

Issue 14, Spring 2021



Leiths NEWS

The newsletter of Leiths (Scotland) Ltd

Produced for our Employees, Customers and Colleagues.

NEW JOINT VENTURE WITH BREEDON

NQP
BREEDON LEITHS JV



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Message from the Chairman

Welcome back to Leiths News!

I would like to take this opportunity to thank all our people and stakeholders for their support and forbearance in what has been a most difficult year for our Group, business and the country at large.

Nobody could have foreseen the emergence of COVID-19 but I am pleased with how everyone responded to the challenges that it presented. At one point our usually busy operations were limited to just Fort William and Parkmore as they supplied the agricultural market. The professionalism and dedication of our staff allowed us to continue working on essential services, and the cooperation and understanding of furloughed employees allowed the flexibility we needed to deal with the restrictions. Hopefully some state of normality is now around the corner and we can get back to improved trading conditions and the lifting of restrictions on everyday life.

As this issue highlights, it is probably thanks to our engagement and performance on three very large contracts (Lossiemouth, Aberdeen Harbour and the NESS energy project) that the company ended the year in a strong position. Particularly noteworthy is the NESS EFW contract, where we have consistently supplied concrete in record volumes to large continuous pours. Our new JV with Breedon, NQP Ltd, extends our joint capacity to meet the large concrete volume demands of the new Harbour under construction at Nigg Bay in Aberdeen.

Minerals in the ground are the lifeblood of our business and the recent acquisition of more land and additional planning secures the position of Blackhills Quarry for the next generation and as our premier aggregates source in the Aberdeen market.

It is good to see our investments at Kishorn starting to bear fruit and recent planning successes there pave the way for engagement in the rapidly expanding demand for green energy from offshore wind, particularly off the west coast of Scotland with the forthcoming round of Crown licensing. KPL will also be able to respond more fully to the growing decommissioning sector.

There are exciting times ahead.

Ian Leith
Chairman



Get in Touch!

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

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

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NORTHERN QUARRY PRODUCTS LTD NEW JOINT VENTURE WITH BREEDON



WE ARE PLEASED TO ANNOUNCE THE RECENT COLLABORATION BETWEEN LEITHS AND BREEDON TO FORM THE JOINT VENTURE COMPANY - NORTHERN QUARRY PRODUCTS (NQP) LTD.

NQP was formed to tender for the concrete supply package to the Aberdeen Harbour Expansion Project (AHEP).

With the former principal contractor Dragados departing from the contract midway through the construction phase, Aberdeen Harbour Board (AHB) started the process of re-tendering the outstanding work packages.

Supply of the remaining concrete to the project was one such package. At an early stage it was clear the extent of the supply contract was significant to a point where it would challenge any single supplier. Both Leiths and Breedon made early representation to AHB promoting the benefits of pooling the resources and expertise of both companies to meet the challenging technical and supply requirements of the contract to be met.

A joint bid was subsequently submitted, and we were delighted to be named as the successful supplier for the works. In all, there is around 125,000m³ of concrete to be supplied to multiple areas of the project.

The most demanding sections are the supply of 45,000m³ for the construction of the crown wall which runs down the full length of the North Breakwater. The crown wall protects the harbour from the aggressive North Sea overtopping the breakwater.

The other critical demand is for some 22,000m³ to be supplied to the onsite accropode factory. Accropodes are used as the final protective layer interlocking on the slopes of the breakwaters.

Although both companies have multiple concrete plants located throughout Aberdeen, establishing a plant and distribution hub on site was a key aspect for the successful delivery of this contract.

Site works started in late January for the arrival of the mobile concrete plant and after two weeks NQP now have a fully operational and commissioned plant ready for the supply. The plant is also supported with six onsite mixers and a mobile laboratory.

Having the onsite plant, backed up with concrete plants located at Blackhills Quarry and Tullos in Altens, gives us tremendous capacity to meet what is expected to be a demanding supply contract.

The collective resources our organisations bring, including the talent of our people, will be pivotal in building a facility of excellence for Aberdeen Harbour Board.



Crown Wall running the length of the North Breakwater



Accropodes in production



Mobile Concrete Plant

SECURE FUTURE FOR BLACKHILLS

Blackhills Quarry is to be increased in size after Aberdeenshire Council granted planning permission for a major extension to the quarry.

The extension area, which lies south of the quarry access road and is bordered by the East Coast railway and Findon Road, contains an additional 6.9 million tonnes of rock. The Aberdeen Harbour extension project, as well as many other construction projects locally, have placed a heavy demand on the existing quarry in recent years so the additional reserves are welcome and will keep the quarry going for many years to come.

The planning application was accompanied by a wide range of environmental studies and surveys to demonstrate that the extension would not cause environmental issues locally or have any impact upon, for example, the railway line. Public exhibitions were also held locally to explain the proposals to local residents.

At the same time, Aberdeen City Council, within whose area the existing quarry lies, also granted planning permission for a 'Link Area' which will allow the extension area to be joined to the existing quarry.

These additional reserves along with the new processing plant currently being installed will allow Leiths to continue to be a major supplier of construction materials to Aberdeen and the wider Aberdeenshire area for many years to come.



Taking BITUMEN on the Road

Last year our fleet department extended its range of services by investing in a purpose-built tanker for collecting bitumen, which is used in the manufacture of our asphalt materials.

Crude oil undergoes a complex refining process to produce many types of heavy and light fuels as well as the bitumen we use in our asphalt plants. Bitumen is a black sticky material which is generally transported at temperatures of 160°C.

Our production team place their bitumen orders via a central distribution hub and the deliveries are planned thereafter. Our primary collection point is the former refinery in Dundee and its from there we transport the bitumen to the plants we have located throughout the North of Scotland.

We are delighted to have Colin MacIntosh on board as our lead driver. Colin has spent most of his career as a bitumen tanker driver and brings a wealth of experience and knowledge to our team.

This is a great step forward in the continued expansion of our internal fleet services.



Fyfe Memorials New Boulder Range

FYFE GLENROCK MEMORIALS HAVE LAUNCHED A LINE OF INDIGENOUS STONE BOULDERS FOR SIGNS, MEMORIALS, STANDING STONES AND BENCHES USING MATERIAL SOURCED FROM LEITHS GROUP QUARRIES SUPPLEMENTED WITH GRANITE FROM OTHER QUARRIES IN ABERDEENSHIRE AND THE REST OF SCOTLAND.

Currently the range includes granite from Blackhills, Bluehills, Corrennie, Craigenlow, Avochie, Ailsa Craig, Dornie Limestone and Skye Marble and we anticipate that other stone types will be added to the portfolio as and when available.

Typically, the boulder will be formed from a 'roughback' – the outer part of a block that would normally be considered to be unusable. Each piece will be unique and 'sold as seen' using the natural contours of the original block without filtering out any veins, cracks or other minor non-conformities.

By taking this approach, waste material and cost will be significantly reduced which we hope will make these pieces an attractive proposition to both the general public and monumental masonry wholesalers.

A number of customers have expressed a positive interest so far with several having been sold already.



Blackhills Bench



Bluehill Monolith



Corrennie Monolith

No Time Wasted for Concrete Supply to NESS EFW



Technically Demanding Concrete for Aberdeen's New Incinerator

THE NESS ENERGY PROJECT IS AN ENERGY FROM WASTE PLANT BEING CONSTRUCTED IN ABERDEEN WHICH WILL HAVE THE CAPACITY TO TREAT UP TO 150,000 TONNES OF WASTE PER YEAR.

Costing more than £150 million to develop, the plant will generate electricity for the National Grid with the potential to heat the households in the Torry area of Aberdeen through a heating network. The project is being undertaken by Acconia, on behalf of the Aberdeen City, Aberdeenshire and Moray Councils. Blackhills concrete plant is now in the final stages of concrete supply to the Ness Energy Project which has been one of the most challenging projects, technically and logistically, that Leiths has undertaken.

In February 2020, Leiths secured the concrete supply for the piling works to Bauer Technologies. This work involved concrete supply to a secant wall comprising of one hundred and seventy-two 1180mm diameter piles at depths of 30m for the waste reception bunker. Piling concrete was also supplied to 450 bearing piles across seven buildings on site - bunker, tipping hall, boiler, air cooler condenser, bottom ash, flue gas and admin. The piling concrete commenced in late February 2020 and the last of the concrete was supplied in September 2020. In total, 9,900m³ was supplied for this project.

Following on from the successful supply of the piling concrete, Careys awarded Leiths the main concrete supply package of 11,800m³, which included the supply of 2,200m³ of slipform concrete for the refuse bunker.

Careys were working to an extremely tight construction programme where large volumes of concrete would be required over a short period. This included Leiths' largest single pour to date of 900m³ for the boiler slab within a 10 hour period with other significant pours following on from this.

After the completion of successful lab and plant trials with a set accelerating admixture, slipform concrete to the refuse bunker commenced on the 1st of November. Leiths designed five mixes, each with different setting times that could be used depending on site progress, weather conditions and temperature. The refuse bunker was completed in 3 stages requiring 24 hour continuous concrete production and supply during each construction stage.

The final stage required 65 hours of continuous concrete supply until the required height of 22m was achieved. The successful partnership between Leiths and Careys resulted in the slipform works being completed ahead of schedule.

Leiths have had an excellent working relationship with both Bauer Technologies and Careys which is testament to all those involved who have helped in delivering this challenging but rewarding project.

Aggregate Supply to Volker Fitzpatrick

When the Ministry of Defence decided to upgrade the forward defence screen of Nimrod aircraft (based at RAF Lossiemouth) to Posiedon aircraft, the existing runway had to be upgraded and improved to facilitate the new aircraft.

Specialist contractor Volker Fitzpatrick (VF) were chosen, and Leiths, from Parkmore Quarry, were awarded a contract to supply Pavement Quality (PQ) aggregates to VF for the manufacture of the high grade concrete required to construct the quality of runway demanded by the new, high tech aircraft.

Supplies of aggregates commenced during March 2020 for onsite trials produced by VF concrete plants temporarily based at RAF Lossiemouth. With the trials successful, supplies commenced after the May Day bank holiday with the programme calling for major supplies during July and August with critical supplies during September, a period when RAF aircraft had temporarily deployed elsewhere to allow the runway cross-over to be completed.

During April, Bluehill Quarry staff were re-called from Furlough to produce some 2,000 tonnes of coated material for our Contracting Division to provide surfacing for VF site facilities.

The manufacture of the PQ aggregates required presented a very demanding challenge for Leiths production staff to manufacture the required quantities within the proposed schedule and to the exacting tolerance. After the traditional "Lime Season" at Parkmore, attention turned to manufacturing the PQ aggregates onsite with some tweaks to the traditional manufacturing process suggested by site staff to aid both quality and quantity. The area of reserve exposed during 2019 (see Leiths News, Issue 13) was targeted to be processed to provide the raw materials for manufacture of the PQ aggregate required.

Additionally, drainage aggregate for the runway was also awarded to Leiths at New Forres Quarry for VF sub-contractor WM Donald. Staff and plant were moved from Bluehill Quarry to New Forres Quarry to manufacture the 15,000 tonnes of drainage aggregate required. They were able to complete this in time to be transferred back to Parkmore Quarry to assist with the demanding PQ aggregate production.

A tremendous effort from various Leiths departments – Contract Crushing, North Area Production, Fleet, Plant, Maintenance and, of course, Technical – ensured that sufficient stone was won and crushed to process some 75,000 tonnes of PQ aggregates delivered to VF at Lossiemouth from Parkmore Quarry, a distance of 25 miles.



Lossiemouth Runway High Grade Concrete

Civil Engineering & Construction Update

Following a lengthy delay due to the COVID restrictions, Leiths Surfacing Division recently completed the surfacing to Lossiemouth Learning Hub School and Linkwood Primary School.

The works involved surfacing of roads, carparks, footpath and play areas. The 5000 tonnes of bituminous material was carried out for David Smith Contractors. The North surfacing division now look forward to completing two similar sized projects for David Smith at the Aviemore Health facility and Broadfold Hospital in Skye.



Turning Circle at Lossiemouth Hub



Congratulations to 'Willie' Milne upon reaching his 25 years' service at Leiths

Leiths Aberdeen based Surfacing Division have recently won several Aberdeen City Council projects.

The works generally involve milling by our subsidiary company Markon, prior to overlaying with HRA. One of the projects at Contlaw Road is an extension of work completed for the city council in 2020.

The Aberdeen division will also be carrying out similar overlay projects for East Lothian Council in a £350k project covering several different sites.

Seen in the photo at the Musselburgh site driving the Sumitomo paver is Leslie Milne, known more commonly as Willie, who in February this year completed his 25 year service with the company.

Congratulations Willie on reaching this impressive milestone.



Leiths Civil Engineering division are commencing two exciting projects in Portlethen and Lossiemouth.

The Aberdeen division have commenced groundworks for Burns Construction at the old Homebase site in Portlethen where a new ALDI will be opening this Summer. The main works involve foundations, drainage, ducting, concrete, hard landscaping and surfacing.

The North civil department commenced a new £750k MoD project for AMEY Defence Services in March 2021. The project will last for 15 weeks and involves extensive drainage, ducting and concrete works. The drainage interceptor for the project will be 16m long by 3m wide excavated to a depth of 5m. The main area for infrastructure services will be finished with 750m³ of PQ concrete.

It is with sadness that we wish to advise that our colleague Alan Smith passed away earlier this year after a long battle with illness. Alan worked for Leiths for many years as a groundworker and was a valued colleague to all who worked with him. Alan was always known to have a great sense of humour and was never short of a funny story or comment which brought a laugh to those working around him.

Alan will be missed by all in the Civil Engineering and Surfacing Division.

Concrete Supply to the Cairngorm Funicular

Midlairs Concrete Plant has commenced concrete supply to Balfour Beatty for the Cairngorm Funicular Railway.

Work to strengthen the 2km structure started in October 2020 and required C40/50 concrete for the strengthening of piers, beams and foundations. New bearings are also being installed with a higher load and movement capacity.

Balfour Beatty had specific requirements regarding the heat of hydration and the striking of formwork so Leiths designed a concrete that assisted with this and to comply with the exposure classes specified. A mixer truck can be used to access the piers in the lower section, however, a helicopter will be required for the concrete supply to piers 33 to 94 which starts in April 2021. As the concrete plant is 1 hour and 15 minutes from the site, it has been a challenging project.

The decision to reinstate the funicular was taken following a detailed options appraisal that also considered replacing it with alternative uplift infrastructure and removing it entirely. The railway had initially opened in 2001, however, it has been out of service since 2018 due to various defects that were identified.

Balfour Beatty was awarded the £20.5m contract to reinstate Cairngorm's funicular railway.



Work at the Allt na Moine Hydro Scheme Commences

Leiths have been delighted to play its role in boosting Scotland's green energy credentials.

The Allt na Moine Hydro Scheme on the Applecross peninsula involves the installation of the 1.95 MW hydro-electric scheme including two intake structures, powerhouse, buried pipelines, tailrace structure and access tracks.

Planning permission for the hydro scheme was first submitted in 2014. Then in early 2020, CRF Hydropower Ltd confirmed that funding for the hydro scheme was in place and they were ready to mobilise.

DA MacDonald from Lochgilphead, a long-standing customer of Leiths, were appointed as the main contractor for the construction of the scheme.

Despite the many challenges of getting materials delivered up into the North West of Scotland we have met all the rock material demands from our Kishorn Quarry which is located some 12 miles from the works. In addition to rock materials we have also coordinated the supply of 800m³ of ready-mix concrete, with a further 1,500m³ required to complete the dam walls.

Our country has fantastic opportunities to increase its green power generation from wind, tidal and hydro. This scheme is a great example of how this can be achieved in some of the most remote locations.



KISHORN PORT ROUND

2020 WAS A BUSY YEAR FOR KISHORN PORT & DRY DOCK, OUR JOINT VENTURE WITH PARTNERS FERGUSONS TRANSPORT & SHIPPING. THE YEAR STARTED OFF WITH LITTLE PLANNED ACTIVITY, BUT IT SOON TURNED OUT TO BE THE BUSIEST IN A LONG TIME AS A SUCCESSION OF SHIPPING AND OIL AND GAS PROJECTS SOUGHT USE OF THE PORT FACILITIES.

In May a bulk cargo vessel, the MV Kaami, arrived for decommissioning and recycling having run aground off Skye and been declared a right-off. She was followed in August by the Voyageur Spirit Floating Production, Storage and Offloading (FPSO) vessel which was brought into the dry dock for preservation and maintenance. And, shortly after, the port welcomed the Banff FPSO for temporary anchorage. In tandem with all of this the port has undertaken further improvements to its facilities including the installation of office, canteen and sleeping accommodation units.

MV KAAMI

The old saying that every cloud has a silver lining was never truer when it comes to the MV Kaami. The 1200 tonne bulk cargo vessel, sailing from Ireland to Sweden with a load of wood pellets, ran aground on rocks in the Minch off Skye, with all crew having to be airlifted to safety. There then followed a major exercise to stabilise the ship and prevent her sinking which involved offloading the cargo then taking her to the nearest suitable safe haven, which was Kishorn.

Once the vessel was brought into the dry dock KPL worked with Aberdeen based John Lawrie Metals who undertook the cutting up and disposal of the scrap metal. Over 99% of the material from the vessel was either recycled or re-used. The operation to bring the Kaami into the dry dock involved removing one of the 80m long, 11,000 tonne dry dock gates which was the first time in over 20 years that either of the dock gates had been fully lifted out. Careful planning along with upgrade works to the dry dock carried out in previous years ensured that all went to plan. The whole operation was hugely beneficial in demonstrating that the dry dock could be used as intended after many years of inactivity, as well as showing how the decommissioning of a ship can be done in a safe and environmentally sound way.



VOYAGEUR SPIRIT FPSO

Altera's oil and gas production and storage vessel, the Voyageur Spirit, arrived at Kishorn in August having completed a 13 year period on the Huntingdon Field in the North Sea. She's currently moored in the dry dock for a period of maintenance and preservation before she undergoes major upgrade works prior to going back out to North Sea to another oil and gas field. At nearly 70m wide she had to be carefully manoeuvred into the dock with only the one gate taken out. KPL and its partners are providing a range of services to the vessel including accommodation for contractors.

UP 2020



BANFF FPSO

Having done a very similar job in the North Sea as the Voyageur Spirit, the very differently shaped and much brighter Banff FPSO arrived into the port in the autumn for a period of mooring up. She's due to leave the port shortly to go to Denmark but in the meantime, much like the Voyageur Spirit, the port has been supporting the vessel operator and their contractors, as well as providing marine safety services.



PORT IMPROVEMENTS

2020 also saw the installation of a two-storey building housing offices, meeting rooms, a commercial kitchen and canteen as well as a laundry and drying facilities. Twenty-eight sleeping accommodation units were also installed in 2020, each with its own kitchen and ensuite showerroom, with a further 28 units being installed in March 2021.

In total these cabins will offer accommodation to 56 people on a single occupancy basis, or 112 on a twin occupancy. These facilities are operated on a seven day a week basis and have been essential to support contractors, crew and others working within and passing through the port.



Loch Hills Training Facility

We recently completed the construction of our new training facility based at Loch Hills Quarry on the outskirts of Aberdeen.

The facility was made COVID safe with plenty of space for social distancing to be maintained whilst training is delivered.

The facility is supported with a kitchen and office with ample parking onsite.

Feedback on the facility has been excellent with attendees commenting positively on the spacious environment and learner friendly atmosphere.

The main training room has a breakout area where smaller groups can take on activities before re-joining the main training session.

It is hoped that this facility will stand out as a premier training facility within the group and industry for years to come.



COVID Working with the New Normal

The challenges presented by COVID-19 to our organisation have been evident, with the way we work changing dramatically since March 2020.

To say that we have had to rethink social interaction is an understatement, with all aspects of our operations and daily lives affected by this virus. The events that unfolded in December with the new highly transmissible variants of the virus re-emphasised the caution that is required to keep ourselves, family, and friends, safe from this disease.

At the onset of the pandemic we reacted quickly to the changing landscape by implementing site specific risk assessments, safe operating procedures and site summary documents which detailed the requirements needed to keep our operations safe and COVID free. We undertook a number of COVID safe briefings to deliver these expectations to all personnel.

It is common knowledge that the virus needs direct transmission either through droplets in the air or through a contaminated surface to move from person to person.

The Healthy Working Lives awards are supported and endorsed by the HSE, NHS, Scottish Enterprise, Scottish Government and are a nationally recognised award.

The Health and Wellbeing Committee have been instrumental in making this award possible and will be asked to receive the Silver award at next year's ceremony.

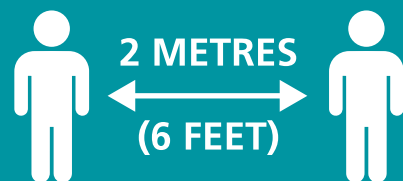
All of our sites were made COVID safe prior to reopening and these measures have been maintained onsite along with updates to our risk assessments and safe operating procedures to mirror up to date guidance.

The key message is for everyone to follow the measures documented in our procedures and all onsite requirements to keep everyone safe.

With vaccines now available and being delivered to the population, there is hope that we will return to normal – but in the meantime, we need to follow the rules to keep everyone safe.

REMEMBER:

- Stay at least two meters away from others where you can
- Wash or sanitise your hands regularly
- Clean any shared surfaces
- Follow one-way systems
- Wear a face covering inside buildings or within two metres of others
- Self-isolate and book a test if you have COVID symptoms



STAY ALERT ► CONTROL THE VIRUS ► SAVE LIVES

Portlethen Community Larder

THE LARDER IS A COMMUNITY GROUP AVAILABLE TO EVERYONE IN PORTLETHEN IN ABERDEENSHIRE AND SURROUNDING AREAS.



The purpose of The Larder is to help individuals and families reduce the cost of weekly shopping for food, toiletries and other essential items. The group are able to manage this through grants and donations by local companies and individuals. The Larder also procures items that would otherwise be going to landfill and encourages the local community to come and swap out items that they may have sitting unused. They run a Fresh Fruit & Veg Stall every Saturday morning with any profits getting donated to local groups in the local community.

Leiths were very happy to provide a donation to The Larder at the end of 2020 and were delighted that they were able to purchase items for their larder.

The Larder is not a Food Bank, however they do support individuals and families who find themselves in the position of needing this type of service. Unlike a Food Bank, however, The Larder offers choice and variety and does not need a referral – people can just pop in when needed. No details are collected, and no judgement made.

The Larder is also part of a recent Coronavirus Community Care Group and can offer assistance to anybody self-isolating or shielding; this includes collecting shopping, prescriptions and running errands.

The Larder is located at the Porty Cabin, Cookston Road, Portlethen (across from Portlethen Primary)

Email: c19portlethenhelp@gmail.com

Tel: 07376133870

Friends of Brora Primary School set up fundraiser towards Playpark upgrade

Having worked on and off at Old Brora Distillery since October 2018, and in that time met with many of the locals, Lawrie Demolition were pleased to donate £500 to "The Friends of Brora Primary Fundraising" who are raising money to restore the local play park.

Built next to the school some 20 years ago on scrubland owned by Brora

Rangers Football Club, the playpark contains a climbing frame, parallel walking bars, and slide as well as other equipment. Its upkeep is the responsibility of the school, which cannot afford to spend money on it.

Friends group representative Jane Mackintosh said the facility was well used and would be sorely missed by local children if it had to be shut down.

"With a school roll of just over 100 and more families moving to the area, we believe it is a huge part of the community and important to provide suitable equipment for the children to have fun."

So far the fundraising has been a huge success, and, along with donations and council grants, the group are now very close to reaching their target of £12,000.

The Leiths Group wish them all the success their hard work deserves and hope to visit the park in the near future.

A MILLION STEPS FOR THE NHS!



Following in the footsteps of Captain Tom Moore, Mark Robinson, one of Leiths Plant Operators has recently undertaken his own walking challenge to raise valuable funds for the NHS.

To make the most of the final weeks of lockdown, Mark decided to set himself the challenge of walking one million steps in just 23 days!

At 56 years of age, Mark knew it was going to be a personal test, but not being one to give in, he averaged 20 miles per day by using his local area as his gym. Initially, due to restrictions in place at the start, he was walking from his home near Ballater to a neighbouring farm. As soon as everyone was able to exercise further, he was dropped off away from home and would walk from Dinnet Bridge or Aboyne back to Ballater. When he had reached 510,000 steps, he completed the remaining 490,000 steps at the Monaltrie Park in Ballater.

23 days and 463 miles later Mark crossed the finish line at Monaltrie Park to family and friends giving him a socially distanced cheer.

Mark was sponsored by Butlin's, who donated family day passes to NHS staff, and, along with Justgiving donations, raised over £2,000. What a great achievement!

Mark was nominated as a local champion and was rewarded by Oil Fast with a gift of 500 ltrs of heating oil. He was also recognised for his efforts by First Minister, Nicola Sturgeon, and received a note of thanks.

Not to be outdone, over Christmas Mark then decided to put the two week break to good use (around 5 hours per day) and, with the use of a gym bike kindly loaned by Craigendarroch Health Club and Spa in Ballater, he cycled the 874 miles distance from Lands End to John O'Groats to raise funds for Care of Police Survivors. The amount raised was over £600. Mark previously served with Grampian Police and Police Scotland.

In the past Mark has completed endurance motorcycle and gym events for Commando 999 and Care of Police Survivors among others. So, what next?

Mark is now making arrangements for a sponsored endurance motorcycle event on Saturday 28 May 2022 and has decided that all monies raised will go to the Aberdeen Blood Bikes Charity, NERVS (North East Rider Volunteers Scotland) where he currently volunteers. He plans to ride his Kawasaki GTR 1400 motorcycle on the NC500 route (516 miles) in less than 24 hours!

We wish Mark all the very best in his next challenge and imagine this won't be his last!

Introducing JAMES BELL, new Group Finance Director



JAMES JOINED THE LEITHS GROUP IN MARCH 2020, JUST TWO WEEKS AHEAD OF THE FIRST COVID-19 LOCKDOWN. HE SPENT THE FIRST FEW MONTHS OF HIS ROLE AT LEITHS WORKING UNDER A VERY UNUSUAL AND UNFAMILIAR SETTING, WITH A MUCH-REDUCED TEAM SUPPORTING HIM IN THE OFFICE.

James' role as Group Finance Director covers a myriad of functions ensuring the department has the correct processes and systems in place so that they can provide the correct information to the business. It's also about ensuring control – so the introduction of a new PO system has allowed greater control of the businesses costs making sure management know at any time how much has been spent.

Obviously critical for any business is to control its costs. James commented, "I'm in charge of Finance, IT and Payroll. And no, I have never counted any beans! The role of FD is protecting the business. Not literally standing guard but, again, ensuring appropriate controls are in place to record and track the assets and liabilities of the company. Ensuring we are compliant with HMRC legislation from a Corporation Tax, VAT and PAYE/NI viewpoint.

"Companies don't fail because they are not profitable, they fail through lack of cash"

– so managing cash flow is another important aspect of my role. Keeping the Board informed and getting accurate reporting to the Board through Monthly Management Reports and accurate budgeting are other necessary responsibilities.

"Each day is different, one day I can be producing reports in terms of how the business has performed in the month, the next, I can be reviewing IT systems, and the next dealing with the revenue about VAT etc. There is no

day which is the same as the next, which can be challenging, but one that I also enjoy."

James was born in Kirkcaldy in Fife and was ambitious from a young age, becoming School Prefect, House Captain and Vice-Captain of the School rugby team. He also played rugby for Kirkcaldy Colts who got to the final of the Scottish U18 Championship. From there, James attended Dundee University and graduated in Accountancy and Economics before moving on to Abertay University to do a Post Graduate Diploma in Information Technology.

James' first job was with a small to medium sized practice in Dundee, Bird Simpson, as a trainee Chartered Accountant. With his exams passed and training finished in 1991, he moved to Aberdeen to work for Meston Reid where he was promoted to Senior Manager. James has since worked for several other businesses in both Aberdeen and Edinburgh, including Caledonian Brewery and S&N, before joining Aberdeen Harbour in 2009 as Financial Director. James has a Diploma in Business Strategic Direction from the IoD and was also Chair of the British Ports Authority Finance Group.

James met his wife, Catriona, a Primary School Teacher, in 1999 and they married in August 2004, with their eldest, Andrew, arriving in 2005 and their daughter, Mairi, in 2009.

James enjoys rugby and played throughout his studies – Dundee Uni, Dundee High FP, Aberdeen Grammar, Aberdeenshire and finally Trinity – but stopped in 2001 to take up refereeing. He was a top 20 referee in Scotland refereeing Premier one and two, running touch at women's internationals, and assisting at Pro12 matches for Edinburgh. His most famous moment was when he refereed Ayr v Currie, 1st v 4th in Premier 1. Unfortunately, due to the Touch Judge being late in picking him up, the game had to be delayed by 15 minutes. Little did James know that BBC ALBA were televising the match live causing an embarrassing down time on the channel.

Other hobbies include tennis, going to the gym and swimming, and the family welcomed Loki, their new black Cockapoo, late last year.

MARKON WORKSHOP APPRENTICES

THE WORKSHOP AT MARKON IN CUMBERNAULD HAS A WEALTH OF EXPERIENCE WITH AN ESTABLISHED WORKFORCE.

With such a vast amount of machinery, plant equipment and vehicle types, the team needs to be able to apply themselves to a multitude of tasks on a daily basis. Whether its completing routine maintenance or running repairs, the team are well placed to tackle whatever the industry throws at them.

There are two young guns within the team who are more than ready to carry the mantle forward!

Ross Mackie

Ross joined Markon as an apprentice Mechanic in the summer of 2012

and has since completed his apprenticeship becoming qualified in 2017. Ross has continued to develop his skills and successfully passed his LGV C+E driving test on the first attempt and is able to safely move and drive the machines he works on each day.

"The thing I like about this job is the huge amount of variety, I can be working on a Corsa van one minute then a truck the next



Ross Mackie

25 Year Service Award for George Stewart, Quarries Division

IT IS WITH GREAT PLEASURE THAT WE RECENTLY PRESENTED GEORGE STEWART WITH A 25 YEAR LONG SERVICE AWARD.

George joined Leiths in April 1995 as a Dumper Driver at Blackhills. He then went on to work with Contract Crushing for a couple of years before returning to Blackhills where he still works.

George was recently presented with his award – a £250.00 One4All Gift Card. Reaching this milestone is a great achievement, and we look forward to George having many more years with the company.



Retirement of David Mallan and Scott Train

It was during the original furlough period in 2020 that two Unit Managers from the Aberdeen and South area took early retirement. Unfortunately, due to the Pandemic both David Mallan and Scott Train were unable to say goodbye to friends and colleagues in the normal way.

David Mallan started his career back in September 1979 as an Admin Assistant with Robert Howie & Sons down in Ayrshire. David progressed his career by attaining his NEBOSH and CPC National Road Haulage qualifications which paved the way for taking up the position of Safety Advisor/Transport Manager. Leiths acquired the Howie business in April 2008 and David then moved to the role of Quarry and Transport Manager at Lugton Lime works where he stayed until his retirement in 2020.

David did pursue a second career in the reserve forces as a trained Combat Medical Technician which ran from 1985 until 2009. In that time David was promoted on several occasions receiving his royal warrant in 2001 and then commissioned as an Officer in 2004. David retired from the reserve forces in 2009 in the rank of Captain (QM) V.

David was invited to visit Lugton after his retirement and he was able to fire the last blast in Trearne Quarry as he had been involved in previous quarrying at the site. Unbeknown to David a slab of rock from this blast was selected and then cut and polished by the team at Fyfe Glenrock before a Leiths tractor unit and a Howie's powder tanker were mounted and presented to David as a retirement gift from the company.

David is looking forward to spending time in his recently purchased "Man Cave" and travelling with his wife Marilyn.

Scott Train joined Leiths in December 2013 as Quarry Manager at Parkmore before moving to Joss at Loch-Hills where he also had responsibility for Netherpark. Scott remained at Joss until his retirement in 2020. He was also very experienced in the industry and received his 40 years long service award, a medal from The Institute of Quarrying in recognition of this, in 2017. He had previously worked for a number of well known companies in the industry before he joined Leiths.

During his retirement Scott is looking forward to spending more time sailing, which he does competitively. He is also going to spend more time with his family in their new home in Dumfries.

We wish our ex-colleagues a happy and prosperous retirement and wish that they had been able to celebrate with friends and colleagues in the traditional way.

Thank you and well done to you both.



Scott was presented with a slice of polished granite from his site at Netherpark and a CAT loading shovel was mounted as a reminder of his time with Leiths.

and then a planer." Ross commented. "With the complexity of the road marking and planing machines, there is always something interesting, something different and indeed something challenging to do, there are so many different pieces of equipment, it definitely keeps me busy".

Stuart Parker

Stuart joined the company in 2017 following in his fathers' footsteps as his dad, Ross, is the Workshop Manager.

Stuart has been completing his apprenticeship at Motherwell College and was in the very final stages when COVID struck and his training was, like many things, put on hold. Stuart is now looking forward to resuming his course and is set to having everything finished very quickly once the college re-opens.

Stuart has not stood still in this time though and has obtained his LGV C+E driving licence and is now also qualified to drive and operate Fork Lift Trucks. Stuart can be seen at times working occasional shifts driving

Tipplers on location which has given him a hands on insight into the day to day operation of the Road Planing Division.

Both Ross and Stuart will be undertaking Hiab training over the coming weeks which will further enhance their skills, and they will continue to receive periodic training as requirements, regulations and legislation evolves.

Although there are no immediate plans to recruit a new apprentice at the moment, we are sure it won't be too long before the next generation of mechanics begin their journey with Markon.



Stuart Parker

Reflections on a Career in the Quarrying Industry

by Simon Russell, Leiths Non-Executive Director

I remember the day vividly. It was a cold January morning in 2017 when I went to see Ian, our Chairman, to notify him of my intention to retire as his Chief Executive at the following Christmas. That was four years ago, and I'm pleased to find I am still hanging in there, be it in a Non-Executive Directors capacity – it's great to continue to be a part of the Leiths Team.

I am writing this on an even colder February morning from my "retirement" house in rural Worcestershire and reflecting on a 50-year career in the quarrying industry.

I started my career as a geologist with the Amey Group in 1971 on a temporary student assignment, with a vision of prospecting for gold and opals in the outback of Australia (with corks hanging from my stetson), when I graduated! How wrong could I be! Amey was taken over by Consolidated Goldfields, and with the offer of £1,200 per annum and a company car in my back pocket, my career in the quarrying industry began.

I soon realised that being a geologist had limitations in terms of my aspirations, and I managed to convince my Director at the time to let me have a bash at management. After three years managing opencast coal mines in the Midlands, I was back in quarrying, managing my first quarry in Penderyn, South Wales. A baptism of fire! A highly unionised operation with a very temperamental workforce.

Then followed a succession of promotions ultimately leading to a Regional Directorship with ARC Ltd. Hanson came along and acquired ARC and, after setting up a new landfill/waste management business for them, I finally ended up managing the Marine company with a fleet of 12 dredgers delivering 11 million tonnes per annum of aggregates into western Europe.

I was approached by the Brett Group in 1997 to be their Group Chief Executive and spent the next 9 years assisting the Brett family with the growth and modernisation of the business. These were very rewarding years and I gained much experience of acquiring/selling companies.

It must have been about 2003 when I found myself on an aeroplane flying to Las Vegas, courtesy of Volvo, to attend a plant show. Sitting next to me was a Scotsman from Aberdeen, who I must confess I had some difficulty in understanding due to the accent and noise from the engines!! This was the first time that I met Ian and was the start of a strong friendship that has continued to this day.

After an enjoyable trip which included a helicopter flight into the

Grand Canyon, Ian and I kept in touch and when he sought a Chief Executive to help him manage his flourishing business, I was more than happy to join him in 2007.

Fourteen years on and the Leiths business continues to grow. There have been challenges, not least the financial crisis of 2008 and latterly the COVID Pandemic. There have been many successes including the acquisition of Ross and Howie Minerals. I count the establishment of the existing Executive team and the formation of Kishorn Port Ltd as two of my personal successes. I even managed to convince Ian to build a new Head Office!

I'm still around, and was very pleased to accept Ian, Phil and Sam's offer to join them on the Board of the company as their first Non-Executive Director. Whilst we can only "meet" using video-conferencing during the pandemic, I look forward to the monthly Directors meeting and having input into the future direction of the business.

I firmly believe that there are exciting times ahead as the construction industry recovers from the pandemic. A number of projects are being considered by Ian and the Executive Team and I look forward to contributing some of that 50 years of experience into the future development of the business.



Simon and Julia at their retirement home in rural Worcestershire

ABERDEIN CONSIDINE – LEGAL ACCESS SCHEME

Aberdeen Considine have now launched a new digital service within their Staff Discount Scheme which provides substantial savings in Property, Legal and Financial Services.

In summary, the scheme offers a 15% discount off all estate agency fees, conveyancing and leasing fees, and all other legal fees (family law, dispute resolution, personal injury etc), together with 15% off wills, trusts and powers of attorney. They can also offer a free financial health check, a retirement and pension review, and the scheme is open to ALL Leiths employees and family members.

Aberdeen Considine would be happy to organise ZOOM based presentations/meetings. This could also help with re-mortgages / new mortgages etc where advisors can contact staff directly to ensure they can have the benefit of independent advice.

For anyone interested in registering on the new digital system (even if they don't have an immediate requirement to use Aberdeen Considine's services right now), please visit www.acandco.com/legalaccess.

The scheme is completely confidential.

What discounts are available?

Legal Access members benefit from a wide-range of discounts across the property, legal and financial services offered by Aberdeen Considine, including:

- 15% Discount on all Estate Agency and Purchase /Sale Conveyancing Fees
- 15% Discount on Leasing Fees in respect of Property Advertising, Lease Preparation and Management Fees
- 15% Discount on all Wills
- 15% Discount on Continuing and Welfare Powers of Attorney
- 15% Discount on all non-property related Legal matters
- Free Mortgage Review
- Free Financial Healthcheck

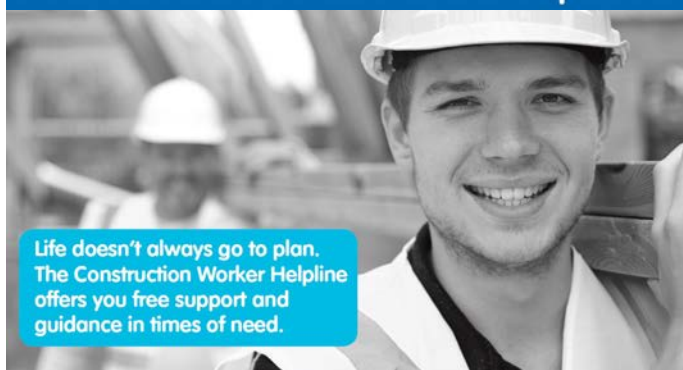
If you have any questions relating to the services offered by Aberdeen Considine, you can contact them direct:

Charlie Fraser, Partner
cfraser@acandco.com

Graeme Ross, Business Development Director
graeme.ross@acandco.com



Construction Worker Helpline



Life doesn't always go to plan.
The Construction Worker Helpline
offers you free support and
guidance in times of need.

- Need help with debt or money worries?
- Think some counselling would benefit you?
- Want some guidance about housing and social welfare?
- Struggle with mental or physical health issues?

Call us in confidence

Freephone  0808 801 0372

8am to 8pm – 7 days a week.



B&CE has been providing financial products to the construction industry since 1942. We're pleased to offer our new Construction Worker Helpline service, a non-contractual benefit, set up by B&CE's Charitable Trust. (The Trust reserves the right to withdraw the service at any time.)



Competition Issue 14

To be in with a chance of winning £100.00, please tell us:

Q: What is the total tonnage of stone crushed and used to supply the Lossiemouth Runway Project?

Entrants should send their answer, including name, place of work and contact details to Caroline Anderson (canderson@leiths-group.co.uk) by Friday 13 May 2021.

The winner will be randomly picked from all correct entries and announced by Friday 27 May 2021 and featured in the next edition of Leiths News.

Good Luck!

Competition Winner Issue 13

Thanks to everyone who entered the last Leiths News Competition in Issue 13 (Autumn 2019).

The competition gave employees an opportunity to win £100.00 by answering the following question:

Q: How much snow can the new Nevis Range Snow Factory produce in a day?

A: The Nevis Range Snow Factory will accommodate seven freezing units with the ability to produce a maximum output of 168 m³ snow per day.

We had 22 correct entries which were entered into our prize draw and the lucky winner was **Andy Ferguson, Credit Manager at Markon.**

Group Companies

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 Ross

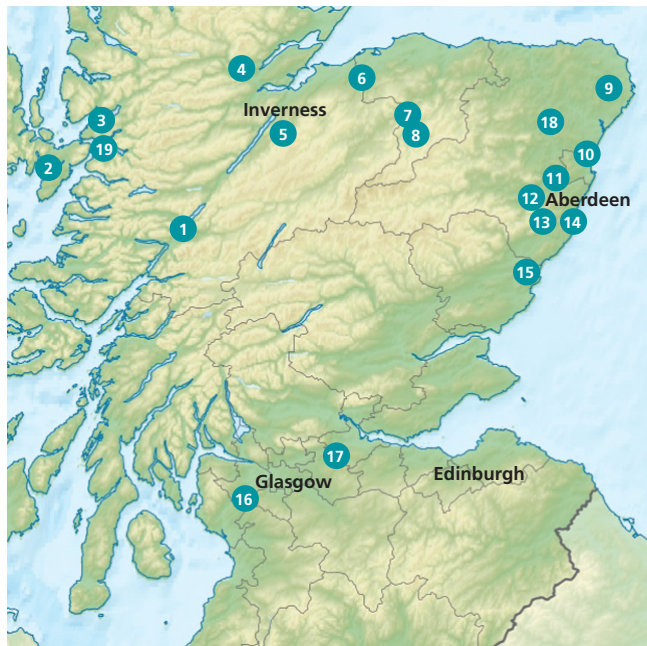
A Ross & Sons Ltd
Daviot
Inverness
Inverness-shire IV2 6XN
Tel: 01463 772255
Fax: 01463 772321

9 Joss

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



Group Resources



1. Highland Lime

Torlundy, Fort William
Inverness-shire, PH33 6SQ
Tel: 01397 702227
Fax: 01397 702308
SERVICES (See Key)
A B F H I J K N O

2. Torrin Quarry

Leiths (Scotland) Ltd
Broadford
Isle of Skye, IV49 9BA
Tel: 01471 822265
Fax: 01471 822266
SERVICES (See Key)
A D F J K N

3. Kishorn Quarry

Nr Strathcarron
Ross-shire, IV54 8XF
Tel: 01471 822265
Fax: 01471 822266
SERVICES (See Key)
D F J N

4. Achilty Quarry

Leiths, Contin, Strathpeffer
Ross-shire, IV14 9EG
Tel: 01997 421122
Fax: 01997 421145
SERVICES (See Key)
C D F K R

5. Mid Lairgs Quarry

A Ross & Sons Ltd
Daviot, Inverness
Inverness-shire
IV2 6XN
Tel: 01463 772211
Fax: 01463 772321
SERVICES (See Key)
C D E F J K N O

6. New Forres Quarry

Leiths (Scotland) Ltd
Rafford, Forres
Moray
IV36 2RQ
Tel: 01309 671188
Fax: 01309 671199
SERVICES (See Key)
C D F J K N P

7. Bluehills Quarry

Leiths (Scotland) Ltd
Craigellachie
Moray
AB55 4BW
Tel: 03301 190627
Fax: 01340 820890
SERVICES (See Key)
C D F J K N

8. Parkmore Quarry

Leiths (Scotland) Ltd
Dufftown, Keith
Moray, AB55 4DL
Tel: 01340 820200
Fax: 01340 820890
SERVICES (See Key)
A D F J R

9. Longside Concrete Plant

Faichfield, Longside
Peterhead,
AB42 3ED
Tel: 01779 821466
Fax: 01779 821354
SERVICES (See Key)
J

10. Loch Hills Quarry

Joss (Aberdeen) Ltd
Parkhill, Dyce
Aberdeen, AB21 7AT
Tel: 01224 774422
Fax: 01224 772444
SERVICES (See Key)
C D G J K O

11. North Lasts Quarry

Leiths (Scotland) Ltd
Peterculter, Aberdeen
Aberdeenshire, AB14 0PE
Tel: 01224 732690
Fax: 01224 876332
SERVICES (See Key)
C D F K N

12. Nether Park Quarry

Joss (Aberdeen) Ltd
Drumoak, Banchory
Kincardineshire, AB31 5AD
Tel: 01224 660468
Fax: 01224 772444
SERVICES (See Key)
D O

13. Lochton Precast Concrete

Leiths (Scotland) Ltd
Slug Road, Durris
Banchory, AB31 6DD
Tel: 01330 844444
Fax: 01330 844417
SERVICES (See Key)
I J

14. Blackhills Quarry

Cove, Aberdeen
Aberdeenshire
AB12 3LR
Tel: 01224 897568
Fax: 01224 897590
SERVICES (See Key)
C D F K N

15. Montrose Concrete Products

Leiths (Scotland) Ltd
Broomfield Industrial Estate
Montrose, DD10 8SY
Tel: 01674 677037
Fax: 01674 672809
SERVICES (See Key)
I J

16. Lugton Lime

Lugton
Kilmarnock
Ayrshire, KA3 4EB
Tel: 01505 850435
Fax: 01505 850590
SERVICES (See Key)
A F H K

17. Markon Office

Antonine House
6-10 Dunnswood Road
Wardpark South
Cumbernauld
Glasgow, G67 3EN
Tel: 01236 875134
Fax: 01236 875525
SERVICES (See Key)
L M Q T

18. Fyfe Glenrock

Academy Way
Colpy Road Industrial Estate
Oldmeldrum, Inverurie
AB51 0BZ
Tel: 01651 873873
Fax: 01651 873399
SERVICES (See Key)
S

19. Kishorn Port Ltd

Kishorn Base, Kishorn
Strathcarron, IV54 8XA
Tel: 01397 773840
Fax: 01397 773850
SERVICES
Dry Dock
Port & Harbour Services

KEY

A Agricultural Lime
B Animal Feed
C Asphalt Products
D Decorative Stone
E Concrete Blocks

F Hardrock Quarry
G Inert Landfill Site
H Limestone Filler
I Precast Concrete Products
J Ready-Mix Concrete

K Recycling Facilities
L Road Marking
M Road Planing
N Rock Armour
O Sand and Gravel Quarry

P Civil Engineering and Surfacing
Q Traffic Management
R UKAS Accredited Laboratory
S Masonry and Specialist Natural Stone Products
T Signage

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