

October 2021

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

Gregory
Delivering winners



Hayton Coulthard
Delivering winners



CRAIB
Delivering winners



POLLOCK
Delivering winners



£1,000 EMPLOYEE REFERRAL

In the current difficult market where drivers are in short supply, we have many opportunities to expand our business and maintain our success. To support this, we are delighted to unveil our new Employee Referral scheme to help us find additional quality Drivers and HGV Technicians. If you have a friend who is looking for a new job, introduce them to the Gregory Group and you will both be rewarded – and that can be more attractive than you might anticipate.

Firstly, what are the rewards? With effect from 26th August 2021, if you successfully refer a Driver or an HGV Technician **both the referring employee and the new employee will receive £1,000 each.**

All candidates are asked how they heard about the job during the application process and they need to tell us they were referred by you. You can follow up by completing a referral card/poster or emailing Recruitment@gregory.co.uk and confirming your friend's name. If they join the company as a result of your introduction then you will be eligible for a reward. Details of the terms and conditions of this scheme are available from the Recruitment Team.

Natasha Stansby, HR Director said: "In my experience, people who are referred are more likely to be a good cultural fit. We have many great people in our business and we want many more of the same!" "This is a great opportunity for everyone to be involved and it is very much in keeping with our purpose and vision to engage with our people and reward them for their involvement."



Natasha Stansby, HR Director and Liz Heal, Recruitment Manager

Liz Heal, Recruitment Manager believes this is an important recruitment tool and it will help us to attract talent into our business. Liz said: "The scheme has been met with huge approval by everyone I have spoken to and those that have referred someone have been delighted that both they and their friend or family member have been well rewarded.

"Remember there is no limit on the number of referrals anyone can make!"

100% ELECTRIC VEHICLE FOR CENTRAL LONDON DELIVERIES IS A UK FIRST

Gregory and Brewdog have made good on their environmental commitments by breaking new ground and putting the UK's first all-electric 19 tonne rigid refrigerated vehicle into operation.

Electric vehicles form part of Gregory's five year sustainability strategy which has already seen the introduction of electric pool cars and a number of gas powered vehicles to reduce its environmental impact, with 15% of its new orders now for alternative fuel vehicles.

ARR Craib Transport, a Gregory Group company based in Aberdeen, provides transport services from Brewdog's production sites. The electric vehicle is being used to distribute beer to Brewdog's central London bars.

Ross Watson, Brewdog's Head of Supply Chain said: "We are delighted to be collaborating with the Gregory Group and grateful for their ongoing support behind our sustainability journey with the introduction of this new electric truck and we are excited to continue to expand our fleet of both electric and alternative fuelled transportation."





Pictured from left to right: Bob Donald (Head of Fleet ARRC), Andrew Reith (Business Admin Apprentice, Dyce), David Duncan (Dyce Workshop Administrator) and Charlie Stables (Workshop Manager)

BULK LIQUID WASTE OUTSOURCE DEAL FOR ARR CRAIB

ARR Craib has entered an outsource agreement with Augean North Sea Services, a provider of waste management services to offshore oil and gas operators in the North Sea. The deal involved the transfer of drivers, trucks and bulk tankers to work in North East Scotland and across the UK.

Craib's Chief Operating Officer, Mike Simpson, said: "The deal was a great example of the value of service, relationships and teamwork.

"The initial enquiry was made to Andy Farquhar (Head of Local Operations) thanks to his relationship with a senior manager at Augean following the high levels of service ARR Craib had provided to him in a previous role. Although we had no prior experience of bulk tanker work, with support from Jamie Walker (General Manager, SWW contract) we had the confidence to present an outsource proposal which proved attractive to Augean and ultimately won the business.

"We had great support from Andrea Buchan (Senior HR Manager) and Bob Donald (Head of Fleet) in managing the transfer of drivers, trucks and bulk tankers, and from Phil Bremner (HSE Advisor) on Health & Safety and Sandy Dobie (Senior Training Business Partner) and his team on driver training.

"Andy and his team have worked hard to bed the contract in and I was delighted to hear Augean report how happy they are with all aspects of the service following the outsource agreement. Thank you to everyone involved."



Photo: Andy Ball



Above pic from left to right: Andrew Chapple (Head of Fleet), Dan Hammond (Cullompton Workshop), Chris Rea (Fleet Services Manager), Gary Noble (Group Parts Supervisor), Graham Dalton-Ginn (North Tawton Workshop), Gary Wolff (Shepton Workshop), Adrian Jasper (Davidstow Workshop) and Mike Dyer (Ernesettle Workshop)

GREGORY STEPS UP WORKSHOP INVESTMENT

The Group's ability to service and maintain over 50% of the entire fleet using in-house facilities and expertise is a major factor in our ability to minimise operational downtime for vehicles and trailers and allows enhanced customer service.

Current workshop/repair centres include the 24/7 Cullompton operation as well as facilities at Shepton Mallet, North Tawton, Davidstow, Plymouth, Aberdeen (Craib) and Bathgate, West Lothian (Pollock).

These workshops employ 49 HGV technicians and each holds an extensive stock of parts to service the needs of the business. In addition, Gregory operates a full MOT ATF lane (Authorised Testing Facility) at our Cullompton site which mainly deals with our own MOTS but does allow third parties to carry out MOTs.

Andrew Chapple, Gregory's Head of Fleet, Property and Procurement said: "We continue to invest in our workshop infrastructure and to

that end we have recently received full planning permission to build a brand new vehicle workshop and MOT ATF lane at our Cullompton depot.

"We are also in the early stages of planning for a full workshop facility at our Queenslie, Glasgow site which will enable us to cover more of our Scottish fleet in-house. As well as this we are looking to have a programme of regular investment in our current sites including replacement of brake testing equipment over the next few months."



CHEESE CONTRACT SUCCESS

Gregory has once again been successful in renewing the Barber's milk collection contract for another five years commencing on 1st January 2022.

The contract, which is managed by Sharon Edwards and her team based at Everreech, involves collecting 211 million litres per annum (580,000 litres per day) from 155 farms. The milk is delivered into Barber's production facility at Ditcheat, Somerset where it is processed into their award-winning cheese.

We are delighted to continue our valued relationship with one of the world's best known and longest established manufacturers of cheddar cheese. The Barber family have been making cheddar cheese since 1833 – and that's before Queen Victoria ascended the throne!



DRIVER ENGAGEMENT AND FEEDBACK FORUMS

As a business we are keen to engage with our people and in particular we are looking to increase the communication between our central fleet team and our drivers who actually operate the vehicles and equipment we purchase. The specification of our kit is important for all of our drivers, but especially for our tramper drivers who live in the vehicles all week.

To this end we have already carried out a survey amongst our tramper drivers, canvassing their views on the trucks supplied. Following this, a number of variations to our specification of trucks were discussed and agreed, including ordering the S spec Scania cab rather than the R spec for the tramper fleet, which provides more living space in the cab.

We are also considering allowing a degree of choice of model within our tramper fleet, where practical and subject to availability, and will communicate more on this in the coming months.

We are setting up a forum to increase communication channels between drivers and central fleet. Events are being arranged during the year, some of which will be online through Microsoft Teams, to allow drivers and other interested employees to gain more of an understanding of what is happening in the Group fleet and to provide a forum for giving feedback. The first session will be held before Christmas and will be timed to allow the maximum number of drivers to attend.

Full details of the date and time of the first event will be circulated in due course. However, in the meantime we are keen to understand how many people are interested in being involved in this forum. Therefore if you wish to attend please register your interest by emailing driverforum@gregory.co.uk.

This is a group-wide forum and we encourage participation by drivers from across the group, including Gregory Distribution, Hayton Coulthard Transport, ARR Craib and Pollock. We look forward to your feedback.



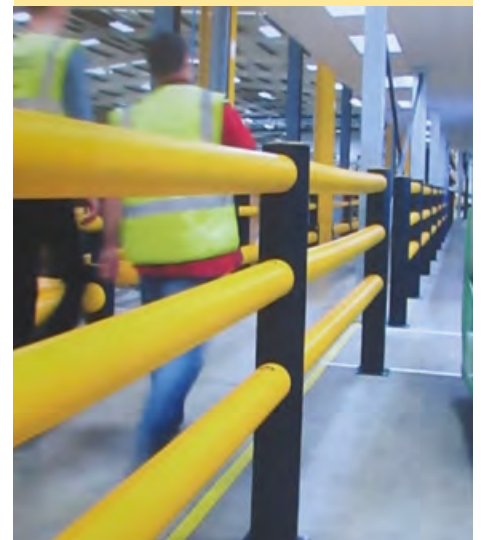
HEALTH + SAFETY MATTERS

Walk this way

The team at Pollock in Bathgate, West Lothian have been busy implementing a number of improvements to the site, the most visible being the creation of pedestrian walkways to keep everyone safe while moving around.

In addition, the existing site barriers have been replaced with new e-flex pedestrian barriers from A-Safe. The design includes spring gates at pedestrian crossing points which open against your direction of travel in order to create a natural pause before crossing.

Pollock are the first company in the group to adopt this innovative product. Segregation of pedestrians and vehicles is a key safety focus area as collision with vehicles remains one of the highest causes of fatalities in UK workplaces. Any ideas to help improve safety are always welcome and by raising them with your site team you can make a positive contribution to your workplace.



ANTHONY'S SCOTTISH ODYSSEY

Gregory Willand warehouse operative and truck fan, Anthony Moat-Whyte, recently used a Gregory electric car to travel to Scotland, to widen his horizons, meet some colleagues and highlight our commitment to our green agenda on the way.

Anthony, who has previously featured in Newsbrief when he organised a visit to Cullompton for equally truck-mad 6 year old Jamie-Luke Waite last year, writes: "Since starting with GDL I had dreamed of travelling to Scotland to visit the Hayton Coulthard depot at Twynholm to photograph their vintage trucks.

In June the dream was fulfilled as I embarked on an epic tour of Scotland over four days using the Gregory electric car to visit all the Gregory Group operating companies to take photos for my Gregory Group Photography Facebook Group.

On the first day, after driving up to Leeds I took part in a surprise birthday convoy on the M62 for truck mad Jamie-Luke Waite, who visited Cullompton last August. The next day, having stayed in a hotel in Carlisle, it was time to travel into Scotland. Having crossed the border I stopped at Ecclefechan to take pictures of the many HCT trucks and trailers parked up.

I was delighted to find the Hayton Coulthard Scania R730 V8 there, a truck that I had been

wanting to photograph for a while. I could have spent hours there, but it was time to leave and drive to Aberdeen and check into hotel. In the morning, I visited the ARR Craib depot at Dyce and took many pictures of their fleet.

I then drove to Bathgate to visit the Pollock depot and photographed some of the trucks parked up. Afterwards I drove to Twynholm to meet Duncan Coulthard and have a look at the superb Hayton Coulthard vintage trucks.

While there I was kindly given a HCT 100 year anniversary model truck set. I have always wanted one and was planning on buying one soon, but to be given it by Duncan Coulthard at the original HCT depot where all the history is, made it incredibly special.

On a fantastic journey I took lots of pictures and met many of the Group's drivers along the way. I was not able to visit every depot but it was fantastic to see the heritage and trucks of the other operating companies of the Gregory Group, both as a proud employee and truck enthusiast."



The Land Management team shows its range of equipment

SHOWTIME AT HONITON

There was a real sense of achievement at the Honiton Show for Gregory's Land Management team lead by Operations Manager Alice Radford.

The 130th Honiton Agricultural Show provided a great opportunity for Alice and her team to meet new customers and new recruits, to promote the wider Gregory business and to connect with the local community and the agricultural sector.

Alice said: "Despite the poor weather, we were able to show off our impressive range of equipment, promote the services we offer and further expand our clientele of farmers and contractors for our South West Water contract. Thank you to all of the Land Management team who participated in making the show such a success!"



Pictured above: Amy Moore (Agricultural & Compliance Senior Supervisor) and Alice Radford



Pictured above: Part of the team from left – Tendai Bereauro, Amy Moore and Michelle Long

NATASHA RUNS A MARATHON FOR SONNY

Gregory's Finance Business Partner, Natasha Elder, set herself the mighty challenge of running her first ever marathon to help raise funds for young Sonny.



Sonny was born in December last year to Natasha's friends Chloe and Wayne. Unfortunately, the little chap had suffered a stroke prior to being born which has caused substantial damage to the left side of his brain. Therefore he will need lots of therapy throughout his life to enable him to reach his full potential.

Natasha mapped out her own marathon route and accompanied only by a decent playlist and with a group of friends and family at the finish line, she completed the daunting distance in a remarkable time of 3 hours, 58 minutes and 15 seconds!

Natasha said: "I'm pleased to say that I have raised over £800 and counting, of which a large sum has been donated by my Gregory colleagues. I'm so grateful and I cannot say thank you enough. If anyone would like to donate to help Sonny, however big or small, myself and Sonny's parents would be incredibly grateful."

If you would like to read Sonny's story in more detail and/or contribute some pennies, please visit the Just Giving page – Natasha's Marathon for Sonny www.justgiving.com/fundraising/natasha-runs-a-marathon?utm

LONG SERVICE AWARDS



Congratulations for achieving the 25 Year Awards to:

Name	Position	Location
Andrew Trott	Assistant Warehouse Manager	Shepton Mallet
Brian Stoneman	Regional Operations Manager	North Tawton
Barrie Malcolm	Transport Operations Manager	Twynholm
Thomas Long	LGV Driver	Evercreech

Gregory People

Congratulations ...

... to Cullompton Driver Karl King and his wife Stephanie who had a baby girl Penelope on 4th July.

... to Finance Assistant Ben Talbot who married his American bride Myriam on 27th May in New Jersey, USA and is bringing her across the pond for a future together.



... to Sean Little, a second generation Driver with Pollock who married Denise at Barony Castle near Peebles on 27th July. Sean and Denise chose an eye-catching backdrop for their photographs prompting the comment – "You can take the man out of the truck but not the truck out of the man!" (Photo: Brian Cassidy)



A GOOD DEED RECOGNISED

North Tawton Transport Manager Paul Tipler contacted Newsbrief because one of the depot's drivers had gone out of his way to assist an elderly gentleman whose car had broken down on the A38 at a particularly dangerous bend in the road.

Driver Ian Mann was the Good Samaritan, taking the time and to ensure he was safe and well and to help him with phoning the AA and police.

Paul Tipler said: "Far too often drivers just get a bad press and it's heart-warming that there are people out there willing to help others. Ian is a credit to Gregory."

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 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.