

## Long service

There are many employees who have worked for the Company for a considerable period of time and we would like to acknowledge those who have reached significant milestones in the year 2008.

These milestones start at 10 years' service and go on to include service for every five years thereafter. Congratulations to:

### 10 years' service

**Robert Sparrow**, Production Director  
**Nathan Carr**, Depot Manager  
**Rosemary Hill**, Legal Executive  
**Kenneth Webb**, Recycling Collection Supervisor  
**Jackie Manley**, Purchase Ledger Clerk  
**Adrian Knowles**, Finance Director  
**Simon Pocock**, Transport Supervisor  
**Trevor Tuck**, Area Manager  
**Colin Dennis**, LGV Driver  
**Robert Laird**, Management Accountant  
**Frances Doris**, Sales Office Supervisor  
**Kevin Hester**, Plant Operative  
**Nigel Townsend**, LGV Driver

**Nigel Wood**, LGV Driver  
**Hazel Partridge**, Credit Administrator  
**Mark Scanlan**, Foreman  
**Byron Galloway**, Kerbside Loader

### 15 years' service

**Richard Bond**, Key Account Manager  
**Robert Broadhurst**, Plant Operative  
**Alan Mackenzie**, Divisional Managing Director

### 20 years' service

**Tony Stepp**, Foreman  
**Terry Paget**, Disposal Support Manager

## Results for our 'Road Runners'

Richard Bond, Key Account Manager, Simon Collins, Sales Representative and Gary Kelly, Transport Co-ordinator all donned their running shoes in the past couple of months to take part in some local marathons.

Richard and Simon both entered and "happily" completed the Stroud Half Marathon in October (with Simon narrowly beating Richard to the post). Running his first half marathon in his home town was a "great experience" said Simon, who is determined to better his time next year.

Garry Kelly, not one to be beaten, entered two half marathons in the same month! He completed the Cricklade Half Marathon in October, achieving his best time yet, and then the following week ran the Swindon Half Marathon, beating his previous year's record. He ran so fast, we did not manage to snap a picture of him.

Come on Richard and Simon - the challenge is on!



Richard Bond

Simon Collins

## Wedding Bells



Above: **Liana Barratt**, Recycling Operative, and **Tyrone Shadwell**, Weighbridge Operative, were married at the Cross Hands Hotel, Old Sudbury on 25th July. They spent their honeymoon in the Maldives.

Right: **Edwyn Dodd**, Disposal Team Manager, and **Catherine Phelps** were married at Somerton House in Somerset on 30th August. They spent their honeymoon on the Island of Hvar in the Adriatic, Croatia.



## Welcome

A warm "Hills" welcome to the following employees who joined the Company between 1 August - 31 December 2008.

**Alec Paterson**, Drives Mate  
**Stephen Barratt**, Kerbside Loader  
**Adam Chandler**, Kerbside Loader  
**Luke Chinery**, Kerbside Loader  
**Martin Ford**, Kerbside Loader  
**Chris Harris**, Kerbside Loader  
**Peter Niemeyer**, Kerbside Loader  
**Adam Slater**, Kerbside Loader  
**Kevin Adams**, Kerbside Loader  
**Symon Coombs**, LGV Driver  
**Clare Brewer**, Receptionist  
**Alex Henderson**, Company Secretary  
**Alan King**, Recycling Sorter/Relief MPO  
**Lynda Duggan**, PA to Divisional MD  
**Stephen Barnes**, Kerbside Loader  
**Gary Raper**, Maintenance Repair Person  
**Chris Robinson**, Kerbside Loader  
**Katie Hemmings**, Administrator  
**Stephen Cass**, Kerbside Driver  
**Sven Chinneck**, Kerbside Loader  
**Shaun Harvey**, HRC Recycling Operative  
**Colin Langford**, Mobile Plant Operative

## New arrivals

Congratulations to:



**Ceri and Dave Bevan**, Finance Director, a baby girl, **Georgina**, born on 17th September.



**Amy and Gavin Walton**, Business Manager, a baby boy, **George Anthony**, born on 4th September.



**Catherine and Alex Marland**, Development Manager, a baby girl, **Annabelle**, born on 13th November.



**Clive Phillips**, Post/Accounts Administrator, first grand daughter, **Ava Madeleine**, born on 10th October.

# intouch

Issue 17 January 2009

Celebrating the career of **Robert Hill**  
 (See special feature on pages 4-5)



**Kerbside Heroics**  
 (see page 6)



**Victor Harold Hill - in memoriam**  
 (see page 3)





Michael Hill

by Michael Hill, Group Chief Executive

**Victor Hill**

The family and Company lost one of its best loved characters after Christmas when Victor Hill sadly passed away. We pay tribute to the life of a wonderful man on page 3.

**Men of the moment**

You can read about a couple of Company heroes in this issue.

One being Dennis Jasper who displayed amazing courage as a spontaneous fire fighter while delivering recycling leaflets in Trowbridge. The world is definitely a better and safer place with people like Dennis around.

The other is my own father! A lunch was recently held in his honour to thank him for the 43 years that he has worked for and represented the Company in his unique and charismatic way. It was a wonderful event which underlined what a popular and respected character he is. Well done Dad!

**Stormy journey ahead**

Trading conditions for all of our activities continue to worsen as the recession deepens, with obviously housing and quarry products being the most affected. It appears difficult to predict the extent and length of the downturn. It is certainly not the first time this Company has had to navigate through a recession and is unlikely to be the last! We shall obviously need to continually focus on costs and this together with our strong personal relationships with customers and suppliers, as well as our committed staff, should enable the Company to weather the storm better than many of our competitors.

# Alex Henderson

Alex recently joined Hills as Group Company Secretary and is based at head office. Describing himself as 'a keen runner whose ambition is to do the London Marathon in under four hours' he is also a long suffering Crystal Palace fan having supported them since boyhood. Alex lives in Bath with his wife Tamsin and two children Morgan aged 10 and Jago aged 7. In Touch caught up with Alex recently to ask him about his background and what experience he would bring to his role.

**Q - What is your background?**

A - I have been working as a company secretary for medium and large multinational companies for the past 14 years in a wide range of activities including cash & carry, television broadcasting, money broking and access control / security systems.

**Q - What made you choose to become a Company Secretary?**

A - Like most people I seemed to fall into my career, as after college I wanted to be involved in business and law and company secretarial work is a perfect mix of the two.

**Q - What brought you to Hills?**

A - After nine years at Stanley Security Solutions I needed a new challenge. The strong family ethos of Hills and the hard but fair attitude of the management attracted me to the company.

**Q - How do you like your role?**

A - The role is very broad, not just being involved in core company secretarial duties, but also group communications and facilities. It will certainly provide that challenge and I'm looking forward to some exciting times ahead.

**Q - What do you do when you are not working?**

A - I enjoy running and have competed in both the Bath and Bristol half marathons for the last two years as well as a couple of smaller 10km races. I also enjoy cooking, going to the cinema and the theatre, and every year I camp out at the Glastonbury music festival with family and friends.



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

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## Contents

Viewpoint / Hills News .....	2-3
Spotlight .....	4-5
Waste Solutions & Recycling .....	6-7
Quarry Products .....	8-9
Hills Homes .....	10-11
Hills & the Community .....	12-13
Group News .....	14
People News .....	15-16

# A True Gent - Tribute to Victor Hill

It is with great sadness that we learned about the death on December 26th of the eldest shareholder and director, Victor Hill.

Victor, the eldest son of Harold and Ada Hill, and grandson of founder Edward was born in 1926. After leaving school, he began work as a clerk in the transport office at Kingshill as assistant to Stanley Goss in January 1943. He went on to spend time in the vehicle maintenance workshops and the accounts office before leaving to join the Royal Engineers in April 1944.

He returned in July 1946 and went to Stoke-on-Trent for a two-year course at the Ceramics and Engineering Technical College, returning to Purton brickworks where his father insisted he learnt and worked at every aspect of brickmaking. Most of the next few years were taken up with maintenance and the installation of machinery.

In 1949, he became a part-time kiln burner at Badbury firing bricks with coal in intermittent kilns and when the brickworks at Caen Hill, Devizes, was purchased in 1957, Victor then took on the duty of supervising work there. He subsequently took on responsibility for Purton, reporting to his father, Harold. Victor became a director in 1968 and when the Company bought the Broadmoor brickworks at Cinderford in 1975, Victor also supervised operations there.

In 1977, much to his regret after the family's long involvement in the brickmaking trade, the last remaining brickworks at Purton was closed. Victor then set up the brick library at Kingshill, continued supervision at Cinderford and organised the Company's personnel records. He also took a course in security and formed a security section which operated until his retirement in 1990 following a heart attack.

Glenis Hill, Victor's wife, also worked for the Company after she left Purton school in 1951. She started her working life in the Purton office doing secretarial and wages work for Harold Hill and keeping the necessary labour and materials records of work done at South Cerney, Purton, Badbury and Devizes.

Victor and Glenis married in September 1963 and had two children, Bronia and Roderick. The family was expanded further by the arrival of two granddaughters, Jasmine and Lauren. Victor was a keen supporter of the local church and also a loyal member of the Royal British Legion for which he was actively involved as treasurer of the local branch for the last 25 years.

He was never happier than when he had a fishing rod in his hand. This was a lifelong hobby and in the latter years he was converted from coarse to fly fishing, enjoying the added strategy and physical activity involved. Victor will leave many happy memories with us. He was a jolly, positive and popular person who never had a bad word to say about anyone and was quite possibly the best dressed man in England!



Victor & Glenis - 40th wedding anniversary, Sept 2003

## Personal reflections

By Bronia and Rod Hill

Dad was a man of passion and devotion. He found value in everything and everyone around him and his familiar cry of "I say - this is interesting" became a family mantra. Whether it was on holiday where he researched each location with his trusty green Michelin Guide, the chemical make-up of the bricks he fired or the right colour twine to be tied into his beloved flys for fishing, he showed professionalism in his craft - in short, he was meticulous. Those who knew him would never have seen him with a dirty pair of shoes!

He devoted his life to the family business and whilst he undertook many roles over his 46 years with the Company, his true passion was following in his father's and grandfather's footsteps of making bricks. It was a 24/7 job - checking the kilns before breakfast and even after a dinner-dance dressed up to the nines. It also provided the opportunity to meet the other great love of his life, our mother Glenis, who was secretary at the time to Mr Harold, our grandfather.

Notwithstanding his committed working life, he always had time for people. This could be seen through the number of people he would have a chat with when popping out for the daily paper but also through his extensive work with charities and community groups over many years. In the early days, this covered Army Cadets and British Red Cross where he was instrumental in the establishment of Duke of Edinburgh schemes and then later when he acted as the Treasurer for the Purton Royal British Legion for 25 years and the President of the Cricklade Town Band for a similar period of time.

He always had time for the family. He was happy to drive Bronia, with horse behind, to pony club and eventing competitions and many a long hour was spent with Rod in sailing dinghies on the quarry pit lakes of the Cotswold Waterpark. Later on he enjoyed playing with his grandchildren, Jasmine and Lauren.

The lasting memory will be the true gentlemen, husband and father with a wonderful sense of humour, who would always extol the strengths of those around him. He acted as an inspiration to so many; he encouraged people to "have a go" and to be their best. He will be sadly missed but wonderful memories will remain.



October 2008 - successful afternoon's fishing in the Cotswold Waterpark with Mike Hill and Mike Webster



Top: Victor and Glenis' engagement party, November 1962

Middle: On the annual shareholder's tour of the Company's sites in 2007 with his brother Tony (left) and cousin Richard Hill (right)

Bottom: Victor in his element!



# Robert Hill honoured

## Lunch held for long time leader of the Company



Robert Hill and Don Howard (Joint MD 1969 - 1983)

**T**he Bear at Hungerford was the venue for a lunch held in December to celebrate the career of Robert Hill who retired as Group Chairman last April after 43 years with the Company. The Company's long history has been peppered with many great occasions and this was up there with the best of them. It was a truly memorable day befitting of such an extraordinary man.

Robert was joined by 47 guests made up of family, work colleagues both present and past and old business friends.

After the meal, Robert's son, Group Chief Executive Mike Hill, paid a humorous and heartfelt tribute to his father. Mike gave an amusing account of Robert's life and career with the Company making particular reference to Robert's vital role of binding together the family as shareholders, and to his loyal support of the non-family executives over the years.

Mike thanked Robert on behalf of the Company and the shareholders for everything that he had done and presented him with a silver sculpture of a racehorse, representing one of Robert's lifelong passions.

Mike was followed by Bill Bolsover, Group Chief Executive Officer of Aggregate Industries and long time friend of Robert, who thanked Robert on behalf of the guests. Bill amused those present with stories of his old friend who he described as the 'Godfather' of the quarrying industry. Everybody joined Bill in raising their glasses in a toast to Robert.

A clearly touched and emotional Robert then stood and thanked the speakers and everybody for coming. He then singled many of the guests in the room relating memories of them as he went. He gave special mention to Alan Pardoe with whom he

had worked for 38 years of his 43 years. He then did what he does best, reducing the guests to tears of laughter with one his favourite stories.

The warmth and goodwill continued to flow in the bar for another couple of hours before Robert pointed out that all great Hills celebratory lunches always include dinner! He led a contingent of hardcore revellers to the Lamb Inn in Marlborough and then to Pino's Italian Restaurant to eat.

It was a genuinely happy occasion and a good day was had by all. As Mike Webster, Divisional MD of Waste Solutions, pointed out "They don't make them like Robert any more. He is the definitive 'Top Banana!'"



(left to right) Philip Morgan, KPMG, Chris Elias, Natwest, Robert Hill, Bill Bolsover, Aggregate Industries and Ross Snape, United Asphalt



Top: Robert addressing 'the throng!'  
Middle: (left to right) Tony Bailey, Beta Gas, Alan Pardoe, Chairman, & Robert Hill  
Bottom: Bill Bolsover, reflecting on a great day



Left: Robert with HRH Prince Charles and Alan Pardoe on a private visit to Clattinger Farm nature reserve in 1998



Robert with one of his racehorses



Robert (second right) pictured at the opening of Hills Home Improvement Centre in Kingshill, Swindon in 1977 with (left) Grahame Hill, Robert's father and Chairman of Hills from 1954-1977, Eric Morecambe, comedian, and Don Howard, previous Joint MD of Hills



Robert, pictured at the centenary celebrations of Marlborough Golf Club in 1988



Robert and wife Rosie in 1991 when they celebrated their 25th wedding anniversary



# Kerbside Loader is fire hero



**Dennis Jasper, Kerbside Loader, has been hailed as a hero after putting out a kitchen fire while out on his rounds.**

Dennis was delivering Black Box recycling leaflets in Trowbridge, when mum Jo Browne cried out for help. Her gas cooker had accidentally caught alight, setting fire to the kitchen and blowing out the glass in the door of her house. Mrs Browne was at home with her daughters and grand-daughter at the time. They had been in the back garden when the fire took hold and had to run past it to escape.

Dennis first confirmed they had called the fire brigade then ran to the property where he found the cooker, tea towels and the kitchen floor on fire. He wasted no time in clearly the area of any other items which could potentially catch fire and then used a fire extinguisher to put out the flames. Just as he had made sure everything was safe two fire crews from Trowbridge arrived. The father of five didn't hang around though as he had to catch up with his workmates who were continuing on their rounds.

"I didn't really think about what I was doing," said Dennis. "I have got fire training from my previous job. I just had this instant reaction when I saw the lady and her baby both in tears.

"The air was thick with acrid, black smoke so I had to come out into the fresh air several times to catch my breath before going back in and damping down the flames.

"My biggest regret was that in all the excitement I forgot to give out my recycling leaflet."

Mrs Browne said she didn't even have time to thank Mr Jasper but is grateful for his swift actions which prevented a serious incident. The fire brigade later discovered that the fire extinguisher which Mr Jasper used dated from the 1950s - but it did the job.

Dennis' five children have started calling him Fireman Sam - as for us at Hills, we call him a hero!

## STOP PRESS...STOP PRESS...STOP PRESS

**Hills Waste Solutions has been awarded Preferred Bidder status with Aspire Defence for a new waste management contract. Further details will be announced once the contract has been agreed and signed.**

## Thank you Devizes HRC

Hills staff at Devizes HRC know a thing or two about customer service - their impressive service prompted a customer to write the following to us:-

*"My husband and I would just like to put on record a huge commendation for the Household Recycling Centre on the Hopton Industrial Estate in Devizes. The people who work there are extremely polite (to be called sir / madam is a treat), they are hard-working, very knowledgeable and extremely enthusiastic. They go out of their way to help and are a credit to yourselves. They are also exceptionally proud of the amount of recycling the site achieves.*

*We don't live in Devizes, we live in Middlesex, but have been sorting a lot of things from my mother's property, hence we have made countless trips to Hopton over many months.*

*The Hopton site is extremely well managed, has the facilities to recycle so much and is an absolute pleasure to see.*

*Thank you for employing such great staff.*

*Mr & Mrs Spittal, Staines, Middlesex"*

**There is not much more that we can say apart from - well done and keep up the excellent work!!**



*Pleased to be of help at Devizes HRC - Stephen York, Recycling Operative and Melanie Beswick, Site Supervisor.*

*Missing from the picture are Phil Rhymer and Eric Evans, Recycling Operatives who also work at the site.*



## Stanton St Quintin is tops

**The star performer for the highest 'Recycled Tonnage' at an HRC in November was Stanton St Quinton HRC. Nigel Bray, Site Supervisor, and his team of operatives managed to recycle a whopping 83.86% of total tonnage received.**

*Nigel Bray (left), Site Supervisor, and Stuart Thatcher, Recycling Operative*

## What's 'Freecycle'?



*Bob Tapp (left), Area Manager, & Richard Craft from Bradford on Avon Freecycle with the banner at Trowbridge HRC*

Freecycle's aim is very simple - to stop usable items from being thrown into landfill. Set up in the USA several years ago, the organisation now has more than 6 million members worldwide. In Wiltshire there are groups in Bradford on Avon, Melksham, Trowbridge, Warminster and Bath. Members advertise their reusable items online, offering these for free to other members who may have a use for them. No money changes hands at any time, and all sorts of items change hands - washing machines, lawnmowers, children's toys, bikes books, CDs, baby things, pretty much anything! Further details can be found at [www.freecycle.org](http://www.freecycle.org).

## Yellow Woods Challenge

Local school children showed their support for a greener South Wiltshire by helping to recycle 14 tonnes of old Yellow Pages directories.

Twenty schools in South Wiltshire took part in the Yellow Woods Challenge - the simple, educational and fun environmental campaign run by Yellow Pages, the Woodland Trust, Salisbury District Council and Wiltshire Wildlife Trust.

Pupils were encouraged to bring old Yellow Pages directories into school for recycling whilst learning about green issues in the classroom. The schools competed against one another to win cash prizes for recycling the highest number of directories per pupil.

Woodford Valley CE School scooped the 'Gold Oak' title and were rewarded with £300 for recycling 11.37 old directories per pupil. They won a further £100 bonus prize for collecting the most directories in total.



*Representatives from Woodford Valley CE School celebrate their success.*



## New Shredder for Compost

The composting operation at Lower Compton put four shredding machines on trial during the spring when looking to replace existing equipment. Most impressive was the Doppstadt AK-430 supplied by Blue Machinery.

The new shredder, which is able to process 30,000 tonnes of green waste a year, was delivered during November and is operated by Site Foreman, Dave Minett. The bulk of the green waste material is collected from our HRC sites and kerbside collections and can be turned into PAS 100 accredited compost within 14 weeks. Further material for the shredder is sourced from HRCs in the Bristol City Council area, local landscapers and ground maintenance contractors.

*Dave Minett, Site Foreman, who operates the new shredder*



# End of an ERA

After twelve years of quarrying, the Cotswold Aggregates operation at Latton Quarry came to an end in November 2008.

Cotswold Aggregates Limited is a joint venture company which was formed in 1996 between Aggregate Industries and Hills to extract and produce sand and gravel from over 158 acres of land owned by the Cotswold Waterpark Society. The land is divided into four areas by the A419 dual carriageway and the Cerney Wick Lane.

Whilst some of the earlier sand and gravel was used to help construct the new A419 Latton, most of the 4 million tonnes processed at the site has been used to construct local schools, housing, the Great Western Hospital, the A419 Blunsdon and Common Head bypasses and many other projects.

Along with the sand and gravel at Latton there have been a number of interesting finds throughout the life of the site. The soil stripping

operations have uncovered artefacts from the early history of the Cirencester area, with Bronze Age settlements, Roman farms and a rare glimpse of Saxon occupation near Cerney Wick.

In 1998 there was a rare find of bones and teeth from a number of mammoths along with a cluster of flint hand axes dating back to around 40,000 years, which early hunter gatherers probably used to butcher the mammoths. In January 2002 the skull of a fresh water crocodile from the Jurassic period was found and more recently there has been the discovery of vertebrae from a woolly rhinoceros, found during one of many organised fossil hunts which have been held at the quarry.

*Pictured on site (left to right): Mark Padfield, Plant Operative, John Day, Foreman, Andrew Liddle, Production Manager, Alan Mackenzie, DMD Quarry Products, Rod Smart, Foreman, David Wills, Plant Operative and Keith Broadhurst, Plant Operative.*



*A lucky find - the Atlas vertebra of an Ice Age woolly rhino*

Restoration of the site to form four lakes is now near to completion. Islands have been created in the lakes and planted to provide additional biodiversity for wildlife. The four lakes also provide a great entrance to the Cotswold Water Park from the A419 to around a further 150 lakes.

Alan Mackenzie, Divisional Managing Director, who commissioned the plant in November 1996, extends his thanks to all the operatives who have worked at Latton and contributed to the success of the business over the years - Andrew Liddle, John Wheeler, John Day, Rod Smart, Keith Broadhurst, David Wills and Mark Padfield.



# Quarry Products earns a top award for safety record

Hills received the honour at the Quarry Products Association's Health and Safety Best Practice Awards 2008, for its overall improvement in health and safety performance over a number of years.

"The award comes as recognition for the hard work that all of our staff have put in to health and safety," said Group Chairman, Alan Pardoe. "Quarries are rugged environments with lots of machinery and it is all too easy for safety to be compromised. We have made real ground because we have managed to achieve a major shift in attitude such that our teams take pride in spotting potential accidents long before they can occur. The target is to for zero accidents and everyone at Hills Quarry Products is determined to achieve it."

Martin Isles, Health and Safety Director at QPA, said: "In making this award to Hills, QPA has looked at safety statistics over a number of years. It is recognition of continuous improvement and it's good to see it going to one of QPA's smaller members."



*Alan Pardoe, Chairman, receives the award from Chairman of the QPA Lynda Chase-Gardener (left) and Jane Willis, Director for Strategic Projects at the HSE*

## NVQ Success

Alan Mackenzie, DMD Quarry Products, presents Rod Smart, Foreman (right) and Mick Chivers, Assistant Quarry Manager (middle) with their NVQ Level 3 certificates for Health & Safety and Environmental Management in the Extractive and Minerals Processing Industry.

Alan said that, "These certificates recognise the hard work and commitment amongst the Quarry Products team to improve health and safety on our sites."



## Go-Karting

Quarry Products recently teamed up with Bridges Electrical to entertain guests from both companies for the morning at Thruxton Raceway, near Andover. Fortunately the event was blessed with good weather, and was an undoubted success, with a number of Hills customers taking control of the 60mph Thunder Karts in the two hour long team endurance race.

Podium finishes were achieved by teams submitted from Tonic Construction (2nd place) and Frost Construction, who teamed up with Andrew Liddle (3rd place).

The eventual team winners "Dean's Bandits" were made up of Dean Roberts from D R Communications, Mike Jackson from Bridges and a certain Mr Alan Mackenzie of Hills. After the race sources claimed that no one dared to overtake for fear of losing their jobs. This also added to speculation that Dean Roberts was enlisted to the team amongst reports that he may actually be "The Stig". Certainly, no hint of sour grapes!



*On the winner's podium - Dene Roberts (left), Alan Mackenzie (middle) and Mike Jackson*



# On top of the world in Highworth

The attractions of living in a small market town surrounded by superb open countryside are not lost on the people of Highworth. The town sits on the top of a hill and looks down on the upper reaches of the Thames to the Cotswolds and back towards the Berkshire Downs and the Vale of the White Horse.

Hills' latest development, Garden Court, is just a stone's throw away from the town's picturesque High Street and brings this idyllic form of living within reach of buyers. Prices start at £140,000 for one bedroom apartments and rise to £295,000 for three/four bedroom homes.

"As might be expected, this mix of one bedroom apartments and three or three/four bedroom homes from Hills brings a good quality and specification right across the range of sizes on offer," said Rosemary Seward, new homes specialist at Dreweatt Neate. "Garden Court could hardly be better placed for convenient living and each home will provide flexible and well planned accommodation."

Sensible use of space means these homes are great to live in - even the one bedroom apartments have well proportioned rooms. The three bedroom house have an L-shape living/dining room with French doors into the garden and stylish turning staircases that make minimum intrusion. Naturally, the master bedrooms in these houses have an en-suite to complement the main family bathroom.

The three/four bedroom homes have rooms arranged across three levels, with the top floor occupied by a bedroom with en-suite adjacent to a study/fourth bedroom that would make an ideal space for a nursery or younger child. The first floor has two bedrooms which, like the master, have wardrobes and there's also a family bathroom. The ground floor has separate living and kitchen/dining rooms.

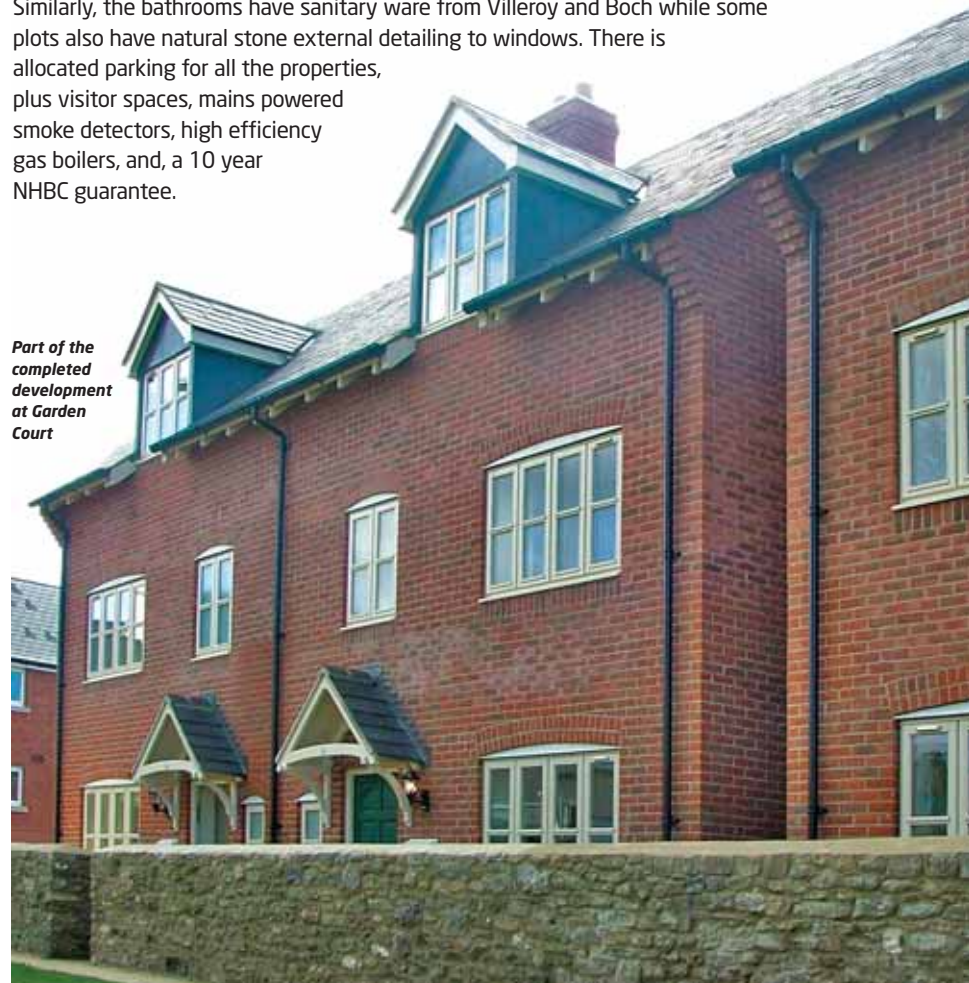
All the properties have integrated single or double ovens with a gas hob as well as integrated fridge/freezer, dishwasher, and washer/dryer - all of them from Bosch and A rated, which is typical of Hills' quality approach.

Similarly, the bathrooms have sanitary ware from Villeroy and Boch while some plots also have natural stone external detailing to windows. There is allocated parking for all the properties, plus visitor spaces, mains powered smoke detectors, high efficiency gas boilers, and, a 10 year NHBC guarantee.



Stylish bedrooms in the show home

Part of the completed development at Garden Court



The showhome is open daily from:

**11.00am to 3.00pm**

## Profile on...

# Jan Pearce, Site Manager

Jan is our longest serving site manager, joining Olivemead Developments in June 1996 which went on to become part of Hills Property Limited in January 1998.

Since joining the company Jan has completed many training courses, the latest being the National Certificate in Construction Health and Safety awarded by the National Examination Board in Occupational Safety and Health (NEBOSH) for which he received a credit pass. The course is designed to train high level managers to proactively ensure steps are taken to initiate good practices in health and safety and to protect employees and the public. He believes it's important to keep his skills base up to date, and in the future hopes to widen this with more IT and project management training.

Jan lives in Devizes with his 'long-suffering' wife, Deborah and two sons, Ben and Peter who are now 17 and 15. Their last holiday was in Newquay where the family went surfing, this summer holiday was not quite so much fun - a busman's holiday building an extension on his house!



# Keeping up with Louise

"I can be fairly determined once I set my mind on something," says Louise and she certainly proved this to be the case in the last couple of months.

Louise, who works as an account assistant in the Homes division, recently completed her Institute of Certified Bookkeepers Level II (intermediate) Certificate in Manual Bookkeeping and achieved a pass mark of 99%. "I was very pleased as I am doing it to help me with my job and am now attempting Level III."

Her achievements extend past the workplace and Louise applies the same determination to her road running 'hobby'. "I prepared for the Cricklade half marathon in October by following a training schedule I pulled out of the Runners' World magazine. The weather conditions on the day were good for running and despite having to drag my tired legs round the last 3 miles, I did a personal best of 1hr51min."

However, Louise's next race, the Avebury8 off road trail, proved to be an even bigger challenge with treacherous conditions underfoot. "It was very slippery and wet and I could not get a firm footing anywhere," she said. Louise laughed as she recalled the event, "Two miles into the race I fell off a ridge and landed head-first, face down and completely submerged in a mud pool.



Fortunately I believe that mud is good for the skin!" Drenched and looking very bedraggled, she came home in 1hr21min and finished 77 out of 104.

We are sure you will join us in wishing Louise everything of the best with her future studies and better weather for her next race!

# Welcome

Lynda Duggan, PA to the DMD for Property, joins Hills from local estate agent Humberts where, for the past 6 years, she worked as a negotiator and it is this first hand experience in selling property that she brings to the department.

Her previous experience includes marketing and PR and Lynda also still runs her own business licensing a well-known toy brand. Lynda has lived in Wiltshire for the past 7 years, moving here from Buckinghamshire and settled in the Pewsey Vale in search of a quiet life - she hasn't found it yet!





# Support for new Corporate Green Awards

Hills was proud to be one of the main sponsors of the inaugural Corporate Green Awards hosted by the Wiltshire Wildlife Trust in recognition of environmental best practice and sustainable development in Wiltshire and Swindon business.

At the awards ceremony hosted by Judith Hann, former Tomorrow's World presenter, both Ringway Infrastructure Services (overall winner) and Project Allenby / Connaught\* (Highly Commended) received recognition in the Environmental Impact Award which was sponsored by Hills. This award recognises companies who make the greatest positive impact on the environment in Wiltshire and Swindon by either sustainable design or construction of the built environment; management or conservation of the land or environment; or corporate environmental behaviours.

\*Project Allenby/Connaught, delivered on behalf of the MoD by Aspire Defence, is a joint venture between Carillion and KBR



Mike Hill, CEO of Hills (right) presents the overall winner award to Ian Allen, Divisional Manager of Ringway Infrastructure Services (top picture), and the Highly Commended award to Nick Kirwan, Environmental Manager, Aspire Defence Services Limited (above).

## Green little fingers

The St Dunstan School Gardening Club were very excited to receive a donation of compost from Hills which they used on the vegetable beds in their school allotment project. Most of the pupils have recently completed Level 1 of the RHS Gardening for Schools Benchmarking scheme and are becoming keen gardeners.



## Abba-mania!



The current mania for 'all things Abba' was felt in Marlborough recently when the Riverbank Theatre was able to stage the 'Bjorn Again' show as a result of funding from Hills.

The Abba tribute-band played to a capacity crowd at Marlborough College with tickets becoming rarer than hen's teeth. There was a reported sighting of original band member Agnetha, who bared an uncanny likeness to Mike Hill, CEO of Hills!!



## Cricklade excels with Hills compost

Green-fingered residents in Cricklade triumphed in the 'Britain in Bloom Awards' by winning the overall gold award in the Small Town category. Hills have supported their efforts in the competition over the past 3 years by providing compost for the gardens and green skips to recycle garden waste. The town also received the RHS Britain in Bloom Community Award and the RHS Britain in Bloom Conservation and Environment Award in the same competition.



Mike Webster, DMD Waste Solutions (right) and Cliff Carter, Recycling Promotions Manager (left) attended the long-awaited opening of the Highworth Swimming Pool in November last year. Hills provided funding for the project via the Landfill Communities Fund which is administered by Grants Manager, Gillian Barber, from Community First (middle).

## Marlborough RFC get shirty!



Team photo of the Marlborough Rugby Club sporting their new kit which was sponsored by Hills and Azuza. Mike Hill standing 5th from right.

## New roof for Dilton Marsh Memorial Hall

The users of Dilton Marsh Memorial Hall will be warm and cosy this winter thanks to donations from Hills and other organisations via the Landfill Communities Fund. The Trustees for the hall had been fund raising and applying for grants over the last two years and finally succeeded in securing sufficient funding to have a new roof installed.



## Flying high

Hills were proud to sponsor Rosemary Hill (known as Wo to friends and family) for her parachute jump in aid of Jubilee Action - a human rights charity dedicated to changing lives of children and communities who suffer as a result of poverty, prostitution, slavery and injustice world-wide



## Wear it Pink

We had great support for the annual Wear It Pink day - with County Park clearly the most innovative in raising over £100 towards the £179.63 collected on the day. The Company agreed to match the figure bringing the final amount raised for the Breast Awareness Campaign to £360.00.

Delicious cakes were used to encourage donations



County Park get into 'character'



Head office joined in the fun



# What's new at Head Office?



Top right and right: First floor before and after  
Below and below right: Second floor before and after



If you have visited head office over the past couple of months you may have noticed some significant changes.

These have been in planning since early 2007 when it was identified that structural changes needed to be made to accommodate the organisational restructuring within Head Office and in some areas to ease overcrowded office space. The work went out to tender and Ed Pollard, Facilities Manager, set about co-ordinating suppliers, electricians, builders and plumbers.

The work was planned in 3 stages, the first of which dealt with restructuring and refurbishing both the first and second floors. On the first floor partitions were installed to create two separate areas allowing Credit Control and the Management Accounts team to have more control over their respective working environments. Ed even managed to install a small meeting room which is shared between the two sections.

The second floor underwent the biggest renovation and resulted in both the Human Resources and IT divisions being placed in separate and secure areas. The new "staff break room" is also located on this floor and has been created to provide an area where staff can have lunch away from their desks in a relaxing and comfortable environment.

The second stage of the improvements was the installation of an Access Control System on the main front door to provide an improved level of security for staff and property in the building.

The final stage of renovation was to replace the old boilers located on each floor. Not only were they very old and operating at only 45% efficiency, they had also been declared a Health & Safety risk during a routine assessment. The boilers have now been replaced with cost-effective, energy efficient combi boilers which operate at around 90% efficiency - crucial at this time of year!

**Works are now complete, with a few finishing touches still to be made, but we must say - it is looking good!!**



Karen Pithouse, Accounts Office Supervisor, gets to grips with the new access control system

## Health & Safety Note

- Wear the correct PPE at all times - it is there to protect you!
- Wear your seatbelt - on or off site and no matter what vehicle you are in, if there is a seatbelt provided, wear it!

The wearing of PPE and seat belts whilst carrying out Company business is important - it helps minimise the possibility of injury to all those involved.

When an accident does occur and non compliance of PPE Regulations and seat belt wearing are the primary cause, disciplinary proceedings may be brought against you.

The Hills Group Limited is proud that the company has a good Health & Safety record thanks to the support and diligence of all its employees.



# Excellent result in WAMITAB qualification



Seated (left to right) Stephen York, Recycling Operative, Jodine Pask, Weighbridge Operative, Mike Webster, DMD Waste Solutions, Sharon Curtis, Kerbside Loader and Liana Shadwell, Recycling Operative

Standing (left to right) Andrew Amer, LGV Driver, Paul Dark, Recycling Operative, Steve Smith, Foreman, Robin Pearse, Recycling Operative, Martin Wigg, LGV Driver, Mark Dumelow, Plant Operative, Andrew Paterson, LGV Driver, Antony Johnson, Kerbside Loader and Gerrard Fawcitt of Tracks

Recognising employee achievements is always a pleasure and in this issue we acknowledge 12 employees from the Waste Solutions division who have achieved the national Waste Management Industry Training Advisory Board qualification (WAMITAB) in the last couple of months.

They all had to go through a number of practical and theory based tasks and were mentored by Gerrard Fawcitt of Tracks, providers of waste management training and assessment.

**NOTE:** WAMITAB is the awarding body for the waste management industry in England, Wales and Northern Ireland and joint awarding body, with SQA, for qualifications in Scotland. WAMITAB was established in 1989 with a remit to determine and advise on policy and standards of education, qualifications and training for all employees in the Waste Management Industry.

## Training and Development

Hills is committed to continuous learning and development for all employees and over the last 12 months employees across the Group have benefited from a range of training programmes relevant to their role in the Company.

Whilst training can often be perceived as an external training event, significant time and effort is invested by managers and supervisors who work on a daily basis to ensure our front line staff are equipped with the skills and

knowledge relevant to perform their role safely and effectively. **Any requests for training and development relating to your role should be directed to your line manager in the first instance.**

## "Good Morning Hills..."

Is a familiar greeting that welcomes you when you call reception, either at Head Office or County Park, but do you know the face behind the voice?

Clare Brewer is the new face of reception at County Park and has been with Hills for just over a few months. Liz Linney and Jackie Robertson are our front line ladies at Head Office and share the responsibility of manning the reception desk. Liz covers reception in the morning with Jackie taking over for the afternoon shift. I am sure you will join us in a big thank you for all the support and help that they provide to staff and customers alike.



Liz Linney



Jackie Robertson



Clare Brewer