

# intouch



## Expansion on the horizon for Waste Solutions

Sights are set on Bristol and Bath after the acquisition of Able Waste

- read more on page 3

Major new mineral partnership  
see page 5

Top award win for Quarry Products  
see page 11

Hills shows its community spirit  
see page 15



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## Publishers Note

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The Hills Group Limited

## Ready and Able

A new family addition is always a proud moment! At the end of October, Bristol-based Able Waste Management became part of our Group, providing a promising platform for growth in that part of the region (see cover and following page).

The acquisition takes the number of Group employees to a historical high of 458, narrowly beating the previous high from over 40 years ago. A very warm welcome to you all!

### Trophy definitely in safe hands

Safety is understandably at the forefront of all our Group activities and it is fantastic when those efforts are recognised at a national level. Many congratulations to the Quarry Products team for winning the prestigious Sir Frank Davies Trophy – a truly remarkable achievement! See page 11.

### There's only one Marc Eltham

On page 14 you can read about a man that has spent nearly 50 years working for the company! Marc Eltham is retiring after dedicating his entire career to Quarry Products, serving under three generations of family stewardship, and he has always done it with a smile. Thanks for everything Marc.

### Best wishes, Mike Hill, chief executive



# Waste Solutions starts new Bristol venture



Steve Hale, Able Waste Management (left) with Gary McKinnon, divisional director Waste Solutions

Waste Solutions has acquired a waste management company near Bristol in a significant step towards expanding business in the area. The acquisition of Able Waste Management, with its fleet of 16 vehicles and 33 employees, was completed on 31 October.

The company was set up by Steve Hale and Martin Williams and has been trading from an industrial estate on Severn Road in the Avonmouth area of Bristol since 2001. The site has good motorway access, and is just seven miles from the Almondsbury junction of the M5 motorway, and 10 miles from junction 22 of the M4.

Able Waste Management runs commercial waste recycling and food collections as well as trade and residential skip services. The transfer station has permission to treat 75,000 tonnes of waste per annum.

Steve and Martin will both be staying with the business as depot manager and operations supervisor respectively.

Gary McKinnon, divisional director Waste Solutions, said: "This acquisition gives Hills a base in Bristol which has been identified as one of the top 20 growth areas in the country. It provides an excellent platform to expand waste collection services in line with Hills' existing activities and opens up new opportunities to tender for business in the Bristol and Bath areas."

Steve Hale said: "We are so pleased to be associated with Hills and are looking forward to working together on this new venture. This acquisition and the investment that Hills brings will take the business to another level and I am sure it will be a success."

Erik MacGilp, operations manager Waste Solutions, is responsible for the day-to-day operations at Able Waste Management.



# Digging up hidden treasures

Quarry Products provides significant resources towards archaeological research in its sand and gravel quarries. The division works closely with experts who excavate, identify and record their findings. Hills is particularly proud of its work with these organisations, which has been instrumental in uncovering a number of hidden treasures.

Archaeologists made an incredible discovery at Woodsford Quarry when excavations revealed the skeleton of a Roman man – who had his feet bent backwards to fit in his coffin.

Experts from Thames Valley Archaeological Services (TVAS) have been carrying out painstaking excavations at the Dorset site over several years.

The most exciting discovery yet unveiled itself during the summer when archaeologists uncovered a grave set in a stone sarcophagus – a stone coffin typically associated with ancient civilisations.

The TVAS team carefully emptied the grave to reveal the well-preserved bones of a Roman man in his late 20s or 30s, who would have been about five foot 10 inches tall.

Director of TVAS, Dr Steve Ford, said: “In the Roman period, burial in a sarcophagus was moderately common in Italy but very unusual in Britannia, where even wooden coffins seem to have been rare.

“A stone sarcophagus was certainly a very prestigious item, and their distribution across the country is restricted.

“In fact, this sarcophagus may have been reused, as it was several centimetres too short for the corpse, whose feet had to be tucked under him.”

Andrew Liddle, divisional director Quarry Products, said: “Hills is pleased to support the archaeological community and provides resources for excavation at all of our quarry sites.

“We were very interested to learn of this discovery at Woodsford and we are very proud of our relationships with TVAS and other similar organisations.”

The skeleton will be donated to Dorchester Museum with kind permission from the landowner.

## Hills hits the headlines

Newspapers and magazines across the world took an interest in the Roman remains found at Woodsford. The story was covered by the BBC, the Daily Mail, National Geographic Poland and international magazine Explore History, as well as local papers including the Dorchester Voice.



# Securing future mineral reserves



Quarry Products has ventured into a new mineral partnership with Farmcare Ltd, to secure access to significant sand and gravel reserves in the Cotswold Water Park area.

Peter Andrew, Group director Quarry Products (left), and Richard Quinn, CEO Farmcare Ltd

“Hills has extensive experience in operating quarries in the Cotswold Water Park and is proud to be working with Farmcare as a long-term mineral partner,” said Peter Andrew, Group director Quarry Products. “These significant mineral reserves will provide an essential long-term supply of construction materials into the region’s market.”

Richard Quinn, CEO Farmcare, said: “We are delighted to be working with Hills, we recognise the importance and value of long-term decisions and how we identify appropriate and like-minded businesses who can extract these resources and deliver a leading approach to restoration and the environment within such a project.”

## First phase

The first phase of the partnership will see Hills operate the new Latton North Quarry on the Gloucestershire / Wiltshire border, as outlined in the diagram opposite.

The 40 hectare site, which has been known as the ‘Six and One’ site, is split into two parts, east and west, and is situated just off the Cirencester Road. The sand and gravel reserve is estimated at 550,000 tonnes.

Works to complete the construction of a new access from the quarry onto the Cirencester Road (the old A419) have been completed. Extraction of mineral will begin in the west area and

continue in four phases at an estimated 85,000 tonnes per year with progressive restoration back to agricultural land.

As no processing operations will take place at the Latton North Quarry, the sand and gravel dug there will be transported to the nearby Cerney Wick Quarry for processing. Site traffic will be directed from the north of the new site to avoid the villages of Down Ampney and Latton.

The site is planned to last approximately seven years allowing for both extraction and restoration works.



Picture courtesy of Google maps.



# Chinham Quarry extension

Quarry Products has submitted a planning application to extend the existing permission at Chinham Quarry, also known as Bowling Green.

The application, if successful, will allow the extraction of a further 1.5 million tonnes of soft sand and an additional 0.5 million tonnes of stone. The mineral will be extracted at a rate of approximately 60,000 tonnes per year and the quarried area will be restored back to agricultural land.



## Cotswold Community and Amita

Securing new mineral reserves is essential for companies such as Quarry Products to remain competitive.

Whilst Cerney Wick Quarry is helping to meet the demand for sand and gravel in the Cotswold Water Park area, a potential new site has been identified which, if successful, will supply up to an additional 1 million tonnes of sand and gravel.

The site, known as Cotswold Community, is owned by local property developer, Amita. Amita has agreed that Hills will become their mineral partner and together Hills and Amita have submitted three planning applications for the extraction of mineral, the construction of 75 houses on the restored land and for a conveyor which will transport the extracted mineral to Shorncote Quarry, where it will be processed and stockpiled. More information to come in the next edition of intouch.

# New show homes

The opening of the new show homes marks the formal launch of two of Homes' latest developments at Cowbridge Mill, Malmesbury and Hillside, Blunsdon.



Prospective buyers can preview the features and quality that can be expected in their new Hills' homes.

The show homes are managed by local estate agents Atwell Martin (Blunsdon) and Strakers (Malmesbury).



## Paving the way for future developments

Homes continues to invest in new sites to build new developments in the future. Here are the current planning applications:

- **Sandpit Road, Calne** - A full planning application for 26 houses has been submitted to Wiltshire Council.
- **Devizes Road, Hilperton** - A development of 15 new dwellings. A pre-application meeting has been requested

and Hills is preparing to lodge a reserved matters application to Wiltshire Council.

- **Corston, Malmesbury** - A development site has been secured with planning permission for 13 homes.
- **Bath Road, Tetbury** - A development of 39 new dwellings. A pre-application meeting has been requested and Hills is preparing to lodge a reserved matters application to Cotswold District Council.
- **Woodland View, Wroughton** - An application has been submitted to Swindon Borough Council for outline planning permission for 104 houses.



# Quarry Products invests in the future

Quarry Products is looking to recruit the next generation of employees with its new apprenticeship scheme.

The division is one of a number of local aggregate companies which have signed up to host apprentices under a brand new programme. The apprenticeship will give school leavers the chance to earn a wage while learning how to become mobile plant operatives.

Peter Andrew, Group director Quarry Products, went along to Wiltshire College's open events with deputy HR manager Pamela Hunt and HR assistant Sophie Cable to speak to youngsters about life in the quarrying industry.



Graduate trainee manager Ollie Thompson also attended the open day to speak to students about life in the quarrying industry.

invest in education and young people. This apprenticeship will allow us to recruit enthusiastic, young individuals and teach them about the quarrying industry.

"The training will provide them with a valuable stepping stone and qualification for their future career, which may be with Quarry Products, and also helps redress the increasing skills shortage which is now apparent throughout our industry."

Pamela Hunt said: "This is a fantastic opportunity to showcase the quarrying industry to the younger generations. The industry offers continued career prospects and longevity and the apprenticeship route is a great way to get young people on board and bring fresh new talent to drive the business forward."

Peter said: "As Hills is a family company, I think it is important to



Pictured left to right are Sophie Cable, HR assistant; Peter Andrew, Group director Quarry Products; Pamela Hunt, deputy HR manager.

# Developments update

## Stembridge Close, Burghclere

Only one of the homes in this idyllic development in Hampshire is still available for purchase.



## Queens Close, Watchfield

Work at this beautiful new development is progressing well and a number of prospective buyers have already registered their interest.



## Cowbridge Mill, Malmesbury

One of the 13 stylish two, three and four-bedroom family homes has already been sold and another reserved in this picturesque development near the River Avon.



## Hillside, Blunsdon

Three of the three-bedroom plots, the Kington, and one of the four-bedroom plots, the Cherhill, have been sold, while three more plots have been reserved.



## High Penn Park, Calne

Work is under way on the latest Homes brochure so keep your eyes peeled for more information on High Penn Park on the Homes website and in the next edition of *intouch*.





# Success for new food waste service



Food waste collection driver Stef Kaye with Purton depot manager Neil Luce.

Waste Solutions has added another string to its bow by offering a new service, which is already a huge hit with businesses.

The new commercial food waste collection service went live in March this year. Four months later, the service had already taken on 460 collections a month from across Wiltshire. The new service is so successful Waste Solutions has had to order a new truck with a greater capacity to cope with demand. Operations manager Erik MacGilp said: "We are diversifying the business to

provide a wide range of waste management opportunities to the customers. We have just signed up for a further 130 collections a week and we have trained one of our drivers specifically for the service. We are training him up on the new vehicle, which will give us extra tonnage and more capacity. He is really enthusiastic and comes back with loads of information about the rounds."

Once the food is collected, it is stored in a hygienic, specifically-designed container ready to be recycled through anaerobic digestion. It is then turned into electricity and an agricultural fertiliser is made from the residue.

## Seal of approval for Waste Solutions

Waste Solutions' environmental management system (EMS) has been recognised as conforming to the highest international standard.

To achieve the revised ISO 14001:2015 certification, the division had to show what new measures are in place to minimise the impact of operations on the environment.

Waste Solutions has been certified since 2010 and has had to keep developing its EMS to retain the certification.

Environment manager Daryl Taylor said: "We are continually improving our environmental management system and the smooth transition to the revised standard shows how far we



Daryl Taylor (left) and Mike Webster, Group director Waste Solutions.

have come as a company. We are engaging with our customers to improve their environmental and sustainability performance as well as our own."



Peter Andrew (second right), with management team Andrew Liddle (second left), Stuart Allen (third left), John Warner (third right), and award sponsors Avetta Global.

## Quarry Products receives prestigious health and safety award

Quarry Products has been awarded the prestigious Sir Frank Davies Trophy which recognises outstanding excellence in health and safety in companies with less than 1,000 employees.

The award was presented to Peter Andrew, Group director Quarry Products, and his management team at the Mineral Products Association's Health and Safety Conference on 10 November.

In awarding the trophy to the Quarry Products management team, the judges commended Hills for providing the tools for all employees to engage and recognise their contribution to the company. The judges also commented that the division's success is partly due to its development of an inclusive culture and work ethic across all aspects of the business.

Peter said: "We put health and safety at the centre of our business and this award is recognition that we are doing the right thing. Our business is all about our people and I am extremely proud of every member of my team as they all participated in the new initiatives and worked hard to ensure that we have a healthy and safe workplace. It is a great result!"

To watch a video of the Quarry Products management team discussing this achievement, search for 'Sir Frank Davies Trophy - Hills Group' on YouTube.





# Bin sensors to **improve efficiency**



During a trial last year, sensors were fitted in some of the bins collected from the garrisons. Information collected by the small, battery-powered wireless sensors, which are attached under the lid of each bin, is gathered and analysed by waste data company Enevo, allowing Hills to constantly monitor the levels of waste and recycling in its containers. This data tells Hills which containers actually need emptying.

The trial was such a success that all the waste collected from Aldershot garrison under the contract will now be collected using this system.

Gary McKinnon, divisional director Waste Solutions, said: "At Hills, we are committed to providing an excellent service and providing added value for the customer."

"We set performance targets within contracts and innovate to achieve them - in this instance we agreed with Aspire to improve the efficiency of the waste collections and so we installed the innovative Enevo solution."

"It is the first commercial launch of this product, which has improved and solidified our relationship with Aspire."

Waste Solutions has rolled out an innovative new service to increase the efficiency of waste collections as part of one of its key commercial contracts.

Aspire Defence Services Limited supplies total facilities management services to four Army garrisons on Salisbury Plain and one in Aldershot under a 35 year contract. As part of this contract, Aspire uses Waste Solutions to carry out the waste collection services from the five garrisons.

The success of the sensors has played a major role in enabling Waste Solutions to extend its contract with Aspire by another two years.

Sébastien Jouan, business improvement manager Aspire Defence Services Limited said: "Measuring waste using sensor technology places Aspire Defence Services and our customer at the forefront in the application of smart technology, reducing our environmental impact and safety risk by reducing the number of vehicle movements."

# New technology to help boost sales

The Waste Solutions sales team will soon be armed with the latest technology to provide fast quotes to customers and track sales trends.

The division's sales consultants will be equipped with software from Salesforce, which is a customer relationship management (CRM) tool. All sales activity is collated on a central system, which is summarised on dashboards. This allows the team to forecast sales trends, analyse sales conversion rates and oversee customer interactions.

Sales consultants will be able to access the database while in the field, so they can provide quick responses to clients seeking a quote - something which will keep Waste Solutions ahead of its competitors.

Commercial sales manager Bradley Collins said: "It means greater business efficiency and higher rates of customer satisfaction. It will make sure we are staying ahead of the game by being quicker than our competitors at providing a quote."

Employees are receiving training on how to use the Salesforce system and Brad hopes to have it up and running in the new year.



Waste Solutions' sales team.

# Trowbridge remains at the top of the recycling chart

Well done to the Trowbridge HRC team of Michael Tucker and Chris Jenkinson (recycling operatives) and Darren Cottee (site supervisor), who retained their position at the top of the recycling chart. The team is once again at the top of the table after recycling a huge 85.23% of the waste received at the centre between July and September this year.



Trowbridge HRC team of Michael Tucker and Chris Jenkinson (recycling operatives), and Darren Cottee (site supervisor)

Top five performing HRCs are:

1	Trowbridge HRC	85.23%
2	Marlborough HRC	84.60%
3	Purton HRC	84.27%
4	Warminster HRC	83.60%
5	Melksham HRC	83.53%

Percentage of waste recycled from July to September 2016.

# Developing new business

Two new business development consultants have been appointed by the Waste Solutions team to drum up new business opportunities.

Adam Davies, who joined the company in September, will be joined in January by another business development consultant. The pair have been tasked with developing key accounts.

Divisional director Gary McKinnon said: "These two new appointments show how serious we are about seeking out new opportunities and growing as a company. We need to ensure we are closer to our key accounts and build partnerships to ensure these customers continue to use Hills Waste Solutions for all their waste and recycling requirements."

"Their expertise in tendering and account management means Hills should be even more effective in the market and we are looking forward to the success they will bring to the team."



Adam Davies



# Marc makes his move after 49 years



Sales representatives Matt Pope and Marc Eltham with Group director Peter Andrew.

In today's business it is rare to find someone who commits their career to a single company, but this is exactly what Marc Eltham has done here at Hills over the past 49 years.

Marc joined T. F. Coke Ltd in Cheltenham in 1967 as an office junior before moving into the accounts office and taking charge of sales, purchase ledgers and wages.

Hills of Swindon came along in the early 1970s and bought T. F. Coke, which is

when Marc first met Robert Hill and Don Howard. He then spent some weeks on the weighbridge at Sandpool Farm and he remembers gravel being hauled all the way to the 'new town' developments in Redditch, Worcestershire.

Sandpool Farm ran out of gravel in 1983 and the Cheltenham office closed, so Marc moved into the office in Broadway Lane, South Cerney. He worked in the sales office until November 1987 when he spread his wings and went out on the road - where he has been ever since, selling aggregates north of the M4.

Marc said: "I will miss the people and the job. There has never been a day I didn't want to come to work, because of the people I work with. Pete is the best boss I have worked for - what you see is what you get."

Peter Andrew, Group director Quarry Products, said: "Marc has been an incredibly loyal and highly valued employee and when he retires this Christmas, I am confident he will be missed by everybody here."

"I am sure I speak for everyone at Hills when I wish Marc the very best for the future."

## As Marc moves on Matt Pope steps into his shoes

After four years as a direct sales executive, Quarry Products' Matt Pope will be swapping his desk for life on the road, as he starts his new position as a sales representative.

Matt will be responsible for generating sales in Marc's patch, north of the M4. He said: "I can't wait to get stuck in to my new role and although Marc will leave big shoes to fill, he's been a brilliant teacher."



# John passes the mantle to son Scott

One of Waste Solutions' longest-serving contractors finally hung up his PPE and headed off into retirement this year.

John McGrath worked at the division's most southerly HRC in Salisbury as the site supervisor. John's company, R J McGrath Recycling, has worked alongside Hills at the Salisbury site since 1996.

He retired in February after nearly two decades working with Hills, and now his son, Scott McGrath, still works at the Salisbury site and has taken over the reins as the site supervisor.

Mike Webster, Group director Waste Solutions, said: "It has been a pleasure to work with John over the years, his commitment and dedication to the role was second to none. Everyone at Hills wishes him the very best in his retirement and I'm looking forward to working with his son, Scott, in the future."

John will continue his hobby of organising boxing matches in his hometown of Swindon and to mark John's retirement, Hills sponsored a boxing evening on 18 November.



# Contributing to good causes

As a family company, Hills recognises the importance of giving back to the community. For over a year, the charity committee at Wiltshire House has been organising regular charity events to raise money for various worthy causes.

The charity committee, made up of chairperson Lynn Daniels, co-chairperson Sandra Green, Dawn Jennings and Nicki Baker, holds a vote each year with employees to decide which charities will receive support. Then the committee sets about finding new and fun ways to raise money, from fancy dress days to games and tasty meals.

## So far this year, employees have raised

- Breast Cancer Now - £300 (1)
- Macmillan - £200 (2)
- Naomi House and Jacksplace - £250 (3)
- Children in Need - £300 (4)
- SANDS - £400
- Comic Relief - £350
- Walking With The Wounded - £250
- Alzheimer's Research - £350
- The Blue Cross - £250
- The British Heart Foundation - £250



## Long service milestones

### 25 years

**Steve Mead**, direct sales supervisor, 01/08/1991

### 20 years

**Peter Strange**, foreman, 01/04/1996

**Neil Luce**, depot manager, 01/06/1996

**Andrew Liddle**, divisional director, 17/06/1996

**Daryl Taylor**, environment manager, 12/08/1996

**Jan Pearce**, site manager, 12/06/1996

### 15 years

**Garry Johnson**, engineering manager, 26/03/2001

**Chris Boyd**, depot manager, 03/09/2001

**Jessie Bunce**, HRC site supervisor, 04/11/2001

**Garren Hall**, LGV driver, 03/12/2001

**Keith Taylor**, LGV driver, 15/10/2001

**Peter Ingram**, mobile plant operative, 24/09/2001

**Linda Ritchings**, weighbridge operator, 01/10/2001

### 10 years

**Samantha Douglas**, administrator, 03/01/2006

**Ed Dodd**, divisional director, 09/01/2006

## Congratulations to these employees, who have achieved the following long service milestones during 2016:

**Christopher Jenkinson**, HRC recycling operative, 15/05/2006

**David Tarrant**, HRC recycling operative, 31/03/2006

**Andrew Quinney**, kerbside LGV driver, 08/05/2006

**Vernon Slade**, kerbside LGV driver, 04/01/2006

**Liana Shadwell**, kerbside loader, 02/05/2006

**Antony Johnson**, kerbside loader, 24/04/2006

**Jason Payne**, LGV driver, 09/01/2006

**Andrew Dyer**, mobile plant operative, 22/05/2006

**Stuart Thatcher**, mobile plant operative, 15/05/2006

**Philip Wilson**, mobile plant operative, 20/02/2006

**Neil Watts**, transport co-ordinator, 06/03/2006

**Sam Scarlett**, environmental technician, 30/10/2006

**Darren Humphries**, HRC recycling operative, 07/08/2006

**Stephen Williams**, kerbside LGV driver, 19/06/2006

**Michael Stratford**, mobile plant operative, 31/07/2006

**Lynn Daniels**, PA to Group director, 01/12/2006

**Gill Male**, purchase ledger clerk, 17/07/2006

**Ian Coombs**, site labourer/weighbridge operator, 06/11/2006

**Keith Heald**, weighbridge operator, 07/08/2006



# Madria takes leap of faith

A brave Homes colleague leapt out of the sky to raise money for a charity close to her heart.

Madria Herne-Knipe, office administrator Homes, decided she wanted to challenge herself while fundraising for Prospect Hospice – so signed up to tackle a skydive.

She said: “A lot of family and friends would never believe I would do something like that. I chose Prospect Hospice because I feel it is a good cause and it has helped many people I know. I see their

services as invaluable and to have this available is such a blessing.

“It was a perfect day for the skydive and it was awesome, I think I surprised myself and my family as I was calm and relaxed for the whole experience and I will definitely have another go at it.” She raised £412 for the charity after braving the jump at Old Sarum Airfield.



## Hills' very own Iron Man

While many of us are looking forward to eating Christmas dinner and putting our feet up, one Quarry Products colleague has been pushing his physical limits.

Danny Houghton, quarry manager at Shorncote, recently took on one of the world's toughest individual races, the Iron Man.

Situated in Wales, the gruelling three-stage endurance challenge consisted of a 2.4-mile swim at North Beach, Tenby, a 112-mile cycle around Pembrokeshire and a 26.2-mile marathon to finish.

Danny completed the whole course in a very respectable time of 14 hours and 20 minutes. Well done Danny!

**If you have taken on a challenge, please let the communications department know and we could feature you and your achievement in the next intouch.**



## Youngsters shine at junior golf tournament

Benjamin Mazzotta, Tom Scullion, Alan Pardoe, Group chairman of Hills and Seona Mauchline.



Wiltshire's budding young golfers braved the chilly wind and drizzle to take part in the Hills Wiltshire Junior Golf Championships.

On 24 October, 44 young players attended the North Wilts Golf Club to take part in the competition, which was held in association with Wiltshire County Golf Union.

The conditions started off dry but the cold wind soon brought in rain showers that tested the skills of most of the players.

It was a close result for the boys as 12-year-old Thomas Scullion won the Boys Championship with a gross of 78, only one point ahead of his competitors.

The Girls Champion, for the second year in a row, was Seona Mauchline with a gross score of 84.

The best nett score on the day was from Benjamin Mazzotta with 65 points.

Alan Pardoe, chairman The Hills Group, said: “It is always great to see the young golfers putting on such a good show. Thanks go to North Wilts Golf Club for hosting the event and the Wiltshire County Golf Union for their help in co-ordinating the event.”

## Hills shows support for local teams

Hills has shown its continued support of local sports teams across Swindon and Wiltshire this year.

As well as providing generous grants to clubs across Wiltshire through the Landfill Communities Fund, Hills also supports a number of local teams with direct funding and sponsorship.

This year, Mike Webster, Group director Waste Solutions, chose to sponsor a stand at Supermarine FC's Webbwood stadium.

The sponsorship was marked with a board, which is proudly displayed at the stadium.

Mike said: “It is always a pleasure to be able to support a local club, especially one which is local to the company and supported by a number of our employees. Hills is proud to have its board on display at the ground and we would like to wish the team the best of luck for this season.”



Mike Webster, Group director Waste Solutions with the secretary of Swindon Supermarine Keith Yeomans



## Access to a slice of paradise in South Marston

A green haven in a secluded section of South Marston woodland was opened earlier this year, with help from Hills and the Wiltshire Wildlife Trust (WWT).

As part of its partnership with WWT, Hills donated the land for St Julian's Woodland to the charity and it opened as a community space in 2011.

This year, Homes provided funding for a kissing gate to be installed at the edge of the wood, while the WWT installed a wooden gazebo at the site.

The WWT held an open day and invited Nick King, Group director Homes, to cut the ribbon on the gazebo.

Bill Blumsom, the project co-ordinator of the WWT's Wild Connections team, said: "We are incredibly excited about the new facility at St Julian's, and how it can be used by the local community."

Nick said: "Hills is passionate about working with organisations like the Wiltshire Wildlife Trust to protect and enhance the rural areas around the county. We were delighted to be able to provide funding for the kissing gate and we hope this area will prove to be an asset to the community for years to come."



## Book your place into nature just in time for Christmas!

Hills is proud to sponsor the Wiltshire Wildlife Trust's (WWT) brand new book, created to celebrate Wiltshire's amazing wildlife and the natural environment that our long-standing partnership supports and continues to protect.

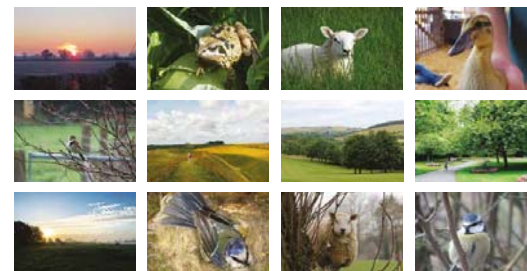
This book showcases some stunning photography of Wiltshire's wildlife as seen by those at the Trust. The awe-inspiring images in this book illustrate the incredible beauty of the county's Living Landscapes.



## A new perspective for 2017



Calendar 2017



Wiltshire through the eyes of Hills' employees and their families

The 2017 Hills calendar is now available. This special calendar features photographs submitted by Hills' own employees and their families, and showcases a variety of Wiltshire's flora and fauna to provide a monthly reminder of what a wonderful county many of us live in.

## Recycling raises vital charity cash



A Waste Solutions initiative has helped a life-saving Wiltshire charity continue its good work.

Steve Burns, divisional director of Waste Solutions, went to the WAA headquarters in Devizes to deliver the cheque.

Since January 2014, Hills has given a £25 donation to the Wiltshire Air Ambulance (WAA) for every tonne of textiles recycled through household recycling centres, black box kerbside collections and mini recycling sites operated by Hills across the county.

Between July 2015 and August 2016, nearly 830 tonnes of textiles were recycled across the county - resulting in a donation of £20,710 to the WAA.

Steve Burns, divisional director Waste Solutions, went to the WAA headquarters in Devizes to hand over the cheque.

He said: "At Hills we are constantly looking at ways in which we can prevent unwanted items from going into landfill, and this allows us to reach that goal while also giving something back to a good cause."

Rebecca de la Bedoyere, senior fundraising manager WAA, said: "Initiatives like this are truly win-win as they make good use of outgrown or unwanted clothes, reduce landfill, and best of all the more people donate, the more money is raised to help keep us flying and saving lives here in Wiltshire and surrounding counties."

## Waste team makes environmental officers welcome

In the summer, Waste Solutions welcomed two officers from the Environment Agency (EA) to the fold as part of the Waste Industry Secondment Scheme.



Environment officers Rob Jones and Naomi Henson with landfill site manager Dave Meakin (centre).

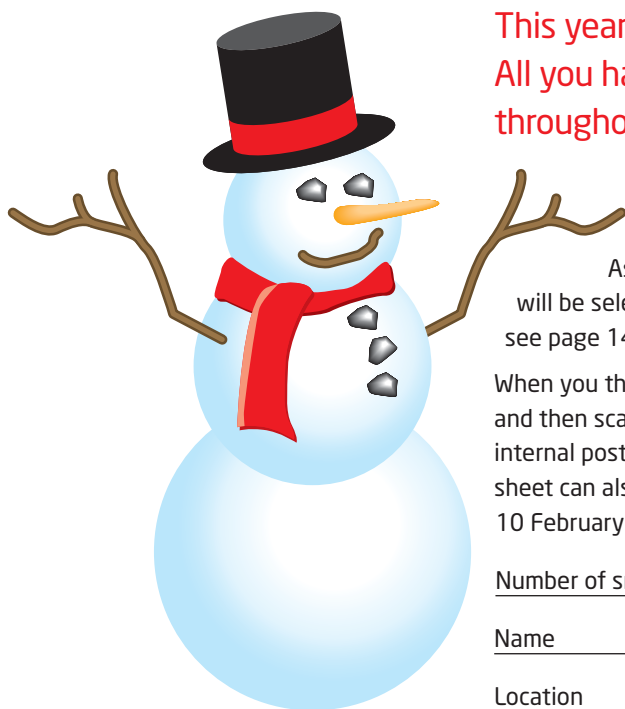
Naomi Henson and Rob Jones spent a week shadowing members of the Waste Solutions team to get an insight into the industry and some hands-on experience of operational practices in the company. Waste Solutions' operations manager Simon Allen said: "We are always proud to host the EA officers and show them around our facilities. It provides them with some valuable insight into how a business like ours works."

Naomi thanked the team for organising a series of site visits, and said: "Everyone at Hills made me feel very welcome and willingly shared their knowledge, experience and time."

Rob said: "It was impressive seeing the technology and investment made by Hills and the novel ideas such as the Repair Academy which helps reduce waste, and benefits local people. I was struck by the knowledge shown by the staff, and everyone on the sites was really friendly and helpful."



# Spot the snowmen **competition**



This year's Christmas themed competition couldn't be simpler. All you have to do is identify how many snowmen are hidden throughout this issue of intouch and you could win one of four £25 Amazon gift vouchers - but take care, as some are harder to find than others.

As well as the voucher prize for the first four winners, another 10 entries will be selected at random to win a copy of the new Wiltshire Wildlife Trust book - see page 14 for more details.

When you think you know the answer add your name and location to the form below, and then scan and email your entry to [info@hills-group.co.uk](mailto:info@hills-group.co.uk) or send this page via the internal post to the communications department at County Park. A competition entry sheet can also be printed from eTouch. Entries must be received no later than Friday 10 February 2017.

Number of snowmen (including the large one featured on this page)

Name

Location

The 'Fore' lucky winners of the 'Spot the Difference' competition, each receiving £25 worth of Amazon vouchers are:

- Clare Hilliar, direct sales executive Quarry Products
- Richard Pugh, LGV driver Waste Solutions
- Tanya Cripps, transport supervisor Waste Solutions
- Craig Cox, kerbside loader Waste Solutions



## Discount **Wildcats tickets** for Hills' employees

For the second year in a row, Hills has offered its support to the Swindon Wildcats ice hockey team by way of sponsorship.

As a result of this association, Hills' employees are now able to get a discount on tickets to watch the Wildcats at any home league game during the 2016/17 season. Rink-side standing

tickets will be available for £11, all you need to do is book your ticket online and add the offer code 'staff6'.

You may be asked to produce ID on entry to the rink and the offer ends on 19 March 2017. Full details available on etouch.



Keep up to date and keep in touch via [@HillsGroup](#) [/HillsGroup](#) [The Hills Group Limited](#)