

# into touch

Issue 15 May 2008

## Looking to the future

Michael Hill takes over as  
Chief Executive - page 3



> **Dorset Bound**  
new sand & gravel quarry



> **Happy retirement**  
Farewell Lance & Paul



> **Spotlight on...**  
Aspire Defence contract





Michael Hill

by Michael Hill, Group Chief Executive

#### Dorset Bound

In this issue you can read about the fantastic news surrounding Quarry Products' successful tender to quarry one of Dorset's most significant new sand and gravel deposits. This is a really exciting development for the Group, and is an opportunity to operate and compete in this beautiful part of the country for at least a generation.

#### Well deserved rest...

It's always sad to see people leave the Company for retirement, especially those with many years' service, and this was very much the case as two of the Group's most influential executives over the last couple of decades, Lance Parry and Paul Dixon, left us in February. Read about Lance and Paul on page 4.

#### Many Happy Returns!

This issue also celebrates the 10th birthday of Hills Property Limited, which in that time has constructed some of the highest quality new homes in the region. Read about this as well as some exciting site acquisition news on page 8.

#### Leadership role changes

After 31 years as Group Chairman, Robert Hill, stepped aside at the beginning of April to allow Alan Pardoe and myself to take on the Group Chairman and Chief Executive roles respectively. You can read more about our careers with the Company and our thoughts on the following page.

#### Join the party!

Now that the evenings are longer and summer is around the corner, we hope you can all make it to our live music summer party in July (see page 12) - it promises to be a great night!



The Group recently became proud patrons of the Wessex Association of Chambers of Commerce. The Association represents 15 towns in the region and plays an important role in promoting inward investment into the area, assisting businesses and providing an influential link with Government and Local Authority bodies. Group Chief Executive, Michael Hill, and Group Chairman, Alan Pardoe, receive their patron's plaque from the Association's Honorary Patron, the Marquess of Bath.

## Recommend a Friend Bonus

During March all employees were informed of our new "Recommend a Friend Bonus Scheme" which entitles you to receive £250.00 when you introduce a friend to The Hills Group Ltd or subsidiary company.

Certain conditions apply as detailed on the policy, the main conditions are: the candidate applying must list a current employee on the application form, both parties must be in employment after 3 months continuous service and the candidate cannot be already known to the Company.

**If you have any queries, please contact Pamela Hunt, Recruitment Co-ordinator on 01672 518952 or email [phunt@hills-group.co.uk](mailto:phunt@hills-group.co.uk).**

## Contents

Comment / Hills News .....	2-3
Retirements .....	4
Quarry Products.....	5
Waste Solutions & Recycling.....	6-7
Hills Homes.....	8-9
Training .....	9
Spotlight .....	10
Hills & the Community .....	11
People News .....	12

## Publishers Note

'Intouch' is published by The Hills Group Limited and is distributed three times a year to employees, pensioners, shareholders and friends of The Hills Group Limited and its various trading divisions.

The Hills Group Limited, Ailesbury Court, High Street, Marlborough SN8 1AA  
Tel: 01672 516999 [www.hills-group.co.uk](http://www.hills-group.co.uk)

Issue No 16 will be published in August 2008; please submit news and photographs (if possible) to Monique Hayes, either to the above address, on telephone (01672) 518941, or via email to [mhayes@hills-group.co.uk](mailto:mhayes@hills-group.co.uk) The newsletter is printed on recycled paper.



Monique Hayes

# All change at the top

April 1st saw the reins handed over to the next generation, when Robert Hill stepped down as Group Chairman and his son, Mike took on the role as Group Chief Executive. Mike succeeds Alan Pardoe, who in turn now takes on the role of Group Chairman. Mike becomes the first family member to hold this position for 25 years.



Seated (left), Robert Hill and (right) Alan Pardoe, new Group Chairman with Michael Hill, Group Chief Executive

As a boy, Robert spent holidays and spare time helping at the Kingshill site, or accompanying his father, Grahame, or his uncles to the different depots and sites owned and worked by the family business. After qualifying as a Chartered Accountant in 1963 in Bristol, Robert spent 6 months with the Company before moving to London and spending a year working as an internal auditor with Hall & Co, a large building supplies firm. In 1965, Robert returned to the Company and was appointed Director and Company Secretary. In 1968, he became Managing Director and later became Joint Managing Director with Don Howard in the early 1970s. Following the death of his father, Grahame, in 1977, Robert then became Chairman and Joint Managing Director until Don's departure in 1983. Robert appointed the then Financial Director, Bob Cass to Group Managing Director, relinquishing the position of Joint Managing Director, and continuing in the role of Group Chairman for another 25 years. 'It's been an interesting 43 years', said Robert, 'and nice to have been around and to have seen it all, both the good times and bad - but especially the good things that have happened in recent years'.

After moving down from Birmingham with his parents in 1960, aged 10, Alan joined the company in 1970 as an Assistant Management Accountant. In 1972, he was promoted to Credit Manager, and in 1974 to Financial Accountant. In 1978, he became Group Chief Accountant, in

1983 took over from Bob Cass as Financial Director, and in 1992 became Group Chief Executive. Since then Alan has guided the Company through one of the most successful eras of its history, during which the Company has consolidated and enhanced its position as an important regional aggregates producer, become a serious player in the waste management and recycling sector and successfully entered the house building market. "I have been very fortunate to have had the opportunity to help transform the Hills business from an ailing family concern in the 70's to the strongly performing business that it is today. It has been an enjoyable and rewarding experience. It is particularly satisfying that throughout this time we have managed to remain a family business and maintain our individual identity and approach."

After completing a European Business Administration degree in 1991, Mike Hill spent two years working for the accounting firm KPMG, before joining the Company in August 1994 as an Assistant Production Manager in Aggregates, reporting to Alan Mackenzie. In 1995 Mike spent a year working with Mike Webster in Development before moving to Purton as Waste Collection Manager. In 1997 Mike also took on the responsibility for the then recently opened MRF at Compton Bassett until 1999, when he moved back to Ailesbury Court to take up the position of Land and Marketing Manager for the growing property division. Mike

became a Director of Hills Property Limited later that year. In 2003 Mike successfully obtained a Masters in Business Administration (MBA) from the University of Bath and became Company Secretary and Director of all the subsidiaries, taking over the Group HR function and establishing a much needed IT department. Mike subsequently became Director and Company Secretary of the new operating group company and Hills UK Limited, the holding company, last year following the group restructure. "It's a great honour to be given this responsibility," Mike said with reference to his new position. "I feel as if I have been asked to look after and protect something almost priceless and that is what I will do my best to do."

"This is a special company that has that unique trait of having what can only be described as its own personality. We have become a lot more introspective and self critical in recent years, looking at the way we do things, highlighting our weaker points and working towards improvement in those areas. This is a good thing and should be a never-ending process. I see this Company becoming ever more capable to grow and adapt internally to the fast changing environments and markets in which we operate externally. I am convinced this can be done without losing that personality or the values that we hold. I have no doubt that the future will be both challenging and interesting, but it will also be enjoyable!"





Paul Dixon and Lance Parry

# Lance Parry AND Paul Dixon

**In February the Company said farewell to two of its most influential servants over the last couple of decades, Lance Parry and Paul Dixon.**

Lance joined the Company in June 1976 as Sales Manager in the Building Supplies Division. During the 80's Lance held several directorship positions within Building Supplies and in 1990 he became General Manager of the Property Division. Lance led the Group's entry and subsequent growth into the residential development sector, whilst at the same time overseeing the management of the Group's property portfolio. In 2005, Lance stepped aside to allow Nick King to take over as GM and took on the role of Special Projects Director. Lance's time since then has primarily been taken up dealing with the complex planning negotiations and project management involved with the proposed MBT (Mechanical Biological Treatment) Plant - a milestone project in the Group's history, both in terms of significance and potential investment value.

Paul joined the Company in September 1982 as Sales Manager for Hills Aggregates Limited and was promoted to Sales Director in 1988. In 1992 Paul became Director and General Manager of both the Aggregates and Waste Management activities, and played a big role in winning the Wiltshire County Council Waste Contract in 1996. Paul oversaw 15 years of significant growth in performance before stepping aside in 2005 to allow Mike Webster and Alan Mackenzie to take over as General Managers of the Waste and Aggregates activities respectively. Paul then set-up from scratch and ran the Concrete production activity. This new operation has exceeded all performance expectations and produces a concrete of unrivalled quality. Paul and his team obtained the quality standard QSRMC at first time of asking after only a few months in operation - a very rare achievement in this industry.

Many attended the farewell drinks held at Marlborough Golf Club in February including colleagues and shareholders to thank both Lance and Paul for their huge contribution over the years.

Robert Hill spoke about their time at the Company saying, "they have both been great friends over the years and I am very grateful for everything they have done, and we shall all miss them a lot."

Before presenting them with their farewell gifts, Alan Pardoe thanked them for their invaluable contribution and commitment throughout his period as Chief Executive, and wished them a long and happy retirement.

"We have enjoyed a successful time," Paul told the gathering, "especially since 1992 when we had to role our sleeves up and get stuck in. It has been due to the great effort from many people, not just me. I would like to thank everybody who has helped me over the years." Always a practical man Paul has since launched himself into some serious DIY (mainly for his daughter), is spending more time on the golf course and is hoping to travel around Europe more with his wife Sue.

In his farewell speech, Lance recalled that, "things were slightly different when I joined the Company - inflation was at 17% and we had pay reviews every 3 months. It was the hottest summer on record and the Government appointed a Minister for Drought - and immediately it rained! But this Company has weathered all the bad times, because it is a wonderful firm to work for and owned by a great family, who have let us get on and run this Company! I wish the next generation all the best for the future." Lance informed us that he will have no problem filling his time with more frequent visits to Western Australia, photography, motorcycling and seeing more of his grandchildren Natasha (3) and Matthew (1) with his wife Mich.

**May both Paul and Lance have a happy and well earned retirement!**



Jan with partner Wallace

## Jan Nadin

Jan retired at the end of January after nearly 27 years' service to the Company. She joined in April 1981 as an Administrative Assistant at South Cerney followed by a promotion to Traffic Controller several years later. She was promoted again in 1986 to Transport Supervisor based at Purton, and moved to be based at Barton Court, Kintbury, in 1989 reporting to Peter Moore.

Jan stayed at the Kintbury Depot until she retired and her lilting Scottish accent became familiar to many customers over the years, a number of whom sent her cards wishing her well for the future and thanking her for the great service that she has provided them over the years.

The Directors and her previous and current managers were also able to thank Jan at a lunch held in her honour at The Bell at Broad Hinton.

**Happy Retirement Jan!**



Graham and Kate Vanstone

## Graham Vanstone

Graham Vanstone retired in January after serving the Company for nearly 9 years as Project Manager. Graham was instrumental in designing and project managing the construction of many new facilities throughout the Group, ranging from Household Recycling Centres (HRC's) to concrete plants.

Graham was a total professional and always willing to lend a hand when needed - especially when it came to producing detailed technical drawings and using 'Photoshop' to create the exact image required.

The Directors were able to thank Graham at a lunch held at Coles Restaurant in Marlborough, where he was accompanied by his lovely wife, Kate.

# Quarry Products

## secure significant new sand and gravel site in Dorset

Hills Quarry Products Ltd have successfully tendered and gained the rights to extract and return to agriculture the mineral reserve at Woodsford Farms, Dorset. The site is located 6 miles east of Dorchester near the village of Crossways.

The development is to establish a new mineral processing plant and associated concrete plant with ancillary activities south, east and west of Woodsford village. Four million tonnes of sand and gravel will be progressively extracted from approximately 150 hectares with restoration to principally agriculture taking place on a progressive basis. The overall life of the development will be around 20 - 25 years.

### Site Preparation and Development

The development falls into two parts. The plant and associated operations including the access will be active throughout the period of the development. This comprises the western area of the site where the plant and operations are located. The other part is the mineral extraction and restoration phases which are transitory and progressive as once the minerals have been extracted the area will be rapidly restored using soils from within the site.

Considerable early planting has been carried out in the locality in order to provide increased visual screening to the operations. The works comprised extensive planting of hedgerows along the roads and field boundaries in the locality as well as strategic blocks of woodland.

Before the plant and associated operations can be developed the area has to be prepared. The principal activities are the removal of the top and subsoil which will be used to create environmental bunds to provide protection throughout the period of the operations. The access to the development will be from the south west corner of the site, a

new entrance being constructed onto the Crossways to Dorchester Road with an internal hard surfaced road which will link the access to the plant and operations area.

The plant and operations area is in the north west part of the site. This area is well screened through landform and existing hedgerows. The ground level will be lowered as part of the site preparation works. Environmental bunds will be constructed along the north eastern and western boundaries to further provide visual protection. To the south east of the plant site will be an area where the 'as dug' material is temporarily stockpiled prior to being fed to the processing plant.

Processing of sand and gravel requires water in order to separate the particles and to ensure they are clean. The water is recirculated although it requires settling before it can be reused. This is achieved by a series of small ponds through which the water is passed, the last pond containing water that is suitably clear for processing. These ponds are located to the south west of the plant area as shown on the plans.

The existing landscape is one of open agricultural land comprising 5 or 6 large fields divided by clipped hedgerows. During the development the landscape will change as workings progress across the site. The restored landscape is considered to be an improvement from the large open fields with well clipped hedgerow that existed before the early landscape planting was carried out.



Pictured outside Ailesbury Court after signing the final agreement are (left to right) Michael Hill, Chief Executive, Alan Mackenzie, Divisional MD Quarry Products, Alan Pardoe, Group Chairman, Rev John Paul and Wyatt Paul, landowners of the Woodsford Farms.

### What Woodsford means to us...

*Alan Mackenzie, Divisional Managing Director - Quarry Products:*

"This is probably the largest mineral reserve the Company has secured and it gives both the division and the Group a great opportunity to expand into a new area. We look forward to the challenges ahead in order to achieve the high standards our family company has a reputation for."

*Peter Andrew, Business Development Manager - Quarry Products:*

"This allows us to not only provide an improved product range to our existing customers, but also to increase our customer base across the region. Since winning the site we have already received a number of expressions of interest from both contractors and builders merchants to purchase materials and this bodes well for the future".

*Mike Hill, Group Chief Executive:*

"This is a hugely significant development for Quarry Products and the Group. If everything goes to plan, this site will produce an important profit flow in years to come without affecting or cannibalising sales and profits from our existing sites, which so often happens when new operations are opened in the same geographical area. Alan Mackenzie and his team should feel very proud of themselves for all the hard work they put in to secure this site."

### The site layout





# We're on the airwaves



It is not often you hear of waste management and a radio broadcast in the same breath, but never missing an opportunity to be in the limelight the Hills' Sales and Development Team recently joined forces with local radio station GWR FM to promote workplace recycling to businesses in Wiltshire.

Steve Palmer, Sales Representative, and Richard Bond, Key Account Manager, accompanied the 'GWR Black Thunders' as they cruised the streets in the County visiting local businesses, removing their recyclable office waste and leaving behind 'goodies' promoting the Hills Mixed Recycling Service.

"We had a lot of fun during the week showing businesses just how easy it is to recycle at work. It was also a positive and unique way to promote the Hills' services," said Steve Palmer.

*Steve Palmer (far left) with the GWR Black Thunder team and lucky listeners who took part in the promotion.*

## Useful contact numbers and website information

### Group website

[www.hills-group.co.uk](http://www.hills-group.co.uk)

### Hills Homes

[www.hills-homes.co.uk](http://www.hills-homes.co.uk)

### Human Resources Dept

01672 518924

### IT Help Desk

01672 518932

### Confidential HOTLINE

0800 328 4735

(for reporting suspicion of fraud, theft or health and safety breaches etc)



## Hills expand collections into the South West

As part of the expansion plans for the commercial collections division of Hills Waste Solutions trade waste and mixed recyclable collections have begun in Bristol and South Gloucestershire. The collection service for the area has been launched off the back of securing a 3 year contract with Bristol City and South Gloucestershire Primary Care NHS Trusts.

The two contracts give the division an established collection round in the area for 95 trade waste collections and 285 mixed recyclable collections per month. To support the new business and our growth prospects in Bristol a new Sales Representative will be recruited, the position will initially report into the County Park office and will eventually be based in Bristol once a new waste collection depot has been established.



# Filming with Envirowise

...from radio to the silver screen! Hills recently teamed up with Envirowise to create a short film demonstrating the true cost of waste collection and disposal in the construction industry.

Envirowise offers UK businesses free, independent, confidential advice and support on practical ways to increase profits, minimise waste and reduce environmental impact. The aim of the film is to encourage the construction industry to segregate their waste streams and ensure they are not disposing of recyclable materials.



In addition to providing the truck and skips for the shoot, Hills also laid on the perfect location and backdrop - our own Hills Homes construction site at Ermin Gate in Swindon. Budding actors Julian Cope, Commercial Manager, (as 'man with clipboard') and Mike Hill, LGV Driver, (as 'man in truck') were on hand to provide the human element to the film.

It was a long day and lots of fun as the crew filmed the entire disposal process from skip delivery to collection and everything in-between.

*Julian Cope (middle) and Mike Hill (truck driver) get a taste of what it's like to be film stars!!*

## Hills secures contract at RAF Lyneham

After a lengthy bidding process, Hills Waste Solutions were awarded a 4-year waste management contract (with a further three year option) with Serco Defence Services at RAF Lyneham from the 1st April 2008. Proof of being able to deliver a reliable service to the previous facilities management company, together with the introduction of our mixed recycling bins, ensured that Hills were well placed to secure the Serco contract.

The service we provide covers management of all waste produced onsite including hazardous, medical and recyclable waste streams and will require one hundred and fifty containers to be serviced three times a week.



### Welcome home!

Alan Curtis, LGV Driver at Lower Compton, has returned safely from Afghanistan. We caught him on film at his Salonika Company's Medal Parade held at Brock Barracks in Reading earlier this month.



**The Hills shopping bag has been on holiday again ..... this time to Majorca with Julie James, Secretary, and her partner Sean Morrissey.**



# 10th Anniversary Celebration...

**T**his year Hills Property Limited celebrates its 10th anniversary. Originally conceived by Lance Parry, it started business in its present form on 1st January 1998 with the merging of County Homes and Olivemead Developments.

Projects underway at that time included Manor Farm at Winterbourne Bassett and Parsonage Farm at Collingbourne Ducis both small choice developments, over the years many more have followed.

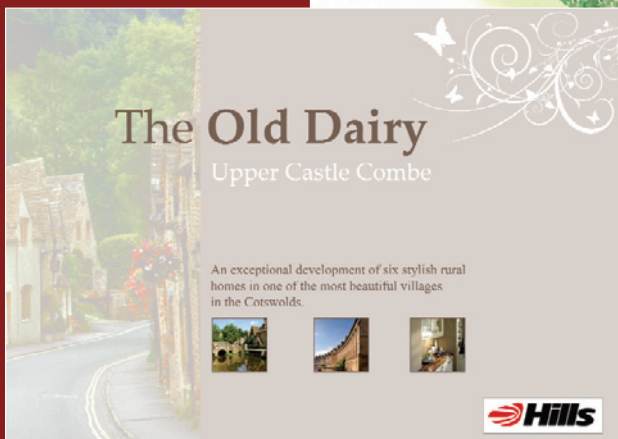
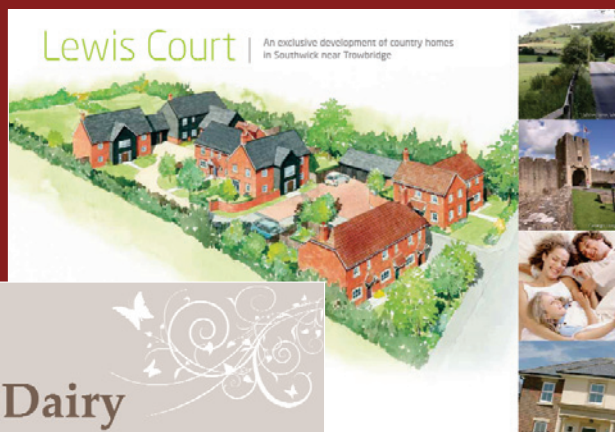
We managed to collect most of the original perpetrators in Marlborough for a photo before Lance flew off to sunnier climes at the start of his well earned retirement from the Group. Remaining from the original team are Bob Sparrow, Nick King, Dave Bevan, Colin Woodhouse, Dave Law, Jan Pearce, Paul Rolfe and Tony Brown.

Nick King, the present Divisional Managing Director commented that, "In the last ten years we have tripled our staff to more than 30 employees and completed 22 of our own developments together with completing over 20 projects for a wide range of clients. We can all feel rightly proud of what we have achieved so far and look forward to many more exciting projects to come. This last ten years has certainly been an exhilarating phase of my own career."

*Pictured from left are: David Law, Quantity Surveyor, Nick King, Divisional MD Property, David Bevan, Finance Director, Lance Parry (retired), Bob Sparrow, Production Director and Colin Woodhouse, Development Manager.*



## New sites



Hills Homes launched two new sites onto the market in January: the Old Dairy in Upper Castle Combe and Lewis Court in Southwick near Trowbridge. They are both smaller sites consisting of 7 and 9 plots respectively.

For further details check out the Hills Homes website: [www.hills-homes.co.uk](http://www.hills-homes.co.uk) or contact Fiona Lawson on 01672 518944.

## Future growth

After many months of negotiation and legal due diligence Hills Property have added a considerable number of plots to the landbank for future development with the acquisition of Station Road, Calne, a former industrial site with planning consent for up to 115 dwellings and the more recent acquisition of 6 smaller development sites, all with detailed planning consent, from another developer.

"These recent site acquisitions together with other sites starting shortly give us somewhere in the region of 250 plots going forward and are an important springboard in our growth plans," commented Nick King, Divisional MD of Hills Property Ltd.



## Profile on...

# Allan Ramsay, Site Manager

Allan Ramsay joined Hills Property in November 2006 to take on the challenge of building 69 affordable housing units at the old Princess Margaret Hospital site in Swindon, now known as Angels Ridge.

He has worked in the construction industry since first joining A J Spackman in 1988 as a trainee solid and ornamental plasterer. Alan has continued his training and education throughout his career and his qualifications include Licentiate of the City & Guilds of London Institute Senior Construction Award; BTEC Higher National Certificate in Construction Studies; CIOB Certificate in Site Supervisory Studies; CITB Site Managers Training Scheme; CITB Construction Skills Certification Scheme Site Managers Platinum Card; and Qualified First Aid Certificate.

Prior to joining Hills Property Alan has previously worked for Gleeson Homes, Kings Oak, Bryant Homes & Galliford Homes.

Despite enjoying the dangerous sport of riding road and off-road bikes and entering the odd Enduro (distance racing off road), his burning ambition is to conquer his fear of flying!

Nick King, Divisional Managing Director, commented, "Alan is a real credit to the Company, his wry humour mixed with a conscientious approach makes it a real pleasure to visit his site. His attention to detail in terms of quality, health & safety and site organisation is first class."



On site at Angels Ridge with (left to right) Graham Guppy, Site Labourer, Julie Bailey, Assistant Site Manager and Tom Braine, Skilled Site Labourer.



Getting to grips with the site drawings and....



.....sharing a joke with Julie Bailey.

## Recruitment Interviewing & Selection Training

In the past few months 35 managers were put through their paces when they attended the Recruitment Interviewing and Selection Training course.

In addition to ensuring a consistent approach to recruitment and selection, the course objectives were to:

- understand Hills' recruitment process and procedures
- develop questioning skills
- understand and develop competency based questions
- increase understanding of the impact of employment law on recruitment
- understand the questions you can and cannot ask

"As the Group continues to grow the successful selection and recruitment of quality employees is key to our future success and prosperity. Personally, I feel attendance on the course will help recruiting managers bring much needed consistency, transparency and equality to the whole selection and recruitment process to the benefit of potential employees and the Company alike," said Nick King, Divisional MD of Property.



Course presenter Anthony Donovan (standing) with (from left) Bob Tapp, Operations Support Manager and David Bevan, Finance Director, and below Martyn Parfitt, Recycling Team Manager,



Spotlight on...

# the MOD Aspire Defence contract in Tidworth

A professional approach to problems encountered and a positive attitude has won the Waste Solutions team at our Tidworth site the 'Safety and Environmental Best Trade Contractor' award for Jan 2008.

The award was presented to site staff by Paul Dempster, Managing Director of Aspire Defence Capital Works (ADCW) and is testament to the Hills' staff hard work and determination over the past two years. Mark Scarlett, LGV Driver, also collected a personal award for Health and Safety together with a cheque for £100.



*Still smiling - despite tough conditions on site*

## Background

The contract to deal with the waste produced on 'Project Allenby / Connaught' which is being delivered by Aspire Defence (a joint venture between KBR and Carillion) was secured by Hills Waste Solutions in 2006. The joint venture is improving the living and working accommodation across the Garrisons of Salisbury Plain and Aldershot through a 35 year contract.

Waste generated at these sites was initially placed in skips and transported by road to our Barton Court Transfer Station for sorting and recycling, however, in 2007 the Aspire Defence Transfer Station was opened at Tidworth Garrison and all waste emanating from the project is now tipped and sorted on site.

## Our People on site

Day to day operations on the site are handled by Mark Dumelow, Site Supervisor, Mark Scarlett and Mark Dautre, LGV Drivers and James Anderson, Plant Operative. Ensuring the entire contract runs smoothly is Nathan Carr, Depot Manager. "Due to the nature and remoteness of this site it would have been quite easy for the staff there to sit back and let the project run its course but this has definitely not been the case," commented Nathan. "They have thrown themselves into the role, often going the extra mile when asked. This positive attitude has not only earned them the trust and recognition of the site managers, but also the respect of the environmental and health and safety teams involved in the project."

## The Operation

With great emphasis on health and safety, service and environmental issues, Hills have worked very closely alongside Aspire Defence to ensure that these requirements have been adhered to and that the site operates within strict guidelines. To date the transfer station has been fully compliant and this is again all as a result of the ongoing efforts of the staff involved.

Skips are collected from the build areas on each site and then tipped into the transfer station where they are hand sorted and any recyclables are recovered and reprocessed. As the transfer station is located on higher ground to the north of Tidworth camp it is very exposed to the weather. Despite being partially covered, our staff often find themselves sorting waste in the open. "The summer months can be just as bad as the winter ones," explains Mark Dumelow, "as we have to contend with dust created by the huge dumpsters constantly tipping in the adjacent crushing area." Adverse conditions have clearly not deterred the staff from doing a great job.

## The Results

To date the Aspire Defence Transfer Station has processed 15,507 cubic metres of waste and has managed to recycle 73 % of all waste produced by removing plasterboard, cardboard, polythene, timber, metal, rigid plastic, brick/block rubble and all hazardous items from the waste stream.



Depot Manager Nathan Carr with the 'Safety and Environmental Best Trade Contractor' award



A delighted Mark Scarlett with his Health & Safety award



Mark Dumelow, Site Supervisor



Mark Dautre, LGV Driver



James Anderson, Recycling Operative





# Hills donate van to CARS

CARS (Chippenham Aluminium Recycling Service), based at the Middlefield Centre in Chippenham, are to be proud owners of a new recycling van which has been donated by The Hills Group.

*Mike Webster, Divisional MD Waste hands over the keys to the van to Hazel Matthews, Employment Support Manager for Wiltshire County Council Social Services.*

The much-needed van will be used to ensure that aluminium foil, recycled by Wiltshire households via the kerbside collection scheme, is transported to the Middlefield Centre, where it is sorted and baled, and then sent to Alupro for reprocessing.

Hazel Matthews commented, "This recycling project has been an opportunity for those individuals who attend Middlefield to participate and contribute to something of real value. Recycling is high on everyone's agenda, both in the community and on a global basis. This initiative has promoted a real sense of community involvement for those engaged in and living around the Middlefield area."

The success of the project has been attributed to Wiltshire residents who support the kerbside recycling scheme and place clean aluminium in separate bags into their kerbside recycling boxes. The boxes are collected and sorted by Hills as part of the waste management contract with Wiltshire County Council.

"The Hills Group has supported CARS for a considerable time now and with the increase in recycling efforts by residents of Wiltshire we have seen a rise in the volume of foil available for the scheme," said Cliff Cater, Recycling Promotions Manager for Hills. Recycling aluminium foil and cans saves 95% of the energy used to make new aluminium, thereby saving natural resources as well as reducing litter and waste. In fact, 75% of all aluminium ever produced is still in circulation.

Ruth Meeke, Programme Manager for Alupro which processes the recycled aluminium, said, "Alupro has supported the CARS recycling project from its inception in 2003. It is an excellent project, made successful by all parties working so well together - the clients at CARS sort and bale the foil to the highest standard. The project has grown year on year to the successful recycling project that it is today."



*Alan Pardoe, Group Chairman (right) receives the Corporate Member plaque from WWT Chairman, Perry Chadwyck-Healey*

## Wiltshire Wildlife Trust - Corporate Membership

The Group has been a long and proud supporter of the Wiltshire Wildlife Trust, and recently received its 'Corporate Member - Champion's Level' plaque in recognition of this.

"The Trust is probably the most pro-active and best run wildlife trust in the country," said Mike Hill, Group Chief Executive, "and has made a huge and essential contribution to promoting, protecting and rebuilding biodiversity across Wiltshire."



## It's all for Charity

- Staff at our County Park offices (Waste Solutions division) each pay £1 a week each to participate in 'Dress down Friday'. They raised £134 for their nominated charity 'Dreams come True'
- In place of sending Christmas cards to work colleagues last year, head office staff collected £154 which was then split between their 3 nominated charities - Prospect House, SANDS (Stillbirth & Neonatal Death Society) and Exeter House School in Salisbury.
- A team participating in the Salisbury Plain Winter Mountain Bike Challenge for Epilepsy Action secured a £100 sponsorship by completing the race and wearing Hills branded shirts for the event.

## Marlborough RFC jersey conquers New York!!

It appears that wearing the Marlborough RFC jersey which is sponsored by Hills can attract a lot of attention, even if the jersey is the slightly older version. Jim Johnston, a training facilitator who has run a number of courses for Hills, explains the circumstances he found himself in during a trip to New York.

"I recently delivered training in New York and wore my Hills rugby jersey on my first day which, as a free day, I planned to spend in the city. I was actually staying in New Jersey, about an hour outside the city, and when I went for breakfast it took less than a minute for the guy next to me to comment on the shirt. It led to a wide conversation between me and about 20 guests about Hills, Marlborough, the game of rugby and 'how cute my accent was'!"

"Happy, I wondered off to the train station to catch the New Jersey transit into NY Penn station. The conductor on the train admired the shirt and offered me \$100 for it, but I declined. Across the day people in restaurants, on the Staten Island ferry and even a cop outside the Empire State Building admired the shirt and wanted to know all about it.

"After five days' training I had my final day in New York, and wore a plain tee-shirt. The conductor on the train remembered me and asked about the shirt, but apart from that not a single person spoke to me - other than the usual 'have a good day'. So there you have the power of the Hills rugby jersey. I had no idea the effect it would have, but it certainly enhanced my trip and I have managed to be a moving advert for Hills - maybe you should set up a New York division!"



## Where is it now?

Thank you to Mr Newton of Hungerford, who recently wrote in to tell us that the FWD (four wheel drive) lorry which was owned by Hills in the 1920's and used to deliver bulk supplies of bricks, was recently sold at auction for £8,200 after being in storage for over forty years!

The new owner from Bridgmouth in Shropshire possesses a considerable collection of cars, lorries, steam engines and fairground rides and equipment - all of which have been restored to 'as new' condition. Restoration work is currently being carried out on the FWD and the new owner intends to exhibit it and take part in the London to Brighton historical commercial run.





## Group Appoints Facilities Manager

The Company welcomes Texan-born Ed Pollard, who recently joined in the new position of Facilities Manager. This position is the amalgamation of the vacancy created by Project Manager Graham Vanstone's retirement and the growing need for an expert to support the maintenance and supply of common services to our many sites.

Ed has joined the company to help provide a safe and comfortable working environment for all of the Hills site locations. As an experienced facilities manager, he is accustomed to dealing with both strategic and tactical issues that arise in maintaining a dynamic working operation on a day-to-day basis, especially in the areas of our security and safety.

He will also be responsible for vetting and managing the support services necessary to maintain the quality of facilities in which we all would enjoy working. This will mean monitoring the performance and cost-effectiveness of each contractor, supplier and service provider, dealing with building fabric areas such as cleaning and critical equipment maintenance (i.e. lifts, boilers, control systems, lighting, etc.) as well as the more common areas such as office furniture, equipment, relocations and stationery supplies.



## Time to party!

Look out for your invitation to the Hills Summer Festival '08 which will be posted at the end of May. The festival, which is open to all employees of the Group, will be held in the grounds of Purton House in Purton, near Swindon, on Saturday 5 July. This year the event will be for adults only.

We have lined up an exciting selection of live music to keep you entertained throughout the evening along with a number of other attractions to cater for all tastes. In true 'festival' style, you are welcome to bring your tent along and camp in the grounds for the night. We look forward to seeing you there!

Enquiries can be directed to Monique Hayes, Communications Officer on 01672 518941 / [mhayes@hills-group.co.uk](mailto:mhayes@hills-group.co.uk)



Pictured at the recent Management Dinner held at Alexandra House, in Wroughton, near Swindon, are Henry Newbery, Area Site Manager, and his fiancée Kate Jones receiving their prize bottle of champagne. Henry managed to accumulate an impressive \$1,700 to make him the 'gambling' winner on the night. Live entertainment was provided by 'The Brit Pack' who with their smooth sounds, recreated the glamour and glitz of the Swing era.



Hills' staff got together at the end of last year for an evening of tenpin bowling and 'refreshments'. The overall winner was Richard Swatton (circled), Sales Representative - Quarry Products.

## Welcome

A warm 'Hills' welcome to the following employees who joined the Company between 1 Nov 2007 & 31 Mar 2008:

**Neil-Ben Yates-Elliott**, Kerbside Loader  
**Barry O'Connor**, Kerbside Loader  
**Andrew Wils**, Kerbside Loader  
**Colin Vines**, Kerbside Loader  
**Garry Sandford**, Kerbside Loader  
**Dave Connot**, Mobile Plant Operative  
**Charlie Moss**, Driver's Mate  
**Jon Dobson**, LGV Driver  
**Thomas Braine**, Skilled Site Labourer  
**Hellen Rich**, Trainee Credit Control Clerk  
**Jon Robinson**, Chargehand  
**Ivan Purnell**, Kerbside Loader  
**Steve Taylor**, Kerbside Loader  
**Keith Smith**, Kerbside Loader  
**Steven Punter**, Mobile Plant Operative  
**Michael Fisher**, LGV Driver  
**Andrew Pilson**, LGV Driver  
**Daniel Coadwell**, Kerbside Loader  
**Jason Payne**, Kerbside Loader  
**Adrian Dunn**, LGV Driver  
**Adrian Reeves**, Mobile Plant Operative  
**Peter Coles**, Recycling Operative  
**Pawel Rosa**, Recycling Operative  
**Roger Essex**, Operations Supervisor  
**James Anderson**, Recycling Sorter / Machine Operative  
**Omer Kaymak**, Recycling Operative  
**Anthony McCraith**, Maintenance Repair Person  
**Julian Cope**, Commercial Manager  
**Matthew Cutler**, Kerbside Loader  
**David Moody**, Kerbside Loader  
**Allan Coombs**, LGV Driver  
**Gary Iles**, Mobile Plant Operative  
**Colin Gibbon**, LGV Driver  
**Christopher Lovelock**, Kerbside Loader  
**Clyde Robertson**, LGV Driver  
**Edgar Pollard**, Facilities Manager  
**Stewart Moroney**, LGV Driver  
**Glenn Horsell**, Site Labourer  
**Tom Clifford**, Kerbside Supervisor  
**Wayne Parker**, Recycling Operative  
**Jackie Nettleingham**, HR Officer  
**Andrew Grey**, Administrator  
**Richard Mander**, LGV Driver  
**David Langford**, LGV Driver  
**Steven Barby**, Recycling Operative  
**Shaun Byrne**, Quantity Surveyor  
**Marc Culliford**, Recycling Operative

## New arrivals

Congratulations to Marie Hancock, Accountant, and Paul Newsome - a baby boy, Finley, born on 25 March.

