

iCONTACT

For Pensioners of the Reckitt Benckiser (formerly Reckitt & Colman) Pension Fund

No. 74, April 2019

RB IN GOOD HEALTH

Reckitt Benckiser (RB) announced its financial results on 18th February 2019 and these showed that Revenue and Profits had increased from the previous year.

Rakesh Kapoor, Chief Executive Officer, said, "2018 was a year of good financial progress achieved in an environment of both significant change and challenging market conditions. As we look to the future, the Company is well positioned for long term sustainable growth."

The share price reacted favourably to the results.

It is encouraging to see the Company continues to perform well, especially for those pensioners that are still shareholders!

2019 Pension Increase

RPI for the year to December 2018 was 2.7% and this will form the basis of the RB pension increase in April 2019.

As in previous years, the Pensions Department will send each pensioner a detailed breakdown of the application of this increase and this letter should be received towards the end of April.

ALL CHANGE - BUT NO CHANGE!

You may have heard that Rakesh Kapoor is to retire as chief executive of Reckitt Benckiser at the end of 2019. The Company has said that it has started the recruitment process and is looking at internal and external candidates.

Rakesh said, "2020 will herald a new decade and I believe that now is a good time for new leadership to take this great Company through the next phase of outperformance".

He will have been chief executive for more than eight years and has

spent thirty-two years at the Company.

This change will not affect the RB Pension Fund or your pension.

A small deficit in the Fund was identified at the last Actuarial Valuation in April 2016. The Company is legally obliged to make up this deficit and has

been paying additional money into the RB Pension Fund since that date. The next Actuarial Valuation is in April 2019 and the results will be available in due course.



RB ACQUIRE UpSpring

Shortly after the RB annual results were published, an announcement was made about this latest acquisition.

UpSpring was founded in 2005 by three entrepreneurs who are committed to creating better solutions for the challenges of motherhood. It has developed a broad portfolio for pre- and post-natal needs from vitamins and supplements to compression hosiery.

UpSpring will continue to operate as a stand-alone entity.

Inside pages ...

Get-togethers diary and regional updates

In Touch

The Wheels of Industry

Science & Innovation Centre update

Made in Yorkshire Awards

Obituaries



DIARY DATES 2019

Forthcoming get-togethers:

CHISWICK/LONDON (W)

Thursday, March 28th at 12 noon
The Wheatsheaf Hotel, Virginia Water.
Contact Peter Moores,
Tel 01276 34778
petermoores@ntlworld.com

HIGH WYCOMBE

Wednesday, April 3rd at 12 noon
Brewers Fayre, Loudwater,
High Wycombe.
Contact Paul Gilliam
Tel 01494 562843

DERBY

Tuesdays April 9th & Sept 10th
Both at 10:30am
The Potting Shed Cafe,
Markeaton Garden Centre,
Markeaton Lane, Derby.
Contact Lorraine Mugleston
Tel 01159 733753

NOTTINGHAM

Tuesdays May 7th & Sep 24th
at 12 noon
The Shepherds, Stragglethorpe,
Radcliffe-on-Trent, Notts.
Contact Brian Bradley
Tel 01526 321575

LEICESTER

Tuesday April 23rd at 11:30am
Oadby Owl, Glen Road
Oadby, Leicester,
Contact Brian Bradley
Tel 01526 321575

NORWICH

Tuesdays April 9th, July 9th & Oct 8th
at 10:30am all at
The White Horse, Trowse.
Contact Alistair Stewart
Tel 01603 436391

HULL

Wednesdays, April 24th
June 19th, September 11th,
October 23rd & December 4th at 11am
Cheval Cafe, Willerby
Contact Phil Shearsmith
Tel 07858 137 178
alloa@alloa.karoo.co.uk

Get-togethers

Only two areas have held a get-together in the period between January and the time of going to press, with most regions starting to meet in late March and April. We look forward to seeing the attendees having a good time when we publish the August edition!

Norwich - sadly no photos

Alistair Stewart tells us that their January meeting was a "quiet affair, with twelve people in attendance." Alistair has provided us with this update on the Colman's situation:

As the closure of the Colman's factory comes ever nearer, the plans to continue to mill mustard and process mint in Norfolk have passed another hurdle - the plans for a new production unit were passed by the local council in late January.

The new factory is planned to be built at the Greater Norwich Food Enterprise Zone, near Honingham, just west of Norwich, and could be operational by the end of 2019. It's intended to build a mill with a 20 metre high milling tower and silos, along with a plant to process mint. The processed ingredients would then be sent to Unilever's Midlands factory, where the finished products will be made.

The factory will initially provide 25 jobs but it is hoped to expand and provide ingredients around the world. It will protect the link between Colman's and Norwich. It is welcomed as a new long-term partnership between Unilever and the mustard and mint growers in Norfolk, Cambridgeshire and Lincolnshire, who have been supplying Colman's for generations, and have helped to make it a world-class producer.

The farmer backed company, Condimentum Ltd, is building the factory after securing a 10 year deal with Unilever.

Hull - Cheval Cafe, Willerby

A noisy crowd - just over twenty - got together on Wednesday 20th February and, as the song goes, "Reminiscent, this-n-thatin' Havin' such a good time".



A big thank-you ...

To the get-together hosts who take time out to arrange these events - and to those of you who come along.

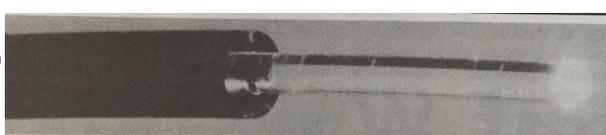
... and don't forget

Been a while? Never tried one? Why don't you put the next date in your diary and give it a go?

TECHNOLOGY: Flashback to 1985

Back in 1985, *Reckitt News* tells us that the Disprin production team introduced fibre optic technology in order to automate tablet detection.

An LED (light emitting diode) generated by a small micro-



processor, sent a red light down the fibre optic cable. A cable was placed over each of the four tablet feed lanes, prior to the tablets being sealed in foils.

If the tablets stopped feeding into the lanes, the LED triggered an alarm which enabled the line operator to take prompt and appropriate action. This technology significantly reduced the

number of empty foils being sealed; that in turn saved time

sorting out empty or part filled foils prior to being placed in cartons. It was estimated to have saved £11,500 per year.



Centenary celebrations



Our picture (above) shows Avyi Antoniou, with her son (Stelios), family members and friends, celebrating her 100th birthday on Monday, 7th January, 2019. Avyi and her husband came from Cyprus, to live and work in the UK. She worked at Winsor & Newton (Harrow) for many years. Avyi

is as quick witted as ever and was able to explain the work she undertook whilst employed by the company. She constantly surprised Paul Gilliam by recalling conversations with George, his father. Unfortunately, as a result of a fall in her home, she is now living in Frithwood Nursing Home, Northwood and Stelios explained that, whilst Avyi has good care, she understandably misses her independence and social life.



The card Avyi received on her 100th birthday from the Queen

Meltonian photos

Can you fill in the missing names?

Brian Groom, son of Bert Groom, sent us an email with a couple of photos attached. The first photo is of a presentation being made by Mr Edward Brown with (he thinks) Doris Luxton - his father, Bert, is on the right.



Norwich Nostalgia

How many famous people have visited the Carrow site and the Mustard Shop over the years?

Here are two photos from the early nineties showing Princess Anne in the Mustard Shop and the then Prime Minister, John Major on the Colman premises.



Other well known visitors in the seventies were James Callaghan (Prime Minister), Cilla Black, Richard Briers, Val Doonican and Tommy Cooper.

Do you remember these visits, or other famous people dropping in? If so, let us know their names and any stories (good or bad!) relating to their time with Colman's staff.

Edward and his brother Freddie were descendants of Edward Brown, who started manufacturing Meltonian during the reign of King George III.

The second photo is of the production planning section. Bert (on the right) was a production manager, reporting to Miss Bell (second left). Brian thinks the other man might be Jack



White. Brian remembers Miss Bell as a "very nice person, who moved to Hull prior to her retirement". Who are the other two ladies?

The Wheels of Indus

To continue the theme of transportation seen in recent issues of the *iContact* magazine and prompted by an email from Brian (son of Herbert Groom), we thought we'd take a look at mechanised road transportation. The RB Heritage Centre has been an extremely useful resource in collecting this information and we acknowledge their continued support to the magazine.

The Priestman "Motor Dray"

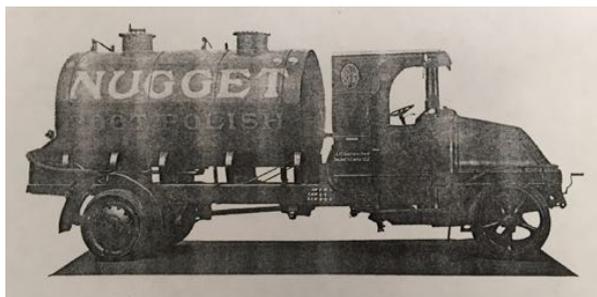
In the late 1880's, Reckitts commissioned the Priestman brothers to build a vehicle using a recently patented engine, to be used for local deliveries. Presumably with a nod to its horse-drawn predecessors, it was called a "Motor Dray".



It was an innovative engine - the first in the world to run on paraffin. The engine was 8 bhp, weighed 12 tons and had a speed of 12mph. The legal limit for the day was 3 tons and 5mph (including a man walking in front with a red flag), so sadly this vehicle was too heavy and too fast! It was a magnificent idea, but sadly was not progressed and proved to be a financial disaster for the Priestman brothers.

All mod cons - or not ...

The photo below dates to about 1920 and shows a Renault, the first lorry to replace horse and cart deliveries at the



Nugget factory in Kennington.

There was no windscreen to keep out the rain (apparently a cloth was hung up) but, at a maximum speed of 8mph,

that was perhaps less of an issue. The wheels were solid, weighed 10 cwt each and used iron shoes for brakes. The lorry weighed 8 tons empty and 13 tons with a full load.

Electric lorries

Whilst electric vehicles are now the future for the motor industry, it may seem surprising that it was back in the 1920's that the company had a fleet of twelve vehicles, of which eleven were driven from batteries.



The electric lorries were able to carry a 6 ton load and were made by A.E.G. (Allgemeine Elektrizitäts-Gesellschaft AG - the General Electricity Company of Germany). They were powered by 160 volt batteries with two motors placed on the rear axle - one for each rear wheel. On a full charge the lorries had a range of 50 miles and it cost 2 shillings and sixpence (or half a crown, approximating £13 in today's terms) to charge them up overnight.

Once again, with solid rubber tyres on the wheels, these vehicles were not yet being made for a comfortable ride.

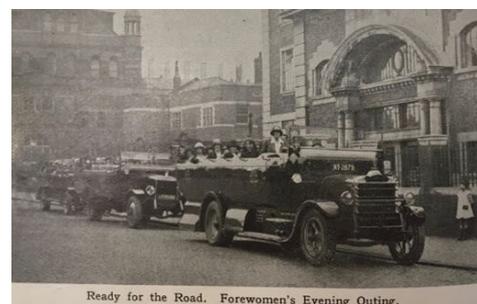
It was reported that these vehicles gave a "yeoman service with an average life of 10 years and very few servicing

problems compared to modern vehicles"

Chara' outings

The old magazines show many photos of how the lorries were being used and, by the sounds of things, they may have been convertible for charabanc outings.

One such outing in 1925 describes the Kingston and Canister Forewomen & "Helpers" outing, which, with 60 women set off from the Francis Reckitt Institute on the evening of Monday, May 25th.



Three chara's were contracted from McMaster's Conveyances and the route taken was to Market Weighton, via Cottingham and Beverley Westwood; it stopped at the Londesborough Arms in Market Weighton where the party ate "a substantial supper". After walking around the town, the home journey was made via Cave, Ferriby and Elloughton. They had a wonderful time and agreed that, "May was the ideal month for a country outing".

That's quite a journey to have made in one evening, especially given the state of the roads, likely speed and comfort of the chara's - it makes you wonder what time they "got back to base"!

The Company Garage

Ours 1931 ran an article on the business garage that was located at Hull and, many will recall, was located off Chapman Street at the back of the FRI.

After WWI it was apparently extended to fit 30 cars and housed cars from the Rolls Royce to the 'Baby Austin'. It says the car owners were board members, office and workshop employees (we wonder who owned the Rolls!).

try - rolling along

The garage also housed "the Firm's car", a Crossley saloon. It was four years old but said to do credit to a much newer car, bearing witness to the pride with which the garage staff took in their work.

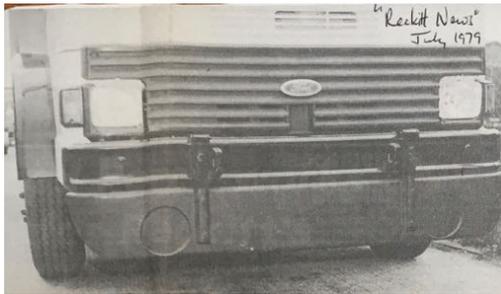
Those hardworking garage staff also provided a useful employee benefit - that of driving lessons and running repair and maintenance courses. How good is that!

The demand for parking was extended to the yard beyond the garage. Today, the car park at the Hull site sprawls across a large swathe of the site and it's understood that there are plans to create further parking places.

Vehicle Improvements - 5% at 50

The oil crisis of the early 70s no doubt contributed to the drive to save fuel, but, always at the forefront of modernisation and modifications, *Reckitt News* (July 1979) reported that the R&C fleet underwent a program of improvement. The project borrowed aerodynamic technology from Formula 1 Grand Prix cars, to tackle fuel consumption, principally that of using an air dam.

For the uninitiated, an air dam is a sort of "skirt" that sits below the front bumper of a vehicle and deflects the air away from the underside. Fraser Menzies said, "The natural tendency is to look at ways of smoothing air around the vehicle - but when you look underneath a lorry and see all the things sticking out which can cause drag and turbulence, it is fairly obvious



there must be fuel saving opportunities if you can deflect the air from the underside." After extensive testing it was shown that a 5% fuel saving could

be made when using the dams on vehicles at an average speed of 50mph.

The first dams were made of glass-reinforced plastic. During rollout of the dams, Orde Turnbull, the fleet engineer, was already developing phase II - a dam made of a special rubber that was still rigid enough to do the job but had enough "give" in order to avoid the unavoidable knocks.

Travelling Advertising



From the very early days the vehicles have been used to carry advertising, and what better way to spread the



message about your brands? Even as the use of multi-media has expanded, the travelling ads still find a place.

And now ...

At Hull, two to three trucks per day are sent to the Great Bear warehouse at Markham Dale (for UK distribution) and a similar amount go to DHL at Tickhill (export). Global Procurement run a Global Logistics contract each year, consequently some markets e.g. Turkey and France (who take very large quantities of Liquid Gavison!) send in hauliers specifically to go to these markets.

Interestingly all of the containers are now temperature controlled at 15°C in order to comply with the product licence requirements.

Brian Groom sent us this email, along with the following photo (see the digital edition for a larger picture):

I am enclosing this old photograph of the new fleet of vehicles bought by Meltonian company circa 1960. My father Herbert (Bert) Groom worked for the company for many years before and after WW2. He is 2nd on the left with, I think, George Davis far left and Norman Dickinson on the right. My memory fails me as to the names of the other two drivers. Following the closure of the factory in Oxgate Lane, my Father was relocated to Chiswick where he was a production manager, retiring in around 1980. My father died in 1991, but my mother is still with us and will be 102 years old next month. I hope this photograph will be of interest to some of your older pensioners who may even have worked there.



Do you know the other two drivers? Do you have any recollections of Bert Groom or tales from the Meltonian factory? Contact us at rbcontactmag@gmail.com

Emma Smith, Communications Manager, brings us this report: The new £105m Science and Innovation Centre in Hull combines a state-of-the-art R&D facility with the talent and passion to deliver the latest discoveries and innovation in consumer health.

It brings together a refurbished Grade II listed building (KWN) and a new development of bespoke laboratory space, connected by the Innovation Pathway.

The offices within KWN have been designed to be used as agile work and meeting spaces that foster collaboration. We look forward to the new centre opening later in 2019.

World-leading capabilities provided by the new centre include:

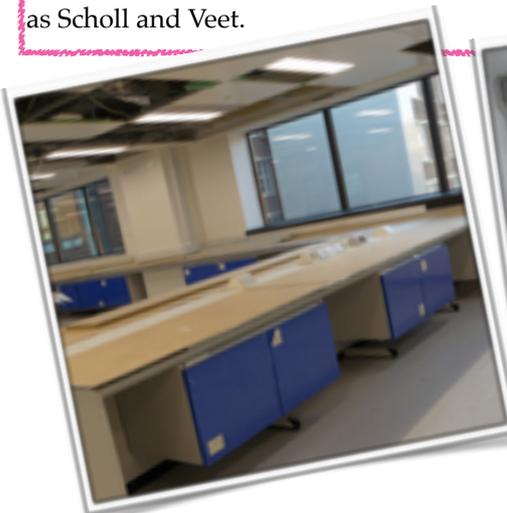
- 13,000m² bespoke laboratory environment (analytical, formulation, microbiology)
- 10th scale pilot plant that emulates what the factory does across all formats, to drive quality standards, safety and efficiencies

Product Innovation Suite for consumer-led research includes showers and bathrooms for testing products, such as Scholl and Veet.



Above: The Analytical Laboratory

Below from left: The Formulation Laboratory; The Pilot Plant & The Innovation Suite



Restored busts return

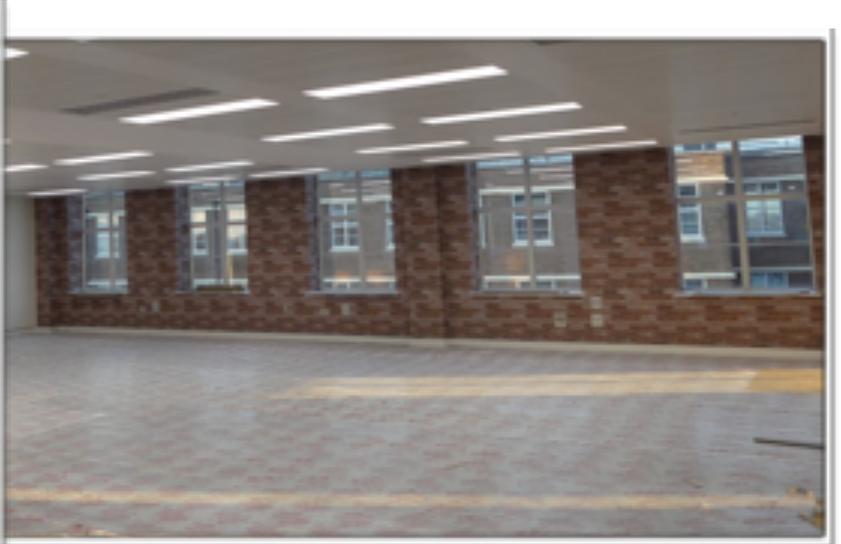
For some weeks now, Rosina Baxter (RB Heritage Centre) has missed greeting the marble bust of our renowned business ancestor, Sir James Reckitt - only the sad and empty plinth remained.

Sir James, along with Thomas Ferens and Francis Reckitt, had been sent to Burrows Davies Ltd. for a "scrub and brush-up". On the 4th February, the three gentleman were returned (safely, but rather irreverently in wooden crates) to the Heritage Centre, prior to being installed in the refurbished Humber Suite at Hull.

Burrows Davies Ltd are a high quality masonry, conservation and restoration company, situated at Strensall, on the outskirts of York. They also restored the Memorial fountain, shown in *iContact* 73, which now sits in the beautiful landscaped grounds, situated outside of the new R&D facility.



The empty plinth; Sir James Reckitt; the crates and the memorial statue - "Sacrifice".



Left: The Humber Suite
Above: One of the new Office areas

Hull Factory wins two “Made in Yorkshire” awards

Apprentice of the Year

After winning “Apprentice of the Year”, Harry Westcott, from Kingswood, Hull, East Yorkshire, who expects to become a qualified electrical technician later this year, will now compete against those from other regions across Britain at the Made in the UK Awards.

Harry became interested in engineering from a young age. Both his father and grandfather are engineers and encouraged Harry to join them in restoring classic Volkswagen Beetles. He firmly believes that it was this hobby that led to his interest in design and innovation.

Instead of going to University, Harry decided on an apprenticeship, realising that this could provide an entry into further education in the future. Through his apprenticeship, Harry has become an accomplished engineer, achieving NVQ Level 3 and is close to completing his HNC.

Harry is already completing tasks that qualified engineers perform and is proactively working to expand his knowledge beyond his current role into control panels and programmable logic controllers (PLCs).

He is also instrumental in mentoring other apprentices that are younger than him, demonstrating strong leadership skills that will support his career progression and add value for the company.

Harry said: "I'm ecstatic and shocked that I won! I'm very happy to have done RB and our engineering department proud. The award is a great motivator to keep on progressing here at RB."

Niall O'Brien, RB Hull Supply Site Lead & Operations Manager, said: "I'm delighted for Harry. He is a fantastic example of the RB core values. He is a hugely talented asset for our Hull site and I look forward to watching his career flourish."



Niall O'Brien, Harry Westcott, Dean Richmond and Rob Green

Healthcare Company - Biggest Impact

RB was also named as the health company with the biggest impact in Yorkshire and beyond in the awards and will go on to compete against pharmaceutical, biomedical, biotechnology, health product and medical devices companies across other regions in the Made in the UK Awards.

Established in Hull in 1840 and with a 179-year heritage in the city, RB researches, develops many of its compelling Health products in Hull – Gaviscon, Mucinex, Nurofen and Dettol – and sells them to consumers in over 200 countries.

RB is one of the region's biggest employers, with around 1400 Hull-based staff, predominantly in science-based and manufacturing roles.

RB is committed to developing the next generation of scientists and has a number of initiatives to inspire young people in science, technology, engineering and maths:

- RB has supported local Science Technology Engineering and Maths (STEM) education for many years. The original endowment for the University of Hull was provided by Reckitt director Thomas Ferens in 1928.

- RB is a founding partner of Ron Dearing University Technical College (UTC), a new school concept combining academic study in technical and scientific subjects with employer-led practical projects. The company also offers apprenticeships, year-in-industry and graduate roles, as well as direct entry opportunities in R&D and Manufacturing.

Hull has long been the home of healthcare innovation, including Dettol and numerous products across brands, such as Nurofen, Strepsils, Optrex, Gaviscon and Scholl.

Bruce Charlesworth, RB Hull R&D Site Lead and VP, said: "With a long local heritage, a clear purpose of putting health in the hands of our consumers and a passion for innovation, RB is uniquely positioned as a world-leading consumer health business. We have a local presence with a truly global impact."

OBITUARIES

Once again we are sad to record the deaths of our pensioners and former colleagues, who are listed in the columns below; remarkably, they include thirteen nonagenarians and one centenarian.

NORTHERN

Hull (unless otherwise stated):

Jacqueline Mayes (aged 79) 13 years of service
June Harbord (76) 13
Marjorie Maud Watts (96) 4
Clara Johnson (80) 21
Irene Elizabeth Webster (92) 34
Kathleen Mary Haley (95) 11
Sylvia Coates (82) 14
Jean Devine (91) 19
Benjamin Arthur Dryden (79) 11
Peter J Harvatt (97) 33
Reginald Thomas (92) 29
Victor McClure (89) 19
Walter Kell (98) 45
David Symons (74) 19
Gordon Charles Ainsworth (83) 29
Malcolm B Jackman (81) 38
Eric Beeston (94) 47
Evelyn Pickering (93) 16

Hull HQ:

Beris Thornton (87) 17

SOUTHERN

Chiswick:

Vera Marston (83) 17
Lilian Panter (90) 28
Timothy Simon Howden (81) 16

Enfield: Fine Art & Graphics

Keith Garside (78) 23

Wealdstone: Fine Arts & Graphics

Dullabhji Premji Mandalia (76) 8
Michael Lavelle (85) 8

Derby

Michael James Cope (75) 10

Jeyes:

Marjorie Constance Hobbs (93) 9

If you have any recollections or memories of former colleagues, please email them to us and we will endeavour to print them in our next issue.

EASTERN

Norwich:

Brian Walter Bobbin (84) 12
Roy Noller (86) 40
Michael Henry Powell (62) 11
Anthony Charles Gray (78) 23
Bryan Frederick Savage (86) 14
Bernard John Robinson (74) 15
Edward Joseph Ward (92) 11
Frood White Liggat (93) 28
Derek Edmund Smith (84) 16

OTHER

Cocker Chemicals:

Leslie Walker (101) 22

Firelighters:

Alan Cook (79) 33
Graham Alfred Brewster (69) 24

Services Division:

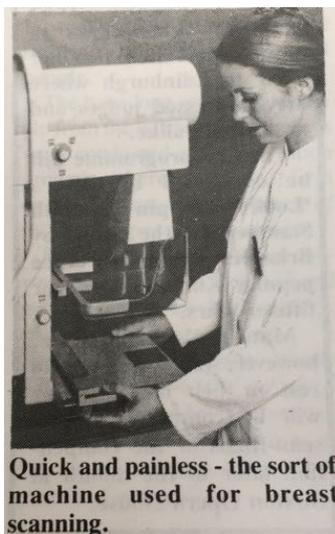
Gail Jackman (65) 9
Paul Ronald Tuton (68) 7

More on Reckitt's as a Healthcare Leading Employer

Following the article we ran in *iContact* 73 about the way Reckitts offered chest X-rays to employees, we thought it would be interesting to look at another similar health situation. By co-incidence, this article, first published in the November 1986 edition of *Reckitt News*, also has a "radiology" slant.

At this point in time, the NHS was offering breast scans to women who wanted or needed a scan, but only to women who were referred by a GP. Invariably, those women presenting themselves had already detected a lump.

In 1986, at the instigation of the Pharmaceutical Division's Health department, a free-of-charge breast screening service was offered to women aged over 40 and employed on the Dansom Lane site. Those women taking up the opportunity (95%) were transported to Hull Royal Infirmary and screened by experts. Importantly, these women benefitted from early detection of cancerous cells (which can be present for quite



some time before a lump is detected) and underwent appropriate treatment before symptoms developed.

The service was further extended to include the wives of male employees on the Hull site and additionally to the women at Reckitt depots (country-wide). The ladies at the depots were able to use the mobile breast screening unit owned by Marks & Spencer (another forward-sighted employer), when the unit was in a nearby M&S store.

The article also reported that the Health Centre went one step further in the fight against the biggest killer of women over 40, with Flo Crawley (senior nursing officer) arranging videos for all female employees about self-examination - another essential tool in the fight against breast cancer.

Once again, R&C is found amongst the top employers, leading the way in supporting and providing access to preventive healthcare for its employees.

Two years later, the NHS launched the breast screening program that women today are familiar with - an invitation to have a mammography every three years from the age of 50.

Produced by the Reckitt Benckiser Pensioners' Association, Dansom Lane, Hull, HU8 7DS

Science & Innovation Centre



The Analytical laboratory



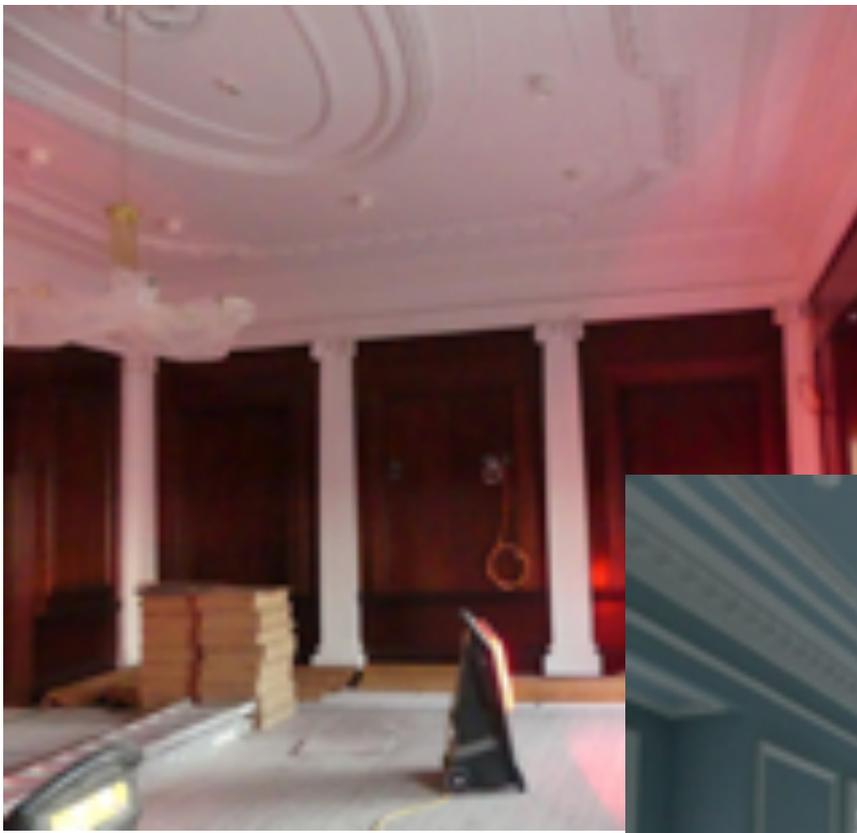
*Above:
The Formulation
Laboratory*



*Left & above:
The Pilot Plant
Right:*



*Above:
The Innovation
Suite*



The Humber Suite



*Do you recognise any
of these drivers?
Contact us at
rbcontactmag@gmail.com*

Yorkshire Winners



Bruce Charlesworth, Jane Warwick, Clare Walker & Niall O'Brien



Harry Westcott, winner of the "Apprentice of the Year" award