

Winter 2011/2012



Hargreaves

# Moving Mountains

Issue 16

News from the Hargreaves Group

## Hargreaves Industrial Services wins Tata Steel contract

**H**argreaves' Industrial Services Division (HIS) has a well-deserved reputation for the delivery of quality support services for customers in the materials handling, power generation and utilities industries across the UK.

We are pleased to report that HIS recently won its first major materials handling contract in the UK steel manufacturing sector when Tata Steel at Scunthorpe selected the company to provide it with internal materials handling and logistics services for coal, coke, coke breeze and coke nuts.

The Tata contract – set to run over a five year period – will involve our HIS site team in the precise and timely processing & transporting of more than 100,000 tonnes of raw materials every month at the Scunthorpe site.

In addition to handling such large product movements, the project also demands a high degree of flexibility on the part of our site workforce, allowing our customer to maximise their production levels at all times.

Tata Steel is Europe's second largest steel producer, and is one of the world's 'top ten', with an aggregate capacity of more than 28 million tonnes of crude steel per year. Tata's Scunthorpe-made steel has been used in applications such as the construction of the new Wembley Stadium, the Humber Bridge, and Heathrow Airport's Terminal 5.

Speaking about the Tata Steel contract, Greg Kelley, Industrial Services Division Managing Director, said: "We have long recognised that our extensive experience in coal, coke and minerals handling represents a set of skills that are eminently transferable to the steel sector.



Joe McElderry stars in Durham (see page 2)

"This contract provides us with an opportunity to demonstrate not just our technical competence and expertise, but also the strength in depth that we possess in the wider Hargreaves group of companies.

"While it is a team of HIS personnel who will deliver this contract 'on the ground', we have called upon resources from our other operating divisions to help us deliver on our commitment to the customer. Hargreaves Transport Services are providing tractor units and trailers; our plant pool team are responsible for sourcing heavy plant and equipment such as loading shovels and screening units – and Imperial Tankers are delivering maintenance services for the vehicles on the contract".

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## Carols of Light receives Royal approval

The evening of December 8th saw a 1500 sell-out audience pack Durham Cathedral for a star-studded charity carol concert in the presence of royal guest of honour, HRH the Countess of Wessex.

The 'Carols of Light' event – which Hargreaves Services supported as principal sponsor – is expected to have raised £80,000 for the Sunderland Association Football Club's (SAFC) Foundation and Durham Cathedral's Music Endowment Fund.

Following the traditional Christmas-time Nine Lessons and Carols format, the concert was produced and directed by composer/lyricist Sir Tim Rice and featured performances from Joe McElderry (winner of 2009's X-Factor and, more recently, Popstar to Opera Star), keyboard legend and TV 'grumpy old man' Rick Wakeman, seventies singer-songwriter Barbara Dickson, opera giant Sir Thomas Allen, acclaimed jazz singer Clare Teal and former Animals keyboardist Alan Price.

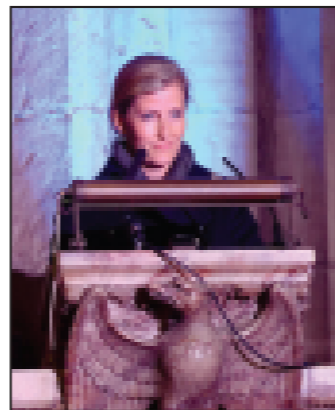
Readers at the event included Sophie, Countess of Wessex, Sir Tim Rice, Olympic athlete and TV commentator Steve Cram, broadcaster and author Kate Adie, former Foreign Secretary

the Rt Hon David Miliband MP, TV presenter and architect George Clarke and former Sunderland FC captain Kevin Ball.

Moving Mountains spoke with Sir Tim Rice after the event and he told us: "I'm a trustee of the SAFC Foundation so it was a pleasure to put this night together with so many talented artists.

"The support we have received from Hargreaves and the other event sponsors has been key in delivering an occasion of which the region can be proud".

And Joe McElderry added: "It's been a pleasure to be here. The acoustics in the Cathedral are amazing; what a simply brilliant night!"



HRH Sophie, Countess of Wessex, delivers a reading at Carols of Light in Durham Cathedral

## Hargreaves Wholesale brings fire to Durham's 'Lumiere'

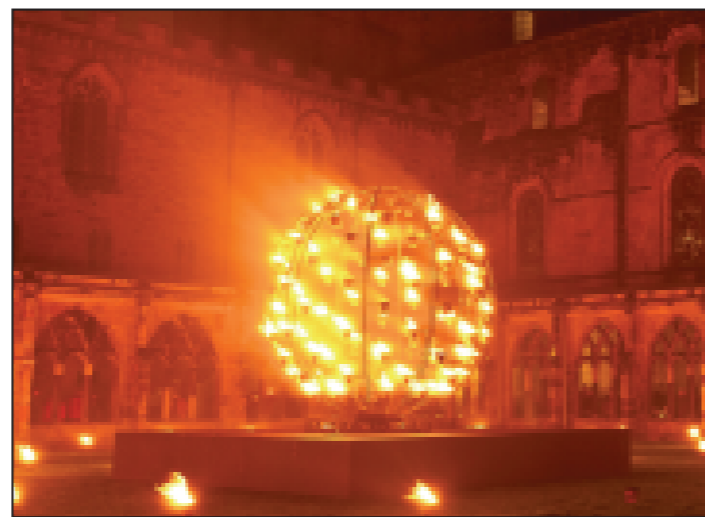
More than 150,000 people packed in to the historic centre of Durham City in November to witness the 4-night sound and light spectacle that was 2011's Lumiere festival...and our company played a small but crucial role in helping transform the Durham skyline, when no fewer than 35 international artists conjured up huge balls of fire, waterfalls of light, and artificial night-sky rainbows to amaze the crowds.

The event organisers approached us for help in staging a spectacular installation in and around Durham Cathedral – and we were able to bring our sourcing and logistics skills to the party to make sure it happened.

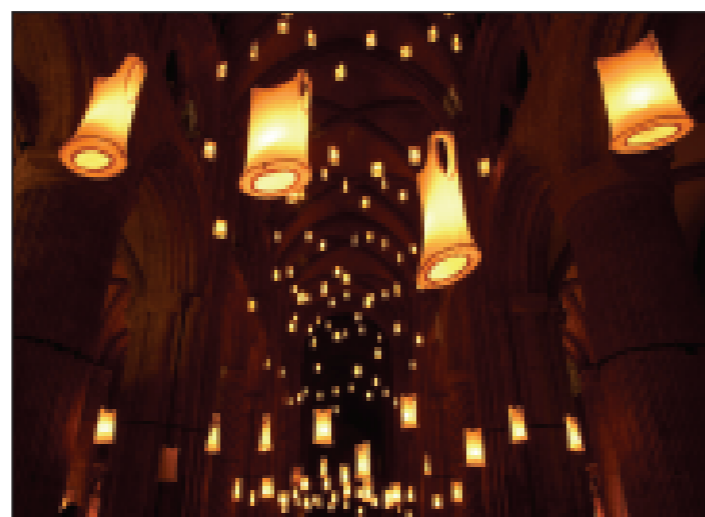
French artists Compagnie Carabosse created a huge revolving 'sphere of fire' in the Cathedral cloisters, and also filled the vast interior with hundreds of floating lanterns in the form of miners' vests, transforming the Cathedral nave into a scene that could have come straight out of Harry Potter's Hogwarts.

To create their 'fire alchemy' the artists had a difficult problem to overcome: they needed to obtain more than 2 tonnes of a particularly high grade of charcoal, and simply couldn't find it anywhere – until they gave Hargreaves a call.

Using their extensive trade contacts and connections, Ian Moulson and Sue Byrd at Hargreaves Wholesale in Coalville not only sourced the charcoal needed for the event, but also pulled off an incredibly quick (and difficult) delivery into the heart of Durham City, just in time for the start of the Lumiere festival. Ian and Sue's efforts not only ensured a major installation wowed the crowds – it also provided our company with some brilliant public recognition and PR into the bargain.



Durham Cathedral cloisters transformed



Durham Cathedral...or Hogwarts?

## Hargreaves Bulk and Waste Driver of the Year Competition launched



The start of December has seen the launch of a competition to find the Hargreaves Bulk & Waste Driver of the Year. The competition will run from December 1 2011 until July 31 2012 and its purpose is to identify and reward the top drivers in our bulk and waste transport operations, using a set of scoring criteria that promote safety awareness, driver performance and fuel economy.

The competition criteria to be used include:

- Fuel efficiency
- Blameworthy accidents
- Customer compliments/complaints
- VOSA prohibitions
- Licence points or fines
- Attendance
- Driver compliance
- Audit results
- Discipline

The competition will be run on a 'league' basis, with points to be gained – or lost – depending upon individual performance.

At the end of the competition period, the highest-scoring drivers will be rewarded with a visit to one of the largest and most comprehensively specified automotive testing grounds in the world – MIRA, based in Warwickshire.

The 1-day MIRA event – to be held on Sept 22 2012 – will present our top drivers with an exciting and demanding set of tasks, designed to test their skills and increase their understanding about how vehicles perform dynamically under a range of different conditions.

The MIRA event skill sections will include exercises in dry handling, wet braking,

wet cornering and off-road skills – and will conclude with a 'defect identification' challenge.

HTS General Manager Andrew Spence-Wolrich told Moving Mountains: "We run one of the largest bulk haulage fleets in the UK and we're rightly proud of the professional reputation of our drivers. But we are never complacent: we know there is always room for improvement and we work tirelessly to drive up our standards, individually and collectively.

"We also recognise the important role played by our transport sub-contractors. They work for us and with us and in many respects become Hargreaves 'ambassadors' in their day-to-day dealings with our customers. For that reason we are including our 'subbies' in our competition, and we'll be using a tailored set of criteria in our judging of their performance over the same period.



Wet braking test area.  
Top. An aerial view of the MIRA proving ground  
Courtesy of MIRA

"Creating our 'driver of the year' competition is one more way in which we can promote safety, improve performance and deliver increased fuel economy, thereby making our business more efficient, more sustainable – and more profitable".

## From the editor ...

Welcome to this latest edition of Moving Mountains which, as usual, brings you stories and issues from around the Hargreaves group of companies.

There's a decided emphasis this time around on health and safety matters, and I'd like to draw your attention in particular to the articles on the company's drugs and alcohol policy and also the wearing of seat belts. We've highlighted recent safety initiatives at various sites around the group – and we've also included a 'pin up & keep' guide to the group Safety, Health & Environmental Management structure.

This chart does two things: it demonstrates the importance we place on SHE issues at every level of the company, led and directed by our Group Chief Executive, Gordon Banham; and it also identifies the SHE professionals around the group who are charged with delivering on our policies. Safety, though, doesn't rest just with this team; every one of us has a responsibility to preserve our own safety and those of our colleagues at all times.

Elsewhere we have news of some senior management appointments; the launch of a 'driver of the year' competition that will run throughout 2012; significant new contracts won by Hargreaves Industrial Services & Hargreaves Waste Services; and last (but not least), some examples of our community involvement around the country.

Depending on the vagaries of the postal system over the holiday period, you may not get to read this issue until just after Christmas. If so, I hope you had a good holiday break – and let's all look forward to another successful year in 2012.....

## Group Drugs & Alcohol Policy



Many of us across the Hargreaves group of companies work in hazardous environments – and we all have a responsibility (to ourselves and to our colleagues) to carry out our tasks safely and free from the influence of alcohol and drugs.

In the same way, the Company has a duty of care to ensure that employees are not put at risk through substance misuse – and so has recently introduced a comprehensive Group Drugs & Alcohol Policy that will apply to all Hargreaves Group personnel, together with all contractors and agency workers. It's a sobering thought (and yes, that is a

deliberate pun) that employees who attend work under the influence of drugs or alcohol are more than 3 1/2 times more likely to have an accident in the workplace compared to their 'substance-free' colleagues – so there is real value in us applying a policy that seeks to minimise such risks. Moving Mountains is not the place to detail the new policy in full (it's available on Sharepoint or from line managers and the HR department team), but it's worth pointing out a few of the more important considerations....

- Attending work under the influence of drugs or alcohol is a serious disciplinary offence
- Drug and alcohol testing will take place as part of the recruitment process for all employees – and also following an accident or incident
- Random testing will be carried out on at least 5% of company employees each year
- Company employees have a legal duty to comply with the requirements of the Group Drugs & Alcohol Policy

### What about prescribed and over-the-counter medication?

There are two things to be aware of here. Firstly, always ask your prescriber if the drugs you are taking may affect your work activity. If that's the case, you have a duty to let your line manager know. And as for over-the-counter stuff? Always – ALWAYS – read the labels carefully and never take chances...

And last of all, if you think (or know) you have a drug or alcohol-related problem, please don't ignore it. It won't disappear of its own accord, so seek help and treatment as soon as possible.



## Seat Belts and You



Clunk click every trip

It was in 1983 that the UK Government first introduced legislation making it compulsory for vehicle drivers and front seat passengers to wear seatbelts – and in 1991 it became the law for back seat passengers too.

Nearly thirty years on, you'd think that wearing a belt would be 'second nature' – but still, even after all this time, hundreds of people die on the roads each year because they ignored this most basic of safety rules.....

We thought we'd flag up some myths about seat-belts – and then promptly debunk them:

### MYTH:

Seat belts aren't necessary for low-speed driving

### REALITY:

In a front-on collision at 30mph, you'll carry on and hit the windscreen at 30mph if you're not wearing a belt. The effect is about the same as falling from a three-storey building....

### MYTH:

It's better to be thrown clear of the vehicle than be trapped in the wreckage.

### REALITY:

A vehicle occupant is four times more likely to suffer fatal injuries when thrown from a vehicle – and twice as likely to die immediately.

### MYTH:

It takes too much time to fasten your seat belt 20 times a day

### REALITY:

Fastening your seat belt takes about 3 seconds. Surely even you can spare a minute of your day?

### MYTH:

Good drivers don't need to wear seat belts

### REALITY:

Good drivers don't usually cause accidents – but what about all the bad ones out there? And let's not forget bad weather, mechanical failure, tyre blow-

outs...all of them pretty deadly 'acts of God' to an un-belted driver.

If we take it for granted that we all understand the value of 'belting-up', it is disappointing to note that we continue to have instances throughout the Group where company vehicle drivers are found to be flouting the law – and flouting our policy on seatbelts. Please remember that any Hargreaves employee who fails to wear a seatbelt where and when it is required risks dismissal. Also, deliberately defeating such a safety device will be construed as an act of gross misconduct and will also result in dismissal. You have to ask yourself - Is it really worth taking the risk?



If it's good enough for Michael Schumacher.....

## New Senior Appointments



Chief Operating Officer Nigel Barraclough

Since we published the last issue of Moving Mountains there have been two senior appointments made by the Group; appointments designed to further strengthen both the plc Board and the group executive board as we move into a new calendar year.

Nigel Barraclough – who has served as a

Non-Executive Director on the plc Board for the last seven years – has agreed to join the Group on a full-time basis as Chief Operating Officer, effective from the beginning of October 2011.

Nigel is assuming responsibilities for the Hargreaves bulk transport business in the UK; he is also overseeing and managing our Rocfuel and Rocpower operations and the further development of the company's renewable energy business, plus our tyre recycling business, MRT, and also Hargreaves Environmental Services.

We intend to interview Nigel in the near future and will publish that article in the Spring issue of Moving Mountains.

Replacing Nigel Barraclough as a Non-Executive Director on the plc Board is Peter Gillatt.

Peter has over 30 years of experience in

the waste, recycling, mining and aggregate industries. He spent five years as Chief Operating Officer at SITA, was Managing Director of Tarmac's building materials division, and was also Deputy Managing Director at Lafarge, so brings a wealth of knowledge to the Hargreaves Services plc Board.



Non-Executive Director Peter Gillatt

## Maltby Mines Rescue Team Captain retires from service

In previous editions of Moving Mountains we have highlighted the vital work undertaken by the part-time Mines Rescue teams at Maltby Colliery – and we've also celebrated their participation (and successes) in the National Mines Rescue competitions, held at locations in the UK and Ireland.

November 2011 saw the retirement from the Mines Recue Service of Maltby's Team 1 captain, Alan Fothergill, after thirty years of dedicated service to this most important role.

It was Alan who led the Maltby team in their first entry, (in 2009), to the national

competition, held that year at Boulby Mine in North Yorkshire.



Stuart Richardson (left) making the presentation to Alan Fothergill at Maltby Colliery

Alan's devotion to duty was recognised recently at a ceremony to mark his

retirement, attended by senior members of the Maltby management team. Stuart Richardson, a member of the full time Mines Rescue Service team based in Mansfield, presented Alan with a gift and a certificate to mark his 30-year milestone.

Stuart's attendance at the event was particularly appropriate; he not only trains all of the Maltby rescue team members, but has also acted as mentor for the teams in the national competitions – including 2010 when they won the event in the face of stiff competition.

## Aid for Gleision families

When, back in September, news broke of a mining tragedy at the Gleision drift mine in South Wales, it didn't take very long for fellow miners across the UK to respond by raising funds to help the families of the four men who lost their lives in the Gleision pit.

HTS' Depot Manager at Newport, Gwilym Evans, was approached by organisers of a fundraising event at Ffos Las racecourse looking for help. Gwilym lost no time in arranging, via Head Office, a corporate entertainment package at

Newcastle Utd. F.C., which was used as an auction prize at the event.

At the same time, our colleagues at Maltby Colliery organised a collection which, when completed, was match-funded by the company, raising a total of £4108. Meanwhile, the workforce at Hatfield Colliery (where we are eight months in to a management contract with the new owners) held a similar collection. As at Maltby, Hatfield Colliery Ltd also match-funded the workforce efforts, raising a total of £5086.

Our colleagues at Hargreaves Industrial Services traditionally make a Christmas donation to a charity or similar good cause: they have chosen to donate £1000 to the Gleision fund – and we understand that Tyrone O'Sullivan, Chairman of Tower Regeneration Ltd (our partnership formed to develop the Tower project in Hirwaun) has become one of three trustees of the charity set up to administer the fund on behalf of the Gleision families.

## Flexible traffic route solution in place at Monckton

The stockyard at Monckton coke works is a busy place, with constant movements of heavy plant such as loading shovels and a steady flow of HGV vehicles in and out of the site.

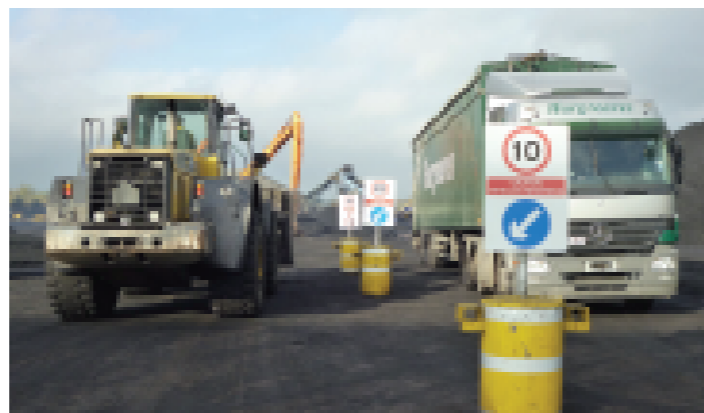
Devising a safe and suitable traffic management system for such an area brings with it some real problems – not least of which is the near-impossibility of laying down conventional road markings due to the nature of coal and coke storage (traditional ‘white-lining’ can all-too-easily become obscured in dusty or wet conditions). Added to that is the ever changing shape and layout of the stockyard operation, determined by what mix of raw material and product is being handled and stored at any one time.

In a bid to solve the traffic problem a working party, made up of operators and management, have designed a simple but very effective means of safely marking out designated routes through the stockyard. As our picture shows, this solution to a serious problem is decidedly ‘low-tech’ – but it is supremely flexible and is working very well.

Monckton’s Compliance Manager, Steve Dabell, told us: “We’ve had some recent success in pedestrian segregation on another area of the plant, so our working group turned our attention to stockyard traffic movements, spurred on by a number of incidents, one of which was a collision between a loading shovel and an HGV.

“The mobile signs we have created enable routes to be clearly defined; they also display speed limits and carry alerts and warnings about other operations being carried out in the immediate area. The signs are designed so they can be easily moved around by fork-lift vehicles, so new and alternative traffic routes can be created or changed in a matter of minutes. Brightly painted and using high-visibility reflective tape, the signs are just as effective in the dark as they are in daylight hours.

“I think the whole team have been encouraged by our work on this project; our next challenge is to reduce, to an absolute minimum, pedestrian activity on the stockyard”.



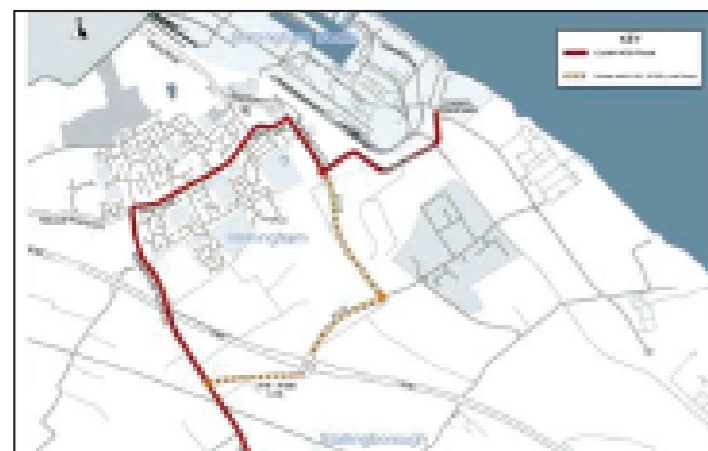
Safer traffic movements at Monckton

## EMH helps bring road relief to Immingham – and provides some Christmas cheer, too!

Our coal handling and processing operations at Immingham make a valuable contribution to the local economy - but we’re also aware of our responsibilities as ‘good neighbours’ to the local community, so we are pleased to report that we have been able to help out in two very different ways in recent times.

### Road relief

Earlier in 2011, EMH was approached by N. E. Lincolnshire Council in their bid for central government funding to provide a new ‘relief road’ for Immingham to help alleviate serious traffic problems in the town caused by transport using Immingham Docks.



As Iain Hulmes, our Energy & Commodities Division UK Managing Director told us: “The Council made it clear that, in order for their funding bid to have any chance of success, they needed to demonstrate that local businesses were firmly behind the proposed relief road project. We made it clear that, even though the proposed road – and indeed the existing ‘problem’ route to the docks – would not, and did not, directly benefit our business, we were still keen to offer our support as a gesture of goodwill. We did so, and I have now been told that the £6.26m project has received Government approval. That’s certainly good news for the town – and good news for EMH, too, as we are now clearly identified as partners in a real local success story”.

### Christmas cheer

Each year, since 2007, we have supplied a large Christmas tree that has been erected in front of Immingham Civic Centre as part of the town’s annual celebrations. This year was no exception, and on November 24th, EMH assistant general manager Allan Bell went along to the Civic Centre to supervise the delivery and erection of our latest gift. (Unfortunately, due to copyright restrictions imposed by the local newspaper, we’re unable to bring you a picture of this year’s event...but we’re sure you can all imagine what a large Christmas tree looks like!)

Immingham’s relief. Existing route in red – and relief road in yellow

## HWS Scottish contract goes from strength to strength

In August, Hargreaves Waste Services was awarded a contract by one of our established customers, SITA UK Ltd, to undertake the transport of domestic waste in the Aberdeen area – the first time we have won such substantial business in Scotland.

The main contract is for a period of five years, and by the time it is concluded, our vehicles will have transported over half a million tonnes of mainly domestic and food waste, collecting from two waste transfer stations (at Sclattie on the east side of Aberdeen and East Tullos on the west side) to the Stoneyhill landfill site near Peterhead, some 34 miles north of the city.

We spoke recently with HWS operations manager, Chris Marshall, and asked him to give us an update. He told us: “Since we began this work in Scotland, we’ve been delighted with the way it has

progressed. We’re tasked with moving about 86,400 tonnes of domestic waste each year to Stoneyhill, and a further 20,000 tonnes of kitchen food waste to a composting site at New Deer, which is between Peterhead and Banff, on the coast.

“Since the contract began we’ve also secured work to move an additional 500 tonnes per week of commercial and industrial waste – and SITA have also asked us to transport an extra 600 tonnes per week on behalf of Aberdeenshire Council in Inverurie.

“When we started this job in August, our plan was to operate with 9 trucks and a team of 10 drivers – but since taking on the extra Inverurie traffic we have increased the fleet to 11 trucks and 12 drivers. We started with a number of Volvo tractor units – transferred from other SITA work on North Tyneside –

but we’re now in the process of changing 6 of them for brand new Mercedes units, due for delivery in December.

“The Aberdeen operation is being well managed on the ground by Bill Dickie, who along with 8 drivers transferred from SITA under TUPE regulations. We’re pleased to have our new colleagues on board and I’m sure we can only build on our successes so far in Scotland”.



Destination Stoneyhill.....

## AJS success on Isle of Man



The Isle of Man Energy from Waste plant

AJS Contracts recently brought their engineering expertise to bear on a project awarded to them by Suez SITA on the Isle of Man.

The contract was for the manufacture and installation of all replacement Superheater headers and pipework modules at the Isle of Man Energy from Waste facility in Douglas, the island capital. (The Energy from Waste facility handles 60,000 tonnes of the island’s waste every year and produces 10% of the island’s power requirements).

AJS had a tight schedule to keep: first of all, they had to manufacture all the components in high-strength chrome molybdenum, a material that can withstand the high (up to 1200°C) temperatures within the furnace chamber. Then, each component had to be tested and approved by a third party inspectorate, before being transported to the Isle of Man by road and sea. Last of all, the AJS team had to dismantle and remove all of the existing modules and install all of the new components within a very tight 14-day planned plant shutdown in November.

The dismantling operation went well, and AJS devised an ingenious lifting technique which allowed them to install the new modules in an ‘almost complete’ state, thus reducing the amount of work needed within the very confined space of the furnace chamber. (The team had to work with clearance tolerances of just a few millimetres).

With the new modules in place, final welding had to be completed very quickly. The installation was examined and approved by a third party inspector and the whole system was successfully tested before being handed over to the customer within the limits of the brief shutdown period.

The AJS team, led by project manager Mick Wagner, have been commended by SITA for the quality of their workmanship, their safe working practices and professional approach to a very demanding task – and it is hoped this success will lead to further development opportunities for pressure parts work in the future.



Working successfully in confined spaces.....

## 'Care not Cure' project paying dividends at EMH

Anyone who has ever visited the Eastgate Materials Handling site at Immingham will have been struck by the sheer intensity of the round-the-clock operations there, involving large numbers of loading shovels and other capital plant and equipment.

This equipment is not just expensive to purchase; it's expensive to maintain, too, so there is much to be said for a plan that can maximise the available working time of, say, loading shovels by reducing 'downtime' for servicing/ repairs caused through defects & accidents. If such a plan can also deliver improved site safety for our workforce then it really demands some serious attention.....

EMH General Manager David Wragg told us what he and his team are doing to achieve these twin objectives of improved safety and reduced costs. He said: "First of all we have paid attention to developing & improving operator techniques. Paul Willerton has been appointed as an internal plant 'mentor', charged with improving the skill sets of our colleagues in a structured approach that follows national assessment criteria.

"Carefully driven & operated plant suffers less wear and tear. It therefore spends less time out of commission being serviced and repaired, and this helps us reduce costs and work more efficiently. More skilful drivers are also safer drivers – and safety is of paramount

importance on an always-busy site like ours.

"Whilst paying a lot of attention to training, we've also introduced a number of high-tech innovations that all contribute to improving safety and mechanical performance – and in this respect we've had valuable support from Hargreaves' Plant Pool Manager John Young.



VMS Radar system

"All new loading shovels delivered here now include Vision Techniques' VMS collision-avoidance equipment. This is a radar auto-braking system that provides an additional 'safety net' in an emergency, using infra-red light sensors to warn an operator of moving obstructions nearby. If an impact is imminent, the system – as a last resort - can automatically apply the brakes to prevent contact. We've recently completed a 6-week trial with the system and it's been well received".

Volvo 220F driver Richard Sharp told Moving Mountains: "It's a good safety

feature and certainly helps should a vehicle pass behind you".

Another piece of kit that is proving itself is a Vision Techniques in-cab micro-camera that records images onto an SD card. The footage from the in-cab cameras is being incorporated into training and communications exercises.



VMS in-cab camera

Many plant manufacturers now provide software packages that continuously monitor & record driving styles and events. Caterpillar, for example, uses a 'Care-Track' system that provides data on instances of harsh acceleration & braking, sudden gear changes and over-revving on hydraulic manoeuvres. This data, used in tandem with operator training sessions, is helping to promote an improved safety culture – and at the same time is helping to drive even greater operating efficiencies.

The last word belongs to David Wragg: "We've called this project 'Care not Cure' and we like to think it 'does exactly what it says on the tin': it makes our daily working environment safer and it makes the business more efficient".

## Hargreaves golf 'bandits' raid South Wales.....

Regular readers will know we are currently engaged in a large development project in South Wales, partnering with the management team from Tower Colliery to create what will become one of the largest surface mining operations in the UK. For some years, Tower Colliery have run an annual charity golf tournament to provide help for a number of good causes, and the event has so far raised more than £70,000.

This year, the tournament was staged at Glynneath Golf Club, a few miles

away from Hirwaun, the site of our proposed development and, in recognition of our burgeoning business relationship, a Hargreaves team was invited to take part alongside teams from mining equipment suppliers and the like. Never afraid to take up a challenge, Keith Jonas and Craig Barras from our Esh Winning head office accounts team went 'over the border' to fly the Hargreaves flag – and came back as tournament winners having swept all before them. Congratulations, gentlemen!



To the victors the spoils. Craig Barras (left) and Keith Jonas with their golf trophies