



Pitch Perfect Conversion for Glasgow Warriors



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Welcome to the ninth edition of 24 seven!

Here we are again at the end of another outstanding year for the Group with both divisions Logistics and Construction winning top industry awards.

In this edition of 24 seven we have our usual mix of stories, a Q & A session with David Balmer, Glasgow Warrior pitch renovation, new train livery and an update on the charities and events we have contributed to over the year.

I hope you enjoy this edition and please keep your stories coming in.

Helen Ryan, Marketing Manager

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From the CEO

We approach the end of yet another successful year for the business.

In 2016 I am delighted that the Logistics business has been recognised with 2 major awards that reflect the quality and commitment across the business.

In July we were awarded Haulier of the Year, presented in front of 1700 guests at the Motor Transport Awards in London, a great recognition of the contribution of all staff. It gave me particular pleasure to collect that award on behalf of the business with Euan and Ker at my side.

In October our biggest Logistics customer, Diageo, presented us with one of 3 supplier awards, recognising the successful delivery of the onsite logistics programme at their sites in Shieldhall and Leven, as well as maintaining the service through the major challenges of the Forth Road Bridge closure and industrial action at Grangemouth Docks. That recognition for a major transformation project, which involved a significant change in personnel operating at the two sites, is testament to the logistics expertise and management within the business. It is also worthy of a massive thanks to all the staff onsite, whether they had previously worked with Diageo, or with Malcolm's or had joined from elsewhere.

This year the Construction Division had the high profile replacement of the pitch at Scotstoun, the home of Glasgow Warriors. The job was not quite as straightforward as expected, but the new artificial pitch was ready for the season start in September.

The investment in plant and equipment in the Construction Division continues and our Tipper fleet was also recently recognised with the award of Scottish Top Tipper Operator of the Year at the Transport News Scottish Rewards presentation. There was also some press coverage of some of our plant in the high profile demolition of a bridge over the M74, where we were all delighted the road was re-opened ahead of schedule after a weekend closure!

As it often appears to be the case, while we can reflect on a busy and successful year, there remains a significant level of uncertainty in the industry. We await the longer term implications of Brexit, and to understand the changes that may bring to our operating environment. We are, however, a strong business with the ability to adapt to the changes that may come and so also remain well placed to support our customers to develop and respond to those challenges.

"I hope that you get the opportunity to enjoy Christmas with friends and family, recharge those batteries, and prepare for another year of supporting our customers throughout the UK."

I wish you and your family good health and happiness for the festive season and throughout 2017."

Andrew Malcolm, Chief Executive Officer

Scotland's Top Tipper Operator



From L to R Comedian Des Clarke, Gordon Jackson, Scottish Manager of Category Sponsor Hyva UK, handing over the award to Euan Malcolm with TV Presenter Mary Rhodes.

Malcolm Construction won Scotland's Top Tipper Operator title at the annual Transport News Scottish Rewards presentation which was held in Glasgow on Friday 4th November. The popular breakfast celebration, now in its 23rd year, attracted 600 road haulage industry guests and filled the banqueting suite of the Crowne Plaza Hotel.

Malcolm Construction provides comprehensive civil engineering and groundworks services and can trace its roots back to the late Donald Malcolm's first Caterpillar earth mover and tipper trucks in the early 1950s.

Nowadays, Malcolm Construction has earned an enviable reputation as a quality service provider, solving complex problems but moreover, for successfully delivering projects on either a stand-alone basis or as part of a consortia, offering a larger package to major construction contractors, local authorities and consulting engineers.

The award is based on nominations provided by Transport News readers over the year and thereafter judged by a panel of trade representatives.

Euan Malcolm was delighted to collect the award on behalf of Malcolm Construction.



Another Busy Year for Building Maintenance

The building maintenance team have been hard at work this year on various maintenance works and building projects across the Group:

GRANGEMOUTH

Seven new modular docks have been installed at Tillyflats Grangemouth. The docks are metal constructed and can be removed and transported elsewhere by unbolting to give back floor space if necessary.

The Grangemouth Gatehouse has also been extended to create an office and mess room for Gillian Mitchell and her team who look after the Versalis contract.

LINWOOD

The Highbay and West Avenue Warehouses at Linwood have had the outdated metal halide lights removed and replaced with a Hi-Tec L.E.D lighting system.

As there is no natural light in these two particular warehouses, the lights are required to be on when the workforce is present. The new lighting is on a motion sensor system which switches them off when there is no movement detected.

We are now showing a saving of 55% on lighting in both depots.

Newhouse will be the next depot to have a new lighting system and all other depots will be surveyed to assess their requirements.

A newly constructed Skylift which lifts a trailer and unit for inspection and cleaning has been fitted at Burnbrae Road. A concrete recessed platform had to be built to allow the four jack legs to retract to ground level and allow a vehicle to drive straight on. Finally, a clad wash bay wall to contain the water spray was constructed.

TACHO BAY TRANSLUCENT ROOF PANELS

Tacho Bay, Paint Shop, and the VOSA Inspection Bay at Burnbrae had a solid clad roof profile with no natural daylight; therefore, electric lighting was on all the time when the workforce was in the building. With the help of CJ Roofing the team surveyed, designed and installed full length insulated translucent panels to allow natural daylight in which has made a huge difference. Photocells are being installed to keep the lights off when there is enough natural daylight.

This was a particularly difficult project as the roof sheets in different areas were all different profiles, however the team pulled together and made it happen!

GLENROTHES

The Glenrothes office building has had a new roughcast exterior applied along with a new tarmacked parking area and concrete unit parking.

The drivers car park has also been extended and fitted with new concrete hardstanding for trailers.

APPRENTICE OF THE YEAR

A huge congratulations to Calum Jamieson of Building Maintenance for being selected as the Scottish Electrical Charitable Training Trust 2nd Stage Apprentice of 2016 at West College Scotland (Paisley). Calum competed in the West of Scotland area heat at Cardonald College where he received his award. Calum won the award overall for his college which is a huge achievement.



Building Exterior, Glenrothes



Tacho Bay Translucent Installation



Highbay LED Lighting Project



Linwood Depot



Modular Docking System, Grangemouth



Calum, Apprentice of the Year



Modular Docking System, Grangemouth

Q&A

with **David Balmer**
Group Environmental Manager



You joined the Malcolm Group 20 years ago. Tell us a bit about where you started and where you are now.

I started in July 1996 in the Murray Street office in Paisley, back in the good old days working in a cave! Today I am the Group Environmental Manager, based in Construction HQ at South Street, Glasgow although I spend a lot of time on sites and on the road. In this position I am responsible for helping the company to minimise our impact on and improve the environment where we can on our sites and through our activities.

Why did you choose this career?

In the beginning it was never about the environmental side of the business, ironically it was a fascination with big machines, muck and trucks which led me to The Malcolm Group. However, as I have progressed up through the company it is something that has become increasingly important in our industry and I became more and more aware of.

What or who has been the main influence in your career?

Looking back, many of the influences have been the people I have worked with, some like George Walker, who despite his early retirement, like many others had the dedication, aptitude and especially the drive and ambition often to better themselves or do a good job which influences how I set out my stall and how I conduct myself.

Looking back, what are your greatest successes?

Keeping the company on the right track in a difficult business that changes by the minute and is under constant pressure to reduce costs. That and convincing the bosses that the recycling and soil washing plant in Shewalton, Irvine was the correct thing to do, and after processing over 600,000t through it since installation, the majority sold off site, I'm proud that it performed (and relieved!)

Given the opportunity, would you do anything differently?

How long is this magazine? So many it could rival the Harry Potter series...and would need an equally powerful wand.

Do you have any other ambitions you would like to achieve?

In work – lots – in life plenty... cycle Alpe d'Huez, win Mastermind, own a Ferrari, etc – probably only the first one is achievable, although I'll have to get off my backside a bit more and get out on the bike more often to achieve that.

What is the biggest challenge the industry faces?

As with all facets of our business, communication, competency, costs and getting it right first time.

What frustrates you the most about the current environment?

UK regulations and red tape which add no value to the work or the environment but add costs and a burden to the industry in a global marketplace.

What motivates you to go that extra mile?

The sunrise in the morning. Every day is a school day and we can all learn something and help someone...and the phrase "Thank You" – all help me to try to do a little bit more & better.

Based on your experience, do you have any advice for those looking to work in the industry?

It's a diverse industry with a very diverse range of opportunities and challenges, its sometimes not for the fainthearted but it can be rewarding, stressful and exhilarating in the same instance – don't be shy to give it a try!

Do you have any hobbies or interests that you enjoy in your spare time?

Spare time – as Donald Malcolm used to say – "you can work all the hours God sends...we just don't pay you for them...!" When I get "spare" time, a wee jaunt on the bike to clear the head, or some fishing, gardening, **DIY – the latter generally with a prompt from the Boss!**



Blow-Over Initiative

In October this year, Police Scotland and The Malcolm Group joined forces to launch a Blow-Over initiative at the Donald Malcolm Heritage Centre. The aim of the partnership is to cut the number of lorries that are blown over in stormy weather and aims to teach lorry drivers the best practice of tying up curtains when they have no load on board. The scheme is also encouraging drivers to be aware of possible poor weather and hazardous conditions before setting off.

The Malcolm Group is fully supporting the move with CEO Andrew Malcolm stating: "As a major player in the logistics sector we are continually reviewing and improving our safety campaigns throughout our business to ensure both our employees and public are protected. We operate approximately 900 curtainsiders in our fleet which operate 24 hours per day throughout the UK, mostly on a just in time basis. With the weather in the UK being unpredictable, we have to ensure our drivers are trained to move these trailers safely and effectively, sometimes at short notice."

Police Scotland and the road haulage industry are determined drivers stay safe this winter, especially when crossing the country's high level and exposed roads and bridges. Superintendent Fraser Candlish of Police

Scotland added: "We are encouraging operators and drivers in the road haulage industry to be prepared for bad weather, follow advice on social media and register for weather alerts from Traffic Scotland."

Diageo Supplier Excellence Award 2016

The Malcolm Group is delighted to have been recognised by Diageo for the support we have given to their business. In 2015 we attended a global supplier's conference, and presented at that time our plans for the forthcoming period, which included the major project to take on the inbound and outbound logistics activity at Shieldhall and Leven, as well as completing changes to our own infrastructure at Grangemouth and Linwood.

Our efforts have now been recognised through a Supplier Excellence Award for cost reduction, one of 3 awards announced by Diageo.

David Cutter, President Global Supply & Procurement noted that we had taken those plans and "implemented them flawlessly within our manufacturing operations. The project saw Diageo logistics operations of circa 250 roles, seamlessly transferred from Diageo to WH Malcolm. Service has been excellent from day one. They have also significantly invested in their own warehousing operations to support Diageo and this was all completed on time and within budget. In addition WH Malcolm's are currently implementing their WMS system at Diageo sites which will provide further benefits.

Throughout the entire process the ways of working have been excellent and they have significantly helped Diageo through a number of crisis situations such as the Forth Road Bridge closure and the closure of Grangemouth port and this has protected the Diageo business from very significant potential losses."

The award presented was created from part of a de-commissioned still from the Lagavulin Distillery on Islay. The award is a fantastic endorsement of the whole team's efforts to provide a first class service to the customer, and recognises our ability to manage both complex projects and our reaction to some significant additional challenges in our environment.



SPOTLIGHT ON Training

ILM Leadership & Management

A huge 'well done' to the staff who have successfully completed the Institute of Leadership & Management (ILM) Level 3 qualification.

The ILM programme was designed and delivered with the support of New College Lanarkshire and has been very well received by the staff and the College. The course aim was to give the staff the skills and knowledge to lead, organise and motivate within their teams.

The first ILM programme was undertaken in 2012, with a group of nine staff completing the ILM Award. Paul Campbell who completed this at the time continued on to certificate level with the new group, achieving an endorsed certificate from the College.

Tom Ross, Depot Manager at Crick, who participated on the course said: 'The ILM this year has been an enjoyable and informative experience. John, the tutor, was able to take theory based management models and relate them to circumstances that we all face in our day-to-day roles within the business. The most important thing I took from the course is to stay focused, ensure you get clear and consistent goals across to your teams and they will give you clear and consistent results. This isn't always the easiest task given the changeable nature of our business and the short lead times we can all face, but if everybody understands what their contribution is then the outcome will be what our customers have come to expect from us'.

John Hoey, NCL Course Tutor of the ILM said, 'This past year working with Malcolm Logistics has been one of the highlights of my career with New College Lanarkshire. I left

the classroom behind and found myself immersed in Malcolm Logistics, delivering in your premises, working with your managers, experiencing first-hand the culture, drive, ambition and professionalism of the company. I feel that I, and New College Lanarkshire, have become part of the company and we are fiercely loyal towards it.

The Institute of Leadership and Management (ILM) qualifications are specifically designed for the workplace and they have to be earned by submitting comprehensive assignments. I am delighted for, and proud of, those managers who have achieved these qualifications, it takes time and commitment and they have all stepped up to that challenge. I am hopeful that the College's partnership with Malcolm's continues to grow and develop.'

The successful individuals pictured below are: top picture from left to right Paul Campbell, Paul Gough, trainer John Hoey (course tutor), Paul Mair, Allan Cairns and Gillian Mullen. Bottom picture from left to right back row: Steven Croft, Scot McAleer, Mick Nicholson, Graham Randall and Dave Bratton. From left to right front row: David Faulkner, Stephen Barnes, Carl Ethrington, Tom Ross and Craig Bishop who was not available to be in the picture.



ILM Q&A with Paul Gough:

Assistant Bond Operations Compliance Manager

1. What did you get out of attending the ILM Course?

I gained practical working knowledge that I can put into action within my team. I also gained valuable knowledge regarding team performance and development.

2. What did you enjoy most about the course?

I enjoyed the way John (course tutor) delivered the coursework in a practical discussion format which was far easier to absorb. I also enjoyed strengthening working relations between other managers whom attended.

3. How have you applied the learnings to your role?

Part of the course was surrounding planning and allocating work. Within this was the use of SMART objectives. I have used this method when issuing work to some of my team members which has assisted with better productivity and completion times.

4. What advice would you give to others who wish to undertake the ILM course?

Try and relate as much of the course to your own team as possible as this will assist in understanding the techniques easier.

Training Awards

B.R.C Certification

Congratulations to the Warehouse Compliance Team on achieving certification in 'Internal Auditing to the B.R.C Global Standard for Storage and Distribution'

Those who attended were Freddy Solomon, Robert Ketrtrick, Paul Campbell, Paul Childs, Paul Walton and David Wilson

International Transport Managers C.P.C

Congratulations to the following staff on achieving their 'International Transport Managers C.P.C Award':

Ashely Elson and Michael Kominko (Crick Traffic Planners)
Damian Spence (Haydock Traffic Planner)
Edward McGladrigan (Plant Controller)
Euan Malcolm & Ker Malcolm

I.O.S.H. Managing Safely Course

Congratulations to our 10 Southern Managers, Workshop Managers and Northern Operations Director who have achieved their I.O.S.H.H Managing Safely Certification.

First Aid Instructor Qualification

Congratulations to Stephen Tedeschi, Driver Trainer at Avonmouth who recently qualified as a First Aid and Defibrillator Instructor.

Apprentice of the Year – 2nd Place

Congratulations to Calum Jamieson at Building Maintenance who was selected as the Scottish Electrical Charitable Training Trust 2nd Stage Apprentice of 2016 at West College Scotland (Paisley).

Calum competed in the West of Scotland area heat and progressed to the final held at North Lanarkshire College where he finished in a very commendable 2nd place, which is a great achievement.

Modern Apprenticeship

Congratulations to Scott Hutchison (Newhouse), on completion of his S.V.Q in Supply Chain Management Level 3.

Apprenticeship Awards

Congratulations to James Coffey and Mike Beech of Haydock and Michael McPake of Newhouse who have completed their N.V.Q in Heavy Vehicle Engineering at Glasgow Training Group.

Driver Trainer - Wakefield

We are pleased to announce that we have recently appointed Lee Pritchard as Wakefield's Driver Trainer.

In addition to the training listed for this year there have been over 1500 additional courses and card upgrades in Logistics, Plant and Construction.

Driver C.P.C Training

D.C.P.C this year consisted of 69 courses throughout the UK with 482 drivers attending, with a change to smaller classes to allow the business to operate efficiently at all times.

In addition, we now have our 10 on-site Driver Trainers registered with J.A.U.P.T to deliver our bespoke D.C.P.C Module for the Malcolm Group.

Management CPC

Road Haulage Association ran the Management C.P.C course at our premises in South St with 7 staff members completing the R1 & R2 Exams. We have had 6 passes and 1 manager completing at the end of the year. This has been a successful new direction for our Management C.P.C training with a very high pass rate in the exams.

Mechanics CPC

We are pleased to announce that our Southern Mechanics have completed our in-house Mechanics C.P.C course. Our Northern Mechanics are on target to be completed by the end of this year.

Managers and Planners course

This year all Managers and Traffic Planners throughout the U.K have completed the half day course.

First Aid courses

There have been 6 First Aid courses with a total of 39 employees throughout the UK for those who needed training or refresher training.

Coupling & Uncoupling Audits

There have been over 1620 Coupling and Uncoupling audits undertaken throughout the UK.

Accident Investigation

We have trained 69 staff members in Accident Investigation this year.

Class 1 and Class 2 New Drivers

15 new drivers have been trained and achieved their LGV1 and LGV 2 licence.

FLT CPC

In conjunction with the compliance teams in the U.K we have delivered 52 courses and trained 282 forklift operators throughout the U.K.

Malcolm's Annual Dinner Dance



The Malcolm Group held their Annual Dinner Dance once again at the Glynhill Hotel in Renfrew.

Andrew and Fiona Malcolm presented several employees with their 25 years' service awards (above left). In addition, three 40 years' service awards (above right) were also presented at the dance.

Pictured with Andrew and Fiona for their 25 years' service are Andrew Orr, John Power, Allister Steel, George Meikle, Duncan Mcleod, Lesleyann Mullen, Alexander Cruickshanks, Allan Barr and Bryan



Deveney along with their family and friends. Pictured with Andrew and Fiona for their 40 years' service are George Scott, George McTaggart and Ronald McCaffery alongside their family and friends.

Other employees who also received their 25 years' service award this year but not pictured in the group photo are Thomas Crooks, Kevin Frain, Tony Waite and Alan Linklater. In addition, Robert Deans and David Negus received their 40 years' service award.



Andrew Malcolm with Alan Linklater



Robert Taylor with Tommy Crooks



Andrew Malcolm with Robert Deans to receive 45 years' service award.

Engagements

Congratulations to Chris Gough at Linwood who proposed to his girlfriend Laura at the launch of Scottish rockers Biffy Clyro's new album at HMV Glasgow.



Marriages

Paul Mair of Newhouse Depot married his lovely bride Natalie Morier on 30th May in The House for an Art Lover at Bellahouston Park.



Mike Norman of Haydock married Hayley Spencer in Barrow-in-Furness on Saturday 28th May.



Congratulations to all our couples!

Retirements



Andy McNally



Kevin Price



Rick McOwatt

Alexander Crichton, better known as Sandy, retired in April 2016 after nearly 12 years with the company working at the Alloa Site. Sandy previously worked with United Glass, totalling over 45 years of working at our Alloa Site.

Brian Andrew, better known as Butch, retired in February 2016 after almost 33 years with Malcolm's. Butch covered a wide variety of roles, all types of driving, on site supervision at Rockware Irvine, Yard Foreman at Cartside, forklift trainer, and he was also part of the WHM support team.

Donald MacLean retired in January 2016 after serving 19 years with the business. Donald joined the company from Maxi Haulage in 1997 to manage the long distance fleet. Three years ago Donald transferred to UPM Caledonia, Irvine and managed onsite operations.

Kevin Price, Traffic Planner at Haydock, retired in August 2016 after 23 years' service at Malcolm's.

Maureen Fagan retired on her 65th birthday in March 2016 after 13 years with the business. Maureen first joined Pirie Business in March 1993 until the acquisition of the Pirie business by WHM in 2003.

Rick McOwat retired in May 2016 after 22 years with Malcolm's based at Newhouse. Rick joined the company as Warehouse Manager. Recognising his knowledge of the business and in particular the warehouse systems. Rick moved to IT to lead the helpdesk support.

Andy McNally retired in November 2016, on his 65th birthday, after 19 years with The Malcolm Group. Andy had worked at various depots during his time with us.

We wish all a long and happy retirement.

New Arrivals



Jackie Semple of the Head Office, and husband Ryan, are proud to announce the birth of their daughter Alannah Charmaine Semple.



John Macleod of Newhouse Depot and his wife Laura are delighted to announce the arrival of their beautiful twins, Charlie Margaret and Jack James.



Andy Caskey of South Street and his wife Donna are proud to announce the birth of their baby girl Layla Sofia Lavena Caskey.



Louise Peden at Newhouse and partner Fraser are proud to announce the birth of their baby girl Lucy McKay.



David and Nicola Robertson are proud to announce the birth of their beautiful baby boy Oscar David Robertson born on 1st August 2016.



Hayley Wilson, of Charles Lawrence Surfaces, and husband Darren are delighted to announce the birth of their baby daughter Rosalie Isabella Wilson.



Connor McAlister of Malcolm Construction and wife Liezl are proud to announce the birth of their baby daughter Luna McAlister. Photograph provided courtesy of proud Papa Jim McAlister.

Congratulations to all families!

Awards

Congratulations to James Coffey and Mike Beech at Haydock and Michael McPake at Newhouse who have completed an NVQ in Heavy Vehicle Engineering.

The graduates recently attended an awards ceremony at GTG, where they received their certificate.



Photo: James Coffey, Mike Beech, Gavin Summers, Cassi Gillespie from Radio Clyde, Ian Taylor from GTG and George Bowie from Radio Clyde.

Group

An insight into HR

The company has grown its investment in HR across the business so that line management in all areas have greater support than ever before, reflecting growth in the business and ever-increasing complexity in the HR context.

The team comprises Paul Hobday with a Group role, Gillian Mullen as Training and Development Advisor, Jan Peart, Joanne Robinson and Louise Reekie as HR Advisors in Construction, Logistics South and Logistics North respectively, Eilidh McLaughlin as Graduate in HR and Will Bordill as Administration Assistant at South Street.

Gillian's work is highlighted on pages 6 and 7 and she can be seen in the photo on page 6 at the presentation of ILM Certificates to Logistics Managers in the North, a key development programme which will yield benefits for both the individuals concerned and their wider teams with the provision of which Gillian played a central part.

Jan Peart is the company's first full time HR Advisor dedicated to Construction, having joined the business late last year, supporting line management and employees across a wide range of HR-related support issues from recruitment to employment law and procedural support to absence management. Collaborating closely with the Health & Safety and Training departments, a new streamlined induction programme for new employees has been implemented incorporating the necessary and vital company information that a new employee requires as well as ensuring compliance



with health and safety, training and HR policies and procedures. Jan has the assistance of Will Bordill who joined the team this year.

Recruitment Initiatives
As a key component of many of our larger Construction contracts WH Malcolm provides opportunities for local youngsters and others to gain valuable work experience, training, apprenticeships and employment through the Community Benefits programme. This programme is run in association with our larger clients and Jan and Will are key in liaising between Malcolm Construction management and our clients to translate potential opportunities into actual placements.

A key issue for the business is recruitment and the increasing challenges that are presented, particularly in some areas such as with LGV drivers amidst a national shortage of new drivers coming through. In partnership with operational managers, Group Training and others, our HR team are involved in a number of initiatives:

Website
The company's website has undergone a major revamp and the recruitment pages are no exception. The new pages are still being developed and are designed to guide interested candidates through an automated pre-selection process so that suitably qualified applicants are assessed appropriately and rapidly.

Truck Shows
WH Malcolm has proudly taken part at a number of truck shows over the years at various events in Scotland and England. These have traditionally been opportunities for drivers and the company of course to show off our latest and best trucks in both Construction and Logistics livery as well as some of the vintage classics normally residing at the Heritage Centre, winning many awards. Over the last year we have also used the shows as a means of advertising the company as a great employer, directly contacting the enthusiasts at truck shows at Ingliston, Thirsk, Cheshire and The Malverns with Joanne Robinson attending several shows with assistance from managers Stephen Barnes, Jason Bent, Steve Croft, Ian Murray, Mick Nicholson, Carl Etherington and Kerry Heald and Gary Jensen from Training.

'Growing our own'

Louise Reekie is also reaching out to schools and colleges in the Lanarkshire area with a view to running a programme for six warehousing apprentices at Newhouse. By "growing our own" we hope to give a group of new recruits a thorough grounding in all aspects of our warehousing systems and operations, equipping them with the skills and knowledge to contribute to any of our teams. If successful, we could replicate this at other locations in the future.

Likewise, we are exploring the possibility of a Recruitment Open Day at Newhouse to take place next year, with the objective of attracting candidates across warehousing, traffic, driving and workshop areas.



The company has a link with a driver training provider near South Street in Glasgow and is exploring pathways for newly qualified class C drivers to join our tipper fleet there. Via an initiative in Logistics called Warehouse to Wheels, we have a number of colleagues in warehousing roles who are keen to undertake LGV

training with a view to becoming the drivers of the future. We anticipate that selection for the training will take place early in the New Year with the training programme then rolling out straight away afterwards. Good luck to all who go for it!

Occupational Health
As part of a company wide initiative and partnership with an Occupational Health provider, we now have a Nurse attached to our Health and Safety team. Charmaine has been rolling out a programme of fitness for work medical checks with priority, safety-critical employees at different

locations across Construction and Logistics, with the objective of better supporting colleagues whose health is of paramount importance in the roles they carry out. The objective over time is to broaden these checks to incorporate a wider range of our teams. In the meantime, all new joiners are asked to complete a questionnaire which is returned to Charmaine who can follow up with that individual regarding any issue with which he or she might need support.

Absence Management
Absence management is always a priority issue for line management and HR. In its 2016 absence survey, The Chartered Institute for Personnel and Development reported that on average each UK employee is absent for 6.3 days per year. Putting it in every day terms, that is over a week each year when colleagues need to cover the work that would otherwise have been carried out by an absentee, and this can put additional strain on those at work, the business and our ability to meet the demands of our customers. Unfortunately we all get ill from time to time and the figure above is an average figure and we will all know many colleagues with remarkable attendance records. With direct access to an Occupational Health Nurse, we hope to better support those who do become unwell and need help and support.



New look website for The Malcolm Group

This year saw the launch of the brand new Malcolm Group website. Following months of hard work by the marketing team the stunning new site went live in September with a fresh new look.

Why not log onto www.malcolmgroup.co.uk and see for yourself!!



Logistics

New Stertil Koni Skylift

Malcolm Logistics invested in a new 35 tonne skylift this year to improve access and efficiency during chassis washing operations.

The Stertil Koni Skylift was recently installed within an outdoor purpose-built chassis wash bay at Malcolm Logistics' Depot at Burnbrae Road in Linwood. It has not only provided operatives with access to raised vehicles but also improved efficiency whilst maintaining the highest safety standards. The fully galvanised lift is recessed into the wash bay floor area, thereby enabling vehicles to be driven onto the lift's 14.5 metre long parallel platforms. Once a vehicle is correctly positioned on the Skylift, the chassis cleaning may be undertaken by an operative using a manual high pressure washer lance. This operation is simplified by the design of the Skylift which is free of cross beams and posts to allow unrestricted access to the underside of raised vehicles.

Controlling the lift is made easy and safe for the user from the well positioned control console. Also, since the Skylift is electronically controlled, a number of specific requirements may be programmed into its operation – for example, a reduced lifting height – whilst an internal LCD display provides constant system information. Importantly, an independent mechanical locking mechanism is always active to ensure total operator safety.

Used on a daily basis, the Stertil Koni Skylift is relied upon to help maintain Malcolm's vehicle fleet which includes tractor/trailer units, rigid and curtain sided lorries, trucks, tugs and construction vehicles.



Robert Deans, Malcolm Logistics Fleet Engineer advised: "When deciding upon a lift to support our purpose-built chassis wash bay, we received a number of positive reports from existing users about the reliability of Stertil Koni lifts. The Skylift has been welcomed by our chassis wash bay operatives who benefit from clear access to raised vehicles in a safe and controlled manner."



Multimodal 2016 Exhibition

Malcolm Logistics enjoyed another successful and busy year at the Multimodal 2016 Exhibition at the NEC in Birmingham from the 10th to 12th May.

This year saw the launch of the new, extremely impressive Malcolm Logistics Exhibition stand. Built from 3 shipping containers and standing at almost 20ft tall, this one of a kind stand certainly drew in the crowds, keeping our operations team on their toes over the three days.

Attendance at the exhibition was higher than last year, with over 9000 visitors attending. Alongside the impressive new stand was the latest addition to the Malcolm Heritage Fleet, "Braveheart", as well as a vintage Volvo F88.

The Malcolm Logistics stand has already been booked for Multimodal 2017 which takes place from 4th-6th April, with a few surprises to celebrate Malcolm Logistics' 10th year exhibiting.



Malcolm Logistics Partners With BEC

Malcolm Logistics has recently entered into a new hardware contract with BEC (Systems Integration) Ltd, a leading UK-based supplier of data capture solutions for supply chain logistics and manufacturing.

This new hardware will allow the division to provide its customers with an even higher quality of service.

Tony Hampson, Managing Director at BEC, comments: "We are delighted to have secured such a significant contract from one of our most valued customers. We worked closely with Malcolm Logistics in order to fully understand their requirements and guide them through the product selection process. Their new system utilises Zebra XT15 rugged mobile computers and VH10 truck mount terminals with Honeywell SR61 barcode scanners. The introduction of end-to-end barcode scanning gives Malcolm Logistics real-time track and trace and up-to-date stock availability, resulting in greater control over all of its customers' stock."

Allan Bowes, Group IT Manager, concludes: "The integration of Zebra VH10 and XT15 terminals into our JDA warehouse management system went smoothly and we were able to fast-track the implementation as a result. Offering a first-class service, BEC took the time to fully understand our needs and the team were extremely knowledgeable from a technical perspective. Nothing was too much trouble and the project was delivered within aggressive timescales which was important to us as lead time was critical to the success of the project. As a business, we very much look forward to providing an even better customer experience as a result."



Shieldhall's Busiest Day on Record

2016 saw Diageo Shieldhall's busiest day. On October the 13th Shieldhall's production and dispatch records were broken with an astonishing 191,091 cases produced and 192,488 dispatched. This is the second time this year the production record has been broken since Malcolm Logistics took over the running of the on-site logistics in May last year.

The key statistics for this record breaking day are:

Receipts

1,597 pallets of glass receipted into the warehouse.

170 pallets of cases / cartons receipted into the warehouse.

Line-feed

1,798 pallets of glass and closures fed onto depal in the Empty Bottle Store / 1,518,653 bottles / 1,497,150 closures.

342 pallets of cases / cartons delivered to the lines.

Line-Offtake

2,354 pallets received off the end of the production line / or 191,091 cases.

Loading Out

2,456 pallets loaded onto vehicles / or 192,488 cases.

87 loads – mixture of containerised push pull loads and wood loads.

BRC Accreditation

It has been a hugely successful year for the Malcolm Logistics Warehousing team with six new sites joining our growing British Retail Consortium accreditation portfolio.

Grangemouth, Wakefield, Newhouse, Glenrothes, Avonmouth and Gatenby join our other leading locations at Crick and Haydock which already have this accreditation, bringing our UK total to 8 sites.

Freddy Solomon, Malcolm Logistics, Director of Warehouse Operations & Business Development said:

“We fully understand how critical it is to our customers to have complete confidence in our ability to uphold supply chain integrity. The standard has necessitated that we built a culture around quality that involves everyone, at all

levels within the Logistics Division. Our staff recognise that our continued re-certification to the standard is now an established part of our operating profile, and that re-certification as a process helps us further promote “Continuous Improvement” to ensure consistency and confidence throughout the supply chain.”



Certification of the BRC Global Standard for Storage and Distribution accreditation demonstrates that Malcolm Logistics adheres to a measured set of standards, and is compliant with all relevant legislation to the BRC’s code of practice, which guarantees quality and peace of mind for our customers. Our key objective is to gain accreditation across all UK locations by May 2017.

Malcolm Logistics appoints Briggs preferred Supplier

Malcolm Logistics has appointed Briggs Equipment as its preferred supplier of materials handling equipment, after the two companies concluded a major new contract.

Malcolm Logistics is improving its extensive materials handling capability at its own facilities across Scotland as well as sites it manages on behalf of customers. Briggs supplied 109 Hyster forklift trucks plus an additional 21 machines, which are a mix of Aisle-Master articulated trucks, ride-on powered pallet trucks, sweepers and scrubber dryers.

The Hyster forklift fleet is made up of H2.0FTS, H2.5FT, H3.0FT and H3.5FT machines, widely acknowledged as some of the toughest and most fuel-efficient IC trucks on the market. The 2.5t, 3t and 3.5t machines will be fitted with cascade push/pull attachments, carton clamps and double pallet handlers to improve their ability to load and transport goods.

Specially ‘wrapped’ to depict Malcolm Logistics’ corporate identity, the trucks have been specified with the Hyster Tracker wireless asset management system, which is designed to reduce operational costs and CO2 emissions by improving operator performance and overall fleet efficiency. The Hyster Tracker allows Malcom Logistics to improve fleet management using reliable reports generated on a 24-hour basis. Its managers also have access to BE Portal, Briggs Equipment’s market-leading asset management tool, enabling them to not only measure equipment performance against agreed service level agreements, but also to use the accurate data proactively to reduce costs.

The Hyster machines have been acquired on a rental contract spanning 60 months. The deal includes full servicing and maintenance support, which will be carried out by the Briggs H10 and H11 engineering groups

operating out of the company’s Cumbernauld depot to ensure service support continuity. Getting its materials handling strategy right is vital for Malcom’s, which operates more than five million sq. ft. of warehousing space across 10 sites in central Scotland, Lancashire, Yorkshire, Avonmouth and Northamptonshire. It also manages in excess of 1.5 million sq. ft. of warehousing for customers plus 1.2 million sq. ft. of bonded warehousing space.

The Hyster forklifts were deployed to sites throughout central Scotland, including customer sites at Shieldhall, near Glasgow, and Leven in Fife in October and November this year. They will handle drinks products stored in their multi-user warehouses and despatch goods via several intermodal solutions built on the needs of the customer base.

Malcolm Logistics have agreed to its 2016/17 fleet replacement being awarded to Briggs on the back of the 109 truck order.



Malcolm Logistics wins Motor Transport’s Haulier of the Year



Malcolm Logistics received a major industry honour at the recent 31st Motor Transport Awards in London as it was named 2016 Haulier of the Year.

The awards, organised by Motor Transport magazine, are the road transport industry event of the year, recognising innovation, outstanding service, efficiency and quality. Winning a Motor Transport award shows that a business has reached the very highest standards, as judged by an independent panel of experts drawn from the industry.

Commenting on the decision to award Malcolm Logistics this prestigious honour, the Judges praised Malcolm’s “unique philosophy of selling through service” rather than relying on a sales department, describing it as “an excellent example of customer care.”

Furthermore, the judges singled out the strong commitment to supporting charitable and social organisations such as The Beatson Cancer Care and

Transaid, praising the “strong focus on corporate responsibility.”

Ecstatic at receiving the award, CEO Andrew Malcolm stated: “This is absolutely fantastic. This is the one you live for and it’s great for the whole company. Our greatest competitive advantage is our people, we have a highly skilled and motivated workforce which has a passion for delivering the very best service and this award is testament to that.”

Malcolm Logistics also finished runner up in the Livery of The Year category for the stunning Colin Prior walking floor trailer fleet. The judges loved the “strong environmental message” they carry up and down the UK each and every day.

The judges also praised the “innovative design, with a local Scottish theme.”

Rail



New livery is just the ticket for Malcolm Rail

A stunning scene of the Scottish Highlands adorns DB Cargo UK's locomotive 90024 to celebrate the company's successful and ongoing partnership with Malcolm Logistics.

DB Cargo UK, the country's leading rail freight operator, has enjoyed a close working relationship with Malcolm Logistics since April 2014, evidencing that collaboration is key to providing effective and modern logistics solutions. To celebrate this successful partnership, DB Cargo UK's loco 90024 has been wrapped in a stunning scene of Coigach in the Northwest Highlands of Scotland.

Geoff Spencer, CEO of DB Cargo UK, said: "We're proud to have built such a successful working partnership with Malcolm Logistics. We run 12 trains a week, including on weekends, between Daventry in Northamptonshire to Grangemouth and Mossend in Scotland, a 660 mile round trip, supplying goods that families buy every day on the high street. This collaboration offers intelligent logistics solutions right across the supply chain, not just for our direct customers, but ultimately for consumers too."

The DB Cargo UK service achieved one of the highest delivery levels by rail for Malcolm Logistics in 2015 with over 97% of trains running on time to terminals and a whopping 26,000 containers handled.

Andrew Malcolm, CEO of Malcolm Group, said: "We are delighted that DB Cargo UK has adopted the Malcolm

Logistics branding on this loco to cement our partnership with them. We have already been using a number of stunning Scottish landscapes by Colin Prior on some of our road trailer fleet, so the opportunity to extend this to our Rail Division and highlight our multimodal capability between DIRFT and Central Scotland is most welcome.

"Carrying freight by rail plays an important part in protecting the environment and reducing carbon emissions for us all, and providing a fast, efficient supply chain for moving raw materials and consumer goods while reducing pressure on the road network."

The impressive scene which now adorns DB Cargo UK loco 90024 is of Ben Mo'r Coigach, Stac Pollaidh and Cu'l Beag from Loch Cu'l Dromannan, Coigach, Scotland, beautifully captured by internationally renowned landscape photographer Colin Prior.

Colin said: "Seeing my images of Scotland used at such large sizes was a great privilege – first on the sides of moving floor trailers but now on a train – it must be the first time in history that Scotland has travelled to the people and not the other way round! It's a really innovative way to promote and celebrate Scotland's wild and iconic landscapes."

DB Cargo Rail UK Team of the Year



DB Cargo, who provides Malcolm Logistics with their rail services, held their annual staff awards in February this year. The team that looks after the Malcolm services from DIRFT to Grangemouth and Mossend won the team of the year award.

David Turner, WHM Director of Rail was present at the event and joined them as they collected the award.

Congratulations to Dale Cowan, Adam Baines, Justine Logan, Grace Thomson, Scott Dickson and Wayne Millard.

Rail Update

Malcolm Logistics entered its 15th year of regular rail operations in 2016. From a weekly service carrying mainly non time sensitive products, our rail operation is now carrying over 26,000 containers each year, most of which contain time sensitive goods for delivery to distribution centres or direct to the retail shop.

The year began with unprecedented disruption to the rail network with a prolonged unplanned closure of the West Coast Mainline from December 31st until 21st February. All of our in-house experience was required during this challenging period in order for us to continue to deliver for our customers. On some occasions it seemed we were operating in impossible circumstances; however from

a few days after the closure commenced until normal service was resumed we ran with minimal interference.

This is testament to the hard work and commitment of all the staff that were involved in delivering this exceptional effort. Thankfully the rest of the year ran a lot smoother, so we could focus on good things such as taking delivery of a newly liveried Malcolm Loco and the purchase of more containers.

Malcolm Rail was also delighted to feature in the BBC programme Trainspotting Live this year to show off its bold new liveried loco 90024.

Container Investment

Malcolm Logistics have purchased 50 45' container units to support the business and modernise the fleet. This purchase represents an investment in excess of £100k in our operation, and supports our commitment to offering a high quality intermodal service to our customers.

Rail Stats

Volume Stats for 2016

- Over 26000 containers carried
- Over 1200 train services operated
- Over 9.5 million equivalent road miles carried on our trains.

Network Rail

WHM is assisting Network Rail to carry out the electrification of the Dunblane - Stirling - Alloa - Grangemouth train lines over the next year.

Network Rail will use the rear of Fouldubs yard at Grangemouth to store materials, load engineering trains and accommodate staff.

To enable Network Rail to use Fouldubs, WHM has relocated 100 containers and carried out ground works. Warehousing, Construction, Logistics and property maintenance teams have all played a part in the successful delivery of this project site.

Construction



“ We were delighted to work in partnership with East Renfrewshire Council and are very proud to have been involved in the first City Deal project as it’s a major stepping stone to show the long-term benefits of infrastructure projects.”

Malcolm Construction has been involved in the delivery of a £1.1m development to create 10 new business units at Crossmill Business Park. The development is part of The Glasgow City Region City Deal project to redevelop the Lavern Works – the former site of a Nestle manufacturing site on Glasgow Road in Barrhead.

Eight neighbouring local authorities across Glasgow and the Clyde Valley have secured the second largest City Deal in the UK.

The Glasgow City Region City Deal will fund major infrastructure projects; create thousands of new jobs and assist thousands of unemployed people back to work; improve public transport and connectivity; drive business innovation and growth and generate billions of pounds of private sector investment.

The City Deal will support the local area to achieve its shared long-term vision for the local economy through:

- Improved infrastructure - £1.13 billion fund to support the delivery of an improved transport network across Glasgow and the Clyde Valley, key development and regeneration sites and improved public transport.
- Growth in life sciences - establishment of world class research and development and commercialisation facilities.
- Supporting business innovation - providing additional business incubator and grow-on space for entrepreneurs across the region enabling more small and medium enterprises to grow.

- Tackling unemployment - creation of thousands of new jobs and establishment of programmes to provide targeted support to 16-24 year olds and vulnerable residents, and testing new ways of boosting the incomes of people on low wages to make them more self-reliant.

Having won 2 separate City Deal contracts through competitive tender, Malcolm Construction worked in partnership with East Renfrewshire Council to deliver benefits to the local community through their development works. These included:

- 3 work placements for West College Scotland students
- Schools careers event at St Luke’s High School
- Staff volunteers and resources donated for Glasgow Road Waterworks Project

The construction sector was one of the worst hit by the 2008 recession, which resulted in a whole generation of skills lost from the industry as firms looked to keep costs down. As such Malcolm Construction is now, more than ever keen to provide opportunities to young people, keen to forge a career in the construction sector. East Renfrewshire Council introduced the Malcolm team to West College Scotland, who run a Construction Skills Academy in Barrhead. Through the programme 3 students were offered work placements

and the Malcolm’s site team were particularly impressed with the students skills and commitment.

Speaking about the city deal project, Malcolm Construction Managing Director Martin Kiely said:

“We were delighted to work in partnership with East Renfrewshire Council and are very proud to have been involved in the first City Deal project as it’s a major stepping stone to show the long term benefits of infrastructure projects.

“Communication between the College and ourselves was facilitated by the Council’s Community Benefit Lead and the whole process was really easy for us. West College Scotland’s trainees were of a very high standard and as a company we were impressed with their skills and commitment. We’ve offered jobs to the trainees on a long-term basis and we have developed an ongoing relationship with the College as a result – for us it’s essential that we create hope for young people to develop a career in the industry, not just a one off project based role. We have also been involved in the sponsorship of the Waterworks Community Garden and local football team Arthurlie United – it’s always good to put something back in, long-term.”





Construction of new synthetic sports pitch at Scotstoun Stadium for Glasgow Warriors

Malcolm Sports Surfaces were appointed by City Building on the 3rd of June 2016 for the construction of a new full size long pile 3rd generation World Rugby Regulation 22 compliant synthetic grass sports pitch.

The works involved the following:

- Stripping and disposal of topsoil
- Trim and grade formation to required levels
- Installation of new drainage system
- Capping and removal of existing under pitch heating system
- Installation of new irrigation system
- Construction of new synthetic grass sports pitch
- Deep clean of existing athletics track
- Construction of new athletics facilities to the west of existing carpark



The original programme for the installation of the new pitch was an 8 week duration starting 20th June 2016 and completion on the 12th August 2016 however following the removal of the existing topsoil we encountered extremely difficult ground conditions which required the removal of the existing subsoil and the installation of additional geogrid layers and increased depth of stone subbase layers.

The new artificial surface will significantly reduce the risk of fixtures being postponed and will provide the Warriors with a first class surface all year round, perfect for the Warriors exciting brand of rugby. Once these additional works were completed the pitch was successfully handed over to Glasgow Warriors who played their first game on the new surface on Saturday 10th September against Leinster.

Glasgow Warriors Managing Director Nathan Bombrys said: "The new pitch at Scotstoun Stadium is fantastic for our club. We appreciate the work of our main contractor on this job, Malcolm Construction, who have gone the extra mile to make sure the pitch is ready for our first home game of the season against Leinster on Saturday."



M74 Bothwell Park Bridge Demolition



In November this year Malcolm Plant supplied heavy duty plant, with breakers, to assist Beattie Demolition in the demolition of the Bothwell Park Road Bridge which ran over the M74. This structure had to be removed in order for the motorway to be widened and a new bridge to be put in place.

The demolition began on Friday 18th November at 8pm with part of the M74 being closed with the aim of reopening at 6am on Monday morning, 21st November. The main part of the bridge was taken down overnight and on Saturday morning. Following a successful 51 hour operation, the road between Junction 4 Maryville and Junction 5 Raith opened six hours ahead of schedule at 11:30pm on Sunday 20th November.

The expertise of our operators was key in assisting Beattie taking the bridge down in a safe and controlled manner. This is one of a number of bridge demolitions in which Malcolm Plant has been involved in over the year. This demolition has been one of the most challenging and important due to the M74 being a main artery in Scotland's road network.

New TA300 for Malcolm Construction



In July this year Malcolm Construction purchased a 28-tonne capacity TA300 to add to its existing fleet from Terex Trucks.

Specified with scissor tailgates, flotation tyres and the Malcolm Group's unique wrapped livery, the articulated dump truck was supplied by Terex Trucks' UK dealer, TDL Equipment. The machine, which is now on the outskirts of Glasgow adding muscle to a landfill restoration project, showcased what 65 years of manufacturing know-how looks like when it got to work near the village of Lesmahagow for the development which has received more than £8m in funding and could power up to 300 homes.

Malcolm Construction's TA300 was also the centrepiece of SCOTPLANT 2016 as it featured on Terex Trucks' stand at the Royal Highland Centre in Edinburgh in April this year.

Plant Update



Articulated HIAB



Sany SY215 22T tracked excavator



Komatsu 360 36T tracked excavator



JCB JS240 24T tracked excavator



Volvo FH16 600 8x4 CAT 3 Low Loader with our CAT 349EL Tracked Excavator

On the Road Again

The Malcolm Group has once again been successful in showcasing a range of trucks at a number of truck shows this year. Continuing from last years' successful events, the Group has maintained its focus on raising awareness of the company to the public and attracting new recruits.

The Group attended Thirsk, Knutsford and Malvern truck shows throughout the summer. At each event there was a great turnout with Malcolm representatives on hand to talk to visitors about the company, particularly with regards to current recruitment opportunities within the Group. Eye catching banners and recruitment information were displayed and company literature was provided to potential candidates and interested parties.

At the Thirsk Truck Show in June, Malcolm's Braveheart show truck won 1st prize and was also awarded 1st prize in the best paint and murals category. 2nd place was also granted to our T Cab for the best custom truck.

In July, at the Malvern Show, the Malcolm Group attracted crowds of people to their eye catching displays and spoke to a number of people regarding recruitment opportunities. Martin McCarthy's Scania Topline won 1st prize in the Best New Truck category which topped off a successful day at the event.

At the Knutsford Show, which took place in September, the Group were successful in winning 3 prizes including: Braveheart 1st prize for best show truck, Volvo VN 1st prize for best American show truck and Vintage Scania 111 won 1st prize for best vintage show truck.



Thomas Malcolm Horn 24.06.1951 – 09.10.2016

On the 9th of October, our Penrith operation lost a valued member of our driver fraternity. Malcolm joined the company on the 2nd of February 2015. He had spent the majority of his working life at the wheel of HGVs, working for a number of well-known haulage companies, the likes of McCall Heavy Haulage, Mar Train Heavy Haulage Ireland, Ferguson of Spean Bridge, Dent Logistics and latterly with W H Malcolm Limited at our Penrith depot.

Malcolm became ill in July 2016 and after a relatively short illness, passed away on the 9th of October. A number of his work colleagues, had the opportunity to visit Malcolm at his home during his illness, and at those times, he remained upbeat and dignified.

It was Malcolm's wish that his final journey should be made, on a W H Malcolm vehicle. The vintage Albion Chieftain, from the Donald Malcolm Heritage Centre, was driven on request of Malcolm's family, by our Penrith depot Transport Manager, Glenn Rushton. Malcolm's wish was granted for his final journey, to the Thanksgiving Service at Christ Church, Penrith and thereafter to his interment at Penrith Cemetery.

W H Malcolm were honoured and privileged to have been given the opportunity by Malcolm and his family to meet his wishes.

Malcolm will be greatly missed by his family, many close friends and colleagues. This proud man, will be remembered with much respect and affection.



Adult Day Centre Visit

Malcolm Logistics driver Michael Love made a surprise visit to The Clackmannanshire Council Adult Day Centre to show off his truck and hand out Malcolm goodie bags, which made for some very happy faces and a special day to remember.

Heritage Centre

Newlands Junior College

In February, The Malcolm Group hosted an educational event for students from Newlands Junior College in the Donald Malcolm Heritage Centre. The event was designed to showcase the future possible career opportunities available within the Malcolm Group. The event included a series of inspirational talks about the history and operations of the company.

The college students were joined by entrepreneur and founder of NJC, Jim McColl alongside, Al Kellock, Tyrone Holmes and Ritchie Vernon of Glasgow Warriors, another NJC partner, and WHM's own Andrew and Walter Malcolm. Former Scotland and Glasgow Warriors captain Al Kellock delivered a well-received motivational talk to students.

Newlands Junior College delivers a new form of education involving alternative programmes aimed at

youngsters aged 14 to 16 who find the current secondary school system does not suit their learning style or goals. Each year the college recruits 30 students from local schools for an alternative approach to education in years S3 and S4.

Andrew Malcolm commented on the day stating: "The Malcolm Group is pleased to support Newlands Junior College and their aim of delivering a new form of education and look forward to supporting the students to become successful apprentices."



ENABLE Scotland

The Malcolm Group were delighted to welcome both young people and staff from ENABLE Scotland to the Donald Malcolm Heritage Centre this year.

ENABLE Scotland are a charitable organisation founded in 1954 by the parents of children who had learning disabilities in order to ensure that people who have learning disabilities have the same career choices and opportunities in life as everyone else.

The guests were treated to a guided tour of the Heritage Centre before listening to a presentation on the Group by Andrew and Euan Malcolm followed by a recruitment/training presentation by Gillian Mullen and Ronnie McEwan.

A great day was had by all, particularly amongst the few Malcolm enthusiasts in the group, which allowed the foundations to be laid for a partnership between The Malcolm Group and ENABLE Scotland.



Breakfast with the Warriors

Glasgow Warriors head coach Gregor Townsend was a guest speaker at the Warriors' second business club event of the season, held at the Donald Malcolm Heritage centre on November 17.

GUINNESS PRO12 winning captain Al Kellock hosted the event that was attended by 55 of the club's business club members.

Walter Malcolm addressed the audience, touching on the Heritage Centre, Scotstoun's new pitch and the relationship between the Malcolm Group and Glasgow Warriors.

Speaking after the event Al Kellock said: "Events like this are great, we have an excellent business club at Glasgow Warriors and would like to thank Malcolm Group for the

opportunity to bring everyone together. To hear more about the history and values of Malcolm Group and to spend time at the Heritage Centre was a very enjoyable way to spend the morning for everyone".



Charities and Sponsorship

Transaid Cycle Challenge



International development organisation Transaid is calling on transport and logistics industry professionals to get on their bikes to raise funds for its life-saving work in Sub-Saharan countries, with the launch of its fifth European cycle challenge – taking place from September 22-25, 2017.

The event will revisit the destination of Transaid's first ever European cycling event from 2012, with up to 50 riders to complete the 240-mile adventure over three days in the saddle, cycling from London to the French capital.

Gary Forster, Chief Executive of Transaid, says: "Our first cycle challenge to Paris raised £120,000 and next year we are hoping to smash this target. As well as being a great fun event, the vital funds raised will be channelled directly into supporting our programmes to improve road safety, help local communities access vital healthcare, and transform people's opportunity to make a living."

Following on from his participation in last years Celtic Cycle Challenge, Alan Thornton, Commercial Director of Malcolm logistics will be joining the challenge, alongside Malcolm Logistics colleagues:

David Robertson (Warehouse Manager), Mark Cameron (Director of Northern Region Operations), Jim Haldane (Logistics Northern Operations Director) and William McCulloch (Systems Analyst).

Alan explains: "Transaid cycle challenges are a fantastic opportunity to meet a group of like-minded people from the industry, get fit and have fun whilst supporting the charity".

Riders will set off from London on September 22, cycling 87 miles to Portsmouth, before boarding an overnight ferry to Caen. On day two the group will cycle 84 miles through the rolling hills and quaint villages of northern France, before spending the night in Evreux. Day three sees participants pedal the final 69 miles to Paris, before cycling triumphantly up the Champs-Élysées, around the Arc de Triomphe and towards the finish line at the Eiffel Tower – ahead of a well-deserved celebratory dinner in Paris.

For more information and to find out how you can support the charity visit www.transaid.org

The Malcolm Group is delighted to announce that we are now supporting Quarriers to help people reach their true potential.



Quarriers is one of Scotland's leading social care charities. Their dedicated staff support adults with a disability, children and families, people with epilepsy and young people affected by homelessness. From Moray and Aberdeenshire in the North, to the Central Belt, Dumfries and Galloway and the South West of England Quarriers quality services transform lives every day.

For more information please visit: www.quarriers.org.uk

Training in Tanzania Continues



The Malcolm Group joined the corporate membership programme of the international development charity Transaid two years ago. Since initiating this partnership the Group has used a number of innovative ways of spreading the charity's message across the UK. These methods include the introduction of a Transaid liveried walking floor trailer last year and the ongoing training initiative in Tanzania.

John Heirs, Training Officer, once again made the 23 hour journey to Dar Est Salaam in October this year to follow up on his two week training secondment last September at Transaid's Professional Driver Training project in Tanzania.

John arrived in Tanzania on a Sunday night and was welcomed by one of the volunteers, Alexander Donaldson, who worked for National Express.

Setting off for the Blue Pearl Hotel John recalls: "It all came back to me in a flash, the heat and the chaos on the roads of Dar Est Salaam city."

After getting re-acclimatised to the chaotic surroundings, John met up with a trainer from his last trip, Pascal Duwe, who had come on brilliantly with the training and was to be his contact for the duration of the trip.

John headed to the vehicle park with the aim of assessing the progress of the instructors involved in the Professional Driver Training project and was surprised at the amount of students who were present and eager to learn as there were approximately 50. However, as the days progressed John ended up assessing all of the students and instructors. He recalls: "I carried out assessments on the LGV for all of the instructors, which is when you discover how good the equipment is. There were problems with the EBS therefore we had to abandon the trailer and take out the units to assess them on manual and auto. This issue was soon sorted and the training continued."

By the end of the intense two weeks training all of the instructors had completed all driving and instructing on all vehicles and had shown great improvement.

After John's great efforts in Tanzania continuing to make the roads that bit safer, he advised: "I would like to thank Malcolm's, Transaid and N.I.T for the opportunity to visit and train all of the instructors. It was a pleasure and I wish them all the best for the future."

Wolf Run

Allan Suttie, Warehouse Supervisor at Crick Depot, and team recently took part in the Wolf Run at Stanford Hall to raise money for the charity 'The Friends of the Hospital of St Cross.' The team raised an amazing £2500 for the charity which will go towards buying equipment for the Cardiac Rehab Unit where Allan's mum, who the money was raised in memory of, was a volunteer.

Allan said: "It was extremely cold and the water obstacles were like ice! But we had a lot of fun egging each other on to the end where we all held hands and crossed the line together. I would like to say thank you to Andrew Malcolm and the Malcolm Group for their generous donations along with everyone at Crick Depot who donated."

A huge well done to everyone!



Mid Argyll Diecast Model Show

The Malcolm Group was proud to support the Mid Argyll Diecast Model Show this year, allowing its collection of 8 stunning Colin Prior trailers and Scania cab to be put on display. The show was a huge success with Malcolm's scenic walking floor models proving to be the star attraction.

The show is held in aid of the Mid Argyll Multiple Sclerosis Centre, which provides a positive supportive environment for those affected by Multiple Sclerosis and other long-term health conditions and has managed to raise a brilliant £800 for a very worthy cause.



Ann Street – Staff Kiltwalk

Ann Street's Warehouse/Admin Supervisor Jason Swanson and Cleaner Libby Torrance completed the Glasgow to Loch Lomond 26 Mile Kilt Walk in April this year, raising funds for children's charity Clic Sargent. The duo raised an amazing £1,166.

Jason and Libby would like to thank all their friends and family inside and outside the Malcolm Group for their sponsorship.

Well done to you both!

Hair Today Gone Tomorrow

Stephen Thomson, a walking floor trailer driver based in Penrith, braved the shave on Saturday 19th November as he had his hair shaved off in aid of the Beatson Cancer Unit at Gartnavel Hospital in Glasgow, raising over £500!!!

A big well done to Stephen and thanks to all at Penrith for their generous donations.



Construction Helps Out a Quacking Cause



On Saturday 21st May Malcolm Construction joined forces with Paisley and District Scouts at their annual charity duck race to help raise money for The Brightest Star, a charity founded in Jack Kennedy's memory following his sudden and premature death just 6 days before his 6th birthday as a result of an adenovirus. The charity provides help and support to bereaved parents and families that are struggling to cope with the loss of a child.

A Malcolm excavator was present at the event allowing the scouts to get up close to the machine and experience what it would be like at the controls, alongside a hand decorated duck, painted in full construction colours.

Children in Need Fundraising

For Children in Need this year our depots all pulled together to raise as much money as possible for the charity.

Some events which took place were bake sales at Grangemouth & Newhouse, games such as guess the teddy's name and South Street's dress down day.

Together we managed to raise an amazing £908.95.

Many thanks to all who baked and took part in the day's events!



HQ hosts Macmillan Coffee Morning



The Malcolm Group's Head Office raised £190.23 for Macmillan Charity at their Macmillan Coffee Morning in September this year. Well done to all!

Emma Walks the Walk

Emma Tsakiri, Management Accountant at Newhouse, completed the 26 mile Edinburgh Moonwalk on Saturday 11th June. Emma raised an amazing £510 for Walk the Walk, a charity which specialises in Breast Cancer Support.

Well done Emma!



Friendship Bowling Day



On Saturday 9th July Malcolm Logistics Linwood entered a team in Linwood's Bowling Club annual invitation friendship day. A day not to be taken too seriously as our team had only two "boolers" and two beginners.

There was a great turnout despite the rain with 12 teams taking part. Unfortunately they just missed out in the third tie with a 7-6 defeat but a great day was had by all. Thanks to all at Linwood Bowling Club and our team.

Model Behaviour

Malcolm Logistics driver Brian McIlroy was presented with a model by Logistics Northern Operations Director Jim Haldane, in recognition of a truly heroic act. On his way to a drop Brian witnessed an elderly lady slip on an icy pathway and fall onto the road. Using his truck as a barrier, he brought traffic to a stop and rushed to her aid. Brian stayed with her until an ambulance arrived and after being assured that her injuries were not serious, Brian got back in his truck and continued with his route.

We were contacted by a member of the public on behalf of the elderly lady who wanted to express her gratitude and ensure that he received recognition for his kindness and would like to take this opportunity to thank Brian for his kind efforts, as she never got the opportunity.



Malcolm Sports News

Beith Juniors – Scottish Cup Winners



Beith Juniors won the Holy Grail of junior football, the Scottish Junior Cup, after 77 years in the junior ranks. The history making event followed thrilling wins over Arthurlie and Kilwinning Rangers in the preceding rounds.

The final was played at Rugby Park on the 29th of May in front of a Beith-dominated crowd of 5,000. Darren Christie opened the scoring for Beith but the match was levelled by Pollok and with no further goals the game went straight to penalties. Beith won due to keeper Stephen Grindlay's saves from David Winters and Mackenzie's penalties and Richie Burke coolly slotting home the winning penalty for Beith to claim the cup 4-3.

After the glory and glamour of the cup Beith secured their place in the Super Premier Division for another season.

Twelve days after the Junior Cup, Beith added more silverware, emphatically winning the Ayrshire Weekly Press Cup 5-1 against Irvine Meadow at Abbey Park, Kilwinning. Richie Burke scored two, including a beautifully curled free-kick, which bent round the wall.

Stirling County U15 Rugby Team

The Malcolm Group are proud sponsors of Stirling County U15 Rugby Team.

For the last 30 years, an U15 rugby team from Stirling County has toured France. In 2016, the U15 tour party (27 players and 7 coaches and staff) spent the first week of April in the Basque region of south west France and north west Spain.

After the cup final Andy Reid announced his retirement from the game. He'd joined the club in 2007 and formed a formidable striking partnership with Kenny McLean who joined the same year. He had a final tally of 178 goals and top-scoring in 3 seasons

Andy will be fondly remembered by the club and supporters who wish him well in his day-job of senior quantity surveyor. Kenny McLean has scored 168 goals and continues to be a thorn in the side of opposition defences.

In the short close season, veteran defender Mark McLaughlin and striker, Ross "Archie" McPherson joined the club and have already become fan favourites, both scoring vital goals for the club.

Since the Junior Cup win Beith have maintained an impressive run of form across all competitions. After free-scoring contests in the Ardagh Cup against Ardeer and Kilwinning Rangers the team were unlucky to lose 2-1 to Auchinleck Talbot in the semi-final despite Paul Frize's equaliser.

The reward for success in the Junior Cup has seen the team compete in the Senior Cup, raising their profile considerably. Ties against Newton Stewart, Auchinleck Talbot, Strathspey and B.S.C were safely negotiated resulting in a 3rd round match against Morton at Bellsdale. In the Junior Cup a 3rd round win against Islavale ensures that Beith will play in the 4th round in the New Year.

Progress in the cup competitions has resulted in a fragmented league campaign with only 5 matches completed. Despite this, only Pollok and Auchinleck have taken points from Beith. With a straightforward win against league leaders Rob Roy, Beith have a strong squad that looks capable of competing for further honours, thanks to their never-say-die attitude instilled by Manager John Miller.



It proved to be a very successful tour, they lost the opening game to Biarritz, but then won against Spanish side Hernani and also against French side Mouguerre.



Glasgow Warriors – Season Review

It's been all change at Scotstoun this summer with the installation of an artificial pitch for the 2016-17 season.

With the Warriors forced away from Scotstoun due to adverse weather conditions at points during last season, the move will significantly reduce the risk of such an occurrence happening again.

It isn't only the pitch that has changed in the off-season with a number of new faces arriving.

Italian international winger Leonardo Sarto arrived from Zebre to add to the Warriors' attacking threat, Nemias Kenatale becomes the latest Fijian to pull on a Glasgow shirt, whilst Hagen Schulte will add to the club's strength in depth at fly-half. Up front, All Black hooker and World Cup winner Corey Flynn adds a wealth of experience, with Namibian second-row Tjuee Uanivi who will provide a blend of athleticism and power in the Warriors pack.

Much was made of the Warriors opening fixtures in the GUINNESS PRO12 starting with a trip to Champions Connacht before hosting beaten finalists and tournament favourites Leinster on the new Scotstoun pitch. With last year's campaign ending in two consecutive defeats in Galway, the Warriors had a point to prove and did so through an impressive 5-41, seven try victory. A man of the match performance from Stuart Hogg and two tries from his international team mate Tommy Seymour got Glasgow's season off to the perfect start.

The new pitch was unveiled for the visit of Leinster and again Seymour was amongst the tries, scoring four as the Warriors overturned a 10-point deficit to emerge 33-25 winners.

Warriors' challenging start to the season continued with a visit to Cardiff Blues in round three. Like the week before Glasgow started slowly allowing Cardiff to amass a 13-0 lead. A much improved second-half from the Warriors saw the deficit reduced to just one point but a hugely physical defensive effort from Cardiff kept them out. A late penalty ensured that the Welsh team got the four points despite being outscored three tries to two.

Back to Scotstoun and again Glasgow came up against an unbeaten side, this time in the form of Ulster. The match marked the return of Finn Russell, injured in last year's semi-final, and a man of the match performance on his 24th birthday wasn't quite enough to prevent Ulster from grinding out a 17-22 win.

Tommy Seymour continued his try scoring form, scoring his seventh in four games with Gordon Reid also crossing for the hosts. Paddy Jackson and Charles Piutau impressed for the Irish side.

Glasgow bounced back from the defeat to Ulster with two wins on the road. First at Rodney Parade where they came from behind to win 17-26 with loosehead prop Alex Allan scoring a memorable try.

The second away victory came in Parma where a youthful Warriors side saw off a Zebre fightback to return to Scotstoun with a 28-33 bonus point win.

The European Rugby Champions Cup curtain-raiser came to Glasgow with the Warriors hosting two times



champions Leicester Tigers in the opening game. It turned out to be a famous victory for the hosts running, in five tries to Tigers' one as they inflicted the biggest defeat in European competition on the English side winning 42-13.

There was a unique atmosphere at Thomond Park the next week following the death of Munster head coach Anthony Foley and the home side overcame the Warriors 38-17 with an emotional performance.

It was back to Scotstoun and back to winning ways the following week for Glasgow, Rory Hughes scoring a brace and picking up the man of the match award as the Warriors beat Treviso 31-14 to climb to joint top of the PRO12.



Nineteen Glasgow players were named in Vern Cotter's Scotland squad for the Autumn internationals leaving a more inexperienced side to travel to the Scarlets.

After holding their own in the first half Glasgow fell away in the second, eventually losing 27-3 in South Wales.

It was announced before the beginning of the season that this campaign would be Townsend's last at Scotstoun after he was revealed as the new Scotland head coach. His replacement will come in the form of New Zealander Dave Rennie who has spent five years coaching the Chiefs, overseeing two Super Rugby victories during his time in Waikato.

Congratulations to Grangemouth Rovers

Congratulations to Grangemouth Rovers who won the Stirling & District Premier League, sporting their new Malcolm sponsored strips.



Academy's 25th year celebrated with record breaking medal haul at World Championships

To acknowledge the Alf's Blackbelt Academy's 25th year since being founded in 1991 a new fighting suit manufactured using the latest innovative technology has been designed and will be launched in January 2017. Having agreed continued sponsorship from The Malcolm Group the new suit will incorporate the Malcolm Logo on both the front and left sleeve of the top and on the bottom of one of the legs. There is a great deal of anticipation and excitement amongst many of the students who are really looking forward to getting their hands on the new suit.

In the first week of November thirteen of the academy's students were part of a 150 strong England squad competing at the World Kickboxing Championships in Dublin. After a week of very tough competition our fighters achieved a medal haul of twenty two gold, seven silver and four bronze medals bringing home a total of thirty three medals.

The performance eclipsed the previous record for the total number of medals won at a single championship's of thirty two in Canada in 2012 and also smashed the previous gold medal record of eighteen at a single championship's won in Florida in 2015. The stunning performance from our students at this year's championships included the hundredth World Championship Gold medal being won ironically by the academy's most successful competitor Chloe Love pictured right, who won a total of four gold medals at the championship. Our student's record breaking achievement at this year's championship serves as the best possible way to celebrate our 25th anniversary.



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