

December 2018

Gregory Distribution . North Park . North Tawton . Devon EX20 2EB

**Gregory**  
Delivering winners



**Hayton Coulthard**  
Delivering winners



## Merry Christmas!

**It is with great pleasure that I am writing to wish you all a Happy Christmas before welcoming in 2019, our Centenary Year.**

We have all recently witnessed the harrowing Centenary reflections of the First World War and it is by contrast that we begin the celebrations of our own Centenary.

My grandfather Archie's first truck, which was first produced in America before the War, was a Model T Ford, known colloquially as the 'Tin Lizzie'. This truck had been engaged in Northern Europe at the end of the First World War and he subsequently purchased the vehicle in 1919 once it had been decommissioned. This replaced a horse and cart transporting goods from North Tawton railway station into North Tawton.

These were pioneering days in the motorised transport industry and it was over the next 20 years, during the Great Depression of the late 1920s and early 1930s that the foundations of the business were established.

Worse was to follow with the outbreak of the Second World War. Our workshop at North Tawton was commandeered by the War Office and our trucks and drivers were involved in the War effort, including building the runway at Winkleigh aerodrome five miles from North Tawton.

After the War the trucks were in a sorry state and my father Jack, who joined the business in 1947,

cobbled together enough vehicles to regenerate the business.

It is part of the company's history that the backbone and reputation of the business today was established by my father and the many dedicated employees based in North Tawton and surrounding towns.

My own tenure started on 22 April 1985 and the photo below is of my father and myself on my way to work on my first day.

Last year I wrote that we were going to create a new Heritage Centre along with additional office space at Cullompton, and I am pleased to say that my father is officially opening the Centre at Cullompton on 19th December 2018. This will house four significant trucks including the Model T Ford truck, the first new trucks purchased by my father in 1949 and by me in 1985; and, more importantly, the only original provenance Hillmaster truck which my father purchased in 1959 and which has been painstakingly rebuilt from 'a thousand pieces' in our workshop at North Tawton. This truck was one of only 115 built by Rowe and Co in Dobwalls, Cornwall.

During 2019 we anticipate that our fleet of heritage vehicles will make a special journey to all the Gregory depots and, equally, we welcome everyone to visit the Heritage Centre at Cullompton.

We are delighted to gift every employee a special Centenary hamper as a thank you for their contribution towards 100 years of success. The hamper includes a copy of our new book celebrating this landmark event as well as seasonal produce to enjoy at Christmas.

It is with a great sense of pride that having been at the helm for a third of its existence, I am now taking the company through its Centenary. However, I think it is a poignant time to reflect on how fortunate we are to be enjoying our celebrations whilst remembering those who have lost loved ones in 2018 and those who are less fortunate than ourselves.

As ever, on behalf of the Gregory family and the Management Board, I want to thank you and to wish you and your family a very Merry Christmas and Happy New Year.

With best wishes.

John Gregory



# BRANDING FOR THE CENTENARY

Plans for celebrating GDL's centenary in 2019 are well advanced and include '100 Years' centenary branding being fitted to the rear doors of 600 trailers and rigids by the end of this year.

In addition, five refrigerated trailers are being wrapped by the end of November with a special Centenary livery which shows our transition from a Model T Ford in 1919 to a modern day 44-tonne truck in 2019. These trailers will operate out of Bristol on routes both in the South West and across the country.

Centenary branded polo shirts, white shirts and blouses and high visibility vests will be distributed to employees by the beginning of December.

At the time of writing, construction of our Heritage Centre in Cullompton has been completed ready for receiving our Heritage vehicles.



## DELIVERING BREAD across the south coast

**Gregory has recently won contracts with both Hovis and Allied Bakeries to combine their existing bread operations at Chandlers Ford and Bournemouth into a shared operation based in Southampton.**

The Hovis and Allied Bakeries staff from both sites have transferred to GDL and operate the bread delivery service across the South Coast from a new warehouse in Southampton.

The project team in GDL tasked with delivering this combined operation has been brought together from across all areas of our business including HR, operations, finance, business development, fleet, compliance, facilities, IT and programme delivery. Key operational knowledge and experience has been provided to the project by our existing bread operations in Willand and Launceston.

The Southampton warehouse provides a 62,003 sq ft (5,760 m<sup>2</sup>) facility which is fitted out with 'Put-to-Light' technology, new to GDL, but already used by both bakeries. This 'Put-to-Light' system sorts bread as it arrives in bulk from the bakeries into 'stacks' for individual shops, which are then wheeled onto a fleet of over 45 new Gregory vehicles for delivery to their customers.

By combining what is currently delivered to their customers by two fleets at Allied Bakeries, Bournemouth and Hovis, Chandlers Ford, into one Gregory fleet, we will reduce the number of vehicles required whilst reducing kilometres driven per delivery, thus reducing the carbon emissions in delivering the operation.

The new combined operation went live in two phases from Southampton in October and November.

We welcome the transferring staff to the Gregory Group and would like to thank the local depot and central teams from both companies for their support, experience and knowledge which has been crucial in establishing the foundation and future footprint of this exciting venture.



# GDL MANAGEMENT CONFERENCE DELIVERS WINNERS

The Gregory Management Conference in November revealed who got which of the business' prestigious annual Delivering Winners awards including Driver of the Year.

Just like last year, the Champion Driver wasn't the only winner to be announced at GDL's Management Conference in November. Seven other awards were announced at the annual event.

## Health & Safety Award

**Winner:** Mike Symonds and Team, Ernesettle

### Runners Up:

- Tracy Gallacher, transport manager, Willand
- North Tawton Depot

## Warehouse Employee of the Year Award

**Winner:** Pawel Ledwa, Shepton Mallet

### Runners Up:

- Adam Kaczmarek, Shepton Mallet
- Colin Barker, Antalis, Newton Abbot

## Employee of the Year Award

**Winner:** Steve Fox de Vere, transport manager, Magor

### Runners Up:

- Agata Szaszowska, Hobbycraft contract, Burton on Trent
- Mandy Earle, warehouse operative, HGV driver, transport office, Cullompton
- Sharon Edwards, contract manager, Evercreech

## Most Improved Business Award

**Winner:** Thame Depot

### Runners Up:

- North Tawton Depot
- Fleet Services

## Delivering Winners Award

**Winner:** Training Department, Driver Apprentice Programme

### Runners Up:

- South West Water (Emergency Water contract)
- Ernesettle Project Team: Kit Reynolds, John Harrison, Paul Freer, Clive Hickey, Nick Street, Gary Sharpe

## Driver Customer Service Award

**Winner:** Lewis Stainer, Palletline delivery driver, Shepton Mallet

### Runners Up:

- Peter Thompson, milk tanker driver, Victoria
- Stefan Popescu, driver, Ernesettle

## Apprentice of the Year Award

**Winner:** Steve Vanstone, radial driver, Cullompton

### Runners Up:

- Abi Barnes, Business Operations apprentice, Cullompton
- Ben Ryan, apprentice milk driver, North Tawton

## Driver of the Year Award

**Winner:** David Bramall, Allied Bakeries, Launceston

### Runner Up:

- Jonathan Hawkey, Davidstow

**Congratulations to all of you!**



Steve Vanstone  
Apprentice of the Year



Mike Symonds  
Health & Safety



Alan Gray on behalf of David Bramall  
Driver of the Year



Adam Woodliffe and Adrian Richardson for Thame Depot  
Most Improved Business



Lewis Stainer  
Driver Customer Service Award



Steve Rose, Training Department  
Delivering Winners Award



Steve Fox de Vere  
Employee of the Year



Adam Woodliffe on behalf of Pawel Ledwa  
Warehouse Employee of the Year

## NEW CONTRACT WITH WESTERN POWER DISTRIBUTION

Following a tender process Gregory has secured a new contract with Western Power Distribution.

The dedicated contract commenced on November 1st 2018 and will be controlled from our Cullompton depot, with vehicles based at Western Power's hub in Exeter distributing across the South West and Wales.

Jamie Walker, general manager within the Distribution business unit will have overall responsibility for this contract.

Distribution business unit director Darren Beaven said: "We look forward to welcoming those people transferring across to GDL and to working closely with Western Power over the coming years.

"I would like to recognise the work by both Jamie Walker and Business Development manager Stuart Shaw in helping us win this valuable and exciting contract. This is a great opportunity for GDL and demonstrates our continued approach to attracting and winning new business."

**WESTERN POWER DISTRIBUTION**

*Serving the Midlands, South West and Wales*

## HCT IN HERITAGE TRUCK RUN ACROSS SCOTLAND

HCT managing director Duncan Coulthard and his son James took part in the East to West Coast Annual Historic Road Run on 5th and 6th October this year. James drove a 1989 Volvo F10 with Duncan in a 1985 Volvo F7.

The starting point for the 65 participating trucks was the Gray and Adams factory in Fraserburgh on the East coast of Scotland. The route then passed through the towns of Macduff, Banff, Buckie, Fochabers, Elgin and Inverness culminating in Ullapool on the North West coast where they stayed the night.

The cross-Scotland leg took in 153 miles of Scotland's magnificent Highlands but the journey back to HCT's headquarters in Twynholm was a bit more arduous covering over 313 miles and taking eight hours to complete.

Photo: Duncan and James climbing a hill near Dingwall, to the north of Inverness



# Gregory in the Community

## »Kit takes the plunge for charity

Cullompton-based Programme Delivery project manager Kit Reynolds took to the water to raise money for a charity, Level Water, who provide one to one swimming lessons for children with disabilities.

The event featured some 1,300 participants swimming the 10km of the River Dart from Totnes to Dittisham. Kit raised £630 for Level Water who altogether raised £120,000.



Making a splash for charity (Credit – Dominick Tyler)

Level Water director Ian Thwaites, said: "We see the Dart as the London Marathon of swimming, the flagship, and being the Outdoor Swimming Society's (OSS) charity partner has changed our lives and that of hundreds of children. Before the OSS we operated in 17 pools, with 40 teachers and 200 children per week. Now, we operate in 66 pools, with 120 teachers, and teach 500 children per week."

Kit added: "I just wanted to say thank you to everyone who sponsored me, especially to my Gregory colleagues. I'm glad many of them enjoyed my daughter's home made brownies at Cullompton and yes, I'm sure to find a good reason to splash out again on the rich ingredients. You can't keep me away from a challenge."

## »Water for Mission: Unbreakable

GDL was delighted to respond to a request from the fundraising team at North Devon Hospice to move bottled water to two sites for their Mission:Unbreakable commando challenge obstacle course race in October, a major event in support of the patients and families cared for by the charity.

Started in 2015, the 30 obstacle, 10km course was designed with help from Commandos at RMB Chivenor, and the 700+ 'Unbreakables' who take on the challenge work up quite a thirst along the way.

A vehicle from GDL Willand collected two pallets from Tarka Springs in Torrington, who generously donated the 1000+ bottles of water, delivering them to locations in North and South Molton a couple of days before the main event.

North Devon Hospice is a local charity providing specialist care and support to people who are affected by a life-limiting illness. The charity needs to find over £5m each year to continue to provide its specialist free care to local patients and their families and are grateful for any in-kind support they can get to reduce the cost of staging fundraising events.

Gerard Fawcitt, the events manager at North Devon Hospice wrote to Richard Spear, GDL's Transport operations manager at Willand, saying: "I just wanted to thank you for your wonderful support of Mission:Unbreakable by offering free transport of water to key locations in North Molton. We had more participants than ever this year so we are hopeful that we will exceed the £60,000 fundraising target."



## GDL DRIVER STARS IN TV SHOW

Eat Well For Less?

Thame-based driver **Martin Venters** and his family starred in a recent episode of "Eat Well for Less" on BBC1.



The Venters family with Gregg Wallace and Chris Bavin

The show, hosted by Gregg Wallace and Chris Bavin, showed how Martin's wife Kim was on a mission to get him eating more healthily when he is on the road while providing protein packed meals for their active teenage sons, Luke and Jacob. The task was to discover value-for-money meals that the whole family could enjoy together.

Martin told Newsbrief that the whole experience was enlightening and has encouraged them to change their buying and eating habits for the better. It opened his eyes to the amount of money that he was spending whilst out on the road and he now takes healthy food from home on a daily basis.

Martin said: "The family have taken a lot from the nutritional and meal advice that was given and this is still relevant now, and we use the recipes that we were shown on the show today. We now shop once a week and only buy items that we need and this ensures that we do not overstock on items and that the cupboards are not full of unused food."

Martin added that they had been looking forward to a holiday in Portugal which the family subsequently enjoyed, particularly because the savings they made by following the advice provided by the Gregg and Chris helped pay for it.

The programme aired on October 18th 2018.

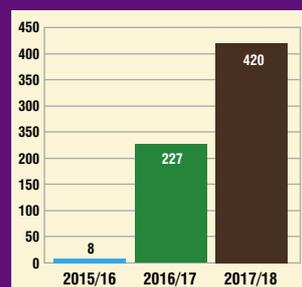
## HEALTH + SAFETY MATTERS

### Near miss reporting improves Health & Safety at work

Over the past two years we have been successful in raising the profile of health and safety across the Group, with a significant development being the reporting of near misses that you experience as part of your work tasks and routines. These reports have helped us identify areas of concern and introduce improvements before an accident occurs.

The graph shows how a collective effort from everyone at Gregory has helped with these reports, increasing from a mere eight reports in 2015/16 to 420 in the last financial year to the end of September 2018.

Please continue to report near misses you identify as you complete your daily work. By working together we can have a safe and healthy 2019 and further the development of a positive health and safety culture across the Group.



## Long Service Awards

5 YEARS		
Name	Position	Business area
Stephen Partridge	LGV Driver	Devon Chill
Terry Davison	LGV Driver	HCT
Trevor Avery	LGV Driver	South Molton
Toby Fish	Transport Administrator	Willand
Benjamin Snell	LGV Driver	Spar
Ashley Button	Internal Workshops	Shepton Mallet Workshop
Simon Manning	Warehouse Supervisor	Cullompton Warehouse
David Gabriel	Warehouse Operative	Spar
Mary Skinner	Transport Administrator	North Tawton Transport Admin
Desmond Dawe	LGV Driver	North Tawton Milk
Tean Evans	LGV Driver	Wales Transport
Liam Hodges	Warehouse Forklift Assistant	Shepton Mallet
Martyn Damsell	Transport Supervisor	CDS Mitcheldean
David Gardiner	CDS	CDS Doncaster
25 YEARS		
Guy Maddocks	SWW Contracts Operation Manager	South West Water, Cullompton