



# NewsBRIEF



## Welcome to Muller

In October we start collecting milk on behalf of Muller from farms across West Wales. Muller are a well known brand which sources milk from 1,300 farms across Britain.

Those currently fulfilling the contract will join the Gregory Group team where they will collect 130 million litres of milk each year. This equates to 13 loads a day. In addition, we will also provide transhipment to production sites across the UK.

This is a very noteworthy contract win because Muller have used the same supplier for 98 years!

We look forward to welcoming Muller, and the new members of the team to Gregory Group.

## Ernesettle expansion

Due to an increasing need for cheese storage, our Ernesettle depot, near Plymouth has grown!

The construction of this new 5,000 pallet temperature-controlled warehouse extension took nine months but thanks to a brilliant team effort, the project was completed three weeks ahead of schedule. Not only that but the team got the new warehouse chamber up and running very quickly and our customer was extremely happy with the standard and efficiency of the project.

Thank you to all concerned for making this project run smoothly.



**Interesting fact**  
This warehouse is twice as strong as others. That's because Ernesettle is close to an MOD ammunition site and the buildings have to be engineered to withstand a significant blast!



## TARMAC CONTRACT EXTENSION AND MORE...

Tarmac is the UK's leading sustainable building materials and construction solutions business.

For the last five years we have transported cement from factories in Scotland to building merchants and DIY stores across the UK. Due to the success of the last five years, Tarmac has extended our contract by a further three years.

They have also awarded us an additional contract to transport packed aggregates, such as gravel and stone, from five locations in Scotland. This additional work will commence in January 2024.

On average, we will be transporting 20-40 loads per day.



### DID YOU KNOW?

- Tarmac is over 150 years old.
- They are part of CRH - the world's leading building materials business.
- Blue Circle is a Tarmac brand.
- Tarmac employ 7,000 people across more than 350 UK sites.



# Summer Photo Competition WINNERS!

2

Thank you to everyone who entered the Summer Photo Competition. We've had some amazing examples of Gregory Group doing what we do best in the sunshine. Goodie bags and a £25 shopping voucher are winging their way to our very deserving winners. Many congratulations to Tizzy Cuming, Downie Howard and Lukasz Leszczynski. We look forward to seeing your photos in the Gregory Group 2024 calendar.



Tizzy Cuming, Agriculture & Compliance Supervisor based in Devon



Lukasz Leszczynski, LGV Driver based in Davidstow



Downie Howard, LGV Driver based in Ecclefechan



Next up, keep your eyes peeled for a perfect Autumnal photo. Details on how to enter are in the Employee Monthly Update.

## The story of the director who returned to be a driver...

Once upon a time, after a spell as a freight forwarder in docks in Devon, and then in Spain and France, Tim Prout returned home with a thirst for the logistics and transportation sector. He secured a job driving a truck for a fruit and veg company before moving to Kay Transport where he took up the role of Transport Manager. He moved up the ranks and when Gregory Group acquired Kay in 2009, Tim became a Regional Director. Today, Tim is our Transport Director, overseeing our Pallet Networks, Shared User Transport and some other major client contracts.

Tim recently swapped his day job for a classroom as he took part in a 7-hour DCPC (Driver Certificate of Professional Competence) course. Tim was joined by 8 other drivers from across Gregory Group who were each fulfilling their legal requirement to undertake 35 hours of DCPC training in every 5-year period.

Tim tells the rest of the story about his day:



*"While my career as a Class 1 Driver feels like a distant memory, I am keen to keep my licence. As well as giving me the option to return to the job that started my career in the transport sector, it is important for me to keep on top of the latest rules, regulations, and expectations, so that I can put myself in the shoes of our drivers."*

*"I was so impressed with the knowledge in the room. If you drive professionally, you have to know a huge amount, from how to record weekend breaks on tacho, to the need to double strap IBCs. All of it vital to keeping us all safe."*

*"My day reminded me of my early days when this industry first grabbed my attention. It was brilliant to be in the company of other people who are on a similar journey. If you drive for Gregory Group, thank you. I've always known how important you are to us as a business, and as a nation. But it was humbling to be reminded of just how much knowledge you have to retain as you quietly transport the goods that our nation uses every day."*

## LONG SERVICE AWARDS

Congratulations to all of you who recently received your long service awards in the last three months.



Peter Thompson, LGV Driver - Victoria

Damian Moore, LGV Driver - Haverfordwest

John Sleafer, Operations Administrator - Ernesettle

Douglas Scott, LGV Driver - Dyce



Russell Bishop, Driver - North Tawton

Mark Wareham, Warehouse Team Leader - Shepton Mallet

Ryan Myers, Team Manager - Shepton Mallet

# A DAY IN THE LIFE OF... SHARON MARTIN



With 22 warehouses across Gregory Group they all need looking after to ensure they remain efficient, clean and compliant. This is exactly what Sharon does at Cumbernauld and here she tells us about what that involves.

## How did you become a Warehouse Manager?

My career has always seen me involved in the movement of goods in one way or another, from working at Co-op to joining Hayton Coulthard 6 years ago. But I have had a variety of roles including Finance Assistant, Deputy Manager, Admin Supervisor and now Warehouse Manager.

## What skills do you need for this job?

Being organised is key - you have to juggle a lot of tasks and liaise with lots of different people. You need to thrive on variety as well - one minute I could be speaking to a customer about their stock requirements, the next I could be arranging an MHE repair, and the next I might be involved in a BRCCGS audit!



## Tell us a bit more about your everyday...

My day nearly always starts with reviewing the T&A system and emails. But from that point onwards there is no knowing what I'll get involved in! It all depends on what happens in the warehouse and the urgency of whatever happens. But some of my regular tasks include inspecting the warehouse for potential risks, checking stock, and processing orders and invoices.



## Why is Gregory Group right for you?

Gregory is always moving forward and I love this fast pace. Recently I was involved in the set up of our Eurocentral warehouse and it's brilliant to be part of a team who are all pulling together to achieve one goal. I also enjoy learning so having access to all the training at Gregory Group means I am constantly developing my skills. That combined with the variety of my job means I am always able to keep achieving and that's a very rewarding feeling.

## WHAT IT TAKES TO KEEP OUR FLEET ON THE ROAD

**DID YOU KNOW?**



At any given time there are 800 Gregory Group vehicles on the road. And when combined, our drivers travel the same distance as to the moon and back every two days! That's a LOT of driving! Here are a few more facts that demonstrate what is involved in keeping our fleet moving. It's a herculean effort from everyone involved.



Each year, on average, we complete **19,500 inspections and brake tests** on our vehicles and trailers.

On average, we carry out **3,380 MOTs** every year. That equates to nine MOTs each day!

**50% of our tyres are regrooved.** That's when a worn tyre has treads cut back into it by hand to extend its life. Once regrooved, the tyres are at their most efficient and it helps us to reduce our carbon footprint.



Last year, we replaced just under **10,000 tyres.**

Every day, we carry out an average of **3,100 pre-trip vehicle and trailer checks.**



The furthest distance **travelled on the same set of tyres is 342,000km (212,500 miles).**



# TEAM SPOTLIGHT

This Team Spotlight shines a light on our Evercreech milk team. As with our other milk depots, this team quietly weaves around local farms collecting milk so we can enjoy the dairy products we select from the shop shelves. But what exactly is involved in getting that milk from the farm to the production sites? Will Cawte, Operations Manager at Evercreech explains all...

## How much milk do you collect?

We collect around half a million litres of milk every day. Though at peak times this is closer to 700,000 litres per day.

## Who is involved?

We have 26 farm collection drivers who travel to 175 farms each day. The team work shifts 24/7 with some starting at 6am and some at 5pm.

Our team of 21 transhipment drivers



Some of the team (from left to right): Nathan Watts (Depot Supervisor), Andy Marsh (Transhipment Driver), and Will Cawte (Operations Manager)

transport milk to the production sites of our customers. They do this around the clock transferring up to 12 loads a day. As well as delivering milk, on some return trips they bring back cream to utilise the kit effectively and maximise our profitability.

We also have 5 supervisors who plan the work and support our drivers. They too work day and night.

Overseeing the Evercreech operation is Will Cawte, the Operations Manager and Ben Padfield, the Depot Manager.

## Do drivers visit the same farms each day?

No, we have two routes that alternate every other day. That's because some farms have daily milk collections while others are every two days. The frequency of collection depends on how much milk they produce and the capacity of the milk storage tanks. Some milk producers also incentivise farms to have collections every two days to reduce the miles driven and improve their carbon footprint.

## What might we not know?

The job goes beyond collecting milk. At every farm the driver also has to wash the milk tank to ensure it is clean ready for the next milking. They also have to take a sample of the milk at each farm which must be kept chilled and returned to the sample fridge at the Evercreech depot. Every day these samples are sent to the National Milk Laboratories (NML) where they check the quality of the milk.

Our drivers also carry out risk assessments on behalf of our customers. The results of these are used to make improvements to farm sites from a health and safety perspective. They can also help farms pass their red tractor audit - a quality standard for UK farms that is necessary to be able to supply milk.

## What extra kit does a milk tanker need?

Obviously the ability to suck up milk, but our milk tankers also have a box at the back with a system that counts the number of litres collected and records the temperature of the milk for each farm. A print out is left at the farm and the information

is also shared with our customer for audit purposes.

## How does success get measured?

Our main goal is to collect the milk in a timely manner but our customers also measure us against the number of litres we collect per litres of fuel we use to ensure we operate as sustainably as possible.

## Close up on Joe Long

Joe Long has worked in the Evercreech team for the last 15 years.

Aged 76, he has long been in the driving trade. Starting in 1975 Joe's career included a 15 year stint driving a tanker across Europe in which he worked away for three weeks at a time.



Joe Long with Depot Manager Ben Padfield

He is an experienced member of the team, offering guidance to anyone who needs it and he plays a large part in the upkeep of

the depot - keeping the site clean and ensuring all the kit is in working order.

Here's what Joe says about his job:

*"I've got no plans to retire. It's a good job and I enjoy it. The depot runs smoothly and there is a good team here."*





# PRIDE... in practice

Here is a reminder of the Gregory Group Way Pride 'P' and what this means to some of our people.



## Pride

Uphold with PRIDE our reputation and heritage of the Gregory Group

- We describe each company's story with pride.
- We reflect the Purpose in all of our actions.
- We respect and care about ourselves, our colleagues and our work environment.
- We set high standards in everything that we do.

**THE RESULT:** We feel proud to be part of the Gregory Group.



William Smith has worked at Hayton Coulthard for nearly 8 years as a 4 on 4 off tramper. Here's what he says:

*"I love the family feel about HCT and feeling part of a team (my father has worked for HCT for 35 years). It makes me proud to work for the company and encourages me to do things to the best of my ability. I also take pride in my truck, keeping it clean and tidy for me and my partner when he starts his next shift."*

Wayne Dowden is a Warehouse Operative at Shepton Mallet. Wayne joined Gregory Group in 2015 when we acquired Framptons Transport. Here's Wayne's definition of pride:

*"I am proud of the team spirit at Gregory Group. We all work together and knowing that I have contributed to my team, gives me great pride. Whether that is maintaining high safety standards, ensuring my forklift is tidy and fully charged, or ensuring I haven't left anything outstanding for my colleagues to deal with. But my greatest sense of pride is when someone who works alongside me takes note of the pride I take in my work and follows my example."*



Raina Sheppard is an Administration Supervisor who has worked her way up the career ladder since she joined Gregory Group 5 years ago. This is what makes her feel proud:

*"For me it's the people I work with. I want them to be able to achieve the best they can in their role and for them to do that, I need to give my all in every task I undertake. When we all support each other, we can all feel proud of what we've achieved."*



Steve Fox de Vere joined Gregory Group as an Assistant Transport Manager in 2016. He is now General Manager for Shared User Central. He was the proud recipient of the Employee of the Year award in 2018 and recently celebrated his 7th work anniversary. Here's what PRIDE means to Steve:

*"I enjoy working for an organisation that lists PEOPLE as part of its purpose and provides opportunities for anyone who has the drive to succeed. The culture at Gregory Group engenders a pride in other's achievements, and as such, provides a support network that empowers people to achieve their ambitions."*



Paul Willis is Head of Compliance and he led on the project to bring the Gregory Distribution heritage vehicles together for our 2019 centenary celebrations. For him, our history plays an enormous part of the pride he feels working at Gregory Group. Paul explains more:

*"I have been privileged to delve deep into the history of Gregory Distribution. Seeing what our predecessors did, and how hard their jobs were, is a humbling experience and I am extremely proud of the efforts they put in to help ensure our future growth. Without our heritage, we wouldn't be where we are today which makes me immensely proud of how our business has evolved."*





# Working together to get the job done

In July we opened a new pallet network hub in Highbridge. This new depot has been created to service new postcodes and to ease the pressure other depots were experiencing. Highbridge is also working to our revised pallet network operating model in which our vehicles are travelling less making it possible to complete multiple trips per vehicle shift and therefore increase the number of pallets each vehicle can deliver per day.

With the creation of this new depot we welcomed 12 new people to the office and driving team. (Many of whom are pictured.) The



From left to right: Joshua Goodwin, Lewis Down, Neil Hallworth, Shaun Madge, Jason Hinton, Andrew Amer, Ashley Riley, Nick Triker, Phil Harris, Jordan Harris.

team have settled in brilliantly, managing 180 pallets each day. However, whilst they make the job look easy, it hasn't all been smooth sailing.

Builders were due to come in to build a bespoke office space but they informed us last minute that there would be a significant delay. With pallets scheduled to arrive at the new depot, we had to find a temporary solution and we had to find it quickly! Teams across Gregory came together - from Technology to Facilities, and sister depot sites to people working on other customer contracts. Everyone worked together

effortlessly and within a matter of days we had a temporary office inside our warehouse. Whilst not pretty, it's functional while we wait for the new office!



A huge thank you to everyone involved. This was a perfect demonstration of what can be achieved when we work in true partnership with each other.

**Coca-Cola** EUROPACIFIC PARTNERS

## Giving back to the community

Earlier this year we launched the Gregory Group Volunteer Policy to support those of you who dedicate your time to a charitable organisation. The policy entitled successful applicants to a day of paid leave to volunteer for a charity close to their hearts.

Our Partnership 5P sees us 'working in partnership with our customers, suppliers and local communities' so the Volunteer Policy is a brilliant way to give back to our communities.

Here's one of our volunteers in action. Alistair Campbell (front row, second from the left) is a Sales Coordinator at ARR Craib and in his spare time he works with Clan Cancer Support - a charity which supports anyone affected by cancer in the North East of Scotland.



He used his Volunteer Day to raise money for the charity in a 24-hour bowlathon. Alistair took on the challenge with members of his family and other volunteers. Together they raised £25,500 - an amazing achievement and one that Alistair says "made it well worth being awake for 39 hours!"

Applications for Gregory Group volunteer days will open again at the start of next year should you wish to contribute extra time to your charity of choice.

## How we are making a difference with Coca Cola

In the last three months we have driven 1.9 million miles and consumed over 610,000 litres of HVO whilst transporting goods for Coca Cola. HVO eliminates 88% of CO<sub>2</sub>e compared to diesel which means in these three months alone, we have prevented 1.7 million tonnes of CO<sub>2</sub>e from going into our atmosphere.

## Electric vehicle trial

This 19.5t rigid 100% electric truck, which is proudly being displayed by our Group Sustainability Lead, Anthony Humble-Smith, has been put through its paces by some of the pallet network team. Feedback has been positive as they trial the vehicle to establish if electric lorries could fit into our sustainability agenda. This Volvo BEV has a battery capacity of 375kwh which can travel approximately 230km (143 miles) at full weight, all at zero emissions.

