (far left) is pictured with Quarryhill Primary School Deputy Head Sharron MacDonald and some of the school's pupils at the signing of the strategic partnership.

parkrun

### 100 NOT OUT FOR PAUL

Group Services, Compliance and Procurement director Paul Jefferson has reached a landmark by completing a remarkable 100 Parkruns. Parkrun organise free, weekly, 5km timed runs around the world. They are open to everyone, are free, safe and easy to take part in.

Paul said: "I enjoy running and Parkrun is a great way to do it. It is a brilliant way to start a Saturday morning and it is a very sociable environment which caters for all abilities." He must do because by our reckoning he has clocked up 500kms so far and that's further than running from Exeter to York!

You can find out more information about how to get involved and how to find your local Parkrun here:

[www.parkrun.org.uk](http://www.parkrun.org.uk)

## NEW FINANCE SYSTEM

After many months of hard work by the Finance and IT teams, and supported by many other people across the business, the new finance system, Sage Enterprise Management (X3), went live on Monday 30th September for both Gregory and Hayton Coulthard. It is also planned to be rolled out to ARR Craib during the next financial year as part of the wider integration project.



The system will deliver key efficiency improvements by the simplification of processes, utilising finance best practices, and give greater spend visibility and control across the business. Moving forward, it will also help improve the accuracy and timeliness of all our financial reporting by integrating directly with the Group's other key operational systems (i.e. Manpack, Freeway, iTrent), removing many manual processes.

One of the most significant changes for the business is the introduction of electronic purchase requisitions and orders, for which training and ongoing support is being

provided by the finance team. This new process enables spend to be approved in advance and reduces the need for invoice approval, which should result in better cost control. As a result the legacy 'DB Authorise' system for invoice approval is no longer used.

Finance director Rob Norman (pictured) said: "I would like to take this opportunity to thank everyone for their support and engagement in helping to get the new finance system operational. This is a major step in improving back office systems, which will allow us to support the continuing growth of the Group."

## SAM WINS THE GREGORY GOLF CUP

On a warm and sunny day, 38 golfers from all over the country (including three from Hayton Coulthard who made the trip down from Scotland for the weekend) took part in the annual Gregory Golf Day at Woodbury Park Golf and Country Club near Exeter on September 8th.

Sam Erskine (North Tawton Transport) was the overall winner followed by Gary Coupland (Bristol Transport) and Tony Pearce (Minworth). The top team comprised Gary Coupland, Tony Pearce and Clive Glenn.

Generous prizes were handed out, with John Gregory making the presentation to all the winners on the day.

Next year's golf day has already been booked for September 6th at the same venue and any employee wishing to take part should look out for instructions early in 2020.



Following the success of the Christmas hampers over the past four years, we are pleased to confirm that they are here again!

This year our focus was to ensure we showcase our customer products and engage with you, our employees, to understand your favourite products from previous years. This will hopefully mean that we deliver a hamper that will be enjoyed by you all and whomever you share it with.

The hampers have been hand-packed on site at Cullompton by the Gregory team including the management board and contain the following:

Product	Supplier	Category
Salted Caramel Popcorn	Joe & Seph's	Top voted by you
Iced Fruit Cake	Mrs Gills	Top voted by you
Beetroot in Redcurrant Jelly	Baxters	ARR Craib customer
Strawberry Preserve with Champagne	MacKays	Top voted by you
Milk Chocolate Covered Stars	Teoni's	Gregory customer & top voted by you
I Heart Prosecco	Ooberstock	Top voted by you
Black Wax Mature Cheddar	Barber's	Gregory customer & top voted by you
Butter Fudge	County Confectionery	Gregory customer & top voted by you
Rich Parmesan Thins	Cornish Distilling Co.	Gregory customer
Mint Dark Chocolate	Kernow	Centenary product
Punk IPA Ale	Brewdog	ARR Craib customer
Pork Scratchings	Highgrove Fine Foods	Highly requested



# STEVE HITS THE ROOF FOR CHARITY

Bristol based GDL general manager, Steve Harris, fulfilled a life-long ambition to climb one of the seven great summits of the world by conquering Kilimanjaro – ‘the Roof of Africa’.



Kilimanjaro is not only the highest mountain in Africa, but, at an altitude of 5,895 metres above sea level, it is also the highest ‘freestanding’ mountain in the world. Steve flew to Tanzania on September 9th and reached the summit (Uhuru Peak) on the seventh day of the challenging trek.

His personal expedition also raised funds for Dorothy House Hospice Care, a charity near Bath that provides compassionate end of life care to patients and support for their families.

- Steve said: “The trek was undoubtedly the biggest physical and mental challenge I have ever taken on but is insignificant after witnessing the incredible work which the staff at Dorothy House do in caring for individuals, and supporting the families, of those facing the hardest battle possible.
- Setting a target of £500, Steve’s superb effort has so far raised £1,900 and counting. If you would like to add your support, you can do so by visiting: [www.justgiving.com/fundraising/steve-harris17](http://www.justgiving.com/fundraising/steve-harris17)



## GIBRALTAR CYCLE CHALLENGE



**If you are turning 50 and have difficulty breathing, what would you do to mark that special landmark birthday? For Gregory driver Darren Clifford, the answer was simple – set an almighty challenge for yourself.**

In mid-September Darren, one of the top performing drivers at South Molton, cycled from Santander in Northern Spain to Gibraltar, a distance of 793 miles including over 47,500 feet of hill climbs often in searing heat, all to raise funds for Cornwall Air Ambulance.

He had set himself a gruelling fitness regime of running, cycling and gym work over the last year and it paid off when he and his cycling partner Michael Barret achieved their goal of reaching the Rock in just under 10 days.

Along with some Gregory sponsorship, the challenge has so far raised around £600 towards a target of £1,000 and anyone who would like to boost the total can do so by visiting Darren’s Just Giving page at:

[www.justgiving.com/fundraising/darren-clifford4](http://www.justgiving.com/fundraising/darren-clifford4)

## HEALTH+SAFETY MATTERS

### SAFETY FIRST PRINCIPLES

To further support the development of our health and safety management system and enhance staff awareness of positive health and safety behaviours, we have introduced the ‘Safety First Principles’ using a simple, and visual traffic light system.

Our Safety First Principles of Pause, Make Safe and Resume work alongside the Group Vision and H&S Strategy to encourage all employees to take ownership and responsibility for their safety and the safety of their colleagues.

When you carry out any task – whether it is something you do frequently, you are completing it for the first time and anything in-between – take a moment to reassure yourself you are working safely and your work environment is safe. If it is not, PAUSE the task while you MAKE SAFE by establishing/confirming a safe method and environment, then RESUME and complete what you are doing.

Remember that at any time you do pause your work, you need to report a Near Miss, stating what the concerns were and what was done to rectify the situation.

You will never be reprimanded for pausing your work to make safe; we’re all here to work, and we all want to go home fit and healthy!

PAUSE

Never feel pressured to carry out a task you feel is unsafe or to work in an unsafe environment. PAUSE the work temporarily. You will never be reprimanded for pausing a job for safety.

MAKE SAFE

MAKE SAFE by taking time out to identify a safe way to progress. Seek clarification if you are unsure.

RESUME

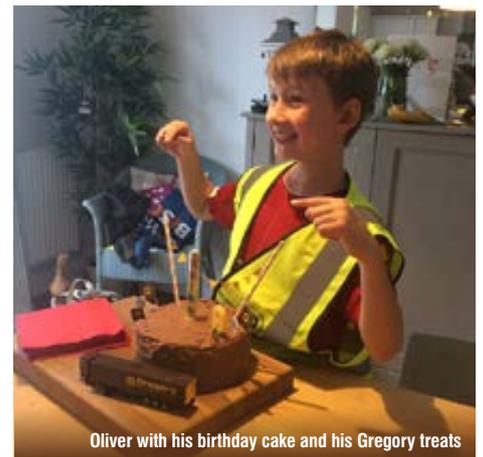
RESUME your task once a safe method of work has been agreed and established. Report a Near Miss and always help and encourage colleagues to work safely.

## GREGORY’S BIGGEST FAN

**Oliver Fishleigh is just like most 9 year-old boys. He plays rugby for Cullompton under 10s and supports Liverpool FC. However, Oliver has another, more unusual passion – lorries, and especially Gregory lorries.**

For his ninth birthday in August, Oliver asked for a Gregory hi-viz jacket which was specially made for him along with a lot more besides. Thanks to Gregory staff, Oliver received a goodie bag including a model truck and was treated to a visit to the Heritage Vehicle Centre at Cullompton.

Could this be Gregory’s biggest fan?



Oliver with his birthday cake and his Gregory treats

## Long Service Awards

### 5 YEARS

Name	Position	Business area
Colin Jamieson	LGV Driver	HCT Transport
John Lobley	LGV Driver	Evercreech
David Allan	LGV Driver	Plymouth & Cornwall
Terry Higgins	LGV Driver	South West Water
Christopher Woodley	LGV Driver	CDS Transport
Philip Wilson	Warehouse Assistant	Shepton Mallet
Trevor Coward	Workshop Cleaner/Yardman	Internal Workshops
Stephen Brookes	Operations Supervisor	Antalis Bristol
Derek Bishop	LGV Driver	Minworth
Alexander Salmon	Warehouse Forklift Assistant	Shepton Mallet
Neil Flesher	LGV Driver	CDS Transport
David Byers	LGV Driver	CDS Transport
Leonard Rees	LGV Driver	First Milk
Leonard Roy Brown	LGV Driver	First Milk
Darren Stephenson	Warehouse Assistant	Shepton Mallet
Peter Mullaney	LGV Driver	Plymouth & Cornwall
Nicholas Milne	Warehouse Assistant	Shepton Mallet
Michael Hickman	Warehouse Systems Analyst	North Tawton
David Scoging	Warehouse Operative	Willand
Michael Meynell	LGV Driver	Plymouth & Cornwall
Darren Spooner	LGV Driver	CDS Transport
Edward Kenny	LGV Driver	Shepton Mallet
Jason Burton	LGV Driver	Davidstow
David Gable	LGV Driver	Medina Milk
Peter Wheelhouse	LGV Driver	West Wales Transport
Andrew Broughton	LGV Driver	Magor
Adam Hopper	LGV Driver	Shepton Mallet
Michael Johnstone	Warehouse Operative	Cullompton Spar
Michael Wedeman	Warehouse Operative	Southampton
Philip Waterhouse	LGV Driver	Shepton Mallet
Reece Standeven	Transport Co-ordinator	Minworth
Steven Huggins	Warehouse Assistant	Shepton Mallet
Ian Reid	Despatch Operative	Southampton
Michael Baker	Radial Driver	Southampton
Andrew Thomson	LGV Driver	Shepton Mallet
Shaun Austin	Forklift Assistant	Shepton Mallet
Sylvia Heath	LGV Driver	Devon Chill
James Tiller	Depot Front Line Manager	Southampton
Stephen Harris	LGV Driver	Davidstow
Dean Turley	Transport Operations Manager	Bristol
Dominik Gasieniec	Warehouse Forklift Assistant	Shepton Mallet
Kevin Little	Warehouse Assistant	Shepton Mallet
Timothy Phillips	LGV Driver	West Wales Transport
Piotr Seklewski	Warehouse Assistant	Shepton Mallet
John Jones	Driver Trainer / Assessor	Antalis Bristol
Warren Lupton	LGV Driver	HCT Transport
Douglas Mitchell	LGV Driver	HCT Transport
Andrew Cooper	LGV Driver	CDS Transport
Peter Ward	LGV Driver	Southampton
Craig Price	LGV Driver	Minworth
Stephanie Wilton	IT Support Technician	North Tawton Head Office
Andrew Appleton	LGV Driver	Doncaster
Ionel Diaconu	LGV Driver	Avonmouth

Gregory Distribution would love to keep you updated with the latest news about our services and employees. However, if you would prefer not to hear from us, you can stop receiving Newsbrief at any time by contacting us in any of the following ways, and please make sure to state your name:

- Email: [enquiries@gdl.uk.com](mailto:enquiries@gdl.uk.com)
- Telephone: 01837 883307
- Post: Carol Hancock, Gregory Distribution Ltd, North Park, North Tawton EX20 2EB

We will then remove your personal data from our database. Please note we will not use your details for anything other than sending you newsletters.

## Long Service Awards

### 5 YEARS

Name	Position	Business area
Jacek Golaszewski	Warehouse Operative	Antalis Bristol
Philip Smith	LGV Driver	Doncaster
David King	LGV Driver	Thame
Kevin Edmunds	LGV Driver	Cullompton
Lisa Bickerdike	Transport Administrator	North Tawton Transport
Paul Mandry	LGV Driver	Ernesettle
Raymond Gauntlett	LGV Driver	Torrington
Ian Williams	LGV Driver	Avonmouth
Alan Gosling	Night Planner	Cullompton
Jason Snell	LGV Driver	South Molton
David Jones	LGV Driver	Haverford West
Mark Wilcox	Warehouse Forklift Assistant	Shepton Mallet Warehouse
Jack Mitchell	LGV Driver	Ernesettle
Richard Gelder	LGV Driver	Doncaster
Stephen Ford	Warehouse Assistant	Shepton Mallet Warehouse
Anthony Smith	Warehouse & Transport Chargehand	Bristol
Farhad Shahbahrami	Warehouse Assistant	Shepton Mallet Warehouse
Ronald Cunningham	LGV Driver	Twynholm
Peter Wright	Warehouse Operative	Spar Warehouse

### 25 YEARS

Sharon Edwards	Depot Manager	Evercreech
Emyr William Harries	LGV Driver	First Milk
Leslie Cheriton	LGV Driver	North Tawton Milk
Peter Rafalski	LGV Driver	North Tawton Milk
Simon Jollow	LGV Driver	North Tawton Milk
Stephen Rowley	Regional Operations Manager	Cullompton
Graham Davies	LGV Driver	Cross Hands
Martyn Baker	Transport Supervisor	Cullompton
Robert Saffhill	LGV Driver	Medina
Steven Husband	LGV Driver	Victoria

## Gregory People

### WE WISH A LONG AND HAPPY RETIREMENT TO ...



... North Tawton stalwart **Graham Stokes** who has retired after 34 years with Gregory. Graham started as a driver but within a year moved to warehouse operations to manage powder stocks for Express Dairies. He recalls that back then the company operated with a mostly manual system although we did have one PC installed by ICI to manage their stock.

He plans to spend his time back on the farm where he grew up and has a long list of tasks to keep him out of mischief – repairing the livestock fencing to name one.

This is not the end of the relationship between Graham and Gregory as the former Warehouse and Transport Administration manager has offered to continue to support the operation should the need arise.

... **Alan Mills** who worked initially as a radial driver at Cullompton and then in Fleet Services at Cullompton running the throughput of the MOT test lane. Alan, who retired in August after 20 years' service, is pictured in the Cullompton workshop alongside his friends and colleagues.

