

# THE Connector

## SUSTAINABILITY NET ZERO MANUFACTURING

I have previously touched on the importance of recycling, reducing energy consumption etc, however, the goal posts have now moved swiftly to the left.

Today, focus is placed upon **Sustainability**, to achieve Net Zero manufacturing (Net zero manufacturing is zero carbon emissions, YES zero!)

There are many challenges surrounding sustainability and FGP (as the employer), together with the employees have a major part to play in achieving the goals that are expected. Failure to comply with legislation will undoubtedly result in taxes and/or penalties forced upon us. In addition, we must stride to maintain that cutting edge. Staying ahead of our competitors is paramount.



**What is Sustainability and what can WE do to play our part? This will involve everyone, and everybody can and should contribute.**

**Definition** “meeting our own needs without compromising the ability of future generations to meet their own needs”.

### There are four key elements within this: Human, Social, Economic & Environment.

Most of the key elements will be down to the employer and these are in the process of being addressed. As employees however, the environment is where the biggest impact can be made. From webinars we've participated in and conversations we've had as a group, we are a fair way down the road to achieving Net Zero Manufacturing. It is important we continue these improvements and contribute that bit extra to ensure we achieve the objectives.

Using FGP systems as an example, an energy audit was carried out back in 2017. This will be the benchmark moving forward and where improvements will be recognised and measured.

Some actions have been completed, some almost complete with others in the infancy or on the radar to be completed.

### Where can we make the biggest impact, what are the quick wins?

Energy consumption. Both gas and electricity is where an immediate impact can be made.

As identified in the 2017 audit, our energy demand is split between 95% electricity and 5% gas. Whilst we can do little to change the ratio, we can reduce the consumption.

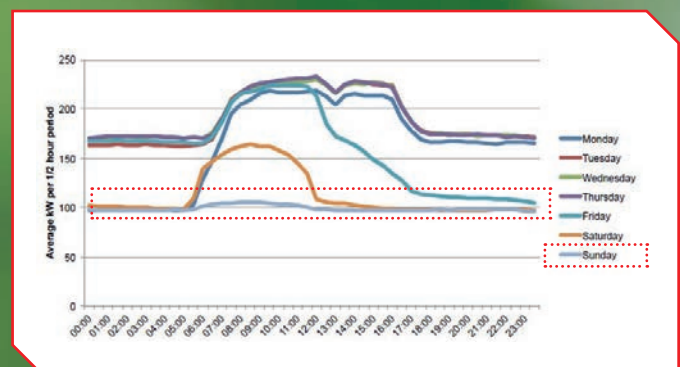
Focusing on electricity and putting things into perspective, 95% electricity demand equates to a consumption of c.1.4 million kWh/a. With what has been completed together with our

immediate action, we could reduce the demand by some 10%, just by carrying out some basic daily tasks.

To illustrate, the below is the average daily electricity import profile based on data provided between July 2016 – July 2017.

As previously touched on, a considerable amount of consumption is during the silent hours and when we are closed.

For ease of recognition, I have highlighted the consumption on a Sunday:



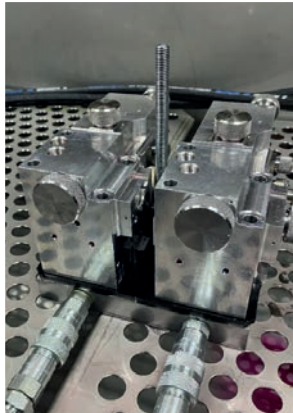
**To conclude, with all the above in mind, let's ensure we play our part in achieving a high degree of sustainability and achieve Net Zero Manufacturing!**



**Wayne Churchill**  
Group Procurement  
Manager

## Flushing of Galleries

**FGP's new gallery flushing rig and procedure for Collins Aerospace is now operational.**



The bespoke rig manufactured locally for our FGP Systems Weymouth site has enabled the FGP Group to insource the process and remove 360 miles of transportation costs. At the same time this reduces our customers internal production overloads and mitigates of the risk of single point failure. The system has allowed FGP to supply higher level assembly BOMs and the additional processes of mask & paint to support direct line assembly in our customers facility. The complete customer solution.

The process itself involves flushing hydraulic fluid through the internal galleries of complex prismatic machined components, removing all FOD and internal burrs. The rig has been installed to comply with the customer's internal specifications but can also be used for other applications should the design of the rig fit the purpose.

## Site Visits



FGP Group are pleased to welcome customers on site across our three business facilities.

We are still operating with robust COVID procedures in place to allow for safe face-to-face visits, with pre-visit checks, social distancing and ventilated meeting rooms as standard across the Group. Site visits are by appointment only, feel free to make contact with [hr@fgpltd.co.uk](mailto:hr@fgpltd.co.uk) for more details and up-to-date guidance.

We look forward to meeting you in person to showcase our extensive facilities and recent business developments.



The business has achieved great things in times of adversity and this is all testament to the commitment and skills of our team. It has become clear that developing our people will give us the best chance of success as we look forward into the challenging and exciting future ahead.

To prepare us for this, an in-depth development programme took place between 20-21st July for a number of employees with potential for progression in the business. This was conducted by Ivory Ltd and consisted of a Predictive Index psychometric test, a 360 degree assessment,

a competence-based interview, a career discussion, a group exercise and a business case study. All data and results will be collated into a personal development plan that will set out a secure career path as well as help the company plan a successful future for all within the Group.



## AWARDS THIS QUARTER:

Simon Speed

Gold



Kirsty Rollo

Bronze



Nick Preece

Gold



Sarah Northway

Bronze



Kirsty Rollo

Silver





# EXPORT CHALLENGES



**Fern Beckett**  
Export Lead

**2020 was a year to remember for several reasons, one of those being the B word - Brexit. On 31.01.20, at 11pm the UK withdrew from the European Union. Like many companies in the UK, FGP had the task of preparing for this milestone in an ever-changing environment.**

We had support from the Dorset Chamber of Commerce who ran training and Brexit Forums which were attended by members of the Export & Procurement teams. Whilst preparing, a planning rail was created to list all issues FGP may be affected by, which was much broader than first anticipated and involved many departments across the company. Some of the issues listed were more obvious, such as queries regarding sending controlled parts abroad, though some were less obvious such as new standards on wooden packaging and controls on bringing chemicals in and out of the UK.

One major part of our preparation was to liaise with each customer we export to, and provide them the confidence that we would continue to deliver their goods without delay or interruption to

their build lines. This has strengthened working relationships and we have received positive feedback on how the business has dealt with the Brexit preparations, with one customer stating "FGP have been the leading example of how the change in export process should have been handled. The communication has been brilliant and you have had everything under control at every step".

Post Brexit, the business has had to adapt swiftly to any issues that have arisen; we have modified and amended our paperwork/packaging to suit the individual requirements of each customer so our parts move swiftly through customs both in the UK, and the recipient's country. We have also had to reapply for licenses due to legislative changes, which were all granted.

Whilst this has been a challenging time for the export team, due to our preparations, we have had minimal disruption to the business. I feel FGP have risen to the challenge and have become stronger through it all.





# INNOVATION, TECHNOLOGY & DEVELOPMENT



**Andrew Johnson**  
Apprentice Supervisor

**As part of our Build Back Better programme FGP Group are focusing on new technology and innovation to develop our people, processes and technologies.**

### OUR TASK IS TO:

Up-skill our workforce to remove repetitive, mundane workflows from our manufacturing processes as follows:

- Utilise Lean processes, supported by the latest Innovation, Technology & Development solutions available to the FGP Group.
- Introduce innovative process solutions that will reduce repetitive mundane workflows, while realising improved cost efficiencies associated with our internal manufacturing processes.

With this in mind, we are expanding our Apprentice Training Centre to introduce,

develop and prove new technology and innovation.

Following the introduction of 3D printing, we are now embarking on a programme that will further increase our robotic capabilities.

Collaborative Robots are an ideal way to remove mundane and repetitive working practices allowing our highly skilled workforce to use a greater array of skills on a daily basis.

Training will take place in our first-class training facility to allow smooth transition onto our shop floor and to maximise our potential with immediate effect.



## 7 ADVANTAGES OF ROBOTS IN THE WORKPLACE

1

### SAFETY



Safety is the most obvious advantage of utilizing robotics. Heavy machinery, machinery that runs at hot temperature, and sharp objects can easily injure a human being. By delegating dangerous tasks to a robot, you're more likely to look at a repair bill than a serious medical bill or a lawsuit. Employees who work dangerous jobs will be thankful that robots can remove some of the risks.

2

### SPEED



Robots don't get distracted or need to take breaks. Robots can work all the time and this greatly speeds up production. They keep your employees from having to overwork themselves to meet high pressure deadlines or seemingly impossible standards.

3

### CONSISTENCY



Robots never need to divide their attention between a multitude of things. Their work is never contingent on the work of other people. They won't have unexpected emergencies, and they won't need to be relocated to complete a different time sensitive task. They're always there, and they're doing what they're supposed to do. Automation is typically far more reliable than human labour.

4

### PERFECTION



Robots will always deliver quality. Since they're programmed for precise, repetitive motion, they're less likely to make mistakes. In some ways, robots are simultaneously an employee and a quality control system. A lack of quirks and preferences, combined with the eliminated possibility of human error, will create a predictably perfect product every time.

5

### HAPPIER EMPLOYEES



Since robots are often assigned to perform tasks that people don't particularly enjoy, like menial work, repetitive motion, or dangerous jobs, your employees are more likely to be happy. They might want to take advantage of additional educational opportunities or participate in an innovative workplace project. They'll be happy to let the robots do the work that leaves them feeling burned out.

6

### JOB CREATION



Robots don't take jobs away. They merely change the jobs that exist. Robots need people for monitoring and supervision. The more robots we need, the more people we'll need to build those robots. By training your employees to work with robots, you're giving them a reason to stay motivated in their position with your company. They'll be there for the advancements and they'll have the unique opportunity to develop a new set of tech or engineering related skills.

7

### PRODUCTIVITY



Robots can't do everything. Some jobs absolutely need to be completed by a human. If your human employees aren't caught up doing the things that could have easily be left for robots, they'll be available and productive. While we're still lightyears away from a fully robotic workplace, the robotic capabilities that many companies are currently utilising have proven to be one of the greatest innovations of our time.

# AS9100 REV D

**FGP Systems & FGP Lufton now hold a group AS9100 approval, with zero findings across all sites including RSC.**

Feedback from the auditor from his most recent visit:

*"Without doubt FGP is the best company I have audited at any level of the aerospace supply chain for demonstrating compliance and improvement. The BMS is written and implemented so well you would think the AS9100 standard has been written around the system, not the other way around."*

*FGP has the mentality of a tier 1 manufacturer and indeed look and perform like one"*







# HR

## ANNOUNCEMENTS

### CURRENT VACANCIES

- Customer Account Manager (Special Processes) / RSC
- Estimator and Planning Engineer / RSC
- Administration Assistant / RSC
- CNC Miller / FGP Systems
- Night Shift CNC Miller / FGP Systems
- Machinist / FGP Lufton
- Methods Engineer / FGP Systems

### WELL DONE

**Karen Perrett**

for completing 'Race to the Bill'

**Adam Beckett, Chris Hunter  
and Andy Johnson**

for completing Fire Marshal training

### ADDITIONS TO THE TEAM

- **Tom Bryant** Manufacture Engineer. FGP Systems
- **Paul Murphy** Setter Operator (Nightshift). FGP Systems
- **Tracey Reynolds** Trainee Finance Assistant. FGP Systems
- **Kevin Drury** Technical Special Processes Operator / SCA. RSC
- **Andrew Woodman** Semi Skilled Surface Coating Operative. RSC
- **Samuel Aldridge** Semi Skilled Surface Coating Operative. RSC

### Best Wishes

**George  
Stevenson**

on his retirement  
from FGP Systems



#### First Job?

Death Slide supervisor at Sharkeys play area

#### When you're not working, how do you spend your time?

Changing nappies or swearing at golf balls

#### Favourite 90's TV Show?

Saved By The Bell

#### What is the best fancy dress costume you've worn?

OAP (even managed to get on the bus for free)

#### Android or apple?

Apple

#### Favourite film?

The Wolf of Wall Street

#### If you had to play one album forever, what would it be?

Californication by the Red Hot Chili Peppers



**Jordan Darby**  
Technical Sales Engineer



# 2021 YOUTH CUP CHAMPIONS

The FGP sponsored Weymouth under 14's football team were crowned as the 2021 Youth Cup champions after their 2-1 victory over local rivals Dorchester.

With the game taking place at the HQ of the Dorset County Football Association in Poole, both teams were understandably cagey in the first half and at the break the score was 0-0 at the County Ground.

Dorchester then managed to get the breakthrough early in the second half going 1-0 up and a further challenge resulted when Weymouth were controversially reduced to 10 players after 50 minutes. Their heads didn't drop though and the teamwork & will to win certainly shone through with some great football being played.

With the game going into time added on at the end of the match, Weymouth managed to win a corner. With a great set play the ball was headed into the net by Noah Fry, 1-1 at the end of normal time.

From there, going into extra time Weymouth were on the front foot and were playing some great flowing football. In the first half of extra time, Noah Fry latched on to a through ball and managed to slot the ball home past the keeper, 2-1 to Weymouth.

The second half of extra time was quite even with both teams having chances to add to the score, but Weymouth held on for victory to claim their second FA Youth Cup title in three years.

FGP are proud to sponsor the team going forward and wish them continued success.



## *The Ruff Cutts*

FGP's all-star band The Ruff Cutts will be playing at the following venues this summer. If you're free, come on down to support the boys on their long-awaited return to live music!

Saturday 11th Sept - Golden Lion (Weymouth)

Friday 24th Sept – Belvedere (Weymouth)

Friday 26th November - Golden Lion (Weymouth)



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[www.fgpltd.co.uk](http://www.fgpltd.co.uk)

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