



Leiths NEWS

The newsletter of Leiths (Scotland) Ltd

Produced for our Employees, Customers and Colleagues.

Kessock Bridge Resurfacing

a success for Gussasphalt

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Droning on at Mid Lairgs

Leiths employ the services of an aerial drone to conduct a site survey

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New Purchases for Quarries Division

Recent delivery of new Plant items

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Leiths welcome new Engineering Manager

Leiths are delighted to announce the appointment of Colin Bannerman

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LEITHS

Built on Quality

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Welcome to Leiths NEWS

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Message from the Chairman

I have just signed off the Group accounts for 2013 and I am pleased to report that they reflect an improved performance over the previous year. Whilst we are still some way short of pre-recession levels of activity, it is also encouraging that 2014 has at least started positively.

This performance has enabled us to make a number of significant investments in plant and equipment, some of which are highlighted in this edition of Leiths News.

The Aberdeen market continues to be fairly buoyant, and with a number of significant projects on the horizon, there is a possibility that we could continue to be busy in this part of Scotland for the next few years.

None of this would be possible without the support of all our employees and I would like to thank you all for your continuing hard work and loyalty.

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.

Caroline Anderson, Editor

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Markon sign Strategic Supply Agreement with Ennis-Flint

ENNIS-FLINT WAS DELIGHTED TO SIGN A STRATEGIC SUPPLY AGREEMENT IN PARTNERSHIP WITH MARKON WHILST AT THE INTERTRAFFIC EXHIBITION IN AMSTERDAM.

The Strategic Supply Agreement will enhance the ongoing partnership between Markon and Ennis-Flint in providing quality, reliable and sustainable traffic safety solutions.



Scott Yuill (Director & General Manager) and Iain Gardner (MD) from Markon shake hands with Keith Dawson (MD) and Mike Wilson (Sales and Marketing Director) after signing the Strategic Supply Agreement at Intertraffic 2014.

Construction & Surfacing lay new football pitch for Royal Marines Condor

WITH THE SUCCESSFUL VENTURE INTO SPORTS PITCH CONSTRUCTION AT PENICUIK STILL FRESH IN OUR MEMORIES, DEFENCE INFRASTRUCTURE ORGANISATION (DIO), THROUGH THEIR MAIN CONTRACTOR TURNER ESTATE SOLUTIONS LTD (TES), PLACED AN ORDER FOR THE UPGRADE OF AN EXISTING ARTIFICIAL SPORTS PITCH AT ROYAL MARINES CONDOR, ARBROATH.

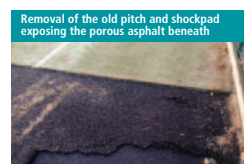
The existing pitch, for football and hockey, had been in use for 15 years and had reached the end of its useful life. The Marines had requested that, if possible, could the new surface be used for both football and rugby. After consultation with the pitch manufacturer, a suitable surface, meeting both FIFA and IRB standards was agreed.

Initial works progressed well, but with the discovery of several unknown underground services and the wettest winter for several years, it slowed to a halt. The ground was saturated and only the introduction of additional site drains allowed works to move forward.

The services were ducted, the site drains connected to the main drain, and kerbs laid around the outer edge of the pitch. The pavement was constructed and finished with porous asphalt to match the existing surface and the fencing posts concreted into place. With the surface checked for level, the shockpad, a 25mm deep rubber layer, was laid across the whole surface by internationally experienced specialists. This was then checked for level by an independent testing authority, on behalf of FIFA and the IRB.

With the tests passed, the laying of the 3G carpet commenced. The next two weeks saw a flurry of activity as the carpet was cut to size and glued together. The rugby and football pitch lines were marked, cut and glued into position, and the remaining fencing was completed.

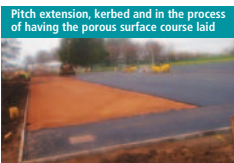
Kiln dried sand and rubber infill were spread evenly across the surface and then brushed. The rugby posts were placed and levelled and the mobile football goals wheeled into position. All that remained was for the coring of the flags at the required positions for both rugby and football and the pitch was completed. Final FIFA and IRB accreditation will be completed once the pitch has been in use for 6 to 8 weeks.



Removal of the old pitch and shockpad exposing the porous asphalt beneath



Waterlogged extension to the pitch area



Pitch extension, kerbed and in the process of having the porous surface course laid



First roll of carpet being cut prior to being glued to the adjacent rolls



Marking the pitch prior to cutting and gluing the lines



The finished pitch

To facilitate the rugby pitch, the existing enclosed area would need to be increased by 15m, from 105m to 120m long. Trees and existing fencing were removed, as was the existing pitch and shock pad which both went to recycling, and construction commenced in late November 2013.

With the landscaping and seeding of the surrounding area and a final clean up of the adjacent car park, the site was handed over to the Royal Marines at an opening ceremony attended by both Arbroath Rugby Club and Arbroath Football Club.

'The Courier'

'Wonderful' new 3G pitch will help RM Condor team up with community groups



A new sports pitch has opened at RM Condor near Arbroath which will further strengthen its ties with the community.

The 3G astroturf pitch will be used by both the Royal Marines at Condor and sports teams including Arbroath Football Club and Arbroath Rugby Club.

The commanding officer of 45 Commando, Lieutenant Colonel Dan Cheesman, opened the venue, which was attended by the football and rugby teams as well as members of 45's own rugby and football sides.

Lt Col Cheesman said: "This week we marked the official opening of a new 3G astroturf pitch at RM Condor with the contractors, unit football and rugby teams and representatives from Arbroath football and rugby clubs.

"This wonderful new facility enables competitive team sports to be played up to and including full contact rugby in all weathers and at all times of the day under floodlights.

"As always, I am keen to welcome the local community on to Condor as much as possible and this fully synthetic playing surface that looks and feels like grass is another fantastic opportunity to strengthen ties between ourselves and eastern Scotland.

"The 45 Commando Group have just began the Force Generation training process so that we can assume the role of lead commando in May 2015 and be ready at a moment's notice should we be required around the world.

"As a result, our training year will be very busy and this astroturf will help maximise the huge physical and moral benefits of competitive team sports in the limited time available."

'Droning on at Mid Lairgs'

Producing hard rock products and sand and gravel, A Ross and Sons, based at Mid Lairgs Quarry near Inverness, is the most extensive quarry in the Leiths Group at 150 hectares in area.



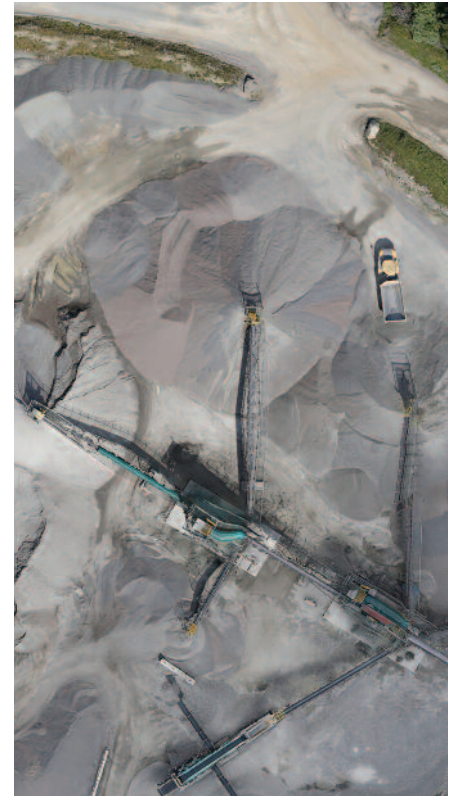
An up to date and accurate survey was required to allow efficient development planning and management of the quarry. Undertaking a

topographic survey of a large complex site such as Mid Lairgs would be an extremely slow and costly process using traditional methods. With this in mind, Leiths employed Stratos UAS based in Fortrose, to undertake a survey of the site using their aerial drone or UAV (unmanned aerial vehicle).

The UAV is a high tech 8 rotor battery powered octocopter with GPS satellite navigation which controls and monitors position, maintaining the UAV in a controlled hover. The UAV carries a high quality digital camera fitted to a stabilised platform which keeps the camera level and pointing in a constant position. The survey was undertaken following a pre-programmed flight path resulting in several thousand photographs, all with a unique GPS co-ordinate.

Specialist software utilises the GPS information and relates this to known targets on the ground along with the offset or overlap between adjacent images to produce a detailed topographic survey and associated 3d model.

Given the accuracy of the survey produced and the value of the images recorded, don't be surprised if you see a UFO hovering over a quarry or construction site in the future!??



New Plant Purchases for Quarries Division

We have recently taken delivery of a number of new items of plant for the Quarries Division.

First to arrive was a 43t Volvo 380 tracked excavator. This is the second of this range of excavators to be brought into our fleet. These machines are ideal for working in our harsh environments whilst offering the highest standard of operator comfort. Advances in technology now means these machines will email us if their oil or water coolant levels are low, engine temperatures are running high, a service is due and how many hours its worked with fuel used during its working day. Quite remarkable when you think about it.

Maximising production outputs with our mobile jaw crushers is one of the most important factors in how well our business performs. Without the rock being crushed we would not be able to manufacture the asphalt, concrete and



aggregate products supplied to the construction sector. To boost outputs we have purchased two Tesab Trackstack 8042T tracked conveyors. These mobile conveyors can stock crushed material direct from the crushers to a height of approx 11m which is some 5,000t. This means our crushers could run for 2 days without requiring a loading shovel to take material away from it.

The most recent edition was a Metso LT 106 jaw crusher which was delivered direct to Achilty Quarry at the end of July. This is the third crusher of its range that we have purchased in the last couple of years due to their build quality, reliability, versatility and high production outputs. This specific crusher has been kitted out to be capable of working in demolition works which is ideal for us as a support function to our

in house demolition division, Lawrie Demolition. Similar technology that came with the Volvo excavator follows on with these new crushers.

Each day we receive an emailed report from the crusher detailing the hours it has worked, fuel used and tonnage of material crushed.



Kessock Bridge Resurfacing, a success for Gussasphalt

THE ATTENTION OF MANY LONG SPAN BRIDGE OWNERS AND OPERATORS HAS RECENTLY BEEN FIRMLY FIXED ON THE 30 YEAR OLD CABLE STAYED KESSOCK BRIDGE WHICH CARRIES THE BUSY A9 ACROSS THE BEAULY FIRTH TO THE NORTH OF INVERNESS.

In May, the construction team on a major refurbishment of the 1056m long bridge, celebrated the early completion of the second stage of a two stage programme of works – carried out in the February to June pre-holiday rush periods in 2013 and 2014. The 2014 programme of works, which included re-tensioning the cables for the first time since the bridge was built, was finished four weeks ahead of schedule.

As great an achievement as that was, most attention is on the high quality surfacing material used, Gussasphalt, which holds out the promise of extending the life of the bridge by providing such a smooth running surface that bridge movement under load will be significantly lessened. Less welding maintenance will be needed on the orthotropic deck and there will be reduced road noise from the 30,000 vehicles – 11% of them HGVs – that use it each day.

Gussasphalt is a dense mastic asphalt developed by Swiss company Aeschlimann International, using a high performance polymer modified binder from bitumen specialist Nynas. The product relies on the properties of the bitumen mixed with crushed stone and limestone fines to provide the stiffness and durability needed for a bridge running surface. The binder is a high performance material, Nynas Endura N5, designed to ensure suitability for the Aeschlimann mixes.

Gussasphalt has now been used several times in the UK, including on the Avonmouth and Tamar bridges and is thought to be under consideration for the new Queensferry Crossing over the Forth, which is Scotland's biggest construction project for a generation.

The mix is bespoke for each project but includes a blend of sands, limestone filler and a number of additives including Trinidad Lake Asphalt granules. A 6mm bitumen coated aggregate is embedded in the hot surface by rollers and provides surface texture.

Transport Scotland let a main contract for the £13.25M of repairs and resurfacing to Balfour Beatty, with BEAR Scotland supervising the works on their behalf. Stirling Lloyd undertook the deck waterproofing and resurfacing under subcontract to Balfour Beatty.

Leiths Group supplied the surfacing material from its Achilty plant at Contin, some 30kms north of the site, where it was made according to Aeschlimann's specification.

Leiths Technical Director, Neil Anderson, said: "The asphalt production was very closely monitored by both ourselves and Aeschlimann and transported by Aeschlimann to site in special delivery trucks that can mix as well as heat the material at temperatures up to 220°C. We supplied the surfacing material on a continuous basis to avoid making a transverse joint."

Aeschlimann laid some 24,500m² of material in two layers, each of 25mm but up to 27mm in any dips. A surface finishing machine laid on steel rails allowed a high standard of regularity.

Darren Holmes, Project Manager for Stirling Lloyd, said: "The 2013 works programme went very well and the 2014 programme was even better due to the hard work and commitment by all involved. All the indications are that Gussasphalt will provide everything that was hoped for at Kessock."



A short time ago we were able to finish work on the second stage of the Kessock Bridge in Inverness. As a small token of our appreciation for the extremely pleasant and cooperative joint working relationship, we are sending you a small gift from Switzerland. It was a pleasure to complete this work together and, in particular, we appreciate the friendly and helpful cooperation in all respects. As a foreign company we were able to rely upon your flexibility as far as the production of the mastic asphalt was concerned and this was prerequisite for the successful and punctual completion of this project. We look back on the time together with pleasure and would, of course, be delighted if other opportunities for carrying through similar projects were to arise. Once again our sincere thanks and best wishes.



Kurt Andres, CEO
Aeschlimann AG

Leith's would like to thank the Achilty team



From left to right is:

Andreas Martin (Aeschlimann),
George Campbell (Quarry Manager – Achilty),
Scott Brown (Shovel Operator – Achilty)
Cameron Lamb (Asphalt Plant Operator) and
Harry Jefferies (Asphalt Plant Operator)
and also Mary Coburn (Weighbridge Operator), who was at her post at the weighbridge at the time of the photo being taken.

Markon Install and Remove Commonwealth Games Road Markings

MARKON SECURED A SIGNIFICANT AMOUNT OF WORK AS A RESULT OF THE DECISION TO HOLD THE 2014 COMMONWEALTH GAMES IN GLASGOW.

One of the pre-requisites for any city hosting the Games is the provision of a Games Route Network to allow the free movement of athletes and officials between various venues around the



city. Approximately 15% of Glasgow's GRN is made up of dedicated Games Lanes, most of which run alongside normal traffic lanes on existing routes, including the M8 Kingston Bridge, M74 and Clydeside Expressway.

The contract to install Games Lane markings and signage was secured from Glasgow City Council by Luddon Construction and the roadmarking element of the works was sub-contracted to Markon.

The markings were installed using 3M Stamark (a high performance, all weather, self adhesive tape) on the trunk road network, and a combination of Stamark and waterborne paint on the Glasgow City Council roads.

Working to a tight programme, compiled jointly by Markon and Luddon, markings were installed under Markon Traffic Management by a team of our most experienced Chargehands and Operatives. Feedback from Luddon, Glasgow City Council and Transport Scotland was all positive and all work was completed on schedule.

Following the closing ceremony, work began to remove all temporary markings and re-install original markings which took approximately four weeks.

Glasgow City Council Refurbishment Works

As well as the GRN works, Glasgow City Council issued a substantial package of refurbishment work which was sufficient to keep 4 roadmarking crews working constantly for the 3 months leading up to the Games. Again all work was completed on time and feedback from Glasgow was good.

Scotland Transerv Motorway Network Works

Further to this, Scotland Transerv was allocated a separate budget specifically to refurbish roadmarkings and roadstuds on approximately 50km of the motorway network around the City.



Clydeside Expressway Games Lane



Clydeside Expressway at SECC

This work involved the use of 2 Multi-mark machines, a hand crew and a stud crew working constant night shifts for 4 weeks to install markings to all routes in time for the Games.



New Traffic Safety and Management Van

Markon have completed three high value projects for three important clients, meeting or exceeding expectations on each occasion.

Well done to all involved.

“ We were extremely impressed with Markon from the initial Tender communications through to the completion of the lining. This was a very high profile project and Markon's works were carried out efficiently, on time and to a very high standard. The team worked well to ensure minimal disruption was caused during the course of the works and we were particularly impressed with how accommodating they were adapting to late and additional changes to the initial scheme. We would have no hesitation in using Markon again in the future and would thoroughly recommend them to anyone seeking road marking services. ”

Jordan Keatings, Project Manager
Glasgow Commonwealth Games Route Network 2014 - Luddon Construction



Markon new Multi-Mark Machine

Hidden Assets at Leiths!

Leiths have recently invested heavily in a lot of new machine assets. But what about the other assets our company possesses? The people.

These elements cannot be priced or owned, yet invariably people form the vital part of the equation that can make the difference between success and failure on any contract. Leith's service personnel are assuredly part of this hidden asset. They are the plant mechanics, welders, stores and admin personnel who form a small but elite team possessing a wide variety of skills, whose combined efforts come together to form the

backbone of the technical support required to keep the earthmoving equipment at maximum operational efficiency.

The nature of any quarrying operation is such that the majority of the capital employed is invested in plant. The importance of correct use and maintenance of this equipment cannot be over emphasised, as competition within the quarrying industry is such that sites must utilise every possible production minute to the full with machine availability and utilisation being of prime importance.

The face of the quarrying industry has changed dramatically with the size and complexity of the equipment growing hand in hand. With the machines becoming more productive; the increased use of highly technical design innovations becoming more commonplace, the role of the maintenance team is changing, giving rise to new skills and disciplines needed to keep pace with modern technology. This challenge is being successfully met by the staff with their efforts and adaptability, key factors in achieving the high standards expected by the company in today's market place.



The Skye Terrier Club Homecoming Project

TORRIN QUARRY ON THE ISLE OF SKYE WAS APPROACHED BY THE SKYE TERRIER CLUB LAST YEAR IN THE HOPE THAT LEITH'S COULD SUPPLY THEM WITH SKYE MARBLE ON WHICH TO PLACE TWO STATUES OF LIFE SIZE SKYE TERRIERS WHICH WILL BE SITED IN THE GROUNDS OF ARMADALE CASTLE.

In March 2014, the club visited Torrin Quarry and it was decided that a piece of granite, 1080mm long by 680mm wide and 450mm high, would be ideal. The upper and lower surfaces of the granite was cut into level surfaces for the installation of the statue but the sides were left in their natural state.

The Skye Terrier Club members, and enthusiasts of the breed from around the world, worked tirelessly throughout 2013 and 2014, raising money to fund the project.

The project saw the production of the sculpture of the Skye Terriers, one pricked and one drop ear, by talented sculptor Georgie Welch. The base of the statue bears an inscription – English on one side and Gaelic on the other.

The completed statue will now be situated within the historic grounds of Armadale Castle at Sleat on the Isle of Skye.

The Homecoming will offer a unique opportunity for visitors to learn more about the Skye Terriers which are now endangered.

The centre piece of this display will be the 140 year old plaster model of Greyfriars Bobby that was the maquette for the famous statue in Edinburgh which commemorates John Gray's faithful Skye terrier, Bobby.



John Angus and Diane Housley from Torrinq Quarry attended the Royal unveiling on behalf of Leiths

Royal Unveiling of Terrier Homecoming



The Homecoming was officially unveiled on 24 July 2014 in the grounds of Armadale Castle by her Royal Highness The Princess Royal.

Welcome Stones at Cove and Altens

COVE IN BLOOM WAS JUDGED ON 29 JULY 2014, AND THE PREPARATIONS HAPPENED FAST!



One of the Cove in Bloom Projects this year was to have three large granite stones placed in a circular fashion at the entrance to Cove from the Coast Road. Leiths donated the stones and the full cost of getting them to site and setting them in place.

Last year the local schoolchildren entered a competition to design logos for the stones, and the three winning designs have been made into plaques commemorating the history of the three main industries that have been a part of the area for generations; Farming, Fishing and Quarrying.

Working with Brian Alan of Cove in Bloom, Leiths pulled out the stops to have the stones, which stand at 7ft tall, in place before Cove in Bloom's entry to the Beautiful Scotland Competition was judged on the 29 July.

Brian commented:

“Cove in Bloom are grateful for the tremendous advice and support from the staff at Leiths. Also, to Aberdeen City Council for their assistance and granting of permission.”





Supply of Concrete to River Ness Flood Prevention Phase 1 & 2

THE HIGHLAND COUNCIL IS DELIVERING A £22 MILLION FLOOD DEFENCE SCHEME TO PROTECT INVERNESS FROM STORM WATER AND TIDAL FLOODING ALONG THE BANKS OF THE RIVER NESS.

When completed, this major flood defence scheme is designed to protect 795 residential and 188 non-residential properties from the threat of tidal flooding through the installation of 4km of walls and embankments along both sides of the river bank.

Mid Lairgs Concrete Plant is currently supplying the structural concrete to Morgan Sindall for Phase 1 and has just recently secured the order from McLaughlin and Harvey for Phase 2 which includes 1500m³ of Highland Blush coloured concrete to match a natural sandstone block work. In addition to the structural concrete Mid Lairgs has recently supplied materials for the piling work along both sides of the River Ness.

Our excellent relationship with both contractors and the Highland Council has ensured that this contract has been plain sailing.



Highland Blush coloured concrete for River Ness Flood Phase 2

Preparing for Busier Times

At long last we are beginning to see construction activity on the 'road' to recovery following the recent hard hitting recession. Aberdeen, in

particular, is seeing numerous large development projects getting underway with many more sitting in the wings waiting on final approval.

Recognising the importance of maintaining the high level of service we provide to our loyal and long standing customers, we are boosting our resources throughout our network of quarries within the Aberdeen area. One such site that is getting attention is Northlasts Quarry which sits to the West of Aberdeen just outside Peterculter.

We are currently erecting a 180t per hour asphalt plant which was brought down from our Bluehill Quarry in Aberlour. The plant will add to our strategic positioning of asphalt manufacturing within Aberdeen and demonstrates to our customer base that Leiths have the capacity to meet their needs in the times of heightened construction activity.



Asphalt Plant under erection at Northlasts



We have been delivering an in-house COSHH (Control of Substances Hazardous to Health) course which is aimed at raising awareness within our workforce of the issues of dust and chemicals in the workplace.

Dave Bremner, Group Health and Safety Director, has taken this training on the road throughout the north and west of Scotland and although this course covers a broad range of substances, one of the main messages is how we manage dust exposure.

With almost all of the Production Division complete, the course will be delivered to the Construction, Demolition and Maintenance Divisions in the near future.



Eye Protection

Last year we had a number of eye injuries and near misses through personnel wearing the wrong type of eye protection when using Stihl saws and hand held grinders. We issued guidance throughout the group on what was deemed to be the correct eye protection in accordance with our risk assessments and to date this appears to have been successful.

Before carrying out the task – assess the risks and consider the following:

- **Safety glasses** are intended to protect the wearer from low energy impact from flying debris and objects - they do not protect against gas, molten metal, chemicals or small showers of fragments such as grinding sparks.
- **Safety Goggles** are intended to offer protection against medium energy impact and high levels of explosive force, they also protect against dust and gas.
- **Safety Face Shields** offer a wide area of protection against flying particles and chemical splash.
- All personnel must wear goggles for grinding/cutting works – no matter how small a task or what type of material is being cut.

Contractor Safety Passport Scheme



We held our first MPQC Contractor Safety Passport Course on 20/21 May 2014 with all attendees passing the course.

We would like to congratulate our attendees pictured below on their achievement.

Darren McNairn



Martin Daun



Michael Thain



Mike Mckenzie



MPA Good Practice Awards

The latest innovation to be put forward is the "Lochton Wheel". The team at Lochton have been using this innovation successfully for some time now and in the words of Stuart Fraser "it makes our job a lot easier and safer when turning items over one tonne".

This simple device allows personnel to turn precast pipe racks safely on the ground where once this would have been carried out using a forklift.



If you have any ideas that you think Leiths could adopt and suggest to the MPA, please get in touch.
 Contact
 Dave Bremner,
 Leiths Group
 H&S Director.

Manufacture of Test Blocks for CUT UK

LOCHTON PRECAST HAVE RECENTLY COMPLETED THE MANUFACTURE AND SUPPLY OF CONCRETE TEST BLOCKS TO CUT UK, WHICH WAS REQUIRED FOR A TRIAL CUT FOR THE DECOMMISSIONING OF THE BRENT DELTA OIL PLATFORM.



CUT UK required a C55/67 concrete for the test blocks and a mix was designed specifically to meet the customer's specification. Once the test blocks had achieved the required characteristic strength, they were ready for testing at their test facility in Aberdeen.

The test blocks were placed into a large compression frame and 500 tonnes of compression force was applied by hydraulic jacks before being cut with diamond wire. On completion of the testing, CUT UK confirmed that the trial went well and thanked Lochton Precast for their support and effort in the fabrication of the test blocks.

Rigagrip Update



The Rigagrip™ system consists of aggregate, filler and polymer modified bitumen. Mixtures are formulated to provide a dense durable mix with a surface texture to provide high levels of skid resistance.

Leiths have developed a thin surface course system to cope with all aspects of surfacing from overlays to new pavement construction. The Rigagrip™ system consists of aggregate, filler and polymer modified bitumen. Mixtures are formulated to provide a dense durable mix with a surface texture to provide high levels of skid resistance.

The design of the material is such that aggregate interlock provides a material that is not prone to rutting. Different types of aggregate and binder can be used to meet the UK's safety requirements for all surfaces. By using a particular Scottish aggregate, with superior hardness and polished stone values, mixes can be produced that will provide skid resistance equivalent to high friction surfacing.

Thin surfacing is not designed to treat pavements where structural deterioration or cracking is present in the underlying layer. The condition of the substrate is critical in determining the life expectancy. By using certain polymer modified bitumens the strain capacity of the layer can be increased thus improving the overlay properties of the material.

The Rigagrip™ systems offer a quick, cost effective means of resurfacing roads. Faster construction times potentially reduces traffic management costs and delays to the public. The uniform negative surface texture and machine laid surfaces produce a significantly quieter surface when compared with other conventional surfaces.

Conventional high friction surfacing systems have a limited life and can cause distress to the underlying pavement resulting in replacement of the surfacing and high friction surfacing often within a five year period.

A well designed thin surfacing requires low maintenance and is very durable when applied in properly designed construction. Longer life, thinner construction and reduced noise levels impart sustainable environmental benefits. This product also offers improved resistance to fuel and de-icing fluids when compared with products made with conventional straight run bitumens.

In summary the benefits of using Rigagrip™ are:

- Outstanding durability with excellent deformation and fretting resistance.
- High skid resistance thus avoiding the need for High Friction Surfacing.
- Smooth surface with extremely low traffic noise levels.
- Better weathering characteristics and strain capacity when compared with conventional bituminous thin surfacing.



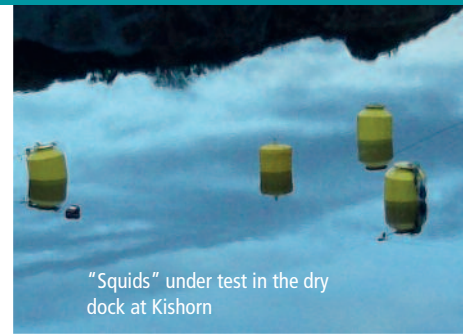
Kishorn Port Ltd's Success

KISHORN PORT LTD WAS A FINALIST AT THE ENERGY NORTH AWARDS HELD IN INVERNESS ON 4 SEPTEMBER 2014.

KPL was recognised for its contribution as a service supplier to the Renewable Energy sector. During the past year, Kishorn has seen the trialling of a number of renewable energy devices, including Albatern's wave energy device. Their wave energy units called "Squids" were initially launched into the protected environment of the Kishorn dry dock and then two were coupled together to create the first Albatern WaveNET array.

These trials are a precursor to an open water deployment off the Isle of Muck by Albatern, the Roslin, Midlothian wave energy device developer.

Albatern was also a winner at the Energy North Awards, securing the top spot for the Best Renewable Energy Project.



"Squids" under test in the dry dock at Kishorn

A radical new solution for economically viable wave energy

WaveNET is an offshore array-based wave energy converter that uses the motion of waves to generate electricity. The floating structure of the WaveNET is flexible in all directions, and capable of capturing power from the ocean regardless of wave direction and array orientation.



LEITHS' PEOPLE

Brechin BRUCE back in Action with the help of Leiths

In March this year, Brechin's veteran rugby team, joined with close neighbours and friends, the Forfar's Strathmore Rugby Club's Gryphons players to play in the inaugural **Leiths (Scotland) Limited – MoreBRUCE Floodlight Invitational**. This is now an annual event where another veteran team from around the country is invited to play under the floodlights at Strathmore's Inchmacoble Park.

The match, against Howe of Fife, was a close run affair with the game ending up with both teams crossing the score line 4 times each in a nail biting finish.

Howe of Fife were awarded the trophy on the night due to the manner in which they conducted themselves throughout the game and their grit and determination right up to the end of a game played in the spirit of fun, friendship and fraternity expected of veterans rugby. All of the players and



The team, with our own Gary Robertson (4th from left in front row), as Team Player/Manager.

supporters joined in the usual veteran's social event following the match.

All the players and teams were delighted with the sponsorship displayed by Leiths (Scotland) Ltd and passed on their thanks, because without the generosity of companies such as Leiths these games would not be able to happen.

New Engineering Manager – Colin Bannerman

COLIN BANNERMAN JOINED LEITHS AT THE START OF JULY AS ENGINEERING MANAGER FOR THE QUARRIES DIVISION.

Colin has spent the last 12 ½ years for Singleton Birch Ltd in Lincolnshire. Singleton Birch quarries around 1.75 million tonnes of chalk limestone per year, 50% of which is further processed into quicklime and hydrated lime products.

Colin was responsible for the design and installation of projects ranging from minor process improvements and refurbishments to large scale strategic infrastructure projects including co-ordination of Health, Safety and Environmental issues.

Colin has almost 20 years experience in process design in heavy industry, 12 of those in quarry

environments. He is a mechanical engineer, but his involvement within many varied projects has given him a wealth of knowledge in other related fields such as civils, power distribution and process control.

Colin is originally from Burghead, Morayshire, and later moved to Inverness as a teenager. He has been moving around the country for the last 20 years or so following work, but has finally decided to move home.

Prior to Quarrying in Lincolnshire, Colin worked in Wales as Project Engineer for a paper company, and in Middlesex designing and installing steam and condensate systems for paper machines around the world.

Colin is a keen scuba diver; at the weekends he can often be found squeezing into a rubber suit and plunging into the freezing waters in search of adventure, although he much prefers

chasing sharks and rays in the more temperate waters of the world when he can.

Colin also cycles regularly and has recently completed the 54mile London to Brighton cycle ride where he, and his wife Steph, raised over £600 in aid of the British Heart Foundation.



Leiths Long Service Awards

LEITHS HAS INTRODUCED A LONG SERVICE AWARD SCHEME TO RECOGNISE THE COMMITMENT AND LOYALTY FROM OUR PEOPLE.

Three notable awards went to:



Norman Graham

Asphalt Plant Operative at Leiths Bluehill Quarry near Aberlour for 49 years service



William Duncan

HGV Driver for A Ross (Sand and Gravel) Ltd at Midlairs Quarry for 50 years service.



Ian Wallace

Driver within the Transport Department for 41 years service.

Name	Position	Yrs Service
Iain Gardner	MD, Markon	32
Louie Gray	Project Director, Leiths	33
Norman Graham	Quarry Division (Bluehill)	49
David Mallan	Quarry Manager (Lugton)	38
Bert Achibald	Area Quarry Manager (NE)	35
John Mackinnon	Quarry Supervisor (Skye)	28
Charles Smith	Foreman (Highland)	37
John Girvan	Plant Operative (Lugton)	33
Gary Beedie	C&S Dept	30
Patrick Fowler	C&S Dept	27
Laurance Higgins	Leiths Technical Supervisor	25
Gordon Joiner	Estimator, C&S Dept	27
Ian Wallace	Transport Division	41
George Mathers	Transport Division	37
Colin Fraser	Transport Division	27
Walter Rae	Driver	28
Neil Bain	Driver (Skye)	27
William Duncan	Driver, A Ross & Sons	50
Dennis Ross	Transport, A Ross & Sons	29
Mary Macmillan	Administrator, A Ross & Sons	34
Neil Ross	Driver, A Ross & Sons	32
Robert Dick	Senior Chargehand, Markon	31
Kevin Stevenson	Chargehand, Markon	27

Well done to all those who were part of the awards.

Employees' Development Success



Stuart Scott



Kevin MacLeod

Stuart Scott

Stuart is one of Leith's Laboratory Technicians and is studying for a Foundation Degree (Science) in Asphalt and Pavement Technology.

This 1st year of the course comprised of modules in engineering, industry introduction (covering basic quarrying and H&S) and mathematics. Training started in September 2013 and Stuart will continue to study until 2016.

Stuart attended Mackie Academy, Stonehaven and left school in 2007. Whilst always in employment Stuart had not thought about his future "career". While working at a local restaurant, he applied for several positions, one of which was a Trainee Technician at Leiths (Scotland) Ltd. Stuart commenced on 17 September 2012 as Trainee Technician and was promoted in December 2012 to Laboratory Technician.

In reviewing his job as a Laboratory Technician, Stuart stated that he was enjoying the course at Derby University and is looking forward to starting the second year where the modules will be more challenging. He also likes the variation of the sampling and testing techniques and the rapport with his work colleagues.

Stuart has recommended a friend to join the technical team who will also be attending Derby University to commence a Foundation Degree.

In his spare time Stuart spends his leisure time playing football.

Kevin MacLeod

Kevin is 44 years young, lives with his wife Clare and sons Ben aged 15 and Alfie aged 11 in Fort William in the Scottish Highlands. Quarry Supervisor at highland Lime, Fort William, Kevin is working towards a Foundation Degree In Mineral Extractives Technology.

"I joined the company in 1998 as a loading shovel operator at the sand & gravel quarry. During my time at Highland Lime I have gained experience in all areas of operations including HGV tanker driving, plant fitting, sand and gravel processing, limestone production for supplying the animal feed and fertilizer industry, concrete production, and all aspects of Health and Safety. I particularly enjoy the challenge of keeping the plant running on a day to day basis from my stock of spares that I gleaned from the old plant and adapted to fit our present plant. My goal is to be successful and respected within the company and to make the workplace a safer and healthier environment.

Initially I found it quite stressful juggling long hours at work, home and study, but once I settled into the course I found I actually enjoyed the challenge of learning new things. Having completed my first year, and looking forward to my second year, I will have to find more time to apply myself to the coursework.

I enjoy hill walking, cycling and spending quality time with my family. This summer I embarked on a wee adventure with the support of my employer. I requested a period of leave so I could realise a long held ambition to undertake a cycling trip through France with a friend. We sailed from Plymouth to Roscoff, and then cycled the length of France to Marseille via the French canal system. From Marseille, we sailed across to Corsica and finally onto Sardinia from where we flew home to Scotland. A very enjoyable and memorable trip which has recharged my batteries and I look forward to the next year and all the challenges it will bring".

Leiths' Employees take part in the Queen's Baton Relay for the Commonwealth Games

IN THE LEAD UP TO THE COMMONWEALTH GAMES WHICH TOOK PLACE IN GLASGOW FROM 23 JULY TO 3 AUGUST 2014, THE QUEEN'S BATON VISITED MORE THAN 400 SCOTTISH COMMUNITIES, OFFERING PEOPLE ACROSS THE NATION AN OPPORTUNITY TO BE PART OF THE EXCITEMENT, CELEBRATIONS AND COUNTDOWN TO SCOTLAND'S BIGGEST-EVER SPORTING AND CULTURAL FESTIVAL, AND SHOW THEIR SUPPORT FOR THE HOME TEAM.

The baton arrived in Aberdeen City on Monday 30 June 2014 with the celebrations starting at Royal Aberdeen Golf Club. Aberdeen hero and Dons legend, Willie Miller, set the Queen's Baton off by turning his hand to a different sport as he hit a drive at Royal Aberdeen Golf Club to mark the start of the 265th day of the baton relay.

Club captain, Ian Morrison, was the first baton-bearer of the day, which had a particular sporting theme with visits to Pittodrie, home of Aberdeen Football Club, Robert Gordon University and the city's dedicated Sports Village.

A series of celebrations were planned as the baton made its way through the city, which included the city's maritime history, diversity of industry and scenic coastal locations. Members of the public had the chance to catch a glimpse of the baton from a host of vantage points.

Milly Kinghorn, who is the daughter of Graeme Kinghorn, Group Financial Director, and who worked briefly at Leiths on work experience, carried the baton on Springfield Road (Mannofield) after being nominated to become an official Commonwealth Games baton bearer by the PE department at Albyn School.



Millie Kinghorn

Millie said: "Carrying the Queen's Commonwealth baton was an experience I'll never forget. Not only was it very exciting, but I met lots of other people of all ages who have contributed to their local community through sport or in other ways. Being involved in the relay was fantastic, from waving at passers-by on the shuttle bus and feeling like a celebrity to actually holding and carrying the baton that thousands of others had done before us from all over the world! It is safe to say that I will treasure the experience forever!"

The highlight of the day included a two-hour concert at Union Terrace Gardens, which thousands attended to welcome the arrival of the baton at the end of the day, with swimmer and double Commonwealth Games gold medallist David Carry bringing the baton on to the stage.



Gary Robertson

Gary Robertson, Measurement Engineer at Rigifa, was one of seven lucky people nominated by their local community to have the honour of carrying the baton through their home town of Brechin two days earlier.

As his role as player/manager with the local veterans rugby team, the Brechin BRUCE, Gary was nominated for his part in assisting in making the Angus areas only veterans playing team one of the most successful and popular in the North East of Scotland.

Gary said: "The honour for our team, and indeed the club, of having myself and one of the Junior sections coaches, Taylor Wood, in getting the privilege to be one of only 4,000 people in Scotland to carry the Queens Baton is one that will live with us all for many years to come. It is a once in a lifetime experience and anyone that saw my BBC web picture will be under no illusion of how I enjoyed the experience! The only worry on the day was that the oversized uniform would slip whilst I was running along and show a wee bit more than was respectful.

However Judy the police officer assigned to run alongside me managed to keep a close eye on things and ensure no wardrobe malfunctions occurred!!

"Despite there being several rainy showers throughout the day we were lucky enough for it to fair up to allow us all to run (jog or fast walk in my case?!) in the dry, and the crowds came out in force to cheer us on in our few minutes of fame which was very pleasing and enjoyable to happen."

John Campbell, Contracts Manager for Leiths, and also based at Rigifa, was nominated for scouting and working within the community by his local SMP and enjoyed his moment with the baton in Carnoustie on the morning of Saturday 28 June.

He commented: "I only found out a couple of days before that I would be taking part in the baton relay. I was dropped off at the 1st Tee outside the Carnoustie Golf Hotel on Saturday morning and was informed that I would be interviewed by the press. No pressure then! I was able to get a photo of me holding the baton with my mum and dad who came up from Alexandria, my Wife (Aileen) and daughter (Emma).

"I then managed to freak the police out by allowing 30 or so random kids to hold the baton." Apparently someone had tried to steal the baton in Kilmarnock a few days previously. "This came from one of my own childhood memories when I was lifted high in the air by a complete stranger so that I could see the queen during her Silver Jubilee celebrations – This has stuck with me, so I made a unilateral decision that I would let all of the kids there have a memory that will stay with them as well."



John Campbell
[centre] with his family

John added: "I am very proud to have been given the honour of carrying the Queens Baton, representing the Scout movement and basic community spirit (pretty much what I stand for and am all about). I was really pleased that my wife, daughter, mum and dad could be there to share the experience but also a tad disappointed that my son (Gavin) could not be there as he was on Exercise in Germany."

A day in the life of Ian Rae

Area Sales Manager (North)



DAY TO DAY ROLE

Most days begin before 7.00 am at my office at Mid Lairgs Quarry, Inverness preparing quotes for clients requesting material prices from the Quarries that I am responsible for; Kishorn, Torrin, Achilty, Dornie, Mid Lairgs, New Forres, Parkmore and Bluehill. Most enquiries require Quarry Materials and Ready Mix Concrete and, to a lesser extent, Coated Materials. These prices are logged into a monthly register which can reach many millions of pounds in value. Unfortunately not all of the work priced is won but the register is used to chase up orders as there is often many months between pricing and an order being placed. Given that the pricing is up to date I would visit an active site, particularly any site which had recently placed an order, to determine any site specific access issues or planning conditions such as those that may prevent us from delivering during school entry and exit times.

Many of the current projects being priced require the site to be surveyed prior to pricing to determine the turn around time for lorries given off road conditions and, in one current instance, a site speed limit of 15 mph. The wind turbine deliveries are generally priced in groups of up to half a dozen with different delivered prices to each cluster and this means that the correct turbine number has to be entered on the delivery ticket for accurate invoicing.

PLACES I VISIT REGULARLY

Only the far north reaches of Caithness and Sutherland which are well serviced by our many competitors in the region are not regularly visited and otherwise we have active customers in all of Highland and Moray. It is a major part of the job never to drive past an active site or a customer's premises as a 5 minute chat will always keep you up to date with the contracts that are being won

and the successful contractors even if it is not necessarily the contractor you are meeting at the time. Regular contact like this keeps you in the customer's mind when next they require pricing or materials. Visiting Quarries is also important to know what is happening locally and keeping abreast of stock levels to give a prompt response to future orders. I also like to be reminded that I am an expert in selling products that the quarries don't currently have!!

PEOPLE I DEAL WITH REGULARLY

People we have helped in the past, particularly with technical problems, are the most regular customers - as they know that we will endeavour to find a solution for their placing problems mainly in concrete and also surface finish which is important in both the aesthetic of concrete and coated material. The main consideration in Quarry Materials supply is the various new specifications we are facing particularly in the flood prevention schemes with the supply of products such as 6u, 6t and Class 5c sand now being commonplace and causing some debate as in another contract we have 3 classes of material which can come from one stockpile.

PERSONAL DETAILS AND CAREER HISTORY

After leaving Arbroath High School and not having achieved enough qualifications for University, I headed for the Job Centre where I saw a position for a Concrete Technician with RMC for £16 per week and a brand new 1300cc Escort Van. The lure of this position was such that a fellow Venture Scout employed in the Centre was convinced to remove the position from the window prematurely!

The next few years were spent sampling and testing concrete on major projects in Tayside and Fife such as Tayside region HQ in Dundee and the Craigend Interchange in Perth. Shortly thereafter I signed up

to be a Materials Technician employed by Kings and Co Ltd, on the A9 at Calvine which was a 21 mile section of road with Kings supplying Quarry Materials, Lean Mix and Structural Concrete from facilities on site. I was then transferred to Shierglas Quarry to work on the Pitlochry Bypass Contract and when these works were completed I was transferred to the Coated Materials Laboratory at Cummont Quarry near my home town of Arbroath. This home posting was short lived however as the Company had just taken over Craigenlow Quarry and I was given a new post of Plant Manager at the Keystone Precast Works which, at 26 years old, made me the youngest Plant Manager in the company.

A year or so later, the Plant was unfortunately closed and I was transferred to the local offices in Aberdeen and begun working in sales at a time when pipelines, pipe yards and new builds were going on everywhere. The Kings business was successful in Aberdeen but the rewards didn't reflect that so I accepted an offer to move to Morrison Quarries in Moray and the Highlands as Sales Manager. The next 15 or so years saw the Quarry Company turn into a very successful division of the Morrison Construction Group. Then followed a spell with Ennstone as Sales and Production Manager for the Highlands. The expected growth in the area failed to materialise and the offer of a position with Tarmac at Gordon Blocks was accepted and I stayed in digs in Alford for over two years.

A chance conversation with Simon Russell a few years ago gave me the opportunity to get back into mainstream Quarry Sales where I have been since 2007.

HOBBIES

Hobbies include sailing as crew for my brother in law in his 35 foot gaff rigged yacht based in Plockton and motor cycling although only in decent weather nowadays.

Being born near the sea brought a great love of water and I sail boarded for many years having learnt the hobby on Loch Skene near Aberdeen. My love for the water continues at a more melancholy note these days.

FAMILY BACKGROUND

Having courted my wife, Lesley, for 25 years we got married two years ago at Inverness Registrars and took the following day off for a honeymoon as we couldn't agree where to go!

LEITH'S FUTURE

Having spent some time with Independent Companies and comparing the workplace with the National companies, I find the atmosphere and the ability to go about your work unhindered by meetings and politics very refreshing. I have also enjoyed the challenge of being part of the integration of new business a major part of my enjoyment of my time so far with Leith's and look forward to the challenges of the future.

FIT IN '14 WIN £100

Fit in '14 is a nationwide Scottish Government initiative, where the country's workforces are taking small, simple steps towards being more physically active.

With the FIFA World Cup, the Glasgow Commonwealth Games and the Ryder Cup at Gleneagles having just finished, it's the perfect time for staff to get motivated to sit less and move more.

Did you know, having a physically active workforce can lead to **27% fewer sick days** (an average saving of £135 per employee). It can also help **reduce industrial injuries**.



Why you should get more active

Taking simple steps to being more active is easy, and getting more physical activity can make a big difference to your health. Being more active can also help with stress, depression and anxiety, so it can make you feel healthier and happier.

Below are just some of the benefits of a more active lifestyle:

- It halves the risk of heart disease
- There is a reduced risk of a number of cancers, particularly colon and breast cancer
- And a lower risk of developing Type II diabetes – regular activity can reduce the risk of Type II diabetes by 50%
- There's up to half the risk of osteoporosis, which can lead to fractures
- Being more active is proven to help enhance positive mental health with fewer symptoms of depression
- Improves overall wellbeing
- And more ability to function better at work and home
- But most importantly, a longer life! Reducing inactivity would increase the life expectancy in Scotland by 1 year

So, what are you waiting for?

To help us create a safer, healthier and more motivated workforce, we are looking for ideas on how to improve the health and wellbeing of everyone at work. Ideas can include tips on how to be more active whilst sitting at your desk, quick and easy lunchtime activities or healthy lunchbox ideas for staff on the go. The list and benefits are endless.

The winner will receive a £100.00 voucher to spend in either Sports Direct or Craigdon Mountain Sports, or £100.00 towards a gym membership of their choice.

Entrants should send their submissions, including name, place of work and contact details to Caroline Anderson (canderson@leiths-group.co.uk).

The closing date is **Friday, 31st October 2014** with the winning ideas to be featured in the next edition of Leiths News.

Good Luck!

COMPETITION WINNER – ISSUE 2

Richard Johnston Assistant Quarry Manager at Achilty

Thanks to everyone who entered the last Leiths News Competition in Issue 2.

The competition gave employees an opportunity to win £100.00 by submitting a photo that captured the spirit of Leiths through its people, places or special moments.

After great deliberation by Ian Leith and Simon Russell, the winner was announced as Richard Johnston, Quarry Manager at Achilty. Well done!

The winning photo is shown here and shows the staff at Achilty Quarry with one of Leith's Swiss customers from Aeschlimann.

The photo was taken towards the end of an extended shift when the end was in sight. The picture was chosen by Ian and Simon for its great show of team spirit and teamwork in action.

Richard requested that his winnings were split between the team, along with Mary Coburn (not in the picture as she was at her post on the weighbridge)



From left to right is: Andreas Martin (Aeschlimann); George Campbell (Quarry Manager – Achilty); Scott Brown (Shovel Operator – Achilty); Cameron Lamb (Asphalt Plant Operator) and Harry Jefferies (Asphalt Plant Operator).

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A Ross & Sons Ltd
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Leiths have sites all across Scotland.



1. Highland Lime

Torlundy
Fort William
Inverness-shire, PH33 6SQ

T: 01397 702227
F: 01397 702308

*Agricultural Lime
Animal Feed
Hardrock Quarry
Ready-Mix Concrete
Recycling Facilities
Sand and Gravel Quarry*

2. Torrin Quarry

Leiths (Scotland) Ltd
Broadford
Isle of Skye, IV49 9BA

T: 01471 822265
F: 01471 822266

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Hardrock Quarry
Ready-Mix Concrete
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Rock Armour*

3. Kishorn Quarry

Nr Strathcarron
Ross-shire, IV54 8XF
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T: 01471 822265
F: 01471 822266

*Decorative Stone
Hardrock Quarry
Ready-Mix Concrete
Rock Armour*

4. Achilty Quarry

Leiths
Contin
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Ross-shire, IV14 9EG

T: 01997 421122
F: 01997 421145

*Bituminous and Asphaltic Products
Decorative Stone
Hardrock Quarry
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5. Mid Lairgs Quarry

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Daviot
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Inverness-shire, IV2 6XN

T: 01463 772211
F: 01463 772321

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Recycling Facilities
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6. New Forres Quarry

Leiths (Scotland) Ltd
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Forres
Moray, IV36 2RQ

T: 01309 671188
F: 01309 671100

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Recycling Facilities
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7. Bluehill Quarry

Leiths (Scotland) Ltd
Craigellachie
Moray, AB55 4BW

T: 03301 190627
F: 01340 820890

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Decorative Stone
Hardrock Quarry
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8. Parkmore Quarry

Leiths (Scotland) Ltd
Dufftown
Keith
Moray, AB55 4DL

T: 01340 820200
F: 01340 820890

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Hardrock Quarry
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9. Lochhills Quarry

Joss (Aberdeen) Ltd
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Dyce
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T: 01224 774422
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10. North Lasts Quarry

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Aberdeenshire, AB14 0PE

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F: 01224 876332

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Recycling Facilities
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11. Nether Park Quarry

Joss (Aberdeen) Ltd
Drumoak
Banchory
Kincardineshire, AB31 5AD

T: 01224 774422
F: 01224 772444

*Decorative Stone
Sand and Gravel Quarry*

12. Lochton Precast Concrete

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Slug Road
Durris
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T: 01330 844444
F: 01330 844417

*Precast Concrete Products
Ready-Mix Concrete*

13. Blackhills Quarry

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Aberdeenshire, AB12 3LR

T: 01224 897568
F: 01224 897590

*Bituminous and Asphaltic Products
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14. Montrose Concrete Products

Leiths (Scotland) Ltd
Broomfield Industrial Estate
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T: 01674 677037
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Precast Concrete Products

15. Lugton Lime

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Surfacing and Construction

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