



**BIBBY LINE GROUP IS ON THE MOVE**

The Liverpool HQ of Bibby Line Group is moving to a new office space at Walker House, Exchange Flags, in the heart of the city's commercial district.

Read more on page 8



# BIBBY NEWS



## Nominate a colleague for a GSB charity award!

Reward colleagues who have given so much for charity this year.

Since it began ten years ago the **Giving Something Back Programme** has raised in excess of **£10million**, a fantastic reflection of how **Living Our Values** can improve the lives of others.

The dedication, time given and money raised is truly inspirational and should rightfully be recognised and

rewarded. So if you know someone who fits the bill, make sure to nominate them in one of the categories, which includes: Outstanding Volunteer, Outstanding Fundraiser, Outstanding Team, Outstanding Innovative Idea and the Outstanding Achievement Award.

So if you know an individual or

a group of colleagues who have gone above and beyond this year, to nominate them all you have to do is visit [www.surveymonkey.co.uk/r/gsba2019](http://www.surveymonkey.co.uk/r/gsba2019) and fill in their details. All entries to be completed by Friday 29 November 2019. The Awards will take place on 24 January 2020 in Liverpool.

**Nominate a colleague for a GSB charity award before 29 November by visiting [www.surveymonkey.co.uk/r/gsba2019](http://www.surveymonkey.co.uk/r/gsba2019)**



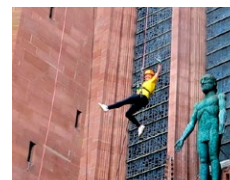
**Trekking Iceland**

Colleagues from across the Group raised over £25k traversing Iceland's volcanic fields, glaciers and mountains **P3**



**Accelerate 2019**

Colleagues from across the Group came together to share ideas, and help improve the business **P6**



**Giving Something Back programme**

The full roundup of volunteer work and fundraising activities by Bibby colleagues **P12**

# WELCOME TO BIBBY NEWS

**There are big and exciting developments taking place, including advances in AI, the fourth industrial revolution and social media. This progression presents great challenges and opportunities for business at the best of times.** Add to that

geopolitical issues including USA-China trade and UK politics. Just when many thought we were nearly there on Brexit we are in the midst of a general election. **Bibby Line Group** like most businesses is not immune from the challenges that volatile markets and political uncertainty creates.

Although we cannot control what is happening politically, we can make sure we 'control the controllables'. And, looking through *Bibby News*, it is reassuring to see the progress in many areas and the wide range of positive, innovative work taking place across the Group. The constant is our shared Bibby values which have at their heart teamwork, so throughout this newsletter once again we see great stories about people.

It is very encouraging to see high quality new people joining the Group. I warmly welcome Helen Samuels as the new CEO of **Bibby Marine Ltd** and Jonathan Lewis as BLG Chief Strategy and Finance Officer. Welcome also to new BFS appointments Theo Chatha as Chief Financial Officer and Alberto Argentieri as Head of Operations. Also fantastic news that Mark Tyldsley will be

joining us in November as Garic Sales Director. Finally, we welcome Gary Collins who joined as Bibby HydroMap CEO in the summer – you can read his spotlight interview in this issue.

Helen joins during exciting times for **Bibby Marine**. Bibby WaveMaster Horizon has now successfully completed sea trials and started operations off Hamburg. It was also great to see Bibby Bergan back in action in Norway for **Bibby Maritime**, and charters in the Dutch North Sea for **Bibby HydroMap**.

Meanwhile at **Bibby Distribution**, the team are continuing to make great progress cutting their carbon emissions as part of their Road to Zero strategy. This commitment to continual improvement has been rewarded with impressive results and increased customer satisfaction. At a time of increasing focus on climate change getting ahead on carbon emissions is vitally important.

Taking a slightly different approach to saving the planet it was great to see that **Bibby Financial Services** have implemented their first BFS Global Car Free Day, saving an amazing 14,500km in car travel during just a single day!

Continuing the low carbon theme, **Garic** are innovating with their new hybrid welfare van, offering the lowest carbon footprint of any welfare van on the market. As well as providing innovative solutions for customers,

it's positive to see that they still have time to do the right thing for their communities, including helping out on BBC's *DIY SOS*.

At **Costcutter**, there is a real drive to support their people demonstrating their commitment to colleague wellbeing and inclusion with their new Synergy Programme, bringing their people together for events to support mental health and wellbeing.

BLG head office is busy preparing for our move to Walker House. The designs and layout look great and will support colleagues across our businesses to work smarter and more collaboratively. On the cover you'll have read that the GSB Awards will take place in January and I encourage you to nominate anyone in your organisation who you feel is worthy of recognition for their charitable efforts!

So, although uncertainty outside the Group can sometimes be unsettling, it's always helpful to reflect on the great work we are all doing. As we have learnt from our 212-year history, there will always be bumps in the road. In the short-term, we need to remain committed to meeting our own personal 2019 objectives. By continuing to work closely with our customers, supporting our colleagues and of course working together, we will continue to develop one of the UK's great family businesses.

**Paul Drechsler, CBE, BLG Chair**



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**Walker House:** Bibby Line Group's Liverpool HQ is moving



**Five-a-side:** Team building with some notable BFS colleagues





**Flying the flag:** Colleagues from across the Group spurred each other on to complete this incredibly scenic GSB challenge



## TREKKING THE LAND OF FIRE AND ICE



BIBBY LINE GROUP

In early August, 16 trekkers from across the Group took part in an incredible Icelandic adventure, which saw them trek through breathtaking lava fields, multicoloured mountains and shining glaciers. The tough 55km challenge was part of BLG's award-winning Giving Something Back Programme, where colleagues raise money for charity, and in return, BLG organises the challenge. So far, colleagues have raised over £25,000 for their chosen charities as part of the trip.

The team were made up of colleagues from BFS, Bibby HydroMap, Costcutter and BLG head office, and were also joined by Alexander and Christopher Bibby - sons of Sir Michael Bibby. The group were fully immersed in the landscape of Iceland, traversing glaciers, crossing freezing rivers and sliding down dusty mountains.

Vicki Ball, GSB Coordinator said, "This

was a difficult challenge which pushed all the participants to, and in some cases past, their physical limit. Through 'Working Together' and 'Trusting Each Other' participants faced some big climbs, waded through bitterly cold glacial rivers and trekked for up to 12 hours each day. Everyone who took part should be exceptionally proud of themselves."

Bibby HydroMap's Will Frisk said, "Having spent four full days with people that I would never have otherwise met, I can honestly say that through teamwork and collective perseverance, we have all emerged as very good friends. Most importantly however, we raised a substantial amount of money for some very important charities."

**To watch the video of the Iceland trek, visit [bit.ly/blg\\_iceland](http://bit.ly/blg_iceland)**

**"It was a challenge but I'd do it again in a heartbeat. It's an experience I'll never forget"**

**Jennifer Cashin, Bibby Line Group**

### GSB ICELAND TREK IN NUMBERS

**4** BIBBY COMPANIES  
REPRESENTED

**16 TREKKERS**  
FROM ACROSS THE GROUP

**12 HOURS**  
TREKKING EACH DAY

**£25K**  
RAISED SO FAR

**BIBBY**  
LINE GROUP



Look out for the **Living Our Values** mark on stories where colleagues demonstrated our values to deliver excellent customer service. Visit [bibbylinegroup.co.uk/about/our-values](http://bibbylinegroup.co.uk/about/our-values) for more about the values.

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A portrait of Gary Collins, a man with short brown hair and a beard, wearing a grey blazer over a dark green shirt. He is smiling slightly and looking towards the camera. The background is a blurred office environment.

SPOTLIGHT ON...  
GARY COLLINS

# Innovation is continuous

After joining Bibby HydroMap in July 2019, new CEO Gary Collins is keen to share his plans for the company

**G**ary Collins sets out a more traditional approach when describing the start of his career. Starting out as an apprentice in the GEC business within Marconi Gary flourished thanks to his strong interest in electronics coupled with a practical grounding. He worked as a software engineer before excelling in sales roles, leading global sales teams at Rolls-Royce, Honeywell and most recently QinetiQ.

“The thread across all my experience,” Gary says, “is software-based solutions. That’s why when I saw what we do at HydroMap, including how we obtain seabed

and sub-seabed data and develop it into an amazing level of detail and resolution for customers, it really caught my eye. I’m proud to say that I’m a bit of a geek at heart anyway, so I found it all really interesting.”

Living near Snowdonia, North Wales with his wife, Sam, and children Aiden, four, and Harper, seven, it was an easy decision to make for Gary when he accepted to join Bibby HydroMap. The decision was made even easier when Gary learnt more about the family business and the values shared across the Group. “I think the family and UK-based nature of HydroMap is important for me and has strongly resonated,” says Gary. “I’ve been

lucky enough to meet Sir Michael [Bibby] a number of times and he’s very quick and open to give feedback. And the family are involved, which is great, but I think more importantly the values instilled are actually lived by. We talk a lot about the values in the business but they are truly prevalent across the Group more so than you will see in many businesses.

“I’ve worked in many organisations, and don’t get me wrong, I do love the commercial chase of winning business but I think that it’s important that we are doing something that’s also aimed at helping people. The reason I alluded to my apprenticeship is that we have a responsibility to develop the next generation. And for me that is key.”

To that end Bibby HydroMap has carried on with its graduate scheme employing



talented and committed graduates from disciplines including geoscience, geophysics and oceanography. Apprentices are developed through a targeted combination of site-based and office-based projects. The most recent intake took place as Gary began, affording him the chance to support them further by updating the strategy for their development.

"I want them to ask questions and know what we're doing," Gary explains. "I'm interested in not just developing our grads, but because we're software-focused we also need to think about how we get data processes embedded in the businesses so they work smartly alongside experienced colleagues. We're looking at getting people in so we can train them, because the software

whether it's one asset or another – I want to do what's best for the job and client, so that it makes us the most competitive. It's about using the correct technology combination to ensure the best quality of data for each and every client."

After choosing the right technology strategy, the next step is identifying emerging markets and Gary has set his sights on two in particular that could enjoy tremendous growth in the near future. "If you look at the US East Coast and Taiwan, renewables is about to explode. We are not actively working in those places today but we're building the foundations that we will pursue in those new territories," says Gary. "We're very proud of the work that we've done in the

**"Innovation is continuous. It's about using the correct technology and assets to collect the best quality of data for every client"**

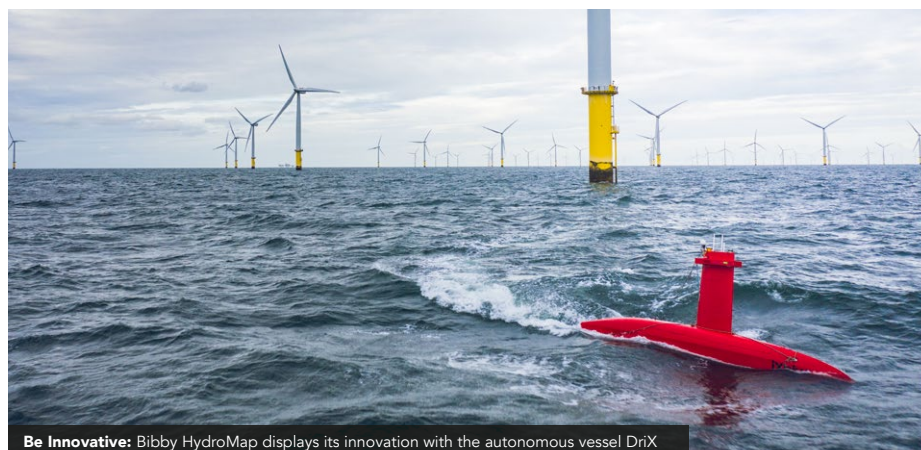
we use is bespoke and there are literally only a few people you can work with."

In addition to the emphasis on developing fledgling talent, Gary is a proponent of adopting and utilising the latest technology and assets to achieve better results. Innovation is one of the Bibby Line Group values and it is at the very heart of Bibby HydroMap. That is evident through the numerous projects utilising assets such as DriX, d'ROP and the recent steps to invest in AI to reduce processing time. But Gary is also a pragmatist thanks to his experience in the speed of technological development.

"Innovation is continuous," Gary explains. "Personally I'm agnostic as to

North Sea renewables and it's something that we want to build on. Especially with younger generations, who are much more excited to work in that sector. We will always work on pipelines and oil and gas, but I would say that 80%-plus of our business at the moment is in renewables."

It has been an intense and interesting four months for Gary. He has quickly had to get up to speed with a complex business, but as he says himself, the chance to come in and be involved in helping to set out the future is fundamental. "I like a challenge and HydroMap has a great foundation to keep growing into an even bigger business."



**Be Innovative:** Bibby HydroMap displays its innovation with the autonomous vessel DriX

## NEWS IN BRIEF



### **Maritime charter extension**

Long-standing Bibby Maritime client Aibel AS has extended the charter of Bibby Bergen to August 2020. Business Development Manager Callum Stone said, "This extension demonstrates the strong working relationship we have developed over a long period of time with Aibel AS, but also the desire from clients to secure the barge's availability with the emergence of a strengthening European market."

### **BLG appoints Jonathan Lewis as Chief Finance and Strategy Officer**

Jonathan joined Bibby Line Group in July 2019. He has a background in corporate finance and strategy built up across consulting, investment banking and corporate roles in a range of industry sectors. With extensive experience Jonathan was previously CFO for Imagination Technologies, a leading global semiconductor IP company.



### **Bibby Marine appoints Helen Samuels as Chief Executive Officer**

Helen Samuels has been appointed to lead the business into its next phase of development. She will be joining the Group in January 2020 from Network Rail, where she currently holds the position of Engineering Director for its £5bn per annum national capital programme.





## DEVELOPING COLLEAGUES, DELIVERING INNOVATION



BIBBY LINE GROUP

Colleagues from across Bibby Line Group recently took part in a four-day development programme at Carden Park in Cheshire. Now in its second year, the Accelerate Programme is designed to develop key skills in our next generation of colleagues, while identifying opportunities for the business to develop further. The groups presented their ideas including being a responsible business, artificial intelligence, business blind spots and new sector development.

Victoria Leadbetter, Course Co-Leader, said, "Accelerate provides the opportunity for delegates across the organisation to develop leadership skills, build business relationships and work together to develop innovative solutions to business problems. The commitment, enthusiasm and collaboration from all of the delegates helped makes this programme a success."



The 2018 programme led to cross-Group teams focussing on how we can better induct people to our business, improving inclusion and diversity, setting up a mentoring programme, working closer with universities and improving procurement. Colleagues who meet the programme criteria are put forward by their HR and Exec teams to join the programme and represent their company. This year the programme was oversubscribed, however we hope to run it again in 2020. **Watch the video online at [bit.ly/blg\\_AP19](https://bit.ly/blg_AP19)**



## GARIC'S DIY SOS



GARIC



The DIY SOS team have just completed their latest build in Corby for the Hutchinson family whose house was in desperate need of some TLC and renovation to help 16-year-old Jordan, who has cerebral palsy and epilepsy. Jordan is an incredible individual who has won many awards for his fundraising, including a Courage Award at a Northamptonshire Achievement Awards after raising £30,000 for two sensory rooms in a local school for other disabled children. Unfortunately Jordan didn't have the space or facilities to be independent at home. Enter the DIY SOS volunteers!

Garic donated and serviced some water bowsers for the duration



of the ten-day build to keep the catering facilities up and running to feed the huge team of volunteers. Mark Wareham, Garic Strategic Account Manager, said, "It is such an honour to be able to help on projects like this, everyone pulling together for a great cause. It was great seeing Jordan and his family see the house for the first time, and most importantly for Jordan to gain his independence back."





## EXCEEDING EXPECTATIONS: THE NEW HYBRID WELFARE VAN



GARIC

**Since unveiling its latest generation welfare van Garic has been overwhelmed with the response so far.**

With the lowest carbon footprint of any welfare van on the market, customers are already achieving around 200kg of carbon savings a week which could add up to as much as ten tons of CO<sub>2</sub> saved a year.

Neil Richardson, Sales Director, said, "Our R&D team has put in a lot of hard

work behind the scenes getting this newest version of our award-winning welfare vehicle ready. We were very excited to have it fully tested, up and running in time for Plantworx and couldn't be more pleased with the reactions we've had.

**For more information about Garic's latest innovation, visit the brand new website at [garic.co.uk](http://garic.co.uk)**

**200kg** CARBON SAVING PER WEEK FOR CLIENTS USING GARIC'S NEW WELFARE VAN



## INSPIRING THE NEXT GENERATION



BIBBY LINE GROUP

**In July colleagues from BLG, BDL and Bibby HydroMap** took part in a Careers Carousel at St Vincent de Paul, a primary school practically on the doorstep of our head office on Duke Street.

Thirty six children spoke to each of the Bibby colleagues and other businesses to find out more about the jobs they do. Hopefully they were inspired to join the Group in years to come!

## NEWS IN BRIEF



### **BDL's rapid results for Roquette**

BDL has successfully increased its on-time, in-full (OTIF) delivery rate for Roquette to more than 98% after investing in 16 new tractor units, cutting the environmental impact of the manufacturer's supply chain in the process. Nigel Streatfield, Roquette's supply chain manager, said, "[BDL] is always proactive in suggesting improvements to the way we work and promised to make our logistics operations even more reliable and environmentally conscious. The results it has achieved in the past year are a credit to its insight and investment."



### **Bibby WaveMaster Horizon is put into operation**

Siemens Gamesa and EnBW have put the Service Operations Vessel (SOV) Bibby Wavemaster Horizon into operation in the Port of Hamburg. The 90-metre SOV will service the EnBW Hohe See and Albatros offshore wind farms in the North Sea. The vessel provides room for a crew of up to 60, consisting of a ship's crew and service technicians. The technicians will live and work at sea for two-week intervals until they are brought ashore again by helicopter. **Watch the video of the trials at [bit.ly/blg\\_WMH](http://bit.ly/blg_WMH)**

## BIBBY LINE GROUP HEAD OFFICE IS ON THE MOVE



BIBBY LINE GROUP

**Bibby Line Group will move its Liverpool headquarters to Walker House, in the city's Commercial District.** At the end of November, around 150 employees from the Group and its subsidiary businesses will relocate from 105 and 91 Duke Street, to refurbished suites on the third and fourth floors of the building. The relocation project has been in progress for over a year, and colleagues from each company in the building have worked together on many varied tasks including clearing out old items, identifying what to take with us and shaping the exciting new space and design.

John Cresswell, CEO of Bibby Line Group, said, "Walker House is a stunning building and centrally located in the Liverpool business district. Our new offices will include more natural light, modern design, improved layout and improved IT and meeting room functionality – all aspects colleagues fed back as important.

"Duke Street has been our base for over 25 years, and I know the building holds many happy memories for colleagues. We will be taking selected artefacts, models and awards with us to continue to share the history and successes of the Group."



Colleagues have been consulted at each stage of development

**CONVERTED 50,000**  
DOCUMENTS TO DIGITAL

**SENT 1,500**  
BOXES OF FILES TO OFFSITE STORAGE

**DESTROYED 20,000**  
DOCUMENTS



John Loftus has been helping co-ordinate the movement of some items in Duke St. "It's a huge task. The basement alone is a never-ending maze, full of documents and history going back decades and sometimes centuries. We've found some amazing things including Bibby News editions from 1925, old vessel deeds and even World War II emergency telegrams."

## SKILLED DRIVERS DELIVER 10% CARBON SAVING IN FIVE YEARS



BIBBY DISTRIBUTION

**As part of its pioneering 'Road to Zero' strategy, Bibby Distribution has reduced its net carbon emissions by 10% since 2014 through a combination of enhanced driver training, new and more economical vehicles, fewer empty-trailer runs, energy-saving lighting and electric material-handling equipment (MHE).**

Andrew Mawson, Bibby Distribution's head of Safety, Health, Environment and Quality, said, "We have looked at all the ways we can reduce our environmental impact. Our

drivers are playing a significant role through improved vehicle operation, our fleet is the most efficient we've ever had, and we've reduced empty runs by 40% each month. Improving our warehousing practices has also delivered phenomenal results."

Warehouse CO<sub>2</sub> emissions have fallen by 60% since 2014 and the start of 'Road to Zero', which aims to create zero harm, zero waste and zero environmental impact from its operations, a great example of living the Bibby values in action.



Andrew Mawson, Bibby Distribution's head of Safety, Health, Environment and Quality



## APP DEVELOPMENT SHOWS INNOVATIVE APPROACH AT BFS



BIBBY FINANCIAL SERVICES

**The new in-house software engineering team at Bibby Financial Services has developed an app for clients of Bibby Transportation Finance USA, taking an innovative approach to being better in the solutions offered to customers.**

David Ciccolo, President and CEO for Bibby Financial Services in the United States, says this product is a first for the organisation and represents a significant investment for the US market. He continued, "The FreightCheck product continues to make us competitive in the transportation market and gives our clients even more choice in how they interact with us and do business with us. It's a great opportunity and I'm really looking forward to realising the many benefits the app offers."



**David Ciccolo** (centre) with Regional Marketing Director for NAM, EU and Asia, **Randip Kaur** (left) and **James Wilson** (right), Head of IT Innovation and Strategy, who headed up the project in the UK

## GARIC COLLEAGUES UNLEASH THEIR INNER DRAGON!



GARIC

**During the summer, Garic gathered a crew together to take part in a charity Dragon Boat Race to raise funds for Forget Me Not Children's Hospice, who support children with life-shortening conditions – and their families.**

The race took place on a beautiful sunny day at Elton Sailing Club, Bury. Tensions rose high and the competition was fierce as the race began. The teams 'Garic Hybrid Heros' and 'Garic Eco Warriors' rowed amazingly well as they smashed through each round beating the other teams!

They even lost a crew member along the way with the drummer falling in the water... Fortunately he was rescued and sailed safely back to shore in a rescue boat!

After a number of vigorous rounds through the morning and afternoon, the winning teams were announced with 'Garic Hybrid Heros' claiming the trophy and winning the day! It was a wonderful event with colleagues, family and friends enjoying themselves and cheering everyone on from the sidelines with fantastic team spirit.

£4,000 was raised for the Forget Me Not Children's Hospice. Well done to everyone who took part or supported this fantastically enjoyable event!



## GWYNT Y MÔR SURVEY SUCCESS



BIBBY HYDROMAP

**Bibby Hydromap recently completed a high resolution monitoring survey using an ASV (autonomous survey vessel) on an operational wind farm in the Irish Sea.** This forms part of a wider drive for innovation through automation by the company, who are also investigating how artificial intelligence can assist in maximising efficiency of processing phases.



**In pursuit:** Bibby Hydromap's ASV DriX follows the Proteus survey vessel

## 60-SECOND INTERVIEW



BIBBY FINANCIAL SERVICES



### NAME & POSITION?

Rebecca Brice, IT Operations Manager.

### WHAT DO YOU DO EVERY DAY?

I manage the global teams in charge of infrastructure, telephony and applications.

### WHAT MOTIVATES YOU?

Delivering a great service that supports the business being able to deliver great service to their clients.

### WHAT IS THE MOST FULFILLING ASPECT OF YOUR JOB?

Supporting my team with their own development.

### WHAT WOULD YOU CHANGE ABOUT YOUR JOB?

Less paperwork!

### WHAT DO YOU ENJOY DOING OUTSIDE OF WORK?

Cooking... (and then eating)

### WHAT OR WHO INSPIRES YOU?

Michelle Obama

### WHERE DO YOU SEE YOURSELF IN FIVE YEARS?

Global Operational Director would be nice as long as I can hire a team to complete my paperwork!

### WHAT DO THE BIBBY VALUES MEAN TO YOU?

I have worked here over eight years and I really enjoy working for a business driven by family values. It gives us the power to engage and celebrate our teams – and the individuals within those teams – who are all trying to do the right thing.

## BIBBY HYDROMAP STARTS SECOND OFFSHORE WINDFARM SURVEY



BIBBY HYDROMAP

### Swedish wind farm company Vattenfall has awarded Bibby Hydromap a second UXO survey on the Hollandse Kust Zuid Wind Farm Zone.

Bibby Hydromap has been operational on Hollandse Kust Zuid (HKZ) Wind Farm Zone Sites I & II 22km off the Dutch North Sea coast since March 2019.

Different industries require accurate maps of the seabed. With support from Bibby Hydromap, offshore wind, oil and gas, and telecommunications companies can improve how they deliver these essential services into our lives.

Project Manager Graham Willis speaking on behalf of his team said, "We are very pleased to continue our work with Vattenfall on the Hollandse Kust Zuid Wind Farm Zones III & IV and look forward to bringing our experience from working on HKZ I & II into this new project.



## WELCOMING NEW COLLEAGUES TO BIBBY FINANCIAL SERVICES



BIBBY FINANCIAL SERVICES

### BFS welcomes Alberto Argentieri as the new Head of Operations for Construction Finance and Theo Chatha, as Chief Financial Officer.

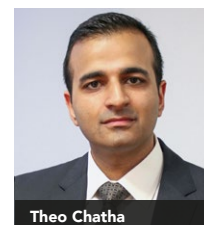
Alberto has over 16 years of financial services operations experience: "I'm very excited to have joined BFS and specifically the Construction Finance team. It is such a fundamental and established part of the BFS group. I'm looking forward to helping the business grow and develop further by supporting new prospects and looking after and keeping hold of existing clients."

Theo Chatha has been appointed as Chief Financial Officer for Bibby Financial Services. Prior to joining BFS, Theo spent 11 years with Close Brothers,

most recently in the role of Bank Finance Director, overseeing the finance function reporting to the Banking Division Managing Director and Group Finance Director. Reporting to Global Chief Executive, David Postings, Theo will join the BFS Global Executive Committee and Board. He will oversee operational finance, financial control, and financial planning and analysis.



Alberto Argentieri



Theo Chatha



## OVER 14,500KM SAVED BY BFS DURING GLOBAL CAR FREE DAY



BIBBY FINANCIAL SERVICES

**As part of their Sustainable Business Futures initiative, Bibby Financial Services colleagues from across the world took action for the very first BFS global car free day on 23 September.**

From Atlanta in the USA to Lyon in France people walked, cycled, took public transport, worked from home or car-shared as their contribution to saving as many car miles/kilometres as possible.

In total 14,776 kilometres (9,181 miles) were saved and 2,695kg of CO<sub>2</sub> was not released into the atmosphere on that day thanks to their fantastic efforts.



**14,776  
KILOMETRES & 2,695KG  
OF CO<sub>2</sub>**  
SAVED BY BIBBY FINANCIAL SERVICES

## BEING MINDFUL AT COSTCUTTER



COSTCUTTER

**Colleagues at Costcutter Supermarkets Group (CSG) spent the morning of the 12th September at York's Grand Hotel Cookery School focusing on how to bring their best selves to work every day.**

As part of CSG's innovative Well Being and Inclusion strategy, known internally as 'Synergy', this event included a workshop on Mindfulness led by Sharon Conway, who works with businesses across the UK, teaching mindfulness to support workplace mental health and wellbeing. The workshop is based on the idea that we can only bring our best selves to work when energised, happy and motivated, which can be a challenge in our modern busy lives, trying to balance personal and working lives.

During the session colleagues shared their own strategies on how to develop strong mental wellbeing, manage stress



**Time to tuck in:** Costcutter colleagues enjoy mindfulness (and some good food!) at the recent Synergy event

and boost energy levels, as well as experimenting with relaxation and breathing techniques.

An inspiring authentic Thai cookery demonstration followed, spearheaded by charismatic chef and teacher Andrew Dixon, using the Grand Hotel's state of the art cookery school facilities. Colleagues had the opportunity to learn to make and then to sample delicious meat and vegetable curries. Studies have shown that preparing and cooking

delicious, nutritious meals can significantly reduce stress and raise serotonin levels which are known to reduce depression, anxiety and stress.

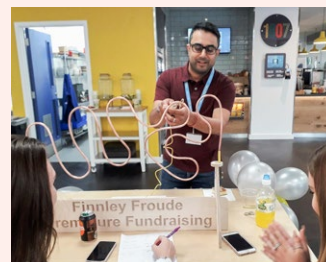
Those attending left with a fantastic goody bag, feeling relaxed and energised. The event was led and organised by Janine Tompkins, Head of Central Operations and Lucy Frost, Director of Franchise as part of a CSG initiative known as 'Power of Women' which aims to encourage diversity and inclusion in the workplace.



## GIVING SOMETHING BACK PROGRAMME

### Furry friends welcomed at Bibby Financial Services

**Bibby Financial Services headquarters in Banbury welcomed four-legged friends from the local charity Canine Partners charity.** Colleagues enjoyed demonstrations showing how these dogs help transform the lives of those with physical disability by assisting them day-to-day and giving back some independence. In addition to the demos, colleagues also ran cake stalls and some challenging games, such as 'splat the rat', and the tombola sold out within minutes. The volunteers from the charity were grateful to be given the chance to raise awareness about the wonderful work they do.



### PRUDENTIAL RIDE 100

**Michael Kirwin from Bibby International Logistics took part in the Prudential Ride 100, cycling from the London Olympic Village out to Surrey and back into London.** "We tackled two of the big hills in Surrey known as Leith Hill and Box Hill, and the legs were screaming in agony on these climbs," says Michael. "I had a fantastic time and raised funding for the British Heart Foundation. The reason I chose BHF is because of the research, development, prevention, diagnosis and treatment they carry out in the fight against disease of the heart so that it is no longer a major cause of disability and premature death. We all know of someone close to us who has been affected by heart disease or stroke. BHF do a fantastic job in saving lives."



### HANDS-ON HOSPICE HELP

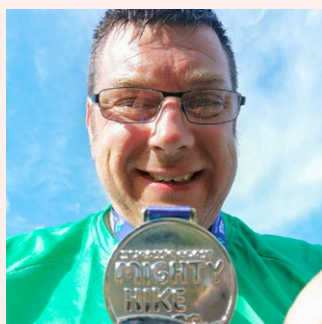
**The sun shone on BFS colleagues in Scotland recently when they spent time supporting a local hospice.** The Sales and Underwriting team – consisting of John Armour, James Hart, Stewart Couper, John Smyth, Ronnie Stokes, Heather Cutler, Kirsty Neely, Michelle Carroll and Richard McKeown – rolled up their sleeves and spent an afternoon gardening at St Margaret's Hospice in Clydebank near Glasgow. Not only did the team spruce up the flowerbeds and garden chairs, they also donated £230 to the hospice. "The charity were delighted and so happy to have us there," says Heather, who organised the day. "The charity relies on two gardeners to do all the outdoor work, which is quite a challenge."



### TRIATHLON FIRST

**On Sunday 14 July, three Costcutter colleagues completed their first ever Triathlon in York.**

Almir Costa, Procurement Manager, Dan Forth, Category Assistant, Lee Wild, Category Manager, as well as Almir's wife all took part and smashed it! It was a fantastic event and enjoyed by all.



### ANTONY TAKES A HIKE FOR CHARITY

**Congratulations to Bibby Financial Services colleague Antony Tibbetts** who completed a charity hike along the Jurassic coastline in aid of Macmillan and in memory of his mum, Judith, raising £415 in the process.



## Compassionate BFS colleagues donate 'cuddle cot'

**Compassionate colleagues at Bibby Financial Services have donated a 'cuddle cot' to a maternity unit in Oxford, giving bereaved parents that precious extra time with their baby following stillbirth or neonatal death.**

More than £2,000 was raised through quizzes and bake sales to fund the purchase of the cot from the Luca Foundation, set up by former BFS employee Sharon Luca-Chatha and her partner Jas in memory of their son, Luca, who was stillborn in June 2012. Sharon (far left), Sarah Wall



and Nick Sanders from Change Management Services, handed the cheque to Paula Gallacher, Bereavement Specialist Midwife at the hospital. "We didn't have a cuddle cot when Luca died," says Sharon. "It became my mission to ensure all maternity units across the UK had a cuddle cot to allow parents to say goodbye to their baby."

## GET INVOLVED

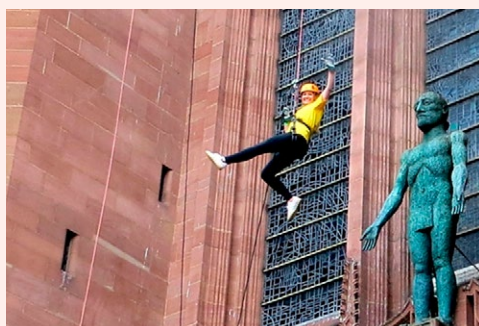
Claim up to £1k match funding from Bibby Line Group for your charity. Also like our Facebook page @GivingSomethingBackProgramme



## Norbert's 10k

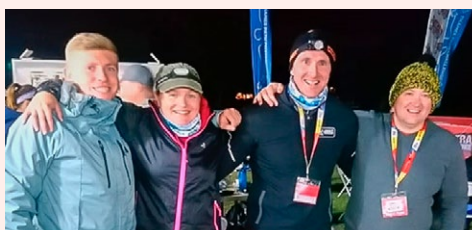
**Norbert Kerek from Garic's Bury HQ is a single father of three children, one of whom has myotubular myopathy plus other complex conditions.** This

devastating muscle weakness affects babies from birth. To raise funds to research myotubular and centronuclear myopathy, Norbert took part in a sponsored 10k walk in London, starting at London Bridge and finishing in Battersea Park, crossing ten of London's iconic bridges. Using dress down Friday funds and also a very generous donation from Jenny Kennell and Tommy Mac from the Bury tuck shop, Garic contributed £270 to the cause to be matched by Bibby for a total of £540. Well done Norbert and everyone who donated in helping to raise vital research funds!



## ABSEILING FOR ZOË'S PLACE

**In August BLG colleague Sophie Garrett took part in an abseil, 150 ft. down Liverpool Cathedral.** Sophie also took part in this year's Snowdon Moonlight Trek, raising £347 for both challenges all in aid of Zoë's Place, Liverpool. Zoë's Place Trust is a Charity providing palliative, respite and end-of-life care to babies and infants aged from birth to five years suffering from life-limiting or life-threatening conditions.



## 100KM WALK

**Colleagues from BFS joined forces with insolvency practitioners SFP group and took on the Thames Path Ultra Challenge raising an incredible £1,552 for Teenage Cancer Trust.**

Lizzie Lejeune-White and Luke Passmore from BFS along with Jack Allgood and David Kemp from SFP Group set off from Putney Bridge on 7 September to walk 100km to Henley-on-Thames in around 24 hours. Unfortunately Luke had to pull out at 50km due to an ankle injury but continued to support them, despite being told to go back to a warm bed. The team completed their mammoth trek in just over 28 hours, exhausted but elated to have raised so much for charity.



## #StepUpFor30 challenge

**Christine Goldie from Bibby Factors Northwest took up the #Stepupfor30 challenge** in support of her mum, who was diagnosed with stage 4 Bowel Cancer in May. "I am raising much-needed funds for Bowel Cancer UK. I pledged to do 30 minutes of physical activity every day during the month of June which I am proud to say that I completed." Christine raised a fantastic £925.04 including match funding for this worthy cause. "I want to thank all my family and friends including my colleagues at Bibby for all their donations and continued support they give me. It really is appreciated."



## Trek for Mind

**BLG colleague Jennifer Cashin** took part in both of this year's Central Events, trekking a total of 70km and in addition ran a half marathon. Jennifer's efforts raised a fabulous £2,379 for Mind Wirral.



## OUR PEOPLE

### COLLEAGUE NEWS

#### MENTAL HEALTH FIRST AID

We are very proud of all of our colleagues who completed an intense two-day course in becoming a **Mental Health First Aider**. Simon Osbourne from SO COACH delivered the course at Duke Street to 14 colleagues gathered from BML, HydroMap and BDL to build the growing network of Mental Health First Aiders in the UK under the BLG flag as part of the strategy to improve and promote a positive culture of health and wellbeing at BLG.



#### LONG SERVICE AWARD

**Dave Ritchie** of the Bibby Distribution QC/Returns department at Wakefield has been awarded his 10-Year service award. He's pictured receiving his award from Darren Shooter, Depot Manager.



#### IN MEMORIAM

##### John Connell

John Connell passed away on 6 October 2018 and is fondly remembered by his wife, Joan. John was a Director of Bibby Line, Chief Executive of Bibby Group of Factors and Chairman of Liverpool and London P and I Assoc.Ltd. John retired in 1997 with a personal thank you from Sir Michael Bibby for his efforts over the years and the fundamental role he played in the creation of Bibby Financial Services, developing the business into the success story it is today.



##### Gary Sharp

It is with great sadness that we report colleague Gary Sharp passed away in August. Gary was a magnificent leader at Bibby Distribution, a man of great integrity and someone who held strong personal values, characteristics that clearly made him a huge asset to our Distribution business. He will be deeply missed by all his friends and colleagues at Bibby Distribution.



#### FOOTBALL TOURNAMENT SUCCESS

**Geoffrey Bibby** was joined by **Ted Winterton**, CEO for Bibby Financial Services in the UK and two colleagues from the business to take part in a five-a-side football team building tournament, run by the HLD group. 12 teams battled it out and **Luke Fitzsimmons**, Corporate Manager and **James McDonnell**, Business Development Executive were delighted to celebrate their third place finish with Ted, Geoffrey and the rest of the team.



Geoffrey is pictured first on the left, Luke is goalie, James is last on the right standing next to Ted



## GET INVOLVED

Celebrating a momentous occasion? Then email [editor@bibbylinegroup.co.uk](mailto:editor@bibbylinegroup.co.uk) to let us know.

BIBBY LINE GROUP

## BABY NEWS

**Jordan Slack** from Garic's Bury HQ and his partner Louise, recently welcomed a beautiful baby boy named **Harry** weighing 7lb 2oz. Congratulations to the proud new parents on your arrival!



Harry

**Carl Ward** from Garic's Bury HQ and his partner saw the arrival of a beautiful baby girl **Xanthe**, who weighed 8lb. Congratulations!



Xanthe

Congratulations to **Natasha Hogg**, Credit Controller at Bibby Scotland and her partner Michael on the birth of their second baby. **Ivy** was born on Friday 13 September weighing 7lbs 1.5oz and 51cm. A little sister for Cooper.



Ivy

**Armajit Ghandham**, Garic Dudley forklift truck driver also saw the arrival of baby girl **Aiyana** in August. Congrats!



Mark received the gift of... shoe polish from John Cresswell

## Good luck Mark

Thank you to **Mark Lyons**, who stood down from his role as **BLG Chief Financial Officer in September**. Colleagues at head office and across the Group will very much miss his wisdom and wit.

## WEDDING BELLS

Congratulations to **Harriet Moreland** from BFS on her wedding which took place in Cirencester on a glorious summer's day. Harriet enjoyed a honeymoon in Bali with her husband **Paul** before returning to her work in Change Management Services.



Harriet

Congratulations to **Samantha Colthorpe** who works at BFS in Sunderland. She got married to **Anthony Colthorpe**, they got married on Saturday 13 August at Eshott Hall and enjoyed a fabulous honeymoon in Mexico.



Samantha

Congrats to Garic's **Joe Griffiths** and **Victoria** on their wedding which took place on 25 April in Barbados. It was a truly amazing day and the happy couple honeymooned in Dubai, South Africa and Mauritius!



Joe

And last but not least, congratulations to **Vicki Ball** (nee Wyllie) from BLG who married **Nick Ball** on 31 August 2019 at The Grove House Hotel on the Wirral.



Vicki

## GARIC'S AMAZING MILESTONES

A number of continued service presentations have been made at Garic recently, underlining

our colleagues' commitment to being part of the development of the business. We would like to join in thanking everyone for their loyalty and service in

reaching these milestones.  
**Steve Lord**, 21 years  
**Claire Smith**, 15 years  
**Tim Carroll**, 15 years  
**Steve Kennell**, 15 years

**Dave Carr**, 15 years  
**Elaine Tonge**, 10 years  
**Lorna Doherty**, 10 years  
**Greg Jones**, 10 years  
**Mark Borrelli**, 10 years

# THE BIBBY LINE GROUP VALUES

**We are a values-led business. Our shared values are the thread that connects our businesses together, helping us to deliver excellent customer service.**

People are the most important part of our business. We give our people the right environment, support and tools to deliver excellence and quality in everything we do. We deliver on our objectives by living our values.



## MEET YOUR NEW KEY COMMUNITY CHAMPIONS



BIBBY LINE GROUP

### Did you know that the Giving Something Back Programme has new Community Champions at many of our offices, sites and depots?

To make it easier to get the right information to you, CEOs at each of the

Group subsidiaries have nominated new key contacts for GSB. They will work with Vicki at BLG Head Office developing and promoting the GSB Programme to make it even bigger and better, while also working with the existing community

champions so we have a strong framework throughout the Group.

We'd like to take this opportunity to introduce you to our confirmed Key Community Champions for BDL, BML, Bibby Hydromap, BFS and Costcutter.



**Michaela Wright**  
Bibby Distribution



**Elaine Tonge**  
Garic



**Jade Atkinson**  
Bibby Marine



**Rebecca Wells**  
Bibby HydroMap



**Sharon Wiltshire**  
Bibby Financial Services



**Verity Davy**  
Costcutter