



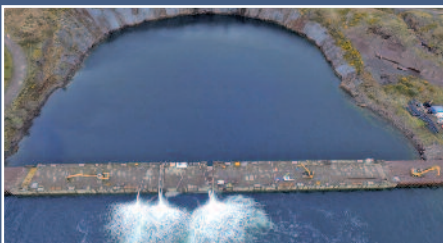
Leiths NEWS

The newsletter of Leiths (Scotland) Ltd

Produced for our Employees, Customers and Colleagues.

Mid Lairgs Asphalt Plant First Major Supply Contract – INVERNESS WESTERN LINK ROAD

page 3



**Kishorn Port Ltd
The Sleeping Giant Awakes**
Resurrecting the Dry Dock

page 6



**BBC Filming at Torrin
Quarry**
BBC Alba film Gaelic children's programme
Lorg

page 9



**New Asphalt Manager
joins Leiths**
Chris Roderick joins the team

page 13

LEITHS

Built on Quality

www.leiths-group.co.uk

Welcome to Leiths NEWS

In this issue

First Major Supply Contract for new Inverness Asphalt Plant	p3
Investment in new Volvo Plant	p4
Leiths attend the Royal Northern Spring Show	p4
Achilty Walling Stone	p5
New Forres Rail Ballast	p5
Kishorn Port Ltd - Awakening the Sleeping Giant	p6
Work has begun to demolish an iconic, century-old Aberdeen chimney, at Woodend Hospital	p6
C&S Contract Update	p7
Bats found at Demolition Site	p7
Markon welcomes New Arrivals	p8
Leiths support Flood Hit Community	p9
BBC filming at Torrin	p9
Local Exhaust Ventilation (LEV) Training	p10
Vehicle Movements Initiative	p10
Leiths join Breathe Freely	p10
Near Miss Reporting	p10
Supply of Concrete for the Renewables Industry	p11
Why do we have Occupational Health?	p12
Exam Success for Leiths	p12
Construction Workers Helpline	p12
Employment Updates and Recent Promotions	p13
Quarry Fitters awarded VQs	p13
New Asphalt General Manager	p13
Neil Anderson retires on his 17th year at Leiths	p14
40 Years in the Quarrying Industry - Scott Train	p14
Long Service Award - Charlie Smith	p14
A Day in the Life of . . . James Allen	p15
Competition	p15

Message from the Chairman

This latest issue of Leiths News gives a good insight into the wide range of projects that our goods and services support in Central and Northern Scotland - from large scale supplies of concrete to the renewables sector and rail ballast, to the Network Rail upgrade between Aberdeen and Inverness.

Our recent investment in a new asphalt plant at Mid Lairgs has enabled our Construction and Surfacing Division to secure the surfacing package to the Inverness West Link Road; and you should be able to spot our popular walling stone from Achilty Quarry along the route. Markon will be applying the white lines and high friction surfacing to the contract. Ross also supplied over 100,000 tonnes of drystone to the project, further demonstrating the ability of Leiths to contribute to major infrastructure projects.

There are exciting times ahead at Kishorn, where eight years of dogged marketing into the renewables, oil and gas fabrication and decommissioning sectors should start to bring success to this unique combination of a deep water port, a dry dock and a quarry.

As ever, our people are prominent in this issue, and I would add my personal congratulations to all those who have passed their exams and to those who have reached long service milestones.

We said farewell to Neil Anderson, our Technical Director, at the end of March after 17 years of valuable service to the Company. You will still see him around, as we have retained his services as a Consultant to the Group on technical matters.

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.

Caroline Anderson, Editor

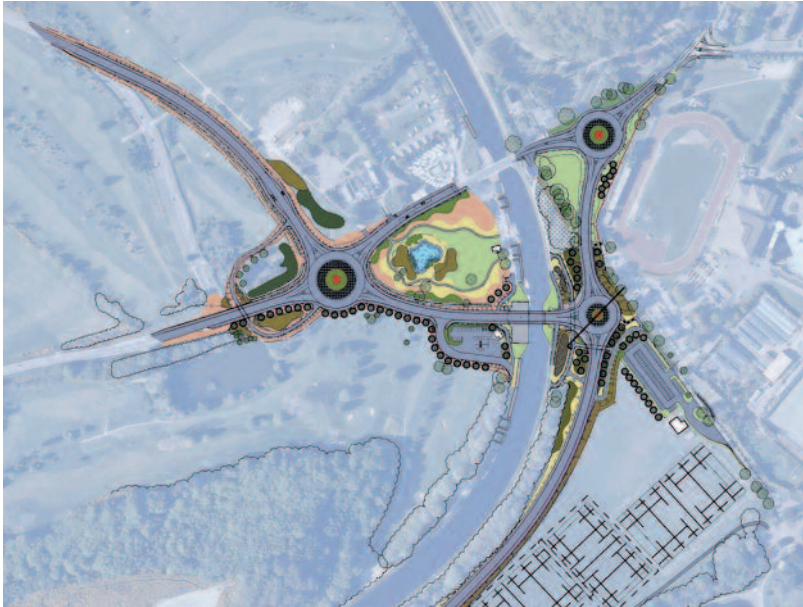
T: +44 (0)1224 293260

E: canderson@leiths-group.co.uk

www.leiths-group.co.uk

First Major Supply Contract for new Inverness Asphalt Plant

WITH THE SUPPORT OF OUR NEW ASPHALT PLANT AT MID LAIRGS QUARRY, THE CONSTRUCTION AND SURFACING DIVISION SUCCESSFULLY TENDERED THE SURFACING PACKAGE FOR THE NEW INVERNESS WEST LINK ROAD (IWLR).



The IWLR is an ambitious project which will complete the link between Dore's Roundabout and the A82 at Torvean, crossing the River Ness.

The West Link will deliver significant economic benefits to the city and surrounding area; reducing traffic congestion in the city centre; improving connections and assisting the economic development of the city whilst enabling jobs and housing development.

Wills Bros, the principal contractor, awarded the £2.5 million package to Leiths in the summer of 2016 with works commencing in earnest during October 2016. The primary

role of Leiths is to supply and lay some 23,000t of asphalt materials onto the 2.5km of new roadway and footpaths.

The asphalt materials specified for the contract demand a high degree of performance. Leiths Technical Division carried out extensive mix designs to ensure the materials produced at the asphalt plant met the tight contract requirements and were of the highest quality. Laying trials were carried out in advance of supplies starting which permitted cores to be taken from the mat to check mix composition and compaction efficiency.

The first deliveries to the contract

commenced on the 24 October 2016 with both Leiths and Ross tippers actively involved. Our surfacing unit submit weekly programmes to the asphalt plant team which enables the manufacture and delivery of the asphalt materials to be planned well in advance. A mild winter has allowed our team from Forres the opportunity to make great progress and the works are now well advanced for the surface course to commence late Spring 2017.

The close collaboration between our Construction, Quarries and Technical Divisions has been instrumental in, not only winning this contract, but the high degree of professionalism with its execution.



INVESTMENT IN NEW VOLVO PLANT

LEITHS HAVE PLACED A SIGNIFICANT ORDER WITH VOLVO CONSTRUCTION EQUIPMENT FOR 8 TRACKED EXCAVATORS AND 6 WHEELED LOADING SHOVELS. THIS IS THE LARGEST SINGLE ORDER FOR MOBILE EQUIPMENT MADE BY THE GROUP.

Volvo have proved time and time again to supply a quality machine with a backup service to match. Volvo continue to make improvements to the safety, design, functionality and overall performance of their machines which was instrumental in them winning this recent order.

Volvo engines are the latest Tier 4 generation which are fully compliant with emissions regulations. These engines featuring Volvo Advanced Combustion Technology (V-ACT) are designed to deliver superior performance and fuel efficiency.

The cab design puts the operator in the drivers' seat to control personal specifications, from climate control, to short-cut functions on the joystick. The spacious cab allows the operator to move comfortably, to create a working environment that naturally promotes increased productivity.

Angus Innes of Volvo commented, 'The



above, coupled with the long-standing relationship between Leiths Group and Volvo Construction Equipment should deliver an improved total cost of ownership for plant and equipment moving forward'.

The first of our new excavators arrived at the end of February 2017. This 25t machine was deployed into our Contract Crushing division where it is currently working at Kishorn Quarry. Not only is the rock hard

and abrasive but the weather can easily match this. The full complement of excavators and shovels will be delivered over a 4 month period with the last machine due middle of June 2017.

This order demonstrates the commitment to operate a modern fleet of machines capable of undertaking the arduous work demanded of our industry.



Leiths attend The Royal Northern Spring Show

LEITHS SHOWED OFF THEIR NEW ADVERTISING TRADE STAND AT THE ROYAL NORTHERN SPRING SHOW WHICH WAS HELD AT THE THAINSTONE CENTRE IN INVERURIE, ABERDEENSHIRE IN LATE FEBRUARY.

The Spring Show is organised by the Royal Northern Agricultural Society (RNAS) and is Scotland's first major event in the farming calendar. It is regarded as an outstanding business day by agricultural suppliers, major sponsors of the event and the farming community. Over 100 organisations promote their latest products and services in the Thainstone Centre on show day. This includes an extensive display of machinery and trade stands, horse and pony classes, produce, Young Farmers competitions and the sale of pedigree bull, cattle and sheep classes.

This is the second year that Leith's have attended the show, with the new stand situated within the Marquee section (last year, the stand was stationed outside with the Sitemix Truck). Kevin Fraser, Leiths Area Sales Manager, along with Brad Flett, Sales Manager, and Stephen Stewart, Leiths Concrete General Manager, manned the stand which saw an increase in footfall with some old, existing and potential new customers all visiting the stand.

Attendance at the show certainly raises the profile of the company and allows the public to see the full range of products and services that are available within the Group.

Kevin Fraser, Leith's Sales Manager and Stephen Stewart, Concrete General Manager, at the Royal Northern Spring Show

Achilty Walling Stone



Achilty walling stone has been a favourite with local stonemasons over many years and has featured in many projects all over the Highlands, with Estate Lodges amongst the end users of this subtle yet colourful natural stone.

Recent projects have seen the walling stone grace the external walls of Portree High School, the dwarf walls of Kyle of Lochalsh Harbour and, in the last year or so, concrete structures such as the Inverness Flood Scheme, culvert headwalls and bridge abutments along the B851 / B862 where road and bridge improvements were carried out to accommodate turbine deliveries.

This year brings Achilty walling stone into a higher profile as improvement works at Aldourie Castle near Dores have identified a requirement for 500 tonnes of stone for enhancement works at the castle and its walled gardens.

Wills Brothers have recently placed an order for 700 tonnes for the Inverness West Link Road and the stone will feature mainly in boundary walls along the length of the project and can also be spotted across the road as a decorative feature in many of the holes on the new Torvean Golf Course.



Achilty Walling Stone at Torvean Golf Club

NEW FORRES RAIL BALLAST



NFQ Rail Ballast

THE RAIL BALLAST NOW PRODUCED AT NEW FORRES QUARRY IN MORAY HAS BEEN APPROVED BY NETWORK RAIL FOR THE SUPPLY TO BOTH THE ENHANCEMENT PROGRAMMES AT FORRES AND ELGIN RAILWAY STATION.

This is a new product for Leiths and for Ian Rae and the team at New Forres Quarry, and it has been a great effort by all involved to achieve this. The process started towards the last quarter of 2016 and involved many divisions within the Group. There were two audits carried out and, as part of this process, a Factory Production Control Document and Training Plan were produced.

The operation is managed by Campbell McNab and his team but the production is through the Contract Crushing team. The Lab team from Parkmore carry out the testing on a regular basis and results are submitted to Network Rail.

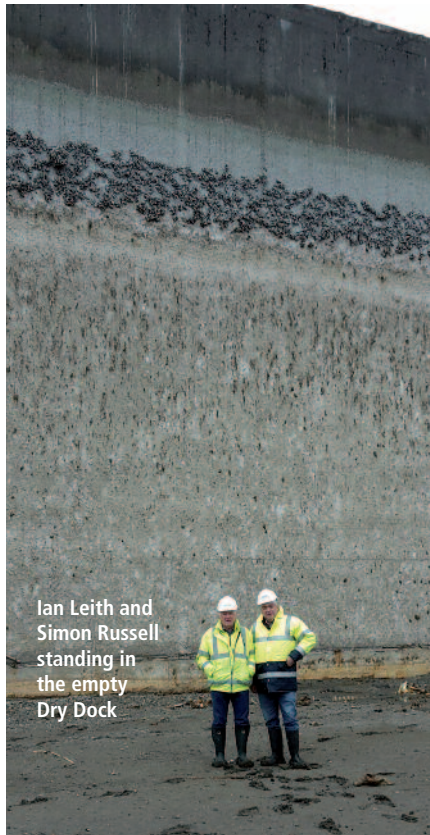


Train being loaded with NFQ Rail Ballast at Elgin Station

So far over 3,000 tonnes have been successfully supplied and the process has just been audited again and passed, allowing us to continue to build on the relationship with Network Rail as we look to expand the process to other suitable sites.

KISHORN PORT LTD

Awakening the Sleeping Giant



Ian Leith and
Simon Russell
standing in
the empty
Dry Dock

THE DRY DOCK AT KISHORN HAS REGULARLY BEEN REFERRED TO AS "THE SLEEPING GIANT", BEING ONE OF THE LARGEST OF ITS TYPE IN WESTERN EUROPE AND HAVING NOT BEEN USED SINCE THE EARLY '90'S.

Kishorn Port Ltd (KPL), a 50:50 joint venture between Leiths and Ferguson Transport, has spent the last four months resurrecting the dry dock, which is over 160 metres in diameter and over 13.5 metres deep at the highest tide.

A contract was let in January 2017 to Harris Pye, a south Wales marine engineering contractor, for the refurbishment of the two huge concrete gates weighing over 13,000 tonnes each. This included the manufacture of new gate seals and flooding tube covers, which have now been installed.

The contract has had its challenges, as there is no operating manual for the dry dock, which was famously used for the fabrication of the Ninian Central concrete oil production platform in the late '70's. The platform was the largest man

made object to move across the face of the earth at that time.

After 14 weeks of intense activity at the site, seven 12" submersible pumps started dewatering the dock, which took over seven days to empty the 200,000 m3 of water. The dry dock is now dry and work is now focused on removing the accumulated silt and debris from its concrete floor.

It is anticipated that the first contract for the use of the dry dock will be to fabricate eight 16,000t floating concrete caissons for the Kincardine Offshore Windfarm, due to be installed 19 km off the coast south of Aberdeen. Casting of the first prototype structure is programmed for August this year.



The Dry Dock
being
pumped

Work has begun to demolish an iconic, century-old Aberdeen chimney, at Woodend Hospital

LAWRIE DEMOLITION WERE CONTRACTED BY CHAP CONSTRUCTION TO DEMOLISH THE REDUNDANT CHIMNEY IN ABERDEEN, ORIGINALLY THE SITE OF THE OLD MILL POORHOUSE.

Scaffolding has been erected at the Woodend Hospital chimney ahead of it being brought down brick by brick. Under plans lodged and approved by Aberdeen City Council last year, a new flue will be erected in place of the old one. The existing structure, which is thought to have been built around 1907 to serve original coal fired boilers, sits on top of a six-metre high granite plinth. Above ground, it stretches to a height of almost 32 metres.

A spokeswoman for NHS Grampian said: "We are investing £2 million in a replacement boiler plant at Woodend

Hospital. This will provide heat and steam for the whole site and save NHS Grampian around £500,000 per year."

During the planning application a letter from Hazel Johnson, Heritage Management Officer at Historic Scotland, stated that the organisation had no issue with the structure's removal. It was also determined that retention of the chimney would have to involve a partial demolition and rebuild. The cost of this was deemed too great to be justified for what would ultimately be a redundant feature.



Woodend Chimney with scaffold

C&S CONTRACT UPDATE

AIRPORT EXTENSION WORKS FOR BALFOUR BEATTY

Leiths Construction and Surfacing division recently completed the Airport extension works on behalf of Balfour Beatty. The project was completed ahead of schedule and Balfour Beatty's Project Manager, Mr Chris Summers commented, "Thank you for the professional conduct and excellent quality of the surfacing".

DYCE DRIVE CYCLE IMPROVEMENT WORKS

Leiths Construction and Surfacing were successful in winning the ACC Dyce Drive Cycle Improvement works through Kirkhill Industrial Estate. The 1km of footpath started in early March and has a duration of 10 weeks. The £390k value works will be challenging due to the large volume of industrial traffic and short timescale for completion.



ABERDEEN EXHIBITION CENTRE

The Construction and Surfacing department has recently secured the new Aberdeen Exhibition Centre surfacing works and associated junction improvements contract.

The works are worth £3.5m and involve circa 30,000T of coated material. Works will not be completed until 2019 but the majority of the coated material is scheduled for 2017.

ARNOLD CLARK VEHICLE STORAGE FACILITY AT DUFFSHILL



Construction and Surfacing have also been awarded the new Arnold Clark vehicle storage facility at Duffshill. The current site will be transformed to hold circa 300 new vehicles which will also be their main depot for surveillance of all their Aberdeen based showrooms. The £680k works involve 1000T of surfacing material and in excess of 15,000T of type 3 sub-base supplied locally from Blackhills Quarry.

PRIME 4 WORKS FOR SIR ROBERT MCALPINE

Leiths Construction and Surfacing division have now completed the Prime 4 Plot 10 works for Sir Robert McAlpine mentioned in our last newsletter.

The works, valued around £1million, were completed ahead of schedule. SRM Project Manager, David Rice, was delighted with the quality snag free finish to the prestigious development.



Bats found at Demolition Site

LAWRIE DEMOLITION WERE CONTRACTED BY ROBERTSON HOMES TO DEMOLISH RHUARD HOUSE, IN WESTERCRAIGS, INVERNESS TO MAKE WAY FOR A HOUSING DEVELOPMENT BY ROBERTSON HOMES.



Brown Long Eared Bat



Pipistrelle Bat

The work was scheduled to be carried out in two phases, the first phase being to carefully remove the roof slates and timber sarkin under the watchful eyes of an ecologist who would monitor for the presence of bats. During the first phase, one Pipistrelle bat and one Brown Long Eared bat were found, both of which were carefully removed and lowered to the ground using a cherry picker. The bats were placed in specially erected bat boxes located in the large trees close by and, once the ecologist was satisfied no other bats were present, the building was mechanically demolished.

MARKON WELCOME NEW ARRIVALS

MARKON HAVE RECENTLY TAKEN DELIVERY OF SOME EXCITING NEW ADDITIONS TO ITS FLEET IN THE SHAPE OF THREE BRAND NEW VOLVO FL 13 TONNE SCREED TRUCKS AND A CUSTOM BUILT WINTER GRÜN WTE 251 ROAD MARKING MACHINE.



The Volvos, on the FL342 chassis, can accommodate a 3 man crew with plenty of space for storage of all the equipment they require to carry out the job. The Euro 6 engines meet the latest environmental standards and the back end body and marking equipment, built by long time supplier, Somerford Equipment, is more compact and streamlined than the 18 tonne vehicles they have replaced.

The state of the art winter machine (pictured outside Markon's Cumbernauld HQ) provides more flexibility than its vehicle mounted equivalent as its design allows access to smaller sites. It delivers a high standard of application for both thermoplastic screed and extrusion.

Markon Transport Manager, Carl Olufsen, is delighted with the new acquisitions stating, "These new additions to our fleet not only provide us with efficient and economic methods of meeting the needs of our clients to the highest level but also enhance our positive image in the industry."



THE ROAD PLANING DIVISION OF MARKON HAS ALSO RECENTLY TAKEN DELIVERY OF TWO STATE OF THE ART WIRTGEN W250I PLANERS AS REPLACEMENTS FOR THE OLDER W2200 AND W2100 MODELS.



These machines are the latest development from Wirtgen and are at the cutting edge of technology for road milling machine design. The new Wirtgen W250i has some innovative features such as the new dual engine concept, for extra low fuel consumption and reduced exhaust emissions combined with the adblue technology. High milling performance can still be achieved with the huge 1010 horsepower output which can remove a jaw dropping 1603 tonnes per hour when milling 350mm of road surface in one pass.

Wirtgen recognised that the health and wellbeing of the operating crew deserved particular attention in the design of this machine and the W250i is equipped with a vacuum cutting system to extract fine material particles. By creating a negative pressure in the milling drum housing and with a mix of air and water vapour, it is then evacuated from the drum housing and fed back into the stream of milled material on the discharge

conveyor via a hose system. Better air quality and visibility is achieved around the working environment of the machine and, of course, around the crews and members of the public. This can easily be seen in the photograph showing the machine in operation with no dust cloud surrounding the workforce.

These machines come into their own when working on overnight closures. With the help of two high resolution colour cameras strategically fitted to the machine they give the operator as much visibility as possible as to what is happening around him while the machine is in operation. The working area is further floodlit with mounted LED lights. Other features introduced by Markon for night time operations is the banksman light system which gives silent stop and go instructions to the truck drivers. This, coupled with the machine crew members and HGV drivers all in communication with each other via Pelter Lite/com communication headsets, is a major Health and Safety feature introduced in our drive to prevent accidents and injury whilst working with these machines in confined work spaces and often overnight.

Most importantly, our clients, the Scottish Trunk Road Network operators and blacktop contractors are benefiting from our investment, as we can achieve high outputs in as short a time as possible to allow re-surfacing and keep roads open to traffic in a timely manner.

Our highly-trained crews have all completed an intensive three day course in the operation of these machines which use the latest in computer technology to run and monitor every function. Their skills are further recognised by our clients, as Markon is the Planing Contractor of choice when it comes to the more intricate types of work on road bridges and airfields where level control is critical.

Leiths Support Flood Hit Community



LEITHS HAVE RECENTLY BEEN INVOLVED IN A PROJECT TO RESURRECT THE BALLATER CARAVAN PARK.

Ballater was badly affected by the terrible flooding in December 2015, when the River Dee burst its banks with catastrophic consequences to the community of Ballater and the surrounding area.

One of the locations severely hit was the Ballater Caravan Park with the flooding decimating the site.

With the help and hard work of local businesses, the park opened again just four months after the floods, with Leiths lending support in the donation of materials.

The latest supply of material will allow for a further 14 pitches to become available for let at the start of the 2017 season, bringing much needed custom to the park and local businesses.



BBC FILMING AT TORRIN

LEITHS WERE RECENTLY CONTACTED BY BBC ALBA WHO WERE LOOKING TO MAKE A PROGRAMME ABOUT THE SOUTH OF SKYE.

Jamie Kieran, Assistant Producer/Director on the Gaelic Children's programme, Lorg (pronounced Lorag, and meaning find or discover), contacted Torrinn Quarry in the hope that they would be able to feature Leith's Skye marble, the Quarry and the narrow gauge railway that used to run from the Quarry in the south west of the Isle to Broadford in the north east.

Lorg is a children's series coming directly from the communities of Scotland. It is presented

by Mairi MacLennan, helped by young local Gaelic speaking children from a local community who show Mairi specific stories of historical and social importance. For Skye, they wanted to look at the stories behind the stories of such varied subjects as the Vikings, ponies, folklore and football.

Following discussions, it was agreed that filming would go ahead in March, making sure all the relevant health and safety requirements had been put in place.

On the day of filming, the BBC film crew and children arrived on site and were given a site induction by Diane Housley, Torrinn's Weighbridge Operator, ensuring they were all suitably dressed for visiting the site.

The film crew and children were escorted by Diane and John Angus Mackinnon, Quarry

The Skye Marble Quarry at Torrinn opened in the early 1960's. Skye Marble is still being sent all over the British Isles and, at one time, some Skye Marble was sent over to the Falkland Islands. It is also said that there is a piece of Skye Marble in the Vatican.

Supervisor, to the bottom of the quarry, where John Angus had set up a safe area for the children to be filmed, watching John Angus excavate the marble. Filming included looking at the crushing process and the secondary crusher where the children had a look at the mag lime. John Angus explained what all the various products produced were used for – i.e. 6mm Skye Marble is used as a harling chip and mag lime is used to spread on farmer's fields. He then talked to the children about how the washing plant washed and sorted the stones into the final products.

Towards the end of filming, Jamie, the director of the programme, showed John Angus and Diane a Sgian Dubh, which he was given last year as a wedding present, which had been made for him with a piece of coloured Skye Marble set into the end of the hilt.

The film crew were on site for around two hours and it was a very enjoyable morning for all concerned. All the filming was done in Gaelic – the native tongue of Skye.

Leiths are always proud to support local community projects.



The camera crew, children and Mairi MacLellan filming at Torrinn Quay, Isle of Skye

Local Exhaust Ventilation (LEV) Training

Leiths held a series of LEV awareness training sessions at Rigifa which were attended by personnel from Markon, Technical and Plant & Fleet personnel.

The course was received well with a great deal of practical demonstrations of what good LEV systems look like and where systems can be ineffective.

The course itself was delivered by an HSE approved occupational hygienist following the BOHS (British Occupational Hygiene Society) criteria in the fundamentals of local exhaust ventilation systems.

These courses coincide with the installation of a new bespoke LEV system for the

fabrication workshop at Rigifa which has been operational since the start of the year.

Due to the success of this course further sessions are now being planned.



OFFICE HEALTH AND WELLBEING LEITHS JOIN BREATHE FREELY



Gemma Anderson, Leiths IMS Assistant, recently attended a conference held by Breathe Freely, a campaign aimed at controlled exposures to prevent occupational lung disease in the construction industry.

It's no secret that construction workers are at high risk of contracting lung disease from the work that they do. Last year, approximately 3,500 people died from lung cancer caused by past exposures to asbestos, 500 more from silica dust, and another 5,500 diagnosed with occupational cancer.

What is less well known is that there's a solution: most of these industrial diseases can be prevented – by recognising the real hazards, evaluating the risks of being exposed to them, and then effectively controlling those exposures (also known as good occupational hygiene practice).

Breathe Freely and take control

Breathe Freely is a collaborative initiative, led by BOHS in partnership with Constructing Better Health, Land Securities, Mace and the Health and Safety Executive [HSE], which aims to help prevent lung disease in construction workers. Targeted specifically at managers and site supervisors within the construction industry, the aim is not just to raise awareness of the problem but also to effect action by providing practical solutions through sharing of best practice and encouraging implementation of effective exposure control.

Leiths are proud to support such a campaign and are confident that the practices in place on our sites, deliver the best occupational support we can provide to our staff.

VEHICLE MOVEMENTS INITIATIVE



Leiths Safety Initiative for 2017 focuses on vehicle movements onsite. This initiative is aimed to raise awareness of the interaction between vehicles, plant, structures and people.

In 2016, the group had a total of 57 reported incidents and near misses where either damage occurred or dangerous occurrences were witnessed involving

vehicles or mobile plant.

Every year in the UK, there are accidents involving transport in the workplace, some of which result in people being killed. People are knocked down, run over, or crushed against fixed parts by vehicles (e.g. HGVs, lift trucks and tractors), plant and trailers.

A strategic message will be delivered using safety tours, SHE committees & poster campaigns with feedback being sought for action to be taken where necessary.

As with all workplace hazards, we encourage all personnel to report unsafe behaviour and conditions to their Line Manager.

If we know about it, we can act on it.

NEAR MISS REPORTING



The Company needs you!

Let's try to make our workplace healthy and safe for everyone!

We have seen a welcome increase in near miss reporting over the last few years. This has allowed there to be targeted safety and awareness campaigns to reduce the risk of reoccurrences.

A near miss is, in broad terms, a close call – it may be a condition or activity that could have injured someone or resulted in damage to plant or equipment.

We actively encourage near miss reporting and look upon these near misses as an opportunity to prevent an accident before it happens. This message has been a regular theme in safety initiatives and is also relayed through inductions and training sessions but we do need to hear about all of them.

We need to think of it as preventing accidents and not "informing" on workmates.

We can only make this process work with your help – if you are thinking "that doesn't look too safe" or "that's an accident waiting to happen" then report it.

Let's try to make our workplace healthy and safe for everyone.

Near misses can be reported anonymously through the Near Miss Card pads which can be found onsite as well as being handed to your Manager.

These can also be sent through to the HSEQ department at Cove or Markon.

Supply of Concrete for the Renewables Industry

2016 SAW LEITHS SUPPLY LARGE VOLUMES OF STRUCTURAL CONCRETE TO A NUMBER OF WIND FARMS IN THE MORAY/ABERDEENSHIRE AREA FROM OUR CONCRETE PLANTS AT PARKMORE AND MIDLAIRGS.

Vento Ludens gained consent to construct a wind farm with a total of six turbines at Edintore Farm, 4 km South of Keith, and awarded the contract to Raymond Brown Construction. The concrete foundations for the turbines averaged 350m³ with the largest base being 490m³. The wind farm was completed in March 2016 and has a total installed capacity of 21 MW which will generate roughly 53,000 MWh annually. This is enough clean energy to meet the average electricity needs of 11,277 homes.

After successfully completing Edintore, Raymond Brown awarded Leiths the concrete supply to Cairnborrow wind farm which was for five turbines, 6km North West of Huntly. Concrete supply for the foundations started in July 2016. The foundations for each base required 370m³ and was supplied from Parkmore. Edintore became operational in January 2017 and will generate enough clean electricity to power over 5,700 homes.

Leiths also supplied concrete to RJ Mcleod Contractors for the Hill of Glaschyle Wind Farm near Forres which is Muirden Energy's largest project to date. Concrete supply to the twelve turbine wind farm started in February 2016 and was completed in June. When fully operational, Glaschyle will have a capacity of 27.6MW. This project is a joint venture between Muirden Energy and the Logie Estate with energisation scheduled for March 2017.

2017 will hopefully see Leiths involved in more material supply to other renewable projects. Dorenell Wind Farm on the Glenfiddich Estate, near Dufftown, already has consent for 59 turbines and Tom nan Clach Wind Farm on the Cawdor Estate has consent for 13 Turbines. Leiths are well situated for both of these projects having quarries, concrete plants and resources to meet the demands of these challenging projects.

Cairnborrow construction



Why do we have Occupational Health?



As part of your job you may work in a noisy or dusty environment, or you may work with hand-held vibrating tools. If you do, it is the employer's duty to ensure your health is not damaged by your working environment or the job you do.

Recommendations may also be made to ensure that appropriate personal protective equipment, for example hearing

protection or a face mask, is available. It means you may be seen periodically for tests to ensure that you remain well and that no aspect of your work is causing you any ill health.

Health surveillance ensures that early signs of ill-health can be detected and dealt with promptly before becoming a long-term problem. Appointments are scheduled for

all operatives within the working day.

Occupational Health Assessments and Health Referrals are carried out for the Company by Dr. Peter Snape from the Well Being Occupational Health Consultancy and Vaccination Centre.

49% of total operational employees have now been assessed in the six month period since the end of August 2016.

EXAM SUCCESS FOR LEITHS

Graeme Kinghorn, Group Finance Director

Training within the Leiths Group takes many forms. Whether it is directly related to Health and Safety, Technical Development or driven by legislative or other reasons, it develops the individual involved and improves individual and, ultimately, company performance. Another form of training supported by Leiths involves a small number of staff who are striving to achieve Professional Qualifications wholly in their own time. This has resulted in a number of recent exam successes as their hard work is rewarded.

Nichola Greig, Leith's Payroll and HR Co-Ordinator, recently completed the CIPD Level 5 Intermediate Certificate in Human Resource Management after commencing it thirteen months previously. This involved a mix of weekend and evening workshop and classes conducted via the internet along with good old swotting. Nichola is now an associate member of CIPD (Chartered Institute of Personnel Development) and is taking a breather before she embarks on the Level 7 advanced certificate.

Amanda Ross, Purchase Ledger Assistant, started her studies for the CIMA (Chartered Institute of Management Accountants) Certificate in Business Accounting in July 2013 and achieved it in December 2016.



Five modules were covered over subjects such as Financial and Management Accounting, Economics, Corporate Governance and Ethics using online self-study and, of course, good old swotting. Mandy now moves onto the next level (Operational) and plans to sit her first exam at this level later this year.

Laura Bisset, Management Accountant, started studying towards the ACCA (Associate of Chartered Certified Accountants) qualification in 2014. In total there are 14 written exams to complete covering all areas of Finance, Accounting and Taxation. Laura is now more than half way through these having recently passed the Financial Reporting paper and has been awarded her Advanced Diploma in

From L to R – Mandy Ross, Nichola Greig and Laura Bisset

Accounting and Business, and has 5 exams left. Laura has found that getting the right balance of textbooks and online revision is not as straightforward as you would think as the syllabus is very wide ranging.

I know from personal experience how time consuming it is to undertake this type of study, having spent three years obtaining my professional qualification over twenty years ago, so very well done to the girls on their achievements to date. They have all invested a significant amount of their personal time and effort getting to this stage and I am sure that their success will continue.

CONSTRUCTION WORKER HELPLINE

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?

LIFE DOESN'T ALWAYS GO TO PLAN. THE CONSTRUCTION WORKER HELPLINE OFFERS YOU FREE SUPPORT AND GUIDANCE IN TIMES OF NEED.

Call in confidence FREEPHONE 0808 801 0372

Lines are open 8am to 8pm – 7 days a week

B&CE's Charitable Trust set up the Construction Worker Helpline so you can feel confident speaking to a friendly voice, knowing they've the experience to point you towards the help you need.

B&CE is a not-for-profit organisation with a clear focus on its members. The helpline was launched to help even more workers in construction.

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.)

Employee Updates and Recent Promotions

BRIAN COGHILL

January saw a new Manager in place at Achilty Quarry. With Richard Johnston taking up the role of Quarry Manager at Mid Lairgs a replacement was required.

Brian has sixteen years' experience in quarrying and construction and brings a wealth of experience to the role. He has worked offshore and travelled across the world in his previous role with Sparrows Offshore Services. Brian has operated many different machines during his 16 years including cranes, HGV Class 1, excavators, shovels and dumpers. He is also experienced in blast design and shot firing. Brian is a time served mechanic, gaining his apprenticeship while working at Ardgay Garage in the early eighties. His local knowledge is also an added bonus.

Brian lives in Bonar Bridge and is a member of the Creich Community Council.

We are very pleased to welcome Brian to the team and are delighted to have found such an experienced individual to continue the good work carried out by Richard.



RICHARD JOHNSTON

Richard took up his new role as Quarry Manager at Mid Lairgs in January this year.

Richard was previously Manager at Achilty for three years after joining Leiths in January 2014. He was recently seconded to Sconser Quarry for four months as Quarry Manager to assist the Highland Council until they recruited a Manager of their own. Richard thoroughly enjoyed his time at Achilty and is looking forward to the challenge of his latest career move at Mid Lairgs.



MARK EDWARDS

Congratulations to Mark Edwards on his promotion to Quarry Manager at Northlasts Quarry.

Mark was previously Supervisor at Northlasts since November 2013. Mark has settled in to his new role extremely well as the site has been very busy and he is looking forward to the challenges that lie ahead.

New Asphalt General Manager

WE ARE PLEASED TO ANNOUNCE THE RECENT APPOINTMENT OF CHRIS RODERICK AS OUR ASPHALT GENERAL MANAGER.



Chris is responsible for the general management of our asphalt business with particular focus on quality, production and customer interface throughout the Groups' locations.

At the age of 18, Chris started his quarrying career in 1986 with Wotton Roadstone as a Laboratory Technician in South Wales. From there he moved to Pioneer Asphalt as Senior Technician and eventually ran the labs in South Wales & the West of England. In 1995 Chris got his first production role, still with Pioneer, running two asphalt plants at Forest Wood Quarry. This role progressed to him becoming the Quarry Manager.

Since then Chris has worked for both national and family run quarrying companies. He has gained a wealth of experience during this time not only with asphalt but with concrete, blockworks and surfacing operations. Latterly Chris even ventured into open cast mining for a period.

Chris commented, 'In joining Leiths I have come back to my core disciplines of asphalt technology and production. I very much enjoy a multisite role and being involved in different aspects of the business.'

Chris has 3 grown up children and a grandson. In his spare time, he enjoys following rugby and exploring new places.

QUARRY FITTERS AWARDED VQ'S

Campbell McNab (centre) presented Martin Forret (L) and Michael Grant (R) with their VQ Certificates for the most recent Mineral Processing Qualification Council/Safety Pass Alliance course.

This course was the seventh of its kind to be delivered in-house by Leiths and cements the high levels of competence that have been attained by our maintenance and fabrication personnel throughout the group.

This course will continue to be delivered to new maintenance personnel and the next campaign will see the laboratory personnel being presented for this qualification.



Neil Anderson retires on his 17th year with Leiths

NEIL ANDERSON RETIRED ON 31 MARCH 2017 HAVING WORKED IN OUR INDUSTRY FOR ALMOST 50 YEARS.



NEIL STARTED OFF IN ENGLAND WORKING FOR MESSRS. SANDBERG ON THE CULLOMPTON BY-PASS WHICH THEN BECAME THE M5 IN FEBRUARY 1968.

After a spell in Wales on a major road, he moved to Zambia in 1971 where he spent over two years gaining experience in general road construction and Marshall asphalt working for Burton BMG Construction.

Neil returned to the UK in 1973 and worked on the M5 motorway before going to the Sultanate of Oman in 1974 where he gained further experience in concrete pavements and Marshall asphalt. In 1976 he travelled to Nigeria to carry out a soil survey and borrow pit location for a proposed road in central Nigeria. In 1977 Neil was stationed in Sandberg's central bituminous laboratory in London and also did some Marshall asphalt work on the Tornado test runway at BAC Warton.

In 1977 Neil left Sandbergs and joined Pauling PLC who were part of the London & Northern Group and worked in Qatar on port works. From September 1979 until July 1983 Neil attended the University of London where he was awarded a BSc in Civil Engineering.

From 1983 until 1988 Neil was based in London but travelled widely to the Middle East, India, Pakistan and the Philippines. From 1988 Neil worked as an independent consultant working primarily for the Dutco Group in Dubai and Pauling PLC in London. During this time, he was involved in a successful pavement arbitration in Dubai and gave advice on specification parameters for various overseas contracts and on crushers

and production plants to produce materials to high specifications.

From 1995 until 2000 Neil was working for Dutco Balfour Beatty and Dutco primarily on the Burj Al Arab hotel project, the rehabilitation of a major Dubai road and managing the Dutco micro-tunnelling division in Dubai and Abu Dhabi.

IN JUNE 2000 NEIL RETURNED TO THE UK WITH HIS FAMILY AND STARTED WORKING FOR LEITHS.

During his 17 years Neil has been instrumental in developing an Integrated Management System which combines our organisations systems and processes into one complete framework, enabling us to work as a single unit with unified objectives.

Amongst the many other roles required of a Technical Director, Neil has designed many new proprietary asphalt and concrete mixes tailored to specific applications. Neil is very passionate about construction materials and the industry at large and it's this commitment that has contributed to the success of Leiths being 'built on quality'.

40 years in the Quarrying Industry



Scott (L) being presented with his IOQ Medal by Grant Milne, Managing Director of the Quarries Division.

Scott Train, Quarry Manager at Lochhills and Nether Park Quarry was recently presented with his personally engraved Institute of Quarrying medal for completing 40 years' service within the industry.

Having finished a summer placement at a local quarry Scott had his mind set on pursuing a career in quarrying when he finished school. He secured sponsorship from Tarmac to allow him to complete his quarrying qualifications down in Doncaster. He has worked for many of the large nationals such as Aggregate Industries, Hanson, Cemex and Breedon before joining our organisation in December 2013.

Scotts' career has taken him from South West Scotland via the Lake District, Chorley, North Wales, Suffolk, Cambridgeshire, Shropshire, North Yorkshire and finally to Aberdeenshire. He has managed hardstone, limestone and sand & gravel quarries including asphalt plants, wharfs, brick plants and concrete plants.

Scott commented, 'Enormous changes have occurred in the industry to make it safer and more environmentally friendly.

It is the people that make this job so enjoyable with their dedication, vision and commitment.'

Long Service Award

HIGHLAND LIME 2017



Charlie (R) with Kevin Sargent, Quarries Operations Manager.

This January marked the 40th year in the Industry for Charlie Smith at Highland Lime, Torlundy Quarry at Fort William.

Charlie started his career with Robert Howie & Sons at the brickworks in Fort William before moving across to Torlundy to operate the mills. Throughout his time he has been heavily involved with the milling operation at Fort William and continues to do so even now.

It is a fantastic achievement to reach 40 years with one company, and to spend those 40 years in the same area is almost unique.

A Day in the Life of . . .

James Allan Precast Supervisor at Montrose Precast

JAMES HAS WORKED IN THE PRECAST INDUSTRY FOR 25 YEARS SINCE HE LEFT SCHOOL AND HAS BEEN EMPLOYED BY LEITHS FOR NEARLY 19 YEARS AFTER JOINING THE GROUP IN AUGUST 1998.

James' typical working day starts at 7.00am when he has to open the gates and get the factory ready for the working day. His first task is normally taking part in the daily team brief accompanied by Derek Wellington, Senior Finisher and the office staff. The morning brief is a key function of the day which covers anything from general health and safety matters to reviewing the production programme and customer deliveries. The health and welfare of the workforce is of paramount concern and James spends time ensuring the factory and equipment is safe for the workforce to begin their daily work. James feels that over the years the health and safety standards of his factory have continued to improve and he is an avid supporter of carrying out regular tool box talks, encouraging the team to report near misses and sits on the Safety Committee. James commented good housekeeping also forms the basis for a safe working environment which he fully supports.

Having shown the key attributes for career development James, started training in 2013 to take over the Supervisors role at

Montrose Precast. In 2015, he officially became Supervisor of the factory team. He has relished the new responsibilities that the job has brought and has enjoyed lifting the outputs and quality standards of his team.

"Improvements are a daily occurrence", James commented. However, a significant change came when the site invested in a volumetric mixer which has been recently trade marked as 'QUICKmix'. The new unit replaced the older less versatile mixer within the factory. The volumetric mixer has proven to be a great success. This unit not only mixes all the concrete required for the pre-casting team but also produces ready-mix concrete for outside customers as well as servicing external collect customers.

There have been a lot of improvements at Montrose Precast during the past 12 months which have included reorganising and tidying the yard which has been positively commented on by customers and delivery drivers alike. New systems have been put in place to reduce incidents and accidents. A '3 Positives Points' plan has been introduced. This plan sees the workforce putting forward 3 positive points which they felt were achieved in the week. James feels this promotes a positive team philosophy and improves the attitude to work throughout his precast team.

James feels he has a good team behind him at Montrose, open to change and modernisation to constantly keep improving. He says, "Things have changed a lot since I started in this factory when it



was owned by Robert Pert. Then it was a small local business but since Leiths took over it has expanded and changed for the better".

James contributes to the scheduling of the work programme for the factory and this has resulted in a substantial progress at Montrose. "Sales are growing and my team continue to hit new record outputs which is a fantastic achievement."

He has also formed good working relationships with many of the regular customers at Montrose; they will often ask James for advice and have complimented him on his skills and his quality of work.

James has been married for 10 years to wife Donna, and has two young children, Emma, 7 and Jamie, 6. He is a Rangers fan and enjoys going to games when he can. He enjoys spending time with his family and taking his children for walks at the weekends.

COMPETITION - Issue 8

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

What is the average age of the Leiths Group work force at April 2017?

Is it:

A: 35

B: 45

C: 55

Entrants should send their answer, including name, place of work and contact details to **Caroline Anderson** (canderson@leiths-group.co.uk) by **9 June 2017**.

The winner will be randomly picked from all correct entries and featured in the next edition of Leiths News.

Good Luck!

COMPETITION WINNER Edition 7

Thanks to everyone who entered the last Leiths News Competition in edition 7.

The competition gave employees an opportunity to win £100.00 by answering a number of questions in our Construction Quiz.

The lucky draw winner was:

GARY ROBERTSON, MEASUREMENT ENGINEER, BASED AT HEAD OFFICE IN COVE.

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 9EQ
T: 01997 421122
F: 01997 421145

SERVICES (See Key)

C D F K R

5. Mid Lairs Quarry

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

SERVICES (See Key)

C D F J K N O

6. New Forres Quarry

Leiths (Scotland) Ltd
Rafford
Forres
Moray, IV36 2RQ
T: 01309 671188
F: 01309 671199

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

Leiths News is published for employees, customers and colleagues of the Leiths Group and its associated companies by Leiths Scotland Ltd, Rigifa, Cove, Aberdeen, AB12 3LR.

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

LEITHS
Built on Quality