

intouch

Issue 16 September 2008



Flying High

Showcasing our operations - page 4



> **Dave Bevan**
Celebrates 25 years' service



> **Summer party**
Music Festival



> **Edward Davis Hill**
in memoriam



Michael Hill

by Michael Hill, Group Chief Executive

Farewell Ted

It was with great sadness that many of us paid our respects in July to Ted Hill, older brother to Robert and Richard and grandson of the Company's founder. The memorial service was held on an aptly glorious day of sunshine and was followed by a celebration of his life that he would have been proud of! I have many happy memories of Ted, especially of spending summer holidays helping him on the farm at Barton Court with my brothers. It was also Ted who encouraged me to enter the family business, so for that, I thank him. You can read my father Robert's touching but amusing tribute to Ted on the opposite page.

Testing times

We have been forced to scale back our house building operation due to the dramatic downturn in the housing market caused by the 'credit crunch' and resulting lack of mortgage availability. As a consequence we have sadly had to let go of a number of valued employees in the Property Division, which is not a decision that a company such as this has taken lightly. However, on behalf of the Company and the shareholders, I would like to thank those leaving for everything that they have done for us, and wish them all the luck and success for the future.

Eventful Summer

On a lighter note, you can read about a variety of events that the Company has been involved with, however there are two that really stand out. The hugely successful open day that the Waste Solutions division held at Lower Compton gave guests a real understanding of our recycling and disposal operations both from the ground and the air! (see page 4) The other was this year's Summer Party which took place as a music festival in July. The inclement weather was not able to prevent a fantastic night of dancing and fun! (see page 14)

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Edward (Ted) Davis Hill

11th November 1931 - 4th July 2008 - a tribute by Robert Hill

Any of you who met my brother Ted during his 76 years will, no doubt, agree with me that he was a person somewhat larger than life - although if you study the picture of Ted in his youth you will see then he was more akin in size to someone that had spent several years in a POW Camp! However, an agricultural life corrected that in no uncertain terms.

Having returned from Cirencester Agricultural College he ran the Company's farms, which we had purchased for the sake of either sand, gravel or clay at Calne, Kintbury and Purton. This was a hard task as these farms whilst they may have had excellent mineral resources, were not necessarily - both in size and type of land - those, which could be termed naturally profitable.

Ted married Pat and finally settled at Barton Court Farm, Kintbury where he concentrated on fairly intensive dairy farming. In the 80's he decided that he had had enough of 5.00 am milking (his own term for this was somewhat more explicit) and concentrated on the excellent shooting and fishing facilities at Barton Court, which he built up very successfully.

In his 30's he took up the sport of Bowls and played at Westlecot in Swindon but - in the main - Hungerford. I had the pleasure of partnering him to win the Westlecot Pairs on two occasions but his bowls career was destined to be in Berkshire where he represented the County on numerous occasions and finally was made County President in 1987.

He was a great brother and companion to both Richard and myself, though he treated us very much as younger brothers who needed several stern lectures on numerous occasions - whilst at the same time giving us total support.

Life will not be the same for any of us without Ted being around but he has left us with very happy and amusing memories - as you may gather from the picture of him at a shareholders meeting in Venice some years ago.

Right: Ted in his early twenties
Below: Sporting his boater in St Mark's Square, Venice



Ted the Poet...

Ted had an extraordinary talent for writing amusing rhyming poems, and on many family and company gatherings he entertained those present with his lyrical creations. One of the most memorable was delivered at the shareholders' Centenary Conference held in Thurlestone, Devon in 2000:

*For the Hills we thank thee Lord
And for the workers and the board
The Dividends our lives Enhance
With holidays in Spain and France
We are so lucky, this generation
We thank our forbears without hesitation
Without their ideas, acumen and sight
All these things could just be 'might!'
One hundred years since it's foundation
From hauling coal ex Rushey Platt Station
To clearing rubbish produced by this nation*

*So many things this firm has done
And all the while their skills they hone
Through two world wars, times have been hard
And centred mainly on Kingshill Yard
From bricks and blocks, gravel and sand
And sales of very profitable land
There was the sale of bottled gas
After Handy had been put to grass
B.P. took on this little earner
And Hills moved up another burner*

*Into houses now, the upmarket kind
And other things they had in mind
From horses to steam and rubber tyres
And bricks that were burnt by coal fed fires
In Purton kilns where they'd been laid
To rebuild London after many a raid
To Grandpa Hill and your four sons
Who pugged the clay and shovelled tons
Of gravel and sand and other grit
Down to your Grandsons who transport *#*#!!*

*To fill the holes that once held clay
It is only right for us to say
Thank you for working in such a way
That our tomorrow stems from your yesterday
And may our children surely learn
That their future lies in this concern
And that defying all other ills
There is no greater firm than Hills*

Waste Solutions

showcase their operations



Above: Waiting to take that all important helicopter flight.

Inset: View from the helicopter of the Lower Compton site

Perfect sunshine was definitely a contributing factor to the resounding success of the Open Day held at Lower Compton during May when the waste division hosted some 70 guests to tour the site and experience the many operations first-hand.

It was clear from comments made by the visitors that this 'one off event' could become a regular opportunity for the waste team to demonstrate the professional way in which the site is managed and raise Hills' profile in the industry to win further waste contracts.

Visitors were treated to a tour of the Lower Compton site which included the MRF and picking lines, woodchipping and composting, landfill operations and the skip sorting area. For those brave enough to try there was also an opportunity to 'drive' a Volvo 360 excavator and a small Terex dumper - both kindly supplied by T H White for the day. The highlight of the day was provided by Nick Bailey of Bailey Employment Services Ltd who took each guest on a short helicopter flight to view the site from the air.

Well done to all the staff involved for ensuring that the proceedings went off smoothly and special thanks to colleagues from Volvo, T H White, WCR and Allen Ford for the support they provided on the day.



Top Left: Caroline Sloman, Bids Coordinator (second left) and Alex Marland, Development Manager (far right), with guests at the reception. Top right: Mike Webster, DMD Waste Solutions (left), chats to one of the guests before the tour.

Middle left: Bob Tapp, Area Manager (second right), discusses the machinery that was on show. Middle right: Richard Bond, Key Account Manager (left) chats to guests at the reception.

Bottom left: Transport Supervisor, Simon Pocock (left) was on hand with Nathan Carr, Depot Manager, (right) to deal with any transport queries. Bottom right: John Chapman, Foreman (left), explains the plastic recycling process on his tour of the MRF.



Cliff Carter, Recycling Promotions Manager (left) assists guests with registration



Martyn Parfitt, Recycling Team Manager, explains the gas-to-energy plant



Julian Cope, Commercial Manager (right) with guest



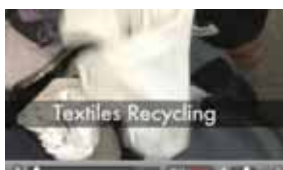
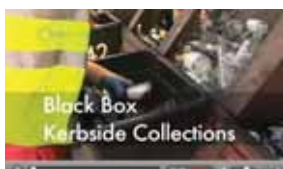
Leslie Baldwin, LGV Driver (left) and Antony Johnson, Kerbside Loader show how the kerbside recycling is collected and sorted



A guest tries his hand at driving the Volvo 360 Excavator

New films

get the recycling message out



Eight specially-commissioned films are set to get the recycling message out to even more people in Wiltshire. The films have been made in conjunction with Hills, Wiltshire Wildlife Trust and Wiltshire County Council. They cover household recycling centres and kerbside black box collections as well as looking at what happens to glass, paper, electrical items, garden waste and tin cans and foil which have been recycled.

The films were shot by a professional production team and include interviews with residents, employees working for waste services in the county, Hills Waste Solutions Ltd and the companies which deal with much of the material sent for recycling. They cover a range of subjects from glass processors in Yorkshire, to a high-tech factory dealing with televisions in South Wales and a centre for recycling textiles in Devizes.

The films can be viewed at both www.hills-group.co.uk/recycling and at www.recycleforwiltshire.com/video.html



Hills win asbestos collection contract with BANES DC

Hills has won a new 3 year asbestos collection contract with Bath and North East Somerset (BANES) District Council, further underlining the company's strength in the hazardous waste collection market.

The asbestos from BANES' three household recycling centres will be collected and disposed of at our Parkgate Farm landfill site.

This valuable local authority contract is the first between Hills and BANES and demonstrates the company's desire to partner with additional local authorities outside Wiltshire.



Hard at work sorting materials are (left to right) Alex Marland, Development Manager, Steve Burns, Waste Operations Manager, Mike Webster, DMD Waste Solutions, Mike Hill, CEO, Ed Dodd, Disposal Team Manager and Peter Moore, Transport Operations Manager.

In June Mike Hill, CEO, and the management team from Waste Solutions went 'back to the floor' and took on the challenge of working at the recently commissioned mechanical sorting facility at Chapel Farm.

The success of the new facility had not been without difficulties and it was felt appropriate to roll up the sleeves and get dirty to experience what the front line staff have to put up with when sorting the commercial

waste delivered to the site. Although the operation was yielding close to an 80% recycling rate, it had become clear that more needed to be done to maintain that rate and improve the quality of material separated for onward processing.

The day started early at 6am with a health and safety brief to ensure there would be no loss of limbs - although at one stage Mike Webster, DMD Waste Solutions, tried to stop a post with

Managers return to the coal face!

his head and, yes, he does bleed! It was hard going but the team managed to work without too many stoppages for tea and comfort breaks.

On a more serious note, the experience has provided the management team with first hand knowledge of the issues which need to be addressed in order to improve the quality of the separated materials.

Tetra Pak recycling comes to Wiltshire

People in Wiltshire are now able to recycle their Tetra Pak cartons at all ten of our Household Recycling Centres (HRCs). Hills, in conjunction with Wiltshire County Council, Tetra Pak Ltd and the carton industry body ACE UK (Alliance for Beverage Cartons and the Environment), started a new beverage carton recycling scheme in July to give residents the opportunity to recycle even more of their household rubbish.

Andy Conn, waste services manager at Wiltshire County Council, said, "People in Wiltshire are always looking at how they can recycle more and I'm delighted that we can give them these new facilities. We looked at how we could introduce a service that would be effective and also financially viable and it was clear that using our HRCs was the best answer."

Every year, UK beverage carton manufacturers produce approximately 55,000 tonnes of paper-based cartons for milk and juices, and increasingly even chopped tomatoes and wine. This equates to around 2.3kg of cartons per household* which could be recycled instead of being thrown in the rubbish bin.

Following collection from the HRCs the cartons will be taken to a regional hub in Swindon until there is enough for them to go the paper mill for pulping. At the moment paper mills in the UK cannot cope with the volume of Tetra Pak cartons so they are shipped to Sweden. Trials are ongoing to establish a UK destination but in the meantime Tetra Pak carbon offsets its sea trips.

Richard Hands, Environment Manager at Tetra Pak Ltd and chairman of ACE UK, added: "Whilst cartons have been successfully recycled in large volumes for many years throughout Europe, the UK has a long way to go. It's therefore fantastic news that Wiltshire is taking a lead by adding cartons to the list of materials collected for recycling and we very much hope that the initiative is successful."

*It is estimated that 54 cartons are used per person per annum in the UK, representing over 200 cartons a year for a typical family of four.

The new Tetra Pak recycling bins which are located at all HRCs

The carton recycling process

Beverage cartons consist of up to three main materials:

- Paperboard (typically 70-90%)
- Low-density polyethylene (typically 10-25%)
- Aluminium foil (about 5%, only in long life or aseptic packages)

The carton recycling process is essentially quite simple. Baled cartons are dropped into a pulper, similar to a giant domestic food mixer, filled with water and pulped for around 20 minutes. This delaminates the packaging, breaking down the package to produce a grey-brown slurry. The aluminium foil and polyethylene are separated from the fibre, which is recovered to make new paper products.

Wood fibres become shorter and lose some strength every time they are recycled, and can only be recycled about five times. This means that there always has to be an input of virgin material into the papermaking process to maintain quality.

Because of cartons' long, high-strength fibres, they reduce the need to buy virgin pulp. In the UK, the recovered fibre is used to manufacture new high-strength products such as paper carrier bags and envelopes. The non-fibre remainder, mainly polyethylene and a smaller amount of aluminium, have been used in other countries in a number of applications including garden furniture, playground design, roofing materials and for energy recovery in municipal incinerators and cement kilns.



Recycling rates rise

Hills' household recycling centres (HRCs) continue to be well used and are regarded as some of the best performing in the country. The first quarter of this year has seen each HRC reach at least a 75% recycling rate every month since May.

The star performer for June was Salisbury HRC with an impressive 83.37% and in July the honours went to Purton HRC with a record 84.76%. Keep up the good work.



Above: John McGrath, contractor, and Roy Williams, Recycling Operative, from Salisbury HRC

Below: Recycling Operatives, Jessie Bunce and Peter Elms, from Purton HRC



Well done!

Henry Newbery, Area Manager (left), being congratulated by Mike Webster, DMD Waste Solutions, on obtaining his WAMITAB Level 4 in Waste Management Operations - Managing Transfer Hazardous Waste.

Support for Sustainability Week

The volume of food we waste each year equates to a staggering 6.7 million tonnes, but of this how many whole tomatoes do we waste?*

This was just one of the questions posed in a competition held recently by Aspire Defence Services as part of their Sustainability Week aimed at raising awareness of environmental issues and addressing how Aspire deals with green challenges on their construction projects.

Hills, in its capacity as waste management partner with Aspire, donated three compost bins and a bicycle as prizes for the various competitions.

*48,000 tons/2.8million whole tomatoes

Right: The prizes.

Far Right: Nathan Carr, Depot Manager(left), Richard Bond, Key Account Manager (middle) and Mike Webster, DMD Waste Solutions have a bit of fun before the prizegiving



Mike Webster pictured with Kate McCaffery, one of the competition winners



New site manager - Chapel Farm

Stuart Knight joined Hills in June this year as Site Manager at Chapel Farm. With 15 years' experience in the waste industry, he is well prepared for any challenges that his new role may bring.

Stuart describes himself as 'a friendly guy who enjoys walking and a little bit of running!' He currently lives in Bristol, but will soon be moving to Faringdon with his young family.



Health & Safety Award

Mark Dautre, LGV Driver, was the deserving recipient of the quarterly Health and Safety Award for July 2008 presented by Aspire Defence. Nominated by site managers, recipients of the award are recognized for their high level of health and safety awareness on site and professional manner in which they conduct themselves whilst working on the Aspire Defence project.



Prospect Hospice

Between the 1st January 2008 and 30 June 2008, staff based at County Park collected £111 for the local Prospect Hospice. Staff pay a donation to 'dress down' on a Friday.

Delia Tucker, Receptionist, and Neil Watts, Transport Coordinator



Senior Management Conference

The beginning of May saw the 3rd Senior Management Conference held in the pleasant surroundings of the Bear Hotel in Hungerford.



Workshop in progress

Day 1

Chief Executive Mike Hill welcomed everybody to the conference especially new attendees. He made a point of praising Alan Pardoe's achievements in his 15 years as Chief Executive.

Apart from reviewing what had been achieved in the previous conferences Mike outlined some of his main objectives going forward:

Shareholders - continue to provide an acceptable return and manage risk on their behalf

Values - maintain and promote the Company's values and its 'personality'

Professional organisation - continue to become more professional in how we operate both internally and externally, we don't have to be global to be world-class

People - continue to improve how we develop and recruit our staff

Safe working environment - providing the safest working environments as possible

Minimise environmental impact - ensure regulatory compliance and minimising the environmental impact of our operations

Group Chairman, Alan Pardoe, presented the Group financial performance for the year ended 30th April and also the financial highlights for the next five years.

Day 2

The following morning the Divisional Managing Directors presented the

highlights and lowlights of the year and their business plans for this year.

The afternoon saw Head of HR, Anne Crosby, and ICT Manager, Martyn Cox, present on their respective functional objectives. Both led workshops to discuss what their departmental priorities should be over the coming year. For HR the priorities included developing a performance appraisal system, revising the grading structure, updating the Disciplinary and Grievance Procedure and producing a Policies and Procedures handbook. The priorities for IT included deploying the intranet and replacing at least three legacy systems.

A constructive and enjoyable time was had by all!



Mike Hill, CEO



Alan Pardoe, Chairman



Mike Webster, DMD Waste Solutions



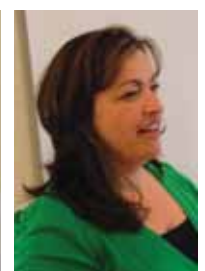
Nick King, DMD Property



Alan Mackenzie, DMD Quarry Products



Martyn Cox, ICT Manager



Anne Crosby, Head of HR

Elegant Ermin Gate

- a feather in our cap

*Sales Advisor, Sue,
at Ermin Gate*



Our lovely Ermin Gate development at Priory Vale is nearing completion, with only 6 three bedroom houses left to sell. Now we can see the finished product, all are agreed that the spacious and elegant layout makes it one of the best sites at Priory Vale.

Five of the available Eden homes are in the tranquil square which is a stones throw from designated open space and the countryside. The last is a semi-detached house overlooking this open grassy area with a sunny south west facing garden.

Sue is the sales advisor on site. Either visit her at the sales office or call her on 01793 723576 to find out what deals we have available for Hills' employees.

Super new homes...

We have just completed construction of our six new homes at Upper Castle Combe. The beautifully finished natural stone homes are highly energy efficient and include solar water heating and rainwater harvesting. Contact our agents Strakers on telephone 01249 652717. A view home is open on Saturdays and Sundays from 11.00am until 5.00pm.



Recommend a Buyer Bonus

Hills' employees are eligible to earn themselves a £500 bonus when they recommend a buyer for one of our new homes. There are currently five sites to choose from in Swindon, Southwick, Castle Combe, Minety and Burbage. The bonus is payable on completion.

Please contact our Property Department on 01672 516111 for details.



Playtime...

There were smiling faces at the Yatton Keynell Under 5's when Hills Homes donated £100 towards new equipment for the playgroup. The playgroup offers a vital service for mothers in the Castle Combe, Grittleton and Yatton Keynell areas.

Proposed new quarry at Upwood Park

With sand extraction due to cease at Tubney Wood in a few years' time, a planning application has been submitted for a proposed new quarry at Upwood Park. Located just off the A420, with access via the A338, the site covers 20 hectares and has a potential mineral reserve of 1.5 million tonnes. It is expected that 90,000 tonnes of sand will be dug each year, giving the site a 17 years lifespan. Ultimately the quarry will be restored to agriculture and conservation / biodiversity when complete.

Taking into consideration the sites' proximity to Parsonage Moor and Hitch Copse, both classified as Special Areas of Conservation (SAC) and a Sites of Special Scientific Interest (SSSI), consultation with the Berks, Bucks and Oxon Wildlife Trust (BBOWT), Natural England (NE) and the Environment Agency (EA) was of paramount importance when putting together the planning application.

The site is made up of four fields, three of which will be dug and infilled with inert material. There will be no impact on the water table as sand extraction would remain at one metre above the water table. Three of the fields (1,3 and 4) will be restored to agricultural use, with the remaining field (2) being restored to biodiversity / conservation. A section of field 2 will also remain unworked owing to its hydrology and in order to protect Parsonage Moor and Hitch Copse. The weighbridge, site office and plant will all be placed at a low level so as to be less intrusive

Local residents were consulted on the proposals for the site and given an opportunity to raise any points of concern with Hills staff at an exhibition held at Appleton Village Hall during May.

An aerial plan showing the proposed new quarry



Alan Mackenzie, Divisional MD Quarry Products, (left) explains the development to local residents who attended the exhibition.



Record Sales at Shorncote Concrete Plant

Sales of concrete from Shorncote Concrete Plant exceeded previous records by 121 metres during June 2008.

Business Manager Gavin Walton said, "The record sales were achieved through a combination of new contracts starting and a number of existing contracts requiring significant volumes of concrete. This is all credit to the team working at the plant - Jim Reed, Plant Manager, Kevin Robbins, Technician, and all the franchisee drivers who worked extremely hard to ensure the customers' needs were dealt with."

Peter Andrew, Business Development Manager, said that this was an excellent result especially when taking into consideration the fact that the industry is experiencing a downturn in demand. "I would like to congratulate Gavin and his team for their dedication and the commitment given to achieve this level of sales."

Shorncote Quarry extension

Shorncote Quarry is due to move into its next and possibly final phase of mineral extraction. The Shorncote washing plant was established at the site in 1989, with an expected life of around ten years. Since then a number of extensions have allowed the operation to continue into its 19th year.

The Dryleaze extension sees the operation move north of the plant area, towards Siddington, and should keep the Shorncote operation processing for another six years.

Currently the earthmoving equipment is stripping off the soils to expose the underlying archaeology, giving a glimpse into the past.

Restoration of the site will complement the Shorncote restoration by creating wetland habitats for various species as well as return some of the area back to farm land.

Shorncote's new Site Manager

A warm welcome to Daniel Houghton, who joined the company in July. Danny has taken over the reins as Quarry Manager at Shorncote Quarry after Rob McGready moved onto pastures new.

Danny moved from CEMEX, where he was Assistant Quarry Manager at their busy unit at Wickwar. In addition to taking on the challenges of the limestone, sand and gravel operations at Shorncote he will also be getting some hands-on experience at being a new father! Best of luck Danny.



Graham Cookson

In June, Graham Cookson (aka Gubbs) became our newest franchisee driver when he took over an 8 metre Scania concrete mixer truck from previous owner Chris Wood. We would like to wish Gubbs the best of luck with his new venture.

Specialised Concrete for Vintage Car Storage

Hills recently supplied over 650 metres of specialised concrete to Smiths of Gloucester Ltd, who are undertaking engineering works to construct an underground car park for vintage cars at Ewen Manor in Ewen near Cirencester. An admixture called Caltite, supplied by Cementaid Limited, is added to the concrete to provide a non-absorbent, ultra-low permeability and highly durable concrete which eliminates the need for membranes or other forms of waterproofing.



A Mammoth event at Latton Quarry

On Saturday 26th July well over 100 people of all ages visited Latton Quarry to hear about the fascinating geology, fossils and prehistory of the local area. After an introduction to the site by local geologist Neville Hollingworth, participants had the opportunity to collect fossils for themselves.

This is the third time that Discovering Fossils* has organised a trip to Latton which is a highly popular site because so much can be seen in one location. Gravel extraction has provided a unique educational opportunity to see rocks that are rarely exposed inland and these have yielded fossils as far back as the Jurassic period, 165 million years ago.

Ice Age mammal fossils such as mammoth teeth that are only a mere 49,000 years old are also found at Latton - deposited there by the River Thames which was much bigger in the past than it is today. The first half of the day was devoted to examining some freshly created exposures of the highly fossiliferous Kellaways Beds on the floor of the quarry. Several hundred ammonites were found as well as fossil wood and other Jurassic fossils belonging to larger marine reptiles such as Ichthyosaurs and Plesiosaurs.

With so many people collecting it was not long before the Ice Age gravels also gave up their secrets and several Mammoth teeth, a Woolly Rhinoceros tooth and two ice age hand axes were found indicating that early man was once in the area, around 120,000 years ago.

Later in the afternoon the processing plant was visited and the party had an opportunity to investigate the reject piles. These yielded a wide range of fossils including ammonites, mammoth teeth, fossil wood and corals.

The field trip was considered to be an outstanding success, many of the participants were amazed and fascinated by the sheer abundance and diversity of fossils that were found.

** NOTE: Discovering Fossils is a national fossil hunting website launched in September 2002 by Roy Shepherd. Since its launch, the website has attracted over a million family visitors, with the primary objective to communicate information in an interesting and visual way, so that beginners and experts alike can learn about the subject. Fieldtrips are one of its core activities where people can enjoy fossil collecting and share their interests.*



**Top: Ammonite
Middle: Ammonites
Bottom: Flint hand axe
Left: Mammoth tooth**

Hills Wiltshire Professionals Golf Championship 2008

The 28th Hills Wiltshire Professionals Golf championship was held in July at Marlborough Golf Club. A day of fine, but windy, weather saw Dave Hutton from Hamptworth Golf and County Club win the event with 3 under par for an impressive fifth time and for the third year in a row! There was also some great golf played by runner-up Andy Beal (1 under), from Hamptworth G&CC, and tied third placed Simon Amor from Marlborough GC and Nick Brennan from Bowood G&CC (both 6 over).

The playing guests had a great day and the team prize was won by Ross Snape of United Asphalt and Craig Scott of Royal Bank of Scotland.



Fifth time winner, Dave Hutton



Dave Hutton



Simon Amor, Marlborough GC



Roman Belzko, Black Horse Contractors



Craig Scott, Royal Bank of Scotland



Runner-up, Andy Beal



Brian Jacomb, Thring Townsend Lee & Pembertons



Rob Lister, Lister Communications



Emma Brown, Upavon GC

Junior Stars

Broome Manor Golf Club in Swindon hosted the 23rd staging of the Hills Junior Open Golf Championship in August. The champion this year was Josh Plaister from Wrag Barn Golf Club and the girls' prize was won by Katie Warren also from Wrag Barn GC.



Josh Plaister, Wrag Barn GC



Katie Warren, Wrag Barn GC



All the division winners of the competition

Rocking the Night Aw

Summer Party 2008 - Purton House



Mike Hill
entertains
the crowd



Nick Harper



The Adam Winslet Band



ay!



Purton House was the venue for the outdoor music festival in July. Despite the weather the crowds were treated to some fantastic music.

First up was Nick Harper, the Wiltshire-based singer songwriter who can make an acoustic guitar do absolutely anything. Nick was followed later by the Adam Winslet Band who rocked the crowd with some thumping rock and disco numbers. A surprise guest appearance by Mike Hill, CEO, singing the well known Elvis number 'Suspicious Minds' was a real crowd pleaser!

Everybody had been well and truly warmed up by the time The Rollin' Clones hit the stage. The Clones showed why they are one of the top tribute acts around and had everybody dancing until midnight.

In between the music many enjoyed the drumming and circus workshops, as well as being able to relax in the chill-out tent. There was no shortage of food or drink which no doubt helped to sustain the hardy campers through the night!



Supporting local Communities

Contributions made by Hills to the Landfill Communities Fund are administered by Community First and during the first half of this year we have been able to provide financial assistance to a number of local community projects.

West Ashton

The existing village hall, built in 1922, was too small for the demands of the village and did not fully comply with current legislation. Parts of the building contained asbestos, wall and ceiling insulation needed improvement and various aspects needed to be upgraded to allow for wheelchair access.

The project was managed by Ron Pybus, a local resident, and the renovated hall opened on 6th June.



Cliff Carter, Recycling Promotions Manager, presents the plaque at the opening ceremony



Left: West Ashton Village Hall before renovation...

...and after (below)



Great Bedwyn

Funding was granted to rebuild and enhance the only playground in the villages of Great Bedwyn, Little Bedwyn, Chisbury, Wilton and St Katharine's as the existing facility had become unsafe and was under threat of closure.

The new play area was opened on 24th April by the local children who wasted no time in trying out the new equipment.



Milton Lilbourne

The village hall had been a much treasured and lively part of the village, but was in need of improvements such as double glazing, new doors, wheelchair access and extra storage facilities.

"We were delighted to get a Landfill Communities Grant," said Peter McGuigan, the Chair of the Hall Committee. "We really are very grateful to Hills and Community First, without their help this would not have happened". The hall was reopened on 10th July.

Cliff Carter & members of the community at the opening



Old Town Festival



The Pegasus Brass Band in concert with guest soloist Lynne Hawkins

Music at The Bowl

In support of the recent Old Town Festival, Hills sponsored the Family Fun Day held at The Bowl, Town Gardens on Sunday 29th June. The more than 3,000 spectators were kept entertained throughout the afternoon by various bands and an Irish dance group.

On parade

Richard Bond, Key Account Manager, and wife Katrina joined in the fun of the Festival and appeared as Noddy and Big Ears in the parade.



Richard (aka Noddy) Bond



Katrina (aka Big Ears) Bond

Tea with Her Majesty the Queen

Tony and Lyn Hill pictured outside Buckingham Palace before attending the Queen's Garden Party in July. Tony was nominated by the Lord Lieutenant of Wiltshire for his services to the community.



Olympic stars shine



Hills was again one of the sponsors of the Barbury International Horse Trials held at the Barbury Castle Estate near Marlborough in July. The Olympic riders dominated the event which was won by Australian rider Lucinda Fredericks on her horse Headley Britannia only 2.5 points ahead of British rider William Fox-Pitt on Parkmore Ed.

Mary King clears one of the water jumps - she finished 8th overall.

Well Done Dave!

On Friday 8th August, Hills Property Ltd Finance Director, Dave Bevan, completed 25 years' service with the Group. Dave joined in 1983 as a trainee accountant and went on to achieve the CIMA qualification (Chartered Institute of Management Accountants). Dave spent many years as accountant for the minerals and waste activities before moving to the property division.

His wonderful achievement was marked by a lunch held in his honour at Coles Restaurant in Marlborough and attended by colleagues and shareholders, as well as Dave's lovely wife Ceri, who is expecting their second child in September.

The gathering heard many kind words from Robert Hill, Alan Pardoe and Mike Hill praising Dave's hard work over the last quarter of a century and especially his wonderful attitude and selfless and positive approach to work. Dave spoke of how much he had enjoyed his time so far and looked forward to many more years with the Company.



Robert Hill recounting Dave's career



Dave talks about his time with the Company



Above: Dave with his wife Ceri

Right: Dave with the engraved decanter that he was presented with at the lunch

Changes in HR Department



Anne Crosby (far right) with her HR Team (from left) Jackie Wilkinson, Rachel Hall, Pamela Hunt and Jackie Nettleingham

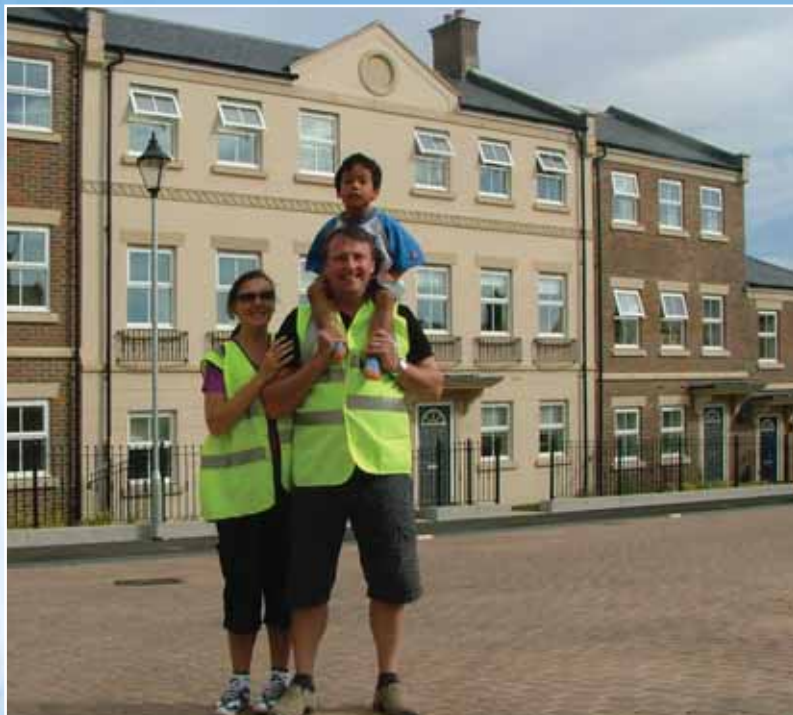
Since the last edition of 'In touch', a few changes have taken place in the HR department. Firstly, Anne Crosby has been appointed as the new Head of Department. Anne brings significant HR experience with her having worked previously at HR Director level with Scott Wilson plc, as Head of Personnel with Swindon College and following graduation, as a Personnel Manager with Marks and Spencer plc. In between jobs she has travelled extensively in South America, Australia and New Zealand.

Anne will be responsible for ensuring Hills meets and complies with current and impending employment legislation, formulating new and improved workforce policies as well as managing and developing the HR team.

The HR team have taken on the responsibility for processing payroll. Although a transitional move from the finance department is underway, Jackie Wilkinson, Payroll Administrator, has moved to join the HR team and is now located on the 2nd floor at head office. This ensures the necessary information link between HR and payroll is established and maintained.

Whilst the team is based predominantly at head office, direct support is made available at County Park four days a week. Availability days and contact numbers are detailed below:

		Head Office No	Mobile No	Marlborough	Swindon 01793 714479
Anne Crosby	Head of HR	01672 518926	07899 934815	Mon, Wed, Thurs	Tues
Pamela Hunt	Recruitment Coordinator	01672 518952	07824 708265	Mon, Tues, Wed, Frid	Thurs
Jackie Nettleingham	HR Officer	01672 518908	07824 708259	Mon, Tues, Thurs, Frid	Wed
Jackie Wilkinson	Payroll Administrator	01672 518955	N/A	Mon to Thurs inclusive	Friday
Rachel Hall	HR Assistant	01672 518926	N/A	Mon to Friday inclusive	N/A



The Oz factor

Although the circumstances were sad it was great for the Hill family to see Ted and Pat Hill's son Charlie as well as his wife Vicky and son Cristian who made the long trip from their home in Sydney, Australia.

Seeing the Company's activities first hand is not something Charlie has been able to do too often over the last 20 years since he emigrated, so a chance to show his wife and son the operations was something he jumped at.

Mike Hill took all three on a tour which included a visit to Chapel Farm, Shorncote Quarry and the Ermin Gate housing development. They all thoroughly enjoyed themselves and were impressed by what they saw, especially little Cristian who got up close and personal with various lorries and a loading shovel!

We hope it's not too long before they visit us again.

Top: At Ermin Gate with Vicky and Cristian

Bottom: Charles and Cristian get to grips with the plant at Shorncote



Race for life

Girl Power definitely ruled at the recent Race for Life in Swindon when four very determined ladies not only took part in the race, but raised an amazing £1,042 for their efforts. Well done girls!



Above: Looking smart in their Hills' corporate gear are (left to right) Julie James, Secretary, Samantha Douglas, Administrator/ Receptionist, Lynn Daniels, Secretary and Caroline Sloman, Bids Coordinator.



Remembered David Connor 1948 - 2008

David Connor who worked as a Plant Operative at Lower Compton sadly passed away on the 21st August. Our thoughts and sympathies are with his wife, Beverley, and family.

Apology

In the last edition of the magazine, the incorrect caption appeared with this picture - it should have read 'Jan Nadin with her colleague Gordon Hart, LGV Driver'.





John Warner (captain) steps up to flip the coin.

Hills Cricket XI

After two practice sessions and much anticipation (and trepidation in some quarters), the Hills Cricket XI took to the pitch in June to meet the challenge laid on by Bristol based auditors KPMG.

On a fine, but windy evening at Ballards Ash Sports Ground, Wootton Bassett, the two sides slogged out a 20/20 match, which resulted in a 25 run defeat for the Hills XI. After winning the toss and electing to bat first, the KPMG team notched up 147-4 in their 20 overs, despite some promising bowling performances from Garry Johnson, Projects Manager, (2 wickets), Alex Marland, Business Development Manager, and John Warner, Transport Manager, (1 wicket each). Richard Swatton, Sales Representative, was the unlucky bowler to miss out on the wickets but bowled a good spell of quick deliveries.

In reply, the Hills XI did not meet the hefty run rate set by KPMG, but excellent batting displays from Adrian Knowles, Finance Director (28 not out), Neil Watts, Transport Co-ordinator, (26 not out), Richard Swatton and Garry Johnson (both out for 17) and not forgetting Disposal Team Manager, Ed Dodd's cameo appearance of 11 runs made the game a close one. Garry Johnson was named Hills' Man of the Match.

Thanks to all involved for their effort and commitment, and a special mention to Steve Burns, Waste Operations Manager, who opted for the 12th man role but kept the humour levels high from the sidelines.



The Hills XI Cricket team (left to right) Ed Dodd, Steve Burns, Adrian Knowles, John Warner, Martyn Parfitt, Brian Fitzpatrick, Alex Marland, Nick Palmer, Garry Johnson, Richard Swatton and Dave Bevan. Inset - Neil Watts

So Long Fred

Fred Green, Kerbside Loader, retired during July and has since relocated to Spain with his wife.

Fred's crew bought him a beer tankard and a clock, and the kerbside team clubbed together to provide the gold pocket watch, a book on trains (one of Fred's favourite pastimes) and various liquid refreshments!

Enjoy the sun Fred.



Fred (centre) with Recycling Collection Supervisors, Ken Webb (left) and Tom Clifford

Below: The kerbside team gather to say goodbye



Wedding Bells



Above: Henry Newbery, Area Manager, and Kate Jones were married at the St. Nicholas Church in Winsley on 19 July. They spent their honeymoon in Mauritius.



Right: Colin Wenban, LGV Driver, and Susan Chappel were married at the Stroud Registry Office on 19 July. Their reception took place at The Corinium Stadium in Cirencester.

A great day out

To those of you who remember him, John Day (ex foreman at Latton Quarry) sends his best regards. John sent some pictures from a trip he did to Farnborough to see one of the loves of his life - the Vulcan bomber!

"Initially we had been unable to get tickets mainly due to Fairford being cancelled," said John, "but I got in touch with Shirley Tull from the 'Vulcan to the Sky Trust' and she was able to get some for me. Keith Broadhurst (Plant Operative at Latton), Elly and myself drove to Farnborough on the Sunday morning. Shirley Tull met us and took us into the Vulcan enclosure where we stood under the plane and talked to the technician - Keith's face was a picture! When the Vulcan left the enclosure to do the display we were given deckchairs and allowed to view from the edge of the runway. We were treated like royalty and had a brilliant time."



Welcome

A warm 'Hills' welcome to the following employees who joined the Company between 1 April 2008 & 31 July 2008:

Steve Hughes, LGV Driver
David Langford, LGV Driver
Marc Culliford, Recycling Operative
Chris Holloway, Kerbside Loader
Paul Sandell, Kerbside Loader
Wayne Wiggins, Plant Operative
Tracy Torr, Communications Administrator
Anthony James, Recycling Operative
Beverly Jordan, Administrator
Rachel Hall, HR Assistant
Anne Crosby, Head of HR
Brian Scott, Kerbside Loader
Eric Evans, Recycling Operative
Kearon Burton, Kerbside Loader
Marcin Boral, Recycling Operative
Barry Butcher, LGV Driver
John Pearce, LGV Driver
Nigel Creighton, LGV Driver
Joanne Rivett, Sales Administrator
Marc Houston, Recycling Operative
Stuart Knight, Site Manager
Darren Hyde, LGV Driver
Alan Brown, LGV Driver
Craig Swift, LGV Driver
Kelvin Wright, Skilled Site Operative
Michael Hitchcock, LGV Driver
Reinaldo Pegoraro, Recycling Operative
Kim Lynch, Credit Control Clerk
Daniel Houghton, Quarry Manager
Steve Robbins, Concrete Batcher
Mathew Cope, Operative (Bank Staff)
Charles Sankey, Recycling Sorter/Machine Operator
Alan Godwin, Driver's Mate
Anthony Britten, Sales Representative
Philip Dagleish, Driver's Mate
Norman Hibberd, HRC Recycling Operative

New arrivals

Congratulations to:

Kim & Simon Collins, Sales Representative, a baby girl, **Amelia Rose**, born on 11th June.



Above: Zeena & David Hill, shareholder, a baby girl, **Marisol Ofelia**, born on 1st August.



Above: Holly & Dan Hammond, Site Manager Highworth, a baby boy, **Jack**, born on 19th May.