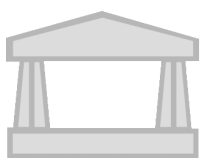




YOUR FEDERATION, WORKING FOR YOU

ANNUAL REPORT

2013-2014



Federation
Stone
Great Britain



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INTRODUCTION

Graeme Hadden
Stone Federation
President
2014 - 2016



Iain Kennedy
Stone Federation
President
2012 - 2014



Graeme has over 30 years' experience in the construction industry, initially in general contracting then specialising in the natural Stone Industry for the last 20 years.

Initially trained and mentored by Alex Stark, Graeme successfully ran Watson Stonecraft for 10 years before moving to Land Engineering (Scotland) Ltd to establish their masonry division and has now established Land Engineering as one of Scotland's strongest masonry businesses. Leading an in house team of Architects, Engineers and Draftsmen, Graeme is at the forefront of the business.

Over the last year Graeme has broadened his role within Land Engineering, taking on responsibility for technical services over the full spectrum of its projects business with a combined turnover in excess of £20 Million per annum.

Dear Members

I cannot believe that my two year presidency is at an end. Where has the time gone? There have been so many changes and developments both in the industry and the Federation during this time. The two topics that I would like to mention, that stand out for me, are the CE Marking British stone promotion, which has gone from strength to strength thanks to the efforts of the new Quarry Forum Chairman, Marcus Paine and his Deputy, Michael Poultney. With the use of social media and appearances at exhibitions, the British stone brand is now well known.

I am also pleased to have been able to add my support to the CE Marking Awareness Campaign. My company has invested heavily in not only testing for CE Marking, but also heading towards BS EN 6001 and 9001 and it is frustrating to see companies, who are flouting this mandatory requirement, still competing in our industry. I am pleased to be part of the Federation's campaign to correct this injustice and create a level playing field.

Thanks to all of you who have supported me during my two year term and I would encourage you to continue to support your Federation over the coming year by making your comments known and attending seminars and events when you can. I know from personal experience that this makes a difference and strengthens the Federation enormously.

Iain Kennedy

A handwritten signature in black ink that reads 'Iain Kennedy'. The signature is written in a cursive style and is positioned below the printed name.



JANE BUXEY
Stone Federation
Chief Executive

This last year has flown by and once again, it has been a privilege to be part of this great organisation. I have championed the natural stone industry cause in many places from the HSE to the DCLG, from the NHTG to RIBA and from the UKTI to the UK Contractors Group. The Federation profile has never been higher, but we can still do more, and that is most definitely the intention of the incoming president, Graeme Hadden, and I'm looking forward to working with him to achieve this.

A real coup occurred this year when the UKCG, which represents over 30 members with a turnover in excess of £30bn, produced a natural dimensional stone procurement policy which gives preference to Stone Federation Members. One of the key influencing factors in this decision has been the UKCG's support for the ethical procurement of dimensional stone and the Federation has assisted them with their research.

I have been at several events recently where the input of your Federation has been valued and listened to. Never underestimate the power of the Federation's combined voice.

And once again, I would like to thank all the members who have given up their valuable time to participate in meetings or to give CPDs or to email me with their comments and opinions. I can never tell you how much your contribution is valued.

The British Stones promotion certainly seems to be paying dividends with increased traffic to the site and 90% of the winning entries at this year's Natural Stone Awards using British stone.

There is also a steady increase in member numbers, which bucks the trend of many other Federations and is due, in part, to the ever increasing profile and regard in which the Federation is held by the client bodies and we will continue to build on this over the coming year. The introduction of the new groups within

the Federation, such as the Quarry Forum and Stone Heritage, aims to increase member numbers further by focussing on specialisms which are of greater interest to industry firms.

It is all about adding value this year. We have strengthened the offers available to you with partnership deals with suppliers offering websites, branded clothing and insurance as well as utilities and put in a robust submission to the EU on the Geographical Indicators green paper which, when adopted, will give our industry some of the real protection it deserves and will help to level the playing field.

Remember, the weekly email is our information hub, so please refer to it for all of our most important information. If you would like us to email a number of individuals within your company, please let us know.

I am looking forward to 2015 and am delighted to report that the exhibition space for the Stone Federation Village at the Natural Stone Show has already sold out and I hope that this is a portent of things to come.

We cannot do any of this, or achieve half the things we do, without contribution from members. We really value your input, however small. Please pick up the phone or send us an email if you have any suggestions or advice. All your views are listened to and valued and contribute to making the Federation what it is today.

A handwritten signature in black ink that reads "Jane Buxey". The signature is written in a cursive, flowing style.

Jane Buxey
Chief Executive

ECOBUILD



Ecobuild has now become a key date in the Federation's trade show calendar and this year was perhaps the most successful one yet.

We are always looking for opportunities to promote the use of natural stone and our members within a wider industry context and EcoBuild provides just that.

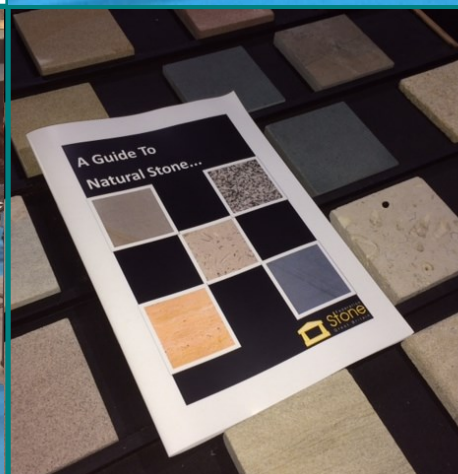
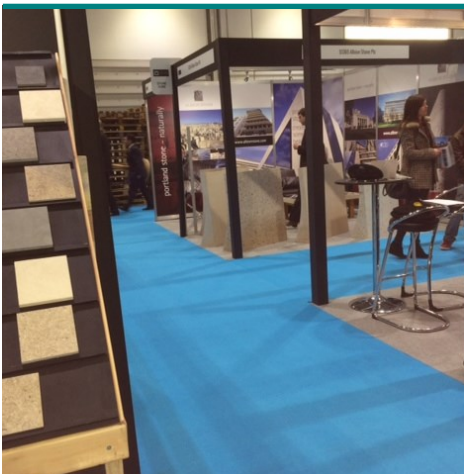
The 2014 show saw over 45,000 visitors come to London's ExCel, made up primarily of architects, designers and specifiers.

The Federation were joined by a number of members to make up the 'Stone Zone', which was found right at the heart of the 'Design & Build' section of the show. This created community

feel and many visitors went from one member stand to another, using the Stone Zone as their 'source point' for all their natural stone queries.

“EcoBuild provides us with the opportunity to showcase natural stone as the sustainable building material of choice to thousands of architectural and design professionals.”

Jane Buxey
Chief Executive



COMPANIES WHO PARTICIPATED

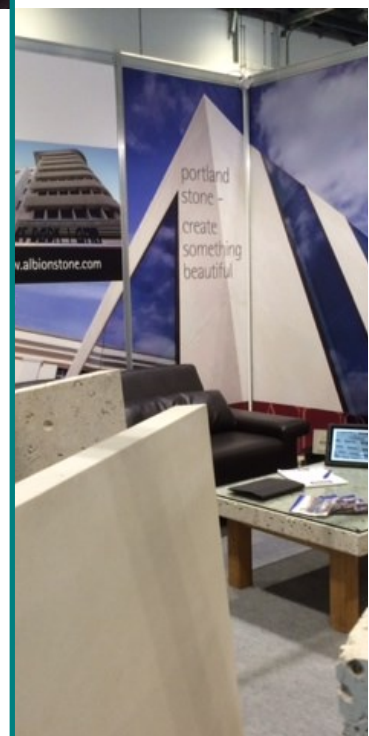
- Albion Stone Plc
- Amarestone
- Ardex
- Lithofin
- The Marble & Granite Centre

The focal point of the stand was the British Stones Samples Board that attracted a huge amount of attention from architects and designers, all of whom were impressed with the wide variety of British stones available.

The sample board's accompanying British Stones guidebook was taken by hundreds of show visitors, along with the Natural Stone Source Book, Natural Stone Awards Brochure and sustainability publications.

Following on from the success we enjoyed at the 2014 event, the EcoBuild organisers have decided to make the Stone Zone one of the show's featured pavilions.

This will provide even greater exposure and marketing opportunities for members attending. We look forward to, once again, showcasing natural stone within this wider industry arena, as well as promoting the activity of the Federation and the work of our members.



NATURAL STONE AWARDS



We are less than 24 hours away from announcing the winners of the Natural Stone Awards 2014 and welcoming hundreds of professionals from across the architectural and construction industries to the glittering highlight of the natural stone calendar.

The Awards ceremony moves to its new venue at the Hotel Russell, a building steeped in history and an ideal location for such a prestigious event.

The presentation will feature the usual team of sports presenter, Jim Rosenthal, and voice of The

National Lottery and Strictly Come Dancing, Alan Dedicoat.

We are also delighted to be welcoming for the first time business guru, Lord Digby Jones, for what promises to be the highlight of the Federation's calendar.



The Judges



John Burton



Paul Gibson



Ingval Maxwell



Graham Lee



Ulrike Knox



Helen Weatherall



**Technical Advisor:
Sean Collins**

A Letter From the Natural Stone Awards Judges...

On behalf of Stone Federation, the judges would like to thank all those who entered the Awards. Bearing in mind that many of the projects were completed during the recession, they were pleased to note that a high number of entries were still received. This is encouraging as it shows that clients are continuing to invest wisely by specifying natural stone for use in their projects. The judges were pleased, however, that the recession seems now to be over, and this is reflected in the large number of new projects in natural stone which are currently underway.

Natural stone projects of all types and sizes from across the UK were entered in this extremely prestigious competition. The judges who travelled to visit these projects were pleased to observe that stone was being used in such a wide variety of ways, demonstrating the material's versatility, durability, timeless beauty as well as its green credentials.

The judges were delighted to see that the craft of stone masonry is still alive and well as ably demonstrated in many of the successful projects. The inspired and careful selection of stone in many projects was also remarked upon, as was the ingenuity of the work from original structures to rebuilding façades.

All in all this has been a pleasing sweep of entries, displaying once again that natural stone is a material that affords a range of applications, from the minimal to the ornate, from external to internal and from large scale projects to smaller jobs.

The Hotel Russell - The Natural Stone Awards 2014 Presentation Venue



ANNUAL CONFERENCE AND AGM 2013



Iain Kennedy
Stone Federation President
2012-2014

The 2013 AGM was a great success and saw the introduction of the new Members Day format, which received fantastic feedback from delegates.

The change came as a result of the Federation looking at the best ways to ensure that members take the most away from the day, to make sure that it is a worthwhile investment of their valuable time.



It was also a pleasure to welcome Skanska's Nick Baker, who was there in his capacity as a UK Contractor's Group representative. Nick's talk looked at the importance main contractors place on the sustainability and

The half day event was mainly dedicated to workshop sessions, allowing members to speak to experts at the cutting edge of their sectors of the industry. The seminar session covered a range of topics including:

- Technical
- CE Marking
- Digital Marketing & Social Media
- Training
- Quarry Forum
- Stone Heritage
- Part L
- Insurance

After the AGM and Member's Day, delegates enjoyed a fantastic dinner followed by the now infamous 'A Question of Stone Quiz'. The quiz had a James Bond theme and provided members with the chance to network in a relaxed, enjoyable environment.



ANNUAL CONFERENCE AND AGM 2014



Graeme Hadden
Stone Federation President
2014 - 2016



This year's Members' Day and AGM is back for a second time, at the Danubius Hotel, Regent's Park.

We are continuing on from the success of last year with our Members' Day taking centre stage. The day will also see the addition of 'elevator pitch' style presentations from a number of our workshop presenters.

The workshop sessions will cover a range of subjects that touch on a number of 'hot topics' from the past twelve months in the industry. This will provide you with the chance to have your specific queries answered.

These include:

- CE Marking
- Standards and Codes
- Digital Marketing & Social Media
- Sustainability and Ethical Sourcing
- UK & Europe Representation
- Training
- Health & Safety
- Manufacturers Products

Members will be pleased to learn that the 'A Question of Stone' quiz will once again feature at our gala dinner following the day. We look forward to what promises to be another successful Stone Federation Member's Day





We continue to position ourselves as a key online resource for both our members and the wider industry through our website and social media channels.

This year saw over 75,000 visits to the website with well in excess of 310,000 pages viewed, which is a 20% increase on last year's figure. This is fantastic news for both the Federation and members as this will, in turn provide even greater exposure for your company profiles on the website.



The website continues to be an integral part of the Federation's activity as the source point for all things stone. The 'Welcome to British Stones' and 'Search for a member' tools have seen heavy usage, while our online order forms for

the Natural Stone Source Book and other publications continue to be highly successful.

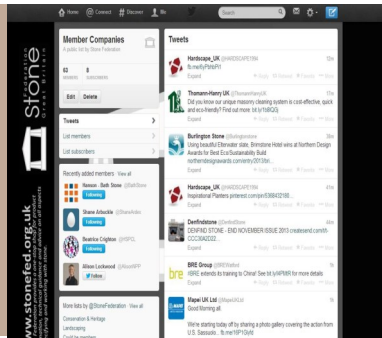
2014 has seen the addition of a Natural Stone Awards 'mini-site' within the existing Federation website. This allows us to showcase the winning and commended projects from previous Awards as well as to make both project entry and booking for the ceremony even easier.

We are continuing to assess and improve the Federation's site to ensure that it is as efficient as it can be. As part of this we will be re-looking at the site's navigation paths with the aim of making it as easy as possible for users to find what they are looking for.

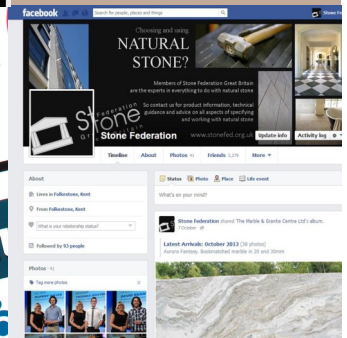
The Federation would encourage all members to ensure that their company profiles within the site are up to date and that you take advantage of the opportunity to update your latest case studies and project images.

Your profile within the website provides you with the opportunity to gain even greater exposure as many architects, designers and clients come to the site as their source point for finding a stone professional.

SOCIAL MEDIA



“SOCIAL MEDIA IS NOW LESS OF A LUXURY AND MUCH MORE OF A NECESSITY”



Social media continues to prove itself as a vital tool in bringing widespread exposure to the Federation and our members. We have a strong presence across the social channels with over 2,700 Twitter followers, 4,100 Facebook likes, and over 600 in the Federation's LinkedIn group which, overall, is a 13% increase on last year's figures.

2014 has also seen the Federation join Houzz, a new domestic interiors focussed social platform.

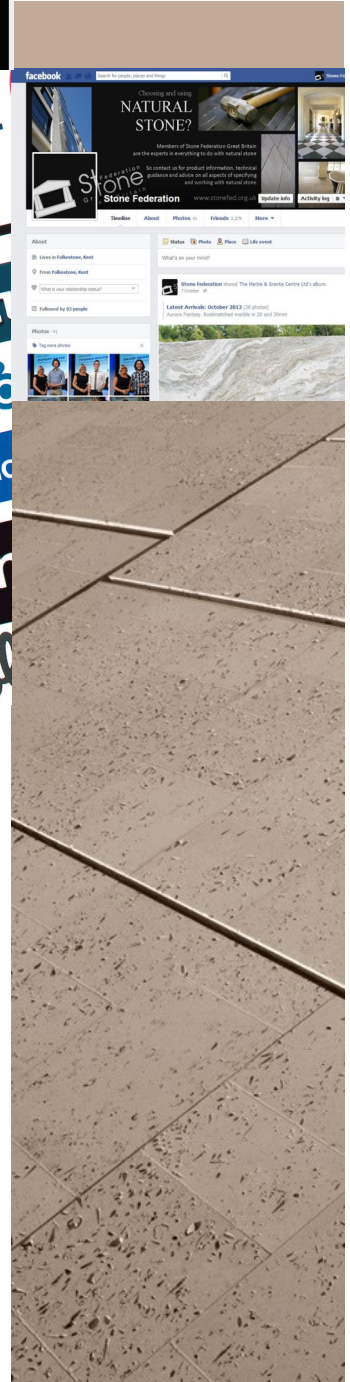
We have already seen an impressive response with over 3,400 users putting the stone projects featured on our page in their ideas books. We are also listed as one of the site's experts, which allows us to post content and answer client questions.

Tools such as Houzz will prove themselves especially useful when

the Federation launches its glossy, 'Stone in Your Home' publication next year, directed at the domestic market.



Social media is now less of a luxury and much more a necessity for any firm looking to be an industry leader within their sector. The Federation are aware that for some companies this is uncharted territory, which is why we have provided the Digital Marketing and Social Media workshop this year.



EVENTS, COURSES AND SEMINARS



Design & Installation of Natural Stone Flooring

The Flooring Course was a member-only exclusive course and provided delegates with the opportunity to hear from the experts at first-hand how to design and install natural stone floors.

The seminar was chaired by David Richardson, Director, Sustainable Products at BRE and Chairman of the Federation's Technical Committee, who also spoke on slip resistance, testing, assessment and guidance .

Alex Stables gave a presentation on the contractor's experience of laying stone, while Peter Harrison talked about BS EN Harmonised Product Standards as well as mentioning that there was a need for new people to join the Federation's committees, to give a fresh outlook and input and to help write British Standards in future.

Jane Buxey, the Federation's Chief Executive, informed delegates that we would be launching a CE Marking Awareness Campaign on 1 July, later that year.

From the manufacturing side, Cyril Potter, Chief Chemist of Ardex UK Ltd, Ian Knifton, Technical Manager of Schlüter-Systems Ltd and Bob Sewell, Technical Manager at Lithofin, all gave interesting talks from their industry perspective.

At the end of the day, the technical experts held a Q&A session which led to a lively and interesting discussion around the day's topics.

Feed back from the delegates was very encouraging:

"Well structured and informative."

"Very useful day."

"Excellent documentation and material to refer to in the future."

“Extremely worthwhile course”



Use of Stone in Building Course 2014

Thistle Euston Hotel, London
18 September 2014



Use of Stone in Building Course

The Use of Stone in Building Course saw record numbers in attendance including the highest number of architects, thanks mainly to an extremely successful social media campaign.

The combination of architects, contractors, other stone professionals and technical experts worked very well and resulted in some lively discussions.

During their presentations, many of the speakers drew attention to the benefits of making use of the Federation's various publications, including Flooring Code of Practice, Guide to BS 8298 and Modern Practical Masonry.

The course was held at the Thistle Euston Hotel, London and was open to members, architects, designers and specifiers.

Feedback from the delegates was extremely positive, with 95% rating the course either excellent or good.

The Federation would like to thank all of the speakers for their part in making the day such a resounding success.

“Clear, concise and well-balanced presentations.”

“Very useful for our business as we look to expand within the natural stone sector.”

“Excellent course packed full of information.”

“Very good overview of the topic and some fantastic literature to take away.”

CPDs & Seminars



CPDs

Stone Federation's CPDs continue to be a highly sought after resource by architects across the country.

The most popular title is our flagship 'Selecting the Correct Stone'. This provides practices with an overview of the steps they should take when looking to specify natural stone. We also receive a high number of requests for CPDs on our other topics which include:

- Cladding
- Flooring
- Repair and Restoration
- Interiors

We would like to thank all those who have given their time to attend CPDs and who help to make this aspect of the Federation such a consistent success.

Part L

During 2014 we hosted two 'member-exclusive' Part L seminars in London and Manchester.

Both seminars have been well attended and the delegates had participated in a very productive manner and there was a good level of engagement to look for solutions. The original accompanying publication had been a temporary version and was refined, taking into account participants' input.

The seminars came as a response to the changes made to the Government's Building Regulations Part L. These changes had major implications in a number of areas within the natural stone industry and affected a high proportion of the Federation's members

The talks served to keep members at the cutting edge of this latest industry development.

GOLF DAY



2014 saw the Federation host the 3rd annual Stone Federation Golf Challenge at Surrey National Golf Course.

This year we welcomed 11 teams of four employees from member companies and other industry bodies.

The 44 competitors battled it out across a challenging 18 hole course and it was a hotly contested affair.

The team from Associated Stone Group came out on top to take first place, while second place went to the Ardex team and the CITB team took third place.

The day provided attendees with a fantastic opportunity to network in an informal setting in a day that started with bacon rolls and ended with a BBQ.

The Federation would like to thank Ian Major for, once again, organising such a successful event.

The 2015 event is already in the planning stages and to ensure that you don't miss out on this fantastic opportunity, please express your interest at the earliest convenience.



TRAINING AND TRAINING AWARDS



UK Masonry Skills Challenge

The Federation's annual UK Masonry Skills Challenge saw over 30 stone masonry students compete from across the UK. The competition is open to teams of three apprentices from each stone masonry college in the UK.

Competitors were each given a drawing, a piece of stone and the tools necessary for making moulds and templates. The stone had to be worked with a traditional mallet and chisel and no mechanical tools were allowed.

The challenge was held across two heats, the Southern heat taking place at Moulton College and the Northern heat at Glasgow College. Once the two heats were completed, the overall scores were calculated and the winners announced.

Each year there are three individual winners (first, second and third) and a winning college team based on their candidates' collective scores.

Weymouth College enjoyed a double triumph as the Dorset based college won the overall college prize while one of their stonemasons, Justin Cross, was crowned the overall challenge champion.

Justin is a stonemasonry student, currently working at a Somerset based firm that specialise in the conservation of historic buildings. Second place went to Federation Member, Wells Cathedral Stonemasons' employee, Steve Lebourn, a student at City of Bath College. Third place was taken by another Weymouth College student, Archie Stoke-Faiers.

As a result of his victory, Justin will receive £300, with £200 and £100 going to the second and third place competitors.

The overall college winners were Weymouth College, with York College in second and City of Bath College in third.

The top eight featured masons from a number of member firms: Wells Cathedral Stonemasons, Lambert Walker, A F Jones Stonemasons and George Graham & Sons.

It is always encouraging to see that the craft of stonemasonry is alive and well in the next generation, ensuring that this significant aspect of the industry continues to grow.

The Federation would like to thank the challenge sponsors:



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TRAINING AND TRAINING AWARDS

"The UK Masonry Skills Challenge demonstrates the wealth of talent that exists among stonemasonry apprentices and it is reassuring to see this traditional craft still being taught to such a high standard in UK colleges. It is important that we continue to train the natural stone craftsmen of the future and the high standard of this competition demonstrates that we have some very talented individuals entering the industry."

Jane Buxey
Chief Executive, Stone Federation Great Britain

Master Craftsman Scheme

Stone Federation partnered with The Masons Livery Company for The Master Craftsman scheme.

The scheme began in 2001 and since then has sought to encourage career progression in chosen crafts such as stonemasonry.

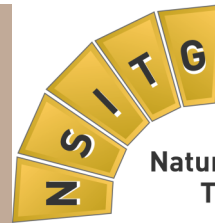
This year was the first time that stonemasons were among those who received the Master Craftsman certificates.

As part of their Award, each winner pledged to continue to invest their expertise in the upcoming craftsman in a ceremony attended by the Federation's Chief Executive, Jane Buxey.

The Federation would like to offer its congratulations to all the certificate recipients.



Training



Natural Stone Industry
Training Group



Natural Stone Industry Training Group

The Natural Stone Industry Training Group or NSITG, aims to be the recognised voice of the natural stone sector in respect of training and skills development and StoneTrain, the entity that encourages and deliver practical training solutions.

The Federation receives funding from CITB to run the NSITG on behalf of the Industry as a whole. In line with the Articles of Association, the Group has met four times in 2014.

Clinton Haigh (Realstone) is the Chair with Michelle Turner (Stone Restoration Services) as Deputy Chair and Treasurer. Committee members are Andy Ball (Stonewest), Simon Webb (Associated Stone Group) and Keith Hoskins (Carrek). The Training Officer is Ian Major.

Company visits made in conjunction with CITB Coordinator, Darren Lawrence, have been beneficial in raising and understanding training issues and in increasing NSITG meeting attendance numbers; also in raising issues such as the need for a review of the SAP L2 Stone Fixer programme and the need for an NVQ Level 2 Heritage Mason qualification.

Both of these are now being addressed and the visits will continue.

The Traditional Building Skills Company in Herefordshire has had continued success with the SAP and SUPs L3 Heritage Mason programmes, though bursary funding has been very important to generating new candidates.

John Lambert, Historic Cleaning Services Ltd, is another potential provider of SAP and SUP heritage training for the North of England and discussions are ongoing.

Qualifications Review

Stone sector qualifications were discussed at a special meeting held with leading contractors last April to examine current training courses and NVQs in general; the aim being to confirm, or otherwise, their continued relevance and to explore gaps in provision.

It was agreed that the SAP NVQ L2 Stone Fixer no longer accurately reflects the way that the industry has developed. It would benefit from being split into two; a L2 Stone Fixer Interiors (inc. flooring, walling, kitchens, bathrooms, wet rooms etc.) and a L2 Stone Fixer Exteriors to include the current L2 Stone Cladding.



At a meeting held with CITB on 2nd September, the National Occupational Standards (NOS) for the exterior L2 Stone Fixer and L2 Stone Cladding elements were satisfactorily combined, but the re-definition of the NOS for Interior Stone Fixing requires another meeting with input from specialist contractors. This is a work in progress.

At a meeting with CITB, the National Occupational Standards at L3 were examined and it was found that a combination of existing stonemasonry units could be combined to create a logical L2 Heritage Pathway. The L2 qualification could lead to eligibility for a new blue Heritage CSCS Card.



Company visits have also indicated the opportunity for a L2 Heritage Stonemasonry to underpin the existing L3 qualification for valuable employees of more modest abilities; particularly those working on more commonplace pre 1919 buildings rather than nationally important prestige buildings.

It is also needed to provide a career progression structure and to raise the numbers of people in the sector with an appropriate CSCS card. The need is shared across a number of heritage crafts such as wood occupations and lead workers.



StoneTrain

During the year Group 6 SAP L2 Façade Preservation completed their two year apprenticeship and Group 7 are nine months of the way through their two year programme.

Another intake (Group 8) of the SAP L2 Façade Preservation will commence on 1st December with 8 learners.

There has been no new intake of learners for the SAP L2 Stone Fixer this year, but as outlined above, action is being taken to realign this programme.



New Courses

Stone Industry Professional Practice:

Candidates who successfully complete this new course will have the opportunity to achieve an NVQ Level 3 in Construction Contracting Operations and can then apply to CSCS for a Gold Card. It will have some optional outcomes including: Drawing, Estimating, Planning or Surveying.



Pre-profiling of potential candidates to ensure they could achieve the NVQ took place and CITB agreed to support a pilot with funding. Day 1 of the 8 day programme takes place on 25th November in London. This will be followed by a further 7 days of training around the country. There are 14 learners on the pilot from 8 companies.

NSITG Membership

Following the clear separation of the NSITG's activities from Stone Federation Great Britain, the more accurate membership of the Group can now be reported as nearly 70 companies being those who have employees in training, regularly attend meetings, have formally indicated their wish to be kept informed of NSITG activities or who benefit from the CITB £25K training grant. Nonetheless, communications will continue to be directed at the widest possible audience (now 250 plus individuals).

£25K NSITG Forum Training Grant

The 2014 £25,000 training grant is now fully spent or allocated. As in previous years, the grant has been spent predominantly to ensure legal compliance - a reflection of commercial realities. Should a similar grant be available next year, awards will concentrate on those companies supporting the NSITG through attendance at meetings and those requesting support for true skills development.

This year, 132 people from 13 companies have benefitted from the training grant.

COMMITTEES & WORKING PARTIES



Our various working parties, committees and forums continue to be the backbone of the Federation, both formulating policy and strategy as well as producing documents promoting best practice and formulating seminars.

The Federation is extremely grateful to all the members who attend and participate in these meetings. They foster and encourage networking as well as promoting the exchange of information and best practice.

Jane Buxey,
Chief Executive, Stone Federation Great Britain

Whilst we thank all members who have assisted us in the technical arena, the Federation would like to give special recognition to Peter Harrison for his outstanding contribution to the production of publications as well as presenting CPDs, answering technical queries and representing the Federation in Europe and further afield.

TECHNICAL COMMITTEE



Technical Committee

The Technical Committee is still the largest and best attended of all the groups and its cutting edge approach to industry developments allows it to provide a plethora of information to members. We've seen a pleasing number of new faces join during the year which has brought fresh impetus to the committee.

The group draws on its combined expertise in order to write and comment on proposed Standards and, over the past 12 months, has written industry-leading documents that incorporate best practice and current legislation. The Technical Committee have also played a significant role in the Federation's activity in Europe with Peter Harrison, David Burton, David Ellis and Tim Yates all taking key roles in this.



2015 is already shaping up to be a busy year for the committee with the launch of several new publications on some key topics including Resin Impregnation of Stone, Stone used in Swimming Pools, In Situ Surface Grinding and Wet Rooms.



BSI Committees

Following a review of Stone Federation representatives on the relevant committees, our presence was strengthened, thus ensuring a continued high level of input into these important Standards. A full list of Stone Federation representatives on BSI committees can be found on the Federation's website.

We are always looking for willing volunteers, so please do have a look at the various opportunities available. This is a fantastic way to have a significant input into the industry.

The Federation will also continue to seek members' input when there are any new Standards or proposed changes to existing legislation.

It has been agreed that the Stone Federation Technical Committee policy is that any Federation BSI representative must take a brief from us at the outset and ensure they do not deviate from that as well as providing reports to the group after meetings.

TECHNICAL COMMITTEE

Internal & External Sealing

A paper in the form of a question and answer has been prepared on internal and external sealing, and grateful thanks are given to Bob Sewell of Lithofin for his input on this.

Wall and Floor Tiling

On behalf of the Federation, Peter Harrison has secured the inclusion of natural stone in BS 5385, the Standard that applies to tiling. This is particularly encouraging as there was a danger that it was going to be excluded from this key industry document.

Stone Federation in Europe

Stone Federation has re-joined EuroRoc and has been actively involved in its activities. Thanks once again go to members who have participated, especially Peter Harrison, as well as David Burton, Iain Kennedy and Michael Poultney.

Several documents have been circulating for information to the Technical Committee from the EU as a result and some useful networking has taken place.

Documents commented on by Stone Federation representatives in the EU included BS EN 12058 Floors and Stairs, 12057 Tiles and 1469 Cladding, which are now published. Some of the EU representatives came to London in the summer and had an enjoyable meal partly funded by Stone Federation, which provided a useful networking opportunity.

Traditional Work on Masonry

Whilst a working party has been set up to progress this matter under the eye of Peter Harrison, the publication of the document on traditional work has been delayed whilst the impact of Part L changes to the building regulations can be fully assimilated.

Paving

The Technical Committee and the wider Federation have been kept up-to-date in the area of paving by the sterling efforts of David Burton.

During one Technical Committee meeting he gave a live demonstration concerning one of the major issues with the permeability of paving base structure, using a core sample and some water to illustrate the point.

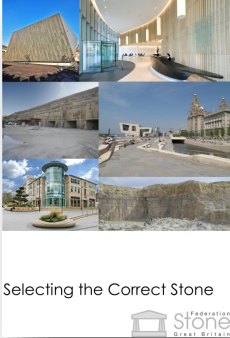


There have been many debates on the question, "when does paving become flooring?" and opinions differ. Therefore, it has been decided to commence work on a guide produced by a working party chaired by David Burton. David is currently very busy working on the revision of BS 7533 which was formally in 12 parts, and is to be condensed to just two, namely design and contracting/installation.

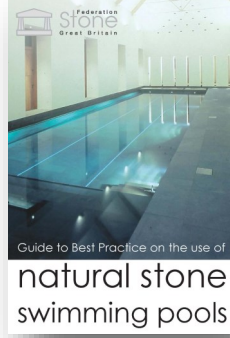
Resin Impregnation

A document on resin impregnation of natural stone has been produced by Peter Harrison, and thanks are given to him for his work on this.

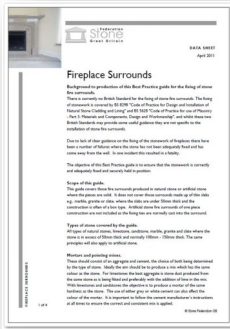
TECHNICAL PUBLICATIONS



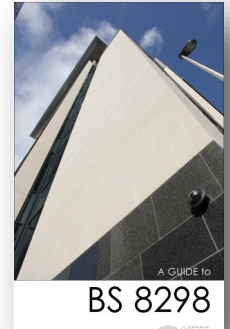
Selecting the Correct Stone - This includes the results of the impact testing research funded by Stone Federation. The Executive have now voted to have a research and development fund available in the budget so that any future research which will benefit the stone industry can be undertaken on behalf of members.



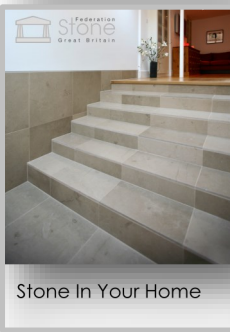
Swimming Pools - This very comprehensive guide is currently being produced by Barry Hunt, with some assistance from John Bysouth. Barry has widely researched this document, which contains all the current data available on stone used with swimming pools and, more specifically, the chemicals used within the water in pools.



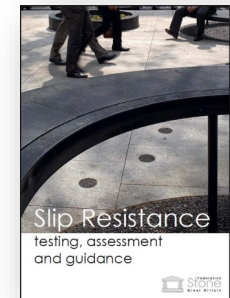
Fireplace Surrounds Data Sheet This document was produced as a result of the sad death of a child involving a falling fireplace surround. It has been produced in cooperation with the HSE who link it on their website with a view to preventing any more accidents. There have been over 4,500 downloads to date.



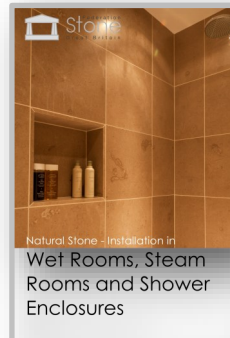
A Guide to BS 8298 - This very useful BS 8298 user guide has been completely revised and updated during the year thanks to Michael Poultney and his working party. The guide contains new data, including the results of the long-awaited impact tests. It should be noted that BS 8298 parts 1 to 4 are due for revision in 2015 and the Federation intend to ensure members are widely consulted about any necessary changes and updates.



Stone in Your Home - In the pipeline there is a document named Stone In Your Home. This will be a glossy document aimed at homeowners, contemplating the use of natural stone and giving them the guidance on how to select the stone and, how to choose a professional Stone Federation member in their area to undertake the project.



Slip Resistance: Testing, Assessment and Guidance - As a result of various questions raised by members to the Technical Committee, the Federation took legal advice from a top barrister in this field and the resultant legal opinion has been, posted on the members part of the Stone Federation website. This advice is in addition to the Federations' Slip Resistance publication, which has proved to be a very useful document.



Wet Rooms Guide - After a very long gestation period, the Wet Room Guide was finally born. The natural stone installation in wet rooms, steam rooms and shower enclosures, sets out the principal factors involved when deciding to use stone in wet conditions, as well as, considering stone selection, Design, installation, protection and maintenance. It also aims to avoid common errors and aesthetic disappointment or design failure.

In the pipeline...
In response to members' requests, a paper is in preparation by a working party chaired by Henry Alger from Associated Stone Group on surface grinding or in situ polishing of installed paving.

CE MARKING



CE Marking Seminar

CE Marking has been a significant focus for the Federation over the past twelve months.

In February, we held our first CE Marking seminar of the year in Scotland that saw over 35 delegates gather for an in depth look at this legislation and its implications for the natural stone sector.

The same CPD was then presented a month later to a room of over fifty architects at London based practice Squire & Partners. The success of these two seminars laid a positive foundation for the CE Marking Awareness Campaign.

CE Marking Awareness Campaign

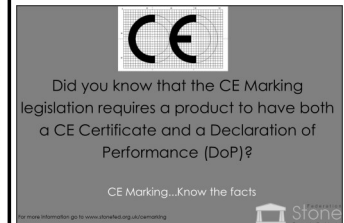
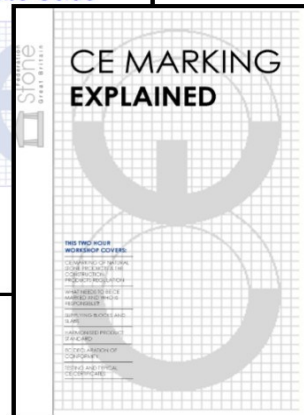
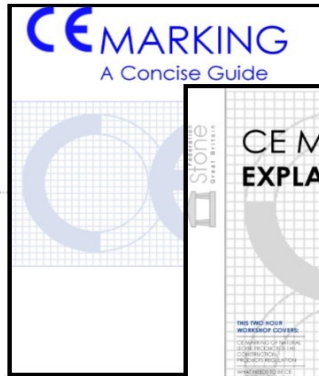
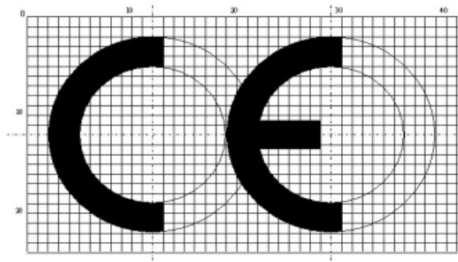
On 1 July Stone Federation launched a CE Marking Awareness campaign, a year to the day since the legislation was first introduced.

This campaign comes as a result of Stone Federation being approached by Members who said that clients were not aware of CE

Marking and all its implications. Members have spent time and money on getting their products CE Marked and they were not being asked for this. This was disappointing as it has been mandatory for all construction products to be CE Marked since 1 July 2013. The key aim of the campaign was to make clients aware that CE Marking is mandatory and not a choice.

The Federation's Chief Executive, Jane Buxey, had a meeting with the DCLG and raised all the points which are causing our Members anguish. They admitted that they had been taking a 'softly softly' approach whilst the CE Marking takes effect, as they didn't have the resources themselves, but will be being more proactive next year. They welcomed the Federation taking a more proactive approach which included the CE Marking Awareness Campaign.

CE MARKING



#CEaware

www.stonefed.org.uk/cemarking

As part of the campaign we promoted our range of resources that included the CE Marking booklet, downloadable DoP and certificates as well as technical helplines and facts sheets.

These resources were a key part of a high profile social media campaign that the Federation ran as part of the wider initiative. This allowed us to place our #didyouknow facts in front of thousands of architects.

We also informed members that Trading Standards were the CE Marking 'police' and to use them if you see violations or breaches. We also encouraged all member firms that if they had any examples of where CE Marking legislation was being flouted, to let us know, as we were collating it for the DCLG and they would then take up the issues direct with the powers that be in the EU.

The campaign was a great success on a number of fronts. In the first instance it allowed us to reach thousands of architects, designers and specifiers, making them aware of what CE Marking is and their responsibilities. Perhaps

more significantly, it has also enabled us to gauge the true state of the industry in relation to this key piece of legislation. Among the anecdotes provided by members there were two 'horror stories', here contracts worth several million pounds had gone to non CE Marked stone. It seems as if, to make clients truly aware, it may take one big legal case to make people sit up and take notice.

The Federation's President, Iain Kennedy, made an impassioned plea to members via the weekly email, where he said that members should ensure that they are fully CE compliant, as well as echoing the Federation's request for examples of where the legislation was being flouted.

All of these examples have been passed onto the DCLG and the Federation are currently pursuing one of the more extreme examples with Trading Standards. Jane Buxey, the Stone Federation Chief Executive is also investigating whether it would be practicable or viable for the Federation to take legal advice on this complex subject for the benefit of members. More information will follow on the weekly email.

PR FOCUS GROUP

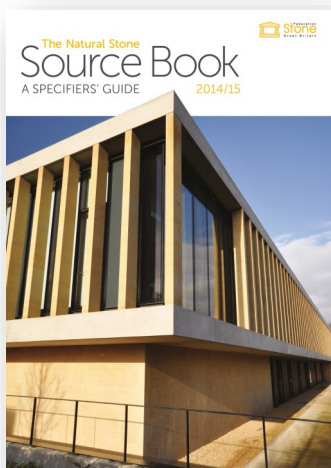
The PR Focus Group continues to oversee the Federation's marketing and PR strategy, ensuring that we maintain our position on the forefront of the natural stone sector.

CPDs have been a key focus of the group this year, and they have been reviewing each of the presentations to ensure that both content and format are cutting edge and accurately reflect the Federation's brand identity.

The group has also been behind some of the Federation's successful publication promotions which have, for example, led to over a 200% increase in sales of E.G Warland's 'Modern Practical Masonry'.

Perhaps the most important publication launch this year has been the Natural Stone Source Book, the new format for what was the Stone Specifiers' Guide.

The source book contains details of all Federation members and has already enjoyed fantastic reviews from those that have received it.



This publication has already been sent to thousands of the country's top architects, designers, specifiers and local authorities. As part of the publication's launch, the Federation

worked with the Society of British & International Design to promote the launch to the society's members. This is just a part of the Federation's ongoing relationship with this key industry body.



Society of British Interior Design

While on the topic of wider industry relationships, the Federation have been in discussion with a number of trade shows, including 100% Design, Landscape Show, Surface Design Show. Each of the shows have expressed a keen interest in having the Federation together with its members exhibiting, as they recognise how important it is to have a Stone Federation presence at the event.



The last twelve months has also seen the Federation receive contact from a number of trade publications and journalists looking for advice and editorial content. This comes as a result of the work of the PR Focus Group as they look to link the Federation with the various trade titles as their source point for all things stone. In a similar vein, the group have also been keeping a keen eye on the trade press and where misleading claims have been made by other industry firms, in relation to natural stone, have sent official Stone Federation responses.

SUSTAINABILITY & ETHICAL SOURCING

This year has seen the Sustainability & Ethical Sourcing Committee achieve one of the most significant and high profile coups for both the Federation and our members of the past few years when, in August this year, the UK Contractors Group published a natural dimensional stone procurement policy which gives preference to Stone Federation members.

This is no mean feat as the UKCG is the predominant trade association for UK main contractors and represents over 30 members with a combined turnover in excess of £30 billion.



One of the key influencing factors in this decision was the UKCG's support for the ethical procurement of dimensional stone.

In a statement, they stated that they will:

"...give preference to suppliers, demonstrating leadership in ethical stewardship of their supply chain, and also recognise membership of and participation in the Ethical Trading Initiative, the TFT Responsible Stone Program, or the United Nations Global Compact and membership of the Stone Federation GB."

It was further agreed to put members' case studies on the website illustrating how they successfully dealt with ethical sourcing.

Nick Baker from Skanska, the Federation's main point of contact with the group, spoke at the 2013 AGM and confirmed that the UKCG are keen to work with us to ensure that there was a chain of custody in every possible case to

ensure that stone is sustainable and ethically sourced.

The significance of this announcement should not be underestimated and shows the power of the collective Federation voice and image within the wider construction sector.

Sustainability Questionnaire

Stone Federation undertook the first of what it is hoped will be a regular sustainability questionnaire to members. This will help to assess trends in how the membership are collectively reducing their carbon footprint and to share best practice and how they are achieving this.

Standards

The Federation has kept a watching brief on members who have chosen to go the Standards route either, BS EN 6001 or BS 14001, to prove their carbon credentials, and we will be interested to see any commercial benefits this may reap.



The group have evaluated many of the schemes that abound in the sustainability and ethical sourcing arena but it is clear that there is no one size fits all or quick fix, as members source their material in so many different ways that a number of options may be needed to be incorporated in any scheme that the Federation backs. The forum talked about supply chain management which involved everything from empowering people from the local communities to the installation of solar panels which all takes time and funding.

SUSTAINABILITY & ETHICAL SOURCING



Environmental Product Declarations

This has been one of the hot topics in this ever evolving arena. EuroRoc, the forum for European stone federations, has just published an EPD using data from across Europe for a variety of stones.



Since it is expected that EPDs will become mandatory possibly as early as 2017, Stone Federation are embarking on applying for funding to produce a UK generic EPD, using data which will enable it to be compared to other building materials which in turn will help clients to make informed choices. Most importantly, this will also promote the environmental accreditation of stone.

The Federation also continues to work with the ETI and attended a presentation they held to launch a government funded project regarding the sourcing of sandstone in India.



The work of the forum continues to further the Federation's knowledge and allow sharing of best practice. It is important to raise peoples' awareness and to get members engaged in this process of education and awareness.

STONE HERITAGE GROUP

Background

The Stone Heritage Group was born from a desire to highlight heritage issues within the industry.

Adrian Attwood of DBR (London) Ltd kindly agreed to head up this new group to give it the profile it needs. Federation members within this specialism will be contacted regarding their involvement in the New Year.



The remit of StoneHeritage is to highlight and champion all matters pertaining to the use, repair, restoration, conservation, cleaning, maintenance etc, of natural stone in the heritage/historic/ecclesiastical sector.

As a large proportion of our heritage buildings are constructed using natural stone, StoneHeritage proposes to make people more aware of this fact and the need to have available supplies of stone for future repairs.

The professionals, that is architects, surveyors and structural engineers, need to fully understand natural stone, from quarrying, to its incorporation in the building.

They need to comprehend that there are large differences between today's methods of construction and those of 'yesteryear' and to be aware of the circumstances leading to the decision making process of when to conserve and/or clean or do neither.

Training

StoneHeritage will aim to ensure that the correct training is given to both professionals and stonemasons to carry out the work.

StoneHeritage endorses the need for further training for stonemasons who work in the heritage field beyond the normal banker skills and general site fixing.



Scope

A business plan is in the process of being drawn up and those Federation Members involved in this area will be contacted and consulted.

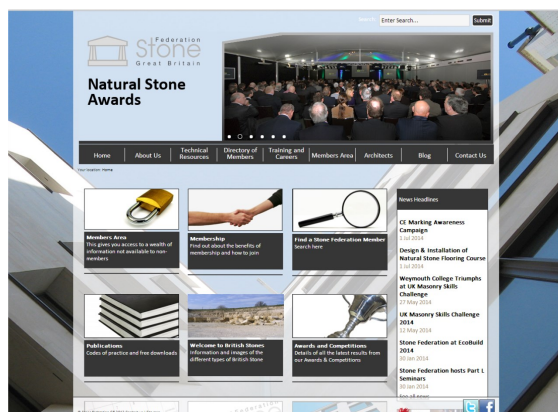
StoneHeritage aims to work with professionals on areas such as, the question of when to clean or not to clean stone and knowing which method is appropriate in individual situations, as well as the importance of correctly matching the stone.

STONE HERITAGE GROUP

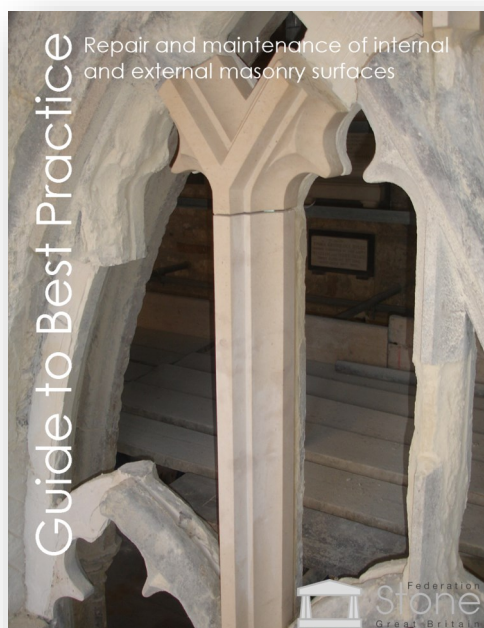
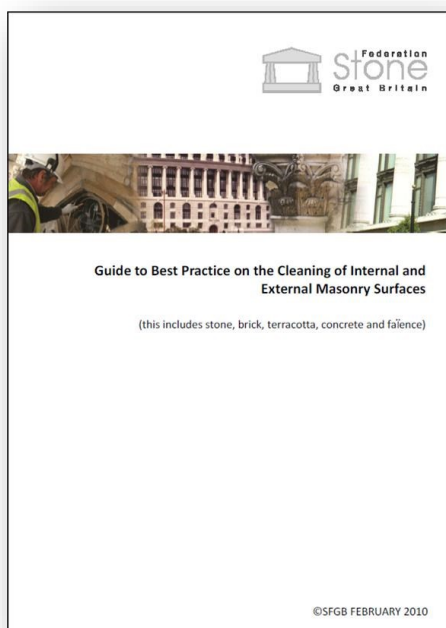
StoneHeritage will lobby Parliament and work with other professional bodies to promote good practice and draw attention to areas of concern, such as :

- VAT on historic properties
- The use of CSCS cards on all heritage projects
- The correct use of funds for projects
- Involvement of the natural stone company professionals at the early stages of a project
- Promoting the use of only Federation Members on heritage projects
- Active support for the reopening of relevant quarries, if required by a specific project
- Lend support to heritage campaigns, such as theft of lead, stone or copper.

StoneHeritage will have it's own section on the Federation website to provide Members with a pool of resources on Heritage issues.



The Federation already has two Heritage publications; 'Guide to Best Practice on the Cleaning of Internal & External Masonry Surfaces' and 'Guide to Repair & Maintenance of Internal & External Masonry Surfaces' (see below images).



HEALTH & SAFETY

Health, Welfare and Safety Forum

The Health, Safety and Welfare Forum refocused this year and gave a reemphasis to the Federation's health and safety campaigns and main safety issues involved in the natural stone industry. Communication was felt to be the key and the appointment of the Digital Media Executive to the Federation team was pivotal to this campaign and now made it possible to keep all members updated on a very regular basis. Having a seasoned health and safety professional like Peter Robertshaw on board also emphasised the importance that Stone Federation puts on health and safety and welfare.

The Federation had always made the fact that companies had to have a health and safety policy and a training plan as part of the criteria for membership and this year the Executive voted that the completion of a health and safety questionnaire on an annual basis will be a mandatory requirement to remain a Federation Member.



Representation

The Federation continues to be represented on the Quarries National Joint Advisory Committee (QNJAC) and are investigating the possibility of also gaining representation on the CHARGE Committee, the HSE industry advice bureau for premises based industries.



Safety, Health Awareness Day

Safety and Health Awareness Days

Following on from the success of the events last year, it is hoped to arrange several more in 2015 in conjunction with the HSE around the country.



Please do make every effort to come along when they are advertised in your area as members who have attended them in the past reported that they found them very useful and were able to ask very frank questions of the HSE which also helped the members formulate their health and safety policies for the future.

Health and safety questionnaire

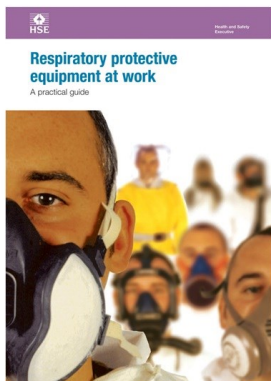
Peter Robertshaw continues to operate the health and safety helpline. Remember, this is a free helpline for use by any of your staff and can be used as many times as you wish. Peter has helped out many members who have had general queries or more anguished people who have an HSE inspector on their site!



HSG53

The new version of HSG53 has been published last year and there had been some good outcomes on this, including the publication of a very informative DVD.

The work of this Group continues and the main focus is via the website, which has been improved and added to with links to the HSE. More volunteers will be sought to strengthen and re-energise the Group over the next few months.



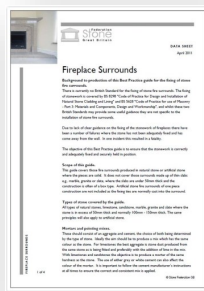
The Federation will be discussing several important issues with the HSE in 2015 including the guarding of saws, both in quarries as well as in smaller premises, and controlling dust on sites.

Health & Safety Publications

The Federation has a large number of Health & Safety publications titles available to members.

Fireplace Surround

This document was created in partnership with Stone Federation and the HSE and since it's launch, has seen over 4,500 downloads from our website.



Lewis Pins

This guide has been produced to help implement a working system for the use of Lewis Pins, primarily for stonemasons.

Slip Resistance, Testing, Assessment & Guidance

This is one of the most popular of the Federation's Health & Safety titles and covers a range of issues including how to maintain slip resistance, what are the minimum required Standards and what do the results mean.

Barrister's Opinion on Slip

This document is the result of the Federation seeking a top barrister's opinion on the legal issues surrounding slip resistance, following a high profile case in Ireland, centred around the issues of the slip resistance of flooring.

HAVS

Hand-arm vibration affects thousands of UK workers each year and can cause medical afflictions. This document looks at everything from how to risk assess this area and control measures right through to best practice suggestions and ensuring tool efficiency.

COSHH

The Federation have produced two publications under the COSHH umbrella, both looking at hazardous substances. Appendix one covers the list of risk phrases used in assessments and Appendix 2 looks at individual risk assessments.

QUARRY FORUM

The Forum Chairman, Marcus Paine, and his deputy Michael Poultney have worked hard at galvanising the group to get behind some key Initiatives, including the EU Green Paper on Geographical Stone Names, as well as ensuring that the Federation's indigenous quarrying members gain exposure in the wider industry.

The Welcome to British Stones tool on the website remains extremely popular with architects, designers and specifiers, seeing almost 50 users each month. Impressively, one architect contacted us to say that

"in 30 years of architecture and specifying, this is without doubt, the best stone sourcing tool I have ever come across."



Similar feedback was received when the Quarry Forum's British Stone Samples boards were the highlight of Stone Federation's stand at EcoBuild 2014.

The boards feature over 80 samples from indigenous quarrying member firms and received rave reviews from a huge number of architects, specifiers and clients. All were amazed at the range of British Stone available, and the samples boards accompanying guide book was handed out to hundreds of show visitors over the three days.



British Stones Samples Boards at EcoBuild 2014

The group has been involved in numerous meetings with Scottish MSPs, Historic Scotland and other key industry bodies in the continuing development of the creation of fairer public body procurement. This comes as a result of a number of high profile cases such as the Bannockburn failure which saw foreign stone chosen over indigenous stone that was quarried just miles from the project. There have also been several enquiries to the Quarry Forum enquiries panel over the past year, including a request for advice on the reopening of a Scottish slate quarry.



This is a great example of where the Quarry Forum can actively champion the use of indigenous material within the wider construction industry.

QUARRY FORUM

While on the subject of wider industry influence, 2014 saw the Federation give a robust input on a potentially very significant piece of European legislation.

The GI Green Paper looked at providing geographical protection for stone names. The measure will provide the same protection that Champagne and Parma Ham currently have, to stone names such as Portland Stone, Cotswold Limestone and Welsh Slate.

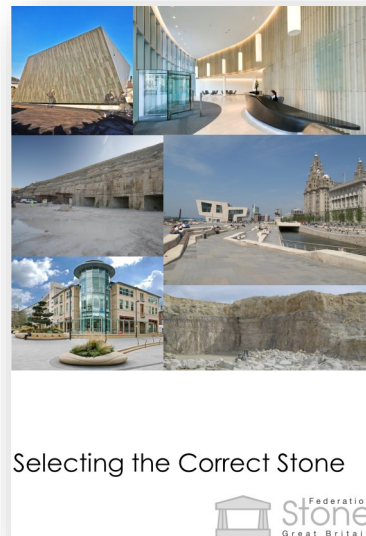


The implications of this legislation for the natural stone industry would be very significant and for this reason, the Federation were pleased to see so many members place their support behind the proposal.

It is because of this high level of activity and influence that the Quarry Forum were asked to host a table at the 2013 Members' Day. This provided a useful discussion area for extractive members.



A revised and updated version of Selecting the Correct Stone was launched during 2014 as the publication continues to be one of our most successful titles and is strongly linked to the work of the Quarry Forum.



A vibrant and positive strategy has been put in place for 2015 and members will be contacted in the coming months in relation to some of these exciting developments. The group also positively welcomes the coup in having Stone Federation membership recognised by the UKCG as a pre-requisite for being on their tender list.



Finally, Quarry Forum members will, in the new year, be encouraged to provide data for the generic EPD that Stone Federation are hoping to obtain funding for to achieve.

SCOTTISH SECTION



2014 has been a busy year for the Scottish Section with heavy involvement in a number of high profile Government events and initiatives.

Scottish Parliament Exhibition of Traditional Building Skills and Materials

The Federation's president, Iain Kennedy joined Scottish Section Chairman, Alex Stark and other members at the Scottish Parliament Exhibition of Traditional Building Skills and Materials.



The event featured a stonemasonry exhibition as well as a debate in the parliamentary chamber looking at traditional skills.

There were 18 MSPs in attendance, and the Federation were able to network with a number of key MSPs, including the Minister for Environment and Climate change at this high profile evening.

They will also be involved in sponsoring and organising another event in the Garden Lobby on 2 December. Traditional building industry will be discussed at the Cross Party Group in the Scottish Parliament, followed by a debate in the debating chamber regarding traditional Buildings, followed by the Garden Lobby reception.

Scottish Apprenticeship Week

Stone Federation were one of the stakeholders at the traditional building skills demonstrations that took place as part of Scottish Apprenticeship Week.



The event was positively referenced by the Cabinet Secretary during a parliamentary committee a few days later.

The event in Edinburgh was very well received with 11 MSPs attending including the Cabinet Secretary for Culture and External Affairs and the Minister for Environment and Climate Change.

This is an event that the Federation's Scottish section have been heavily involved for the past two years.



SCOTTISH SECTION



Traditional Building Festival

Staying within the traditional skills arena, the Federation's Scottish Section were involved in both the Edinburgh and Glasgow Traditional Building Festivals.



The Edinburgh event was launched by Colin Tennant (Historic Scotland's Head of Traditional Materials and Skills) who was very complimentary of the event and close working relationship Historic Scotland has with key stakeholders in the industry, including Stone Federation Great Britain.

This year there was a stonemasonry demonstration, Willie Gibson from Forth Stone with Richard Groom from CITB supplying a commentary for the audience.

All the events at the Edinburgh Traditional Building Festival were sold out and the feedback was extremely positive.

This year's Glasgow Traditional Building Festival took place on 19 September at the offices of Glasgow City Heritage Trust and was well received.

The event was organised by the Glasgow Traditional Building Forum which SFGB is an active member of. SFGB had a stand at the event which included practical demonstrations of stonemasonry which were well attended.



Stone Federation continue to be heavily involved in Property Repair Seminars across Scotland.



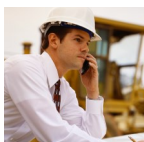
These are aimed at assisting property owners in identifying repairs required to their properties and enabling them to effectively undertake the repairs. The Federation have presented at these events alongside representatives from the Scottish Government, Historic Scotland and leading architects.

To round off a busy year, the Scottish Section Secretariat presented at the BEFS Conference to outline much of the work undertaken by the Traditional Building Forums of which Stone Federation are an active member.

SERVICES

These are all the free services that membership of Stone Federation entitles you and your staff to use as often as you wish.

The procedure for helplines is that you receive an initial 20 minutes of advice on the telephone. For visits, reports, letters or more in depth assistance, a charge will be made at preferential members' rates and you will be advised of this, and your agreement sought, before any charges are implemented.



Technical:

technical@stonefed.org.uk

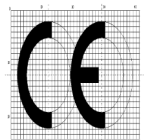
Email your enquiry through and our technical team will aim to provide an answer within three working days.



Health, Safety & Welfare:

stonesafe@stonefed.org.uk

Peter Robertshaw is Stone Federation's Health and Safety Advisor. He is available to give members advice on stone specific areas as well as general advice on the telephone or by email.



CE Marking

technical@stonefed.org.uk

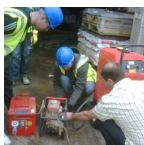
Email your CE Marking enquiry through to our technical team, who will aim to provide an answer within three working days.



Sustainability

eco@stonefed.org.uk

Email your Sustainability enquiry through to our technical team, who will aim to provide an answer within three working days.



Training

stonetrain@stonetrain.org.uk

StoneTrain offers a full range of both operative and management training. Email Ian Major for further information or visit the website, www.stonetrain.org.uk.

Member Feedback

"The Federation's technical helpline has proved an invaluable resource for our company and provided us with vital backup on several occasions."

"When the CE Marking legislation first came into effect the CE Marking helpline really helped us in finding our feet in this area."

"Our Health & Safety employee has found the Health, Safety & Welfare helpline a really useful tool in the day to day running of our stonemasonry business."

MEMBERSHIP



Over the past twelve months we have welcomed 24 new firms into membership which, in turn, means that over the past two years we have seen a 15% increase in overall membership figures.



This is encouraging as it shows that more and more firms are recognising and wanting to make use of the various benefits that Federation membership provides as well as being a reassuring sign that the industry is taking strong, positive steps out of the recession.

This also helps to add strength to our collective voice within the wider construction industry and has resulted in the Federation being consulted on many occasions by Government departments, the HSE and the UK Contractors Group. Our aim is to make membership of Stone Federation a precursor to get on all client bodies' tender lists.

We also continue to receive numerous enquires on a regular basis from specifiers who will only use Stone Federation members. This is encouraging as it shows that our message on the importance of involving a stone Federation members at the outset of a project is reaching the ears of the industry.

Obituary

It is with great sadness that in January of this year, the Federation heard of the death of Robert Ogston at the age of 90.

Bob, who was one of the first Federation Honorary Members, was a superb ambassador of natural stone and a great supporter of Stone Federation over the years.

He was President of the Federation from 1986 to 1987 and was also involved with the London Association of Master Masons. He had worked for Hanson Bath & Portland Stone for many years.

The Federation's condolences have been passed onto his family.



OFFICERS AND EXECUTIVE



Officers, Executive and Staff

The Officers and Executive have continued to do a sterling job on behalf of the Federation and Members. We would like to take this opportunity to thank each and every one for their invaluable contribution.

President 2014

Iain Kennedy, Realstone Ltd

Senior Vice President

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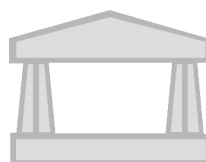
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