



In the

loop

Issue 3 | Autumn 25



HEATHCOTE
HOLDINGS



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A message from Trevor, Martin and Nathan Heathcote

As a family-run group, our success has always been down to one thing: our people. Every part of the business plays a vital role in keeping things moving and upholding the high standards we're known for.

Looking out for one another and staying safe builds the trust we need to work together as one high-performing team.

This year has brought its fair share of challenges, some expected and some not so much. But when teams have been agile and adaptable, we've seen great results. That's what defines us. We've also made important progress in areas like IT, helping to modernise systems and make everyone's day-to-day experience smoother. Embracing these changes is key to moving forward.

Our customers remain at the heart of everything we do. Saying "yes" and then figuring out how to make it happen is how this business was built, and it's what sets us apart. That spirit of determination is something we must never lose.

There's a lot to be excited about as we look ahead. Across the group, opportunities are popping up every day. We're already seeing the benefits of the Plant and Waste teams working more closely together, and that collaboration is only going to grow.

We know many of you are wondering what's next and where we are heading as a group. We're developing a clear plan to share across the business so everyone understands our direction and purpose. When we're all aligned and working towards the same goal, the future looks very bright indeed.

The dedication and effort shown by every team across the group never goes unnoticed. Thank you for your continued hard work, commitment, and pride in what you do.

As we grow, we want to keep the values that got us here: never let a customer down, treat each other with respect, and always look for opportunities.

We're genuinely excited about what lies ahead. There will be highs and lows, but if we stay united as one team, we'll continue to achieve great things.

Thank you for being part of this journey with us.

Trevor, Martin & Nathan Heathcote Holdings



Our Bexley heroes: from left to right - Daniel, Darren and Tom

An act of Kindness

At Countrystyle, supporting our local community is at the heart of everything we do. Whether we're collaborating with schools, attending events to educate and inspire, or simply engaging with residents and customers day-to-day, we always strive to make a positive impact.

Recently, that commitment shone through in a truly remarkable way. While on their usual round in Bexley, waste operatives Tom, Darren, and Daniel came across 75-year-old Angela, who was semi-conscious outside her home. Without hesitation, they sprang into action - calling an ambulance, alerting a neighbour, and staying by Angela's side to ensure she was safe and conscious.

Angela's neighbour, Christine, shared her heartfelt thanks:

Daniel was brilliant. He told me what to do, made sure we didn't move her, and kept her conscious. Another team member called the ambulance and helped the paramedics with everything they needed. Angela lives alone and has rheumatoid arthritis, so I contacted her family. Without the team from Countrystyle, I couldn't have managed. They're all heroes in my book, and if I win the lottery, they're on my list!

To recognise their incredible kindness and quick thinking, all three team members received letters of commendation and

vouchers from the business, along with personal letters from Councillor Baroness O'Neil, Leader of the London Borough of Bexley, who said:

Their quick thinking and compassion embody the values we hold dear in Bexley. Keeping our borough safe remains a top priority.

Contract Manager Jason Jones added:

We're extremely proud of our employees who took time out of their day to care for Angela. We're so pleased she's now recovering at home; it could have been a very different story if they hadn't stopped. We're a family business, and this act of kindness is a great example of what we're about.

This moment is a powerful reminder of the difference we can make, just by caring. Well done, Tom, Darren, and Daniel!

GROWING THE GROUP

We're pleased to welcome two new companies to Heathcote Holdings: Direct Enviro Services and Compact & Bale.

We're excited to see what the future holds with both teams as part of the group—and look forward to growing together.

Direct Enviro joined the group in 2024, bringing specialist expertise in highways asset and green space management. Earlier this year, they expanded their offering with a new Traffic Management division providing both high and low-speed solutions to support smoother project delivery and greater value for customers. The addition of this service allows Direct Enviro to offer a more integrated approach across the highways sector.

Compact & Bale officially joined in 2025, after many years of working alongside the group. As a leading supplier of waste equipment, they help businesses strike the right balance between cost and sustainability. Their strong relationships with manufacturers mean customers benefit from tailored solutions and top-tier service, strengthening our ability to offer a complete end-to-end waste management package.

COMPACT & BALE
TOTAL WASTE & RECYCLING SOLUTIONS



**DIRECT ENVIRO
SERVICES**

BREWING INNOVATION



Innovation is at the heart of Envar's approach to sustainable waste solutions and their partnership with Green Olive is a perfect example.

Together, they've developed the Carbon Gro range: growing media enriched with recycled coffee grounds. Instead of sending used grounds to landfill, where they release harmful greenhouse gases, Envar and Green Olive are turning them into something far more useful:

- ✓ **Coffee Compost Soil Improver:** a high-quality, peat-free PAS100 compost.
- ✓ **Soil Boost Coffee Pellets:** a clever blend of eco-fuel and soil conditioner.

Working alongside Countrystyle Recycling, who collect coffee grounds from cafés, roasters, airports and shopping centres, Envar has already recycled over 8,000 tonnes of spent grounds.

This collaboration is a smart step towards circular economy thinking; giving everyday waste a second life and supporting greener choices for growers, gardeners and energy users alike.



HERE COMES THE SUN

Introducing a new solar energy service

We're excited to launch Heathcote Renewables, a new division of Heathcote Holdings supporting the UK's growing clean energy sector.

Built on the expertise of FGS Pilcher and backed by teams across the group, it brings together innovation, hands-on experience and a shared commitment to sustainability. To support this work, we've invested in semi-automated, GPS-guided screw piling machinery: a faster, low-carbon alternative to traditional methods, designed specifically for solar infrastructure. Supplied by Helicasol and installed by our teams, these foundations help projects stay on track and reduce

environmental impact. FGS Pilcher has already left its mark, supporting a nationally significant solar project on the North Kent Peninsula. Spanning over 800 acres, the team delivered with zero environmental non-conformances, protected biodiversity and kept critical timelines on schedule.

From enabling works and ecological protection to ground engineering and logistics, our teams are helping build the infrastructure that powers the UK's renewable future.

With Heathcote Renewables leading the way, we're ready to scale up and make an even bigger impact.



An aerial view of our biggest solar project to date, laying frames and module for the solar farm at Cleve Hill, Faversham

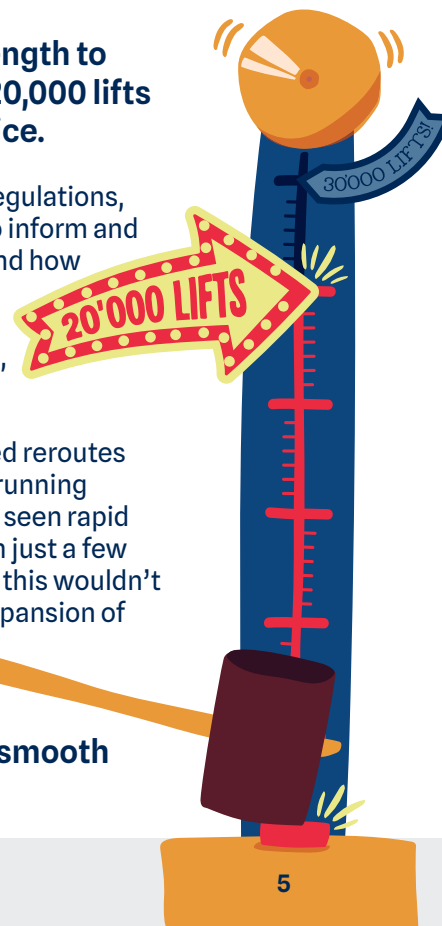
Trade Waste Hits New Heights

Countrystyle keeps going from strength to strength, achieving an impressive 20,000 lifts a week across its Trade Waste service.

Following the rollout of Simpler Recycling regulations, our trade and sales teams worked closely to inform and support customers, helping them understand how the changes would affect their businesses. Alongside, the marketing and sales teams increased visibility across our service areas, driving growth and expanding coverage.

To support the rise in demand, we introduced reroutes and an additional PM shift to keep the fleet running efficiently. Our Food Waste service has also seen rapid growth, expanding from one round to four in just a few months. With only two food waste vehicles, this wouldn't have been possible without the strategic expansion of our Trade Waste operation.

Thanks to the PM shift, we've been able to meet demand and maintain smooth service delivery.



Enhancing Events with Heathcote Holdings

This summer has been a vibrant season of collaboration and achievement across our group!

We've had the fantastic opportunity to support a range of exciting events including the Leeds Castle Concert, the Wine Garden of England Summer Celebration, and the International Scout Jamboree. Teams from Four Jays, FGS Industrial, FGS Plant, and Countrystyle Recycling came together to deliver seamless support from facilities and power to access, waste management, and labour.

Every element of our event support is designed to keep things running smoothly and ensure guests can simply enjoy their day.

Working together across the group is something we truly value. It not only strengthens our connections but also gives us the chance to showcase the full breadth of our capabilities. Here's to more successful collaborations and unforgettable events!



FGS Plant had a strong presence at this year's International Scout Jamboree at Detling Showground



FGS Plant and Countrystyle came together to guarantee smooth set up and running of events throughout the summer

Growing sustainably

The Group is set to expand its waste operations further into Kent in early 2026 with the opening of a brand new yard and transfer station in Otterpool.

This new site will help us streamline collections along the coast, allowing us to process waste closer to our coastal projects.

By reducing travel distances, we'll boost our fuel efficiency, cut emissions, and deliver an even more responsive service for our customers. It's another step forward in supporting sustainable growth and strengthening our presence across the region.

We're proud to announce that Countrystyle and FGS Organics have been awarded two parts of the Southern Water contract, a fantastic achievement for both companies and the wider Heathcote Group.

Southern Water Success

Countrystyle has been named as the Contracted Framework Provider for inter-site cake movement, while FGS Organics will take the lead on secondary reactive and planned tankering. It's a brilliant opportunity to showcase our capabilities on a larger scale and strengthen our presence in the water and waste sector. As part of the rollout, Countrystyle will also debut a **new processing**

and routing system. Designed to streamline end-to-end waste management, reporting and tracking, **PurGo** will support the contract and be rolled out across the entire Countrystyle & FGS fleets.

It's a step forward in efficiency, innovation, collaboration, and we're excited to see where it takes us.



Four Jays, FGS Plant, FGS Utilities and FGS Agri delivery at Joss Bay

Earlier this year, Heathcote Holdings took on a unique challenge that brought together expertise from across the group. The task: support the installation of a fibre optic cable at Joss Bay.

The project involved bringing a subsea cable from approximately 1.5 miles offshore into a confined 10ft by 10ft chamber on land, requiring precision, planning and close coordination.

FGS Plant, Industrial and Utilities led the operation, supported by Four Jays Group and Countrystyle Recycling.

Each team played a vital role in delivering a safe and efficient outcome.

FGS Plant provided excavators to anchor the pulley system and lighting towers to keep the site operational around the clock.

Four Jays Group ensured the workforce was well supported, delivering welfare facilities including canteens, offices, toilets and perimeter fencing.

FGS Industrial deployed a confined space team to manage the internal cable pull, working under strict safety protocols, while FGS Utilities installed H Mats to stabilise access for equipment and welfare units.

Countrystyle Recycling maintained responsive waste management throughout the site.

The project was completed smoothly, thanks to detailed planning, specialist skills and strong collaboration between teams.

The Joss Bay installation is a great example of Heathcote Holdings' multi-disciplinary approach — delivering complex projects with safety and environmental responsibility at the forefront.

inspiring

the next generation



Kids enjoying our treasure hunt at Kent Cricket Schools Day Out

Educating young minds and helping them understand the impact we can have on our planet is something we're truly passionate about. With deep roots in farming, our journey as a family business has always been grounded in sustainability and everything we do is driven by the goal of leaving a green legacy.

Across the group, we actively engage with our local community and beyond to promote agriculture and recycling, especially among schools and young people. By encouraging them to think about the land and what happens to waste once it leaves their hands, we're helping to shape attitudes, spark curiosity, and foster responsible habits. When recycling is made fun and its possibilities are brought to life, we not only discover new solutions for ourselves; we ignite a spark in the next generation. One of the ways we do this is through school events in Kent.



Recycling education made fun at Kent Cricket Schools Day Out

We're proud of our partnership with Kent Cricket, which allows us to host the annual **Countrystyle Schools Day Out at the Spitfire Ground in Canterbury**.

It's a brilliant opportunity to connect with students from primary and secondary schools across the county and get them thinking about recycling in a hands-on way.

This year's highlight was a Recycling-themed Scavenger Hunt, which took students on a green adventure around the cricket ground. As they uncovered clues to spell out "Green is Good", they learned about recycling practices and how small actions can make a big difference. Students also had the chance to make a green pledge and climb into the cab of one of our Countrystyle dustcarts to experience life in the driver's seat!



We also took part in **Living Land**, a favourite in the Heathcote Holdings events calendar.

Focused on food, farming and the countryside, it gives Year 3 and 4 pupils a chance to explore where their food comes from and discover rural traditions in Kent. This year, we organised a litter pick to help children separate waste into food, plastic, and paper/card, reinforcing the importance of recycling at home. A guessing game featuring quirky recycled items, like coffee cups made from chewing gum and sunglasses crafted from fishing nets, added a fun twist to the learning.



Learning the importance of litterpicking and recycling at Living Land



Supporting Young Farmers at the Kent County Show



The North School Young Farmers Club caring for their lambs

our **Green** legacy

The Weald of Kent Young Farmers Club, learning all about calving



At FGS Agri, we were delighted to welcome the **Weald of Kent Young Farmers Club** to Stamford Bridge Farm for an evening of education.

The group explored the farm and met the cattle, gaining insight into animal care and farming life. We also hosted agricultural and equine students from Winklhof Agricultural School in Salzburg, who toured the farm before heading to Envar's Blaise site to learn about composting. It was a pleasure to share our work and values with such enthusiastic visitors.

FGS Agri is also proud to sponsor both the **North School Young Farmers Club** and **Homewood Young Farmers Club**, who showcased their passion and talent at the **Kent County Show**. Their enthusiasm for agriculture and animal care is truly inspiring and we love seeing young people thrive in the industry.

Serving Up Summer

We were thrilled to welcome back the annual Heathcote Holdings Summer Barbecue this June—a firm favourite in the company calendar!

The event brought together staff from across the group, along with their families, for an afternoon of sunshine, laughter, and good food. But it wasn't just about burgers and bunting.

Each year, the barbecue also supports a cause close to our hearts: the Kent, Surrey and Sussex Air Ambulance. This year, staff generously donated on their way into the site, **raising an incredible £4,442**. Every penny goes towards life-saving missions and vital equipment, helping the air ambulance team continue their extraordinary work across the region.

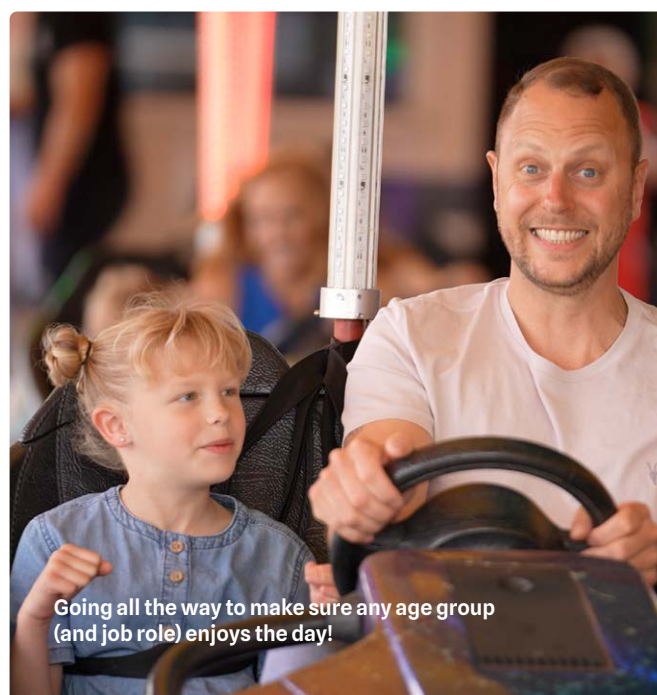
A huge thank you to everyone who contributed, your kindness makes a real difference.



Making all Heathcote Holdings employees feel at home at our annual Summer BBQ



The day focuses on celebrating the values of and the importance of spending time with family



Going all the way to make sure any age group (and job role) enjoys the day!



Jolene Simionato, our education specialist and Sophia, one of the winners from Swingate Primary.

Kent's Young Recyclers

Earlier this year, Countrystyle invited primary school pupils across Kent to get creative and share what recycling means to them. The challenge? Design a piece of artwork that highlights the importance of recycling in their local area.

The winning entries were transformed into something truly eye-catching—a mobile art gallery. One of Countrystyle's vehicles was wrapped in the children's designs, turning everyday transport into a moving message about sustainability.

To celebrate, the vehicle visited each of the winning schools, giving pupils the chance to see their artwork on display. Countrystyle's Education Specialist, Jolene Simionato, joined the visits to talk to students about recycling and the impact of their designs.

The vehicle will remain wrapped for a year, sparking conversations and showcasing the creativity of Kent's young recyclers wherever it goes. Winning entries came from pupils at Boughton Under Blean and Dunkirk School (near Canterbury), East Farleigh Primary (near Maidstone), Seabrook CoE Primary (in Hythe), and Swingate Primary (in Chatham).



The children from Seabrook CoE Primary celebrating the arrival of the Countrystyle vehicle outside their school.

Recreational Ground Revival

We're proud to share the fantastic work recently completed at Pluckley Recreation Ground, where much-needed renovations have created new circular pathways and upgraded play equipment, making the space more accessible and enjoyable for everyone.

The project was made possible thanks to long-standing support and fundraising from FGS Agri, with events like quiz nights and Calving Day helping raise funds. Teams from FGS Pilcher and FGS Agri also provided the labour, machinery and materials to bring the plans to life alongside incredible efforts from the local community and other supporters.

Projects like this show how collaboration and community spirit can make a lasting difference and we're proud to be part of it.



TRUCKFEST ROLLS IN

Truckfest returned to the Southeast this August, bringing a vibrant mix of trucks to the sunny South of England Showground in Ardingly.

From polished paintwork to powerful engines, the event was a celebration of all things on wheels and Countrystyle was right in the thick of it. We showcased eight vehicles from our fleet, including

artics, RoRos, dustcarts, skips, and one of our Workshop Support vans. It was a brilliant opportunity to connect with the community, share what we do, and introduce the people behind the services we're proud to deliver every day.

With plenty of interest from visitors and a great atmosphere all round, it was a day that reminded us how much people enjoy seeing the work we do up close—and how proud we are to show it off.



Helping gardens

with



demelza

GROW

Our partnership with Demelza House continues to blossom, with support from across Heathcote Holdings helping to make a meaningful difference.

The charity provides vital care and emotional support to children with serious or life-limiting conditions, and we're proud to play a small part in supporting their incredible work.

This year, EnVar donated a generous supply of compost to Demelza's Sittingbourne site, delivered by Four Jays on a flatbed truck. The compost is now being put to good use in the charity's gardens, enriching raised beds and vegetable plots where children and families can spend time together outdoors.



It's a simple gesture, but one that brings lasting value—helping to create green spaces that offer comfort, connection, and a little bit of joy.

All images showing the curated gardens at Demelza's Sittingbourne hospice site.



Pluckley_{TO} PARIS

CYCLING FOR BRIGHT FUTURES

Last November, the **Countrystyle team set the wheels in motion for an epic charity challenge inviting staff, business partners, and friends to take on a 260-mile bike ride from Pluckley to Paris in support of our close partner, The Young Lives Foundation (YLF).**

Through mentorship, advocacy, youth groups, and befriending services, The Young Lives Foundation empower young people to feel valued, heard, and inspired to build brighter futures.

On 9th May 2025, 19 determined cyclists from Countrystyle, FGS Agri, Four Jays, and other Kent-based businesses hit the road at 4:30am from Stamford Bridge Farm, fuelled by purpose and the rising sun. Their journey was nothing short of extraordinary.

Day 1: A race against time to reach Dover, followed by the longest leg from Calais to Abbeville; sore legs and strong spirits!

Day 2: Glorious sunshine and countryside views led the way to Chantilly, with châteaux lunch breaks and a celebratory dinner.

Day 3: The final push to Paris, where the peloton reformed and rode triumphantly to the Eiffel Tower, hitting their £50,000 fundraising target on arrival!

Countrystyle CEO Martin Heathcote shared:

It was a journey full of ups and downs, but we made memories to last a lifetime. Smashing our target was overwhelming, and the impact this will have on young lives is truly life-changing. Arriving at the Eiffel Tower together as one team made me extremely proud.

This challenge now stands as the largest fundraiser in YLF's history, and its impact is nothing short of phenomenal:

- ✓ £30,000 will fund six months of weekly mentorship for 32 young people.
- ✓ It also enables 106 hours of youth group support per person for a full year.

A heartfelt thank you goes out to the cyclists from Countrystyle, FGS Agri, Four Jays, AT Bone, Chartway Group, WB Chambers, Hazport, SharpSmart, National Grid, Pumpkin Moon, RM Cycles, and Soil Link—your dedication made this challenge unforgettable.

Here's to teamwork, tenacity, and transforming lives—one mile at a time.



[Watch the video](#)





Making a Difference with The Young Lives Foundation

We're proud to support the Young Lives Foundation (YLF), a Kent-based children's charity that's been changing lives for over 18 years.

YLF works directly with vulnerable and disadvantaged young people, offering vital services like mentoring, advocacy, befriending, and youth programmes. Their mission is to help young people feel valued, heard, and empowered to build brighter futures.

Whether it's through fundraising events like our Pluckley to Paris cycle challenge, volunteering time, or simply raising awareness, there are many ways we can all support YLF.

Every donation, every hour volunteered, and every conversation helps YLF continue their incredible work, making sure no young person in Kent is left behind.

ROOOOAR

S U C C E S S S

Our partnership with The Big Cat Sanctuary is one we're incredibly proud of. Their vital conservation work inspires us, and we're always honoured to lend our support. So, when they asked for help developing new enclosures for five lions rescued from conflict in Ukraine, we didn't hesitate to get involved.

The team at FGS Pilcher stepped up brilliantly, landscaping the new habitats, installing enrichment areas, and ensuring the enclosures were secure and safe for both the lions and visitors. They also carried out improvements around the site, helping create a beautiful new home for these majestic animals who've endured the unimaginable.

Now settled in their new surroundings, Amani, Lira, Vanda, Yuna, and Rori are thriving in comfort and safety. The enclosures were unveiled back in April at a special event that to welcome the lions and hear their stories. The public then had a chance to meet the new arrivals and celebrate their journey at the annual open days that took place over two weeks in July.

The open days were a spectacular affair: live performances, food and

drink vendors, meet-and-greets with the stars of One Zoo Three, and of course, the main event: the incredible big cats themselves.

Over eight summer days, Countrystyle and Four Jays were thrilled to provide event support services, helping everything run smoothly. Countrystyle also had a front-row seat to the action with a stall right by the Lion Rescue Centre. It was a fantastic opportunity to engage with attendees through recycling-themed games and discussions about closed-loop recycling, all while enjoying big cat talks and the occasional ice cream break.

It was an absolute pleasure to be part of such a meaningful event and to support The Big Cat Sanctuary in their conservation efforts. Here's to many more impactful collaborations!



Countrystyle mixing knowledge and fun at their stall during the 8 days long event

ING

 Watch the video

Supporting The Big Cat Sanctuary's Lion Rescue Mission



A very well
disguised
Four Jays
single toilet

Four Jays supplies the entire site with
well set temporary toilets like this one,
outside the new Lion Rescue Centre



Queen of
the jungle

We just had to celebrate the gorgeous Yuna,
one of the recently rescued lionesses.



Countrystyle supplies bins for the entire site,
even the new Bobcat Blob has his own personal one



Growing with Forestry England

FGS Agri's Fendt tractor cutting between the newly planted trees to ensure healthy tree growth

Habitat Regeneration and FGS Agri have been working alongside Forestry England to support the transformation of Pleasant Farm in Kent. This 127-hectare flagship site is being developed into a new multipurpose woodland that will deliver carbon sequestration, increase native broadleaf cover, enhance habitats for wildlife, and provide a valuable green space for public access.

Our teams have been involved in preparing arable land and grass leys for tree planting, marking out planting strips, and carrying out weed suppression to give saplings the best possible start. We've also

supported biodiversity by installing rabbit fencing, fitting badger gates, caging trees, applying mulch sourced from Envar, and watering during dry spells to help young trees thrive.

It's a project we're proud to be part of—one that delivers climate benefits, creates vital habitats, and provides a space for people to enjoy for generations to come. Building on this success, we've also been awarded a contract for a new woodland creation scheme in Smarden, close to our Pluckley office, and we're looking forward to continuing our work in sustainable land management.

Countrystyle goes solar

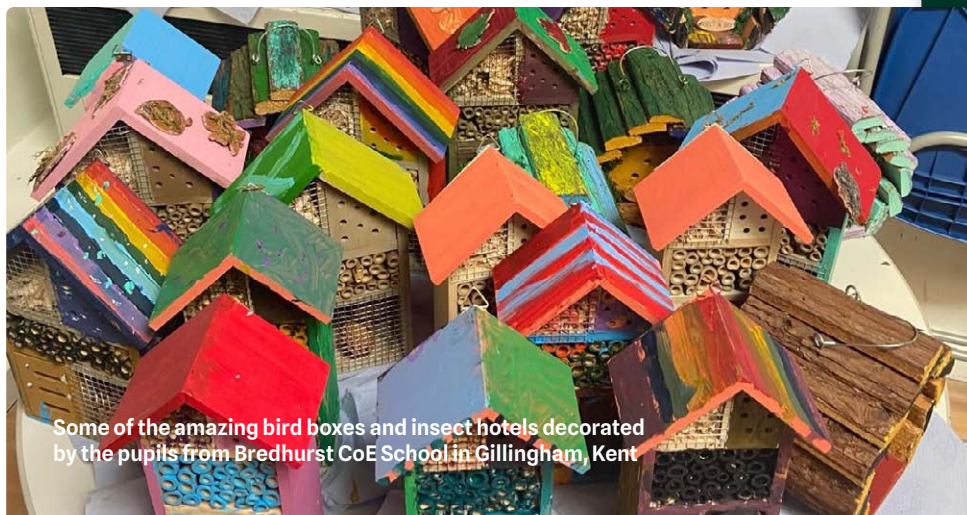
Earlier this year, 1500 solar panels were installed on the roof of the Plasterboard shed at Countrystyle's Ridham site.

A breath of fresh air

Just beyond the bustle of Countrystyle's Ridham Dock site, staff can now enjoy a peaceful escape with views across Elmley Nature Reserve.

Earlier this year, a secure gate and safe pathway were installed to create direct access from the car park to a scenic walking route overlooking the reserve. The 30-minute walk offers a chance to step away from the yard, take a breather, and reconnect with nature, right on the doorstep. It's part of Countrystyle's ongoing commitment to biodiversity and staff wellbeing.

To add a splash of creativity along the route, Countrystyle teamed up with a local Kent school to decorate bird boxes and insect hotels, which will soon be installed to encourage wildlife and brighten the walk for everyone.



Some of the amazing bird boxes and insect hotels decorated by the pupils from Bredhurst CoE School in Gillingham, Kent

You could see this guy (Lapwing)



Wetland in action

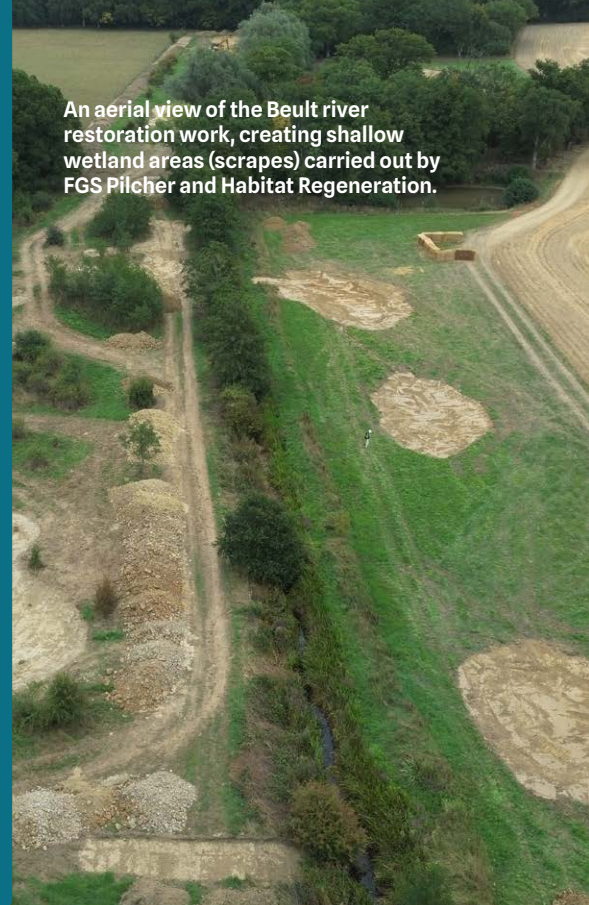
FGS Pilcher and Habitat Regeneration have been working alongside the South East Rivers Trust (SERT) and Southern Water Services to improve the health and resilience of the River Beult in Ashford. Once a thriving waterway, the river has faced challenges in recent years, including erosion, habitat loss and a decline in biodiversity. In response, SERT developed a programme of interventions aimed at restoring the river's natural balance, and our teams were proud to help bring those plans to life.

The work involved creating shallow wetland areas, known as scrapes, to attract wildlife and support biodiversity. Riprap rocks

were installed along the banks to stabilise the river and prevent further erosion. Throughout the project, FGS Pilcher and Habitat Regeneration worked closely with SERT to ensure every step aligned with ecological objectives and met strict environmental standards.

This collaboration has delivered meaningful improvements to the local ecosystem, and it's been a pleasure to demonstrate the group's capabilities on a project that will make a lasting and positive impact. With nature at the heart of the work, the River Beult restoration is a great example of how teamwork and expertise can help protect and enhance our environment for the future.

An aerial view of the Beult river restoration work, creating shallow wetland areas (scrapes) carried out by FGS Pilcher and Habitat Regeneration.



SMARTER DIARIES GREEN SPACE MANAGEMENT

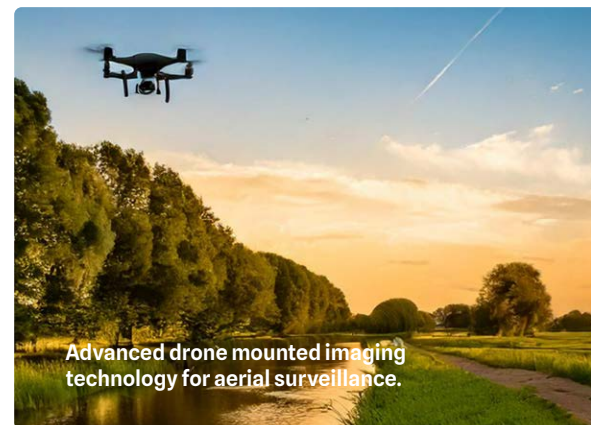
This summer, **Direct Enviro Services and Habitat Regeneration** hosted the **AI Innovation Demo Day at Little Oak Farm in Kent**. The event brought together a group of guests to explore how artificial intelligence is already changing the way we manage green spaces and highways assets.

Live demonstrations of AI-powered cameras, mowers and drones showed how technology is being used to detect invasive species,

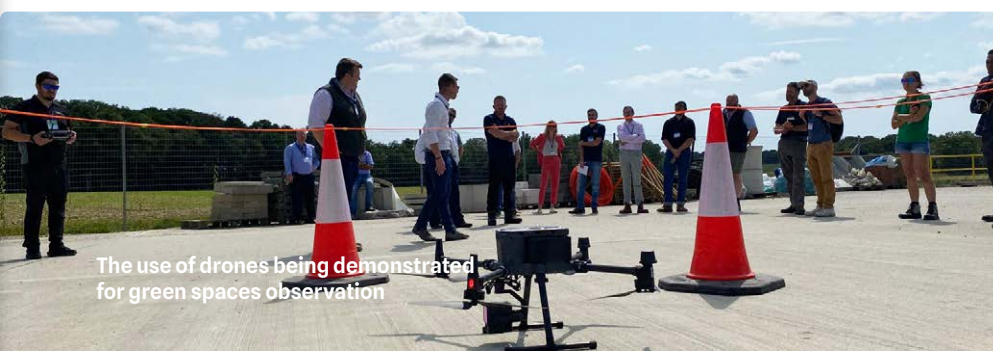
identify litter hotspots and monitor biodiversity. It was a chance to see how data and automation are helping teams work more efficiently while supporting long-term environmental goals.

The day highlighted how combining specialist equipment with AI-driven insights can deliver smarter, safer and more sustainable outcomes. From plant detection and tree inventories to verge management and habitat protection, the technology is helping to shape a more resilient approach to land management. Direct Enviro Services and Habitat Regeneration are committed to finding practical solutions that support both operational delivery and environmental stewardship. Events like this show how innovation and sustainability can go hand in hand.

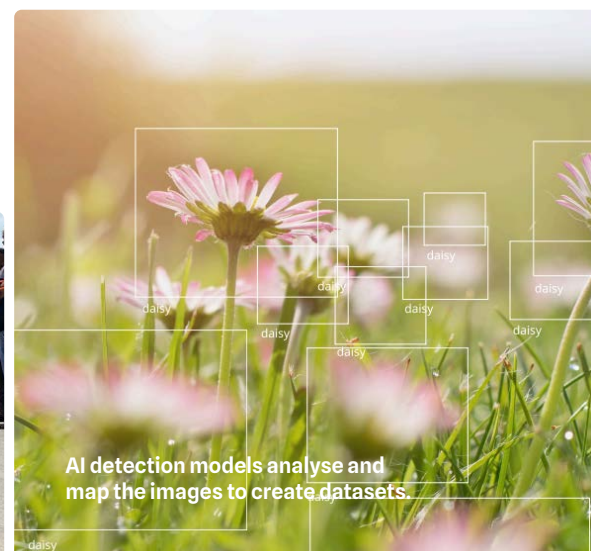
Across Heathcote Holdings, we continue to invest in forward-thinking approaches that keep us at the forefront of sustainable solutions.



Advanced drone mounted imaging technology for aerial surveillance.



The use of drones being demonstrated for green spaces observation



AI detection models analyse and map the images to create datasets.

Benefits for all employees

As part of Heathcote Holdings, employees have access to a range of support and lifestyle benefits through the Employee Assistance Programme (EAP).

MetLife & GP24

Provides 4x your annual salary to your chosen beneficiary(ies) in case of death in service before state retirement age. It also includes free access to Met Life's GP24 for online GP appointments and more.



Log in here
for GP24

octopus
electric vehicles



A car salary sacrifice scheme, to save up to 40% on a brand new car and the full EV package, including installation of a home charger if you have off street parking at home. And the first 4000 miles are free!

GYMFLEX
HEALTH CLUB MEMBERSHIP

Enables you to buy a gym membership at a discounted rate, through salary sacrifice which means a reduced tax and NI charge per month. Provides some health services.



cycle²work

Allows you to purchase a bike through our salary sacrifice scheme. Choose from a wide range either in person or online. You can save up to 47% in tax and national insurance on a bike purchase (depending on your tax bracket).



EAP (Employee Assistance Programme), supporting financial, mental and physical wellbeing. Accessed via the Wisdom app, web platform or by phone, you are able to discuss your concerns with one of their support staff.



Access here
using code:
HA121555

CHARTWAY
BUILDING SUPPLIES

**Employee
discount**

Heathcote Holdings has partnered with Chartway Building Supplies to offer exclusive trade pricing to all employees.

To place an order and use the discount, simply call the Chartway depot on **01795 668766** and quote the code:

HEATHCOTE20

Please note: the discount can only be applied on orders placed by phone or in-store, not online.

Chartway's local store is located at:
Abbey Works, Whiteway Road,
Queenborough, ME11 5PP



Checking in



Mental health is just as important as physical health; and it looks different for everyone.

Whether you're navigating something yourself or supporting someone else, the most important thing to remember is you're not alone. Across the group, we're committed to making support accessible. Mental Health First Aiders are now in place, and awareness training is helping us reach more people across the group.

Discover Grow Walkies

Grow Walkies Headcorn offers a private, fully fenced 2.5-acre field where dogs can run, play, and explore in total safety. Whether for energetic zoomies, focused training, or a peaceful stroll, it's the perfect space for dogs and their humans to enjoy quality time together.



Book your
adventure!

What makes it special:

- 🐾 6ft-high digger-dog-proof fencing for peace of mind
- 🐾 Smart gate access via your phone
- 🐾 Climbing frame and fun play equipment
- 🐾 Gated, hard-surface parking for up to six vehicles

To celebrate your first visit, enjoy 25% off with the code:

WALKIES25

(valid until 14th December 2025,
one-time use per person)



Happy Birthday,

CLEMENTS
PLANT & ACCESS HIRE

This year, Clements Plant Hire celebrated an incredible milestone—**60 years in business!** From its founding in 1965 to joining the Heathcote Holdings family in 2023, the journey has been one of steady growth, strong relationships, and solid foundations.

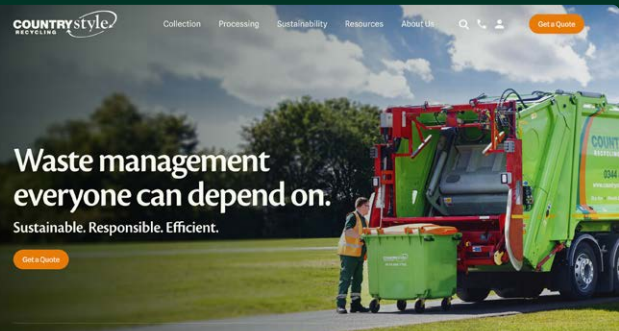
To mark the occasion, the team hosted a week-long celebration from the 6th to the 9th of May, alongside exclusive competitions and promotional offers on equipment hire, training, and shop stock.

Visitors received limited-edition giveaway gifts featuring the 60th anniversary logo, and the Clements team rounded off the celebrations with a well-earned meal and drinks together. **We're proud to be part of their next chapter and excited to see what the future holds!**

New look for Countrystyle

Countrystyle Recycling is preparing to launch a brand-new website in 2026. Designed with users in mind, the updated site will offer clear navigation, improved service information, and a fresh look that reflects the company's commitment to sustainability and innovation.

The new platform will also introduce enhanced digital tools to support waste management and reporting, making it easier for customers and teams to stay connected. **Watch this space for the official launch!**



Lights, Camera, Countrystyle!

Countrystyle has been working with a video team to capture life behind the scenes, from how we use HVO in our fleet, to setting up events and supporting brilliant causes like The Big Cat Sanctuary. **The aim?** To share what we do in a way that's fun, informative, and gives people a real feel for the team behind the service.

Scan the code to watch the latest video and keep an eye out, there's more to come.



Watch the Countrystyle x
Big Cat Sanctuary video

CYBER SAFETY TIPS

We all know how important it is to stay safe on site.



Wearing the right PPE, waiting for a banksman, securing loads, and doing daily checks. These habits have helped us cut accidents, but being safe online is just as important. Phishing emails are a common threat, both at work and at home. They often contain harmful links or attachments. Here's how to spot them:



CHECK THE SENDER

Look for odd email addresses or small changes in spelling.



WATCH FOR SCARE TACTICS

Messages like "Your account will be locked" are designed to panic you.



DON'T CLICK IF UNSURE

Hover over links to see where they really go.



BEWARE LAZY COPYWRITING

"Dear Customer" is usually a giveaway.

Countrystyle has been awarded the Cyber Essentials Certificate

CYBER ESSENTIALS



CERTIFIED

HEALTH & SAFETY TIPS FOR WINTER

We're delighted to see a massive reduction in incidents across the group. Countrystyle have seen a decrease of 205 near-miss incidents at Ridham so far this year. Now with winter around the corner, it's important to stay safe and prepared—whether you're heading to work, out on site, or simply commuting.



PLAN AHEAD

Check the weather forecast before leaving home or starting work. Knowing what to expect helps you prepare properly and avoid unnecessary risks.



DRESS FOR THE CONDITIONS

Layer up and wear weather-appropriate clothing to stay warm and dry. Don't forget high-visibility gear and waterproofs when needed.



DRIVE WITH CARE

Adverse weather means slower speeds and longer stopping distances. Take your time, stay alert, and keep your vehicle winter-ready.



WORK SMART

If conditions are challenging, stop and assess. Make sure it's safe to continue and speak up if you need support or adjustments.



WHAT'S IN OUR SPOTLIGHT THIS SEASON

Want to
know more?



From Grounds to (Coffee) Cup

In the world of waste and recycling, progress isn't always about the biggest or most high-tech solution. Sometimes, it's about reimagining the ordinary. Looking again at what we see every day and asking: Could this be something more?

Across our group of companies, we're constantly exploring how to improve the services and products we offer. And, often, that journey begins with a simple question. What else can we do, what else can be done different to make a

with  Kaffeeform

positive impact and leave things better than we find them? These questions can sometimes lead to very interesting answers.

And it isn't just the waste sector that asks themselves these questions. We live in a time where waste isn't just waste, it's an opportunity to do something that's not only different but good.

Kaffeeform are just one example of a company seeing things differently and asking questions. Kaffeeform's founder asked this question "**What happens to all the spent coffee grounds?**" and it was this moment of curiosity, this moment of what else, borne



from his day-to-day life, that laid the foundation for a sustainable product that truly has positive impact.

Kaffeeform has developed a line of reusable coffee cups (and very fashionable, one off, watches) created from spent coffee grounds. They have been able to create these cups with a bio-polymer that utilises the waste from coffee ground and removes the need for traditional petroleum-based bonding, making a durable, stylish, sustainable product all recovered and made within Germany, truly closing the loop on coffee waste.

