

April 2021

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

Gregory
Delivering winners



ARRCRAIB
Delivering winners

Hayton Coulthard
Delivering winners



BUSINESS AS USUAL

GREGORY DISTRIBUTION ACQUIRES SCOTTISH TRANSPORT COMPANY

The Gregory Group has acquired Pollock Holdings Ltd and its subsidiaries Pollock (Scotrans) Ltd and Pollock Express Ltd. The business is headquartered in Bathgate, West Lothian, in central Scotland.

Pollock is one of Scotland's best known brands and like Gregory, is a private family-owned business with a strong reputation for customer service gained over more than 80 years of trading.

With 150 vehicles and 200+ staff, Pollock is a significant addition to the Gregory Group and will operate alongside Gregory Distribution, ARR Craib and its Scottish JV Hayton Coulthard.

This acquisition will considerably enhance Gregory's already significant presence in the Scottish transport and logistics market particularly as it includes over 55,000 sqft of warehousing located at the Bathgate headquarters.

John Gregory said: "Pollock is an iconic name in the UK transport industry, with more than 80 years of serving many fantastic companies, both within Scotland and to and from England.

We will be maintaining the strong Pollock brand and we are delighted that Scott Pollock will continue to lead the Pollock business within the group. It will be very much business as usual for all of the Pollock team and its customers."

Scott Pollock said: "After 80 years as a family business we feel that the time is right for Pollock to become part of a bigger group and I look forward to realising the opportunities which this brings. As a family owned company, Gregory's shares the same values as ourselves."



GREGORY SUPPORTING THE NHS

Left to right: Oliver Judd – GDL Warehouse Manager, Simon Hunt – RD&E LAMP IT Lead, Darren Beaven – GDL Operations & Business Culture Director, Christophe Hesbert – EMS Operations Director, Liam Hardwick – EMS Operations Manager, Ged Yardy – RD&E Business Innovation Hub Project Manager, Pete Ford – RD&E Business Innovation Hub Mobile Lab Lead

Mobile Testing Laboratory
Pioneer

Gregory Distribution is proud to have supported the Royal Devon & Exeter NHS mobile Covid screening lab, the first of its kind in the UK.

Pete Ford of the RD&E Business Innovation Hub said: "This has been a massive team effort to deliver the first mobile testing lab of its kind in the country. The lab will greatly enhance the Covid testing capacity in the South West."

Gregory's Operations and Business Culture Director, Darren Beaven said: "We are delighted to continue our support of the NHS and were quick to respond and help with this key project that will make a massive difference in the battle against Covid-19."

HYDRATION FOR THE NATION

Following an appeal from the NHS, long standing Hayton Coulthard customer Highland Spring answered the call by sending more than 7,000 litres of fresh mineral water from the Ochil Hills in Blackford to the Nightingale Hospital NHS Louisa Jordan in Glasgow.

Hayton Coulthard truck 'Archie's Pride' can be seen here making the delivery on behalf of Highland Spring.



GOOD NEWS FROM CREDITON DAIRY

Everyone is delighted that that Gregory has agreed a new long term contract with Crediton Dairy to operate the transport from the Crediton production facility to North Tawton, and from North Tawton to Crediton Dairy's customers.



As part of this arrangement, Crediton Dairy will lease part of the North Tawton site and will operate the warehouse. This means that a number of our people based at North Tawton will TUPE transfer to Crediton Dairy. All affected employees have been notified and we will work together to ensure a smooth transfer for our people.

Darren Beaven, Operations and Business Culture Director said: "I want to take this opportunity to thank all the team members for their support, dedication and commitment in the running of this contract. We will of course be working closely with them in the future and we wish them all well in their careers with Crediton Dairy."

HEALTH+SAFETY MATTERS

POTENTIAL HAZARD REPORTING & BUMP CAP ROLLOUT

There has been a drop off in the number of potential hazards being reported in early 2021 across the group.

It is important that we keep track of all instances, so we are encouraging everyone across the business to report if you notice something that could possibly cause an injury to an individual or damage to equipment.

You can report hazards within the workplace via e-mail at potentialhazard@gregory.co.uk, telephone 0330 058 0269, text to 60777 or direct to your line manager.

Since October 2020 there has been 18 personal accidents across the group involving face/head injury, as well as numerous potential hazards related to the potential for falling objects to cause damage to the head area whilst performing tasks.

One of the steps taken to protect drivers and warehouse staff and to minimise the potential for head injury is the recent rollout of company bump caps.

In late February 2021, an ARR Craib driver hit his head on the ratchet handle on a curtain sided trailer and he was not wearing a bump cap. The consequences – a trip to hospital, a painful head and time off work. Had the bump cap been worn the outcome would have been different and that's exactly why you should wear one.



BRAVE BATTLE FOR DRIVER MARK

It is every professional driver's nightmare – a careless and selfish driver on social media at the wheel and heading straight for you.

That's what Bristol based Gregory driver Mark Fowler was faced with and it cost him dearly. Mark was only a half mile from the Western Approach depot when an HGV travelling in the opposite direction swerved onto the wrong side of the road to avoid stationary traffic in front of him and collided head on with Mark.

Thanks to the other driver's irresponsibility, Mark sustained multiple injuries and was trapped in his cab for several hours. He spent Christmas and New Year in hospital being treated for fractures to his pelvis, legs, feet and ankles, and only successful skin and nerve grafts saved his foot from being amputated.

Contracts Manager, Steve Fox de Vere, contacted Newsbrief to tell us that Mark is now on the long road to recovery and is home with his family. Steve also told us that when his fellow drivers heard the NHS is no longer able to supply wheelchairs for

home use, they raised the money to buy a chair and delivered it to Mark's family in readiness for his return from hospital.

Mark's family have written to Steve saying: "Thank you for your help and concern when Mark had his accident. It was much appreciated by the family and it was a great comfort to know how special he is to you all. The drivers' gift of a wheelchair was out of this world. You are all so kind. I thank you again with all my heart."

The drivers in Bristol are in constant contact with Mark and he recently visited the depot to say a big thank you for all support and for the wheelchair, that has been a real lifeline for him to get around.

Steve concluded: "We all continue to support Mark while he recovers. Never have I received such an outpouring of affection for anyone from so many people – colleagues and customers included!"



Put Safety First!

After a period of reflection Mark has asked to share with you his anger with the driver who hit him. The driver was using Snapchat on his phone and this was the direct cause of the accident. The driver freely admitted this at the scene and in interview with Police afterwards, so is not disputed.

Mark feels that this guy has taken away his freedom, his right to go to work (which he loves) and put him and his family through the most terrible ordeal. It will be several months before Mark is able to work again and longer still before he makes a 'full' recovery. Mark has asked that we share the message with anyone who ever uses a mobile device while driving... **DON'T DO IT!**

A DAY IN THE LIFE OF...

The weather is always a big consideration for transport and logistic businesses – no more so than in Scotland. So it was no surprise to receive these two images of a Hayton Coulthard truck taken on the same day, one in a sunny day in Slough in South East England, the other of the same vehicle in Scotland 10 hours later!





GREGORY MOBILISED TO RESCUE INTREPID BEAR

Pilot Ellie Carter was facing a problem – just how do you get a world famous teddy bear from deepest darkest Cornwall back to South Molton during lockdown?

18 year-old Ellie, whose father is Neil Carter, the Contract Manager at South Molton, has become well known for being one of the country's youngest qualified fixed wing pilots having gained her licence on her 17th birthday, and is one of just 4% of female pilots in the UK. She currently flies a range of unusual aircraft including a 1943 Piper L4 that saw action with the USAAF at D-day and James May's Champion Super Decathlon aerobatic aircraft.

She was contacted by Richard Bland, a specialist aviation photographer who built a relationship with RAF Valley on Anglesey and used his special access to raise money for the squadron's charities including a calendar supporting a special baby unit in Bangor, North Wales.

Richard introduced Wing Commander Bear as the mainstay of the fundraising effort and the little fellow was soon flying all over the world with amazing aviation teams including the Red Arrows, the Battle of Britain Memorial Flight and the USAF Thunderbirds Demonstration Squadron. Wing Commander Bear has flown in Tornados, Hawks, the F35 Lightning and all manner of helicopters. He has climbed Mount Kilimanjaro and even undertaken a nine month deployment in Afghanistan.

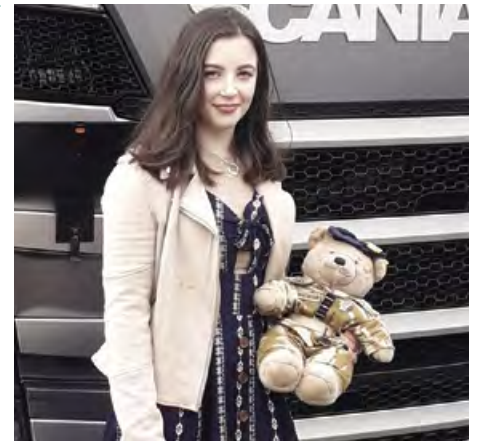
However in 2013 disaster struck Richard and his family when his son Andrew committed suicide

and his world fell apart. Richard said: "I wanted to donate the teddy bear, his logbook and all the photographs amassed from his adventures to The Dove Service (Bereavement Counselling) for their support. Then after a meeting we came up with the idea of writing a children's book all about the bear's adventures."

Enter Wing Commander AB (Andrew Bland) Bear, renamed after Richard's late son, who is carrying on with his multi-mission task – with his next adventure being on duty with the Devon Air Ambulance after Ellie's proposed flight with the furry aviator was postponed because of the pandemic restrictions.

Ellie, who is increasingly in demand from the media because of her achievements and is soon to appear on TV, said: "Richard contacted me because there are not many female pilots around and it would be good if the bear flew with one to further enhance his impressive portfolio, especially as I fly unusual and rare aircraft.

"AB Bear spent Christmas with the Cornwall Air Ambulance which presented me with a dilemma – how to get him transported back to me in Devon as I'm not sure driving to Cornwall to collect a teddy bear is an appropriate reason to break lockdown rules."



She went on: "That's where Gregory stepped in. They agreed to transport the bear as part of their normal schedule and he returned in no time. The road haulage industry has shone brightly through the Covid pandemic and moving the bear was a great way to display that and show how diverse and flexible the industry really is. We are so grateful to Gregory and the part they have played in this amazing project."

Richard Bland added: "The book, 'AB Gets His Wings' is the story of AB becoming the Station mascot at RAF Valley, and his real life adventures from his logbook will teach children the importance of mental health and well-being and to encourage them to talk about their problems with their parents and friends."



Gregory People

Welcome ...

... to **Rob Woollen** who joined the Gregory Group as Head of HSEQ (Health, Safety, Environment & Quality) on 1st March. Rob joins us from Viridor Waste Management where he was HSSA (Health, Safety, Security and Access Manager), Recycling and Fleet Logistics. He has previously held H&S positions at DHL and NHS Supply Chain.



Rob told Newsbrief: "I have moved from Viridor Waste Management, a very diverse and dynamic environment which presented me with opportunities to improve methods of working resulting in a safer and more compliant business and I am now really excited to have joined Gregory Distribution as head of HSEQ. I have passed many Gregory vehicles whilst travelling around the UK and I'm proud to be part of the team."

Tom Delacherie, interim Health & Safety Manager will continue in his role until at least the end of April to ensure a smooth handover to Rob and to complete specific H&S projects.

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 on

... to **Ian Glover**, ARR Craib's new Head of Pallet Network. Ian, who is based at Glasgow Queenslie, has over 36 years' experience in distribution, latterly with Palletways, having run their main Scottish-owned operation at Cumbernauld. The senior team at Craib are looking forward to working with Ian to effect fundamental change and improvement in our Palletline and general transport operations at Queenslie.



... to **Penny Weymouth** who has joined us as a Senior Auditor working as a member of Paul Willis's Risk and Operational Compliance team. Penny brings with her a wealth of knowledge and experience, having worked originally in food technology before moving to auditing, which she has been involved in for 15 years. During this time Penny has worked in the Middle East and Europe. Penny will lead the audit team ensuring all areas of the business are audited, which will help to ensure our high standards of compliance are maintained.



Enquiries@gregory.co.uk and please make sure to include your name. 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.

Congratulations ...

... to **Natasha Elder** (Finance Business Partner, Antalis & HCT) who in January received confirmation that she has passed her final examination to become a qualified accountant with the Association of Chartered Certified Accountants (ACCA).

This qualification represents many years of hard work and dedication as she studied alongside her busy day job. Well done Natasha!



... to **Hayley Freeston** for picking up another award. Not only was she recognised as Apprentice of the Year in our Delivering Winners awards, she is now an award winner as part of Yeovil College's National Apprentice Week.

Hayley is studying for a Business Administration Level 3 Apprenticeship at the College where she was described as always striving to produce quality work. The College said: "She has been consistent in the workplace, taking on additional responsibilities in the warehouse due to the increase in demand for services."

