



NewsBRIEF



A partnership that goes full circle

Our contract with UPM - a sawn timber producer - has recently been extended thanks to the exemplary service the team provides. What makes this contract unique, is the circular journey some of that timber takes. >>

The power of good service

Geary's Bakeries is one of the UK's largest bakeries, having been baking since 1906. They specialise in sourdough and sell their products to some of our other bakeries customers. Our teams have therefore been transporting Geary's products (on behalf of our existing customers) for many years.

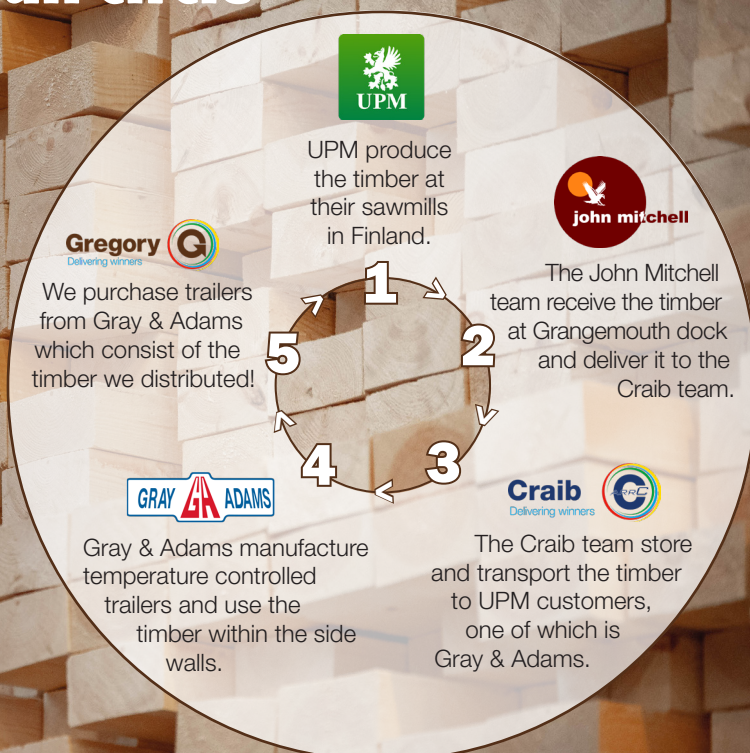
When Geary's had a need to temporarily store their products while they wait for a new purpose built site to complete, it was Gregory Group they came to. They were aware of our service levels through our existing customers and felt we would meet all their requirements. We are now storing 30,000 baskets of products every day in our Coalville warehouse. The transition went very smoothly so thank you to everyone involved.

What do milk tankers and blackcurrants have in common?

Quite a lot at this time of year! Every Summer we redeploy some of our milk tankers to transport blackcurrant concentrate.

The blackcurrants are grown on farms in the South East and transported to be turned into blackcurrant concentrate on behalf of our client Suntory.

The blackcurrant harvest is short and this year, due to weather conditions, they will all be harvested within 7 weeks.



We are **DOUBLE** award finalists!

We are thrilled to have been shortlisted for not one, but two awards in the notable Motor Transport Awards.

These awards have been running for nearly 40 years and are among the largest and most reputable in the transport industry. We are finalists in the Best Use of Technology and Low Carbon categories.

THE MOTOR TRANSPORT AWARDS 2025
FINALIST
BEST USE OF TECHNOLOGY AWARD

THE MOTOR TRANSPORT AWARDS 2025
FINALIST
LOW CARBON AWARD

Open day brings in new recruits

Hayton Coulthard employs 270 drivers, and due to customer demand, we needed to expand the team. With the driver shortage still a challenge, we were keen to bring in fresh recruits. Sandy Dobie, our Learning & Development Supervisor, together with Billy Graham (Depot Manager), Barrie Malcolm (Transport Operations Manager), and Hazel Matthews (PA), set about making it happen. Sandy tells us more about that process.



How did you find the new recruits?

We held an open day at our Ecclefechan site. We promoted the event on social media and 50 people showed up! This was way more than we were expecting but it was so uplifting to see so many interested faces.

We showed them around the site and explained what the job involves. It's important to give them all the information, particularly for the tramper roles because it really is a way of life. You have to be happy living out of a cab and willing to start work at unusual hours.

Our training partner also talked them through the process, including what you need to know before you can take your practical test.

The open day acted as a sieve - for some it just wasn't the lifestyle for them, but others were really excited by the prospect. We had 10 who were particularly enthusiastic and invited them in for interview.

They all did brilliantly and, with the promise of a job, all 10 began studying the theory they needed to get their HGV licence. Once they secured their provisional licence and medical, they started their practical training. This is a combination of coaching from our team on reversing and parking and further training by our third party training partner.

All recruits are doing really well, with practical tests now booked in for over half of them. Once they pass, they are guaranteed a job with us for 2 years.

Why trainee drivers?

Bringing new people into the driving profession is our future. The average age of a HGV driver in the UK is 55. If we don't bring new people into the industry, we're going to get into bother. As it stands the average age of HGV drivers in Hayton Coulthard is 45 but this will get lower again once these recruits pass their test because many of them are in their 20s.

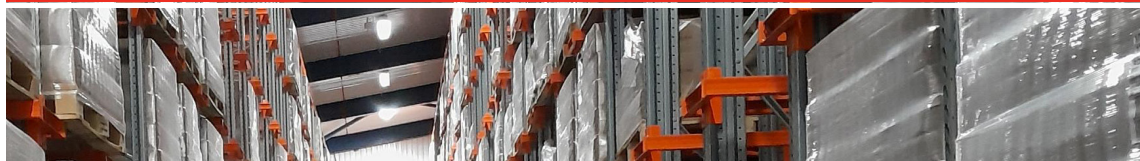


Kelly is one of our trainee drivers. Her Dad and brother already work at Hayton Coulthard.

BRCGS

Storage and
Distribution

CERTIFICATED



Exemplary standards recognised by BRCGS

Enormous congratulations to our Cullompton and Willand teams who achieved AA* status with zero non-conformances in an unannounced BRCGS audit. Securing this top rating across two sites in a joint audit is very rare and a clear testament to the team's commitment to exceptional standards.

The BRCGS (Brand Reputation Compliance Global Standard) is a well-known and highly respected accreditation that evidences our food safety and quality standards for the storage of customer products.

During the audit, the warehouses undergo a thorough visual inspection, our record keeping is inspected, and our team's knowledge is put to the test.

A non-conformance is basically like a fault in a driving test - get too many and you fail the test. Thanks to the dedication of our teams, the auditor couldn't find fault in any of their processes or practices.

Well done to the entire team for this incredible accomplishment! Your hard work and commitment to excellence have rightly been recognised.

Our support of The Royal Countryside Fund

The Royal Countryside Fund is a UK-wide charity standing alongside farming families and rural communities so they get the support, funding, and opportunities they need.



Founded by HM King Charles III in 2010, the charity has spent the last 15 years developing and delivering locally based programmes across the four UK nations, helping farming families discover achievable ways to build more financially and environmentally resilient farms now, and for generations to come. The charity also works directly with rural communities - combining their ideas with the charity's funding and guidance to grow community-led projects that will stand the test of time.

Gregory Group operates in many rural communities across the UK, particularly in the dairy industry, and we, and our customers, see first-hand the challenges these communities

face. We have therefore continued our support of The Royal Countryside Fund for another year.

By supporting The Royal Countryside Fund, we are contributing to the initiatives which, to date, have:

- Invested more than £14 million in over 500 projects to improve service provision in rural areas.
- Provided environmental and business skills training to over 4,000 family farms.
- Provided emergency funding to tackle crises such as disease outbreaks or extreme weather.
- Undertaken research into the problems farms and rural communities are facing.

To help promote the good work The Royal Countryside Fund does, you will notice their logo on the back of many of our milk tankers.



THE ROYAL
COUNTRYSIDE
FUND



Photo Competition

Many congratulations to our Spring Photo Competition winners who captured these lovely photos. These will appear in the Gregory Group 2026 calendar. Now we are on the quest for photos that represent Gregory Group in the Summer!



Tam Williams, LGV Driver, Bathgate



Alan Sharp, LGV Driver, Bathgate



Lukasz Ozminkowski, LGV Driver, Cullompton

TEAM SPOTLIGHT

Erica Rogers and Emily Evans are Transport Planners in our Hereford depot. We were keen to understand more about their role, so we asked them to divulge all.

Tell us about the role of Transport Planner...

Erica: We organise the logistics of stock around the country, ensuring all deliveries are there on time and trucks are utilised as best as possible. I plan the out and back routes working with the 4 on 4 off drivers.

Emily: I was doing the same as Erica but recently switched to Monday to Friday on the tramper plan.

There are four of us in the planning team. Erica and I have a counterpart who works

opposite us and we are just about to welcome a new planner to the team to support growing customer demand.

Our job is very much a jigsaw of understanding the parameters of our contracts, selecting the right driver and fleet for each job, and managing the constant curve balls. There's always something trying to scupper your plan - whether restraints on certain loads, fleet requiring maintenance, or a big hike in demand.

How does your role fit among the rest of the office team?

Erica: A simple way to look at it is that as a planner, I'm looking at tomorrow, the operators are looking at today (they are the ones who have direct contact with the drivers out on the road), and the customer service team generally look at yesterday. But we all work very closely so we can support each other.

How far in advance can you plan?

Erica: For me I predominantly work for one customer and they usually share their requirements two days in advance.

Emily: But for me the customer work doesn't drop as early. As it stands, I pretty much have a plan together for tomorrow, but I know that when I return to my desk in a few minutes there will be additional early drops that I will need to build into the plan.

How do you manage during peak times?

Emily: It's busy! But we have the benefit of being part of a larger Group so we call upon the help of other depots when we need it. And vice versa.

Erica: Every morning we have a call with other planners from across Gregory Group to discuss any issues and to understand each other's pinch points. There's always someone who comes up with an idea or resolution. We draw upon each other's experience and that knowledge share is very valuable.

What's the best bit about your job?

Erica: It's really rewarding. When you juggle so many curve balls in any given day, once you reach the end of the day and sit back and look at the plan, you do feel like you've achieved.

Emily: Every day you are making things happen. We're also a really closely knit team. We support one another and know that we've got each other's backs.

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"Every day you are making things happen. We're also a really close knit team."

New electric HGVs in the limelight

This electric HGV has been featuring in its own photoshoot! It's part of 14 electric HGVs that will be joining our fleet in the Summer thanks to funding from the ZenFreight consortium - a Government-led programme which aims to accelerate the shift to zero-emissions HGVs.

It was being photographed for a 9-page spread in Commercial Motor magazine (out this month).

These will be the first electric articles in our fleet helping to propel our customer's sustainability agendas.



A day on the frontline

Dan Clay, our Director of Fleet and Procurement has overall responsibility for the entire fleet life-cycle and is keen to regularly touch base with our drivers so that he can hear from those on the frontline to ensure our strategies align with their needs.

He recently spent time with Russ, a driver based at our Bridgwater depot. Russ has been with us for nearly 17 years and has worked across multiple operations, so was the perfect candidate for Dan to chat to. Dan tells us more about his day:

"It's so valuable to go out on the road. Our operations have many unique elements and day to day challenges, which you only appreciate when you are on the ground."

I had the pleasure of seeing one of our new Volvo FH Aero's in action. We keep a close eye on mpg efficiency and this vehicle is performing very well, which is pleasing. Russ was complimentary but highlighted that it does require a different driving style which takes a bit of getting used to. It is critically important that we ensure our drivers are thoroughly trained when taking on new models."

“By seeing our operations first-hand, it gives a real sense of purpose behind the strategic decisions we make.”

What surprised me on the day was the variety of drops. One drop we were at a DC (Distribution Centre) and the next we were at a tiny industrial estate which, in my eyes, had little more than a car-width of space to squeeze through. I know our HGV drivers are skilled, but seeing Russ navigate those tight drops was very impressive."

By seeing our operations first-hand, it gives a real sense of purpose behind the strategic decisions we make. I saw some areas where we could improve, both in terms of the fleet and associated technology, and I look forward to making that happen. As a board, we prioritise these initiatives and will share more detail over the next few months."

Bathgate workshop makeover

Our Bathgate workshop supports our Hayton Coulthard, Pollock, and Craib fleets.

The team of four technicians, one workshop controller, and five fleet administrators have just moved into brand new workshop facilities.

The refurbishment includes an additional two bays with two new pits and jacks, and a brand new office and canteen.

Graeme Bell, who is the Workshop Controller said: *"This investment in our workshop facilities will make a huge difference to both us and the teams we support. They feel really nice to work in and the additional space and equipment mean we can be even more efficient."*



Cycling for Mind

Two of our employees, Kevin Murrin and Darren Clifford are cycling 1,000 miles from John O'Groats to Land's End to raise money for Mind - the Gregory Group 2025 Charity of the Year.



Every year, Gregory Group employees vote for a Charity of the Year and we collectively raise money for the cause.

This year, Kevin and Darren, ably assisted by Dave Oulton as the support driver, have decided to take on an enormous challenge.

They depart John O'Groats on Saturday 5th July and, pedals permitting, will arrive in Land's End 16 days later, on Sunday 20th July. Along the 1,000 mile route they are stopping at Gregory Group depots where other employees will join them for part of the journey.



If you see them on your travels, show your support by giving them a wave.

Sponsor them

If you would like to sponsor the Cycling for Mind team, you can do so by scanning in the QR code.

LONG SERVICE AWARDS

Thank you to those of you who have celebrated a work anniversary recently.

In addition to everyone below, 17 people also received their 5-year service award, so congratulations to everyone.



Sara Cole, Operator, Avonmouth

Janet Heald, SWW Operations Administration Clerk, Cullompton

Mark Reynolds, LGV Driver, Cullompton

Terence Anderson, LGV Driver, Ernesettle

Philip Harrowing, LGV Driver, Inverness



Michael Roberts, LGV Driver, Cullompton

David McCleary, Operations Manager, Queenslie

DID YOU KNOW?



Some of the recent additions to our fleet are achieving over 10mpg. This is an increase of, on average, 0.7mpg. While that sounds small, the more fuel efficient vehicles are using 7.85 gallons less fuel with every 1,000 miles they travel.

