

VOICES INTO ACTIONS

YOUR VOICE COUNTS

WE'RE LISTENING!



I FEEL INFORMED

... about the **business**, our **objectives** and **progress**

- Messroom news
- Weekly meetings
- Local Down The Line Telecons
- Screens on sites broadcasting news and messages



HELPING ME TO GROW & BE THE BEST

8,003 **training sessions** in 2015

- AMDP (manager development)
- Safer By Competence (operator training)
- Weighbridge training



YOU HELPED YOUR COMMUNITY

Aggregates Operations, Asphalt, Geology/Estates & Aggregates Commercial – great examples of **teamwork** at South Lanarkshire community centre and many others



TEAM MEETINGS

I can be open and **feel listened to**. Senior team holding meetings on site

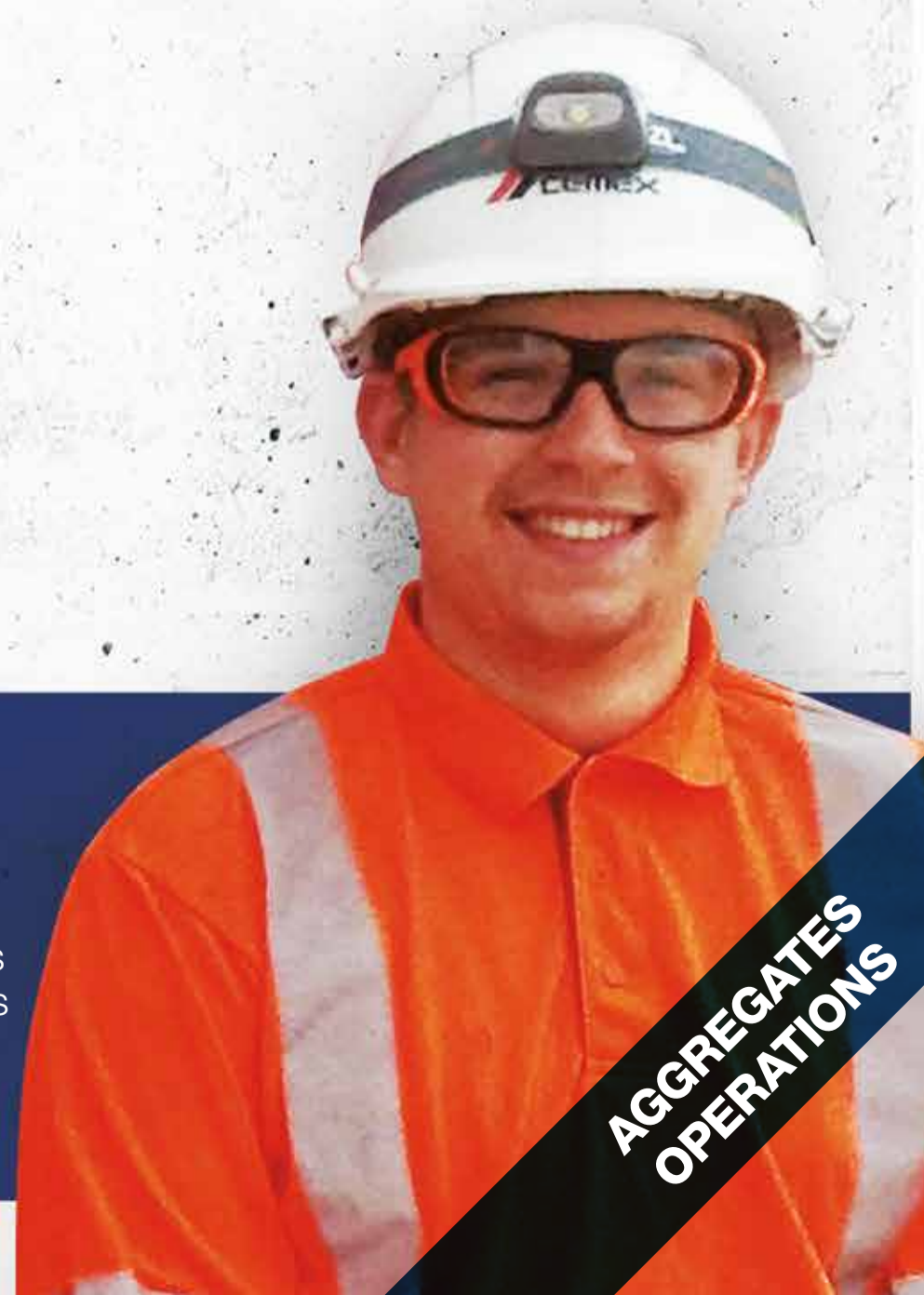


MY CAREER IS TAKING SHAPE

Talent & succession plans in place, with 121s identifying **opportunities for promotion**

KEY CHALLENGE

Our key challenge in Aggregates has been IT and connectivity and we have replaced computers, laptops and phones. We continue working hard to address this complex issue!



AGGREGATES
OPERATIONS