



## Employees recognised in 2019 Core Value Awards



## INSIDE STORIES



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Raymond Brown's Community Matters Initiative wins the Institute of Quarrying South of England Best Community Engagement Project

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Raymond Brown Waste Solutions Ltd acquired by Collard Group

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**TALK.**

The Raymond Brown newsletter is published regularly and distributed to employees, shareholders and friends of the business. Please submit any news stories to the Communications Department:

T: 023 8027 3750



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“ I would like to personally congratulate five key individuals on their performance over the last year: Luke Quinn, Julie Clarke, Marcus Bishop, Dan Kellaway and Nick Hardacre. These employees all work in very different job roles but have all gone above and beyond over the last 12 months to demonstrate behaviours which are in-line with our core values. ”

The seven months since the last publication of TALK has been a period of significant change at Raymond Brown, with consequent disruption for many of our people. The most significant event was the sale of Raymond Brown Waste Solutions to Collard Group, which completed in October. We also relocated our head office from Omega Park, Electron Way, Chandler’s Ford to Fryern House, Winchester Road in the centre of Chandler’s Ford.

Change always brings with it a degree of stress for all concerned, but in a rapidly changing business environment we need to change to grow and prosper. The Collard Group is a reputable business in the waste sector and I believe will be a great owner for our Waste Solutions business, and support its need for future investment. We wish all our colleagues well in their new ownership, and those who have moved on to new careers.

The new head office is smaller and more appropriate for Raymond Brown now, as we focus on growing our two main businesses: Raymond Brown Quarry Products and Fortis IBA.

A lot of people worked hard over long hours to achieve these changes, and I would like to say thank you to all.

Quarry Products has continued to perform well, exceeding targets. Good progress has been made in building the sand and gravel reserves pipeline.

Fortis has also performed well, with a successful startup of our new facility at Calvert, but has been adversely affected by the downturn in metal pricing on world markets.

The Fortis team have been successful in winning preferred bidder status on two major contracts, and we are in the final stages of completing on our new site in Kent, which will process IBA from the Wheelabrator Kemsley EfW facility in early 2021, using new state-of-the-art equipment invested in over the next 12 months. In the meantime we will begin to take IBA from Kemsley into our A303 Facility from January 2020. Significant investment is planned for A303 to support this expansion. This is an exciting time for Fortis as we are poised for a period of significant growth.

I am delighted that we have a number of employees who have been promoted over the last few months or who have moved to new roles, and I wish these employees well in their new positions. I am a firm believer in promoting from within where possible as our current employees should be our biggest advocates. As a diverse organisation focussed on growth, we are in a position to be able to provide new opportunities.

I would like to personally congratulate five key individuals on their performance over the last year: Luke Quinn, Julie Clarke, Marcus Bishop, Dan Kellaway and Nick Hardacre. These employees all work in very different job roles but have all gone above and beyond over the last 12 months to demonstrate behaviours which are in-line with our core values.

My congratulations also go to Jason Bendall one of our drivers for winning an extra day of paid leave for next year, all employees were entered into the draw and Jason was the lucky winner.

As we enter the festive period, our thoughts are with Paul Cotton’s family, following his death in June this year after a long battle with cancer. I only had the pleasure of meeting Paul a few times but I know that he was well thought of as a driver and colleague.

Lastly, all of the directors and I would like to thank you all for your hard work and dedication this year and we wish you and your families a very Happy Christmas and an enjoyable break. We look forward to seeing you well-rested and refreshed in the New Year.

Don Coates, Chief Executive Officer

# EMPLOYEE TRAINING & PROMOTIONS

## NEW STARTERS

We are pleased to have recently introduced a number of new employees to the business:

Gordon Allan, Raymond Brown Distribution Driver  
Simon Bendall, Raymond Brown Distribution Relief Driver  
Catalin Costan, Raymond Brown Quarry Products Field Conveyor/Belt Attendant at Brickworth Quarry  
Peter Hawkins, Fortis Plant Operator at Calvert IBA Processing Facility  
Marcus Hull, Raymond Brown Distribution Driver  
Steven Laight, HSQE Manager for Fortis  
Andrew Matheson, Fortis Assistant Site Operator at Ardley IBA Processing Facility  
Jasmine Randall, Quality Technician for Fortis  
Peter Raspison, Raymond Brown Distribution Site Operator at Rookery Farm Recycling Facility  
Mark Saunders, Raymond Brown Distribution Sales Executive at Head Office  
Steve Smith, Fortis Plant Operator at Calvert IBA Processing Facility  
Luke Stevenson, Fortis Assistant Site Manager at Ardley IBA Processing Facility  
Paul Thomas, Raymond Brown Distribution Driver  
Giedrius Vicius, Fortis Plant Operator at Calvert IBA Processing Facility  
Danny Wakefield, Raymond Brown Quarry Products Plant Operator at Binnegar Quarry  
Kane Williams, Raymond Brown Quarry Products Plant Operator at Binnegar Quarry  
Pawel Wiwer, Raymond Brown Distribution Plant Operator at Rookery Farm Recycling Facility.

## INTERNAL MOVERS AND PROMOTIONS

Congratulations to the following employees on their development within the business:

Felicity Breuning has been appointed HSQE Advisor for Raymond Brown Quarry Products;  
Robert Collins has been promoted from Plant Operator to Site Supervisor at Rookery Farm;  
Marcus Dredge has returned to Raymond Brown Quarry Products following a successful six month secondment with Fortis IBA;  
Nick Hardacre has been promoted from Interim Acting Quarry Manager to Technical & Environmental Manager for Raymond Brown Quarry Products;  
Dan Kellaway has been promoted from Quarry Supervisor to Assistant Quarry Manager at Binnegar Quarry;  
Clare Phillips has been promoted from Purchase Ledger Clerk to Trainee Management Accountant;  
Simon Pinto has been promoted from Assistant Quarry Manager to Quarry Manager at Binnegar Quarry;  
Luke Quinn has been promoted from Assistant Site Manager and Trainer to Site Manager at Rookery Farm;  
Samantha Sumpter has been promoted to Interim HR Manager whilst Gemma Taylorson is on maternity leave.

## EMPLOYEE TRAINING AND DEVELOPMENT

Congratulations to all on ensuring their ongoing training and development within the business:

Alan Rudd and Martyn Jones have undertaken a Belt Maintenance & Management Course.

Well done to the following on completing their Emergency First Aid Training: Jonathan Hemington, Tomasz Kaczka, Giedrius Vicius, Martin Wooldridge and James Nutley.

Danny Wakefield, Ilay Gibson, Richard Fairweather, Gyorgy Jobahazi, Nigel Potter and Richard Galpin have all undertaken Geotechnical Training.

Simon Dopson, Giedrius Vicius, Luke Stevenson, Marcus Bishop, Jess Jones, Beverley Rutter, Nigel Potter, Danny Wakefield and Mike Compton have undertaken Sampling Training.

Rob Storey, Thomas Wilton and Tim Wilkins have all completed their Driver Awareness Course.

Congratulations to Martin Wooldridge, Simon Pinto, Simon Spurgeon, Mark Ewens, Felicity Breuning, Luke Quinn and Martyn Jones who have completed an Accident Investigation Course.

Well done to Francis Freeth and Thomas North who have completed IOSH Working Safely.

Mandy Frost has completed an Executive and Personal Assistants Association Fellow Training Day.

Gemma Taylorson and Kerry Hayman have completed AAT's Finance for Non-Financial Managers.



## OUR HEAD OFFICE HAS MOVED

We are pleased to announce that our Head Office team have relocated into the centre of Chandler's Ford.

The new offices are approximately one mile from our old premises at Omega Park, where we were based for five years. The Omega Park offices were extremely well suited to the business needs in 2014 and the company has undergone some big changes since that time, leaving us with great memories.

The new offices are strategically located at Fryern House in the centre of Chandler's Ford and have undergone a complete fit out, featuring a brand new kitchen and new furniture.

Many thanks to Mandy Frost, who managed the relocation, and to Richard Wilkins and Simon Ford, who ensured a smooth transition and made sure all our computers were up and running by 10am the following day!

Our shiny new offices mark the start of a new chapter for the business as we embark on this next phase of growth for Raymond Brown Quarry Products and Fortis IBA.

Our new registered office address is:  
2nd Floor, Fryern House, 125 Winchester Road,  
Chandler's Ford, Hampshire, SO53 2DR.



## COLLARD GROUP ACQUIRE RAYMOND BROWN WASTE SOLUTIONS BUSINESS

On 18th October, Collard Group Ltd completed the acquisition of Raymond Brown Waste Solutions Ltd from the Raymond Brown Group, combining two of the biggest names in waste management in the South of England.

The sale comprises operations at the A303 Materials Recovery Facility, A303 Office, Nursling Recycling Facility, Chilton Recycling Facility and Raymond Brown's fleet of waste vehicles.

Collard Group are a leading demolition and waste management company servicing the construction industry and domestic customers. Their services include demolition, waste management and recycling, haulage, aggregates, earthworks, skip hire as well as sustainably produced ready-mixed concrete. These operations are in neighbouring areas and therefore complement Raymond Brown Waste Solutions. The combined business will allow further staff development opportunities.

Don Coates, Raymond Brown Chief Executive Officer commented: "Raymond Brown Waste Solutions has been a key part of the group's overall development but will now have more opportunities for growth as part of a focussed waste business. Thank you to our colleagues for their hard work and dedication to Raymond Brown Group over the years and we wish them all the best in what I am sure will be a prospering waste company."

Raymond Brown Group will now concentrate on growing its Quarry Products and Fortis IBA divisions, both of which have had recent success in securing new reserves and contracts."

Rob Collard, Founder and Owner of Collard Group, said that it will be "business as usual" following the announcement: "The integration of Raymond Brown Waste Solutions' facilities, fleet, equipment and people including the existing management team will enable us to achieve a seamless transition of service for existing customers," says Rob. "The deal brings together two successful businesses and strong brands, giving us more capacity across a much bigger area and expanding the services available to Raymond Brown Waste Solutions' existing customers."

# Final phase of excavation for Eysey Manor Quarry after 14 years of operations



Raymond Brown have operated Eysey Manor sand and gravel quarry under contract with Tarmac since the wash plant was commissioned on 30th August 2005.

The contract was initially for just five years but the site team has repeatedly demonstrated their capabilities through Tarmac's robust standards for quarry operations and as a result the contract has been renewed four times since 2005.

The site team is responsible for the excavation of all mineral material, which the team then transports 1,400 metres via conveyor system (or ADT vehicles) to a processing plant. The plant washes all material and the site produces sand, 10mm, 20mm and 40mm aggregates, which are then segregated into isolated stockpiles ready for loading.

The materials produced at Eysey Manor Quarry are predominantly used in an on-site batching plant, but a small amount is also exported to other plants in the area.

The site is now entering Phase 9, which is the final phase of excavation, with approximately 140,000 tonnes of material left to process.

Due to the recent heavy rain, excavation will commence once water levels have dropped and the material should take around eight to nine months to complete.

Once the site team have completed all mineral excavation in Phase 9, the total amount of aggregates produced from Eysey Manor Quarry over the 15-year period will be approximately 2.2 million tonnes.



An aerial view of Eysey Manor Quarry in 2012

## WHEELABRATOR HAREWOOD WASTE-TO-ENERGY FACILITY COMPLETES FORMAL CONSULTATION STAGE

Wheelabrator Technologies are progressing plans to develop Wheelabrator Harewood, a new waste-to-energy facility at the A303 Enviropark, which would divert up to 500,000 tonnes of residual household and business waste from landfill or export and instead use it to generate renewable baseload energy, equivalent to the needs of over 110,000 homes.

Following their first stage of consultation in spring this year, Wheelabrator reviewed comments, commenced a range of technical assessments and developed further details on how the facility would look.

Wheelabrator have now held their second consultation, which ran from 1 November to 12 December 2019 and provided the local community with a further opportunity to comment on the proposals. This included five public drop-in consultation events in the local area with almost 1,000 people in attendance across the events.



This statutory consultation is a formal part of the process, before an application is submitted to the Planning Inspectorate for a Development Consent Order (DCO) in early 2020.

Further information on the proposal is available on the Wheelabrator Harewood website: [www.wtiharewood.co.uk](http://www.wtiharewood.co.uk)

## RAYMOND BROWN GROUP COMPANIES PRESENTED WITH ROSPA PRESIDENT'S AWARD FOR 10 CONSECUTIVE GOLD ROSPA AWARDS

Raymond Brown has been handed a prestigious award in recognition of our practices and achievements in helping staff and subcontractors get home safely at the end of the working day.

Raymond Brown has achieved a President's Award (10 consecutive Golds) in the internationally-renowned RoSPA Health and Safety Awards, the longest-running industry awards scheme in the UK.

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.



Julia Small, RoSPA's head of qualifications, awards and events, said: "The RoSPA Awards have become the key fixture in the health and safety calendar with new sponsors and new awards this year including the Leisure Safety Awards, the Safe@Work Safe@Home Award and the Inspiration Awards. Highly-respected, with almost 2,000 entrants every year, RoSPA award winners benefit from the wide-ranging rewards of improved sector reputation."

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 awards are presented to organisations sustaining the high standards of the gold level over consecutive years.



# Raymond Brown 2019 Core Value Awards

Passion. Responsibility. Engagement.

“Luke is as an exemplary site manager, with a wealth of knowledge that he shares with those around him. He uses his own personal and professional achievements to encourage and advise others.”

Congratulations to five key employees from across the business who have gone above and beyond to demonstrate our Core Values over the last 12 months.



Passion, Responsibility and Engagement are the fundamental beliefs of our organisation and should form the foundations of how we perform and conduct ourselves at all times.

Once again, we have this year recognised key individuals from different parts of the business who have gone above and beyond in their job roles to demonstrate our core values.

Luke Quinn, Site Manager, Julie Clarke, Receptionist, Marcus Bishop, 360 Driver, Nick Hardacre, Technical and Environmental Manager, and Dan Kellaway, Site Manager, have each been presented with an individual award and John Lewis voucher by the directors for their outstanding work and contribution to the business over the last year.

Congratulations to Luke Quinn, Site Manager at Rookery Farm, on winning the Raymond Brown Core Values Overall Award for 2019, having demonstrated real passion, responsibility and engagement in his role over the last year.

Luke joined the business seven years ago as Plant Operator and has progressed during his time at Rookery Farm, having this year been promoted to Site Manager, where he has seamlessly taken over the running of the site.

Luke has continually demonstrated all three core values in his role and is described as enthusiastic in everything he does. He is an exemplary Site Manager, with a wealth of knowledge he shares with those around him. He uses his own personal and professional achievements to encourage and advise others.

Passion - Luke's passion is contagious and he shows genuine care for his role, the site and his colleagues. He is always willing to help others and is proactive in his approach to everything he does.

Responsibility - Luke enforces a culture of health and safety, ensuring the safety of his colleagues and stakeholders before anything else. He is also currently working towards achieving his WAMITAB qualification.

Engagement - Luke invests time into delivering clear levels of communication with management, site staff and external stakeholders. He is clear and concise in his method of engagement, ensuring his colleagues at Rookery Farm have solid direction and that he is a well respected Site Manager.

### Passion - Julie Clarke, Receptionist (Head Office)



This year, there were two very strong contenders for our Passion Core Value Award, so the directors made the decision to recognise two winners. Congratulations to Julie Clarke, Receptionist (Head Office), and Marcus Bishop, Loading Shovel Operator at Ardley IBA Processing Facility.

Julie Clarke has worked for the business for over four years, she ensures the reception is manned professionally, that the office (and staff!) are kept in order and also provides support to various different departments.

This year, Julie was instrumental in assisting with the head office relocation from Omega Park to Fryern House, going above and beyond her usual duties to ensure a smooth transition for all.

Julie has been described as a ray of sunshine, she is always cheerful and has constantly got a smile on her face. She is always the first person to offer help, nothing is too much trouble and her bubbly personality ensures good communication with both staff and customers.

### Passion - Marcus Bishop, 360 Driver (Ardley IBA Facility)

Marcus Bishop started at the Ardley IBA Processing Facility as an FEL Operator three years ago and has progressed to 360 Driver. He is also Ardley's Health and Safety Representative and first aider.

This year, Marcus has really demonstrated how he uses his initiative to provide input and ideas which have helped to optimise site production. He has recently worked hard to ensure the plant continues to operate whilst there have been staff shortages on site.

Marcus has been described as someone who is focussed on continual improvement, actively coming up with solutions to issues on site and willing to go that extra mile to achieve them.



### Responsibility - Dan Kellaway, Assistant Quarry Manager (Binnegar Quarry)

Congratulations to Dan Kellaway, Assistant Quarry Manager at Binnegar Quarry, on winning the Responsibility Award.

Dan has been with the business for almost three years and was promoted to the position of Assistant Quarry Manager this year.

Dan has worked hard during the period of transition of the new plant and infrastructure at the quarry.

His work in monitoring and recording the unforeseen geological events on site and regularly communicating results and updates across the business has been outstanding.

Dan has been praised for dealing with any situation in a responsible and professional manner and is described as an excellent communicator. He is passionate about the environment and our responsibilities as a quarry operator. Dan also sits on the Raymond Brown Environmental Committee.

### Engagement - Nick Hardacre, Technical and Environmental Manager

Congratulations to Nick Hardacre, Technical and Environmental Manager, on winning the Engagement Award. Nick has worked for the business for over two years and had previously undertaken a summer placement with the business.

Nick has shown great progress over the past year and has recently been promoted to Technical and Environmental Manager. He is also leading the new Raymond Brown Environmental Committee and initiatives.

Nick's enthusiasm has been recognised across the business and he is described as being both engaging and passionate. He is enthusiastic, works hard and actively looks into new initiatives to come up with valuable suggestions, with particular focus on the environment and biodiversity.





## CALVERT IBA PROCESSING FACILITY

Fortis' newest plant completes four months of production

Fortis secured a contract with FCC Environment to process the 60,000 tonnes of ash per year from the Greatmoor Energy EfW facility. This is currently the UK's largest single grate EfW facility, processing 345,000 tonnes of Buckinghamshire's residual household and commercial non-recyclable waste per annum.

The EfW is owned by Buckinghamshire County Council and was developed by FCC Environment. Fortis established a new IBA Processing Facility, called Calvert, on land adjacent to the Greatmoor EfW to service all the ash generated.

The modern mobile processing technology which has been installed at the facility this year is the first to have been used on any of the Fortis sites and has performed exceedingly well over its first four months of production.

The plant includes three "hooklift" mobile Eddy Current separators for enhanced metal separation of the IBA. These machines are set up behind existing mobile Powerscreen sieves, after which all output fractions are separately processed over the mobile Eddy Current separators.

Two machines handle the "Fines", being the -6mm and the +6-16mm and one machine handles the +16-40mm fractions, the "Coarse" material. By handling each fraction separately, the efficiency of the metal separation further improves the quality of the IBA Aggregate.

The team at Calvert who have ensured the successful development and operation of the facility are overseen by Simon Dopson, Assistant Site Manager, and Alan Rudd, Unit Manager.

Commenting on the facility, Terry Moore, General Operations Manager, said: "The plant is at the forefront of mobile processing technology and we have been suitably impressed with its operational performance over the last four months.

We have a fantastic team now in place at Calvert and the successful plant installation and its subsequent performance is a real testament to their hard work and commitment.

As a business, we are proud to be playing such a key role in Buckinghamshire's circular economy."



# BINNEGAR QUARRY

Commended for MPA's Quarries and Nature 2019 Cooper-Heyman Cup for Outstanding Restoration



Representatives from Raymond Brown Quarry Products attended the Mineral Products Association (MPA) Quarries & Nature 2019 Event and Restoration & Biodiversity Awards, presented by BBC Radio 4's Farming Today presenter, Sybil Ruscoe, on Wednesday 23rd October at The Royal Society in London.

The mineral products industry is uniquely placed to deliver biodiversity net gain, with a track record of leaving wildlife in a better state than before development, and the event attracted a capacity audience of over 70 leading environmental and conservation organisations and industry operators to celebrate the industry's continuing contribution to nature conservation. It also explored how the industry can do even more to deliver net gain and showcased some of the best examples of quarry restoration and wildlife conservation anywhere in Europe.

Best practice was shared through the MPA Restoration Awards, now in their 49th year, and the MPA Biodiversity Awards in association with Natural England, and were presented by Dr Tony Juniper CBE, Chair of Natural England, Dr Carol Williams, Director of Conservation at the Bat Conservation Trust, Simon Marsh MBE, Head of Nature Protection at RSPB, and Dr Nick White, Principal Advisor, Net Gain, Natural England.

Raymond Brown Quarry Products' Binnegar Quarry in Wareham was commended for the Cooper-Heyman Cup for outstanding restoration this year. The award was for the restoration of the "Blue Area"; approximately eight hectares of soils and overburden mounds, part colonised by birch and rhododendron, part planted with Scots pine and part with mature heather under sparse birch and gorse. The site sits alongside the Dorset Heathland Special Protection Area and other Sites of Special Scientific Interest important for rare species in the surrounding area.

The restoration of the Blue Area provides a vital link to other areas important for conservation. The connectivity of the site within the local context helps to enhance the biodiversity value of a beautiful part of Dorset.

Rob Westell, Estates and Planning Director, commented: "The work to restore part of Binnegar Quarry to a rich mosaic of heathland, interspersed with permanent and ephemeral ponds and scrapes has provided a home for many rare and protected species.

Back in 2016, we translocated a protected species of plant, Pennyroyal (part of the mint family), from a working phase to this area and it is now thriving. Work is ongoing to nurture the Pennyroyal and various species of heather which will eventually be an extension to the adjacent Site of Special Scientific Interest."

MPA Chief Executive, Nigel Jackson said: "By creating new habitats during quarry restoration, mineral products companies are uniquely placed to increase biodiversity and this year's submissions and winners of our prestigious awards once again enrich and extend the legacy the industry has built.

The mineral products industry is a pioneer in the field of nature conservation and is unrivaled by any other UK industry. Our achievements are not fully recognised by Government who consistently fail to appreciate how this industry can help them convert their aspirations for the natural environment into leadership and action on the ground.

I hope that this year's Quarries & Nature event triggers wider recognition and a new conversation with Defra in particular. We are very much part of the solution to the UK's biodiversity challenges and are ready to play an even bigger role working with key stakeholders to protect and enhance UK biodiversity."

# FORTIS TO SHORTLY COMPLETE ARRANGEMENTS TO ACQUIRE SITE FOR NEW SOUTH EAST IBA PROCESSING FACILITY

Fortis IBA will shortly complete arrangements to acquire an eight acre site in Kent to service the contract secured with Wheelabrator Technologies for the processing of the IBA from the Kemsley Energy from Waste (EfW) Facility.



Wheelabrator's Kemsley EfW Facility (pictured), will process 550,000 tonnes of local residential and business waste fuel each year, generating up to 50MW of clean, renewable energy, enough to power 146,180 homes.

Acquisition of the new Fortis site will enable the construction of a state-of-the-art IBA processing facility with an operational capacity to process up to 400,000 tonnes per year.

Construction of this new IBA plant will add significant value to the business, enabling Fortis to grow its market share both in terms of enabling the processing of additional material in the South East of England and also in demonstrating the company's capability and ambition.

With an investment of £15 million, once constructed, no other plant currently in the UK will match the technical advancements which will be incorporated into the Kent facility, enabling double the efficiency of metal recovery when compared to Fortis' A303 IBA Processing Facility. For the first time, we will be using new technology such as multispectral and X-ray camera sensors to extract more hidden metal from within the IBA, resulting in higher recycling rates and in the production of the highest quality aggregate.

The construction of the facility will take place throughout 2020 and will involve the use of innovative ground stabilisation techniques as the site is located next to an estuary and upon marshy, unstable ground.

Fortis will be investing in controls and mitigation measures to ensure that the design of the plant will incorporate the best dust extraction and noise reduction systems whilst harvesting rainwater for use on the site. The new site is also strategically located close to the Kemsley EfW Facility, to ensure that vehicle movements and emissions are kept to a minimum.

It is envisaged that completion of this flagship facility will mark the beginning of a new era of expansion and consolidation of the Fortis brand as we lead the way in sustainable waste management.

400k tonnes  
IBA per year Capacity

£15 million  
Business Investment

2 x more  
More Efficient than the  
A303 IBA Processing Facility

## PROJECT CONSTRUCTION TIMELINE

**August 2019**  
Site identified.

**December 2019**  
Submit planning and permit.

**March 2020**  
Planning and permit secured.  
Order IBA plant and mobilise groundworks.

**October 2020**  
Complete groundworks.  
Start Accepting IBA.

**January 2021**  
IBA plant and ancillaries installation.

**October 2019**  
Contract tender period.

**January 2020**  
Award contractor.

**May 2020**  
Start groundworks.

**November 2020**  
IBA plant delivered.

**February 2021**  
Commissioning.  
Processing starts.

# Raymond Brown Safety Representatives take part in safety training day at Viridor's Ardley Energy Recovery Facility (ERF) in Oxfordshire



The Safety Representatives, who were appointed earlier this year, are employees from across the business whose common role is to raise awareness of key issues, share best practice and work together to continually improve safety culture across our sites and facilities.

The training day was run by Heather McLintock, Health, Safety & Audit Manager, and its aim was to help recognise and control hazards. It was held at Ardley ERF for the first time, providing employees with an opportunity to tour Viridor's Ardley ERF and the on-site Fortis IBA Processing operations.

The facility treats 326,300 tonnes of Oxfordshire's non-recyclable waste each year and generates enough electricity to power the equivalent of 59,616 homes. Fortis process the 75,000 tonnes of ash each year into IBA Aggregate, which is distributed into the construction market.

In the summer, the representatives visited Binnegar Quarry in Wareham for a training day and, earlier this year, an event was held at the A303 Enviropark where the team were given exercises focussed around hazards.



Raymond Brown Health and Safety Representatives in the Viridor's Ardley ERF Visitor Centre entrance with Meg, the life-sized "Megawattasaurus" made entirely from recycled materials.

# Brickworth Quarry

## presented with Raymond Brown Environmental Award 2019

“ The team at Brickworth, with support from Mark, has gone above and beyond to ensure our commitments to safeguard protected species have been fulfilled while also ensuring the quarry maintains available reserves and voidspace. ”



The Raymond Brown Environmental Award has been presented to the team at Brickworth Quarry in Wiltshire for their work on hibernacula and pond creation, as well as the work restoring Lowden's Copse with ancient woodland soils.

With the support of Mark Renault, Environmental and Permitting Manager, the team at Brickworth Quarry have demonstrated best practice in terms of habitat creation, restoration, sustainable development and collaborative working.

The habitat creation, which includes the unique hibernacula and habitat ponds, has not only allowed biodiversity to be maintained across the site, but has encouraged it to flourish and will continue to do so throughout the active extraction process.

A robust handling strategy from the team has ensured the careful management and conservation of ancient woodland soils and the planting of native trees. What was once commercial lumber plantation has now been restored and transformed from a near monoculture of pine to a young mixed broad leaf woodland that will grow and support wildlife of all types and sizes and be a key area for biodiversity in the wider landscape.

The planting of these indigenous species of trees with open glades will benefit species like reptiles, amphibians, bats, dormice and birds, to deliver a net gain in broadleaved woodland habitat.

On presenting the team with the award, Estates and Planning Director, Rob Westell commented: "Brickworth Quarry would simply not operate without intricate forward planning of tree felling/soil stripping/tree planting to safeguard rare and protected species.

The team at Brickworth, with support from Mark, has gone above and beyond to ensure our commitments to safeguard protected species have been fulfilled

while also ensuring the quarry maintains available reserves and voidspace. One particular example of where the team has succeeded is the creation of the amphibian and reptile hibernacula, more usually carried out by ecological contractors, but here undertaken by the quarry team.

This award is very well deserved and recognises the commitment to biodiversity we strive to achieve."

The team were presented with the Environmental Award plaque which was accepted by Karl Reed, Assistant Quarry Manager, in the absence of Jason Martin, Quarry Manager, who was on annual leave.

# BEHIND THE UNIQUE HIBERNACULA AT BRICKWORTH QUARRY

Within the last six months, all amphibians and reptiles at Brickworth Quarry have been translocated to a dedicated space, "Area A Reptile Mitigation Area", which includes a pond, hibernaculas and hedgerow. The area has been constructed and is being managed by Jason Martin, Quarry Manager, Karl Reed, Assistant Quarry Manager, and Mark Renault, Environmental Permitting Manager.

The hibernaculas were created by removing an area of top soil and digging a hole about 50cm deep and 1.5m across. The area was filled with bricks, logs and branches, leaving gaps in between, and the soil placed back on top.

The hibernaculas provide a safe refuge for amphibians and reptiles to be relocated to, a warm hibernation spot through the cold winter months and lots of places for solitary bees and other insects to hide. Next year, the area will be further developed to include basking and breeding areas for reptiles.

Over the last six months, the hibernaculas have thrived, welcoming a wider range of different species as they have evolved over time.

The business is committed to delivering biodiversity net gain, which seeks to leave wildlife in a better state than before and the hibernaculas have been so successful at Brickworth Quarry that the team are now looking to construct them at both Binnegar Quarry and Roke Manor Quarry under the expert supervision of Karl Reed.

The site team are also investigating other types of hibernacula, including one which utilises both tree stumps and logs on site to encourage a broader range of species.



## RAYMOND BROWN QUARRY PRODUCTS LAUNCHES ENVIRONMENTAL COMMITTEE

The committee, which has been established by Technical and Environmental Manager Nick Hardacre, will meet on a quarterly basis to come up with new ideas and share best practice across the quarries, with a key focus on sustainable performance and biodiversity net gain.

Committee representatives are:

- Nick Hardacre, Technical & Environmental Manager
- Jessica Jones, Site Technician (Roke Manor)
- Dan Kellaway, Assistant Quarry Manager (Binnegar)
- Karl Reed, Assistant Quarry Manager (Brickworth)
- Simon Ford, Applications Support Manager (Head Office)

Nick Hardacre commented: "It was very important to me that the committee would be predominantly employee-led and involve different members of staff from across our sites.

We are fortunate enough to work in an industry where we can transform land into enhanced sustainable areas after extraction, providing environmental, economic and social benefits to communities.

In forming the committee, we have discovered a group of individuals who all share a real passion for the environment. We had our first meeting in October and it was very constructive, with a number of ideas and initiatives being discussed, including ways to improve our waste recycling on-site and reducing our Co<sup>2</sup> emission."

If you have any environmental ideas or suggestions which you think could be raised at the committee meetings, please speak to your nearest representative or contact Nick Hardacre.

# Raymond Brown Community Matters Initiative wins Institute of Quarrying South of England Best Community Engagement Project



The Institute of Quarrying South of England Best Community Engagement Project Award recognises projects where sites are actively engaging their local communities and achieving positive results.

Engagement, influence and impact reflects how we interact with our colleagues across the industry and with the communities we live and operate in. The Institute of Quarrying Awards showcase great examples of teams working together to demonstrate the value of the quarrying industry to a wider audience.

The Best Community Engagement Project Award is designed to recognise projects where sites are actively engaging their local communities and achieving positive results.

In judging this award, the Institute of Quarrying were looking to understand the relationship Raymond Brown has with the local community, who our local community is, what their key concerns are and how the initiative addresses these issues.

Our Raymond Brown Community Matters Initiative encompasses our commitment to maintaining good relationships with the communities in which we work. We open our doors to local neighbours to give them the opportunity to view our wide range of operations and facilities, whilst providing learning opportunities such as the lorry design competition.

The judges commented "This was an excellent project that could be used as a template for how the industry can reach into its communities, providing education about what we do and why it is important. It showcases a great example of engaging schoolchildren through its lorry design competition, but the initiative reaches out into the wider community with great effectiveness.

All award winners from each of the regional events will automatically be submitted for the National Awards which will be announced at Hillhead 2020.

# Rob Westell, Estates and Planning Director, shortlisted for Institute of Quarrying South of England Most Inspirational Leader Award



A few months ago, and without him knowing, Estates and Planning Director, Rob Westell was nominated for the Institute of Quarrying South of England Most Inspirational Leader Award. Rob was shortlisted and made it to the final two, coming second.

With the Most Inspirational Leader Award, the Institute of Quarrying were looking to recognise an individual who had made the strongest positive impact on the team they are part of.

Rob has over 20 years' experience in the minerals industry and has achieved a chartered membership of RICS and associate membership of The Institute of Quarrying. He is keen to share his breadth of knowledge and industry experience with all his team and colleagues, regularly attending industry events to ensure that he is up to date on current matters and also participates in working groups in order to contribute his views and ideas. His commitment to the industry is shown in his role as Vice Chairman of the MPA Environment and Mineral Planning Committee.

Rob is not only a successful and well respected company director but is a supportive colleague and inspirational leader to his team. Since joining the company in January 2017, he has built the team and lead from the front to inspire the Estates and Planning Department and uses his own personal and professional achievements to encourage others to thrive in their careers.

Rob also takes part in a number of educational projects and community engagement events as part of the Raymond Brown Community Matters Initiative. Rob's clear passion for quarrying is demonstrated when he introduces it to schoolchildren, creating aspirations for them within the industry.

Commenting on his award nomination, Rob said: "When I learned that my team had nominated me for an award, I was blown away – the recognition that I was doing the right thing by my team, coupled with the comments from my fellow directors and external stakeholders, all of whom I have only known for a couple of years, was beyond my imagination."



"I have been impressed with how Rob has built and motivated a high performing team, leading by example, to deliver his corporate objectives.

He has an easy unassuming style, is very approachable by people at all levels in the organisation and is an excellent communicator. He is a natural leader with strong values."

Don Coates, CEO  
Raymond Brown

"Working with Rob at liaison meetings, I have witnessed his friendly and engaging approach with residents and the wider community. Rob spends time explaining the complicated processes in a way that makes it easier to understand.

Rob is also very open, honest and trustworthy with the community and Local Authority on the wider plans for a site, which the local community appreciate as they know what to expect."

Amie Heath, Monitoring and Enforcement Officer  
Hampshire County Council

# National Recycle Week

Raymond Brown visited local schools during national Recycle Week, including Wherwell Primary School and Longparish Little School.

National Recycle Week is a great opportunity to influence recycling behaviours and educate the community on what happens to their waste.

This year's theme was: "Recycling. It's in our own hands".

A team from Raymond Brown visited the local schools to discuss what can and cannot currently be recycled in homes or at school. The children then learned how all their non-recyclable household waste is incinerated to generate electricity, rather than it going to landfill, with the ash used to build sustainable roads, car parks, roundabouts and other construction works.

Based on what they had learned about sustainable aggregates being used to build roads, the children were asked to use rubbish to build their own "Sustainable Construction" creations to avoid using primary materials. There were a number of fantastic designs, including castles, unicorn homes, army barracks and villages.

The children also wrote key environmental messages on handprints, which they then displayed in their classrooms as a reminder of what they can recycle going forwards.



# Raymond Brown in the Community

Raymond Brown were proud sponsors of the Barton Stacey Charity Ball in September. This year the ball was raising funds for The Abel Foundation, which offers support and advice for families of children suffering from Mitochondrial Disease.

Raymond Brown were once again sponsors of the Awbridge Village Annual Fun Run this year. There was a turnout of more than 120 runners for the village's fourth Fun Run.

We have also donated a prize for the Awbridge Primary School Christmas Fayre raffle.

We are pleased to have donated a prize for the Whiteparish Winter Ball again this year, which raises money for the Whiteparish Memorial Trust.

Raymond Brown donated an experience day for auction at The Lighthouse Southern Lunch. Our prize alone raised £2,000 for The Lighthouse Construction Industry Charity Club, which provides support to the construction industry's workforce and their families.

Raymond Brown have made a donation to Wool Primary School towards equipment for their new IT Suite and Community Hub, pictured below. Thanking Raymond Brown, Lisa Trim from Wool Primary School said: "The children are very proud of their new ICT Suite and use it regularly, it is a real asset to the school and we thank you for your contribution to this project."





A sunset over the A303 IBA Processing Facility, courtesy of Thomas North, Site Supervisor



An owl watching over Brickworth Quarry, courtesy of Karl Reed, Assistant Quarry Manager and Richard Galpin, Plant Operator



Plantations on Ancient Woodland Sites (PAWS) soils on the Lowden's Copse North restoration at Brickworth Quarry, courtesy of Jason Martin, Quarry Manager



A grass snake being translocated from Phase 3 to the new reptile mitigation area at Brickworth Quarry, courtesy of Mark Renault, Environmental Permitting Manager



A rainbow across the A303 IBA Processing Facility, courtesy of Wayne Read, Site Manager

## Photos from across our sites and facilities

Some of the photos sent in for the newsletter from across the sites were so good, the Directors decided to choose a winner...

Congratulations Dan Kellaway, you have an Amazon voucher on the way!



'Fortis' the resident hedgehog at the A303 IBA Processing Facility, courtesy of Thomas North, Site Supervisor



Marcus Bishop, Loading Shovel Operator and Luke Stevenson, Assistant Site Manager at Ardley IBA Processing Facility



A mushroom found at Binnegar Quarry and named 'Super Mario', courtesy of Dan Kellaway, Assistant Quarry Manager

# TALK



RAYMOND BROWN

2nd Floor, Fryern House, 125 Winchester Road, Chandler's Ford, Hampshire, SO53 2DR

T: 023 8027 3750 W: [www.raymondbrown.co.uk](http://www.raymondbrown.co.uk)

