



Leiths NEWS

The newsletter of Leiths (Scotland) Ltd

Produced for our Employees, Customers and Colleagues.

Leiths help Bridge the Gap

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New Equipment for the Group

Quarrying Business and Crushing Team take delivery

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Health and Safety Awards 2015

The "Lochton Wheel" rolls to the Awards Ceremony in London

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A day in the Life . . .

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Leiths Purchasing Manager

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LEITHS

Built on Quality

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Welcome to Leiths NEWS

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Message from the Chairman

2015 was a record year for the Group as we benefitted from a buoyant market and the large investments in plant and equipment that we have made in recent years. New high capacity concrete plants at Blackhills, Parkmore and Loch Hills together with the asphalt plant at Northlasts have enabled us to respond to our customers requirements. Our continuing investments in fleet and plant also ensures that we operate at high levels of efficiency.

I would also like to add my personal thanks to everybody who contributed to our successful attainment of ISO 50001:2011 for our in-house energy management system. As energy costs escalate it is very important that we monitor and control this major cost item to the Group. Fuel is a major part of these costs and is frequently the target for theft, so I was pleased that we foiled an attempt to steal over a thousand litres from Blackhills Quarry.

Well done to the Lochton Team and their innovative "Lochton Wheel" entry to the MPA Health and Safety Awards scheme. It would be good to see entries being made from other parts of the Group!!

Ian Leith



Get in Touch!

Leiths News is published for employees, customers and colleagues of the Leiths Group and its associated companies.

Leiths News will be published on a regular basis but we can only do this through the contributions of articles and features from our employees. If you have any comments, ideas for stories, or pictures for future issues, please get in touch.

I hope you enjoy this edition of Leiths News and thanks to everyone who has contributed so far.

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LEITHS HELP BRIDGE THE GAP!

Concrete Supply to the Third Don Crossing

SINCE THE 1970'S, VARIOUS SCHEMES HAVE BEEN CONSIDERED FOR A NEW CROSSING OVER THE RIVER DON, BUT IN 2003 ABERDEEN CITY COUNCIL DECIDED TO TAKE THE PROJECT FORWARD, AND IN 2004 A PREFERRED ROUTE WAS CHOSEN

Funding was eventually obtained and work started on the Third Don Crossing in August 2014.

Over the past 14 months, Leiths have supplied 7000m³ of structural concrete to Balfour Beatty during the construction of the Third Don Crossing. The £18 million project sees the construction of two bridges; a 26m reinforced concrete bridge over the mill lade at Grandholm Village and a 90m span steel box girder bridge with concrete bridge deck over the Don. Concrete was also required for a number of

retaining walls and copes, including a large 350m concrete retaining wall in Tillydrone.

All concrete for this contract was supplied from our new Loch Hills plant with back-up supply on the larger pours from our Blackhills concrete plant.

As the construction phase is now nearing completion, the new route is taking shape. The single carriageway bridge is going to connect Gordon's Mills Road to the south and Fairview Street to the north. The bridge will allow traffic to move between Danestone and Aberdeen City Centre

without having to go through the notorious Haudagain Roundabout.

Leiths have also supplied and laid the surfacing package for the works valued at £2m and are approximately 80% complete. Towards the end of March, and into early April, significant sections at St Machar junction and Tillydrone will be completed prior to the final link over the new Third Don bridge deck. Due to significant delays suffered by the main contractor, works are now due to be complete by early May 2016.



New CAT Loading Shovels

AT THE HEART OF THE CONTINUING SUCCESS WITHIN OUR QUARRYING BUSINESS, WE LOOK TO REPLACE ANY EQUIPMENT WITH QUALITY PRODUCTS THAT CAN DEMONSTRATE NOT ONLY FIRST CLASS RELIABILITY BUT A COMMITMENT TO ENERGY EFFICIENCY AND OVERALL VALUE FOR MONEY THROUGHOUT THE LIFE OF THE MACHINE.

To demonstrate this, we have recently purchased four CAT 966M Loading Shovels and 1 CAT 950M. The first of the 966M machines arrived in February, another 966M and the 950M in March and the final 2 966M's are due in April.

The new CAT ACERT engines meet the EU Stage 4 emission standards and automatically removes soot from the Diesel Particulate Filter without interrupting it's work cycle. The 966M is 10% more fuel efficient than the current 966K.



CAT 966 M Loading Shovel

The comfort of the operator is also taken into consideration when purchasing any new machine and the 966M has joystick steering which is unique to CAT and is designed to improve operator comfort throughout a busy day by doing away with the steering wheel and it's repetitive action when working.

As with other machines CAT has the Product Link Software that allows remote monitoring of the equipment to improve overall fleet management. We will also continue to monitor fuel use, machine idle time and performance to maximise efficiencies.

NEW MOBILE EQUIPMENT FROM BLUE MACHINERY



THE CONTRACT CRUSHING TEAM HAVE JUST TAKEN DELIVERY OF A BRAND NEW RANGE OF MOBILE EQUIPMENT FROM BLUE MACHINERY SCOTLAND.

The new equipment consists of a Powerscreen Warrior 2100 and Warrior 1400X Apron Feeder, two cone crushers in the form of a 1000 and 1150 Maxtrak (pictured), a Chieftain 2100C triple-deck

inline screener as well as a H6023R horizontal screener.

Leiths has been a customer of Blue Machinery Scotland for over 16 years and this latest major investment continues the

successful partnership that has developed over the years. The machines are ideally suited to the ever changing conditions experienced by the team's working across Scotland.

Construction and Surfacing Project Update

SHELL PIPE BEARERS



Construction & Surfacing have recently completed the new concrete pipe bearer contract at ASCO UK LTDs Altens base. The works were commissioned on behalf of Shell UK and included 2000t of type 1 sub-base delivered from Blackhills Quarry. The 200 No. pre-cast pipe bearers each weighing 1.5t were also manufactured in-house and delivered from Lochton Pre-cast. This is the first of this type of contract C&S has carried out and will hopefully be another avenue when the oil industry recovers from its current depressed state.

GREENBRAE PRIMARY SCHOOL

Following the successful relationship built during the Ardent House Project, Robertson Construction have awarded Construction & Surfacing the concrete and hard landscaping package at Greenbrae Primary School. Works started on the £400k project in early February, with completion due in October 2016. Works include the concrete foundations, drainage, ground floor structural slab, first floor structural slab, earthworks and hard landscaping.

BLACKHILLOCK SUB-STATION

Works at the £600k project are nearing completion. The contract carried out for Bam Nuttall included 4500t of bituminous surfacing material and 2500t of PAV2 strux concrete.

Contracts Manager for the civils works, Dave Rennie commented, "Works are progressing but we have been hampered by the recent wet weather conditions experienced throughout the country".



Civils squad pouring a section of concrete road

ARDENT HOUSE DEVELOPMENT

Hard landscaping works at the North Esplanade Ardent House Development have now been successfully completed. Works, including the separate Ardent offsite carpark, were carried out for main contractor Robertson Construction. The £750k value package included some minor demolition, hard landscaping and surfacing.

The contract was completed on time much to the client's delight, despite the tricky constraints of working in a limited space environment.



Pictures show the completed frontage to the new office development and also the steel reinforcement required for the vehicle barrier system designed to stop an articulated lorry from crashing into the building.

M&M SURFACING WORKS FOR CRAIGDON MOUNTAIN SPORTS

M&M Road Surfacing Ltd have recently carried out surfacing works at Craigdon Mountain Sports, who have redeveloped the site of the former Fairmilehead Inn in the Fairmilehead area of Edinburgh.

Close to the Hillend artificial ski slope, the site has taken two years to redevelop. M&M were successful in pricing work to the access road and footpath upgrading, immediately adjacent to the property in Biggar Road being built by the building main contractor, Bancon Limited from Banchory.

The job was particularly onerous as the work was adjacent to the A702 Biggar Road, a main distributor road in and out of Edinburgh, with the stipulation by Edinburgh Council that the work could only be carried out between 09:30 and 15:30 each day. Craigdon also required the work to be carried out as quickly as possible. In order to reduce the notice period for working in the area, M&M undertook to carry out the work within a 5 day period despite the shortened working time.

The construction works involved renewing and realigning damaged D-islands in the access road, installing new tactile paving to all drop crossings, removal and replacement of anti-pedestrian paving, taking up and relaying whin kerbs to correct levels, breaking up existing footpath surfacing, adjusting street furniture, regulating the access road and surfacing both the access road and footpath to Edinburgh Council Specification and Standards.

As the work was being carried out both in the footpath and access road, the Edinburgh bound inside lane required to be barriered off to allow pedestrians access past the site. M&M's sister company, Markon Ltd, carried out the traffic management during the construction works. Outwith the working hours, traffic management had to be taken down and the footpath area and access road had to be left in a condition that was safe for pedestrians to walk across.

Amey Highways were also consulted on the traffic management as advanced roadworks signage was required to be set out on both slip roads of the A720 Edinburgh City Bypass.



Access road and part of the footpath prior to commencement



Reconstructed D-island, access road regulated and binder course being laid in the footpath



Finished access road and footpath

MARKON WIN ROAD MARKING CONTRACT IN THE SHETLAND ISLANDS

The Shetland Islands are not a place you want to be in November carrying out road markings and to a strict handover deadline but here at Markon we are always up for a challenge!

Petrofac Facilities Management Ltd were in the final throws of contract completion for handover on 30 November 2015 of the Laggan-Tormore Development and Shetland Gas Plant at Sullome Voe to their client Total E&P Ltd.

In order to obtain their completion certificate, one of the tasks was to provide escape route markings, various symbols, centre lines and edge line markings on the substantial road network throughout the base and with little lead-in time a contract was awarded to Markon in late October.

With an order in place, it was then all hands to the pump, and under the leadership of Contracts Manager Scott Walker, materials were ordered for delivery to the Island, ferry crossings booked, plant organised, gas supplies arranged and last, but certainly not least, some six operatives had to be persuaded that this was a good idea.



Paul Mackie (left) and Robert Dick

Two crews volunteered and were mobilised on 1 November, namely Robert Dick, Paul Mackie (hand crew), Jeff Elliot, Billy Scott (machine crew) and in the face of 'Abigail' prepared themselves for a two to three week 'heads down, get on with it' approach. To their credit, with further assistance from Barry Minto and

Steven O'Conner (hand crew), they achieved the impossible, working night shifts in some horrendous conditions, force drying the surfaces to receive the markings and completed the task only a week later than planned due to weather related delays. The client was full of praise for the team's efforts.

Fuel Thieves caught in the act at Blackhills Quarry

AT THE BACK END OF LAST YEAR THE TEAM AT BLACKHILLS QUARRY HAD SUSPICIONS THAT FUEL WAS GOING MISSING FROM THEIR BULK TANK. UNSURE IF IT WAS LEGITIMATE FILLING OF FUEL BOWSERS DURING WEEKEND WORKING, BERT ARCHIBALD, OUR AREA QUARRY MANAGER, STARTED MONITORING THE FUEL METER READINGS AND OFFSETTING THIS WITH ACTUAL USE. IT BECAME CLEAR THAT INDEED THERE WERE IRREGULARITIES AND UNAUTHORISED FUEL WAS BEING TAKEN OUT WITH WORKING HOURS.

Determined to catch the perpetrators, a covert camera was set up to record any activities at the fuel tank filling point. Any movement in the area triggered the camera to start recording and send an email alert to inform us of the activation. We could see live footage on our laptops and smart phones.

Of course with motion sensors comes the risk of other visitors triggering an alert. This did happen

one weekend when Bert received a loud ping on his phone which got him rushing about at 3.26am. Alas it was only Mrs Fox having a leisurely stroll through the quarry!

Back to the night in question, Bert's phone alerted him at 10.20pm on Thursday 25 February that something had triggered the camera. Not suspecting foul play during the week Bert checked the footage on his phone and could clearly see the floodlight had been knocked out and that a vehicle was onsite. Having previously briefed the Police of his concerns, Bert took no chances and called them immediately.

Bert was amazed when, arriving at the quarry some 15 minutes later, he found a squad of police cars, vans and dogs already onsite. The quarry was surrounded as the thieves attempted to make a break for it. Having to ditch their vehicle, the thieves took off on foot only to be met by ferocious German Shepherd dogs which stopped them in their tracks and reduced them to trembling wrecks.

A great result for us. However, it is a stark reminder that criminals are still very active and will stop at nothing to steal anything of value from our sites. Please maintain a close vigilance and report any suspicious goings on.



Image showing Mrs Fox!



Image showing intruders scoping the site in January



Image showing the vehicle onsite on the night in question

A familiar stranger revisits Torrin Quarry 50 years on!

A RECENT VISITOR TO TORRIN QUARRY SAW A FEW CHANGES SINCE HIS LAST VISIT OVER FIFTY YEARS AGO.

Glasgow born Peter Jordan first visited Torrin during the summer of 1963 when he spent two months mapping the area around Loch Slapin at part of his Geology studies at Glasgow University. He left Scotland in 1964 after graduating and had a 32 year career in the oil and gas business in Canada, the USA.

After an absence that spanned over 50 years, Peter was anxious to return to Skye to review some geological issues which had stayed with him during all those years. One of those issues was the field relationships of the Beinn and Dubhaich granite which, of course, is famous for the development of the beautiful Skye marble.

Whilst preparing for his visit, Peter saw the Leiths quarry operation in an area of sparse outcrop that he had mapped to show continuous granite under the alluvial/glacial cover. The purpose of field geology is to interpret the sub-surface rock and structure from the (sometimes limited) surface rock exposure. So it is always a thrill for a geologist to visit a new quarry which exposes the answer for all to see. A controversy with the Beinn and Dubhaich granite had been whether it is a "boss" intrusion with vertical contacts or a "sheet" intrusion underlying the granite. Like many such disputes in geology there is evidence for both and the answer is not one extreme or the other but more complex.

Peter, who is now 72, commented: "It would be presumptive of me to reach a conclusion after such a short visit but it looks like, in many areas, the granites underlie the Durness limestone and indeed the marbles may be related to the roof or "caprock" of a major intrusion rather than lateral margins of such."

In some cases where he saw the vertical contacts (for example at the classic stream cutting at the south end of Camas Malag)



the limestones have not been converted to marble whereas a few hundred yards up the hill from that location there was the most impressive white marble.

Peter continued: "It makes me think that perhaps the roof position of the limestones provided the ideal "baking" conditions and indeed there may be good marbles at quite shallow depths in Durness areas quite remote from granite outcrops and the old quarry at North Torrin might be an example of this."

Following his visit, Peter wrote to Leiths to thank those involved:

"I wanted to express appreciation to your people in Torrin for treating us like VIPs. We did not expect that. I know they had to take time away from their regular duties for an old, retired geologist. But this became the highlight of my trip to the Isle of Skye. The Texas friends I had brought along for the trip were also enthralled. Tom Melsen, a retired geophysicist and executive, and Jerry Zamzow, a retired financial executive learned a lot about geology and the extraction business on this tour.

As you might expect, Diane's primary focus was the safety of all involved and her orientation was most thorough and professional. Ewan, who conducted our tour, combined an enthusiasm and knowledge of the quarry operations with a friendly personality which made our visit very memorable. As a geologist, I was impressed with his knowledge of the geological context of the operation and eagerness to learn more technical stuff."



Peter Jordan; Tom Melsen, a retired geophysicist and executive; Jerry Zamzow, a retired financial executive; Diane Housley and Ewan McKinnon

UPDATE: MIDLAIRGS ASPHALT PLANT

THE NEW ASPHALT PLANT AT MIDLAIRGS BEGAN TO MIX COATED MATERIAL IN JANUARY 2016 AS PLANNED.

The initial mixes have been trialled and placed on site as part of the hardstanding around the plant. The work was successfully carried out by the C&S team from the North.



NEW PLANT – NEW OPERATOR

As well as the brand new plant, it also has a new operator – Arran Nairn, who joined Leiths in October 2015.

Aaron had never worked in a quarry before joining Leiths and had spent the last ten years of his career as a joiner. He spent the last year in Australia before moving back to his home town in Inverness where he and his girlfriend are looking forward to the birth of their first child, and they will live in what was his grandparents' house.

Aaron initially carried out Asphalt Plant training at Achility and then at Bluehills before moving to Midlairgs where he is now looking forward to an exciting future operating this new addition to the Highland region.



The "Lochton Wheel" rolls to the Awards Ceremony in London

FOLLOWING THE SUBMISSION OF THE LOCHTON WHEEL INTO ONE OF THE MOST HIGHLY COMPETITIVE SECTIONS IN THE MPA HEALTH AND SAFETY AWARDS, ROY THOMSON AND DAVE BREMNER WENT TO LONDON TO REPRESENT LEITHS AT THE AWARDS CEREMONY.



The Lochton Wheel

The Lochton wheel was entered into the 'Engineering Initiatives' section along with 145 other entries from across the UK. This section is historically dominated by the multi-national extractive companies who submit multiple entries on an annual basis.

Although the Lochton wheel did not win the section, it was shortlisted from 145 entries to nine placed initiatives and finally made it through to the top 4 in the industry, winning the 'Highly Commended' award.

Leiths CEO, Simon Russell, was quick to congratulate the team at Lochton for their initiative and ingenuity in designing a simple turning mechanism for heavy items of pre-cast.

The Lochton wheel attracted quite a bit of attention at the awards with a number of companies keen to take the idea back to their own workplace.

If you have any ideas on health and safety, or initiatives that you would like to see in the workplace, let your Safety Committee Representative know or contact Dave Bremner on tel. 07825 071020 or dbremner@leiths-group.co.uk.



Roy Thomson with the Award

ISO 50001:2011 Certification



ISO 50001 ENERGY MANAGEMENT



The Leiths group successfully achieved registration to the ISO 50001 Energy Management by the British Standards Institute in November 2015.

The ISO 50001 standard provides the framework which our energy management system is based upon and outlines management systems for energy savings throughout our group activities. The standard is applied across all divisions in the group and requires detailed analysis of energy use and more importantly how energy savings can be achieved in our processes and activities.

This management system encompasses activities at our offices and quarries as well as asphalt production, ready-mix production, contract crushing, haulage, construction activities, surfacing activities, demolition, pre-cast manufacture, road lining, planing, technical, fabrication and maintenance activities.

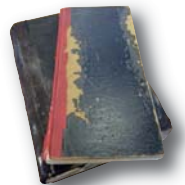
Dave Bremner the group's QHSE Director said: "Gaining this certificate puts the Leiths group at the forefront of our industry and underlines our commitment to a reduction in energy use and the associated benefits to the environment. We can all play a part in reducing energy use throughout our normal day to day operations".

This system complements our existing registrations to Quality ISO 9001, Health & Safety BS OHSAS 18001, Environmental ISO 14001 and our integrated Management Systems PAS 99.

Having this ISO 50001 registration allows the group to comply with the ESOS (Energy Savings Opportunities Scheme) which was introduced in 2014 by the EU and places a legal duty on industry to measure and reduce energy use in its activities.

LEITHS ... Past and Present

During a recent archive of unused files, the Finance Archive Team at Rigifa found something rather interesting.



Cashbooks from 1940s and 1900s.

A cashbook from the 1940's, handwritten and showing entries from 1941 to 2002, was found in one of the cupboards upstairs in the Operations Building. Files dating back to 1985, which hadn't been looked at in years, hid the old cashbook from view.

On this occasion, the archiving was co-ordinated by Amanda Stephen, Accounts Assistant and Laura Bisset, Assistant Accountant. They took the cashbook to Ian Leith, who was also able to show them even earlier versions dating from the 1900's to the 1970's, some of which would have been completed by Ian's Aunt Nel who worked for the company during the 1920's.

Payroll Books from the 1970's listed early entries of Ian Wallace's career (one of Leith's longest serving employees who recently celebrated 40 years in the industry as a Driver) and Ian Leith's salary details (which we won't disclose!).

The girls took 4 days over the course of a month to dispose of the many files which filled 3 large skips and weighed over 7 tonnes in total. Laura and Amanda said, "It was a hard few days but with the help of the guys in the yard and the C&S department, who helped move the crates of files with the forklift, we got the job done".

Slightly different to how things are done today, it's a glaring reminder of how progress has certainly made working life easier. Ask the Finance and Payroll Teams how they might feel to go back to completing everything by hand and I'm sure we'd all be able to guess their responses!

Below: Pages showing entries from 1907 and 1941 and the word 'Ledger' can be seen on the 1900's Cashbook.



RIGAcrete High Flow Self Compacting Concrete

LEITHS HAVE STARTED TO SUPPLY RIGACRETE HIGH FLOW SELF-COMPACTING CONCRETE TO A NUMBER OF HOUSING DEVELOPMENTS IN AND AROUND ABERDEEN.

Up until recently, contractors were placing conventional concrete for house and garage floors. Placing concrete the traditional way is labour intensive with plant and equipment required for vibrating, levelling and finishing the floor slab. This is time consuming with concrete floors often having to be finished the following day.

The use of RIGAcrete High Flow provides a solution which is beneficial in terms of time, labour and plant. As the name suggests, this highly fluid concrete flows under its own weight and maintains its homogeneity while completely filling formwork. RIGAcrete High Flow is also ideal for flowing around congested reinforcement and requires minimal energy during placing. Due to the free flowing properties, RIGAcrete High Flow has a rapid rate of concrete placement, with faster construction times and is ideal for concrete floors providing a quicker and safer solution when compared with traditional concrete. Self-compacting concrete can also be used in conventional reinforced concrete work.



This concrete provides a surface with good regularity and with a finish suitable for floor coverings used by the housebuilder. A curing membrane is normally applied to seal the surface and offer some weather protection. By using this product, the

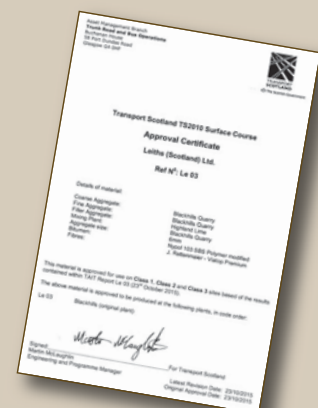
housing contractor can take advantage of considerable savings in time and cost. We can provide this product by offering full technical back-up at time of placing and our challenge is to always provide a consistent product

TRANSPORT SCOTLAND APPROVAL

THE LEITHS GROUP RECENTLY RECEIVED APPROVAL FROM TRANSPORT SCOTLAND FOR SUCCESSFUL SMA RESULTS.

Leiths laid 6mm and 10mm SMA (Stone Mastic Asphalt) on the northbound carriageway of the A90 in 2013. In the intervening period from 2013 until 2015, various performance tests were carried out to assess the skid resistance of the surface. These tests were part of a rigorous approval process put in place by Transport Scotland.

Following two years of successful results which demonstrate good compliance with their requirements, Transport Scotland have issued Approval Certificates. The 6mm SMA has been approved for site classes 1, 2 and 3. Site class 3 sites are high risk situations such as approaches to pedestrian crossings and road junctions.



Markon Apprentice, Kevin Prince, comes to the rescue

WE ARE ALWAYS DELIGHTED TO SHARE WITH YOU THE PRAISE AND RECOGNITION OUR STAFF RECEIVE FROM THE GENERAL PUBLIC.

Kevin Prince, who has worked for Markon for the past eighteen months was praised for his act of gallantry in Perth where he assisted an elderly woman who had fallen and injured herself.

The aptly named Trainee Lining Operative was working on a Markon job unrelated to the incident when he saw the woman, who volunteers at the Samaritans in Perth, fall heavily whilst carrying her shopping.

When speaking to Kevin afterwards he said, "I was keen to help as all I could do was think of my own gran and would want someone to help her if she was in the same position."

Kevin was awarded fifty pounds for going above and beyond his daily duties and said he would be taking out his 'wee granny' for lunch.



Kevin, being presented with his reward by John Caufield, Markon H&S Advisor.



I just wanted to repeat my thanks for the assistance your workmen gave to our support volunteer. In particular to Kevin who administered first aid. He was very calm and knowledgeable, giving comfort as well as practical advice. An absolute credit to your company.

The lady who fell broke her nose but is making a fine recovery and appreciates all they did to help. Please pass on all our thanks.



A note from Fiona Ashton, Chair, Perth Samaritans

25 year Service Awards

IT IS WITH GREAT PLEASURE THAT WE RECENTLY PRESENTED THREE OF OUR STAFF WITH THEIR 25 YEAR LONG SERVICE AWARDS.

Ian Ross, Quarry Operative at Alexander Ross & Sons (Sand & Gravel)



Ilan is pictured above receiving his award from Grant Milne, Managing Director of the Quarries Division.

Ilan started his career with A Ross & Sons some 25 years ago. Initially on a wheel loader, Ian later moved onto an excavator in the Sand & Gravel operations. When Ross's moved into hard rock processing, Ian took over the primary crusher operation where he continues today. Prior to joining Ross's, Ian had several years with Wimpeys at Torvean Quarry and eight year's experience on local farms.

In his spare time Ian is a keen shooter and has represented Scotland four times internationally. He is also a rally enthusiast and drove his own car for nine years on the circuit.

Ilan is married to Mairi and has two sons; Grant and Ewen. Ewen is also a keen shooter and on the Team GB Junior shooting squad training for the next Commonwealth Games.

John Smith, Quarry Supervisor at Parkmore Quarry



John (left) with Grant Milne.

John Smith started his career with Leiths at Parkmore Quarry in September 1991, initially as a Dumper Truck Driver taking away material from the Primary Crusher. He later moved position to operating the Ag Lime Plant where he spent 7 years keeping up with the busy lime sessions before taking on the responsibility of operating the Loading Shovel. In 2014, John was promoted to Quarry Supervisor.

Prior to starting with Leiths, John worked for Aberlour Engineering, as a trainee fabricator and welder. In his spare time, he enjoys spending time with his family.

Robert Hodgins from Construction and Surfacing also received his 25 Year Service Award during February – further details will be included on the Company Website News.

A day in the life of Sheila Gunn

Leiths Purchasing Manager

DAY TO DAY ROLE

My day usually starts anywhere between 7.00am and 7.30am in my office at the Operations Building at Rigifa, Cove, which I share with my colleague Kevin Milne.

The day begins with myself and Kevin going through our email inbox to establish what remains outstanding.

Most of my days are spent keeping on top of the numerous emails we receive as well as dealing with our internal clients such as Construction & Surfacing, Lawrie Demolition, Finance and all our Workshops.

Within any given week I can also be involved in a number of internal meetings with various departments and suppliers but I try to keep these to a minimum as I am very conscious that the workload I have needs to be controlled. I am also involved with the setting up of new Service Level Agreements with various contractors/ consultants for all our sites within the organisation.

Having control of our Stores, I also need to ensure we are keeping our stocks up to date and all products are being ordered on time and are being charged out – this is carried out by our Storeman, Henry Fraser, with my support.

PEOPLE I DEAL WITH REGULARLY

My current role means I have a bit of involvement with most departments within our organisation, handling, ordering and expediting for the Construction & Surfacing department, all the Quarries, and our Fleet and Plant dept. I also spend quite a bit of time with our Finance Team regarding Invoice queries, account queries and cost coding etc.

I tend to think of myself as being a bit of a perfectionist as I believe if a job is worth doing it's worth doing right and I always try to re-iterate this to my immediate colleagues

and those around me. Sometimes, however, this can be construed as me being a control freak! This is no bad thing and I'm happy to be labelled this as I consider that I get on with most people and am always willing to help those who need it.

BACKGROUND

I was born and bred in Aberdeen and have stayed here all of my life. I currently live quite near to Rigifa which is very handy for emergencies – sometimes too handy!

I have worked in the construction industry for most of my working life. I started work in 1977 as an office junior at a local Builders Merchants – being such a small company I was trained in all aspects of the various tasks required which included reception, stock control, purchase ledger, sales ledger and sales and marketing. I spent 11 years at this company until they were sold off to a larger concern and at this time I moved to the Stewart Milne Group in 1988, working my way up to Purchasing Manager by the time I left in 2003.

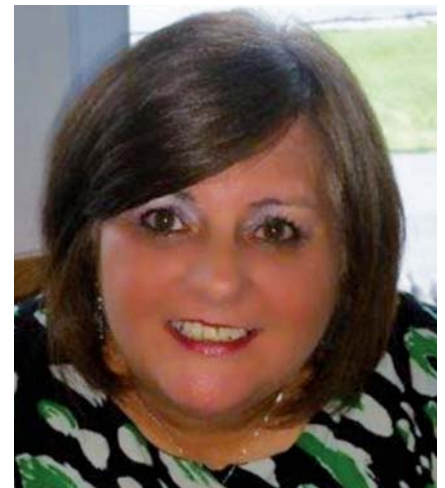
After spending a couple of years totally out of the industry, moving into an oil and gas related shipping company, I realised that my heart certainly lay within the construction industry and, following redundancy from CALA Homes in 2009, I was lucky enough to secure a job with Leiths, starting in the Distribution Department where I spent the first 10 months of my almost 7 year career here.

HOBBIES

I enjoy watching television, taking part in quiz nights, the odd game of Bingo and, of course, travelling as holidays are my main passion.

FAMILY BACKGROUND

With the exception of 5 years when I married, I have stayed local to Aberdeen and having a



small family, I stay close to my sister and niece and nephew.

I have a number of close friends and, although having no children of my own, I am Auntie Sheila to many of their children!

I am well known within my circle of friends to be very competitive, especially when it comes to quizzes or music etc and I think this is why I always like to have things carried out correctly.

I am also known for my love of travelling abroad and like to try and get two holidays a year if possible. This year being a big holiday to Las Vegas and New York in May to celebrate a couple of friends big birthdays.

LEITHS FUTURE

Having spent a number of years with a large company like the Stewart Milne Group, although being a privately owned company, it didn't have the same personal feeling that I have here at Leiths. Within my role here, I feel like I am part of a team and enjoy being involved in trying to enhance the company's profitability and procedures.

I hope to grow along with the company and be here to experience all the benefits of the continual growth of Leiths.

COMPETITION

The article on page 8 highlights Leith's successful registration to BSI ISO 50001 Energy Management. Having this registration allows the group to comply with ESOS which was introduced in 2014 by the EU.

To qualify for ESOS, Companies should have submitted their notification of compliance by what date?

Entrants should send their answer, including name, place of work and contact details to Caroline Anderson (canderson@leiths-group.co.uk). Those who answer correctly will be entered into a draw for a prize of **£100**. The closing date is **17th April 2016** and the winner will be featured in the next edition of Leiths News.

Good Luck!

WINNER - Edition 5

Thanks to everyone who entered the last Leiths News Competition in edition 5.

The competition gave employees an opportunity to win £100.00 by completing a Quiz – 'How does your Brain Work?'

The lucky draw winner was **Ricardo McMillan, Weighbridge Operator at New Forres Quarry**, who answered all nine questions correctly. **Well done Ricardo.**

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3 Joss

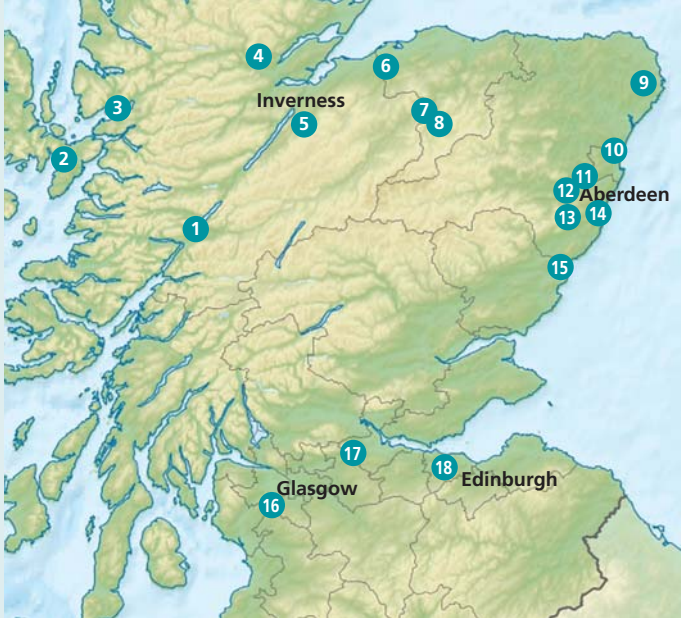
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6 Ross

A Ross & Sons Ltd
Daviot
Inverness
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Group Resources



1. Highland Lime

Torlundy
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Inverness-shire, PH33 6SQ
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F: 01397 702308

SERVICES (See Key)

A B E F J I K N O

2. Torrin Quarry

Leiths (Scotland) Ltd
Broadford
Isle of Skye, IV49 9BA
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F: 01471 822266

SERVICES (See Key)

A D F J K N

3. Kishorn Quarry

Nr Strathcarron
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United Kingdom
T: 01471 822265
F: 01471 822266

SERVICES (See Key)

D F J N

4. Achilty Quarry

Leiths
Contin, Strathpeffer
Ross-shire, IV14 9EG
T: 01997 421122
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SERVICES (See Key)

C D F K R

5. Mid Lairgs Quarry

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Daviot, Inverness
Inverness-shire, IV2 6XN
T: 01463 772211
F: 01463 772321

SERVICES (See Key)

C D F J K N O

6. New Forres Quarry

Leiths (Scotland) Ltd
Rafford
Forres
Moray, IV36 2RQ
T: 01309 671188
F: 01309 671100

SERVICES (See Key)

C D F K N

7. Bluehills Quarry

Leiths (Scotland) Ltd
Craigellachie
Moray, AB55 4BW
T: 03301 190627
F: 01340 820890

SERVICES (See Key)

C D F K N

8. Parkmore Quarry

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T: 01340 820200
F: 01340 820890

SERVICES (See Key)

A D F J R

9. Longside Concrete Plant

Faichfield
Longside
Peterhead, AB42 3ED
T: 01779 821466
F: 01779 821354

SERVICES (See Key)

J

10. Loch Hills Quarry

Joss (Aberdeen) Ltd
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T: 01224 774422
F: 01224 772444

SERVICES (See Key)

C D G J K O

11. North Lasts Quarry

Leiths (Scotland) Ltd
Peterculter, Aberdeen
Aberdeenshire, AB14 0PE
T: 01224 732690
F: 01224 876332

SERVICES (See Key)

C D F K N

12. Nether Park Quarry

Joss (Aberdeen) Ltd
Drumoak, Banchory
Kincardineshire, AB31 5AD
T: 01224 660468
F: 01224 772444

SERVICES (See Key)

D O

13. Lochton Precast Concrete

Leiths (Scotland) Ltd
Slug Road, Durris
Banchory, AB31 6DD
T: 01330 844444
F: 01330 844417

SERVICES (See Key)

I J

14. Blackhills Quarry

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Aberdeenshire
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T: 01224 897568
F: 01224 897590

SERVICES (See Key)

C D F J K N

15. Montrose Concrete Products

Leiths (Scotland) Ltd
Broomfield Industrial Estate
Montrose, DD10 8SY
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F: 01674 672809

SERVICES (See Key)

I J

16. Lugton Lime

Lugton
Kilmarnock
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F: 01505 850590

SERVICES (See Key)

A F H K

17. Markon Office

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SERVICES (See Key)

L M Q

18. M&M Road Surfacing

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SERVICES (See Key)

P

KEY

A Agricultural Lime
B Animal Feed
C Asphalt Products
D Decorative Stone
E Filler
F Hardrock Quarry

G Inert Landfill Site
H Limestone Filler
I Precast Concrete Products
J Ready-Mix Concrete
K Recycling Facilities
L Road Marking

M Road Planing
N Rock Armour
O Sand and Gravel Quarry
P Surfacing and Construction
Q Traffic Management
R UKAS Accredited Laboratory

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