

into touch

Issue 20 January 2010

**Celebrating 110
years of Hills -**
See the special feature
starting on page 9



**WWT Corporate
Green Awards**

(see page 4)



**St Joseph's College
students visit
Chapel Farm**

(see page 6)

Edward Hill, founder
of the Hills Group



Michael Hill
Group CEO

I have often wondered what Edward Hill's expectations were when he set up the first brickworks in the Hill family name at the end of the nineteenth century. For him, thinking about the year 2010 would have been like us thinking about the year 2120 today, so it is very unlikely that he would have imagined the business to be going strong 110 years later! The company's continued existence is truly a testament to Edward's drive and ambition.

Many brickmakers set up businesses and subsequently failed in those days, but Edward was canny enough not to put all his eggs in one basket and soon diversified into haulage, sand and gravel, saw mills and farming. This philosophy was continued by his sons and grandsons and is still very much alive today.

So I would like to remember and sincerely thank not only Edward and the Hills family but also the army of staff, managers and directors who have helped build and preserve Edward's legacy during the last 110 years.

You will be able to read more about the company's history in all of the 2010 editions of In Touch.

Shareholders tour the sites

In October a party of 24, made up of shareholders and group directors set out to visit a number of the group's operational sites.

The first destination was the waste management operation at Lower Compton. The tour of the MRF (material recycling facility) was particularly interesting as the normal problem of hearing the explanation of the tour guide over the noise of the operations has been eradicated by the recent introduction of an impressive wireless tour guide audio system. The tour then moved on to the Hills Homes site in the lovely village of Burton near Castle Coombe.

During the afternoon the itinerary included visiting the proposed MBT (mechanical biological treatment) site at Westbury, the new HRC (household recycling centre) facility at Warminster and the housing site in the picturesque village of Heytesbury.

The following day the party visited the impressive new quarry and concrete plant at Woodsford, Dorset.

The shareholders thoroughly enjoyed the tour and were unanimous in their praise of the professionalism and enthusiasm of all management and the operational staff who had shown them around the sites.



Shareholders and directors on site at Old Forge Close, Heytesbury

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Henry Newbery, waste treatment manager with directors and shareholders at the MRF



Caroline Hill (top) and Emma Shepherd on site at Warminster HRC



Top left and above. Shareholders are shown around the new Woodsford quarry site by Alan Mackenzie, group director and Peter Andrew, business development manager



Shareholders at the new HRC in Warminster

Logo Competition

We can reveal the winning logo design by Liz Linney, receptionist at the head office in Marlborough to mark the company's 110 years in business. Liz received a cash prize of £110 for her design and nominated the Alzheimer's Society to receive a donation of £110. The logo will be used throughout 2010 on company stationery, websites and emails.

May we take this opportunity to thank all employees who submitted an entry for the competition by either designing a logo or slogan.



L-R Liz Linney and Mike Hill, chief executive of the Hills Group with the winning logo



2nd place - Nick King



3rd place - Tom Clifford

The Hills Group Sponsor WWT Corporate Green Awards 2009



All the winners of the Corporate Green Awards with their plaques

Wiltshire Wildlife Trust's second Corporate Green Awards sponsored by the Hills Group were announced on Friday 16th October 2009 at a gala dinner hosted by BBC's It's Not Easy Being Green presenter Dick Strawbridge at the Four Pillars Cotswold Water Park Hotel.

This prestigious event was attended by Hills chairman Alan Pardoe, chief executive Mike Hill and group directors, Mike Webster, Alan Mackenzie and Nick King.

Entry was open to local and national companies and organisations that have an operational base in the county. The awards are designed to honour businesses who had made it part of their ethos to operate in a sustainable way with the winners receiving a stylish plaque.

Swindon-based fleet management company ARVAL, who supply Hills with company cars, won the Green Office category, following the launch of an environmental programme to manage and reduce the carbon footprint of its workers.

Winners of categories:

Sustainable Manufacturing, Construction and Design - Wadworth & Co

Environmental Land Management, Conservation and Food Production - The Bistro

Green Offices - Arval

Green Media, Marketing or Communications - Eco Print

Green Tourism - Rosemundy Cottage

Climate Change Impact - Good Energy

Green Shoots - Aster Group

Outstanding Contribution - Center Parcs, Longleat Forest



L-R, Presenter Dick Strawbridge with Mike Hill, group chief executive



Dick Strawbridge (3rd left) with L-R, Alan Mackenzie, Mike Hill, Mike Webster, Nick King and Alan Pardoe

Wiltshire Company Recognised for Wildlife Support



Mike Hill receives the recognition award from Perry Chadwyck-Healey

The outstanding support and encouragement provided by the Hills Group to the Wiltshire Wildlife Trust was acknowledged at the WWT Corporate Green Awards.

Hills has supported the Trust since 1990 and contributed over £4 million through the Landfill Communities Fund to ensure the conservation of biodiversity and the provision of public amenities in the region.

The award was presented to Mike Hill, Hills Group CEO by

Perry Chadwyck-Healey, chairman of the Wiltshire Wildlife Trust.

January 2010 will be the 20th anniversary of the company's first sponsorship of the Trust's work, "It's a partnership that works very well," commented Mike Hill.

"Hills takes its responsibilities to the environment very seriously. The Group's activities can affect the communities and areas in which we operate. Supporting the Wiltshire Wildlife Trust minimises the impact and ensures that wildlife habitats are created and protected for future generations to enjoy."

Hills Family Birthday Celebrations



L-R: Robert and Richard Hill



Robert Hill with his wife Rosie, four sons and their families

There have been two big Hills family birthdays since the last issue. Richard Hill celebrated his 75th birthday in October and was joined by family and friends for a meal at No 6 restaurant in Dorchester, following the shareholders tour.

Robert Hill celebrated his 70th birthday in November with family and friends at the lovely Thurstlestone Hotel on the South Devon coast.

New look at Warminster's HRC

Warminster's new household recycling centre (HRC) was officially opened in September 2009 by Councillor Linda Conley.

The new centre, located just 200 yards from its original site, on Furnax Lane has more room and much-improved facilities. The HRC can deal with a wide range of recyclable materials and bulkier household items such as fridges, cookers and electrical appliances.

The centre is part of Wiltshire Council's strategy to increase recycling in the county and reduce the 140,000 tonnes of council collected rubbish that currently goes into the county's landfill sites.

Cllr Conley, said: "This is a most welcome improvement to our recycling service to help reduce the ever-increasing cost of waste disposal in landfill sites.

Mike Hill, chief executive of the Hills Group, said "We are delighted to be opening this new HRC, providing improved recycling facilities in Warminster. The new centre should help improve recycling levels in the county."

The new HRC is expected to handle around 8,000 to 9,000 tonnes of waste a year and aims to recycle at least 70% of the material deposited by local residents.



Cllr Linda Conley cutting the ribbon with Mike Hill, CEO Hills Group (left) and Tracy Carter, service director with responsibility for waste, Wiltshire Council



Mike Hill, Cliff Carter and Mike Webster with Cllr Conley and Tracy Carter

Stanton St Quintin tops Recycling

The star performer for the highest 'Recycled Tonnage' at an HRC during August, September, October and November was SSQ HRC. Nigel Bray, site supervisor, and his team of operatives managed to recycle a total of 81.7% of tonnage received during those four months.



L-R Supervisor Nigel Bray with recycling operatives Stuart Thatcher, Graham Doman, Robin Pearce

Membership for Julian

Congratulations go to Julian Cope who has been accepted as a full member of The Chartered Institution of Wastes Management (CIWM).



Julian Cope, commercial manager

St Joseph's College Students **visit** Chapel Farm

Year 11 GCSE geography students had a specially arranged visit to Hills' Chapel Farm landfill site in October 2009 as part of their studies into population growth and the impact on sustainability.

Alan Stewart, head of geography at the college has visited landfill sites before and commented "It is interesting to see the

affect it has on the school children.

Afterwards they realise the importance of reducing, reusing and recycling their waste."

The children were also treated to a short bird display by the site's falconer, Cliff Lee, who explained how birds of prey are used on landfill sites to control pests.

"The peregrine falcon was a great attraction for the kids," commented Stuart Knight, Hills' site manager, "The important thing is that they now understand what happens to waste at a landfill site and how it is managed responsibly to ensure the least impact on the environment,"



Cliff Lee with his peregrine falcon used to scare away pests



Stuart Knight, site manager at Chapel Farm talking to the students from St Joseph's College



St Joseph's College students viewing the landfill site



New Volvo Trucks for Lakeside

Hills Waste Solutions has taken delivery of three new Volvo FH500 6x2 tractor units on five years contract hire. The new vehicles shuttle between Salisbury and the Lakeside energy from waste (EfW) facility at Colnbrook and replace the original FM440 6x4 units previously used to transfer the waste. All three vehicles are equipped with Volvo's Dynafleet Operate package which allows monitoring of fuel usage and vehicle location as well as driver management and fleet scheduling. These new vehicles will be more fuel efficient on road haulage operations like the Lakeside run and have already shown an 8% improvement on fuel consumption.



New Volvo FH500 at Lakeside EfW facility



The future - Hills' new fuel efficient vehicle delivers waste to the Colnbrook Energy from Waste facility

- Improve our energy efficiency, reduce costs, reduce carbon footprint
- Improve the competence and professionalism of our employees

Global warming and carbon footprint

There is little doubt that climate change is happening and it is believed that human activity, mainly through the emission of carbon dioxide and other gases, makes a significant contribution.

Hills' senior management has committed to taking

action in their companies to improve the situation. Carbon dioxide comes from the burning of fossil fuels - oil, gas and coal to provide transport, electricity, heating, lighting and raw materials to name but a few. The first step is to measure all the items, such as fuel and electricity use, which contribute to global warming, work out the amount of carbon dioxide produced and calculate our carbon footprint.

Efficiency gains = less energy consumed = less carbon dioxide produced

Hills Quarry Products has just completed its basic carbon footprint for the year ending in April 2009, and identified a series of measures, which could reduce their footprint by approximately 5% with consequent financial savings. Hills Waste Solutions are now embarking on the same process and are also looking at energy from wind and improving capture/utilisation of landfill gas emissions where viable.

Once we have calculated our carbon footprint, then we can take steps to reduce it and the operations within Hills will be looking to benchmark and set targets for energy consumption and carbon reduction against which we can measure our performance.

ISO 14001

Good environmental management is one of the cornerstones of our business and Hills Waste Solutions is improving its current Environmental Management System (EMS) to a standard known as ISO14001.

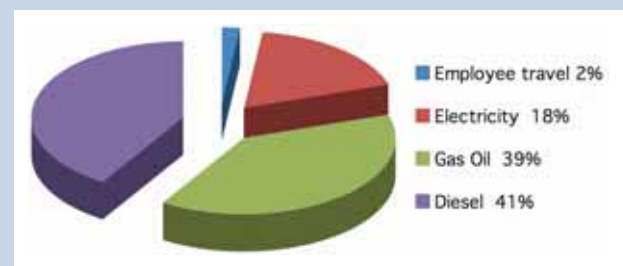


Daryl Taylor, Technical & Environment Manager

The standard provides a structured and systematic approach to deliver good management. The EMS is checked by external auditors and if it reaches the required standard a certificate is awarded. Our main audit is scheduled for March 2010.

Achieving the standard is important because it will:

- Make our business more competitive and therefore more secure
- Improve legal compliance and reduce the potential for prosecution
- Enhance image with our stakeholders - Wiltshire County Council, Honda, Aspire Defence, the Public, Regulators and other customers
- Reduce our potential to cause pollution by ensuring controls are in place to deal with environmental issues and any accidents
- Conserve resources



Hills Quarry Products' Carbon Footprint showing carbon dioxide emissions

ANYTHING • ANYWHERE • ANYTIME

110 Years of the Hills Family Business



110
years
1900 to 2010

Edward Hill (centre) and his four sons, from left to right, Grahame, Rowland, Mervyn and Harold

Family Foundations

The Hills family work hard and play hard. These two characteristics combined with energy, enterprise, affability and confidence have been the hallmarks of the Hills family business for the last 110 years.

It's a special blend which has enabled the family to weather the ups and downs of business life and emerge united and successful into the second millennium.

The family connection to the business has always been strong but by no means exclusive. Non-family members have always been valued within the business, it is that astuteness which has kept the company afloat when other businesses have foundered on a desire to "keep it in the family".



*A Hills family portrait taken in the late 19th Century
Photo courtesy of the Rev F Fuller*



Edward Hill in 1918



Islip Roseman - championship winner from Hills farms

Based for most of the last century in Swindon the Hills family business began with Edward Hill in 1900, a strong and enterprising individual. From humble beginnings making bricks the Hills Group has evolved through a multiplicity of operations to its present day focus on aggregates, waste management and recycling, and house building.

Through its independence and integrity and the loyalty of its workers, the family has provided the foundations of many buildings and landmarks in the region today - from motorways to the Cotswold Water Park.

Throughout, the family has produced capable sons who have carried the company into the fourth generation. Edward Hill

fathered four sons, three of whom were to play a major part in the business - Grahame, Harold and Mervyn.

Rowland, Edward's third son, left the business during the war to pursue a farming life at Broome Manor. The family retained its interest in farming and country pursuits for many years.



The Earl Kitchener



Purton Brickworks

Early Years

The first member of the family to establish himself in Swindon was Edward Hill, the company founder's father who came from near Weston-Super-Mare. His family had long been involved in brick and tile-making and with boats, in Somerset.

Edward settled in Stratton St Margaret in the middle of the 19th century and married a local girl, Emily Iles. He gave up hauling coal in barges and worked as a master craftsman at



Stacking the continuous kiln at Purton

Stratton Potteries. Later, he managed three local brickworks.

The bold spirit of the family was clearly demonstrated by Edward's second son, also Edward. In 1891, at the age of 19, Edward and a friend spent two years in the United States working for a time in a brickworks. Soon after his return from America, Edward took on the management of the Transfer Brickworks in County Road, Swindon.

By 1900, aged 28, Edward was working for himself and had established his first brickworks at Morris Street in Rodbourne. After six years of successful trading and looking to expand Edward acquired three additional brickworks at Kingshill, Badbury and Purton.

The Purton works was to become the main brickworks of the company. Edward had made an agreement with GWR for the use of rail sidings close to the claypit to speed the despatch of products. Other improvements to the site were made including larger furnaces and the construction of the landmark 100ft brick chimney.



Chimneys at Purton



Agreement made by Edward Hill and The Great Western Railway Company



First Prize - a 1920's photo of a Hills' lorry taking part in a carnival procession displaying the firm's motto at the time: Anything, Anywhere, Any time. Harold Hill is on the right

From War to War

The 1914-18 war proved a significant period for the company as brick production increased. It also led to diversification of the business and the start of Hills' haulage, operating a fleet of both steam and petrol-driven vehicles, as well as sand and gravel extraction.

Owning a large number of lorries, many requisitioned by the Army, the family business received a petrol allowance for essential activities such as hauling gravel and timber for new aerodromes, excavating foundations for wartime factories and supplying air raid shelters.

Grahame and Mervyn Hill set up the Kingshill Home Guard which most of the employees joined. Evenings were filled with practice, drill and training exercises and on one occasion a lorry was used with a hollow load of partition blocks to smuggle men past the guard posts.

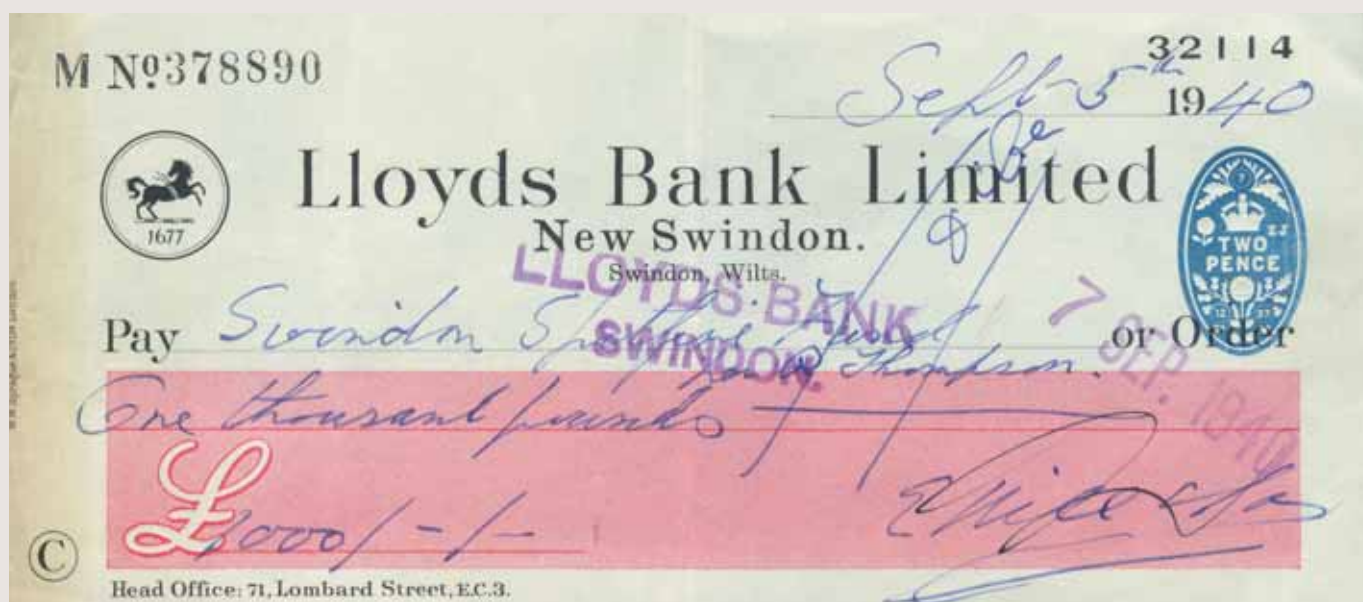
Harold was on active service with the Army in Europe. Their



Hills driver George Sanger and the 1938 Bedford lorry he drove for many years. (Photo lent by his son Brian Sanger)



ARP men in Swindon with a display of household air raid shelters c1942. This shelter was erected by E Hill & Sons. (A.Beane/Swindon Society)



The cheque which the Hill family sent to the Swindon Spitfire fund in 1940



The Kingshill Home Guard (D. Bedford/Swindon Society)

patriotism led to the donation of a £1,000 cheque from the company to the Swindon Spitfire Fund in September 1940.

Mervyn was kept busy during this time by helping the company to make do and mend and keep costs down by extending the working life of vehicles and machinery.

The second world war years in Swindon were captured through the diaries of Grahame Hill, Edward's son, who became managing director and later chairman of Hills.

Most aspects of living under wartime conditions are revealed in the diaries of Grahame - the air raids, Churchill's speeches, the shortage of sweets and of silk stockings.

During the war the business acquired Barton Court at Kintbury, near Newbury and gravel digging commenced. A diary note for D-day June 6, 1944 by Grahame recounts him seeing glider planes leaving from local aerodromes for France whilst inspecting the roof of the new property..

Post-war Expansion

In the years after the war, the Hills transport fleet flourished in terms of its diversity, size and efficiency. By 1957 the business, which had become a limited company three years earlier, operated around 100 goods vehicles. A London transport base was set up and two companies were formed - Hills Haulage (Swindon) Ltd and Hills Haulage (London) Ltd.

Investment continued during the period 1954 to 1969 in plant, vehicles and gravel land with sand pits at Calne and Newbury; gravel pits at Lacock, Newbury and South Cerney;





In the 1960s Hills offered a HGV training service at Badbury brickworks

precast concrete works at South Cerney; block-making at Purton; and brickworks at Purton and Badbury. Administration was carried out at Kingshill under Grahame's direction while plant hire and repair, research and development came under Mervyn. Harold, on returning from the war, had taken up the reins at the brickworks.

This period saw the birth of Hills Tyres Services Ltd (Tyresoles), which supplied reconditioned tyres for the fleet and customers. Another associated company, Vaculug Southern Services Ltd, provided retreaded tractor tyres. Richard Hill was the leading force behind these two successful subsidiaries.

In 1960 some of the fleet's vehicles were fitted with two-way radio by Edward's son Mervyn Hill, a radio enthusiast. The installation was ahead of its time but could create havoc as it caused chaos in the office.

Hills became involved in ready-mixed concrete in the 1960's and Mix Concrete was formed with operations in Swindon, Newbury, Devizes and Bristol.



The Hills family in 1943 with four members in uniform. Back row, fifth from left, Mervyn Hill; back row, far right Victor Hill; second row left, Grahame Hill in Home Guard uniform and second from right, Harold Hill

Read more about the history of Hills in the next edition of **intouch**

Gravel is Great!

In September 2009, the Cotswold Water Park Society received funding from the Aggregates Levy Sustainability Fund through Natural England to create an outreach programme for primary schools in Gloucestershire / Wiltshire / Swindon / West Oxon telling the story of the landscape that makes up the Cotswold Water Park – the project has been called Gravel is Great.

Through a lively and interactive programme of activities, primary school pupils will learn about the geology, the history, the gravel extraction industry, the restoration of the lakes, the wildlife and the leisure. By taking this roadshow out to schools and delivering it in a lively way we aim to engage young children with their local landscape and encourage a sense of belonging.

One of the main elements of the Gravel is Great rocky roadshow is a 15 minute DVD, presented and produced by TV presenter and author Julian Richards (of BBC Meet the Ancestors). The site chosen for the filming of the gravel extraction and processing was Hills Quarry at Shorncote, where site manager Danny Houghton made the film crew feel very welcome (after all the relevant health and safety induction of course). From the excavation of the gravel, the processing plant, to the concrete loading bay

Danny facilitated access and ensured that the staff all played their parts beautifully. With scenes shot on a rare sunny day, Shorncote quarry looked a picture.

The Cotswold Water Park Society is very grateful to Hills for their fantastic support and help with the making of the DVD and an invite to the world premiere will be on its way!



Julian Richards on site at Shorncote



Danny Houghton, Quarry Manager being interviewed by TV Presenter Julian Richards

Rockwatch visit **Shorncote Quarry**

Children and their parents from Rockwatch, the national geological club for children made its first visit to Shorncote Quarry in October 2009 where they were given the opportunity to prospect for Jurassic fossils about 160 million years old, or Ice Age fossils from a few thousands years ago. These budding geologists who are interested in rocks, fossils, minerals and the landscape were very excited at the prospect of finding some. Shorncote did not disappoint and provided one budding geologist with a large section of mammoth tusk from the deposits of Ice Age gravel. What a stunning find!



Young geologist with her find

Fossil Fest

Hills Quarry Products were one of the sponsors of the Fossil Fest, held at the Four Pillars Hotel in November 2009.



The event was attended by more than 500 people who came to see the amazing new find of a 1.4m leg bone of a Cetiosauriscus found earlier that year in a local sand and gravel quarry.

A large and interesting selection of other fossils were also on display and children took part in craft activities such as fossil casting and making trilobite masks.

Catching up at **Church Rise**

One of Hills Property's most popular developments during 2009 was Church Rise in Burton and a flurry of reservations means that only two properties remain unsold.

Built from a mixture of natural stone and Bradstone these seven homes sit naturally in the heart of this sought after hamlet and buyers have re-located from larger towns such as Bristol and Chippenham to enjoy a quieter style of living.

The benefit of modern design in such a traditional setting has certainly proved popular. Hills Homes are renowned for building quality with a superb finish enhanced by such features as traditional dry stone walling and gardens. Homes are built incorporating existing greenery resulting in a development with a mature established setting.



One of the natural stone homes for sale at Burton

Hills Home's newest development is starting to take shape

A delightful development of traditional 2 and 3 bedroom village homes, Smith's Court is set in the heart of Purton, a thriving village north of Swindon. Featuring the latest in modern design to maximise energy efficiency and provide lower cost and greener living, these homes will appeal to young families and older couples alike.

Under the care of Hills' experienced site manager, Dan Hammond, Smith's Court is currently ahead of schedule and marketing is expecting to commence early in the New Year. Early interest is high and a number of potential purchasers are already looking forward to having a look around the show home.



One of the houses under construction at Purton

New Home for **Show Home Furniture**

Following the sale of the site show home in Highworth, three sofas and three armchairs were delivered to local charity Prospect Hospice to help raise funds to support their ongoing work. Nick King, group director, said "Being locally based we felt it was a fantastic opportunity to help such a deserving and worthwhile cause as the Prospect Hospice and what better way than to recycle former show house furniture."

Charly Rich, head of retail for Prospect Hospice, was delighted with the donation and added "support from companies like Hills is paramount to our fundraising efforts. It costs £4.5 million each year to fund the work of Prospect Hospice, three quarters of which we must raise ourselves, so support like this is essential."



L-R, Charly Rich, Prospect Hospice and Lynda Duggan, Hills Homes

Kids get their say in **New Play Area**

A play area designed by local children was opened in the village of Everleigh in August by Hills Group Chairman, Alan Pardoe.

The design was the result of consultation with over 50 children and young people in the village and was made possible with a Landfill Communities Fund grant of £11,400 from The Hills Group. Funding was also received from the local parish council, Tidworth Community Trust, the former Kennet District Council and contributions in kind.



R-L David Beaton, chair of Everleigh Parish Council, Alan Pardoe, chairman The Hills Group Limited, Tony Bradford, vice chair of Everleigh Parish Council

Bumper Crop for St Dunstan's School

Pumpkins, vegetables and sunflowers were plentiful in the gardens of St Dunstan's School after a donation of Warrior compost for their allotment garden.



Schoolchildren with their pumpkins

The schoolchildren's sunflower grew with a 50 centimetre diameter head and won first prize in a local garden competition.

The allotment garden has also been a success and has been supplying the school kitchen with items like onions, beetroot and strawberries with the children taking the rest of the produce home to eat.



Pupils with the winning sunflower

Hills Community Spirit

While the snow might have put a halt to normal work activities at Lower Compton Hills community spirit took over.

Staff from Lower Compton have cleared snow from local residents' pathways and comprehensive schools in the surrounding area when the snow hit the county early January.

The staff involved would normally be driving skip lorries or collecting recycling but operations were suspended due to the adverse weather conditions.

Mike Webster commented, "it is great that we have been able to offer assistance to residents near our site and some of the schools. I am proud that the staff were keen to get stuck in - it creates a great feeling of community spirit when people get together to help one another."



Hills staff clearing the snow at a local school and the resulting snow pile

Great Wall of Cricklade

Nick King, group director attended the official opening of Cricklade leisure centre's new climbing wall in September last year. Through Community First, Hills was able to grant £11,400 towards the wall via the Landfill Community Fund.

In addition to being available to leisure centre users, the wall will also be used by local schools and colleges.



Nick King takes on the wall!

In the Pink

Staff raided their wardrobes and donned pink on Friday 30th October in aid of Breast Cancer Campaign "Wear it Pink" day and raised a fantastic £315 for the charity.

In addition to paying for the privilege of wearing an item of pink clothing, a cake sale and "guess the baby" competition were also held to raise funds.



Pink ladies stand out at the Swindon Office



Staff wearing pink at Head Office

Exam Success in Credit Control

Congratulations go to Donna Fern, Hellen Rich, Hazel Partridge and Liz Carr who have all passed professional qualifications from the Institute of Credit Management.

Donna successfully completed the Credit Management module level 3 with Hellen, Hazel and Liz passing the first module towards the Level 2 Diploma in Credit Management.

L-R Hellen Rich, Donna Fern, Hazel Partridge and Liz Carr



Congratulations to Monique Hayes who passed her Chartered Institute of Public Relations Advanced Certificate with a merit grade.



Monique Hayes, communications officer

Caring County Park

Delia Tucker, administrator at County Park has been collecting donations for the last couple of months, from staff at County Park for Swindon Women's Refuge. This facility provides a 24 hour service giving out advice, counselling, support and also accommodates women and any dependants who have been mentally, physically or sexually abused.



Items collected at County Park for donation to Swindon Women's Refuge.

Do You Need First Aid?

If you need first aid assistance at Head Office the following qualified members of staff are on hand to help; Ed Pollard, Kate Chipping, Kim Lynch and Tracy Torr.

Updated **Whistleblowing Policy** and phone line

The Hills Group board of directors wishes to maintain a work environment in which all employees can raise genuine concerns about poor or unacceptable practices or misconduct without fear of reprisal and for this purpose have approved an updated whistleblower policy for all group companies.

UK Law specifically protects a "whistleblowing" employee against dismissal or other sanctions, provided they act in good faith and reasonably believe that one of the following has or is likely to occur:

- **Criminal activity (e.g theft or fraud);**
- **Failure to comply with a legal obligation (e.g non-compliance with employment law);**
- **A miscarriage of justice (such as one employee making a false statement alleging wrongdoing by another employee);**
- **Danger to the health and safety of any individual;**
- **Damage to the environment;**
- **Unethical or improper conduct;**
- **Attempts to conceal any of the above.**

The new policy outlines the procedure for reporting and protection given to Hills employees should they whistleblow on a suspected or actual wrongdoing within the work place. In the first instance, under the policy, an employee with a genuine concern should raise the matter with their direct line manager. However, there may be circumstances or due to the urgency of the matter where this is not appropriate and in

these instances the employee should report the issue to their divisional group director or use the whistleblower phone line. The whistleblower phone line is operated by Safecall an independent confidential third party and is available 24 hours a day and 7 days a week.

The whistleblower phone line is 0800 915 1571

**If you know
someone in our
business is doing
the wrong thing . . .**

**DO THE
RIGHT THING!**

**Independent confidential
reporting of:**

- **Fraud**
- **Dishonesty**
- **Corruption**
- **Environmental concerns**
- **Health and Safety breaches**

0800 915 1571



**Do you have a
concern over
wrongdoing at
work?**

1. Report it to your Line Manager or
2. Speak to a Divisional Group Director or
3. Call Safecall 0800 915 1571

safecall
0800 915 1571

A totally independent organisation
working with

Hills

All calls are treated confidentially by Safecall, you can remain anonymous if you wish.

Welcome

A warm "Hills" welcome to the following employees who joined the Group between 1 August and 31 December 2009.

Mark House Drivers Mate

Sarah Tucker HR Advisor

Steven Turner Sales Administration Clerk

Steven Beaney Kerbside Loader

Wayne Comley Kerbside Loader

Andrew Hehir Kerbside Loader

Graeme Haime Concrete Technician

David Finch Mobile Plant Operative

Geoffrey Rayner 7.5T Driver

Michael Dinwiddy LGV Driver

Denys Jones Kerbside Loader

Darren Gleed Kerbside Loader

Wynn Pask Kerbside Loader

Brian Ryder Waste Contract Manager

Trevor Reeves HRC Recycling Operative

Andrew Yeates HRC Recycling Operative



Snow on site at Shorncliffe

New Arrivals

Congratulations to:

Jodine Pask, weighbridge operator and Steven Burns, waste operations manager, a baby boy Thomas Connor, born on 22nd September 2009 weighing 6lbs 7oz



Catherine and Edwyn Dodd, disposal team manager, a baby girl Olivia Mary, born on 30th September weighing 7lbs 2oz



Olha and Mervyn Lloyd, workshop supervisor, a baby girl Sophie Cerys born on 30th October weighing 7lbs 3oz



Wedding bells



Tony Shepherd, weighbridge operator at Everleigh married Diane Peckham on Saturday 25th July at West Overton church.



Jane Parsons-Hann, key account coordinator, Hills Waste Solutions married Brian Hogg on Monday 26th October at the MGM Grand, Las Vegas.



Caroline Sloman, bids coordinator married Rob Wilde on Saturday 5th September at Holy Cross Church Ashton Keynes. The happy couple honeymooned in Borneo and Hong Kong.

Long Service

Some employees 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 2009.

10 year's service Peter Andrew

Business Development Manager

Roy Townsend

HRC Recycling Operative

Geoff Bond

LGV Driver

15 year's service Karen Pithouse

Accounts Office Supervisor

Mark Clarkson

Weighbridge Operator

20 year's service Peter Moore

Transport Operations Manager

Mike's Close Shave!

After 40 years of whiskered splendour, Mike Hercock, Home's buyer, agreed to shave off his beard in support of the Children In Need appeal.

Mike and Lesley Slaven, commercial assistant, rallied massive support from Hills staff, suppliers and contractors to raise a staggering £1,000. Lesley also enlisted the support of a professional barber and Mike travelled to The Gentlemen's Shop in Hungerford for the big event. Attended by local press, Mike bravely submitted to the cut-throat razor and then, even more bravely, faced the

cheers from his colleagues when he returned triumphantly to the office.

Mike's wife Jan fully supported his brave act and is thrilled that he has raised so much for charity. After much thought however Jan decided she preferred Mike with his beard, which is now growing back, but Mike certainly did have his 15 minutes of fame.



Hills Bag



Hills bag on holiday in Kefalonia with Ed Pollard, facilities manager and his wife Barbara

New Year in Scotland

New look for Hills Bag

Hills shopping bag has been transformed into a sustainable, reusable and biodegradable bag using natural plant fibres called jute. Jute is a vegetable bast fibre plant. Fibre is collected from the bast or skin of the plant and spun into a coarse, strong thread.



Farewell Burt

In September 2009, a presentation was made to Albert Shorter (known as Burt), HRC recycling operative at Everleigh HRC who retired after 12 years of working for the company. Burt had an excellent attendance record during his time with Hills, only taking one day off due to the HRC site being snow bound.



L-R, Trevor Tuck, area manager shaking hands with Albert Shorter with Peter Strange, foreman looking on

Remembering Eric Bird

Ex-employee Eric Bird died at the Great Western Hospital on 1 December 2009. Eric worked for Hills within the builders merchant and Handygas operations. Our thoughts are with his family during this sad time.