



Leiths NEWS

The newsletter of Leiths (Scotland) Ltd

Produced for our Employees, Customers and Colleagues.

New Concrete Plant for Blackhills Quarry

page 3




Leiths Awarded Certification
Leiths Safecontractor certification renewed for another year and also awarded exceptional score from Achilles UVDB
page 6



Mixers and Powder Tankers
New Mixers and Powder Tankers boost concrete supply and delivery payload capabilities
page 7



A Day in the Life ...
Duncan Finlayson gives an insight into his past and his working life with nearly 20 years in the Quarrying Industry
page 11



Built on Quality

www.leiths-group.co.uk

Welcome to Leiths NEWS

In this issue

Impact of Rising Fuel Costs	p3
New Concrete Plant for Blackhills Quarry	p3
Leiths Torrin Quarry	p4
Milton Bridge Project	p4
A90 Charleston to Damhead Northbound Reconstruction	p4
M&M Road Surfacing Limited Recent Contract Awards	p5
Lawrie Demolition Invest in new Excavator	p5
Prime 4 Business Development Kingswells	p5
Markon Build New Head Office in Cumbernauld	p6
Markon awarded further works from Scotland Transerv	p6
Leiths Awarded Certification	p6
Markon Wins Substantial Schools' Work	p7
New Mixers and Powder Tankers	p7
Health & Safety	p8
New Product Launch	p9
Kishorn Developments	p9
Leiths People	p10
A Day in the Life of ...	p11
Workplace Pensions Law	p11

Message from the Chairman

I am very pleased to introduce this 1st edition of our company newsletter, Leiths News.

The newsletter is one of our initiatives to improve the understanding by all our stakeholders of what the Group is about; its member companies, their activities and interesting facts and news about what is happening around the company.

There are signs that the business is slowly recovering from the slump experienced in our industry since 2009. Our performance is broadly in line with our forecasts, but there is still a long way to go before we return to the levels achieved in 2008.

Fortunately, we believe there are busier times ahead, and providing we all pull together, there is a good chance that we will get back to these levels of profit, thereby allowing the Group to continue to invest and expand.

Ian Leith



Get in Touch!

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

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

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

Caroline Anderson, Editor

T: +44 (0)1224 293260

E: canderson@leiths-group.co.uk

www.leiths-group.co.uk

The Impact of Rising Fuel Costs

WE ARE ALL AT THE MERCY OF THE OIL PRODUCING NATIONS WHEN IT COMES TO THE EVER INCREASING COST OF FUEL.

Leiths are no exception, with the slightest increase in cost at the pumps having a significant impact on our business. To give you a brief insight, our monthly fuel use of white diesel across the Group averages out at 250,000 lts. So for every £0.01/lit increase, we are faced with a monthly rise of £2,500 which equates to £30,000 per year.

When you hear of £0.03 and £0.05/lit increases I'm sure you can appreciate why we start to get a bit concerned. There are a number of ways we can alleviate the burden and that is to ensure we purchase our fuel wisely and reduce our overall fuel use.

We encourage all our employees to utilise our bunkered fuel as much as possible and limit the use of fuel cards. We can buy bulk fuel far cheaper than you can at the garage forecourt.

If using the fuel card, make sure it's from a cheap outlet which is normally the main supermarket chains such as Asda and Tesco.

In terms of reducing our fuel usage, consider the following:

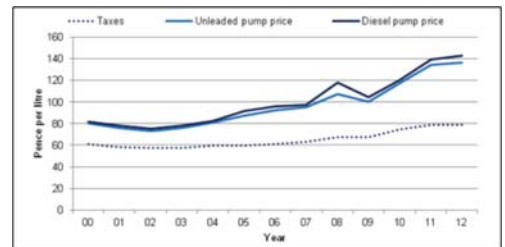
- Is the journey necessary?
- Can you car / van share?
- Drive within speed limits.
- Check tyre pressures.
- Do not leave your vehicle idling, switch the engine off at every opportunity.
- Don't drive with windows open or lorries with covers off.



by GRANT MILNE
*Managing Director,
Quarry Division*

All of these measures, however small you think they are, collectively can yield significant gains to our business performance. It's all about changing our culture and mindset.

Can I leave you with this thought: if everyone in Scotland turned off the cold water tap when brushing their teeth, collectively the country could save 78 million litres of water per day!



New Concrete Plant for Blackhills Quarry

THE PLANT WAS PURCHASED FROM NORTHERN IRELANDS MCCROY ENGINEERING. JOHN HOPE ENGINEERING WAS APPOINTED AS THE BUILD CONTRACTOR WITH THE FIRST CRANE LIFTS TAKING PLACE ON 29 APRIL 2013.

The new plant is significantly larger than the existing Winget concrete plant which was installed back in 1993. The McCrory plant benefits from a 2m³ pan mixer which is capable of producing up to 80m³ / hr with the added advantage of two mixer truck loadouts. This size of mixer should allow us to load an 8m³ mixer truck in approx 6 mins and greatly improve turnaround times.

The new plant has five 50t aggregate hoppers which will give us added flexibility with the type of aggregates we incorporate into our mixes. Two 80t silos are in place for holding our OPC and other powders such as GGBS or PFA with potential for a third silo to be added in the near future.

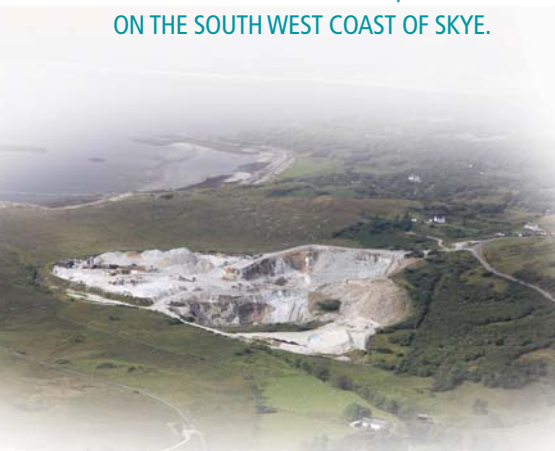
“ This is indeed exciting times as construction works in Aberdeen are likely to remain buoyant for a good number of years. Having our new concrete plant on stream will boost our manufacturing outputs and greatly improve our service delivery. ”

Grant Milne,
Managing Director, Quarry Division



Leiths Torrin Quarry

LEITHS TORRIN QUARRY IS LOCATED NEAR THE CROFTING TOWNSHIP OF TORRIN AT THE HEAD OF LOCH SLAPPIN, A SEA LOCH ON THE SOUTH WEST COAST OF SKYE.



Torrin quarry specialises in the production of a white marble decorative aggregate which is used throughout the UK. In addition to the normal range of construction aggregates, the quarry also manufactures high quality ready mix concrete and produces a high magnesium agricultural lime.

The unique geology of the quarry makes the site extremely popular with student and amateur geologists throughout the summer months. Torrin and its surroundings is one of the classic areas for teaching geology in the UK.

Why is there a quarry in such a remote location and what is the attraction to geologists?

The quarry extracts Skye marble, a dolomitic marble from the Durness Limestone Formation. The marble was formed when the limestone was metamorphosed by intrusion of the Beinn an Dubhaich granite.

The mineralogy or composition of the limestone was changed by the immense heat from the molten granite. Changes to the mineralogy also took place when the quarry was intruded by dolerite dykes.

The unique mineralogy at the contact or 'skarn' between the marble and the igneous intrusions contains a wide range of exotic minerals, some of which were first identified in the Torrin area. It is the opportunity the quarry gives to study this contact metamorphism that is the attraction to students, with the opportunity to



pick up a particularly attractive or rare rock specimen.

Thanks to this effect by the granite, Torrin quarry is blessed with an extremely attractive and durable decorative aggregate. The mineralogy of the marble allows Leiths to produce concrete with exceptionally high strengths and to produce a specialist agricultural lime which is ideal for use in both acidic soils and in areas where magnesium is deficient in the soil.

- Earliest records of quarrying in the Torrin area date back to 1703.
- The current quarry opened in 1960 with Leiths taking over the quarry in 1986.
- The quarry is the main employer in the Torrin area.
- Skye marble was used in Iona Abbey and Armadale Castle. It is rumoured to have been used in the Vatican.
- Agricultural lime from Torrin is used on grassland to help prevent grass staggers a disease in dairy cattle caused by magnesium and calcium deficiency.
- Local lapidary experts produce a range of craft jewellery which exploits the varied and attractive mineralogy of the Skye Marble.
- With Torrin located close to Loch Slappin the quarry floor is below sea level.

Milton Bridge Project - Fusilier Field

LEITHS COMPLETED THE INSTALLATION OF A NEW STATE-OF-THE-ART ARTIFICIAL FOOTBALL PITCH IN JUNE 2013 ON BEHALF OF DIO (DEFENCE INFRASTRUCTURE ORGANISATION) ON AN AREA OF WASTE GROUND IN MILTON BRIDGE, WEST LOTHIAN.

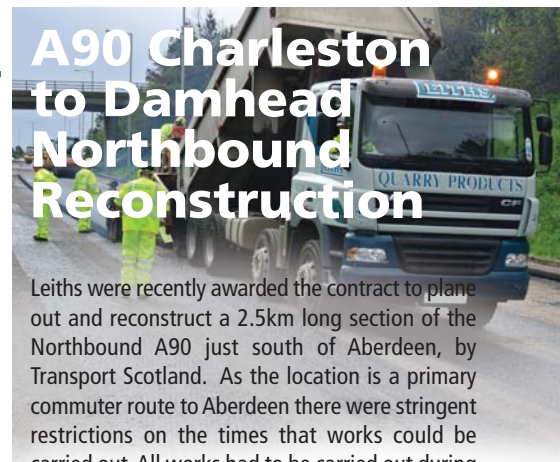
The works included the remediation and removal of asbestos containing materials and other contaminants by Lawrie Demolition. This contamination was the result of previous demolitions over a number of decades that had left contaminants on site. The decontamination was no easy task as the weather was some of the worst encountered for some time. The team on site had to battle with flooding, gale force winds and heavy snow, before eventually ridding the 10,000m2 site of contaminants and clearing the way for the construction of the new 3G pitch.

Leiths imported 9,500 tonne of crushed rock from our local quarry at Peebles. With the subsequent capping, geogrid, levelling layers and drainage in place, it did not take long for the once overgrown, marshy field to be transformed. The laying of a new lush green carpet on to what has been named Fusilier Field, with associated fencing, landscaping and parking provision completed this prestigious contract.

"Thank you and the hard working team on producing what is an outstanding accomplishment. There will be many a competitive game on Fusilier Field".
Maj Alan Grant
CO ROG | 2 SCOTS,
Glencorse Barracks



A90 Charleston to Damhead Northbound Reconstruction



Leiths were recently awarded the contract to plane out and reconstruct a 2.5km long section of the Northbound A90 just south of Aberdeen, by Transport Scotland. As the location is a primary commuter route to Aberdeen there were stringent restrictions on the times that works could be carried out. All works had to be carried out during weekends, between Friday evening and very early on Monday Morning.

By working non-stop each weekend the works were completed under budget and within programme, in just three weekends.

Markon planed out the existing road, then sections were cracked and seated; a method of breaking the original underlying lean mix concrete; then Leiths carried out the surfacing using over 7,000 tonnes of EME2 and TS2010 surface course, manufactured at our nearby asphalt plants. Associated barrier, footpath, drain cleaning and gully installation works were completed simultaneously. Road markings were completed each Sunday by Markon, before the road was re-opened in adequate time for the Monday morning commuter traffic.

This is a key example of the integrated services the Leiths Group offers, with little reliance on external suppliers or sub-contractors; over 90% of the contract was completed by our own team.

M&M Road Surfacing Limited

Recent Contract Awards

Bam Nuttall Limited Borders Railway

M&M Road Surfacing Limited have been awarded two work packages by BAM Nuttall Limited on the Borders Railway Contract.

The Borders Railway being constructed by BAM Nuttall Limited for Network Rail is an estimated 35 miles of new passenger railway (with 7 new stations) from Edinburgh to Tweedbank in the Scottish Borders.

The Main Works have been split into North, Central and a Southern Section and we have completed surfacing to their Fountainhall Office compound access road and car park; carriageway & footway surfacing to a relocated Bus Stop on the A7 Trunk Road, and an area of access road and hardstanding for skip lorries adjacent to their Fountainhall compound.

All of this work is being carried out for the Central Section of the Main Contract.

Newtongrange Asphalt Plant has supplied all of the coated material to the site. Ali McGowan, M&M's Director said, "We are delighted to have been awarded this work as we are the first local surfacing contractor to have carried out work directly for BAM Nuttall on the project and we would hope to have the opportunity to carry out further work packages for them in the future".

The work carried out to the A7 Bus Stop and Skip Compound areas were completed during the recent period of extremely high temperatures and our surfacing squads performed exceptionally well in gruelling conditions of 31°C air temperature and 100°C coming off the coated material – gallons of drinking water consumed by the operatives (in full PPE) on site as BAM Nuttall operatives and Engineers monitored us from the shade of trees adjacent to the work!

East Lothian Council

Permanent Carriageway & Footpath Patching

M&M are to be awarded a contract for carrying out carriageway and footpath patching for East Lothian Council within the East Lothian Boundary.

We have been informed that East Lothian Council potentially have sufficient budget to carry out patching up to 31 March 2014 which should keep at least one surfacing squad fully committed from late August 2013 up to that time.

Balfour Beatty

Re-Provision of Royal Hospital for Sick Children (RHSC) & Department of Clinical Neurosciences (DCN) Enabling Works at the Edinburgh Royal Infirmary

M&M have also been awarded a surfacing contract on the RHSC & DCN Enabling Works directly for Balfour Beatty Construction Scottish and Southern Limited whose client is Consort Healthcare (Edinburgh) Limited. The construction of a replacement RHSC and DCN have been planned by NHS Lothian for several years and this project will see a combined building constructed adjacent to the Edinburgh Royal Infirmary at Little France in Edinburgh.

The works involve supplying and laying 4,600 tonnes of coated material to carriageways, footways and cycleways. As the works are located immediately adjacent to the existing Edinburgh Royal Infirmary building all matters in respect of Health Safety and Environmental issues will be extremely sensitive and we will have to be particularly aware during all of our site visits.



Reconstruction - before



Reconstruction - excavation



Reconstruction - in progress



Reconstruction - completed

Lawrie Demolition invest in new Excavator

THE NEW VOLVO 380D IS FULLY SPEC'D FOR DEMOLITION AND IS CAPABLE OF USING ALL OUR ATTACHMENTS FROM BUCKET TO PULVERISOR, HYDRAULIC PERCUSSION HAMMER, SELECTOR GRAB AND COLD CUTTING HYDRAULIC SHEARS.



The feedback from the operator is very positive. It is seen working here at our site at Bankhead Academy where we are providing demolition and asbestos removal for Aberdeen City Council.

Prime 4 Business Park Development, Kingswells, Aberdeen



IN THE LATTER PART OF 2012 LEITHS CONSTRUCTION AND SURFACING DIVISION WAS AWARDED A SERIES OF CONTRACTS FOR THE HARD LANDSCAPING WORKS WITHIN THE FIRST PHASE OF THIS PRESTIGIOUS DEVELOPMENT; TO A VALUE OF ALMOST £2M.

We commenced onsite when we returned from the Christmas break, in January 2013. These works continue to progress and along the way the Main Contractor, Sir Robert McAlpine, has awarded us considerable further works to carry out in conjunction with the original workscope.

We continue to support Sir Robert McAlpine as they progress in to the second phase of the development, with further awards of sub-contract packages, to date, for drainage and roadworks.



Markon Build New Head Office and Workshops in Cumbernauld

MARKON'S NEW HEADQUARTERS, NAMED ANTONINE HOUSE DUE TO ITS CLOSE PROXIMITY TO ANTONINE'S WALL, WAS COMPLETED IN MARCH 2013 AND REPRESENTS A CAPITAL INVESTMENT IN EXCESS OF £2.5 MILLION.

Originally based in Glenboig for some 26 years, Markon's expanding business was suffering through lack of space which was compounded with the transfer of Leith's planing division in

2001 and the purchase of Prismo's contracting arm in Scotland, in 2004.

Staffing levels doubled and with staff working in various modular buildings, many unconnected, it soon became apparent that this was not conducive to an efficient working environment. Coupled with a vehicle maintenance facility that had outgrown its use, the decision was taken to move site.

After investigating a number of possibilities, unoccupied premises with sizable yard space in Cumbernauld was purchased and our in-house Demolition division, Lawrie, set about clearing the site. Further land was purchased fronting Dunnswood Road (now our car park) and an adjacent property bought (the grey building in the photograph) which has yet to be developed and fitted out for a materials/traffic management store.

Our purpose built offices and state of the art vehicle maintenance facilities are testimony to our commitment in providing our customers with an efficient, reliable and quality service throughout Scotland and a stamp of confidence from head office that this specialised business will continue to expand and provide support to other Group businesses and customers alike.

The Antonine Wall was completed in 142AD after the Roman Emperor Antonius Pius ordered his Empire to be extended with a fortification stretching 37 miles between the Clyde and the Forth.

The wall had a ditch, a turf rampart and timber palisade and was a formidable barrier and symbol of Roman power but was occupied for only 20 years. In 2008 the Antonine Wall became Scotland's fifth World Heritage Site.



Markon awarded further works from Scotland Transerv

Scotland Transerv who were recently awarded the 4G Trunk Road Term Maintenance Contract for the South West roads network, are to award Markon a contract to supply and apply road markings and the installation of cats eyes. The contract will run for a period of 5 years with the option to extend on a year to year basis and up to 10 years.

Praise from Scotland Transerv on the last day of the 3G contract:

"Today is the last day of Scotland Transerv on the North West Unit in Scotland, Can I start by saying thank you for all your help over the last seven years.

You've done a lot of good work for me, performed excellently and it's been a pleasure working with you all.

Thank you!"

Stuart Guthrie
Senior Pavement Engineer

"Thanks for all the attention that you gave to the programme, and programme delivery. I would also like to thank you for the short notice meetings we asked you to attend where your knowledge of the industry, current and past activities was indeed commendable. I have learnt a lot from you, and the process Markon do."

Gary Black
Project Planner

Leiths Group Safecontractor certification renewed for a further year

LEITHS (SCOTLAND) LTD, MARKON, LAWRIE DEMOLITION AND M&M SURFACING HAVE BEEN SUCCESSFULLY ASSESSED AND RE-ACCREDITED BY SAFECONTRACTOR FOR 2013/14.



Safecontractor is one of the UK's leading health and safety pre-qualification assessment schemes and Leiths are delighted to maintain our registration.

Health and Safety is of the highest importance for both clients and their contractors. Membership of schemes such as Safecontractor are mandatory for a number of pre-qualification processes to ensure that potential contractors meet today's stringent Health and Safety requirements.

Leiths association with Safecontractor, along with our various other memberships, registrations and accreditations, illustrates our commitment to carrying out all works in as safe a manner as possible.

Copies of all Leiths Safecontractor certificates can be found on our website: www.leiths-group.co.uk.

Leiths awarded exceptional score from Achilles UVDB

LEITHS ARE DELIGHTED TO ANNOUNCE THAT, FOLLOWING AN AUDIT CARRIED OUT IN AUGUST, WE HAVE MAINTAINED OUR EXCEPTIONAL ACHILLES UVDB SCORE.



Achilles have awarded Leiths a score of 96% for our Health and Safety, 94% for our Environmental and 94% for our Quality procedures, giving an average overall score of 94.6%. This score is based on a Site audit carried out at the Sir Robert McAlpine Prime 4 construction site at Kingswells, Aberdeen where Leiths are working as a named sub-contractor.

Achilles is a leading global provider of integrated supplier management and supply chain solutions based on collaboration between buyers and supply chain partners. Leiths are extremely proud of our site and office based staff for collaborating and co-operating with all divisions of the group, our clients and Achilles in order to maintain our high standards across the business which has led to this excellent outcome.

Leiths are pleased to be associated with Achilles and look forward to another year of their assistance in forming successful relationships with contractors across Scotland.

Markon wins substantial work for 15 schools in South Lanarkshire and East Dunbartonshire

MARKON HAVE RECENTLY COMPLETED ROAD AND CAR PARK MARKINGS TO 15 SCHOOLS IN SOUTH LANARKSHIRE AND EAST DUNBARTONSHIRE THROUGH THE SUMMER HOLIDAYS FOR SPIE MATTHEW HALL.

SPIE Matthew Hall provide multi technical and support services from initial mechanical and electrical design, through to installation, commissioning and long term maintenance and facilities management.

SPIE Matthew Hall is part of the SPIE organisation employing more than 30,000 employees working from nearly 400 locations in 30 countries.

Below is an e-mail from SPIE Matthew Hall's representative, Ian Paton, confirming his satisfaction with their delivery and service throughout the programme.

Scott,

We would like to take this opportunity to thank Markon and especially Neil Cowie / David Wood for all their efforts in having this programme of works delivered safely / on time and to original budgets. Can you also let all the Markon personnel who attended each of our sites know that the consensus from all SPIE site personnel is that they conducted all works very professionally and were at all times courteous.

I have personally been introducing new contractors over the last two years since joining SPIE Matthew Hall, who were shown to our clients, that we are continually looking and introducing more professional companies than we previously used and new companies who will work within our projects professionally / safely and show value for money etc.

Markon, in my opinion, **are and will continue** to be used for works of this nature and hopefully we can also utilise your company's knowledge on other elements of work that your company do at the moment.

Ian Paton

Lifecycle Manager

Purchase of Mixers and Powder Tankers Boost Capabilities



New Mixers Bolster Concrete Supply

We have seen a dramatic increase in concrete activity in recent months, particularly within the Aberdeen market. When faced with these peaks in demand, the main issue of supply is not that there are insufficient manufacturing plants available, but the fact there is a shortage of mixer trucks.

In recognition of this we have recently purchased 5 no. 8m³ mixers which will bring our total fleet size to 19. The DAF CF85 vehicles have been purchased from Norscot DAF in Aberdeen, and have Liebherr mixer equipment fitted. The

vehicles have 410hp Euro 5 engines which produce lower emissions than current regulations despite having increased power, helping to reduce impact on the environment while increasing our productivity.

Whether we are operating new or older models, it's key we keep all our vehicles clean inside and out and maintain a high level of visual professionalism. Our overarching objective is to be the supplier of choice and that can only be achieved by us all pulling together and working as a team. These new additions have the potential in allowing us to supply a further 30,000m³ per year to our customers; it's now up to us to do just that.

Powder Tanker Renewals Boost Delivery Payloads

Faced with the ever increasing costs of operating a modern haulage fleet, the prime objective of any organisation is to maximise each vehicle's delivery payload. The recent purchase of two new powder tank combinations has allowed us to increase our payload by more than 6% per vehicle. The DAF CF85 tractor units have

lightweight chassis, alloy wheels and are fuel efficient despite having powerful 460hp engines. The tank trailers, supplied by Feldbinder are built using aluminium, and also have alloy wheels and lightweight electrics to maximize payloads.

We run a fleet of 12 powder tankers which deliver products such as limestone filler, cement, ash and animal feeds to our own manufacturing plants and external clients. A powder tank is a specialist piece of kit that operates under high pressure when discharging its materials. Maintaining a robust maintenance programme ensures the safety and longevity of these units. I'm sure as technology moves on we may well see further increases in payload capabilities as tanks become lighter without detriment to safety.



CE Marking Approval at Lochton Precast



Lochton pre-cast manufacture and sell over 700 stair and landing sets per year. The team at Lochton were instrumental in gaining this conformity mark.

LAST YEAR, FOLLOWING A DIRECTIVE FROM THE EUROPEAN UNION, PRECAST STAIR UNITS WERE IDENTIFIED AS REQUIRING THE CE MARK.

This "mark of conformity" is a key indicator of a product's compliance with EU legislation and enables the free movement of products within the European market.

Following a review of the factory production control methods being used, we carried out an

audit with the British Standards Institute (BSI) in June of this year who awarded Lochton Precast their own CE mark of conformance which allows them to sell these stair units in competition with our larger competitors.



Abrasive Wheels Training Courses

Dave Bremner successfully passed the City & Guilds Abrasive Wheels Instructors course he attended in June.

This two day course allows him to provide training on the proper fitting and use of grinding wheels and cut off wheels for bench mounted

grinders and hand held equipment.

The first Leiths course was held on the 9 July 2013, with four members of the maintenance fitter team successfully passing both the written and practical element of the exam.

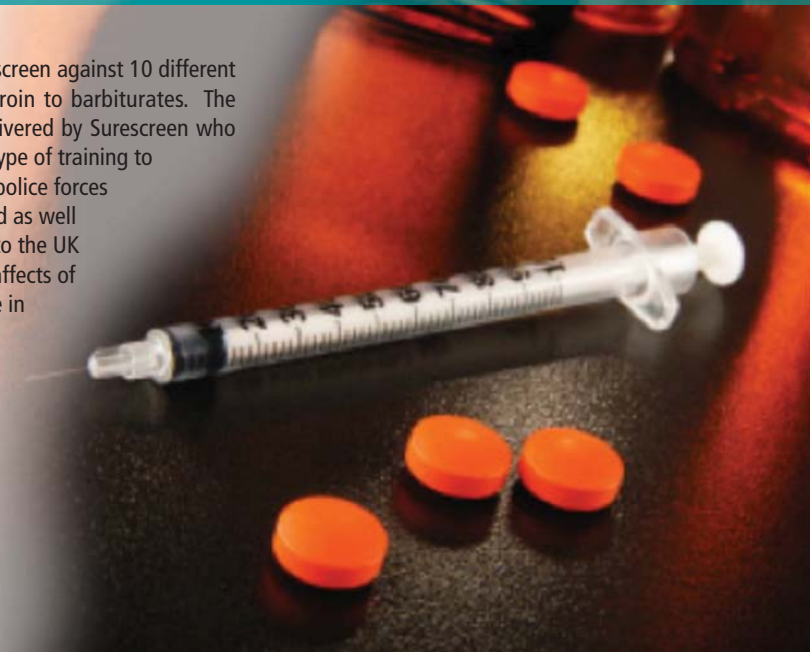
Well done to everyone.

Drug and Alcohol testing – Training courses

AS PART OF OUR COMMITMENT TO A SAFER WORKPLACE, WE ARE IN THE PROCESS OF DELIVERING DRUG TEST TRAINING TO OUR SUPERVISORS AND MANAGERS WHICH WILL ENABLE THEM TO CARRY OUT A DRUG AND ALCOHOL TEST FOLLOWING AN INCIDENT.

By carrying out this testing following an incident, we will be able to eliminate the individual being under the influence of alcohol or drugs from the incident investigation and this will in turn satisfy the company's statutory duty to carry out incident investigations.

The kits being used screen against 10 different drug types, from heroin to barbiturates. The training is being delivered by Surescreen who have delivered this type of training to around 75 different police forces throughout the world as well as providing advice to the UK government on the affects of drug and alcohol use in the workplace.



Precast Concrete Pipe Racks

For Controlled Handling & Pipe Storage



CONCRETE SUPPORTS FOR STORING AND HANDLING LARGE OILFIELD OR COMMERCIAL PIPES.

These concrete supports have been designed to permit pipes to be stored in a controlled manner in a location where vehicles can access for delivery and collection. Pipes can be racked in a particular manner and can be unloaded and loaded by fork lift to minimise manual handling.

Vertical supports can be placed in the racks to hold a certain number of pipes which can then be loaded directly to transport.

The racks are manufactured with recesses to fit forks for safe movement and placing. They can be manufactured to different sizes to meet the customer's needs. The photograph above shows they can be set out in different areas and configurations. The racks can be marked to identify particular pipe codes etc.

Key Benefits

- Can be designed and manufactured to customers requirements.
- Reduced Health & Safety risk as a result of handling and storing by forklifts.
- Maximum use of yard space for storing and handling pipes.
- Good manoeuvrability of pipe racks within the yard by mechanical movements.
- Assists compliance with Health & Safety Guidance on safe stacking: HSG 246.

Developments at Kishorn

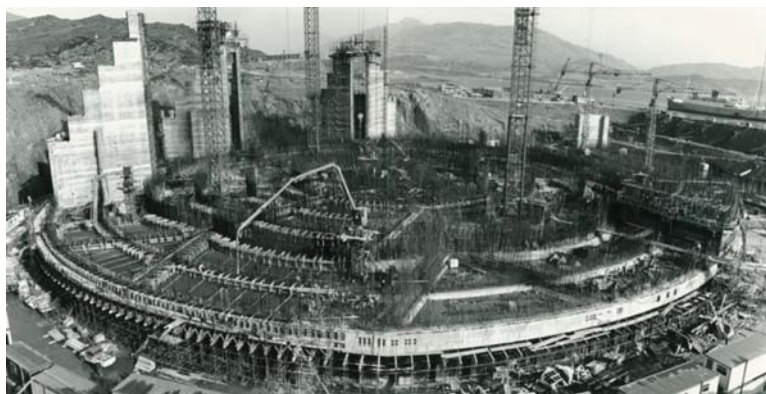


PLANS TO REVIVE THE REDUNDANT FABRICATION YARD AT KISHORN IN WESTER ROSS ARE A STEP CLOSER TO REALITY THANKS TO KISHORN PORT LTD (KPL) A 50:50 JOINT VENTURE BETWEEN LEITHS AND FERGUSON TRANSPORT.

The site, with its enormous dry dock, is ideal for the manufacture of large concrete structures, including concrete gravity foundations for offshore wind turbines. A major planning application for the regeneration of the Yard has been lodged with The Highland Council, and should be determined at the end of October.

Simon Russell, our CEO, is a Director of KPL and commented "We are hopeful that the application, which includes a major extension to our quarry on the site, will get the "thumbs up" from the Council, thereby allowing us to market the facility to the growing renewable energy and oil and gas sectors".

The dry dock was last used in the mid-90's for the casting of two large concrete caissons for the Skye bridge. Since then, the Yard has largely lain dormant, with activity on the site limited to Leiths quarrying operations and Fergusons logistics business; exporting fish feed and timber products.



Kishorn from the air, and the Ninian Central Oil Platform under construction in the Kishorn Dry Dock in 1978.

Markon welcomes Andrew Bustard

Head of Traffic Safety and Management

ANDREW HAS BEEN RECRUITED TO LAUNCH AND HEAD UP OUR NEW TRAFFIC SAFETY AND MANAGEMENT DIVISION AT MARKON.

Andrew has a wealth of knowledge and experience in this specialised industry, which recently saw him managing some of the vast and complex TM operations for Bilfinger Berger on the new M80 motorway project. He has been challenged to develop and deliver a traffic management service to all our existing clients and new clients alike, and to provide a transparency in costings without the hidden extras. We believe this to be unique in our industry, enabling final cost forecasts for contractors and employing authorities.



Ronnie Scott

HAS BEEN PROMOTED TO THE POST OF QUARRY MANAGER AT EDSTON QUARRY.

Ronnie has been with us since 2006 but has a wealth of experience, starting his quarrying career in 1983 as an Apprentice fitter then moving through the management tree.

We warmly welcome Ronnie into the management team.



Lugton Lime says goodbye to Gillies Rattray



LUGTON LIME WORKS HAS SEEN A FEW PERSONNEL CHANGES IN THE PAST FEW MONTHS.

Pictured is the most recent "retiree", HGV Mechanic Gillies Rattray (left) who, after 39 years of service in the vehicle workshop, has "packed his spanners" for the last time and has now got the time to follow his passion for Motor sport and in particular Rally Cars.

Gillies was employed firstly with Howie's and then latterly with Leith's and commented that he enjoyed his time with both organisations as they were very similar family run businesses.

Gillies is pictured here with our latest recruit Kevin Adams who replaces Gillies in the HGV workshop. We wish Gillies well in his retirement and welcome Kevin into his new role.

David Mallan, the Manager at Lugton commented "Gillies will be missed as he had a passion for his trade and a knowledge that was second to none, but in Kevin we have found an employee who brings his own in depth knowledge, skill and experience that matches everything that Gillies had shown, Kevin will mesh perfectly into our workshop operation"

A day in the life of ... Duncan Finlayson

Weighbridge Operator at A Ross & Sons

DUNCAN HAS WORKED IN THE QUARRYING INDUSTRY FOR NEARLY 20 YEARS. HERE HE GIVES US AN INSIGHT INTO HIS PAST AND HIS WORKING LIFE AT ROSSES.

My first job was as a Laboratory Technician at Midlairs Asphalt Plant for William Tawse (which eventually became Aggregate Industries and now Breedon Aggregates). I spent eleven years in the laboratory dept, and although based at Midlairs, I worked at various depots at all points on the compass. During this time, I gained experience in Quality Control, Production and the general workings of a quarry. As we were a small workforce, you had to be willing to "muck in", driving machinery, doing spanner work and the weighbridge/sales side, which brings me up to the present day. Apart from 6 months in retail prior to joining A Ross & Sons, I have worked in this industry since 1985.

A typical day for me starts by organising our fleet of lorries to deliver to ongoing orders, and responding to enquiries and orders we receive over the course of the day. I liaise with customers and colleagues alike to try to ensure efficient delivery of our products. I carry out various admin procedures over the course of the day too.

On the weighbridge here we have a 50/50

contact split between customers & colleagues. On the whole I feel I have a good relationship with my colleagues, while I don't meet up with them socially on a regular basis, we all know each other well enough to know each others' hobbies etc.

Using experience gained from working in quality control, knowledge of our products and their end uses, I hope I am able to offer advice to clients in a friendly nature. I believe you never stop learning so intend to continue gathering knowledge that can help me in my career.

From being a single depot company, to being part of a group with multiple depots, creates a different set of possible solutions for challenges arising from everyday business. In the past we might have looked to somebody outside of A Ross & Sons to help us with issues, whereas now there may be a solution within the group. Knowing when to ask for help or to carry on as we have been doing, is in itself a challenge, and who to ask for help: over time this becomes less of an issue, as we become more integrated into the group.

I am the youngest of three children, my sister who is the oldest, is a primary school teacher, and my brother works for British Telecom. My Dad worked for 47 years for British Rail, starting first as a fireman, then becoming an

engine driver. My Mum was born on a croft, she moved to town and started off working in an office, followed by retail work. My Mum gave up working to look after us as children, only starting work again as a school cleaner when we were old enough to come to work with her if my Dad was on shift work. They had 53 years of marriage together until my Dad died last year aged 79 years. Growing up, I knew there was never much spare money going around, but that never mattered, I always knew I had the love and support of my family.

Automatic Enrolment – Workplace Pensions Law has changed!

AUTO ENROLMENT IS A NEW GOVERNMENT PENSION SCHEME WHERE EMPLOYERS ARE REQUIRED BY LAW TO AUTOMATICALLY ENROL ALL ELIGIBLE WORKERS INTO A WORKPLACE PENSION AND MAKE A CONTRIBUTION TO IT.

The Leiths Group will be automatically enrolling all eligible staff with effect from February 2014.

You will be automatically enrolled if you:

- Are not already in a pension scheme
- Are aged 22 or over
- Are under State Pension age
- Earn more than £9,440 per annum (this figure is reviewed annually)

Automatic enrolment is an easy way for you to save for your retirement. Saving into a workplace pension will help you build up savings more quickly as you are not saving on your own - the Leiths Group and the Government will also pay into your pension.

You can opt out of the workplace pension at any time but you will lose out on the Employer contribution and also the tax relief from the government.

Our HR Department will be carrying out site visits at the end of October/November to provide further information, which will include details on the contributions you are required to make, and to answer any questions you may have.

In the meantime further details on automatic enrolment can be found at www.gov.uk/workplacepensions.

COMPETITION

Open to all readers

Win a box of Chocolates & Champagne!



To be in with a chance to win a box of Chocolates & Champagne, please tell us: **How many and what type of mixer trucks have Leiths recently purchased?**

Answers can be found within this newsletter or on the Leiths website.

Forward your answers to: canderson@leiths-group.co.uk by Thursday, 31 October. The winner will be randomly picked from all correct entries and announced by Monday, 4 November 2013.

Good Luck!!

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



Leiths have sites all across Scotland.



1. Highland Lime

Torlundy
Fort William
Inverness-shire, PH33 6SQ

T: 01397 702227
F: 01397 702308

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

2. Torrin Quarry

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

T: 01471 822265
F: 01471 822266

*Agricultural Lime
Decorative Stone
Hardrock Quarry
Ready-Mix Concrete
Recycling Facilities
Rock Armour*

3. Kishorn Quarry

Nr Strathcarron
Ross-shire, IV54 8XF
United Kingdom

T: 01471 822265
F: 01471 822266

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

4. Achilty Quarry

Leiths
Contin
Strathpeffer
Ross-shire, IV14 9EG

T: 01997 421122
F: 01997 421145

*Bituminous and Asphaltic Products
Decorative Stone
Hardrock Quarry
Recycling Facilities
Rock Armour
UKAS Accredited Laboratory*

5. Mid Lairgs Quarry

A Ross & Sons Ltd
Daviot
Inverness
Inverness-shire, IV2 6XN

T: 01463 772211
F: 01463 772321

*Decorative Stone
Hardrock Quarry
Ready-Mix Concrete
Recycling Facilities
Rock Armour
Sand and Gravel Quarry*

6. New Forres Quarry

Leiths (Scotland) Ltd
Rafford
Forres
Moray, IV36 2RQ

T: 01309 671188
F: 01309 671100

*Bituminous and Asphaltic Products
Decorative Stone
Hardrock Quarry
Ready-Mix Concrete
Recycling Facilities
Rock Armour*

7. Bluehills Quarry

Leiths (Scotland) Ltd
Craigellachie
Moray, AB55 4BW

T: 03301 190627
F: 01340 820890

*Bituminous and Asphaltic Products
Decorative Stone
Hardrock Quarry
Recycling Facilities
Rock Armour*

8. Parkmore Quarry

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

T: 01340 820200
F: 01340 820890

*Agricultural Lime
Decorative Stone
Hardrock Quarry
UKAS Accredited Laboratory*

9. Loch Hills Quarry

Joss (Aberdeen) Ltd
Parkhill
Dyce
Aberdeen, AB21 7AT

T: 01224 774422
F: 01224 772444

*Bituminous and Asphaltic Products
Decorative Stone
Inert Landfill Site
Ready-Mix Concrete
Recycling Facilities
Sand and Gravel Quarry*

10. North Lasts Quarry

Leiths (Scotland) Ltd
Peterculter
Aberdeen
Aberdeenshire, AB14 0PE

T: 01224 732690
F: 01224 876332

*Decorative Stone
Hardrock Quarry
Recycling Facilities
Rock Armour*

11. Nether Park Quarry

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

T: 01224 774422
F: 01224 772444

*Decorative Stone
Sand and Gravel Quarry*

12. Lochton Precast Concrete

Leiths (Scotland) Ltd
Slug Road
Durriss
Dufftown
Banchory, AB31 6DD

T: 01330 844444
F: 01330 844417

*Precast Concrete Products
Ready-Mix Concrete*

13. Leiths Head Office

Leiths (Scotland) Ltd
Rigifa
Cove
Aberdeen
Aberdeenshire, AB12 3LR

T: 01224 876333
F: 01224 876332

*Surfacing and Construction
UKAS Accredited Laboratory*

14. Montrose Concrete Products

Leiths (Scotland) Ltd
Broomfield Industrial Estate
Montrose, DD10 8SY

T: 01674 677037
F: 01674 672809

Precast Concrete Products

15. Lugton Lime

Lugton
Kilmarnock
Ayrshire, KA3 4EB

T: 01505 850435
F: 01505 850590

*Agricultural Lime
Hardrock Quarry
Recycling Facilities*

16. Markon Office

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

T: 01236 875134
F: 01236 875525

*Road Marking
Road Planning
Traffic Management*

17. M&M Road Surfacing

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

T: 0131 6244466
F: 0131 6244467

Surfacing and Construction

18. Newtongrange Asphalt Plant

Leiths (Scotland) Ltd
Lady Victoria Business Park
Newtongrange
Midlothian, EH22 4QN

T: 0131 660 4454

*Bituminous and Asphaltic Products
UKAS Accredited Laboratory*

19. Edston Quarry

Leiths (Scotland) Ltd
Peebles, EH45 8NW

T: 01721 720120
F: 01721 720114

*Decorative Stone
Hardrock Quarry
Rock Armour*

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