



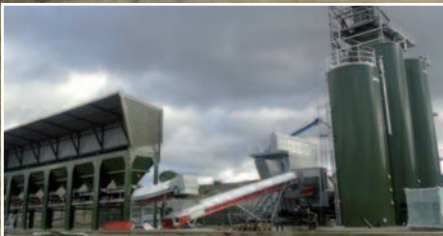
Leiths NEWS

The newsletter of Leiths (Scotland) Ltd

Produced for our Employees, Customers and Colleagues.

New Liebherr Concrete Plant at Loch-Hills

page 4



New Asphalt Plant at Mid Lairgs

Work ongoing in the Highlands

page 3



Filming on the Bealach

New Warner Bros Blockbuster Movie
"Knights of the Round Table: King Arthur"
filming at Kishorn Port

page 8



Archie McInnes Retires

Director of Lawrie Demolition formally
retires

pages 13

LEITHS

Built on Quality

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Welcome to Leiths NEWS

In this issue

New Asphalt Plant for the Highlands	p3
Construction and Surfacing 2015	p4
Largest Capacity Concrete Plant in Aberdeen	p4
Leiths 'Sitemix'	p5
New Catseye Drilling Machine for Markon	p5
Lawrie Demolition awarded contract to demolish former HSE Offices	p6
Midlothian Schools' Programme	p6
Nether Park Restoration	p7
PM visits Leiths!	p7
Leiths take to new heights	p7
Hollywood comes to Kishorn Port	p8
Contractor Safety Passport Scheme	p9
Noise at Work	p9
Rigagrip Surfaces again	p9
Specialist Surfacing Materials for RAF Lossiemouth	p9
Leiths Contract Manager at 23rd World Scout Jamboree	p10
Leiths Sales Manager takes part in Paris Cycle Challenge	p11
Leiths Personnel pass SVQ	p11
Jim Cruickshank 25 year Long Service Award	p12
Norman Graham 50 year Long Service Award	p12
Employee Update	p13
Archie McInnes retires	p13
A Day in the Life of Stephen Stewart	p14
Competition	p15

Message from the Chairman

You will see from this latest edition of Leiths News that we continue to make significant investments across the Group. Major investments in ready mixed concrete capacity at Loch Hills and a new asphalt plant at Mid Lairgs Quarry underpin our objective to be able to respond to the demands of major construction works in Northeast Scotland and the Highlands.

At the other end of the spectrum, we have launched Leiths "SITEMIX" in Aberdeen with the purchase of our first volumetric concrete mixer in order to respond to the local demand for small volumes of concrete. Similarly, the acquisition of a new cat's-eye machine in Markon will allow them to increase their capacity in the road maintenance market.

With over 550 people now employed within the Group, it's not surprising that we receive a large number of interesting articles about their achievements and activities. We can't print them all, but I hope you enjoy the selection in this edition.

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

T: +44 (0)1224 293260

E: canderson@leiths-group.co.uk

www.leiths-group.co.uk

NEW ASPHALT PLANT FOR THE HIGHLANDS

FOLLOWING ON FROM OUR SPRING EDITION, WE ARE PLEASED TO REPORT THAT THE ASPHALT PLANT ORDERED FOR MID LAIRGS QUARRY STARTED TO ARRIVE ON SITE ON MONDAY 24 AUGUST 2015.



Preparing the ground in advance of installing the foundations

This state of the art plant was purchased from leading manufacturer Benninghoven who will also be taking on the task of the plant build which is scheduled to be completed in December of this year.

Works started back in June to prepare an area of ground in advance of the new plant arriving. The team at Mid Lairgs Quarry supplied the excavators, dumpers, dozer, roller and crushed rock to construct a solid platform for the plant to be sited. Leiths Construction Division took on the challenging role of installing the foundations

which included some 36 tonne of reinforcing steel and over 1,000m³ of concrete.

We are in the very early stages of the build process, however, are looking forward to reporting in our next edition with accompanying photos of the newly completed plant.

Having an Asphalt Plant located at Mid Lairgs Quarry compliments our well established Asphalt Plant at Achilty Quarry in Contin. With Achilty sitting 20 miles North West of Inverness and Mid Lairgs 9 miles south of Inverness, it

gives us fantastic coverage of a wide local market which will include the well publicised Inverness Link Road.

Mid Lairgs also provides us with a strategic platform to supply asphalt materials to the upcoming dualling of the A9 and A96.

This investment significantly increases our available capacity within the Highlands and will provide our customers with greater flexibility in sourcing their materials from an organisation that prides itself on quality.



The foundations are laid



The structure is put in place



The new asphalt plant taking shape

Construction & Surfacing 2015



1. Dyce Turning Circle 2. Commercial Project for Dandara 3. Third Don Crossing

THE STORY SO FAR . . .

The first half of 2015 began with a change to the staffing structure which has allowed the division to operate more efficiently and ultimately generate a greater contribution to the Group. This has resulted in two internal promotions, Derek Dunbar who is now our Managing Surveyor and Graham Wilson who is now our Civils Estimating Manager. Our new structure and approach has

also resulted in better communications within our team which has encouraged a more collaborative and dynamic relationship internally with other divisions, most notably the Quarries Division and Lawrie Demolition.

So far the C&S Division have had a successful 2015 winning a number of new quality contracts within our region. In Aberdeen we have been

successful in securing the Third Don Crossing for Balfour Beatty, New Audi Garage and Commercial Developments in the Riverside Drive area for Robertson Construction and various Housing and Commercial projects for Dandara. In our Northern Region we continue to secure works within RAF Lossiemouth, the infamous Whisky Distilleries, Blackhillock Sub-station and River Lossie Cycle Track. More importantly we have also successfully delivered a number of projects within the first half of 2015 including the new Dyce Bus Turning Circle, Westhill Shopping Centre, East Side Car Park (Aberdeen Airport), Core Path at Hazelhead Park, Elgin and Forres Flood Schemes and numerous projects for both Diageo and Carillion Amey.

The success achieved in the first half of the year has allowed the division to continually invest in our plant and, more importantly, our people, which is one of our greatest assets. Our operatives and staff are currently progressing towards completing their NVQs and David Rennie, along with Andy Towns, recently completed their ILM Level 3.

The second half of 2015 also appears as promising as the first with a healthy order book currently in hand and a number of exciting projects available in both the Aberdeen and Northern Region i.e. AWPR, Loirston Loch, A9 upgrade and Inverness Western Relief Road to name but a few.

Finally, I would like to thank everyone involved within the C&S Division for their efforts and commitment so far in what are exciting times for our Division.

David Steel

Managing Director (C&S Division)

Largest Capacity Concrete Plant in Aberdeen



We have continued the investment in our concrete business with the recent purchase of a new Liebherr 2.5 Mobilmix Concrete Plant which has been installed at Loch-Hills Quarry, Dyce, in Aberdeen.

The new Liebherr Plant has a 2.5m³ twin shaft mixer which generates high production capacity outputs of 90m³+ per hour. The plant is fully automated and has 300t of cement storage which is sufficient stock to supply over 800m³ of concrete. The concrete plant was installed and commissioned within 6 weeks of arriving on site and has now been operational for 4 months.

This new concrete plant is the largest capacity plant in Aberdeen. We now have two plants based out of Loch-Hills Quarry and another high capacity plant sited at Blackhills Quarry in Cove. With a daily production capacity in excess of 1,500m³ we are ideally positioned to service the Aberdeen market and beyond from strategically located plants to the north and south of Aberdeen.

This significant investment will provide Leiths with additional capacity to service our customer's needs.

Leiths 'SITEMIX'

JUST WHAT THE CUSTOMER ORDERED!



Leiths have recently invested in a volumetric concrete mixer for the Aberdeen area which allows us to batch concrete on site, providing customers with the exact amount of concrete required without any wastage.

Construction jobs of all sizes experience standing costs when an initial order for 6m³ of concrete falls short of their requirements and there is the need for a balance of a further 1m³. This results in the workforce waiting for the return load thus incurring part load charges with the delivery and, of course, non productive site costs. Using the volumetric can eliminate these costs given its ability to mix up to 10m³ in any one delivery.



Volumetric mixers are becoming ever more popular, supplying approximately 10% of the ready-mix market in the UK. Leiths felt that there was a gap in the Aberdeen market for a volumetric mixer primarily to service the smaller concrete orders which are usually generated from house extensions, conservatory builds, garage floors etc. However, due to the volumetric having the ability to produce 10m³ of concrete with each delivery at an output rate of 1m³ per minute, it can also tackle larger pours that are currently supplied from our three fixed concrete plants in Aberdeen.

The volumetric mixer has separate storage bins for the sand, aggregate, cement and water and, once this arrives on site, the materials are mixed to give the customer exactly what's required. Fitted with an on-board computer, the volumetric mixer can produce a range of different mixes depending on the customer's requirements and specification.

With its excellent mobility and flexibility, Leiths 'SITEMIX' is a welcome addition to our concrete business, offering fantastic benefits which we are sure will be very much in demand in the months ahead.

New Cat's Eye Drilling Machine for Markon

WITH INCREASING WORKLOADS AND DEMAND FOR THEIR SERVICES SOUTH OF THE BORDER, MARKON CONTINUE TO INVEST IN SPECIALIST EQUIPMENT ASSOCIATED WITH THE ROAD MARKING AND ROAD PLANING INDUSTRIES AND HAVE RECENTLY TAKEN DELIVERY OF A SECOND CATSEYE DRILLING MACHINE.



This state of the art machine was built to the exacting standards demanded by Markon, and their preferred supplier "Somerford" (part of the Hitex Group) did not disappoint.

The machine, pictured above, can be adjusted to drill the precise dimensions of various types of catseye housings and is fitted with a high velocity suction device which sucks up and stores the arisings from the operation for later disposal.

A three man team operate and install the catseyes where daily outputs of some six kilometres can be achieved, reducing the impact of road closures on the travelling public and, of course, reducing traffic management costs for the client.



LAWRIE DEMOLITION AWARDED CONTRACT TO DEMOLISH FORMER HSE OFFICES

ON COMPLETION OF COMPETITIVE TENDERING LAWRIE DEMOLITION WERE AWARDED THE CONTRACT TO DEMOLISH THE FORMER HSE OFFICES AT 140 CAUSEWAYEND, ABERDEEN.

The contract was awarded by Belfast based company Visage Ltd who are developing the site and building new student accommodation.

Other demolition companies may have been put off by the complexity of the works which included careful dismantling of a 4 storey office block constructed in the early 1960's under the watchful eye of the current HSE's office directly across the road. Despite these challenges, Lawrie used their experience and expertise to carry out the works safely and on time.



The structure was constructed using a stacked system of solid composite floor slabs landed on precast external wall panels and an intermediate line of concrete columns to break the span. The stability of the structure was provided through tying the concrete floors acting as a diaphragm back to the shear walls around the stair core at each end of the structure. The perimeter walls

also provided lateral stability.

The first stage for Lawrie was to use their appointed scaffolding company to design and erect a system scaffold around the perimeter of the building to allow for access to work at height on the roof.

With the assistance of Fairhurst Engineers Lawrie installed a propping system which would hold the wall panels in place while the roof and floor panels were lifted off. The next stage was to core holes in the floor panels in preparation for them being lifted off by crane.

Lawrie developed their own lifting plans using in-house lift supervisors and hired in local crane company Whytes to assist with the crane. The process continued as above removing sections down to a height where mechanical demolition could start.

The whole process speeded up significantly with the introduction to site of a 42 tonne tracked excavator fitted with a hydraulic pulverisor attachment.

On completion of demolition of the structure the concrete panels were pulverised to remove any steel and the concrete was removed from site using Leiths and Joss tippers and taken to Loch Hills Quarry. 2,541 tonnes of concrete was delivered for re-cycling, and 26.8 tonnes of steel was removed, also for re-cycling.



MIDLOTHIAN SCHOOLS' PROGRAMME

M&M ROAD SURFACING LTD ARE CURRENTLY CONTRACTED TO MIDLOTHIAN COUNCIL ON A FRAMEWORK AGREEMENT.



St David's R.C. Primary School rear playground just after work commenced.



St David's R.C. Primary School rear playground after work completed.



St Luke's R.C. Primary School as the access road is being laid.



St Luke's R.C. Primary School after completion of the access road overlay.

Over the past few years M&M have been awarded work to various Midlothian Schools which require to be carried out and completed during the schools Summer holiday break.

The work involves planing, drainage, concrete work, slabbing, adjustment of street furniture, slurry sealing, surfacing and road markings to access roads, car parks, playgrounds and play areas.

This year M&M have carried out work to three designated schools at Hawthornden Primary School in Bonnyrigg, and St Luke's R.C. Primary School and St David's R.C. Primary School both in Dalkeith.

The works to all three schools was completed within the allocated timescale and the Client's Inspector was very satisfied with the finish at all the schools.

Nether Park Restoration

Completing the Cycle



SAND AND GRAVEL EXTRACTION AT JOSS' NETHER PARK QUARRY IS TAKING PLACE IN PARALLEL WITH PROGRESSIVE RESTORATION OF THE SITE. THE QUARRY IS LOCATED IN AN AREA OF FARMLAND AT THE NORTH SIDE OF THE RIVER DEE AND IS BEING RETURNED TO AGRICULTURE WHEN QUARRYING IS COMPLETED.

The latest phase of site restoration was undertaken during the summer months. This included design, installation of field drains, extraction of any remaining sand and gravel, re-profiling the field and spreading of the original top soil to ensure the restored field was suitable for agriculture. With the drainage required in the restoration plan, the production department approached Leiths Construction and Surfacing to manage the works. Leiths Contracts Manager, David Rennie, played a key role in supervising the operation whilst liaising with the production staff and the landowner.

The field restoration was undertaken to a very high standard and the resulting ground profile is to the satisfaction of the landowner. The field has now been returned to agricultural use and quarrying is taking place in a nearby field.



PM visits Leiths!

WE WERE HONOURED TO HAVE A VISIT TO NEW FORRES QUARRY RECENTLY BY THE P.M. – PINE MARTEN, THAT IS!!

Fred Chambers had a surprising run in with the visitor onsite. He said: "I was speaking to Davie Lamb in his office when I saw the PM cross the car park and go behind some tack coat barrels. Wondering if there was a photo opportunity, I went out believing that he would run away as soon as I appeared but this was not the case - as you can see, he was hiding in the remnants of a sectional building which, I understand, was brought here by Louie Gray many years ago but never assembled.

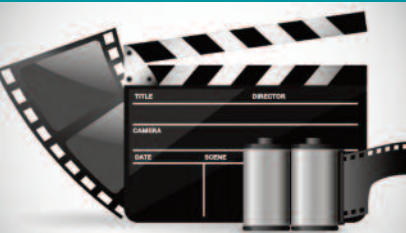
"He kept disappearing but, as I advanced, his curiosity kept getting the better of him and he would peep back out at me. Both Davie and myself were amazed at how close I did get before he took off – I believe he was probably a youngster who hasn't yet learned fear of humans...."

Fred has entered his photos into the Mineral Products Association Nature Photo Competition which is being held at the MPA's Restoration and Biodiversity Awards Event in London in October.

Leiths take to new heights!

A Fort William Mixer Truck recently delivered a load of concrete to Nevis Range Ski resort where it was met by a helicopter transferring the concrete up the hill to make a base for a garage to store the groomer.

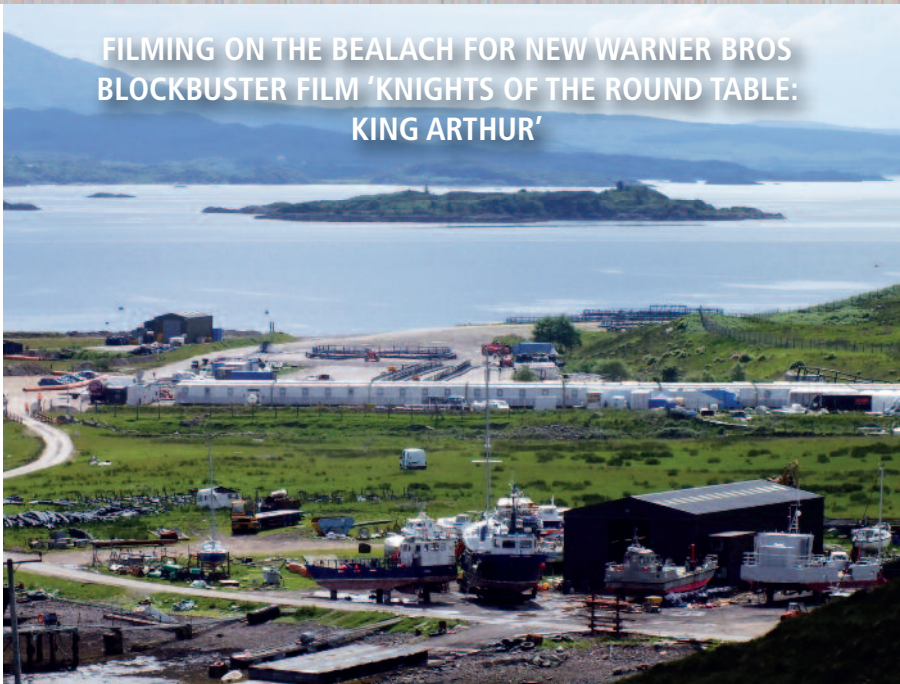




HOLLYWOOD comes to Kishorn Port!



FILMING ON THE BEALACH FOR NEW WARNER BROS
BLOCKBUSTER FILM 'KNIGHTS OF THE ROUND TABLE:
KING ARTHUR'



There was recently a lot of added buzz in and around Kishorn, when film producers and crew arrived in Wester Ross to film the new movie 'Knights of the Roundtable: King Arthur'. The flurry of people on site was quite reminiscent of the old days at Kishorn, when in the 1970s there were over 3,000 people living and working at Kishorn Port & Dry Dock for the construction of the famous Ninian Central Platform and other great projects.

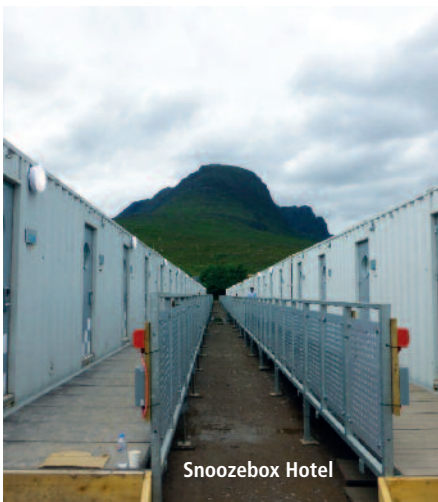
Due to the vast numbers of people on site, the Port in the 1970s was considered as its own village known as 'The Howard Doris workers' village, which was set on the man-made plateau above the shores of Loch Kishorn. The communal blocks in the village included a restaurant, bar & TV room, post office and a bank – all in a bid to make it as homely as possible for its hard workers. Former cruise liners, the Rangatira and Odysseus, were also moored in Loch Kishorn to provide further accommodation as the Howard Doris workforce grew.

More recently in July 2015, Film Director, Guy Ritchie, and around 150 of his crew were accommodated at Kishorn Port, bringing with them a mini 'village' and helicopter pad for ease of access. This provided a different mode of transport to the usual trucks and marine vessels normally onsite, although back in the 1970s transport via helicopter was common for workers and materials at Kishorn Port. Guy Ritchie and his crew used a Snoozebox Hotel as temporary accommodation for their three week filming period at Kishorn with the hotel kitted out with a reception and its own staff.

Ritchie and Hollywood star Charlie Hunnam were spotted filming scenes on the 2,050ft Bealach Na Ba pass. Hunnam is set to portray King Arthur alongside Jude Law, who has also been cast in the movie as Vortigern. Poppy Delevingne will also be making an appearance in the blockbuster as Elsa and it is rumoured that David Beckham will have a small part in the production.

Ambitiously planned to potentially span six films, Knights of the Round Table: King Arthur will offer a re-imagining of Arthurian legend. Believed to have been a 6th century King, Arthur defended Britain against Saxon invaders. The key source material for the film will be Thomas Mallory's "Le Morte d'Arthur," published in 1485 as a compilation of French and English tales. The film will contain giant snakes, massive war elephants, and a monstrous viking-like creature known as The Nemesus.

The film is set for release on 22 July 2016.



Snoozebox Hotel



Accommodation Pods



'Lunch at 10,000 feet' Guy Ritchie took to Instagram to share this snap alongside Charlie Hunnam as they filmed on location



Jude Law dressed in full costume as the cast and crew get underway on the production

CONTRACTOR SAFETY PASSPORT SCHEME

FOLLOWING THE SUCCESS OF THE FIRST SERIES OF CONTRACTOR SAFETY PASSPORT SCHEME COURSES HELD AT COVE, FURTHER COURSES HAVE SEEN THE FOLLOWING QUARRY FITTERS AND FABRICATION TEAM ACHIEVE THE LEVEL 2 NVQ AND CONTRACTOR SAFETY PASSPORT FOR THE QUARRYING INDUSTRY:

These qualifications are nationally recognised and provide the holder with the necessary knowledge and skills to work safely in quarry environments.

Key to the course is the content and delivery; each course follows the OFQUAL criteria for extractive industries and covers all the key components such as legislation, occupational health hazards, COSHH, guarding, lock off, permit to work, electricity, confined space working, risk assessment, fire, incident investigation, behavioural safety and PPE.

Feedback from the attendees has been very positive with all of them "taking something back to the workplace".



With one course to be completed for the North based personnel later in the year, Leiths will be able to demonstrate competence at site level across the Group.



Left to right: Craig Shearer, Mark Stuart, Jim Stables, Toms Taurins & Pete Murdoch



Left to right: Ryan Campbell, Neil Wark & Jim Lees



Noise at Work

We are currently developing an in-house course on the hazards of workplace noise; this course will act as awareness training for all areas of the Group.



The course will be delivered to personnel who may be exposed to high noise levels such as construction, surfacing, demolition, plant, planing, fleet and quarry personnel.

The aim of the course is to highlight the effects of noise on the body and how it can be controlled; this will involve some practical exercises on the correct fitting of ear plugs as well as ear defenders.

The new HSE online tools will also be used to demonstrate firsthand how noise induced hearing loss can affect an individual.

We hope that through delivering this training we can educate people in how to effectively protect themselves from the affects of high levels of noise.

TECHNICAL DEPARTMENT

RIGAGRIP SURFACES AGAIN!

LEITHS RECENTLY SURFACED A SITE ON KING STREET FOR ABERDEEN CITY COUNCIL.

The original surfacing was hot rolled asphalt (HRA) with a high friction surfacing (HFS). The application of our new product RIGAGRIP, was to fulfil two functions; replace the HRA and the HFS surfacing with a single material that offered a skid resistant surfacing. A highly modified polymer binder was used with a warm mix additive. The work was complicated by the existence of wire reinforcing that had been placed immediately below the existing HRA surface.



The old high friction surfacing and asphalt was highly distressed

The area was tested with Leiths micro-grip tester (which measures skid resistance) on completion of the works.

Based on our previous work with a similar material on Westburn Road, the Rigagrip performed well in excess of the site requirements. Some improvement can also be expected after trafficking once the bitumen has started to abrade from the aggregate.

We will be monitoring the site and measuring skid resistance by conventional equipment in due course.



The length of the section replaced was about 50m metres on both sides of the carriageway

Specialist Surfacing Materials for RAF Lossiemouth

We have recently received an order from RAF Lossiemouth for specialist surfacing materials for the construction of a Taxiway.

There are two layers of SMA (50mm) and AC20 (150mm) placed on a lean mix base. The MOD are laying and compacting the materials with Leiths supplying and testing the material.

The lean mix is made from a Bluehills sub-base with 110 kg of cement. To obtain a consistent mix with little or no segregation, careful manufacture, handling and transportation is required. The material has been produced at Bluehills and transported to Parkmore for mixing through the Concrete Plant.

Site trials for all of the materials used in the works were carried out at RAF Lossiemouth in July 2015. A Z4 polymer modified bitumen was used for the bituminous mixes and mix designs were carried out in the laboratory to verify the material's physical properties. The laying and compaction characteristics of the mixes were assessed during the laying trial.

The MOD pronounced themselves completely satisfied with the materials supplied and have now proceeded to execute the Taxiway Contract.

The design, manufacture and supply of the materials area was a joint effort by Bluehills Quarry, Parkmore Concrete Plant and the Technical Services Division.

Leiths Contract Manager at 23rd World Scout Jamboree

AFTER TWO YEARS OF PREPARATION, THIS JULY SAW JOHN CAMPBELL, LEITH'S CONTRACT MANAGER, AND THE SCOUTING REPRESENTATIVES OF THE NORTH, NORTH EAST AND HIGHLANDS & ISLANDS LEAVE ABERDEEN TO HEAD OFF TO JAPAN FOR THE 23RD WORLD SCOUT JAMBOREE.

John has written the following record of his trip.



Jamboree life – the sun sets quietly after another busy day of scouting

Our unit consisted of 36 Scouts, male and female aged 14 to 18, and 4 leaders (aged considerably more!).

The trip was broken down into 3 parts.

Firstly Home Hospitality where the Scouts and leaders stayed (in pairs) with a Japanese family for 2 days and 2 nights. We ended up in Hokkaido which, given that it is the northernmost part of Japan, felt like we were supposed to be there. We all had a great time and have different stories to tell of our very different home stay experiences.



Solais na Tuath on tour – a Visit to a school in Iwakuni

Next stop Tokyo! This place is huge - almost beyond comprehension for a "hick from the sticks" like me - I live in a place with a population of 2000 - Tokyo has a population of 35,000,000 - totally bonkers! We spent 3 days exploring this massive city with my own 2 highlights being the Sky Tree and Shibuya Crossing. The Sky Tree is amazing - I have certainly parachuted from lower altitudes than the top of this building. Shibuya is a Tokyo

landmark and is the busiest crossing on the planet. It lived up to its reputation when we visited it and had to avoid all 7 of its rush hours.

We travelled from Tokyo to Yamaguchi in style on a chartered Bullet Train - this was interesting and rapid. It is certainly the fastest sing song I've ever been involved in.

The final event was the World Scout Jamboree itself. This could only be described as amazing. 33,000 Scouts from 154 countries living on the same man-made island for 12 days. We spent time learning about global cultures and development, we spent time in the "local" communities - the school we visited was 130km from the site. There were fun activities such as water sports (which included jelly fish stamping - from one of our scouts anyway!). The Scouts also spent time looking at science and technology which I'm sure you can imagine is big in Japan.

We had 3 ceremonies during the Jamboree and we were visited by a few local dignitaries: Naruhito, the crown Prince of Japan; Shinzo Abe, the Japanese Prime Minister; and Ban Ki Moon also delivered speeches to the Scouts – all pretty inspiring stuff.

We had a visit to Hiroshima to look into world peace. This caused differing emotions for differing people but it certainly had an effect on us all. Then after a nature walk of 8 km in the 51°C heat it was time for us to head home.

After the closing ceremony we had a 10 hour bus journey to take us to the airport, beginning our homeward (30 hr) journey.



Overall it has indeed been a life changing experience for us all. I have discovered that keeping 36 teenagers hydrated when it is 45 to 52°C during the day and 25 to 35 C at night is quite challenging. Also trying to get 36 teenagers through the city of Tokyo and numerous airports without them leaving/ losing everything was also a challenge!

Would I consider doing it again in 4 years time in West Virginia for the 24th WSJ?

If I was selected, it would be an honour and a privilege to have such an input into the development of our young people.



Our amazing unit at our equally amazing gateway

Leiths Sales Manager takes part in Paris Cycle Challenge

Kevin Fraser, Sales Manager for the Aberdeen area, has recently taken part in a 24 hour cycle challenge in Paris.

Along with two team mates, **The Turra Trois** has raised almost £6,000.00 for Action Medical Research for Children (<http://www.action.org.uk/>).

Training started in January, gradually increasing the miles week by week. Conditions were particularly difficult due to the constant poor weather but each of them cycled approximately 2,500-3,000 miles from the start of the year until the event in July.

On the day of the challenge, their journey took them from Blackheath in London where they cycled 94 miles to the coastal town of Newhaven before boarding a ferry to cross the Channel to Dieppe in France. Kevin commented, "Why I thought that the

south of England was flat I do not know, with an elevation gain of 6700ft it is far from it!"

After a 5 hour ferry crossing, the team landed in Dieppe with Paris firmly in their sites, only the small matter of having to cycle a further 145 miles and climb 7400ft.

Weather conditions throughout the 24 hour cycle were, in Kevin's words "horrendous" and did not improve until they were approximately 70 miles from the end of their journey when the sun finally shone on them. As Kevin said, "The fact that I was to be let loose in Paris over the weekend without my wife was a great incentive to carry on! What we did didn't sink in for a couple of days but we look back on it now thinking what a great achievement it truly was."

Well done boys!



Kevin, far right, with his team mates, Kevin Thomson and Chris Dall.

Leiths Personnel pass SVQ in Construction Plant Maintenance

DEE MCGONIGAL, WHO IS EMPLOYED BY M&M ROAD SURFACING LIMITED, AND HAS BEEN STUDYING ON A DAY RELEASE BASIS FOR THREE YEARS AT THE GLASGOW KELVIN COLLEGE, HAS PASSED HIS SVQ CONSTRUCTION PLANT MAINTENANCE LEVEL 2.

Dee who has been employed with M&M since February 2008 not only achieved his SVQ qualification but was also awarded the College's Course Prize for the course and was presented with the medal and Certificate at the Glasgow Kelvin College Summer Awards Ceremony which was held in the Glasgow City Chambers on 24 June 2015. **Congratulations to Dee on his achievements.**



Dee McGonigal with his Course Certificate and Medal.



Continuing development of employees within the Leiths Group is an important aspect of employment within the Company.

Discussing training needs at the annual performance review identifies training to be carried out by individual employees, whether short half day training, one day training, both internal and external courses and longer term training for development which can lead to future promotion within the Company.

A major part of the training calendar involves SVQ Qualifications at Level 2, Modern Apprentice at Level 3 and Management Training at Level 6.

Currently there are 30 employees studying towards an SVQ Qualification in disciplines ranging from mechanics, process, mobile plant operations, quarry operations, demolition, civil road building and construction management.

Scottish Vocational Qualifications (SVQs) tell employees exactly what you have to do in a job to do it well. The qualifications are based on national standards which are drawn up by people from industry, commerce and education. This means that employee completion of an SVQ proves that they can do their job well, to national standards agreed by the industry or commercial sector of employment.

On completion of the SVQ programme Managers know that each employee:

- CAN DO THEIR JOB CONFIDENTLY AND WELL
- IS MOTIVATED, CONFIDENT AND AMBITIOUS
- IS READY TO TAKE ON RESPONSIBILITY
- IS COMMITTED TO THEIR JOB ROLE

We wish all our candidates success with their SVQ learning as part of the Company's continuous Development Programme.

Jim Cruickshank receives 25 year Long Service Award

IT WAS WITH GREAT PLEASURE THAT WE PRESENTED JIM CRUICKSHANK, LEITHS ORDERS AND DISTRIBUTION CO-ORDINATOR, WITH HIS 25 YEAR LONG SERVICE AWARD.

Jim left school to work on a farm at the tender age of 15. Spending 24 years in the farming sector, there wasn't much Jim hadn't accomplished and he finished his agricultural career as a Farm Manager in 1990. Deciding to pursue a new career in the haulage business, Jim passed his Heavy Goods test and started work as a driver with CW Michie Haulage based at Park Road in Aberdeen. Four years later, Jim moved into the Transport Office where he controlled the activities of the varied fleet of vehicles including powder tanks, liquid tanks, bulkers, flat beds and tippers.

Leiths acquired CW Michie's Fleet in 2011 and Jim transferred into our Distribution Office in Cove. From Cove, Jim schedules the deliveries for our Aberdeen based powder tank fleet as well as the annual distribution of salt for Aberdeen City, Aberdeenshire and Moray Councils. Jim also co-ordinates the movement of specialist products such as bentonite and barites from incoming ships at Aberdeen Harbour.

Simon Attwell, Estimating Manager at Markon, also received his 25 year service award in July.

We wish both of them all the very best for the future and thank them for their valued service to both Leiths and the industry.



Jim, seen here on the right, with Grant Milne, Managing Director of the Quarries Division.

NORMAN GRAHAM'S 50 YEAR LONG SERVICE AWARD

NORMAN GRAHAM WAS RECENTLY PRESENTED WITH HIS 50 YEAR LONG SERVICE AWARD.



Norman, here on the right, being presented with his Long Service Award from Simon Russell, Leith's Group CEO.

Norman, or 'Ginge' as he is more commonly known, started his career back in 1965 at Parkmore Quarry, Duftown. As a young trainee his first placement was in block manufacture then he progressed to the crushing plant.

Having mastered the art of processing aggregates, he then advanced to the manufacture of agricultural lime which, back in those days, ran 24 hrs per day 7 days per week.

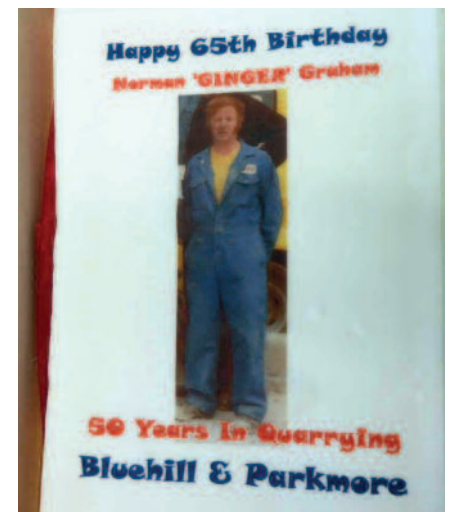
Still at Parkmore Quarry Norman then took up the role as an asphalt plant Operator until the plant was decommissioned in 2010. Norman then transferred to Bluehill Quarry where he resumed the role of asphalt plant Operator where he currently runs our modern Benninghoven asphalt plant.

Norman has been married for 35 years and has one daughter, Norma. Norman's hobbies are music (he enjoys Daniel O' Donnell) and his mobile home at Whitehills.

Norman has been a first class employee with an outstanding timekeeping and attendance record. There is no task too large which is always accompanied with a smile to match.

A fantastic achievement and we look forward to enjoying many more years working with Norman.

Norman not only celebrated 50 years service earlier this year but also his 65th Birthday.



Norman in his younger days!

EMPLOYEE UPDATE



New Estimator for Lochton Precast - Kevin Stott

We are pleased to announce the appointment of Kevin Stott as our Precast Estimator who will be based at our Lochton Factory in Durris.

Kevin has worked in the construction industry for over 25 years serving his time as a bricklayer and progressing his career to Site Agent level. Having previously worked for companies such as Stewart Milne and Muirfield Contracts, Kevin brings a wealth of both on and off site construction knowledge which will stand our Precast Division in good stead. We wish Kevin every success in his new role.



New Operations Manager for the Quarries Division - Kevin Sargant

We are pleased to announce the appointment of Kevin Sargant as our Quarries Operations Manager who takes on the responsibility for all our units within Leiths, Joss and Ross.

Kevin started his working life on a farm down in his native land of Somerset, however, he soon became more interested in working on machinery. He left the agricultural sector in 1987 and started his career in the quarrying industry for ECC (English China Clays) as a mobile plant fitter. After 7 years Kevin was promoted to Foreman running a large workshop at a sand and gravel operation in the Cotswold's. After 2 years in the workshop, Kevin stepped up to the position of Assistant Manager which he held for 4 years before being promoted to Quarry Manager at another sand and gravel site in Cambridgeshire. After just 9 months Kevin then returned to Somerset to take up the position of Quarry Manager at Moons Hill Quarry with John Wainwright & Co Ltd. Here Kevin was responsible for the extraction and processing of some 1.2million tonnes per year of basalt rock.

Kevin was also responsible for a busy asphalt plant and, at its peak, four separate mobile crushing teams. During his 16 years at Wainwrights, Kevin oversaw two complete new plant projects, the first being the installation of an asphalt plant and the second a secondary, tertiary and quaternary crushing plant operation. Kevin was also the Chairman of the West of England Branch of the Institute of Quarrying and he has recently become a Fellow of the IOQ. He also holds numerous industry recognised qualifications which he has achieved throughout his career.

Kevin's "hobbies" include hiking and hill walking and he has climbed Ben Nevis on a number of occasions. Kevin has also completed the Three Peaks Challenge in less than 24 hours – something he has vowed not to repeat!

Before joining Leiths, Kevin had a small holding with numerous animals which enabled him and his family to achieve some self sufficiency by producing their own meats and eggs. They have managed to keep their two Highland cows and hope to eventually bring them to Scotland.

Kevin has a wife, young daughter, and two sons from a previous marriage.



New Distribution Manager - Tina Stuart

We are pleased to announce the appointment of Tina Stuart as our Distribution Manager, based at Head Office, where she is responsible for the various distribution teams within the company.

Tina joined Leiths in July, having spent most of her career in the parcel delivery industry. She started at White Arrow Express (now better known at Yodel) in 1999 as an Administrator, moving up to the role of Senior Administrator. After covering for various managers within the Aberdeen depot, Tina was promoted to the role of Regional Planning Manager. Although she had no previous experience in this role, she took to it like a duck to water and remained in this position for almost eight years

where she assisted and supported depots across Scotland and Northern Ireland. Before joining Leiths, Tina was working as Service Centre Manager at the Aberdeen Depot where she had overall responsibility for the site.

Tina was born in Aberdeen and recently moved to the Portlethen area around a year and a half ago. She enjoys football and will often be at Pittodrie watching the Dons challenge for the SPL title most Saturday afternoons. She also enjoys most other sports, going to the movies, needle craft and spending time with her friends and family.

ARCHIE MCINNES RETIRES

AS SOME OF YOU MAY BE AWARE, ARCHIE MCINNES, DIRECTOR OF LAWRIE DEMOLITION, FORMALLY RETIRED AT THE END OF SEPTEMBER.

Archie has been in the demolition and asbestos removal business for over 30 years. Initially with the John Lawrie Group and then with Leiths when they took over ownership 12 years ago.

Born in Stirling and brought up in Kilsyth in Lanarkshire with his two sisters, Archie left school at the age of 15 and started his working life in his father's pub. At the age of 17, after realising that the brewery industry was not for him, he bought a lorry

and set up his own self-employed haulage business. Within five years, Archie had diversified into the demolition sector and had his own company, Johnston Demolition. A joint directorship soon came along when the company was taken over by the John Lawrie Group in 1994 and Archie headed up the asbestos and demolition side of the business.

Leiths purchased John Lawrie's Demolition Division in January 2003 and changed the name to that which we know today, Lawrie (Demolition) Ltd, and Archie remained as Director. Graeme McInnes, Archie's son, joined the company five years ago to run the business alongside his father, with a view to



taking over responsibility at the appropriate time.

And that time has now come! Archie is looking forward to spending time with his two grandchildren and on the golf course.

We wish Archie a long and happy retirement!

A day in the life of Stephen Stewart

Concrete General Manager



DAY TO DAY ROLE

Concrete production at our plants usually starts between 6.30am and 7am depending on the current workload. When I'm in the office I check in with the concrete batching systems remotely, which allows me to view real time batching and access production and stock details. As I'm responsible for technical as well as production, having remote access also allows me to view and edit mix designs and, having 200-250 mixes at each plant and over 600 different mixes in total, is a challenge in itself.

For concrete enquiries that have a specification, these will be passed to myself by the Sales Manager so that I can review them and recommend mixes that will comply with the specification and customers requirements. If successful on the larger contracts, mix designs are submitted to the Client and Engineer for approval. The testing of concrete is carried out onsite by our Technical Services Department with technicians routinely taking samples across all plants. Cubes are then brought back to the lab for testing at 7 and 28 days, with test results and conformity being monitored daily to assess performance. Having an experienced team of concrete plant operators and support from our Concrete Production Supervisor, Quarry Managers and Area Managers, all help ensure that we continue to supply the volumes we currently do.

PEOPLE I DEAL WITH REGULARLY

When supplying concrete to larger contracts I will attend meetings on site with our Sales Manager and customer prior to and during supply, which is important in developing a good relationship with the customer. This will usually be to establish mix designs and discuss delivery requirements. I also receive calls regularly from

customers looking for advice on concrete which I'm happy to provide whenever possible. When I get the chance, I also like getting my boots on and going out onsite to provide support during the larger pours.

CAREER HISTORY

I left Keith Grammar School aged 16 and started as a Lab Technician at Elgin Precast, owned by Robertson Construction Group. The company produced ready-mix, concrete blocks and operated two quarries; Gedloch and Lochinver, near Elgin. Here I gained valuable experience of testing construction materials and a good understanding of the properties of concrete that would serve me well for my future career. I worked there for five years before the company was taken over by Tilcon and the technical side was managed centrally.

I was then employed by Balfour Beatty as a Senior Materials Technician working in the lab on the Kintore to Blackburn bypass. Here I was involved in the testing of soils and concrete onsite. On completion of the bypass, Balfour Beatty had no more projects in the north east and I was fortunate to be given the opportunity to work with Leiths.

I was initially based at Lochton Precast and was then appointed Manager at Leiths Montrose Precast where I worked with a great team for eight years. I was, however, keen to develop my experience of ready-mix concrete and so moved to Ennstone as Concrete Technical Supervisor. I was based at Craigenlow Quarry and, at that time, Ennstone had just started in ready-mix so it was a very new and challenging post.

It was at this point in my life that I married my wife Caroline and as a couple we were keen to travel. I was also still eager to further develop my knowledge and experience in concrete and so applied for the post of Area Technical Manager with Readymix Qatar, in the Middle East. Readymix Qatar was a joint venture with Lafarge and was the largest ready-mix producer in Qatar, producing 2 million m³ per year. Following an interview in Birmingham I was offered the job and so Caroline and I set off for what was very much an unknown adventure. As it turned out, my post at Readymix Qatar provided me with a fantastic learning and professional development opportunity. I primarily worked at Ras Laffan Industrial Dock, for Nakilat Gas Transport Company, in producing a dry dock where gas tankers could be serviced. This was a huge project, where I had three site plants producing concrete 24 hours a day for 6 days a week. At peak periods we were producing 90,000 m³ per month. There were also great challenges of working with concrete in temperatures of up to 50°C. All aggregates had to be imported from the UAE and of course the multicultural workforce provided a challenge with my broad north-east accent!

Although Caroline and I both loved our time in Qatar, we returned to the UK after four years as we decided it was time to start a family.

At that point, I was fortunate that Leiths offered me a position as Concrete Technical Manager and since then I have moved onto become Concrete General Manager. I am also currently a member of the Concrete Society and Institute of Concrete Technology and until recently was a committee member for Concrete Society Scotland. These provide me with valuable learning opportunities to keep informed about the latest developments within the concrete industry.

HOBBIES

Most of my spare time is spent enjoying time with family, much of which currently involves trips to the park and beach with my daughter Daisy. I also enjoy gardening and like nothing more than an afternoon gardening then sitting out enjoying a BBQ and glass of wine. Travel is another interest of mine and I've enjoyed many trips abroad; from the boy's holidays in Ibiza and Spain during my teens to more recent trips to Hong Kong, Israel, Egypt and the Maldives. Caroline, clearly understanding my passion for concrete, surprised me for my 30th birthday with a trip to Las Vegas to see the Hoover Dam!

FAMILY

We enjoyed our first holiday to Vegas so much that Caroline and I decided to return there in 2007, along with our close family, to get married. We now have a three year old daughter called Daisy and, all being well, will welcome another addition to the Stewart family in December.

INTERESTING FACT

As an avid Celtic supporter, when living in Qatar I decided to support a local team from the Qatar Stars League. Al Saad were the chosen team and Caroline and I headed to watch all of their home and away games. As the only non-Arab fans and Caroline being the only female amongst the 4000 crowd we certainly stood out. The local fans were extremely welcoming to us and we soon became minor celebrities! Each game was televised live by Al Jazeera and we were frequently filmed close up for our goal reactions and also interviewed after the games.

LEITHS FUTURE

It's been great to see the concrete business grow and develop into one of the largest independent ready-mix producers in Scotland. This has only been possible due to the continued commitment and investment that Leiths have made in recent years and with the support of all the staff and management. I hope that new and exciting opportunities come along where we continue to grow the concrete business and look forward to more exciting and challenging times ahead.

HOW DOES YOUR BRAIN WORK?



DID YOU KNOW:

The average Brit works 9.2 hours per day. And more often than that, that's without a break! In fact, only 1 in 3 people take a lunch break!

Mental acuity is a measure of the sharpness of the human mind. The measure of mental acuity usually considers focus, memory, concentration and understanding, but does not measure intelligence.

While there are many tests of mental sharpness available, most people use estimations of mental acuity not as a way of measuring how smart someone is, but as a way to figure out if someone's brain is functioning better or worse than usual due to factors such as distraction or fatigue.

TO BE IN WITH A CHANCE OF WINNING £100.00, COMPLETE THE FOLLOWING QUIZ TO SEE HOW SHARP YOUR MIND IS!

1. Johnny's mother had three children. The first child was named April. The second child was named May. What was the third child's name?
2. A clerk at a butcher shop stands five feet ten inches tall and wears size 13 sneakers. What does he weigh?
3. Before Mt. Everest was discovered, what was the highest mountain in the world?
4. How much dirt is there in a hole that measures two feet by three feet by four feet?
5. What word in the English language is always spelled incorrectly?
6. Billie was born on December 28th, yet her birthday always falls in the summer. How is this possible?
7. Two mothers and two daughters went out to eat, everyone ate one burger, yet only three burgers were eaten. How is this possible?
8. If you were running a race and you passed the person in 2nd place, what place would you be in now?
9. Which is correct to say, "The yolk of the egg is white" or "The yolk of the egg are white?"
10. A farmer has five haystacks in one field and four haystacks in another. How many haystacks would he have if he combined them all in one field?

Entrants should send their answers, including name, place of work and contact details to Caroline Anderson (canderson@leiths-group.co.uk). Those who answer all questions correctly will be entered into a draw.

The closing date is **Friday, 20 November 2015** and the winner will be featured in the next edition of Leiths News.

Good Luck!

COMPETITION WINNER – EDITION 4

Thanks to everyone who entered the last Leiths News Competition in edition 4. The competition gave employees an opportunity to win £100.00 by answering the following question:

Leiths have recently acquired a new Ready-Mix Concrete Plant at Longside, Peterhead. How many Concrete Plants do Leiths now own?

The lucky winner was **Fred Chambers**, Senior QS at New Forres Quarry, who was the only person to name all 11 plants correctly.

Well done Fred.

CONTACT DETAILS

1 Leiths

Leiths (Scotland) Ltd
Rigifa, Cove, Aberdeen
Aberdeenshire AB12 3LR
Tel: 01224 876333
Fax: 01224 876332

4 Markon

Antonine House
6-10 Dunnswood Road
Wardpark South, Cumbernauld
Glasgow G67 3EN
Tel: 01236 875134
Fax: 01236 875525

2 Lawrie Demolition

Rigifa, Cove
Aberdeen
Aberdeenshire AB12 3LR
Tel: 01224 876333
Fax: 01224 876332

5 M&M Road Surfacing

9A Bankhead Medway
Sighthill Industrial Estate
Edinburgh
EH11 4BY
Tel: 0131 6244466
Fax: 0131 6244467

3 Joss

Joss (Aberdeen) Ltd
Parkhill, Dyce
Aberdeen AB21 7AT
Tel: 01224 774422
Fax: 01224 772444

6 Ross

A Ross & Sons Ltd
Daviot
Inverness
Inverness-shire IV2 6XN
Tel: 01463 772255
Fax: 01463 772321



Group Resources



1. Highland Lime

Torlundy
Fort William
Inverness-shire, PH33 6SQ
T: 01397 702227
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
T: 01471 822265
F: 01471 822266

SERVICES (See Key)

A D F J K N

3. Kishorn Quarry

Nr Strathcarron
Ross-shire
IV54 8XF
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
F: 01997 421145

SERVICES (See Key)

C D F K R

5. Mid Lairgs Quarry

A Ross & Sons Ltd
Daviot, Inverness
Inverness-shire, IV2 6XN
T: 01463 772211
F: 01463 772321

SERVICES (See Key)

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

Leiths (Scotland) Ltd
Dufftown, Keith
Moray, AB55 4DL
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
Parkhill, Dyce
Aberdeen, AB21 7AT
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

Cove, Aberdeen
Aberdeenshire
AB12 3LR
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
T: 01674 677037
F: 01674 672809

SERVICES (See Key)

I J

16. Lugton Lime

Lugton
Kilmarnock
Ayrshire, KA3 4EB
T: 01505 850435
F: 01505 850590

SERVICES (See Key)

A F H K

17. Markon Office

Markon
Antonine House,
6-10 Dunnswood Road
Wardpark South
Cumbernauld
Glasgow, G67 3EN

T: 01236 875134
F: 01236 875525

SERVICES (See Key)

L M Q

18. M&M Road Surfacing

M&M Road Surfacing Ltd
9A Bankhead Medway
Sighthill Industrial Estate
Edinburgh, EH11 4BY

T: 0131 6244466
F: 0131 6244467

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

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If you have any stories for the next issues of Leiths News, please send them to: canderson@leiths-group.co.uk

Rigifa, Cove
Aberdeen AB12 3LR

T: 01224 876333

F: 01224 876332

www.leiths-group.co.uk

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