

THE
ISSUE #4
MARCH 2020

ONLINE
EDITION



KIN

NEWS & VIEWS FROM JENKINS
We Care, We Deliver, We Grow

HITTING OUR TARGETS

Our Strategy Day gave employees the chance to hear business news first-hand. It included segments on history, growth, finance and compliance. Catriona Forgie and Shauna McBride tested employee knowledge of the Company with their quiz based on Jenkins trivia. The remainder of the day focused on the organisational structure and our people strategy. Responses to the day have been overwhelmingly positive, with one employee remarking, "This is a very transparent company."

Operations Director, Alan Dowd, presented the history of the business and our major projects at Liverpool and Sheerness. Staff reported how valuable this segment was: Tracy Ramsey-Reid commented, "Learning about the history of the Company was very interesting." Isaac Adrain added, "It was useful to learn about the history and growth of Jenkins, along with our direction for the future. It's great to see our progress and what we are working towards."

Paul Prenter, Chief Finance Officer, presented the financial update, introducing our market, its trends, and our financial performance over the last 10 years. Maurice Warburton commented, "I found the financial update by Paul Prenter, where he focused on the size of the paper market in UK & Ireland, and our potential growth within that market, both informative and inspiring."



JENKINS' STAFF EVENT DAY SAW THE DIRECTORS SHARE STRATEGIC PLANS FOR THE FUTURE GROWTH OF THE BUSINESS, FOLLOWED BY SOME TEAM-BUILDING WITH A SPOT OF AXE THROWING



A segment on compliance demonstrated the importance of safety in every employee's role, Kevin Tighe, our new Head of Compliance, presented plans to develop 'Group Compliance Standards' and to undertake analysis across our locations to determine our current standards and identify areas for improvement. He introduced his proposed set of standards to ensure excellent standards are met.

Our Commercial Director, Rob Stewart, shared our commercial strategy and how we will see greater diversification developing around our core services within the Forest Products Industry. This includes continuing to expand geographically by a combination of growing with existing customers, new business, partnerships and acquisitions.

Our new people strategy which will develop the right Company culture, drive high levels of performance and achieve our strategic growth ambitions through our people was presented to the group. Damien Armstrong commented,

"Highlights of the day were all directors and management being in the same place at the same time, giving us direction on where the Company is heading in the near future. It was nice to meet up with the rest of the team in Belfast, we should definitely do this more often."

The session concluded with working groups discussing challenges and ambitions, ending with a Q&A session. Employees have commented on how valuable the teamwork was, "It was also enjoyable working as a team to complete the quiz and also to create feedback at the end of the session," said Stephen Parish. Anna Lewandowska agreed, "To me the best moment was the brain-storm and the chat after." Catriona Forgie further acknowledged the benefit of this, "The group session created good discussions between different departments – everyone together showing a genuine interest towards Jenkins." Rob Stewart expanded, "The workgroups were a great way to share ideas. In each session discussions on how Jenkins could grow further, work with more partners, offer added value services and use social media more smartly, were very insightful. We discussed how it was important to constantly review and refine our processes."

Axe throwing saw the day take a light-hearted twist, with all staff taking up an axe and aiming for the bullseye. The event began with a walk

through the basics before moving onto some more advanced techniques, a rapid-fire round, and finally a competition to put learnt skills to the test.

Subsequent strategy sessions were held during December for staff based in Liverpool and operative staff in Belfast. Tina Silcock commented, "I thought it was very informative, especially the communication of our future plans, with the new warehouses being built in Liverpool. Very positive for the Company and it is good to see the business is growing. May it continue, all positive going forward for 2020." More sessions are planned for later this year to ensure presentations are made to staff across all areas of the business.



Hello All,

We are delighted to welcome you to the latest edition of The Kin. This newsletter is one of our initiatives to keep everyone abreast of what is going on across the Group and we welcome your news and views to make each edition as interesting and informative as possible, so please keep sharing your stories.

We'd like to thank everyone for their hard work and commitment through this time as we continue to grow the business.

Enjoy catching up with our news!

Kind Regards

Rob

Rob Stewart
Commercial Director,
Jenkins Group



IN THE HOT SEAT

KEVIN TIGHE

HEAD OF COMPLIANCE



What does your job entail?

My role as a member of the Exec Team is to provide informed advice on all compliance matters and to develop and implement strategies to maintain and improve performance and culture.

What are you looking forward to most in your role?

Engaging and working with personnel from all levels and parts of the business.

How do you spend your spare time?

Enjoy watching both professional and local league football, lifelong Leeds United fan, for my sins.

What's an interesting fact about yourself?

Spent 12yrs as a retained operational firefighter.

What's your favourite food?

All the bad stuff!!

Are you working on any personal passion projects?

Not really passion project but we are preparing to move house and are making plans for renovations.

What's your ideal holiday?

Touring in our caravan with wife and four dogs.

What's your preferred method of contact?

Telephone, I prefer to talk to people.

Do you have any phobias?

Not that I'm aware of...

Favourite Musician?

That would be The Beatles closely followed by The Who.

Jenkins is committed to developing the very highest standards in Health and Safety across all of our sites. Promoting our safety culture is a top priority for 2020.

At Jenkins, We Care about continually improving our Health and Safety standards and having the ability to say that We Deliver on improving the health, safety and wellbeing of our staff, year on year. To achieve this, We Grow our staff's proficiency by building their awareness of workplace health and safety and continually strive to ensure they have the ability and resources to be safe, 365 days a year.

Health and Safety inspections of all of our UK & Ireland sites, conducted by health and safety consultants engaged by Jenkins, identified improvements in our standards which has resulted in achievement of our 2019 objective of 90% compliance.

Despite this result being testament to the commitment to health and safety by our Operations Managers and staff, we are making further commitments to continually improve our standards.

2020 commenced with a GAP analysis of all our sites to provide a clearer understanding of what we need to focus on and where.

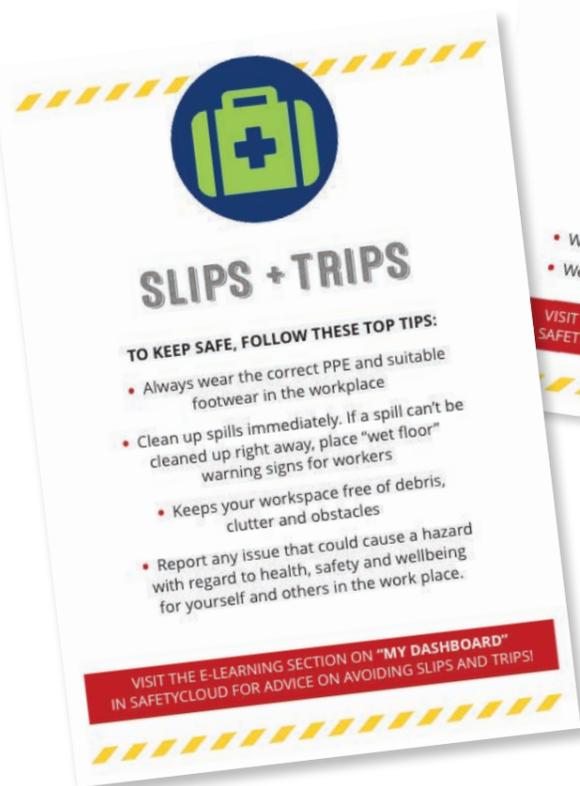
A GAP analysis is designed to promote safety and will help in ensuring that we continue to fulfil our workplace health and safety obligations. It is a means of determining the differences in performance and whether pre-determined requirements are being met and if not, what steps should be taken to ensure they are met successfully.



From the GAP analysis our goals and objectives can be established and aligned throughout the company to drive further improvements in our safety performance. Employees will be engaged and encouraged to provide input into this process.

To promote our safety culture, we are planning the launch of a Jenkins 'brand for safety'. The logo will be seen on our H&S policies and procedures etc. and company PPE.

During 2019 Jenkins recorded that their two most frequent types of accidents are Slips and Trips and Manual Handling.

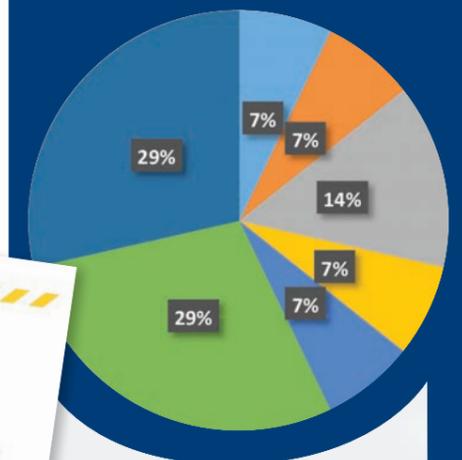


WE CARE 365

SafetyCloud

To assist with compliance management, we have invested in new software, SafetyCloud, by Southall Association. This new software will serve as an easy-to-navigate system for both managers and staff. The system includes but is not limited to, reporting of accidents, audits, toolbox talks, equipment checks, and e-learning modules. We see this investment as an essential step forward to support our future planning.

WHERE TO WATCH...



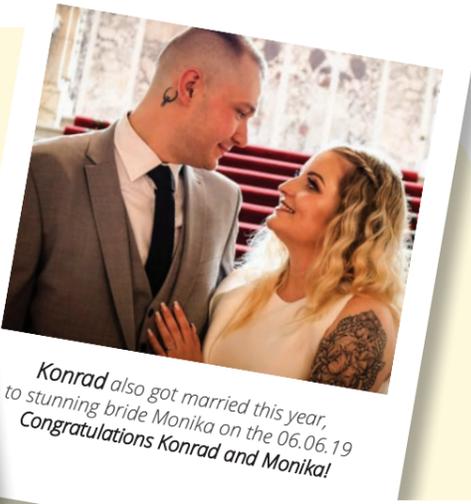
Most Common Industry Accidents

- Another kind of accident: 1
- Contact with sharp Material or object: 1
- Fell from height: 2
- Hit by moving, falling or flying object: 1
- Hit something fixed or stationary: 1
- Injured while handling, lifting or carrying: 4

KIN FOLK!



Konrad, our warehouse administrator in Belfast welcomes beautiful baby Natasha to the world on 20.08.19, weighing 8lbs 5oz. Congratulations Konrad!



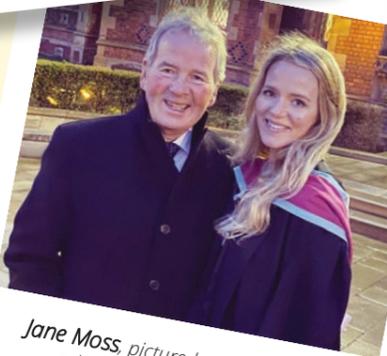
Konrad also got married this year, to stunning bride Monika on the 06.06.19. Congratulations Konrad and Monika!



Nick Flavel Took home 3rd prize (out of 220!) at the South of England truck show at Brands Hatch Race Track for best-kept company-owned working-vehicle. Congratulations Nick, what a brilliant achievement!



David Gillan, our Derby Supervisor, welcomes beautiful baby Lochlan Owen into his family on 09.06.19 @ 12.30, weighing 5lb 4oz. Congratulations David!



Jane Moss, pictured with her father celebrating her graduation, a Masters in HR from QUB. Congratulations Jane!



Anthony 'Rocky' Armstrong, our Operations Manager in Liverpool takes part in the 5k 'Santa Dash' with his son Rocco! The result was a Photo finish! Well done both!



Congratulations to David Fitzpatrick for passing his CPC qualification.



Lynn Caulfield, our Group Financial Controller became glamorous Granny to Ronan, born 03.08.19, weighing 8lbs 4oz. Congratulations Lynn, he is beautiful!



Kelly, from our customer care team and her partner Kyle welcome beautiful baby Molly Rae to the world. Born 09.12.19, weighing 7lbs 8oz. Congratulations Kelly!



Joanne Stranaghan celebrates her engagement to fiancée George Holman. Congratulations Joanne!

SAY HELLO TO...

Joel Marriott- warehouse administrator and Daniel Rzeznicki- warehouse operative, also to:



Gamal Selhim - Transport Planner, Belfast



Robert Hutchinson - IT Team, Belfast



Orlagh Kearns - Customer Care Team Agent, Belfast



Marek Wasilewski - Warehouse Operative, Derby



Paul Harrison - Lorry Driver, Derby



Paul Asling - Warehouse Operative, Derby

FAREWELL TO...

If you have some news you'd like to share for The Kin or Twitter, please let us know and send your story and picture if you have one, to: thekin@jenkinsgroup.com



Isaac Adrain, our Compliance Manager, leaves to go travelling in Vietnam. Bon voyage!



Noel Diamond, our Management Accountant, leaves us for a new opportunity with an organisation closer to home. Good luck Noel!



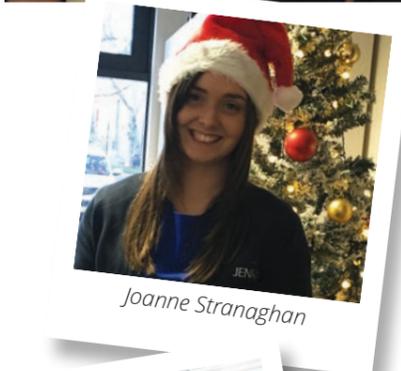
CHRISTMAS FESTIVITIES

Thanks to all who helped organise our Christmas parties this year, particular mentions go to Frances Miller who organised the Belfast party, Lauren Hitchell who organised the Liverpool party and Lee Mills and David Gillan who jointly organised the Derby party. I'm sure everyone in attendance would agree that the effort you all put into planning was well worth it and much appreciated!

JUMPER DAY FUNDRAISER



Congratulations to all staff who took part in the 'All Wrapped Up' Christmas Jumper Day. We raised £720 in total for Cancer Fund for Children, a really worthy cause. Pictured from left to right: Lisa Cummings from our Accounts team, Joanne Stranaghan from our Customer Care Team and Alex Murdock from Cancer Fund for Children.



FUN & GAMES

A big thank you to our two Christmas Elves, Joanne Stranaghan and Lisa Cummings who were busy planning all sorts of Christmas activities for the Belfast office throughout the month of December.

Joanne organised Christmas Party Games for the Belfast Office including an assortment of fantastic prizes. We all appreciated a few light-hearted games over the busy Christmas period and they definitely created a buzz about the office!

Lisa has worked tirelessly (as she always does) to plan Secret Santa, our Christmas Jumper Day and a Christmas Coffee Morning in aid of Cancer Fund for Children. Lisa always goes above and beyond to make our office life as exciting as possible and is a real champion of Christmas Spirit!

Thank you to both girls, you certainly spread Christmas cheer around the office this year!

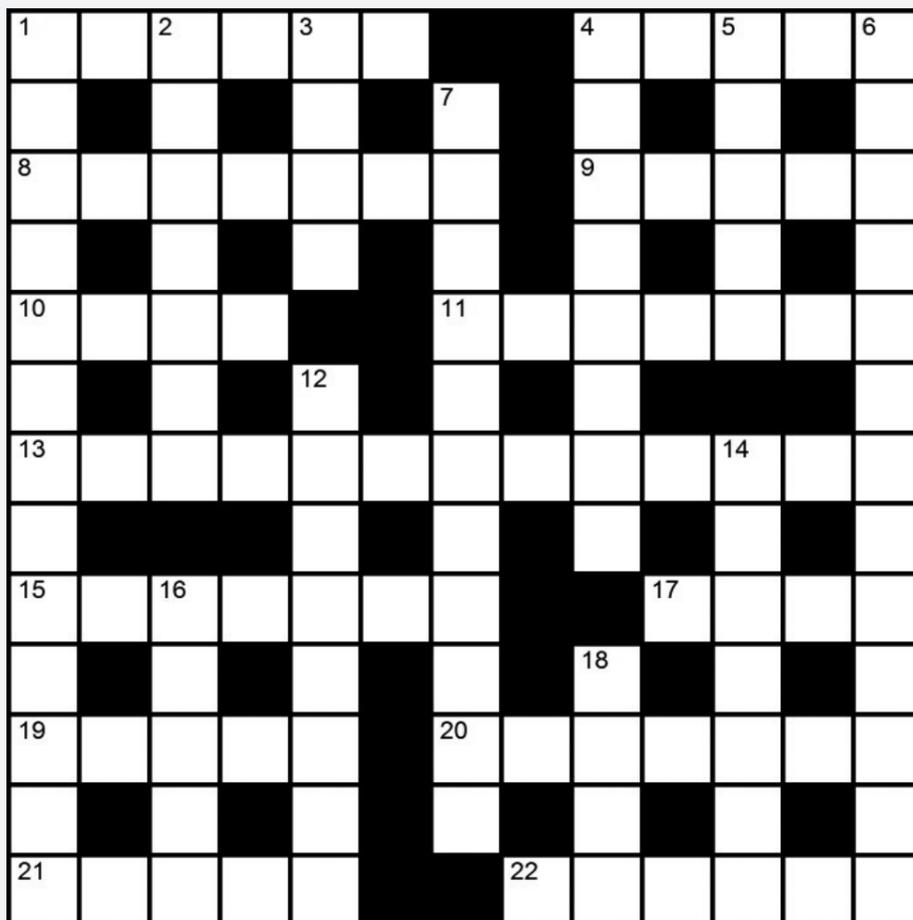


ACROSS

- 1 Utterly senseless (6)
- 4 Dry red Spanish wine (5)
- 8 Plain variety (7)
- 9 Operated by sound waves (5)
- 10 Wander (4)
- 11 Galilee native (7)
- 13 Unworkable (13)
- 15 Largest penguin (7)
- 17 Legal instrument (4)
- 19 Minor actor in crowd scenes (5)
- 20 Aardvark (3,4)
- 21 Sum (5)
- 22 Israeli currency (6)

DOWN

- 1 Paid announcement (13)
- 2 Tanner's aid (7)
- 3 Depend (4)
- 4 Confine (8)
- 5 Unit of weight (5)
- 6 Relating to building design (13)
- 7 Born in early December, perhaps (11)
- 12 Affliction of cats and other fur-lickers (8)
- 14 Violently frenzied (7)
- 16 Small in number (5)
- 18 Home of Salt Lake City (4)



SIGNS OF SPRING COMPETITION

Say goodbye to Winter and join us in welcoming signs of Spring, from longer daylight hours to blooming flowers and budding leaves. We are running a competition for the 'best spring scene of 2020'. Just email your entry to thekin@jenkinsgroup.com for the chance to win an additional day's paid leave added to your 2020 holiday entitlement.

Good Luck!

If you'd like to contribute to our next issue or the Twitter feed, send us your news, views and pictures by May 8th to: thekin@jenkinsgroup.com

