

## New virtual Hub launched

**TO ensure Viridor's systems are fit for purpose and to allow for wider collaboration and easier access to documents, the ICT department is introducing a new service to replace the BMS Portal.**

The new Viridor Hub will enable staff to perform essential business tasks such as collaboration, communication,

development and archiving. It will also provide a secure extranet to work with external stakeholders such as customers and consultants.

Currently in the early stages of planning and design to ensure it fully meets the demands of a company with such wide and varied requirements, the Hub will utilise a user-friendly software

platform, compatible with Microsoft Office programmes.

Roll-out will be staggered across the business to minimise disruption, with one part of the business at a time being upgraded first to Microsoft Office 2010, and then moved over to the Hub. The timescales are yet to be confirmed but updates will

be provided through the Portal and forthcoming issues of Viridor Voice.

**For further information on the Viridor Hub, please contact project manager Trevor Bramwell [tbramwell@viridor.co.uk](mailto:tbramwell@viridor.co.uk)**

## Securing reliable access to markets



**AT the time of writing and while many were enjoying their summer holidays, markets across the globe were subject to great fluctuations as the world continues its journey towards economic balance.**

Challenging conditions in financial markets more often than not result in pressures on commodity prices and demand – including recyclates. Ensuring our ongoing competitiveness, access to markets and profitability is the key role of Viridor Resource Management (VRM).

The team of professionals at VRM market and arrange transport logistics for over 1.5million tonnes of recyclables generated by Viridor across all operational sites. VRM provides the company with a unique advantage in the sector by securing reliable structural outlets for recyclates. Many of our competitors benchmark us and take note of what we do and how we do it.

VRM relies heavily on the excellent work delivered at each site up and down the country to produce high-quality materials, which not only demand a higher price but grant long-term security in the market. This is not only recognised internally but by the many external registrations and certifications, including the recent Recycling Registration Scheme (RRS) for all our commingled Materials Recycling Facilities and the work of VRM. The RRS certificate is a reflection of what we do and how we do it: high quality.

Exciting times lie ahead. In working together safely and maintaining high quality of work we can ensure continued success.

**Herman van der Meij  
Director of Viridor  
Resource Management**

## And the winner is...



▲ Left to right: Andy McDowall, James Howie, Willie Blake, Mark Burrows Smith, Andy McConnell, Ian Powell, Barry Falgate and John McKendrick

**AFTER a year of fantastic entries into the Health and Safety Excellence Awards, an overall winner has been chosen.**

The innovative team at Rigmuir scooped the £500 prize after the adjudicating panel, which included managing director Mike Hellings, corporate responsibility and regulatory director Simon Catford and head of safety management Ian Powell,

carefully went through all the winning entries with a stringent marking scheme.

Mike said: "The suggestion from Rigmuir to have a sticker on changing room mirrors to remind each employee of their

responsibility for their own safety was both simple and effective and will have a positive impact on every employee in the company. As such, it scored extremely highly and was the outright winner by a large margin."

## ACTION

**DON'T LET DRINK AND DRUGS DESTROY YOUR LIFE**

**Being under the influence of drugs or alcohol in the work place can lead to serious injuries, not just to the individual concerned but those around them. Dependency on alcohol and drugs can also seriously impact on your health, finances and social life - and could ruin your career.**

Viridor has a duty to protect the health, safety and welfare of all its employees, contractors and visitors and to that effect, it has a robust Drug and Alcohol (D&A) Policy - included in the Employee Handbook - and it is supported by on-call and random drug and alcohol testing.

Lesley Davison, head of human resources, said: "Since implementing the new testing scheme in January, several tests have been administered by our appointed contractor. While the majority of employees have tested clear, there have been a small number of employees who tested positive. Sadly for those involved, they have since been dismissed from employment with Viridor in line with the company's D&A policy.

"If colleagues think they have a drink or drug addiction, Viridor can help. You must inform us as early as possible and before being required to take part in a on-call or random screening test."

**Talk to your line manager, the Human Resources Team or contact The Employee Assistance Programme (EAP) on 0800 10 22 10 for free and confidential advice and counselling. Available 24 hours a day, every day of the week, the EAP is open to all employees and family members.**

## Ensure you have your say in 2011 survey

**BUILDING on 2009's online survey, the latest Viridor Employee Survey was being conducted across the company as we went to print.**

An external company is carrying out discussions with representatives from all functions and departments across the country.

If you are yet to take part, remember that all information you provide is treated in strictest confidence and we need your honest answers.

If you have already taken part, we hope you found it a good opportunity to provide us with useful feedback around a wide range of subjects which affect us all.

We will publish a summary of our findings on the next issue of Viridor Voice and a full report will be available on the portal.

**Remember you can always get in touch with suggestions and feedback.**

**Speak to your line manager or email: [communications@viridor.co.uk](mailto:communications@viridor.co.uk)**

**THE quarterly Health and Safety Excellence Awards have continued to receive a good level of entries from all over the country. Congratulations to our latest winners – all of whom have been awarded £200 each:**



**Peterborough MRF**  
Peterborough MRF, South East  
Baler conveyor safety barrier



**Diane Syddall**  
Swan Lane Regional Office, North  
Drivers signing in and out



**Walpole Compost Unit**  
Walpole, South West  
Improved door restraint on Doppstadt Screener



**...are changing! After a fantastic year focusing on Health and Safety, the Awards are going to be opening up to receive applications from other areas of the business. Keep an eye on the Portal and notice boards for more details SOON!**

## A note from the editorial team



▲ Above: Editors Victor Perez-Mares and Victoria Jones

WITH Flagstaff recently moving online, Viridor Voice is now a truly standalone publication - dedicated to bringing the latest news from across Viridor and delivering it straight into your hands.

This edition is packed full of interesting stories from across our sites - from the official opening of Bredbury Recovery Centre to celebrating the successes of our winners in the quarterly and annual Health & Safety Excellence Awards.

You can also read about how we've been getting involved with festivals taking place across the UK, and how our generous colleagues have been raising money left, right and centre, for charities close to their hearts.

We love hearing your news and views - so if you think you have a story suitable for these pages, please get in touch.

And don't forget, if you have a photo to go with your story, please email us any images as high-resolution JPEGs of at least 300dpi so that we can include it.

We look forward to hearing from you!

The editorial team

Send your stories to: [viridornews@viridor.co.uk](mailto:viridornews@viridor.co.uk)

# Landfill site in West Sussex is full

FOR decades the Horton landfill site, near Henfield, has provided an essential service in the area for the disposal of non-hazardous wastes arising from homes and businesses.

Now full, it has recently ceased waste disposal operations and the site will now be subject to a restoration programme to restore it to a Sussex Downland standard, specifically designed to enhance the local landscape and provide habitats for wildlife.

Site manager Karl Brydon said: "The restored site will continue to generate renewable power for some years to come by harnessing the landfill gas produced by the waste mass. It will remain closed for public access and a maintenance and aftercare programme will be carried out by Viridor, in agreement with the Environment Agency and West Sussex County Council."



▲ Above: The last load arrives at Horton landfill, which has now closed. Inset: the site will undergo restoration

## Café Viridor perks up visitors

IN its second year, Café Viridor was at the very heart of Recycling and Waste Management at the CIWM Exhibition at Birmingham's NEC.

A roaring success, visitors made their way around the vast halls at the UK's largest recycling industry show, and many of them found Café Viridor the ideal place for networking, catching up

with clients, colleagues and suppliers or simply have a rest and a drink.

Victor Perez-Mares, communications manager for the South East, said: "The clean and contemporary style allowed us to clearly display our key messages using simple, thought-provoking phrases to encourage discussion about issues in our sector."



# New recovery centre opens in Greater Manchester

RESIDENTS in Greater Manchester are benefiting from state-of-the-art technology provided by the Bredbury Resource Recovery Facility.

The facility, officially opened by European Investment Bank vice president for the UK Simon Brooks in July, has been developed as part of the 25-year Recycling and Waste Management Contract between the Greater Manchester Waste Disposal Authority (GMWDA) and Viridor Laing (Greater Manchester) Limited (VLGM).

The Contract was signed in April 2009 and is funded by a number of sources including the European Investment Bank which provided 200 million Euros (£182million) for the project. Speaking at the opening, Councillor Neil Swannick, chair of GMWDA said: "This is one of GMWDA's flagship

facilities demonstrating the world-class technology that is treating Greater Manchester's household waste by recycling, composting and generating green energy - taking us another step closer towards our aim of zero waste to landfill."

Featuring an education and visitor centre, a redeveloped Household Waste Recycling Centre, a Mechanical Biological Treatment facility with Anaerobic Digestion, an In-Vessel Composting facility, and a Transfer Loading Station, the Bredbury facility will contribute directly to helping the UK meet European requirements for greater recycling and reduced landfill.

▲ Above: Partners from European Investment Bank, Viridor Laing (Greater Manchester) Ltd, John Laing and Viridor. Below: The new anaerobic digestion plant



# A raft of festivals across the UK

WITH festival season in full swing over the summer, Viridor had a presence at many events across the UK.

In Scotland, the Glasgow Show was supported by the company as a key partner of the City Council, with a community recycling tent giving away freebies and talking about recycling with members of the local community, whilst over in Edinburgh, Viridor was the headline sponsor of the Meadows Festival, a two-day event with over 15,000 visitors.

Further south in Norfolk, the Rural Pastimes Show held annually at Euston Park, near Thetford, benefited from funding and waste services for its country fair, which attracts around 12,000 visitors. Meanwhile in Kent, the Music on the Hill festival at Kings Hill, starring Katherine Jenkins and McFly, was serviced by Viridor to ensure that the site maintained its pristine condition.

Going west, the biggest and most famous festival of them all, Glastonbury, also had input from Viridor, both in a functional capacity

and artistically. Liquid waste tankers operated on the site, and a fish-like shelter was created by RecycledVenues using discarded CDs from our Canning Town depot in London.

Finally in Cardiff, a community day in Splott was hosted by South Wales Police, offering dog and firearms displays amongst other things, and was entirely sponsored by Viridor.

▲ A fish shaped sculpture made of CDs sheltered festival goers. Inset: Viridor staff talk to the Lord Provost at the Edinburgh Meadows Festival



# Racing for Life



▲ Joanna Collison, left, and her friend Joanna prepare for the Race for Life

JOANNA Collison, regional auditor in the South East, has more reason than most to want to raise money for Cancer Research UK.

Having lost five close family members, a friend and his mother to the disease, and with another young friend currently fighting for her life, she is all too aware of just how important it is to help fund the search for a cure.

Cheered on by her daughter, Joanna and a friend took part in the Race for Life in Maidstone, Kent, in July, and managed the five kilometres in a thoroughly respectable 38 minutes.

Joanna raised £235 for Cancer Research UK which will be match funded by Viridor and split between the two sponsored charities, Trees for Cities and Cystic Fibrosis Trust.

# Bikers ride for charity



▲ Left to right: Mark Tyrer, Lyn Ramsay, Mike Swiss, Sam Stamp, Simon Spencer, Dean Glass and Matt Browne saddle up for charity

A GROUP of seven cyclists from Viridor's various Taunton offices headed out on a charity bike ride organised by the Taunton Rotary Club in June.

Matt all decided to take on the maximum 57 miles, which took them through the foothills of the Quantocks, an area of outstanding natural beauty, and helped the group raise an impressive £687.

Called the 50/50, the event encourages fundraisers to enter on a 50/50 basis, and any funds raised are split equally between their own chosen charities and those of the Rotary Club.

Half will go to the Rotary Club and the other half will be split between the company's adopted charities, Trees for Cities and Cystic Fibrosis Trust, which Viridor will match fund.

Getting into gear for Viridor were Mark Tyrer, Lyn Ramsay, Mike Swiss, Sam Stamp, Simon Spencer, Dean Glass and Matt Browne. Despite having the opportunity to opt for the relatively easy 11-mile route, Simon, Dean, Sam and

Speaking afterwards, Lyn said: "I have overseen the Viridor group for the last three years and last year we won the award for the most sponsorship money raised by a team entry, so we are hoping to retain that this year!"

# It's a Knock Out for Kings Hill



▲ The winning team, Crofty's Crusaders, included Ruby King, Elliott Davies, David Alexander, Ian Crofts, Andrew Thornevell, Adrian Frost, Alan Norman. Inset: Waste of Energy team - back row (left to right) John Barker, David Littler, Mark Hindry, Tim Evans. Middle Row (left to right) Julie Bridge, Peter Hall, Ian Morrish. Front Row Barbara Hutton (left), Charmaine Godolphin

AFTER a sterling effort in last year's It's a Knock Out competition, this year two rival teams from Kings Hill competed in the Children Today charity event based on the 70's show of the same name.

In what can only be termed a grudge match, Crofty's Crusaders, led by regional technical manager Ian Crofts, came together on 19 June as an engineering team to challenge the waste to energy team, Waste of Energy, led by Waste to Energy technical administrator Julie Bridge.

True to the original format, the competitors - which comprised ten

teams from across Kent - were dressed in bulky costumes and deluged with foamy water as they threw themselves across inflatable obstacles.

Waste of Energy were unlucky this year, finishing in seventh place, but the challengers had a victorious day, landing themselves a bronze trophy for reaching third place.

The two teams raised a total of £1,422 for Children Today, which will be matched to £1,000 by Viridor and split between the two corporate charities, Cystic Fibrosis Trust and Trees for Cities. Viridor Voice is assured that there will be a rematch next year!

# The icing on the cake for Tim's 50th

HAVING been an HGV driver with the company for 24 years, there was only one choice for a 50th birthday cake for Tim Keats from the St Austell depot in Cornwall.

A tasty replica of a spectacular Volvo REL was duly baked by colleague Mike Weatherall and his wife Mandy. Congratulations Tim, and well done Mike and Mandy on a fabulous cake!



# Oars well in Dunbar

COLLEAGUES from Dunbar landfill and Bonnyrigg glass recycling facilities were rowing for success at the recent Dunbar RNLI Gala Day.

The event, the largest in the coastal town's social calendar, was sponsored by Viridor for the second year.

Taking place at the location of Viridor's planned Energy from Waste facility, the gala day featured the Viridor music stage, a community recycling stall and Viridor recycling nodes across the harbour. But the highlight of the day was 'Team

Viridor's' entry in the ever popular raft race.

Scottish landfill manager, Barry Falgate, said: "We had a great day. With a strong regional team led by Bonnyrigg's Rob Nicoll, we put in a great performance, winning the first heat against a local rowing team. In the final we came a close second behind the long-standing champions. It wasn't bad given it was our first time and we celebrated with a pint afterwards in the local pub along with organisers and local councillors."

# Keep smiling with Simplyhealth



HEALTH choices are personal, but if a person needs to be treated quickly, they may consider private healthcare - and medical bills can easily mount up.

Viridor has teamed up with Simplyhealth to offer staff special reduced rates on the Simply Cash Plan - affordable plans that help you spread the cost of your healthcare.

The Simply Cash Plan gives you money back towards the cost of visits to the optician, dentist, physiotherapist and more, whether it's for a check up, treatment or an emergency.

One employee who has taken advantage of the scheme is Emma Foran, field sales executive at Trafford Park. Emma said: "I've actually had Simplyhealth cover for about ten years now, as we had it with Greater Manchester Waste. I have the dual policy, so my husband gets treatment too. It's fantastic, especially for things like dental work, which can be so expensive. And I haven't needed any expensive treatment for a while, I can use what's accumulated to do things like have a filling changed over for a white one.

"The administration is handled really well too - you send your receipts off and it's normally all dealt with in a week, with the money paid straight into your bank account - it's so easy!"

For more information or to join up, simply call Simplyhealth on 0800 980 7890 or look out for your Simplyhealth representative on site.

Terms and Conditions and exclusions apply. Cover is provided by Simplyhealth Access. Simplyhealth is a trading name of Simplyhealth Access. Authorised and Regulated by the Financial Services Authority. Calls may be recorded and monitored for training and quality assurance purposes.



# Blue for the boys

EACH year, Viridor always supports Pink Day - but this year, the company decided to also help the boys out and raise awareness of male cancers by dressing up in blue for Everyman's Blue Day.

people turning blue for the day, and although the day was more about raising awareness than money, £453.66 was raised which will be match funded and split between our two corporate charities.

Viridor had a great response from

Well done everyone!

▲ Some of Viridor's team go blue for Everyman at sites including Perth, Crayford, Arley, Hurstwood Court, St Helens (above) and Bonnyrigg.

Not pictured? All the other images are on the Portal - go to Viridor Voice News and search for Blue.



## TEN THINGS you didn't know about...

### Viridor Resource Management

SINCE the rapid expansion of Viridor, the need for a specialist branch of experts in trading recyclate became apparent. Viridor Resource Management (VRM) is the trading and logistics arm of the company, buying, selling and moving the recyclate produced by Viridor's waste collection and sorting facilities across the country. Here are just some facts you might not have known:

1. VRM was set up after the acquisition of Grosvenor Waste, a recycling and trading company based in Crayford, Kent.
2. VRM has over 30 employees based around the country.
3. In financial year 2010/11 VRM handled the trading of 1.1 million tonnes of recyclate – equivalent to the weight of 75,550 London double-decker buses, which, end to end, would stretch from London to Geneva!
4. 17.5 per cent of all recovered paper shipped from the UK to China is supplied by VRM.
5. The prices set by VRM are dependent on the world stock exchanges. In the global crash of 2008, the cost of tin cans dropped from £80 per tonne to -£7.50 per tonne in a matter of days. It has since risen to £150 per tonne.
6. Nearly 60 per cent of the recyclate handled by VRM is sold for reprocessing within the UK.
7. In a week, the VRM logistics department handles an average 865 lorry movements, although this year the number is more likely to be closer to 1,200 per week.
8. VRM relies heavily on the skill of employees at the sorting facilities. If quality control were to slip, even just one consignment refused and returned from China could cost the company a quarter of a million pounds.
9. VRM sales account for £135.5 million of revenue to Viridor Ltd each year – over 25 per cent.
10. VRM employs three native speakers of Mandarin to enable negotiation and trade with China – a key market for recyclates worldwide – as well as to aid in the translation of complex international trading and shipping documents.

If you have any comments about this regular section of Viridor Voice or have a subject you would like us to research, email us on: [viridornews@viridor.co.uk](mailto:viridornews@viridor.co.uk)

# South west stalwarts retire

A TESTAMENT to working life at Viridor, two recent retirees have stacked up an impressive 67 years between them.

Terry Farrant was first interviewed by Mike Hellings 25 years ago for a role as a driver in Dorset. A career-minded man, Terry worked his way up to become area manager before a change of direction into landfill site management until his retirement in July. With wife Caroline newly retired in May of this year, both are looking forward to caravanning across the UK

with Hogi, the German shepherd dog that accompanied Terry to work for so long. Terry said: "Viridor's an excellent company to have worked for. Time has flown and I've thoroughly enjoyed it – so much that I'm still helping out five days a month and to cover leave!"

► Terry Farrant, left, with South West regional director Richard Jenkins



Mike Swiss spent 42 years with the company before calling time. Starting as a trainee driver in Plympton in 1969, he worked his way through the ranks until ultimately becoming area manager in 1999, a role he continued until he retired in July of this year. Mike's retirement

◀ Mike Swiss and wife Yvonne

plans are to travel with wife of 41 years Yvonne to see their son, daughter-in-law and two grandchildren in Illinois, USA, with a trip planned for October and a longer road trip next year. In the meantime, they are happily out cycling and looking after their UK-based grandsons. Mike said: "We're looking forward to taking life more slowly!"

## Gerald clocks up 45 years



▲ Gerald Buckle celebrates 45 years

**GERALD Buckle, weighbridge operator at Dimmer Landfill, has served a staggering 45 years with Viridor.**

Here he is receiving his certificate of long service from landfill area manager Jon Pring. Congratulations Gerald!

## Amelia enters the world



▲ Amelia Reynolds

**CONGRATULATIONS go to Waste to Energy (WtE) permit support assistant Michelle Reynolds and her husband Ashley on the birth of their first child.**

Amelia Margaret Ann Reynolds was born on 20 June, weighing 8lb 9oz. Michelle, who is now back at work at Kings Hill regional office, and received flowers and a collection from her colleagues, said: "We've bought a changing bag with the majority of the money and will save the rest until we can think of something we need!"

Her colleagues at Kings Hill and in the WtE department wish all three of them well.

## Iona eyes up recycling

WHEN young Iona Mitchell needed a little insight into the world of work as part of a school initiative, mum Verity, who is one of Viridor's key City analysts, felt that a visit to a recycling site would be both interesting and informative.

Iona, 11, is a keen recycler and was thrilled to have the chance to visit Crayford MRF.

Duly kitted out in all the appropriate PPE, Iona and Verity were given



▲ Left to right: Viridor education officer Jen Hake, Iona Mitchell with mum Verity and unit manager Neale Buttery

a tour of the site by Ford MRF's education officer Jen Hake and Crayford unit manager Neale Buttery. Jen said: "Iona seemed very

interested in everything that we were showing her; who knows, maybe we have a new recruit into the world of recycling and waste management!"

## Soggy moggy has narrow escape...

**CURIOSITY almost got the better of a very lucky black cat that used up at least one of its nine lives after spending a night trying to escape from a lagoon at Deepmoor in-vessel composting site.**

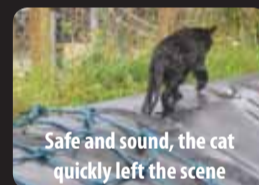
The lagoon, which has steep plastic sides, was due to be checked by site supervisor Colin Gardiner and weighbridge administrator Mike



The unhappy cat was found at the edge of the lagoon



Offered a lift, but the cat opted to swim for it



Safe and sound, the cat quickly left the scene

Morgan at 11am that day, when a cat was spotted, seemingly snoozing in one corner. As they approached, the cat actually looked exhausted, but tried to run away. However, it became evident that the slippery slopes were too much for it and it fell back into the water.

The two Viridor employees first attempted to persuade the cat to climb into a bucket on a rope, but

cats don't readily understand the logistics of water rescue and it refused to comply. Eventually, after several dramatic dips back in the water, the pair coaxed the animal towards the scramble net where it was able to hang on more securely, and without "pawing" to thank its saviours, it scrambled to the top of the net and was last seen heading at full speed for the landfill.

**THE winner of this edition's 'On the move' is project secretary Denisa Schimpl-Kleknerova, who managed to remember to pack a copy of Flagstaff as well as her wedding dress when she flew to her native Slovakia to marry fiancé Ladislav. Congratulations Denisa – not only married, but you also win a crisp tenner!**

**ON THE MOVE**  
If you would like to get your hands on this handy cash prize next time, just send a picture of you somewhere unusual with a copy of Viridor Voice to: [viridornews@viridor.co.uk](mailto:viridornews@viridor.co.uk)  
**WIN £10**



▲ Denisa and husband Ladi celebrate their big day with a copy of Flagstaff

## News in Brief...

### SAFEContractor Accreditation achieved

VIRIDOR Waste Management Ltd is now accredited to the SAFEContractor scheme. This is a valuable accreditation in terms of PQQ and tenders, having had all systems of work assessed and acknowledged. Congratulations to all involved.

### RRS Accreditation for all MRFs

ALL Viridor MRFs are now accredited to the Recycling Registration Service. The externally-audited scheme means that Viridor can demonstrate the quality of materials leaving the MRF for sale and strict protocols in place.

### Composting video gets endorsements

A VIDEO by Viridor, "Composting Safely", has received endorsements from both the Association for Organic Recycling (AfOR) and the Health and Safety Executive. As a result, the film is being made available for use externally.