



Leiths NEWS

The newsletter of Leiths (Scotland) Ltd

Produced for our Employees, Customers and Colleagues.

STEPHEN HAWKING MEMORIAL



© Photograph by Anthony Wakefield

Also featured in this issue

Kishorn Port Ltd – Showcase Day
19.09.18



page 7

Markon – RoSPA Gold Award for Health and Safety Practices



page 9

Apprentice of the Year -
Kyle Maitland



page 14

LEITHS

Built on Quality

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Welcome to Leiths NEWS

In this issue

Nether Park Archaeology	p3
Leiths Decorative Aggregates	p4
Parkmore Limestone Walling Stone for Glenfiddich Distillery	p4
Leiths begin production of Concrete Blocks	p5
Concrete Supply to Tomatin Sub Station	p5
Civil Engineering and Surfacing Update	p6
Kishorn Port Showcase Day	p7
Lawrie Demolition awarded the demolition of the former TOTAL Office in Aberdeen	p7
Stephen Hawking Memorial	p8
Markon presented with the RoSPA Gold Award for Health and Safety Practices	p9
Old friend spotted at Hillhead	p9
Leiths Fleet hit the shows in 2018	p10
New Company HSEQ Standards Documents	p11
Energy Savings	p11
Celebrating Good Practice	p11
Mindfulness for a Happy and Healthy Festive Season	p12
Leiths take part in world's Biggest Coffee Morning	p13
A day in the life of...	p14
Apprentice of the Year - Kyle Maitland	p14
40 Years Long Service Award for Bert Archibald	p15
Leiths go Paintballing	p15
Competition	p15

Message from the Chairman

I attended the Kishorn Port Showcase Day on the 19th September and was impressed by the progress that has been made in getting the dry dock back into service. I remember visiting the Howard Doris fabrication yard way back in the late '70's prior to the float out of the Ninian Central oil production platform and I could never have anticipated Leiths being involved with its resurrection 40 years later! The KPL Board has invested a lot of time and money in refurbishing the facility and we look forward to landing its maiden project, be it in the decommissioning or renewables sectors.

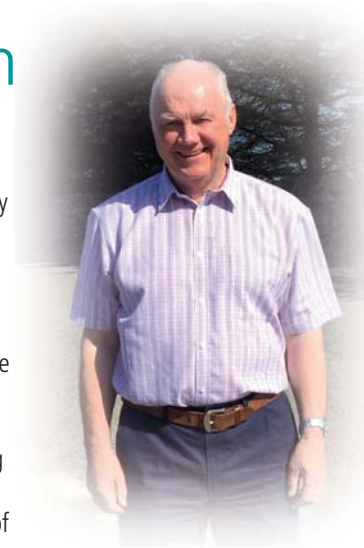
Our diversification into new products continues with the investment in concrete block manufacturing at Midlairgs Quarry. With readymixed concrete volumes in the Scottish market well down on previous years, it is important that we identify alternative outlets for our aggregates. A number of innovative concrete products are also being developed to help fill this shortfall.

Leiths has come a long way since 1972 when I started in business, and it was quite nostalgic to see one of our earlier plant purchases of a Terex R17 dump truck exhibited as a rebuild at the Hillhead 2018 Quarry Show. Examples of more modern Leiths purchases can often be seen at fleet and plant shows across the UK - a great advert for our Group.

Fyfe Glenrock has worked with John Maine RA on many prestigious projects including the SAS Memorial in Hereford Cathedral. His most recent commission was to create a fitting memorial to Stephen Hawking, the eminent theoretical physicist, which is installed on the floor of Westminster Abbey adjacent to the memorials to Isaac Newton and Charles Darwin.

Congratulations to Markon and their achievement of a RoSPA Gold Award for Health and Safety Practices. As a Group, we are continually striving to improve our health and safety standards and this award is a testimony to what can be achieved.

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.

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Nether Park

An Important Mesolithic Archaeological Site

Nether Park Quarry lies alongside the River Dee, near Banchory in Aberdeenshire. Here, there is a lot of evidence of prehistoric activity, so some archaeological work was required by the Aberdeenshire Planning Authority before the quarry could strip the topsoil and extend towards the road.

Leiths employed Charlie and Dr Hillary Murray of Murray Archaeological Services (MAS) to undertake an archaeological evaluation of the area. Ten 2m wide evaluation trenches were dug by Derek Mitchell of Leiths using an excavator, working alongside MAS. In one of the trenches a concentration of flints was identified which required excavation by hand.

MAS describe the results of the excavation as exciting, finding over 460 pieces of worked flint along with small pits, which had been cut into the natural sand and gravels and may have held posts. As many of the pits had flint tools in the earth that filled them, MAS think that they were dug in the Mesolithic, possibly around 6000BC, when people lived by hunting before there was any farming in Scotland.

Samples of the soil from the pits have been taken and any charcoal present may be radiocarbon dated to give a more precise date to the archaeological site. Scatters of flints from this period are common in the area but traces of structures of this date are rare anywhere in Scotland.

So what was happening here 8000 years ago?

MAS interpretation of the finds is that a small group of people, possibly a family would have been living at Nether Park on the dry gravel ridge above the River Dee. They would have travelled in wood or skin boats along the river through a lightly wooded landscape. They would have caught fish in the river and they would have hunted for deer and gathered

nuts, berries and other food from woodland nearby. On one part of the site MAS found flint pebbles (cores) that had been knapped (hit very carefully) to break off small thin pieces of flint - as there were many tiny flakes we can be sure that someone had sat there making tools for hunting, or for preparing food or cleaning the animal skins to use for clothing. There was also evidence of several small fires maybe for cooking or warmth. The pits do not seem to form a clear house plan but may have been part of a shelter or windbreak.

Leiths are funding MAS to undertake a detailed evaluation of the finds from the site including archaeobotanical analysis, radiocarbon dating, flint analysis and publication of a scientific report on the finds.



Looking south towards the river Dee with the excavation in the foreground and the existing quarry behind.
(Photo copyright Cabro Aviation Ltd)



Archaeologists at work



The excavation and the evaluation trenches. The darker marks in the centre of the excavation are the Mesolithic post pits.
(Photo copyright Cabro Aviation Ltd)



Flint tools from the Nether Park excavation
(Photo copyright MAS Ltd)



Flint pebbles (cores) used to strike off smaller pieces of flint for tools
(Photo copyright MAS Ltd)

Leiths' Decorative Aggregates

Decorative Aggregates have become increasingly popular over recent years due to the ease at which they can be used.

Recent television programmes and magazine articles have highlighted the various ways in which decorative aggregates can be used to enhance any landscaping project. Products can be mixed to create contrast and to create features. With a little imagination it is possible to create a low-cost feature to not only enhance your garden but also increase the value of your property.

Leiths supply decorative chippings, harling chips, rockery stones and walling stones that are suitable for footpaths, planting borders, driveways, water features, rockeries and general landscaping.

The Company's most popular decorative aggregate, Skye Marble, is produced at our Torrin Quarry in Skye and is available in 6mm white harling chips, 20mm white and 20mm black & white.

At our Highland Lime Quarry in Fort William, Dornie Quartz and Dornie Limestone are produced. This has become very popular over the last four years with the Dornie Quartz being featured in the 2018 Chelsea Flower Show.

Parkmore Quarry in Dufftown, Moray produces limestone chips. Our biggest customer, Stonepack, call this "Keith Blue" in the industry and have doubled their order year on year due to its popularity in the marketplace.

At our Achilty Quarry in Ross-shire, our walling stone has been used on the recent Inverness West Link Project and new Torvean Golf Course.

Brad Flett is Leiths Sales Manager who looks after the decorative aggregates market in the UK



New Torvean Golf Course using Achilty Walling Stone



Leiths Dornie Quartz showcased at the Chelsea Flower Show 2018 South African Garden

Parkmore Walling Stone for

Glenfiddich Distillery

When the owners of the Glenfiddich brand of whisky decided to expand their operation at Dufftown, adjacent to our Parkmore Quarry by constructing a new still house, naturally their thoughts turned to raw materials. Leith's at Parkmore Quarry, which had supplied quarry materials for a great number of historical buildings surrounding Dufftown - the stone being known locally as Keith Blue, was the natural choice.

Prior to works commencing, a local stone mason constructed a sample panel, some 3mtrs x 2mtrs in area which was erected at the entrance to the distillery to show visitors how the finished building would appear.

With approval given for the project, Leith's quarry staff cordoned off an area for the stonemasons

to work safely. A daily supply of materials direct from the quarry face was sent for the masons to sift through for suitable sizes and coloured stones. At the beginning of each day, Leiths would collect any unused stone and return it to the quarry face for further processing, then supply the fresh materials for the masons. Due to site issues and logistics, the masons were permitted to store their chosen materials within the quarry, with supplies then being carefully loaded to be transported down to the site when required. This entailed careful liaison between quarry staff and the stonemasons for a period of 6 months from the beginning of 2017.

This operation was completed successfully with sufficient raw materials selected to finish the project with no accidents or incidents occurring.



Leiths begin production of **Concrete Blocks**

Following the recent acquisition of Fyfe Glenrock, Leiths have reinforced their presence in the building products market by moving into concrete block production at their Midlairgs Quarry near Inverness.



Finlay 44 Egg Layer

Midlairgs Quarry has been a centre for block production in the past and is well placed to capitalise on the current housing boom in the Inverness area, especially as the city keeps on expanding out in a southerly direction.

Block production began in early October this year utilising a Finlay 44 egg layer and an accompanying automatic banding machine both purchased from Cootes Finlay at the recent Hillhead 2018 International Quarry Show. Both state of the art machines are producing a quality product well ahead of our expectations.



Concrete Supply to Tomatin Sub Station

Concrete supply from our Midlairgs' Concrete Plant started in May 2018 and Midlairgs has now supplied RJ McLeod with over 2,400m³ of high-quality concrete.

This has included some large pours supplying structural concrete for foundations, floor slabs and bases for the 200t transformers.

Tomatin Substation lies approximately 6 km south-west of Tomatin with each mixer truck travelling 21km off road to access the site which was taking nearly an hour from batching. This was particularly challenging during an exceptionally warm summer and Leiths worked closely with the site management team of RJ McLeod, who were awarded the concrete infrastructure contract. Mixes were approved using a liquid retarding admixture which temporarily delays the hydration of cement allowing the transportation and placing of the concrete to be extended.

The £30m contract to build and commission this new substation was awarded by Scottish and Southern Electricity Networks to a JV between Amey and GE. The project at Tomatin, will enable new renewable energy to connect to the high voltage transmission system.



Construction of the substation started during winter 2017 and is expected to finish in mid-2019.

Civil Engineering and Surfacing: North and South update

ASCO - BP Storage Yard

Leiths Civil Engineering Division recently completed the adaptation of the ASCO premises in Dyce. The works to provide new concrete pipe bearers was commissioned and supervised by BP. The works, designed by Arch Henderson, required each set of 4no. pipe bearers to allow for the storage of 400 tonne of pipe.

The works involved excavating the existing hardcore to a suitable formation building up with structural fill before casting the individual reinforced concrete bases.

On top of the concrete bases, the concrete pipe bearers were then positioned. Each of the 120 concrete bearers were manufactured at



Leiths own Lochton Precast Depot and delivered to site. Lastly the timber pipe bearers were bolted down to the concrete and the final

levels were checked to confirm they were all well within the plus or minus 10mm tolerance required by the client.

A96 Cycleway – Thainstone to Kintore Business Park



Leiths Civil Engineering and Surfacing Division have recently completed construction of the latest phase of the new surfaced pedestrian foot/cycleway adjacent to the A96 trunk road between Kintore Business Park and the Thainstone roundabout.

The 1200m long 2m wide cycleway involved many different activities including excavation, drainage, subbase, kerbing, cutting back foliage, safety barriers, relocation of existing signs, building a wall, repointing an existing garage, surfacing and road markings.

As the project progressed, additional works were instructed including a new cattle grid, manufactured at our own Smiddy in Rigifa, and erection of a new 2.1m high 210m long timber/steel acoustic fence designed to reduce the noise of the busy A96 carriageway for the local residents.

The works for Aberdeenshire Council have completed the link from Kintore to the busy Thainstone Mart to the delight of cyclists and pedestrians who are daily using the new route.

Melgarve Substation

The division is also currently working on the Melgarve substation for BAM Nuttall Ltd at Laggan in the Highlands of Scotland.

Our role in the multi million pound project requires construction of all the internal roads consisting of a mixture of both surfacing and concrete specifications along with the associated kerbing, subbase and drainage.

Due to the tight timescale of the project, and the imminent delivery of two large transformers, Leiths Project Manager, David Rennie, discussed with the client and our own concrete department enabling us to adjust the concrete mix designs which allowed a shorter



curing time and the early strength gains required to meet the stringent programme deadlines.

The 9 week project is currently ahead of programme despite the challenging location and variable Highland weather.

Kishorn Port Showcase Day

Kishorn Port Ltd (KPL) in partnership with the Oil & Gas Authority (O&GA) and Highland and Island Enterprise (HIE) hosted a Showcase Day at Kishorn recently. Despite the unpredictable Highland weather the event was well attended by stakeholders from the oil and gas industry.

Over 90 senior representatives from the oil and gas supply chain, the Regulators and the local community were given an insight into the redevelopment of the Kishorn Yard and drydock by the Directors of KPL, Simon Russell and Alasdair Ferguson, with Bill Cattanach OBE, Head of Supply Chain at the OGA, chairing the proceedings.

Attendees were interested in the capability of the Kishorn facility to support a wide range of potential projects including decommissioning, the extension of life of North Sea assets, the manufacture of concrete renewable energy components and the mobilisation of floating oil and gas structures.

The day provided an opportunity for attendees to tour the site and see first-hand the results of the latest round of refurbishment and upgrading works to the Dry Dock, which is

now available for hire. The 160m diameter facility with up to 13.8 metres of draft and its deep access channel is one of the largest dry docks in Western Europe and is ideally suited for use in the decommissioning, reactivation of rigs, renewables and fabrication sectors.

Helen Murchison, the Chair of the local community council gave her lively personal recollections of the Kishorn Yard from its heyday in the 1970's and '80's and the Rt.Hon. Ian Blackford MP gave his political overview of the industry and the relevance of Kishorn to the local and national economy.

KPL also plan in the near future to provide tours for members of the local community and local school children from the Kishorn, Lochcarron, Plockton and surrounding areas – to show the younger generation the fantastic history behind the site.



Simon Russell and Alasdair Ferguson (Kishorn Port Directors) in the foreground.

Lawrie Demolition awarded the demolition of the former **TOTAL** Office in Aberdeen

Continuing the successful relationship with London based Titan Investors, Lawrie demolition have been awarded the demolition of the former TOTAL Offices on Crawpeel Road, Altens, Aberdeen.

With TOTAL relocating to new offices, the opportunity to purchase the land for potential redevelopment was an attractive one for Titan, who have previously demolished the former Bells Hotel on Union Street, Aberdeen and built the stunning Silver Fin building.



The programme from start to finish will take 16 weeks and will see the buildings removed of asbestos, stripped back to the concrete frame and all suitable materials such as timber, metals etc recycled prior to mechanical demolition. Various sized excavators, fitted with specialist attachments, will systematically demolish the concrete structure, using hydraulic shears to cut the frame into sections, where it will be processed, removing all reinforcing bar in preparation for crushing. It is estimated that more than 90% of the building will be re-cycled.

Leiths Contract Crushing Division will crush all suitable materials to a 6F2 grading with the basements and voids backfilled and all surplus materials stockpiled on site.



Stephen Hawking Memorial



© Photograph by Anthony Wakefield

The inscription echoes the Latin text of Isaac Newton's nearby stone:

**HIC DEPOSITUM QUOD MORTALE FUIT
ISAACI NEWTONI.**

The translation became:

**HERE LIES WHAT WAS MORTAL OF
STEPHEN HAWKING.**

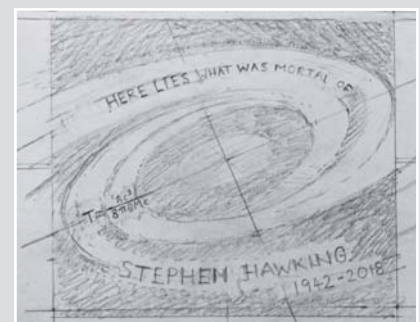
In addition, Hawking's famous equation is inscribed on his memorial.

When the Dean of Westminster Abbey rang John Maine RA earlier this year for his thoughts on a memorial for Stephen Hawking, the eminent theoretical physicist, it's perhaps not surprising that he turned to Fyfe Glenrock to assist him with sourcing the stone and its preparation. John has worked with Fyfe Glenrock on many of his commissions over the years.

Fyfe Glenrock sourced the Caithness slate for John, who was attracted to this material as it can appear light when carved or sawn but very dark when honed or polished. His design began with a feeling of deep space where a series of shapes whirl around a central ellipse, a black hole. The centre became black, surrounded by drifts of lighter carved texture. Two intersecting lines are the coordinates of the ellipse and refer to the dimensions of space and time. As a memorial to a remarkable man, it was important to balance the need for stillness with a sense of energy.

Fyfe Glenrock cut the slab and prepared the surface. It was then sent to Gillian Forbes in Perth who is a very skilful letter cutter and she was able to give life and character to the inscription. The slab was then returned to Oldmeldrum, where John added the areas of texture to complete the work.

The stone was transported to Westminster Abbey, where it was set into the floor of the nave over the ashes of Stephen Hawking after a moving service on 15th June 2018.



One of John Maine's early design drawings

Markon presented with RoSPA Gold Award for Health and Safety Practices



John Caulfield (R) being presented with the RoSPA Gold Award for Health and Safety Practices

Markon Limited has been handed a prestigious award in recognition of its practices and achievements in Health and Safety and ensuring their workforce return home safely at the end of the working day.

Markon has achieved a Gold in the internationally-renowned RoSPA Health and Safety Awards, the longest-running industry awards scheme in the UK. They were presented with the award during a ceremony at DoubleTree by Hilton Glasgow Central on 13 September 2018.

The RoSPA Awards scheme, which receives entries from organisations around the world, recognises achievement in health and safety management systems, including practices such as leadership and workforce involvement.

John Caulfield, HSEQ advisor for Leiths who received the award on behalf of Markon said: "It was great to receive the gold award, it is a great reward for all those who drive safety at Markon.

We hope to maintain the high standards and push for gold again next year."

Julia Small, RoSPA's head of qualifications, awards and events, said: "The RoSPA Awards are the most highly-respected in the health and safety arena, with almost 2,000 entrants every year, and allow organisations to prove excellence in the workplace, demonstrating a commitment to the wellbeing of not only employees but all those who interact with it."

The majority of awards are non-competitive and mark achievement at merit, bronze, silver and gold levels. Gold medals, president's awards, orders of distinction and the Patron's Award are presented to organisations sustaining the high standards of the gold level over consecutive years.

Competitive awards go to the best entries in 24 industry sectors including construction, healthcare, transport and logistics, engineering, manufacturing and education.

There are specialist awards for health at work, environmental management and fleet safety, and excellence trophies for the best international, new entry, workforce involvement and organisation operating or based in Scotland. RoSPA's top accolade is the Sir George Earle Trophy.

Headline sponsor of the RoSPA Awards 2018 is NEBOSH – the National Examination Board in Occupational Safety and Health – for the 13th consecutive year.



For more information about the RoSPA Awards visit www.rospace.com/awards

Well done to the all those involved.

"Old friend" spotted at Hillhead

At a recent visit to Hillhead 2018, the biennial quarry show held in Buxton, Ian Leith spotted a Terex R17 dump truck that Leiths owned over 30 years ago, way back in the 1980's. The truck was manufactured in 1973!

The Terex was part of the plant fleet that the company acquired when it purchased Parkmore Quarry from Dalgety. The dump truck was subsequently transferred to our Torrin Quarry on Skye and ultimately sold on to a dealer.

It transpires that it eventually arrived back with Terex who challenged their apprentices to completely recondition it and it took pride of place on the Terex stand.



From L to R Grant Milne, Managing Director (Quarries Division) – Ian Leith, Chairman – Phil Leith, Deputy Chairman

Leiths' Fleet hit the shows in 2018



Volvo FH500 and Mercedes Actros 2442

Several new additions to the Leiths' fleet have been showcased across the UK this year.

The first of four new Feldbinder powder tank trailers made it on to the manufacturers' stand on the Majestic Lawns in Harrogate at the Tip-Ex/Tank-Ex show in June. This was no mean feat for Feldbinder as the site is in the centre of the historic spa town in an ornamental park built in 1899!

In August, our latest DAF XF530 150 tonne heavy haulage tractor unit, and Renault C430 with Liebherr 8m³ concrete mixer were both on stands at the Black Isle show in Inverness-shire.

Further to these manufacturer arranged displays, two of our tractor units were displayed at Truckfest. Ft William driver, Ian Strang, took his Volvo, and distribution supervisor, Carolyn McKinnon, took a Mercedes along to show at the 2 day event

held at the Royal Highland Centre in Edinburgh at the beginning of August. This was the first time Leiths have had vehicles on display at Truckfest and the vehicles generated a lot of interest over the weekend with members of the public, staff and drivers from other businesses stopping to chat with Carolyn and Ian. Despite their efforts washing and polishing the trucks inside and out, no prizes were won, this time! They both hope to go back next year to fly the Leiths flag!



DAF XF530 150t Heavy Haulage Tractor Unit



Renault C430 with Liebherr 8m³ Mixer



Feldbinder 40m³ Powder Tanker Trailer

New Company HSEQ Standards Documents

Over the past few months the HSEQ Department has been working on a series of Standards which are intended as the "minimum standard to be applied" to each work activity throughout Leiths Group's owned, leased or managed sites and to all Leiths Group's managed operations.

The Standards will affect all employees, third party workers, customers and visitors.

Each Standard is designed to be the "go to" document which informs everyone on their roles and responsibilities with regards to legislative requirements, such as the Control of Substances Hazardous to Health (COSHH), Pedestrian & Vehicle Interface, Lifting Operations and Lifting Equipment Regulations (LOLER) and Utilities Avoidance, to name but a few of the standards to be released.

The Standards will be utilised as a tool during audits and inspections to ensure compliance with legislation and the International Standards which the group is registered to - ISO 9001, 14001, 18001 and 50001.

As you can imagine, this would seem like quite an undertaking. However, with the commitment and enthusiasm of the HSEQ team, great progress is being made, with the release of the first standard already completed.

The HSEQ team view the involvement and engagement from all Leiths employees as vital to the success of the Standards and openly welcomes any feedback or discussion on any of the areas covered.

If you have any positive ideas or comments that you believe will improve your work process that could be integrated into the Standards, please contact the HSEQ Department who are always on hand providing support, advice and assistance.

Energy Savings

2018 has been a busy year for the Group and, as you would expect, when there is more work there is inevitably more energy use.

Behind the scenes there is a lot of work and effort put in to energy reduction schemes and initiatives, and while this is not completely evident to the wider audience, it is an essential part of the Group's activities and has a significant bearing on the performance of the Group.

The Group registered to the International Standard - ISO 50001 in 2015 to comply with the Energy Savings Opportunity Scheme (ESOS) which became law in 2014. Since then the significant energy processes and activities have been monitored and measured to improve and reduce the Group's energy footprint.

Driving improvements can be challenging but the HSEQ team have been working closely with the Production team to reduce energy use in specific areas of the Group's activities.

- Bitumen storage temperatures have been identified as a potential route for energy savings and following some in-depth analysis this is now a project that should provide energy reductions.
- Sub metering has been implemented and will allow for more in-depth analysis of site energy use and reductions going forward.
- Covered aggregate storage is currently being assessed to reduce the amount of burner time for heating aggregates as part of asphalt production.
- Warm mixes are being investigated as this will reduce the higher energy use currently required for production of asphalt.

During the recent BSI audits a study was carried out comparing the Group's energy use from 2015 compared to 2017 and this study demonstrated a 7% energy reduction for produced tonnage in that period. Although the output was greater, the energy required was reduced by 7%.

As always, we welcome any ideas on efficiency as this is the main goal in energy reduction. If you have any ideas let the HSEQ team know, we would be happy to hear from you.

Celebrating Good Practice

The Group is undergoing a cultural change in the way Health and Safety is viewed and valued.

As you are aware, we constantly check compliance and verify processes and procedures but often don't recognise where we have made progress or gone "over and above" the call of duty.

Following much reflection and discussion, we have changed the format and layout of the near miss reporting cards. These cards have been revamped to include a section for recognition of good practice.

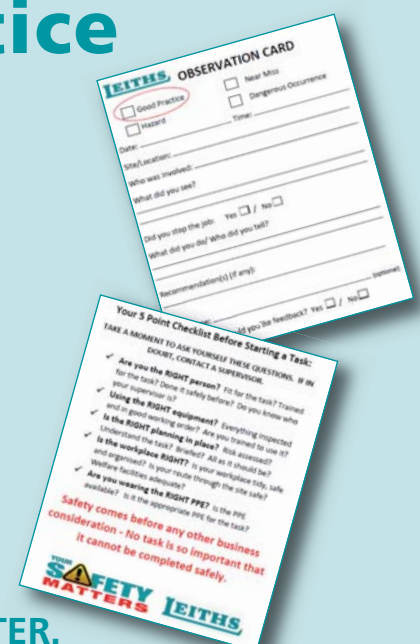
The cards are no longer NEAR MISS reporting cards – but simply OBSERVATION CARDS. We hope that this will remove the negativity of reporting and encourage positive reporting throughout the Group.

We have also placed guidance on the reverse of the observation card which will be the Leiths "Five Golden Rules". Although these are straightforward, they demonstrate the commitment that the Board place on safety and a reasonable expectation for our people to go home safe at the end of the day.

As with all systems and schemes we need your help and participation to make them work and when we all work towards the same goal success is guaranteed.

It is often difficult to say "thanks" or "well done" to a colleague or workmate but this small gesture really is the starting point for a positive safety culture.

YOUR SAFETY DOES MATTER.



Mindfulness for a Happy and Healthy Festive Season

No matter what you're celebrating this festive season, it's sure to be busy! Even for those of us who don't celebrate Christmas, the holiday period can be full of pressure and other challenging experiences that can make our wellbeing a little harder to manage.

For some, the festive season can lead to over thinking, over planning, over eating, over drinking and more! The pressure to finish off work projects before the traditional Christmas break, as well as juggling family and social commitments hardly seems fair – not to mention the holiday shopping!

There are ways in which we can all take time for ourselves, to reflect on the season and the joy that comes with it, all whilst managing our own wellbeing.

Here's some top tips for a mindful festive season:

Share the load

Allocate the jobs fairly. After all, it's a time for sharing and caring, so whether it's the family or work colleagues, see what jobs can be shared out to get things done.

Manage your spending



Try not to add extra pressure to your mental wellbeing by overcommitting your budget and winding up with a big Christmas financial hangover... Create a budget and stick to it. Ignore the commercial pressure and be sure to put what you can afford first over emotional pressure.

Balance the excess

It's a tempting time to go all out on food, drinks and time out and about with others, but too much of a good thing can be, well...too much! To offset; eat well but not to excess, or learn to say no, manage your drinks and schedule in some 'me' time to reflect gently on the year too.

It can wait

Check yourself during times of stress and ask 'Does this really need to happen right now – or ever?' Will people honestly notice if the table cloth isn't ironed...? Save your energy and strength for the things that actually count instead.



Credit: Robertson Cooper | Good Day at Work

Be realistic and manage expectations

If you're not up to joining the Christmas party or gathering, say no. If you'd rather be curled up at home with your kids watching a Disney family favourite for the billionth time – do it. You won't 'let anyone down' - simply managing expectations with gentle 'no thank you's' and 'not this time'.

Take the time for jobs that relax you

Christmas card writing can actually be very therapeutic, and allows you to consider the very special people in your life. A personal, thoughtfully written card can mean more than a generic gift. And the quiet time is rejuvenating.



Rest and recuperate

For many, Christmas holidays can be the only stop we have all year. It's a great time to rest, recuperate and reflect.

While it's tempting to run, run, run - just stop. It's as simple as that.

Be in the moment

Presence is the best present as the saying goes. In an age of constant distraction and technology competing for our attention it can be very easy to lose sight of what matters during the holidays. Turn off the phone, devices and TV to simply enjoy being with family and friends. Make time for a few family photos, but otherwise, put the screen down. You'll get more out of making memories that way. Dress up for a walk and enjoy the solitude of a crisp quiet wintery day.

How to give your presence

Stop doing - just be. Prioritise what actually matters and if that means the washing can wait one more day while you do a jigsaw puzzle together or share a cuppa quietly, then do so.

Make time. If you must schedule time to be together in the same room due to a busy life, then do so. Simply making time with no distraction or interruption can help you bond in the moment.

Deep listening. Make the effort to truly listen to what others are saying. What are they really conveying? Use your body language carefully - your silent cues will be received more effectively than meaningless small talk may be.

Practice your mindfulness so your headspace is clear for others.

Take your annual leave. Too many of us still aren't using the full allocated amount of annual leave that we are entitled to. While work may be an important part of our lives, it can never replace the rejuvenation and physical and emotional benefits that time off can provide.

Give, give, give Winter is harsh in the UK, and there are many, many others who could use your help. If you're buying gifts, make room in your budget for an extra gift or donation to your favourite charity. Check charity websites and their social media to see what they need and give a gift that counts. If your budget is a bit tight, check the cupboards for spare blankets, sheets and towels that will be gratefully accepted by charities too.



Leith Head Office will once again this year be collecting for charity during December – look out for updates in the coming days.

Leiths take part in world's biggest coffee morning

In aid of Macmillan Cancer Support - Friday, 28 September 2018



Well done to Danielle Cowie, Accounts Assistant, for baking the Best Home Bake, as judged by Simon Russell!

Leiths chosen charity for 2018 has been **Macmillan Cancer Support**, and staff at head office were delighted to take part once again in the Macmillan World's Biggest Coffee Morning which took place on Friday, 28 September 2018 to help raise funds for this very worthwhile organisation.

Thanks to everyone (and their families) who kindly donated cakes and goodies and helped raise **£168.30**, and, in particular, Coral-Ann Birnie who helped organise the event.



Winning Recipe:

Danielle's Rocky Road!

Ingredients

500g Milk Chocolate, chopped
200g Golden Syrup
200g Unsalted Butter
125g Cornflakes
2x 103g Pack Maltesers
125g Mini Marshmallows



Method

Line a 9x9 square baking tray with parchment paper, leave to the side. Melt the golden syrup and butter gently in a pan on a low heat – when the butter and syrup have melted fully and started to bubble slightly, turn the heat off and add the chopped chocolate and stir until the chocolate has melted – if it doesn't quite melt then turn the heat back on to a very low setting so that the chocolate doesn't split.

Pour the cornflakes, maltesers, and mini marshmallows into a large bowl and pour the chocolate/syrup mix on top. Mix the ingredients together thoroughly until its all coated well. Pour into the tin and press down very firmly. Leave to set in the fridge for 3-4 hours, or a bit longer if it still feels too soft.

Once set, carefully remove from the tin and cut into your pieces. I do 4x4 so I get 16 large pieces, or 5x5 for slightly smaller but still delicious sized pieces. Dust with Icing Sugar or give it an extra drizzle of chocolate for show.

Macmillan Coffee Mornings

The first ever Coffee Morning took place in 1990. It was a small affair with a simple idea: guests would gather over coffee and donate the cost of their cuppa to Macmillan in the process. It was so effective Macmillan did it again the next year – only this time nationally. Since then, Coffee Morning has raised over £138 million for Macmillan.

Macmillan Cancer Support

One in three of us will get cancer. There are now 2.5 million people in the UK living with cancer. By 2030, it will be 4 million people, and

Macmillan want to be there for them all.

Macmillan's goal is to make sure no one faces cancer alone. They provide medical, emotional, practical and financial support, as well as campaigning for better cancer care. And because cancer affects more than just those facing it, they are there for friends and family too.



Kyle Maitland - Apprentice of the Year

Kyle, who works within the Rigifa Workshop, started his apprenticeship in June 2015 just after he finished his exams at Portlethen Academy. At that time, Kyle was a very shy local 16 year old, who has really come out of his shell and has developed his personality and a very good work ethic.

Kyle has now completed three years of block release at CITB College in Glasgow at Springburn and Inchinnan, where he has studied everything from stihl saws to stripping and rebuilding diesel engines and diagnosing hydraulic faults.

Kyle is very keen to further his knowledge and career at Leiths and is always willing to stay behind to make sure machines are ready for the next day to keep production at a high. During his time so far with Leiths he has covered a vast amount of different tasks from routine servicing of excavators and dumpers, to repairing and overhauling a 6 cylinder Penta engine. He enjoys the variety of plant at Leiths and doesn't mind getting dirty which really helps in the quarrying industry!

His diligent college work and studies are what has led Kyle to pick up the award for Apprentice of the year 2018, where he received a substantial tool box and tools, a trophy and also a certificate.

When not at work Kyle enjoys driving his Audi S3 and spending time with his girlfriend.



We would like to congratulate Kyle on this much deserved award and wish him well in his future at Leiths.

A day in the life of . . .

Ian Dyker - Granite polisher at Fyfe Glenrock



"I started work in the industry after leaving school way back in 1985, when I joined A & J Robertson, the monumental masons in Merkland Road East, Aberdeen as an apprentice granite polisher. My grandfather was a granite polisher and my father is a retired granite mason with plenty of memories of the "good old days". After 5 years with Robertson's, I joined John Fyfe (Granite) Plc, returning to Robertson's for a short period and I have now been back with Fyfe Glenrock for over 20 years.

My day starts at 07:30 and is largely spent hand polishing and finishing off high quality granite products that can range from building facades, streetscape features, kitchen worktops and memorials to intricate sculptural pieces at our workshops in Oldmeldrum. I tend to use small

hand tools and a lot of elbow grease, but I can operate the larger fully automated computer-controlled surface polisher and the CNC secondary saws that can cut slabs as large as 3.0 metre x 2.0 metre for larger jobs.

My job can take me away from the workshops and I have travelled as far as Glasgow, Edinburgh and London to add the finishing touches to our granite work. One of my most memorable jobs was finishing off the plinth for the Whistler memorial statue in Cheyne Walk in London. I have spent time at the Holyrood Parliament Building, the Botanic Gardens in Edinburgh and the municipal gardens at the Peoples Palace at Glasgow Green.

Probably my most challenging projects are working with John Maine RA, our "resident" sculptor/granite artist. He is often visiting us and giving me very precise instructions on how he wants his pieces finished off. They can vary from complex geometric shapes to pyramids and spirals.

Examples of his work can be seen at Pitmedden Gardens and the Royal Academy in London. It gives me a great sense of pride to have been involved in these projects. I enjoy working on granite and marble worktops for individual customers and I enjoy seeing their faces light up when their completed project is finally revealed to them. It is not uncommon for me to visit their houses and add the final touches to their dream kitchen!

I have seen lots of changes in my career, largely as a result of the downturn in the use of natural stone products sourced from Scotland.

I remember 7 hand polishers working at the old factory in Westhill. Things have changed since Leiths acquired the Fyfe Glenrock business. There is a greater emphasis on the repairing and maintenance of machines, health and safety and recently there is a big push on improving the tidiness of the yard and workshop.

At the end of the day, I look forward to going back to Ellon, where I live with my wife Lesley. I am fortunate that my home is almost next door to the golf course where I try and spend as much time as possible improving on my handicap of 22! I have a daughter, Kaylenn who is looking forward to taking up a carers role with older people. I also enjoy mountain biking and travelling abroad on holiday."



40 Years Long Service Award for Bert Archibald



Bert Archibald joined Leiths in October 1978 as a Plant Operator. He worked through the ranks to become site Quarry Manager in 1998 and was then promoted to Area Quarries Manager in January 2010, now based at Blackhills Quarry in Aberdeen.

He has seen many changes at Blackhills, including the recent investments in new plant, and he has played a pivotal role in the production of materials for the Aberdeen Harbour Expansion at Nigg Bay. He is regularly the first to arrive and the last to leave Blackhills -summer or winter.

Bert is still ever present in the Aberdeen area and is well known throughout. To quote one of his colleagues, "If Bert doesn't know then it probably hasn't happened!".

Bert is married to Anne and has two children, and has recently become a Grandfather to Archie. He has lived locally for many years and was a keen football player in his youth and still manages to find time to play for his local team as well as being a busy Quarry Manager. He still has a keen interest in DIY work and his wife and daughters keep him busy with any free time that he has left.

To reach the milestone of 40 years in the Industry is an achievement to be proud of and to do that within one company is rare. We wish Bert well as he continues in his role at Leiths.

Bert (L), being presented with his Institute of Quarrying 40 Year Service Medal by Grant Milne, Managing Director of the Quarries Division.

Leiths go Paintballing!

Back in May, on one of the hottest days of the year, Rigifa staff organised a Leith's paintball fun day at Battle Grounds in Banchory, Aberdeenshire.

The day was described as "exciting and competitive" and enjoyed by all who attended. The day did not end with only tears and bruises; the team shared fun and laughter too, shown below in their war faces!

Our belief is that events such as this forms bonds and friendships, and can be considered as team building which helps to boost morale, communication and productivity in the workplace.



*From left to right:
Chris Breen, Quantity Surveyor, C&S; Graham Davidson, Site Supervisor, C&S; Kevin Sargant, Leiths Operations Manager (Quarries); Colin Bannerman, Leiths Engineering Manager; Mike MacKenzie, Leiths Mobile Production Manager.*

If you have any ideas for future events, please let either Coral-Ann Birnie or Alexis Leiper, both based at Head Office, know and we look forward to seeing you at our next day out.

Construction Worker Helpline



Life doesn't always go to plan. The Construction Worker Helpline offers you free support and guidance in times of need.

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- Think some counselling would benefit you?
- Want some guidance about housing and social welfare?
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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.)



Competition Issue 11

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

**How much fuel does the group use in a year? -
A: 1,500,000 litres, B: 5,000,000 litres, C: 8,750,000 litres**

Entrants should send their answer, including name, place of work and contact details to Caroline Anderson (canderson@leiths-group.co.uk) by Friday, 7th December 2018.

The winner will be randomly picked from all correct entries and announced by Friday, 14th December 2018 and featured in the next edition of Leiths News.

Good Luck!

Competition Winner Issue 10

Thanks to everyone who entered the last Leiths News Competition in issue 10. The competition gave employees an opportunity to win £100.00 by answering the following question: What year was the Persley Bridge opened?

The answer was: The erection of the Persley Bridge was in **1888**, but it was for a time opposed by the Messrs Pirie of Stoneywood Paper Works, and it was eventually opened by Lord Provost Stewart on 9 July **1892**.

We had 16 correct entries which were entered into our prize draw and the lucky winner was Richard Collinson, Commercial Manager at Fyfe Glenrock.

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1 Leiths

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4 Markon

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Tel: 01236 875134
Fax: 01236 875525

2 Lawrie Demolition

Rigifa, Cove
Aberdeen
Aberdeenshire AB12 3LR

Tel: 01224 876333
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5 M&M Road Surfacing

9A Bankhead Medway
Sighthill Industrial Estate
Edinburgh
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Tel: 0131 6244466
Fax: 0131 6244467

3 Joss

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

Tel: 01224 774422
Fax: 01224 772444

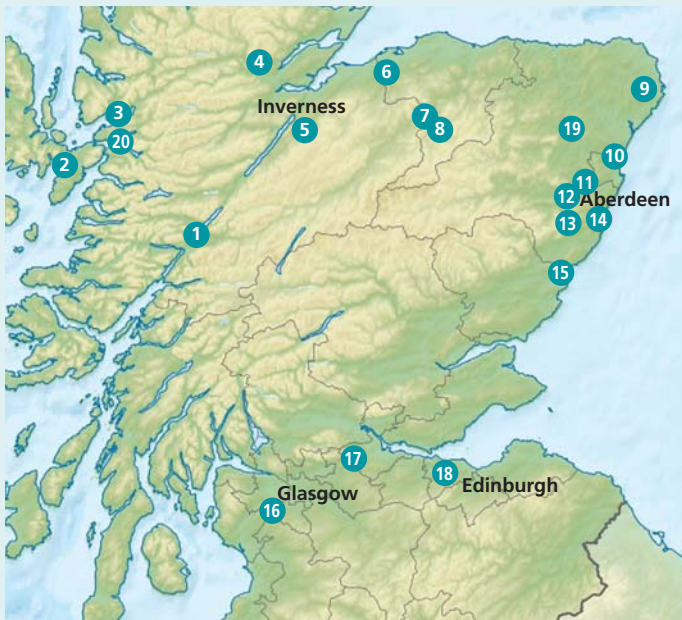
6 Ross

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

T: 01471 822265
F: 01471 822266

SERVICES (See Key)

D F J N

4. Achilty Quarry

Leiths, Contin, Strathpeffer
Ross-shire, IV14 9EG

T: 01997 421122
F: 01997 421145

SERVICES (See Key)

C D F K R

KEY

A Agricultural Lime
B Animal Feed
C Asphalt Products
D Decorative Stone
E Filler
F Hardrock Quarry

5. Mid Lairgs 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 P

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
Drumoak, 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

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SERVICES (See Key)

L M Q

18. M&M Road Surfacing

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T: 0131 6244466
F: 0131 6244467

SERVICES (See Key)

P

19. Fyfe Glenrock

Academy Way
Colpy Road Industrial Estate
Oldmeldrum
Inverurie
AB51 0JZ

T: 01651 873873
F: 01651 873399

SERVICES (See Key)

S

20. Kishorn Port Ltd

Kishorn Base, Kishorn
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SERVICES (See Key)

Dry Dock
Port & Harbour Services

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.

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