

April 2022

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



FOUR STRONG BRANDS ONE BUSINESS

The Group has unveiled new branding for Pollock and Craibs, strengthening its identity in Scotland while aligning branding themes across our four companies.



The new branding is designed to reflect the heritage of the individual companies, while highlighting the close relationship between them through the medal-like roundel and the 'Delivering winners' strapline. These were successfully adopted in the company when supporting five UK athletes at the London Olympics in 2012. The roundel and strapline are now incorporated in the Craib and Pollock branding as well as those of Hayton Coulthard and Gregory Distribution.

The new branding is intended to reinforce the Group's image of reliability and consistency supported by family values that make them employers of choice in the transport and logistics sector.

Angela Butler, Managing Director said: "We are extremely proud of the strong relationship between our Group

companies which work together in partnership. We are delighted to have unveiled this new livery which embodies the spirit of One Business while preserving the heritage of the individual brands under which we operate in Scotland."

Duncan Coulthard, Managing Director of Hayton Coulthard Transport said: "This Group represents a partnership built on mutual respect for each other's strengths. We have three very strong Scottish brands who recognise that they are stronger together. We are driven not just by success but a desire to deliver the goods for our customers, provide rewarding employment and support for our local and national economies."

Murray Kelman, Operations Director of ARR Craib, added: "We work well together because we are like-minded people who enjoy a similar,

high quality customer profile. Our common experience provides us with an integrated and mutually supportive approach, a flexibility in what we do and speed of response to changing circumstances. Our drivers are at the heart of everything we do and we're fortunate to enjoy the support of good drivers in all areas of our business who work hard to deliver excellence to our customers."

Scott Pollock, Operations Director of Pollock Transport said: "Together we have a depth of experience and resource which covers the whole of Scotland and beyond. Between us, we have first-class equipment, excellent training and a real commitment to our staff. All the businesses in the Group share family values and we all pride ourselves on being good places to work. The teamwork across each of the companies is very strong."



UKRAINE SUPPORT

A note from our HR Director



The recent crisis in Ukraine is a new and rapidly developing situation, which may result in increased anxiety and distress amongst our people.

We don't have to experience a traumatic event directly to be impacted by it. We may all be affected by the current crisis in a number of ways. We might have friends and family living or working in Ukraine and have concerns for their safety. People could be feeling distressed by material that we are seeing in the media, interactions with others impacted by the situation or feel a general sense of helplessness.

It is important to recognise the feelings of shock, worry and sadness our people may be feeling. There are times when you may benefit from speaking about your concerns to a professional and I would like to take this opportunity to remind everyone that we have an Employee Assistance Programme (EAP) which you can access confidentially, 24 hours a day, 365 days a year on 0800 015 5630.

Natasha Stansby – HR Director

CREDITON DAIRY ASSISTING REFUGEES

Crediton Dairy has been working with the European Food Banks Federation to arrange humanitarian aid for Ukraine and has recently donated a full load of UHT milk for the refugees from the conflict.



Gregory is proud to support Crediton Dairy and our Devon Chill driver, Kevin Sweeney, who has already made a number of trips to Poland with humanitarian aid, has taken the load on the 1,300 mile trip to Kielce in southern Poland from where it will be distributed.



Loading the UHT milk at North Tawton

HUMANITARIAN AID TO UKRAINE

You will be aware of the current conflict in Ukraine and the humanitarian crisis Ukrainians now face.

The Gregory Group have recently announced that one of our vehicles will leave Plymouth heading to Poland carrying humanitarian aid for the refugees there. Thank you to Clive Hickey, General Manager, Darren Minhinick, Depot Manager and Martin Divito, Transport Manager for organising this, in conjunction with Devon Ukraine Support Fund, Round Tables from Devon, The Plymouth Kingsman Group, Louis Marchesi Lodge, Rotary groups from Plymouth and pledges from local businesses.

A big thank you also to drivers Lukasz Wolos and Kevin Sweeney who have already made several 28 hour, 1,400 mile trips to a distribution area on the outskirts of Zamość, close to the Ukraine-Poland border. It is anticipated that this will become a regular route that Gregory Distribution will assist with, departing Plymouth every two weeks.

To further support these efforts, anybody in the Plymouth area who would like to donate items to the Devon Ukraine Support Fund can take them to: Unit 22 Eurotech Park, Burrington Way, Plymouth PL5 3LZ. They are asking that donated items are new, to ensure a minimal sorting process and that all items are in a good condition.

A list of items they currently need can be found via their Facebook page: www.facebook.com/devonukrainesupport. This list changes regularly depending on the quantity of items they are receiving, so we would encourage you to check their Facebook page, or alternatively contact Laura Vella at laura.vella@gregory.co.uk.



Martin Divito with the first truck that headed to Poland



Driver Tony Barnard strapping the load of humanitarian aid



GREGORY GROWS BIO-LNG FLEET WITH VOLVO

Gregory has extended the use of Bio-LNG (Liquified Natural Gas) into its milk transhipment operation for Arla, with the arrival in January of 12 new Volvo FM Globetrotter LNG 6x2 tractor units. Each is expected to clock-up 250,000 km per year for the next five years transporting milk from the South West to Arla's sites at Westbury in Wiltshire, Aylesbury and Oakthorpe in North London.

The FM LNGs are joined by a further three new FH LNGs for our Avonmouth depot, increasing the number of gas-powered Volvos in the fleet to 35, in line with the Group target to transition at least five per cent of its fleet from diesel to cleaner fuels every year.

Andrew Chapple, Director of Fleet, Property and Procurement for Gregory Distribution, says: "We put our first LNG trucks on the road two and a half years ago and the reduction in carbon emissions has been clear to see. There is a growing expectation from our customers that we will support them with their sustainability objectives, and these Volvos are the perfect solution.

"For long-distance haulage, Bio-LNG is one of the most sustainable options on the market today and our drivers have welcomed the transition. Compared with diesel, these trucks offer the same driveability, reliability and service intervals; plus, they are around 50 per cent quieter too – which brings additional benefits from both a driver and delivery perspective."

The FM's have been specified to meet Transport for London's three-star Direct Vision

Standard (DVS) rating – ensuring they meet the minimum requirement to enter Greater London from 2024.

Each FM has been built to a high-specification, with four option packs designed to increase fuel-efficiency and driver appeal. These include Volvo's intelligent I-See predictive cruise control, electrically controlled air-conditioning with sun sensor, remote central locking, twin armrests on the driver's seat, DAB radio, satellite navigation, rain sensing windscreen wipers and static corner lights.

The trucks will be fuelled from a skid-mounted Bio-LNG refuelling facility at Cullompton, with the vehicle's range sufficient to tackle a return journey to the South East. Plans are already in place to install a much larger four-bay station in Cullompton, as Gregory Distribution's biomethane-powered truck fleet continues to grow.

This collaboration between Arla and Gregory is aimed at reducing our impact on the environment and a sustainable reduction in greenhouse gas emissions of about 80%.

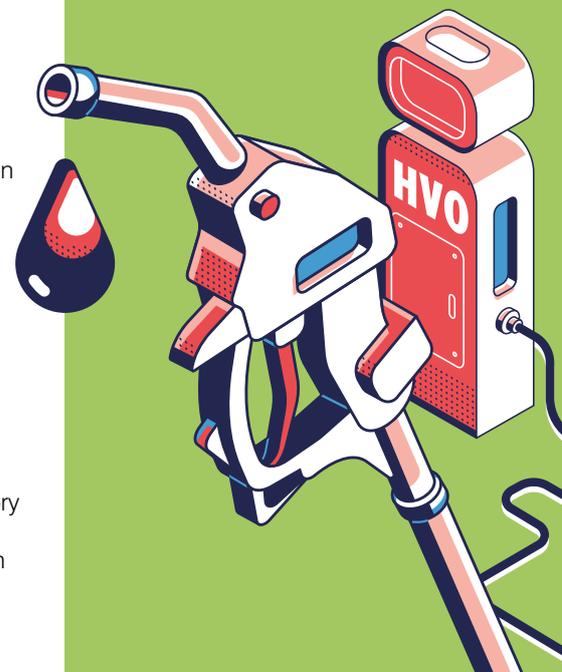
ALTERNATIVE FUELS: HYDROGENATED VEGETABLE OIL (HVO)

In addition to our Liquefied Natural Gas (LNG) tractor units and two new Compressed Natural Gas (CNG) vehicles, we are exploring a number of options with Hydrogenated Vegetable Oil (HVO) fuel.

HVO is a renewable diesel alternative based on recycled vegetable oils and grease waste from the food industry. It reduces greenhouse gas emissions by over 90% compared with diesel. HVO also has the advantage that it significantly reduces nitrogen oxide (NOx), particulate matter and carbon monoxide emissions and it can be used as a 'drop in' alternative in modern Euro VI vehicles without any modifications.

Paul Jefferson, Group Legal, Risk and Sustainability Director said: "As a demonstration of our commitment to reducing our greenhouse gas emissions and supporting our customers in their own decarbonisation targets, we will shortly be implementing a network of bunkered HVO at four of our depots: Bathgate, Coalville, Cribbs Causeway and Cumbernauld. This will include the installation of fuel tanks where required.

"We believe HVO will have a significant part to play in our sustainability objectives and fully expect additional tanks will be added in due course, including at a number of our customers' sites."



Gregory People

Congratulations to ...

Alan Ashman, Warehouse Team Member at Antalis, Bristol. Alan is pictured here receiving his 25 year award from Operations Manager, Steve Brookes.



So Long, Ratty

It is a sad time as we say goodbye to Andy 'Ratty' Robinson, Trunker Driver at North Tawton. Transport Operations Manager at North Tawton, Paul Tipler writes: "Ratty worked for Gregory for 31 years and was a highly popular member of the transport team. As a driver he was in the top 1% every month with zero infringements. Ratty was always helpful to everyone, nothing was too much for him and he will be sorely missed."



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.

A NEW ERA FOR GREGORY AND HISTORIC CHEESEMAKER

In February 2022 Gregory opened the new temperature controlled Barbers Cheese warehouse in Shepton Mallet, located just over five miles from the production centre where quality cheese has been made since 1833.

The warehouse will house 6,000 pallets of cheese as they mature for up to 24 months before being returned to the production facility to be cut, packaged and sold worldwide.

Gregory and Barbers have a long working partnership and this latest 10 year update will remove 230,000 miles (304,000 Kg of CO₂), as well as hugely reducing energy consumption using the new roof mounted chillers. We will also be adding solar energy to the warehouse that will aid our carbon footprint even further.

Special thanks to Craig Blinman, Dave Harris and the Mendip Avenue warehouse team



for heavily supporting and giving up their weekends during the move.

HEALTH+SAFETY MATTERS

SAFETY AHEAD!

We often work in environments where risks exist. One of these areas is in and around curtain-sided vehicles where people can be struck by buckles, straps, curtains or support bars.

Weather conditions can also play a part in increasing these risks and this was never more evident than during Storm Eunice. In response to a number of drivers being struck on the head, even before the storm, we are re-introducing bump caps. These are an effective way of reducing the risk of being injured when tending to a curtain-sided vehicle.

Our pallet network operations have been identified as a key area of focus due to the large number of times curtains are handled throughout the day during deliveries, and



we will be issuing all drivers in these areas with bump caps. Our bread operations have also been identified as a risk area following incidents where stacks of baskets have toppled over or loose items left on top of stacks have fallen off.

By introducing bump caps we are helping to further protect our people by reducing the risk of injury.

THANK YOU TO ANTHONY!

The enthusiasm of Gregory apprentice driver Anthony Moat-Whyte to set up a Gregory Group Photography page on Facebook has paid off.



Truck nut Anthony said: "I originally set up the Facebook group to keep in contact with Hayton Coulthard drivers so that I could photograph their trucks when I travelled up to Scotland. However, since the acquisition of the other companies that make up the Gregory Group the membership has steadily grown, with over 800 members posting photos of their trucks."

www.facebook.com/groups/thegregorygroup