

# in touch

Issue 18 May 2009



**Soldiers recycle  
with help from  
Hills** - see feature  
on our second contract  
with Aspire Defence  
(see pages 4 & 5)



**MBT Plant gets  
go ahead**  
(see page 6)



**St John's School  
Showcase**  
(see page 8)





Michael Hill

### High aspirations for growth

Despite the current economic climate our management of commercial waste and recycling contracts took a positive step forward since the last issue after winning two new major contracts, one with Aspire Defence dealing with the armed forces' waste and the other with two Bristol Universities. These successes were the result of some great work from our tendering team and our waste division are confident that both contracts will provide a springboard for further growth in commercial collections in these sectors and geographical areas. Read more on pages 4 and 7.

### Milestone achieved

On page 6 you can read about the achievement of a major building block in the Group's development into a new era of dealing with waste when Hills was granted planning permission for a mechanical biological treatment (MBT) plant. Although there are still some significant hurdles in front of us, we are confident that you will be able to read more about the development of this exciting project over the next couple of years.

### Recalibrating expectations

It seems increasingly likely that the tough times being faced throughout the world will last significantly longer than previously anticipated. We are all having to recalibrate our view of what we expect out of life and what is important to us not only as a society and individuals but also as businesses. Once we have taken this step and shifted our levels of expectation then we can look to the future with a positive outlook. One thing is for sure, life goes on!

# A new fu

**The former landfill site at High Penn (near Calne), will receive a make over later this year and be turned into an attractive woodland. The Forestry Commission has funding available through grants to support the finance of this project.**

The site was purchased by Hills in the 1930s and worked as a sandpit and then landfill until its closure when it was restored to pasture for grazing sheep and cattle.

Part of High Penn became home to a colony of 500 slow worms in June 2003 when they were relocated from a nearby Hills Homes development site. Hibernation mounds and heat traps were created for the slow worms, along with two ponds for frogs, toads and water living plants and creatures. This area is now well established and the slow worms are believed to have increased in number, reports are that grass snakes have also been seen in the area!

Slow Worm (*Anguis fragilis*)

Fishing lake

## 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.

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Issue No 19 will be published in September 2009; please submit news and photographs (if possible) to The Communications Department, either to the above address, on telephone (01672) 518924, or via email to [ttorr@hills-group.co.uk](mailto:ttorr@hills-group.co.uk)

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The newsletter is printed on recycled paper.

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# ture for High Penn



Hills recently made the decision to environmentally revive the 24 acre site to be used in a more efficient bio-diverse way and are planning to plant around 19 acres of native trees this autumn. Wide rides (grass pathways) will be left unplanted and the area around the lake will remain unspoilt which will reinforce the natural woodland habitat of bramble and hedgerow.

A variety of shrubs, wild flowers and trees, including Blackthorn, Oak, Ash, Lime, Black Poplar and Downy Birch will be planted together with a small amount of Norway Spruce and Scots Pine. This planting will provide a rich source of food for wildlife including insects and especially the Hairstreak butterflies which are nationally rare. The site will also include poles to support kestrel, buzzard and owls whilst still encouraging the likes of roe deer and badgers to the area.

*Bramble and hedgerow at High Penn*





# Hills sign second contract with Aspire Defence



*(left to right) Clive Moorman, Commercial Director, Russell Corriette, Senior Supply Chain Manager, and Graham Blow, Managing Director, all from Aspire Defence Services Limited with Alex Marland, Development Manager, Julian Cope, Commercial Manager, and Caroline Sloman, Bids Co-ordinator all from Hills Waste Solutions*

Hills Waste Solutions Ltd has successfully bid against two national competitors to be awarded a new waste management contract with Aspire Defence Services Limited.

The contract will run for an initial 3 year period with an option to extend for two years. Hills will provide waste collection and recycling services to four MoD garrisons situated across Salisbury Plain and Aldershot, which currently generate approximately 8,000 tonnes of waste annually.

The service is being provided as part of Project Allenby/Connaught, the largest infrastructure PFI ever let by the Ministry of Defence, valued at some £8 billion which will run



Hills on site at MoD garrison

for 35 years, and is being delivered by Aspire Defence, a joint venture between Carillion and KBR.

Hills' success at securing the contract was attributed to innovations in both its pricing structure and recycling services. Charges for waste collection on a 'pay by weight' basis will enable Aspire Defence to accurately measure the volume of waste generated and recycled. The introduction of Hills' new Redtop Recycler service will allow several recyclable materials to be collected in a single container.

Commenting on the contract award Alex Marland, Development Manager said, "We are delighted with the award of this contract. It is ideally suited to Hills' new Redtop Recycler service for co-mingled recycling and marks the beginning of paying by weight in the trade waste sector."

During an initial 3 month calibration period, baseline data will be recorded from which Hills and Aspire Defence will agree targets to reduce waste sent to landfill and increase recycling rates – a practice which supports the

sustainability initiatives at the heart of Aspire Defence's contract with the MoD and sets out to reduce soldiers' environmental impact.

Extensive planning has been undertaken to ensure symmetry of the service across all the garrisons to maximise the opportunities for soldiers and their families to recycle. Caroline Sroman, Bids Co-ordinator, who project managed the contract mobilisation, explains, "The facilities for waste collection are the same at each garrison - whether at home, in communal areas or in the workplace. This gives a clear, consistent message which, from past experience, we know will increase and encourage recycling."

Hills and Aspire Defence are already working successfully together in an existing partnership, now in its third year, which provides a waste management service specifically for construction waste generated on the Project Allenby/Connaught building programme. The fixed cost per cubic metre pricing structure allows Aspire Defence to accurately forecast their construction waste disposal costs. Hills

initially designed and continue to manage an on-site waste sorting facility which recycles 92% of the construction waste generated and, together with the crushing and re-use of the demolition waste, means Project Allenby/Connaught is recycling 97% of its combined waste.

Under Project Allenby/Connaught, the quality of life for over 18,700 soldiers, 20% of the British Army, is improving with the provision of modern, high quality, fully serviced and purpose built living and working accommodation being provided by Aspire Defence.





# Hills Visit MBT Plant



Working MBT plant

**Key members behind the planned £15 million MBT plant went to Slovenia in April to be shown around one of Entsorga's working plants by owner Pier Cella. Entsorga will be supplying Hills with the MBT (mechanical biological treatment) plant for the Westbury site when building work commences.**

The plant is a key element of Wiltshire's overall war on waste and means that residents can look forward to the day when at least 85 per cent of the county's waste can be diverted from landfill. It adds up to a much more sustainable future

The MBT plant will transform local rubbish into valuable fuel, diverting more than 45,000 tonnes of waste from landfill. It employs natural microbes within the waste to accelerate the decomposition process. This takes up to 14 days and is carried out in a building with a filtration system to control odours. As the material dries it loses up to 30% of its original weight.

Once dried, it is further processed to remove metals for recycling and it is from the remaining material that a solid

recoverable fuel is manufactured. The final fuel is a dry and sanitised material that can be safely handled. "Fuels of this type that reduce both waste and CO2 have a big future in the UK" commented Chairman, Alan Pardoe.



**L-R: Lance Parry, Consultant, Craig Scott, Royal Bank of Scotland, Pier Cella, Owner Entsorga, Alan Pardoe, Chairman Hills Group Limited, David Hooper, Entsorga, Mike Webster, DMD Hills Waste Solutions and Mike Hill, CEO Hills Group Limited**



End product

## New Partnership Logo

Mike Webster, DMD Hills Waste Solutions and Andy Conn, Head of Waste Management at Wiltshire Council met with crew at Lower Compton to view the kerbside recycling vehicles liveried with the new Wiltshire Council and Hills partnership logo.

**L-R: Mike Webster, DMD Hills Waste Solutions and Andy Conn, Head of Waste Management Wiltshire Council**



## Universities Award Hills Contract

Hills Waste Solutions has been awarded contracts for the collection and disposal of general waste from both the University of Bristol and the University of the West of England (UWE Bristol) for three years with a potential one year extension resulting in around 70 lifts per day being collected in the Bristol area.

Commenting on the success, Peter Moore, Transport Operations Manager said "We are delighted to add two more such high profile clients to our portfolio, and will be looking to build on this and capture more business out of Bristol as a result."

## From Purton to Vegas! Ray Coram retires

The George in Kempford was the venue for a lunch held in honour of Ray Coram, who retired in January after 16 years' service.

In life before Hills, Ray spent a couple of years working for Amey Aggregates in Lechlade before joining the Army for 25 years serving in both the Royal Corps of Transport and the Parachute Regiment, returning to civilian life in the mid 80s.

After spending five years as a transport scheduler for Woolworths, Ray joined Hills in 1992 as Distribution Administrator, later promoted to Transport Supervisor. Ray has been an absolute 'rock' at his Purton base ever since and will be greatly missed.

Ray was joined at the lunch by his lovely wife Leslie, Mike Hill CEO of Hills, Beverly Hill, Mike Webster DMD Hills Waste Solutions, Pete Moore Transport Operations Manager and Brian Waymont Depot Manager.

Being serial tourists of the USA and especially Las Vegas, Ray and Leslie were due to fly to Vegas two days later to collect the money he left there last time! Retirement certainly will not be dull in the Coram household!

Thanks for everything Ray and happy retirement.

**L-R Brian Waymont and Ray Coram**



## Purton is tops

The star performer for the highest 'Recycled Tonnage' at an HRC in March was Purton. Jessie Bunce, Site Supervisor, and her team of operatives managed to recycle a whopping 83.4% of total tonnage received.



**L-R: Jessie Bunce, HRC Site Supervisor with HRC Recycling Operatives Norman Valdez, Peter Elms and David Tarrant**

## Drivers receive SAFED certificates

Candidates successfully completed a Safe & Fuel Efficiency Driving (SAFED) training course through a joint partnership of Hills and Wilts Transport Training (WTT).



**L-R Back Row: Neil Luce, Martin Gibbs, Nigel Creighton, Michael Miles, Simon Stephenson, Steve Williams and Richard Elbrow.  
Front Row: Andy Ody, Emma Emmott Manager, Wilts Transport Training, Peter Nash, Graeme Bushby, Barry Bartholomew, John Pearce and Nick Rees, MD, Wilts Transport Training**



**L-R Back Row: Neil Luce, Andy Ody and Bill Brown  
Front Row: Emma Emmott, Wye-loong-Tsang, Barry Butcher and Nick Rees.**





*New St John's school being constructed on Marlborough's skyline*

# Quarry Showcase St John's School

The Mineral Products Association (MPA), principal trade body for the quarry product sector previously known as QPA, will be holding their annual show case on 4<sup>th</sup> June at the Queen Elizabeth II Conference Centre in London. This premier event allows the industry to highlight key successes and

examine the challenges ahead. In 2009, the event will reflect the interests of the new merged association (MPA) with a focus on concrete and cement, as well as aggregates.

Hills Quarry Products will be contributing to this year's 'Make the Link' photo and caption

section of the showcase which highlights high profile projects that have been achieved within the industry. Our project will feature the work that has been carried out at the new St John's School in Marlborough.

Clifford Construction Western Ltd, a specialist formwork contractor, is handling the innovative 'kidney' shaped building where 2,000m<sup>3</sup> of concrete has been supplied by Hills Quarry Products since July 2008, including the trialling of a new specialist mix for the curved walls featured in the build. Hills has supplied 3,290m<sup>3</sup> of ready-mixed concrete for foundations, floors and retaining walls to contractors ISG Pearce who are constructing the conventional buildings for the school.

## Woodsford Quarry

Development of the new sand and gravel operation in Dorset is now moving forward with the near completion of the earthmoving contract. Contractors M. J. Church have completed the removal of the top soil and sub soil for the main development areas and are now constructing the clean water and silt lagoons. During this operation evidence of Roman occupation was discovered, along with a large post Medieval / modern field boundary system and these finds have been passed onto Thames Valley archaeological service that deal with finds preservation.

The next phase of the development will be to build the infra-structure, office complex and foundations for the washing and concrete plant. Construction of the sand-washing plant has been awarded to Wileman Engineering Ltd, with Linatex Ltd supplying the twin sand processing plant. Basford Engineering has been awarded the supply contract for the concrete batching plant, with IKON Construction acting as the civils contractor and Bridges Electrical as the electrical contractor.





## Latton being restored to former glory

Restoration of the former sand and gravel pit at Latton is near completion. The land and lakes will become an extension to the north-eastern edge of the Cotswold Water Park and will form a willow carr (wet flooded woodland) and shallow water habitat for wading birds.



*Restoration of Lake 1 completed Oct 03*



*Beginning of restoration work on Lake 4*



## Blunsdon Bypass

Construction work may be over at the new Blunsdon bypass, but Hills Quarry Products remain an integral part of the project with the supply of soils for landscaping. Hills has been included in the project from the beginning by taking muck away to Shorncote and supplying Type B Filter media for drainage.

## "Grand design" for Hills concrete

Hills was featured on Channel 4's popular Grand Designs programme supplying ready mixed concrete to a £660,000 self-build project by Andrew and Meryl Ainslie at Mildenhall in Wiltshire. The Marlborough Farmhouse took just over a year to complete.



## Spittleborough Bridge

Around 3,000 tonnes of Chinham Farm screened grit was recently supplied to Balfour Beatty at their Spittleborough Bridge on the M4. The stone met the highways specification for 6E material and was mixed with cement, at site, through an Eco-Warrior Blender, to produce a 9A material for the bridge embankment.

## Double achievement for Daniel

After three years of dedicated distant learning, involving 20 hours of home study a week, congratulations go to Daniel Houghton who has passed his Diploma in Quarry Technology.

Daniel had to complete up to seven assignments per fortnight, followed by yearly examinations and attended weekend tutorials at Derby University to gain his qualification. His studies covered Health, Safety, Legislation and Practice, Environmental Management, Quarry Technology, Blasting, Geology and Surveying.

Daniel commented "A great deal of commitment and sacrifice was needed, but the feeling of achievement now underpins the hard work I put into it".

Not that Daniel has had any spare time on his hands since getting his Diploma. Two weeks after completing the course his partner Louise gave birth to their daughter, Elizabeth.

Daniel intends to spend quality time with his daughter watching their favourite team 'Sheffield Wednesday' - Come on the owls!





# Village gets new homes

Hills Homes started the New Year with construction getting under way in the village of Burton, set in the Cotswold's Area of Outstanding Natural Beauty. Only 2 miles from the completed site at Castle Coombe, Church Rise is a development of seven traditional homes built with stone elevations to complement their natural environment.

"We expect Church Rise to be finished in Autumn 2009 and from the early interest we expect it to be a successful project for the Company" said Nick King, DMD Hills Homes. The team are now back on track after being hampered by snow in early February.



L-R: Allan Ramsay Site Manager, Graham Guppy Labourer & Tom Braine Skilled Site Labourer

## Breathing new life into an old barn



The Barn's front entrance



Master bedroom

Part of the original farmyard, The Barn is set proudly at the entrance to the Manor Gardens development in Burbage. After selling the seven new properties in the courtyard around the old barn building, the unusual project of renovation rather than new build commenced.

Using bricks carefully sourced to match the original, the barn has been sympathetically renovated resulting in a mellow exterior that blends seamlessly with the existing structure.

The interior layout incorporated original 'A' frames and beams, making a striking master bedroom complete with en-suite bathroom, walk in wardrobe and sitting area.

Having to work closely with Planners and Conservation Officers, Nick King, DMD Hills Homes commented, "The work has been a departure from the norm for Jan Pearce and his skilled team who have thoroughly enjoyed the opportunity to breathe new life into this lovely old barn."



# Hills homes are selling fast

Nick King, DMD Hills Homes reports "in spite of all the reported doom and gloom, a number of current sites are now almost fully sold."

## **Southwick's barn-style homes**

The final two properties at Southwick near Trowbridge are sold subject to contract. This project involved barn styles homes more suitable for larger families whilst also featuring affordable housing for first timers.

## **Priory Vale's Ermin Gate development**

At Priory Vale, Swindon, the last of the Company's seventy five homes at the Ermin Gate development sold in December last year. The development, which started Summer 2004, featured a mix of property designs including a Georgian style square. The delighted owner of the final property has taken residence, our workforce has left the site and now Priory Vale will develop into its own community.

## **Castle Coombe's Country Homes**

Castle Coombe's development involved six beautiful country homes being built all overlooking the countryside. After a slow start, five of the houses have been sold and occupied. With one house left to sell, Nick King comments "This remaining property now represents a unique opportunity to purchase a beautiful home in a fantastic location".



*Southwick barn style home*



*Priory Vale Georgian style square*



*One of Castle Coombe's country homes*

## ***Diploma Success for Lesley***

In a business historically dominated by men, Lesley Slaven, Commercial Assistant has recently achieved a Post Graduate Diploma in Surveying Practice from Reading University, showing that a keen intellect and a willingness to learn can bring reward.

Having delivered best practice construction procurement guidance whilst at the office of Government Commerce (OGC) and as a Project Manager for the South East Centre for The Built Environment (SECBE), she has been able to expand her knowledge. Since joining Hills Homes in May 2007, Lesley has applied this knowledge to her day to day tasks, developing a deeper understanding of her chosen field.

Now Lesley has obtained her diploma she has the opportunity to continue her studies and convert it into a Masters degree. We all wish her every success with her ongoing studies and feel sure that she has a bright future ahead of her.

## **HOMES IS QUIZZED!**

A team from Hills Homes recently enjoyed success at the Chartered Institute of Building (CIOB) quiz night which followed the Institute's AGM. Held in the Ivy House Hotel, Marlborough and lead by Nick King, DMD Hills Homes, the four strong team consisted of Nick, Lesley Slaven, Commercial Assistant, Jan Pearce, Site Manager and Allan Ramsay, Site Manager.

Finishing third at the end of the evening, Nick said "We were delighted to successfully represent Hills Homes and look forward to improving our position next year."

# Eco-friendly School-kids rewarded with new sports kit



The netball and football teams from Toothill Primary School in Swindon are ready for action in their new sports kits handed over to pupils by Mike Webster, DMD Hills Waste Solutions.

In addition to the sports kit, a donation of compost was also given to the school to use in their new raised garden beds.

Martyn Cowell, headteacher, commented "We are extremely grateful for the opportunity to work with such a forward thinking company which is committed to putting something back into the community and I would like to thank Hills on behalf of all the children at Toothill and their parents."

Mike Webster also presented the school with the Bronze Award they had achieved in the Eco-Schools programme.

Eco-Schools is run internationally by the Foundation for Environmental Education (FEE) and the school had to follow specific criteria to achieve this award. The children are the driving force behind the Eco-Schools programme and they help carry out an audit to assess the environmental performance of their school. The Bronze Award symbolises excellence in the field of environmental activity and addressing the school assembly Mike Webster said, "Today's Eco-School children are tomorrow's adult recyclers and Hills recognise the work you have all done to achieve your Bronze Award."



Headteacher, Martyn Cowell, received the Eco-Schools Bronze Award from Mike Webster, DMD Hills Waste Solutions



# Museum gets face-lift with help from Hills

Refurbishment of the Wiltshire Heritage Museums was completed earlier this year and the Hills Group is proud to have been one of the sponsors of the project with funding from the Landfill Communities Fund. Extensive work was undertaken on the 18<sup>th</sup> Century building to make it compliant with Health & Safety and Fire regulations. New facilities, with wheelchair access have been installed along with a kitchen area and improved access between the galleries. An audio visual display on the ground floor screens video footage of the first floor displays – a necessity for those visitors unable to use the stairs as building restrictions do not allow the installation of a lift.

Wiltshire Heritage Museum is one of more than 40 museums in the UK to have signed up to the 'Kids in Museums' manifesto. The children friendly initiative lists 20 ways in which museums can make family visits more enjoyable and engaging.

*L to R: Cliff Carter, Recycling Team Manager, Lionel Grundy, former leader of Kennett District Council, Gillian Barber, Grants Manager Communities First and Bill Perry, Chairman of Wiltshire Heritage Museum*



## Raffle raises money for Air Ambulance

Through kind donations of Christmas raffle prizes from customers of Hills Waste Solutions £350.00 was donated to Paramedic Richard Miller from Wiltshire's Air Ambulance.



*L to R: Paul Hill, Kerbside Recycling Manager, Clyde Robertson, LGV Driver, Richard Miller, Air Ambulance, Paul Sandell, Kerbside Loader and Ken Webb, Recycling Collections Supervisor*

**Dress down days at County Park during 2008 raised £276.00 for local Prospect Hospice. Well done all at County Park!**



## Free Bag for Life!

Hills Waste Solutions supplied climate friendly Bradford on Avon with Hills recycling bags for their Love Your Planet event. Shoppers were encouraged to swap their plastic bags for a free bag for life and Climate Friends managed to hand out over 400 bags on the day.



# New look for Alderton Village Hall

The Hills Group provided funding for this project via the Landfill Communities Fund which is administered through Community First. The project involved the refurbishment of the exterior of the Village Hall and the carrying out of internal alterations to make the building accessible to all members of the local community. The village Hall will have its official opening on Friday 8th May and will be opened by John Thompson, Deputy Leader of Wiltshire Council.



*Alderton Hall before renovations*



*Alderton Hall after renovations*



# Snow comes to Hills

The heavy snowfalls experienced in Wiltshire earlier this year may be a distant memory - but we have the pictures to remind you:-

## New Face at County Park

L to R: Julie James, Secretary, Samantha Douglas, Administrator, Lynn Daniels, Divisional Secretary and Clare Brewer, Receptionist



Snow clearing at Salisbury HRC



Main picture: Skips on-site at Purton



Lorries snowed-in at Purton



## Team-building Purton Style

L to R: LGV drivers Simon Stephenson, Steve Williams, Nigel Creighton, Andy Ody, John Pearce, Barry Butcher and Neil Luce with Ray the Snowman



Snow covered containers at Purton



# Safety in the Workplace

Committees have been established within Hills to promote Health & Safety in the workplace. Members of each committee deal with issues to prevent employees and visitors from being harmed or becoming ill within the workplace. The

committees meet to assess potential risks and discuss what precautions, if any, need to be implemented as far as 'reasonably practicable'. The following employees sit on Health & Safety committees:



John Warner (Chair)

## Quarry Products Divisional Health & Safety Committee

John Warner (Chair)  
Keith Taylor  
Kevin Hester  
Tony Stepp  
Lynn Daniels  
Mark Eltham  
Kevin Robbins  
Garry Mulcock



Paul Elling (Chair)

## Waste Solutions Divisional Health & Safety Committee

Paul Elling (Chair)  
Julie James  
Melanie Beswick  
Paul Hinks  
Andy Ody  
Neil Luce  
Andrew Quinney  
Colin Rouse  
Brian Stevens



Jan Pearce (Chair)

## Homes Divisional Health & Safety Committee

Jan Pearce (Chair)  
Dave Law  
Louise Painting  
Wayne Goodman  
HSAS representative



Ed Pollard (Chair)

## Group Divisional Health & Safety Committee

Ed Pollard (Chair)  
Jackie Manley  
Martyn Cox  
Pamela Hunt  
Lynda Duggan

These committees report to their respective divisional managing directors who sit on the Health & Safety Sub Committee Board who then report into the Executive Board. If you wish to find out more about Health & Safety then please contact your divisional committee chair.

## Log your IT problem

To ensure that your IT problems are dealt with in a timely and prioritised manner, you must log your problem with the IT helpdesk on 01672 518932 or email [ITHelpdesk@hills-group.co.uk](mailto:ITHelpdesk@hills-group.co.uk).

The IT helpdesk is operated by Clare Brewer who will log your IT problem, giving you a reference number for action by the IT department. You will then be contacted by IT Support and notified of your priority status and likely response time.

For out of office hours and emergency response only please call:  
**07827 157950**



Clare Brewer

## Hills did something funny for money!

Red Nose Day was held on unlucky Friday 13<sup>th</sup> but that did not dampen the Hills staff spirit who together raised a fantastic £267.20.

Donations were raised throughout the day at both Head office and County Park by staff participating in numerous activities including a red nose sweepstake, guess how many sweets are in the jar, wearing something red, naming the baby/toddler picture and a cake sale.

Many thanks to everyone for taking part and helping change someone's life for the better!



Many thanks to everyone who made cakes



Postman buys the first cake

## Welcome

A warm "Hills" welcome to the following employees who joined the Group between 1 January - 31 March 2009.

**Alan Little**, LGV Driver

**Craig White**, LGV Driver

**Alexander Moore**, Driver's Mate

**Ross Sly**, Driver's Mate

**Ben Heath-Halliday**, Kerbside Loader

## Aspire Award

Aspire Defence Capital Works held its second annual Safety First Always awards last week, where Mark Doutre, LGV Driver received special recognition in being awarded the Environmental Individual of the Year for 2008. Aspire Defence, a joint venture between Carillion and KBR, makes safety a priority within its organisation. It therefore created an awards scheme to recognise and celebrate the workforce and contractors who have demonstrated their commitment to health and safety as they work on Project Allenby/Connaught to help make soldiers' lives better by improving the living and working accommodation across the garrisons of Aldershot and Salisbury Plain.

Now in its third year of partnership, Hills Waste Division and Aspire Defence Capital Works deliver a waste management service specifically for construction waste generated during the building programme. Mark plays a significant role in supporting the Aspire Defence and Hills partnership. Hills initially designed and continue to manage an on-site sorting facility which recycles 92% of the construction waste generated. Mark can be seen here receiving his award from Steve Arthur, Aspire Defence's Pre-Construction Director.



L-R Mark Doutre, LGV Driver receiving his award from Steve Arthur, Aspire Defence's Pre-Construction Director

## Hills Shopping Bag

The Hills shopping bag has taken to the air again and landed on holiday in Wellington, New Zealand with Clive Philips, Post/Accounts Administrator.



Clive, sporting a Hills shopping bag, baseball cap and jacket, with his daughter Claire and grandson Noah (and very angry looking statue!!!)

## Congratulations

**Julie James** and **Lynn Daniels** have passed with merit their CIEH Level 3 Health & Safety in the Workplace. **Geraldine Frost** and **Ashley Green** have passed their exams for a National CPC (Certificate of Professional Competence) in Transport Operations. **Well done to you all!**



L-R: Lynn Daniels, Divisional Secretary, Alan Mackenzie, DMD Hills Quarry Products and Julie James, Secretary



Geraldine Frost, Motor Fleet Administrator



Ashley Green, Transport Supervisor