

NEWSBRIEF



Spring 2026



CELEBRATING MILESTONES

2026 is a big year for Gregory Group, as two of our companies are celebrating significant milestones this year, John Mitchell will be turning 70 and Hayton Coulthard will be 110. In commemoration of these huge milestones, both Mitchell and HCT are deploying anniversary trucks. Pollock has also recently deployed their own anniversary truck this year to celebrate their 90th anniversary, which took place in 2025.



Established as a family owned and operated logistics business, John Mitchell built its reputation on reliability, strong customer relationships and deep local knowledge. In 2025, they were acquired by the Gregory Group, becoming our newest brand and strengthening our presence across Central Scotland. The business fits naturally with the Group's values and operating model, complementing our existing operations and adding specialist container transport capability. Since joining, John Mitchell has remained proudly identifiable while participating fully in Group activities, including leadership discussions and strategic planning. The business continues to be led by Ross Mitchell, the third generation Mitchell family member to do so.

Hayton Coulthard is the Group's oldest brand, tracing its roots back to 1916 when founder Peter Coulthard delivered newspapers around Galloway by motorbike and sidecar. The business expanded through generations, with Jimmy Coulthard and later Duncan Coulthard guiding its growth across southwest Scotland. In 2010, Hayton Coulthard and Gregory Distribution formed a joint venture, bringing the business formally into the Group while preserving its strong local identity. Today, with more than 110 years of history, Hayton Coulthard remains a cornerstone of our Scottish operations and continues to celebrate its heritage through its fleet and long-standing customer relationships.



Pollock has been a recognised name in Scottish logistics since 1935, when George Pollock founded a small cartage business in Corstorphine, west of Edinburgh. The company grew significantly under the leadership of George's sons, Ian and George, who joined in the 1960s. Ian introduced the tradition of individually naming Pollock trucks — a distinctive hallmark that remains part of the brand today. In 2021, Pollock joined the Gregory Group, bringing over 80 years of trusted transport experience and a strong Central Scotland network. The business continues to operate with its trademark identity while contributing to the Group's wider Scottish capability.

PEOPLE

Earlier this year we welcomed a new Divisional Managing Director to the Group, Dan Hamby. Dan reports directly in to our Group Managing Director, Angela Butler, and is responsible for our Dedicated Contracts and Pallet Networks. Dan comes to us from Muller, where he was Managing Director of their distribution operations for the entirety of the UK and Ireland. We caught up with Dan to learn more about his first impressions, his priorities for the year ahead, and what he sees as the biggest opportunities for the Group.

What attracted you to Gregory Group, and what stood out to you during the recruitment process?

What stood out the most was that the business is family owned and operating across multiple sectors which brings so much opportunity and diversity. Throughout the interview process what stood out the most was everyone’s passion for the business, a clear vision on where we are going and a people led agenda at the forefront of everything we do.

With your background leading large-scale distribution operations, what are your priorities in your first year?

My priorities are to understand the business, and understand the people that work throughout each business unit and help deliver the business objectives for 2025 and into 2026 whilst growing our customer relationships. The business transformation plan (BTP) will also be a key deliverable for me and helping to bring this to life across multiple operations and engaging all.

How do you see Gregory’s strengths – particularly our people, culture and customer relationships – shaping the opportunities ahead?

The people within the business are a key strength, their experience, drive and want for the business is difficult to find in such a large organisation. The customer ethos and relationship is very rare and unique. This is what makes us different from other organisations. We aim to develop systems to support their needs and we continue to promote continuous improvement. We lead against other businesses by adopting this.



LONG SERVICE MILESTONES

Congratulations to all of our people who celebrated milestones this quarter, and thank you for the commitment, expertise and dedication you continue to bring to the Group.



Gavin Jones

Driver

Bathgate

Paul Tipler

Sub Contraction Manager

Cullompton



Martyn Prater

LGV Driver

Ecclefechan

Nicholas Trivett

LGV Driver

Cullompton

Christopher Hunt

LGV Driver

Carnforth

STRATEGY & VISION

This year's Strategy Day brought leaders from across the Group together to focus on the core themes that will shape our progress over the next twelve months. Conversations centred on strengthening frontline support, improving OTIF performance, deepening driver engagement, enhancing our approach to health and safety, and sharpening our profit-driver KPIs. These sessions provided both clarity and momentum, giving us a shared understanding of where we are today and where we need to be. Most importantly, the day set a clear direction for closing the gap to our 2030 vision, ensuring every part of the business is aligned behind the same goals.



CELEBRATING WINNERS

Later that day we came together to recognise colleagues who go above and beyond in their roles. The Celebration Evening highlighted outstanding contributions from teams and individuals across the Group, shining a light on the professionalism, dedication and teamwork that underpin our success. As we look ahead to the 2027 awards cycle, we encourage continued nominations so we can keep recognising those whose efforts make a real difference.



Scan here to
nominate
somebody for
the 2027 awards

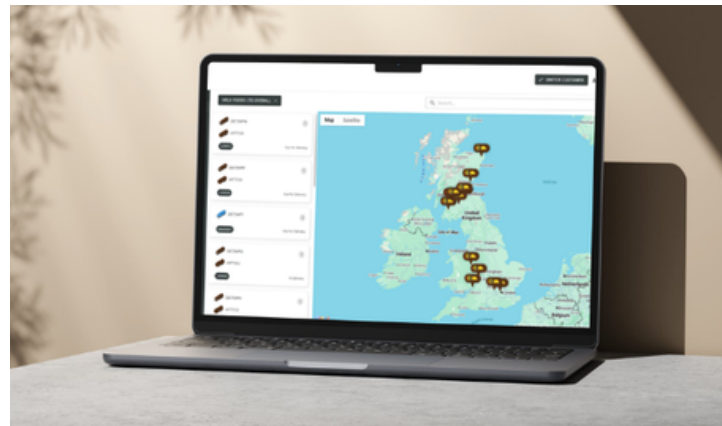


BEHIND THE BTP

BTP is the acronym used internally for our Business Transformation Programme, which is the engine driving how Gregory Group continuously improves, modernises, and prepares for the future. As our business has grown from a regional operator into a national logistics provider with high-profile customers, the need to streamline our systems and strengthen the way we work has never been more important. The BTP brings together a series of improvement projects, covering everything from TMS and WMS upgrades to process efficiency, system modernisation and customer onboarding. The aim is to ensure we continue delivering outstanding service while staying competitive and profitable in a fast-moving industry.

The programme exists to help us meet our 2030 Vision and support long-term growth. It underpins the changes we need to resolve current profitability pressures, enhance the tools our frontline teams rely on, and create a more consistent, scalable way of working across the Group. Continuous improvement is at the heart of the BTP, with each project designed to build on the work already done and maintain momentum.

Delivery of the BTP is a truly cross-functional effort. It is owned by the Management Board, managed by Alex Walker & Jen Tullett under the guidance of Al Worden, supported by Implementation Leads and Subject Matter Experts from across the business. All play a key role, working together to guide teams through change and make sure improvements land smoothly. Their work helps ensure every part of our business is aligned behind the same shared ambition: making Gregory Group stronger for the years ahead.



LATEST DEVELOPMENTS

We have continued to invest in tools and systems that support our frontline teams and improve the service we deliver to customers. The rollout of driver phones across the Group is helping drivers access digital tools more easily, reducing paperwork and improving consistency across depots. As usage increases, teams are already seeing productivity benefits from having the right technology available in cab.

The new Freeway Walkaround App is also being introduced, replacing the existing vehicle check process. It offers a more user friendly experience, improved defect

reporting and stronger integration with our fleet maintenance systems, helping support compliance while making checks quicker and clearer for drivers.

Finally, our Customer Portal is now being actively used by customers. While it was deployed previously, adoption is growing and customers are benefiting from improved visibility and access to real time information, strengthening our position as a technology led logistics partner.

VOTE ROUTE 74 FOR TRUCK STOP OF THE YEAR

Route 74
TRUCK STOP



WINTER PHOTO WINNERS

Every quarter we run a photo competition where everyone in the Group is able to submit photos for inclusion in the Gregory Group calendar for the following year. These photos are also often showcased in tenders for new business, reports, presentations to customers, on social media or in other marketing. In short, we truly admire and appreciate the quality of the photos sent in to us and would like to congratulate the winners for the Winter edition of the competition, which you can see here.



Adrian Jasper
Workshop Supervisor
Davidstow



Dave Torkington
LGV Driver
Birtley



Jason Leake
LGV Driver
Sandford

**To enter your pictures for our Spring photo competition please email them to:
groupcommunications@gregory.co.uk**

THE FUTURE IN FOCUS

Gregory Group is taking another important step in modernising our fleet with the rollout of the Samsara camera and telematics system. From 1 April, subject to final confirmation, all new vehicles will be fitted with the system as standard, strengthening both safety and service quality across our operation. Samsara gives drivers clearer insight into their driving performance through real time data and AI powered coaching. The driver app provides simple, constructive feedback that removes uncertainty and helps make day to day work easier. Depots will benefit too, with faster access to incident information and the removal of old manual processes that relied on SD cards.



The rollout is being delivered collaboratively across Operational teams, led with the needs of drivers and depots front of mind. The operational project team have considered legal, people, insurance and fleet implications to ensure the new system is introduced responsibly and consistently. Protecting driver privacy is a key part of this work. Inward facing cameras cannot be live viewed by anyone. AI is used only to detect policy related events and access to footage is tightly controlled and is only viewed after an incident has occurred.

By investing in Samsara we are improving safety, increasing efficiency and giving our customers greater confidence in the quality and reliability of the service we provide.