

dispatch

SUMMER 2022

Russell Group Newsletter



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Meet the Group's Mental Health First Aiders | Blackford Rail Terminal Opening

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RUSSELL GROUP DELIVERING YOUR PROMISES

dispatch
what's inside...

Welcome to this Summer's Dispatch. In this issue, find out more about our Rewards Platform available to all employees and your families as well as exciting news and events across the Group.

If you would like to be included in the next edition, please contact marketing@johngrussell.co.uk

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Message from the CEO

We are now well into the post-Covid period (and hopefully there will be no further serious outbreaks) which is challenging enough, but the Ukraine / Russian conflict has made the current situation even more difficult and unpredictable.

We are all having to deal with increasing prices for energy, fuel, food and much more, which is resulting in both inflation and, in some cases, scarcity. Global supply chains have been and continue to be disrupted which has resulted in a knock-on effect to our customers and consequently for our Russell and Carntyne businesses.

The Company is trying to work through this as best as we can but the volatile and unpredictable nature of demand for many of our services makes it very challenging for all at times. It is certainly appreciated that on occasions, we have had to react to some extraordinary expectations from our customers and, generally, we have been able to do so. This is quite simply down to the approach and positive attitude from all of our teams across all of our businesses.

It is fair to say that some areas remain extremely busy while other areas are slowing down as a direct result of inflation and there being less disposable income for many.

One of the ways in which the Company is trying to mitigate the impact of rising prices, is by investing in a package called The Extra Mile, which all employees (and their families) can take advantage of and the details of the scheme are addressed in an article on Page 12 of this issue of Dispatch.

We continue to invest in training so that we equip all of our teams with the appropriate skills to do the job and where applicable, develop careers for both the team member and Company's benefit.

Health & Safety continues to be at the forefront of what we do and we would encourage all team members to report "near misses" and highlight any risks they identify in the workplace.

As we approach the traditional "peak period", we are aiming to understand what this will mean to the different businesses so that we can plan to have the appropriate resources in place to ensure that we continue to deliver an excellent level of service to our customers through this vital period. To be thinking about the Christmas Peak Period feels strange, especially during the recent hot weather, but it is vitally important that the planning is completed by the end of August, so that we can schedule the resources required to meet our customers' demand. Of course, we cannot do this without our customers' input and we will be asking (if not already requested?) for their forecast throughput / storage / movements / etc for the next 4/5 months.

We must continue to "deliver our customers' promises".

Thank you for all your commitment and efforts to date.

Best Wishes,

Alan

Contract Packing - D Warehouse Investment

After years of using older manual equipment in D warehouse, Contract Packing now has 2 new automated lines, tape machines, a pallet wrapper, an electric truck, and improved overhead lighting all in operation.

This came after a capital expenditure programme was approved, ensuring that everything was installed and operational for the start of July, in time for us to meet the increased customer demand due to seasonal VAP requirements.

As well as the improved safety benefits from the project, the new installation accommodates up to 28 line workers, allowing large and small projects to have a dedicated area within the warehouse. There is reduced material and people movements between warehouses, and we can utilise the area for future projects that are currently in the pipeline.



Welcome to the team

We would like to welcome Samantha Campbell to the Carntyne Team. Samantha started with the company in March this year as a Traffic Planner in the Transport office in Springburn.



Proud Sponsors of Generation Logistics

Russell Group sponsors new initiative to change perceptions and attract the next generation of logistics industry talent.

Russell Group is delighted to announce our support and participation in a brand new, Government-backed initiative that seeks to tackle some of the biggest issues that our sector faces. Generation Logistics has been created not simply to attract new talent into the sector, but to change the way the sector is perceived more broadly, challenging common misconceptions and misunderstandings as to what modern logistics actually is.

Those of us within the industry understand the depth, breadth and scope of opportunity within the sector. But to those who aren't - and particularly the younger generations who are so crucial to the future health of the sector - 'logistics' is simply not a well understood term.

As an active part of the Generation Logistics campaign, we're trying to confront that head on, highlighting the rich diversity of opportunities available. We believe it could be a game-changing moment in terms of securing the future prosperity of our

sector, and a compelling reason for the UK industry to come together for a common cause.

Alan Poulton, Russell Group's CEO states, "In what is a very challenging time for the Logistics industry, it is vitally important that our sector continues to play a key supporting role in the UK's economic growth. Russell is delighted to sponsor the Generation Logistics Programme, bringing industry leading companies together to work collaboratively in order to showcase the wide variety of opportunities within the supply chain. Being part of the Generation Logistics movement provides a platform to promote the benefits of working in this industry, attracting new talent to help play our part in the building of tomorrow's supply chains"

Launched in August 2022, the Generation Logistics portal offers careers advice and guidance, real life case studies to show what it's really like to work in logistics, and showcases the broad range of roles logistics has to offer.

For more information on Generation Logistics, please visit: www.generationlogistics.org

We are extremely proud of our colleague Drew McLaren for being one of the ten winners of the 2022 Michael Adamson NEBOSH Diploma Scholarship.



Named in memory of Michael Adamson who lost his life in a preventable workplace incident, the scholarship provides paid-for study for the NEBOSH National or International Diploma for Occupational Health and Safety Management Professionals.

Nearly 1,200 applications were received from people around the world who want to continue their learning, develop their careers and positively influence workplace health and safety.

The 10 winners showed exceptional passion, ambition and a genuine commitment to not only their personal development but that of their colleagues, organisations, profession and country.

Drew says of winning the scholarship, "It's unbelievable to be selected, to be honest it hasn't really sunk in yet. To be less than two years into my career in health and safety and be selected for this scholarship is amazing."

Achieving the NEBOSH diploma would allow me to provide best in class support to all staff and allow me to advise and guide management and stakeholders to best practices. I would use the materials and knowledge from the NEBOSH diploma to develop and nurture staff at all levels throughout the business, and to make positive change."



PPE Across the Group

Part of Russell Group's safety mission is to protect colleagues from Health and Safety risks. To do so, Russell Group provide PPE free of charge if a Risk Assessment shows it is required.

- Employees may have to wear PPE such as safety helmets, gloves, eye or hearing protection, high-visibility clothing and safety footwear.
- Issued PPE must fit correctly, be clean and serviceable, regularly inspected and fit for purpose. It must also be stowed correctly when not in use.
- High visibility clothing must be washed regularly, fluorescent markings must be visible and zips, fastenings and velcro in working order. Clothing which does not meet this criteria should be exchanged.

Should you have any concerns about the availability or suitability of PPE, please engage with your Line Manager without delay.



Hillington Health and Safety Initiative

A new Health and Safety initiative at Hillington has driven hazard reporting up by 258%

The initiative has encouraged employees to report any potential hazards through the Group's SHE Assure Portal. 38 reports have been entered since March this year; This is 38 potential injuries saved. Out of the 38 reports, 26 have been closed. The 12 still active are being currently worked on by the H&S team. If anyone has any hazards to report across the Group, please use the SHE Portal using the QR code below.

YOU TOLD US, WE LISTENED

- No eyewash stations at battery charging area at E warehouse – an eyewash station has now been installed
- Pedestrian walkway path Mono block has sunk resulting in trip hazard – the patch has been coned off awaiting contractor repair
- Box of used Stanley blades found in area of warehouse which could have resulted in injury – area was used as an example of 5S training. Correct disposal procedures and containers are now in place

SCAN ME TO ACCESS THE SHE PORTAL



Blackford Rail Terminal Opening



We are pleased to announce our support in Highland Spring Group's new rail freight facility in Blackford which is officially opening on 31st August 2022. Over recent years, Russell has supported Highland Spring Group through the design, planning, tender, construction, testing and commissioning phases of the project. Russell will operate the new facility on behalf of Highland Spring Group with services including shunting of containers between production and the rail facility, loading and transferring containers to external warehousing and general care and maintenance of the facility. As the facility moves towards completion, we have now started the recruitment for four operations staff to be based at the terminal.

TRAIN SERVICE

It is envisioned that train services will start sometime during September this year, with the plan to be operating 1 train per day by rail from Blackford to Crick. This service will move 22 loads per day, 6 days a week. It is anticipated that the operation will have a phased start with Highland Spring own orders first and then Tesco orders added three or four weeks later once it is operationally bedded in. It is anticipated that in future years, the operation will go to two trains per day, equating to 44 loads per day.

BENEFITS OF THE RAIL TERMINAL

- Supporting the Community – reduction of 8,000 HGV vehicle movements from the village of Blackford each year.
- Environmental - The facility will support Highland Spring Group's target to reach net zero by 2040 by reducing carbon emissions by 3,200 tonnes CO2e per annum. With the Scottish Government plan to electrify the railway to Perth and beyond, this will enable electric freight from Blackford further reducing emissions associated with movements to Crick.

Work Experience Welcomed

Oscar from Long Eaton spent a week at the company this July for his school's work experience. Find out how he got on below.

"The week involved a brief overview of different components and roles within the business, allowing me to shadow, talk with and work with multiple managers, supervisors and staff members across all departments.

Highlights included learning the process in its entirety of the production and distribution of whisky. Taking me through to The Glasgow Distillery to learn about production and then seeing how casks are made/fixed, then to storage where the whisky ages and proceeds to be transported globally. Spending time with the IT team was extremely valuable and informative. Learning about the roles and importance of the admin and finance teams and meeting all the amazing teams within the warehouses.

Before, I believed that logistics was simply moving a product from A to B in the most efficient way. Though this may be included, the depth of value that is extended passed just doing that was impressive.

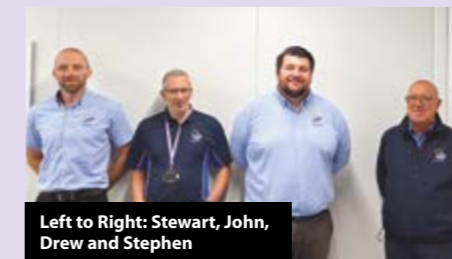
I would like to say a huge thank you to Russell Group for looking after me and giving me the opportunity to be involved in the plan they created for me. Thank you to all the members of staff I met as well as they were extremely welcoming and wonderful people. I wish them all the best."

Meet the Mental Health First Aiders across the Group

We are pleased to announce that we now have a team of Mental Health first aiders on site across the Group. A big thank you to the team who volunteered themselves to go on the 2-day Mental Health First Aid course in June of this year.

The course gave candidates the skills and tools to identify and support colleagues who are experiencing a mental health issue, by teaching them how to identify someone who is going through a form of mental health issue and how to support and signpost them to seek help.

The members of the team are working together to raise awareness of mental health wellbeing and promote a positive



Left to Right: Stewart, John, Drew and Stephen

culture towards the topic with monthly meetings.

For anyone looking to speak to someone about their Health and Wellbeing, the first aiders are named below along with their contact details. Anything discussed will be confidential.

Please also note we have a confidential Employee Assistance programme you can reach out to if you would prefer: 0800 028 0199 quoting John G Russell (Transport) Ltd and Reward Gateway



CONTACT

John Wilson
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Drew McLaren
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Developing the Young Workforce

Russell continually strive to develop our young workforce through our apprenticeship schemes. Hear from a few of our apprentices across this spread to find out what their roles are, what they think of logistics and where they see their apprenticeship taking them.

If you would like to feature in the next issue contact [marketing@johngrussell.co.uk](mailto:johngrussell.co.uk)



STUART JAMIESON
ICT Technical Analyst

My responsibilities are dealing with 1st and 2nd line support calls that come through to the support desk. I am now involved in cyber security within the Russell Group which entails creating a solid cyber security solution.

I had done a bit of research on the Russell Group before joining and everything was positive from the people who worked there to the size of the company.

the most rewarding part of my job is fixing crucial issues that help the Russell Group move forward as a company.



DAVID JARVIS
Hillington Warehouse Team

I was made aware of the job through my two uncles. One is a warehouse supervisor and the other works in HMRC compliance.

My role at Russell is logistics. The responsibilities that come with the role are scanning in containers of goods so the company knows exactly what is coming in to the warehouses.

The apprenticeship will show and teach me every part of the company. To the warehouse, admin and the gatehouse. It is helping my current role by developing my skills in logistics. I'm being shown and faced with new problems everyday that I need to

ANDREW DICKSON
Apprentice HGV Mechanic for Russell Group Engineering at Midtown

I am an Apprentice HGV Mechanic (final year). I carry out truck and trailer inspections to ensure safety and road worthiness. I also carry out repairs to trucks and trailers as required. I have always had a keen interest in trucks and have always wanted to be a mechanic.

The apprenticeship involves a mixture of college and work experience. I attend one week at college every six weeks. At the start I assisted mechanics, but as my training moved along, I was given different jobs to do myself. I would still assist mechanics on more complex jobs. In my final year I am expected to carry out most jobs with minimum involvement from the mechanics or supervisors.

The most rewarding part of my job is learning everyday, and job satisfaction when the vehicle leaves completed.

In 5 years' time I might be looking to become a Trainee charge hand.

working in logistics is interesting and challenging

MIKEY BEGGAN
Hillington Warehouse Team

I was attracted to Russell Group due to the potential opportunity of a full time job once my apprenticeship is complete. The apprenticeship entails learning different aspects of the business and understanding how it affects the business as a whole. This has made me more aware of what I'm doing when I'm scanning as I know where it is going and what is being done as a result of it.

I would recommend the apprenticeship to others as I believe it provides opportunity.

the most rewarding part of my job is completing a challenging job.

In 5 years' time I would like to have a full understanding of how the business works and how each department affects each other

working in logistics is optimising, educational and rewarding



DREW MUNRO
ICT Technical Analyst

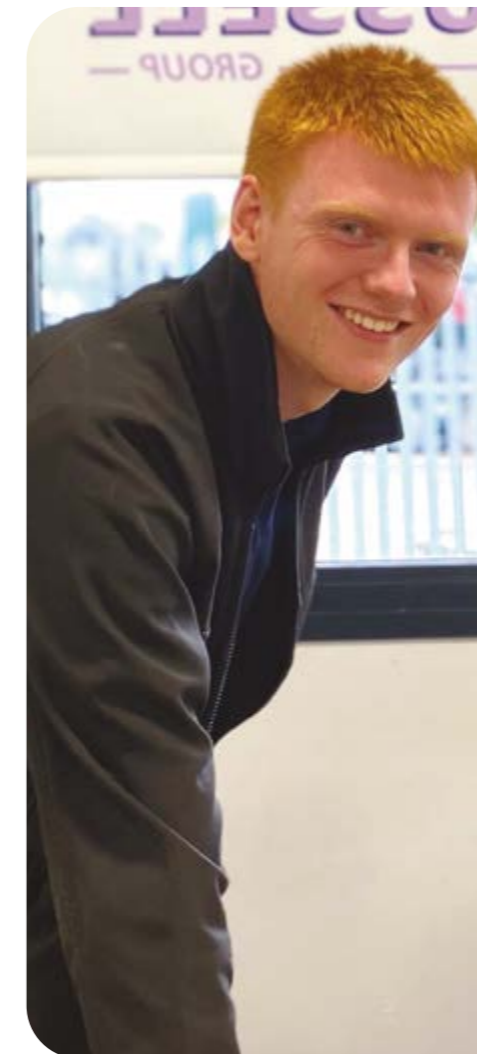
Currently my role within Russell Group's IT Team is managing the Helpdesk on a daily basis while developing and maintaining EDI integrations across the Group. I joined through a modern apprenticeship scheme and was given the possibility to achieve a HND.

My initial apprenticeship (HND) was more Helpdesk focused where as my current graduate apprenticeship is a Cyber Security degree where I am learning the techniques to protect the business from Cyber threats.

The most rewarding part of my job is being able to help and improve the business and users on a daily basis

In 5 years' time I see myself qualified with an honours degree in cyber security and still part of the IT team at Russell Group.

working in logistics is entertaining, challenging and rewarding





Welcome to the Team
Courtney Gormal
 Cumbernauld Warehouse
 Administrative Assistant

My role is a Warehouse Administrative Assistant. I predominately deal with receiving customers' orders then allocating stock to these orders for the warehouse operatives to physically pick. I also deal with customer concerns or questions. I work within a team to deal with daily warehouse issues, and together problem solve to deal with any customer issues.

Before joining Russell I was a Barista at Costa, my favourite coffee has to be Caramel Iced Latte- if you haven't already, try it.

What drew me to joining Russell, I'm not

going to lie... was the money. I was looking for a more stable, full time job. I was able to meet the admin team here at Wardpark too, and with them all being a young team it was easy to fit in.

I am most looking forward to being in this newsletter! As well as learning more about warehouse operations as I build up my experience.

My interests outside work are... I've just got a dog in the past week, so I'm sort of obsessed at the moment. I also quite enjoy a drink here & there with my friends.

We'd also like to welcome 6 New Warehouse Operatives who have started in the last few months.

Successful Trial of Lithium Powered Trucks



Warehouse Operative George using one of the lithium powered trucks at Cumbernauld

After a successful trial, the Cumbernauld warehouse team are operating five lithium powered trucks across the warehouse.

The Carntyne OSL team have also had a successful trial. They initially trialled a unit around 18 months ago for operating within a hazardous zoned area of their operating site (flammable atmosphere). This was at the time a safer alternative to gas powered trucks with Diesel being ruled out for the more obvious reason of not being able to apply suitable controls to work within the zoned area. As time passed the operation increased from core shift into a 24hr operation and it was not viable to run a single truck any longer. Earlier this year a decision was made to bring a second Lithium powered truck into the operation. The plan would be to ultimately move everything over to lithium eventually which is a further 3 x trucks.

BENEFITS OF LITHIUM POWERED TRUCKS

Savings made on the alternative fuels – Gas & Diesel both of which have seen significant increases in recent months and of course it is a small step in reducing our carbon footprint.

The trucks offer fast charging meaning downtime is kept to a minimum and operators working in and around the area benefit from zero fumes. Cumbernauld used to have to charge the trucks through the shifts but now the trucks are lasting over two shifts.

NEW BUSINESS FOR RUSSELL RAIL

Russell have started 5 round trip services per week running from Tilbury-Daventry for our customer Containerships. The service has capacity to move 64 TEU each direction per round trip.

WHAT WE DO

- Our ground staff meet the service at reception sidings and shunt the train into our rail terminal (circa 2330 at night)
- The train is then off loaded and reloaded by our fully electric RTGs (Rubber Tyred Gantry Cranes)
- Our ground staff team then carry out pre departure checks ahead of the train departing the terminal to reception and back onto the mainline to return to Tilbury (circa 0530)
- The containers are then collected throughout the week by Containerships vehicles for onward delivery to final destination.

WHAT IT MEANS FOR THE BUSINESS

- Increased volume through the terminal
- Improved profitability
- Provided a further 2 jobs within the terminal. (1 additional ground staff and 1 additional crane operator).



MEET Mick Smith Cumbernauld Warehouse Supervisor

I joined Russell in March 2018. In my current role as a Warehouse Supervisor my responsibilities include ensuring the day to day tasks such as shift planning, in collaboration with the Admin Team work to ensure the schedule is planned correctly with available resource to ensure that all of our customers receive best in class service from us. I also step up when Bryan isn't here which helps prepare me for any future opportunities that may arise.

The most rewarding part of my job is...

From day one myself and the other supervisors, along with Bryan, have tried to create an environment in which you can come to, and go from work with a smile on your face, and enjoy it whilst they are here. We demand a lot from the team we have here, with a lot of weekend commitments required from them so it's important to me that we as a group are doing all we can to look after them when they are here whilst helping wherever and whenever we can.

The daily challenges I face

keep me on my toes, when you work in Distribution/ Logistics every day has a new challenge for you. We now have 12 different customers who we store stock for at Wardpark so it's a challenge ensuring we maintain all their stock without compromise, whilst storing it and ultimately delivering it straight to their customers for them.

Obviously, the new challenge, as it has been for everyone has been dealing with Covid and the fallout over the past 2 years that has come along with that. It was an incredibly difficult and stressful time for us as a site and the business, as we were constantly trying to keep

up with the demands of our customers whilst having to adapt and look after the welfare of the staff. Hopefully, all the hard work and effort to maintain our high standards has now seen us come through the other side of the pandemic and can push us on to whatever next challenges may be.

A deep desire to develop and learn keeps me enthused, as the saying goes "every day is a school day" so I just try to learn as much as I can from who I can on a daily basis.

Having been in the Warehouse/ Distribution sector for over 25 years and the landscape has changed so much, from when I was a young raw 17-year-old just trying to keep up my pick rate at Tesco, until today here at Russell.

I have met a lot of good and knowledgeable people along the way from whom I learned greatly from, so hopefully I can pass this on to the next breed of worker to create a better future workplace.

When I am not at work, I am most likely...

If you could direct this question to my soon to be 7 year old daughter Olivia she could answer it better as she is the decision maker in what I am to do when not working. And for the fear of her spending all my money by answering incorrectly, I think she should answer.

Olivia is always on the go and that means there's never a dull (or quiet) moment when at home or out and about, so out of work my hands and days are pretty full.

If I didn't have to work, I would like to spend more time quality with my family making memories to last a lifetime.



Do you have any news you would like to share for the next issue of Dispatch? Please email marketing@johngrussell.co.uk

Congratulations



Congratulations to James Marchbank on stepping up to a supervisory role within the Cumbernauld Warehouse.

Congratulations to Hillington's Warehouse Supervisor Michael Croly and his new wife Claire on their wedding at the Louis Phaethon Beach in Paphos Cyprus on 15th July this year. We wish you both the very best in this new chapter.



Congratulations to Jonny Divers and his partner Jodie on the birth of their baby girl Rosie. Rosie was born on 18th July this year. Jonny and Jodie are over the moon and enjoying every minute of this special time. All the best from everyone at the Russell Group.

TIME FOR CHANGE

at Carntyne

Carntyne On-Site Logistics have gone through a restructure to its team this year. Graeme Skinner has just started as Operations Manager while Barry Mitchell has taken on the role of Health and Safety Advisor. Find out more about their new roles below and meet some of the Team at Blackgrange below.

GRAEME

Taking on the new role of Operations Manager gives me the chance to withdraw from the day to day running of the site and allows me to overview the whole OSL operation and help build the infrastructure to aid and support the team in the day to day running of all the sites. This role allocates me time to also relieve some of pressure from the OSL Business unit Head's busy schedule.

We have built a great team and standards on site at Blackgrange, this role will help with continual improvement throughout all the sites.

In all my previous careers, I have always been involved in logistics, operations and planning so after 14 years of being a site supervisor I have built up an extensive knowledge of the company and its

relationship with our customer along with the ever changing and increasing volumes.

I see opportunities ahead to keep developing the OSL team. Due to the changing and increasing volumes, we have the opportunity to grow the business and our workforce.

The increasing volumes will be a challenge along with our labour resources for OSL to cope with the work schedules.

What inspires me Every day is challenge and for OSL to be the best at what we do.

Something about me people might not know I used to be a competitive bodybuilder and fitness instructor!

When I am not at work, I will be at the gym or eating.

BARRY

I have worked with Carntyne since 2007. I started as a cask handler then moved to a mentor buddy role to aid in training of the new start cask handlers. In 2012/13, I gained the RoSPA BTEC Level 3 manual handling instructors' qualification. I was responsible for welcoming new start cask handlers and delivering inductions. I also delivered the initial manual handling course for new employees, demonstrating the skills required for moving and handling the casks. I also dealt with external contractors ensuring all documents were compliant and issued permits to contractors for jobs being completed onsite.

Having been involved in the management team over the past 10 years, I felt it the right time to move on and try and explore a new area of the business and saw this role as a natural progression for me.

Working alongside the supervisory team, my new role includes generating and reviewing the RA's and SSOW's for all tasks within OSL. Investigate accidents / incidents thoroughly and report on findings to both Carntyne and our customer where applicable. This then leads on to conduct root cause analysis and identifying remedial actions and generating statistical graphs to illustrate trends or repeat incidents. Implementing new and current safe ways of working for cask handlers and drivers throughout OSL.

I am most looking forward to having a deeper involvement in the process I was previously involved in, during my last role. Being able to take the lead in projects throughout the business.

Having had previous years of experience of being a good cask handler, it has given me a good background knowledge for H&S onsite and an understanding of the role. It has given me the skillset for moving forward in my new role.

There are never two days the same, so every day provides a different challenge. I am also constantly improving on existing personal and professional skills and expanding my knowledge of the business.

Outside of work, I enjoy spending time with my family.

Meet some of the OSL Team from left to right:
Barry Mitchell, Health and Safety Advisor
John Crozier, OSL Charge hand
Karen Marshall, OSL Blackgrange office Admin
Graeme Skinner, Operations Manager
Gillian Riddock, OSL Site Supervisor
Ann Gilmartin, OSL Blackgrange office Admin
Thomas Rickwood, OSL Charge hand
Richie Noble, OSL Site Supervisor



Carntyne's Health and Safety Day

Carntyne had a very successful Safety Day in June this year run by the OSL team and our customer at Blackgrange.

The subjects on the day included:

- Carntyne H&S performance and trends
- Manual Handling – application of best practice and training
- Dignity / Respect in the workplace and challenging unsafe behaviours
- Coupling / Uncoupling of HGV – Basic principles, best practice and demonstration

Health and Safety is at the forefront of Carntyne operations and we will continue to drive our Health & Safety culture across the company.

Bridge Strike Awareness Campaign at Coatbridge

Russell Coatbridge have piloted an online toolbox talk for bridge strike awareness for the drivers' CPD. Driver Trainer Rab McLaren has been heading up this project which is being driven by the DVSA. The portal shows drivers three videos regarding how to avoid bridge strikes and then asks them to answer 5 questions. The whole process takes about 20 minutes. It's a great reminder for the drivers and they get a certificate from it too. The project has been followed up with posters with more information on how to avoid bridge strikes.



If any Russell driver has not managed to access the site and wishes to, please contact Robert McLaren on Robert.mclaren@johngrussell.co.uk

Welcome to the team

Stephen Biggs Customer Contract Manager

My role involves building relations between Carntyne and one of our key customers while exploring any opportunities which could promote improvements and increase the efficiency of the operation. I will be responsible for overseeing the customer operations to ensure the customer's requirements and requests are fulfilled.

I have many years' experience in the transport industry. I started as a transport planner at DHL in Dumfries and then moved up within the company through various roles to Shift Manager. Throughout my time at DHL I spent time at 7 sites and worked on many interesting and different contracts including food, retail, bulk tanker movements and general haulage. I have worked with various types of vehicles including refrigeration, tankers, curtain siders and boxed demountable vans. I gained my International CPC in 2019.

Carntyne is a market leading company within the whisky industry. I am keen



to progress my career within a specialist, dynamic and ever-growing sector. I see Carntyne as a forward thinking business who value their employee's contributions.

I am looking forward to increasing customer engagement between Carntyne and our key customer. I am keen to develop my understanding of the different books which Carntyne operate. I am also looking forward to increasing my knowledge of tank work and other specialist equipment having previously worked on different tank contracts.

I believe engagement is key within any successful operation. I have learned that

spending time with employees and getting to know them helps develop a positive working attitude which, in turn, promotes successful team work.

I am always keen to learn new skills and develop my knowledge and I enjoy working with people. I also enjoy how dynamic the transport sector is and this keeps me motivated at my work.

Outside of work I enjoy spending time with my family. I have a son and twin girls who certainly keep me busy! I am an avid supporter of Queen of the South FC and often take my son to watch them play.

The Extra Mile

Rewarding Benefits

LAUNCHES AUGUST 2022

Russell Group are pleased to announce this month's launch of The Extra Mile, the Group's benefits and wellbeing platform available to all our employees and your families.

REASON BEHIND THE NAME...

The name 'The Extra Mile' signifies everyone's hard work and effort that is put in to achieve success. As a thank you for going the extra mile for the Group and our customers, we hope you gain value from using this platform.

FEATURES...

You can find a wide range of discounts for more than 750 retailers, restaurants, hotels, and airlines.

Look out for big names such as:

- Asda
- Tesco
- Sainsbury's
- Morrisons
- Boots
- B&Q
- Currys
- Argos
- IKEA

Russell Self Storage have their very own discount offering **50% off storage units** in Hillington and Cumbernauld.

APP

To make things easier, there is an app that can be downloaded onto your phone or tablet so that you can buy vouchers on the go.



HEALTH AND WELLBEING

The wellbeing hub offers you support, information and useful links to manage your financial wellbeing such as money tools, a budget planner, loan calculator, financial information on budgeting, spending, credit and borrowing. It also provides you with tools, articles, and support to help you manage your mental, physical and emotional wellbeing as well as great recipes from Hello Fresh.

Our employee assistance program, through Health Assured, is a telephone support line available 24/7, 365 days a year to all our employees and immediate family members. The program offers phone-based counselling and advice, as well as an online portal and smartphone app, accessible at all times.

It covers issues such as Mental health conditions, Health and wellbeing information, Stress at home or work, Financial issues, including debt, Family and relationship matters and Consumer issues.

COMPETITION TIME You could win an iPad Mini

The Extra Mile launched on Thursday 18th August 2022 to all Group employees.

Each employee should have been emailed an invitation to sign up to the Extra Mile on the day. Each employee who signs up in August (between 18th and 31st) will be entered into a draw to win an iPad Mini. The draw will take place and be announced on 1st September 2022.



LEARN HOW TO USE THE PLATFORM

We will be holding drop in and virtual sessions to show you how to use the platform. We will be sending out invitations very soon.

QUESTIONS/QUERIES

If you have any questions about The Extra Mile or if you didn't receive the welcome email, please contact HRSupport@johnrussell.co.uk