

THE Connector

Apprentice Awards 2021



Innovation, Technology
& Development Centre

The annual award ceremony took place to commemorate the hard work and great success of our Apprentices through the FGP Innovation, Technology and Development Centre. The afternoon welcomed our newest Apprentices after successful completion of our in-house 12-week Traineeship, as well as celebrating those who have graduated from their 4-year indentured Apprenticeship programs. The individual awards were presented to those who have made a significant impact on the business as well as great improvements on their own personal development.



Apprentice of the Year
Stephen Weldon Cup

In recognition of a first class performer who is meeting the need in all aspects of their Apprenticeship and demonstrating an excellent level of commitment and behaviour. Congratulations, **Jack Hyndman**.

This year's awards and recognitions are as follows:

Director's Cup

In recognition of the continually hard-working individual that gets on with the job, performs to the highest standards and is dedicated to pushing the boundaries for the better. Congratulations, **Cedrick Bagoisan**.

Quality Award

In recognition of outstanding commitment to our continued focus on customer satisfaction, adhering to and improving business processes, inspiring others and leading by example. Congratulations, **Sam Hoad**.

Greatest Business Impact

In recognition of the efforts made to meet the needs of the company, through technical, commercial and behavioural accomplishments. Congratulations, **Ben Harding**.

Most Improved

In recognition of the efforts made to improve their knowledge and understanding in the tasks and behaviours required of them. Congratulations, **Zayn Djeebet**.

Outstanding Academic Commitment

In recognition of the efforts and endeavours to succeed not only in the technical aspects of an apprenticeship but also the vocational element. Congratulations, **Christian Field**.

Apprenticeship Graduation

Kynan Brian
Lewis Knight
Sam Hoad

Zayn Djeebet
Antonia Warren

FGP Traineeship Completion

Ghani Asker

Charlie Smith

SPACE & OPTICAL COATINGS

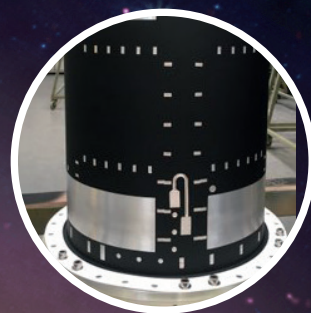
RSC have engaged with a customer regarding specialist coating of Space technology.

The understanding of Light reflectance and Thermal emissivity in difficult conditions lent us towards a specific product, of which the customer had used previously with limited success.

RSC carried out several trials to understand the failings and worked towards a process to allow repeatable conforming product. This has now been proven and RSC are confident to offer this to other customers who require this application.

The product is an absorptive Polyurethane coating which exhibits low outgassing characteristics while providing high thermal absorptivity properties. These properties ensure maximum absorption of stray light and minimum scatter with minimum emission of heat which can disturb the light path and affect performance.

RSC welcome these challenges and believe working closely on such projects sets us apart from our competitors.



Congratulations

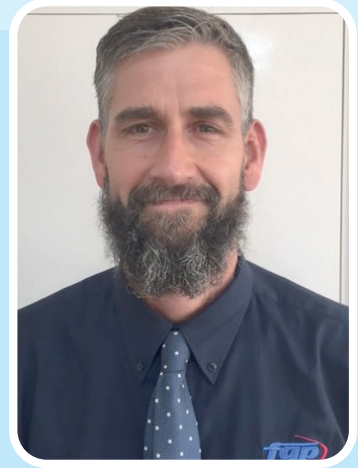


Ben Farmer, Jason Gasson, Ed Mee, Sarah Northway and Jordan Pring all attended an Adult Mental Health First Aid course in October. They are now Mental Health First Aiders and will represent all 3 sites across the group. HR will soon be introducing a Mental Health Policy and all of the above will play an important part in enabling that.

IN MEMORY OF :

Steve Weldon

Steve Weldon (or Stan as most at FGP knew him) was very much at the core of the company and will be greatly missed by all who had the pleasure of working alongside him.



Stan started his engineering journey with Normalair-Garret, completing his apprenticeship in 1989 and continuing to work for NGL for the next 11 years. Stan joined FGP Precision in 2000 and became an integral part of the milling section. It was apparent early on that Stan not only had a passion for engineering, but he had an extraordinary ability to train and develop young people within the company. This role became official in 2019 when he became Apprentice Master, thriving in this environment and sharing his 34 years of engineering knowledge in a straight talking but endearing way. Stan was a great role model at FGP and would always lead by example, earning a high level of respect from everyone in the factory.

In memory of Stan and to continue his legacy, the Apprentice of the Year Award has been renamed the Stephen Weldon Shield, which was presented for the first time last month.

Stan was a great asset to the FGP business and a true inspiration to all of us. We can all look back and celebrate Stan's life with a smile on our face and a warm glow in our hearts.

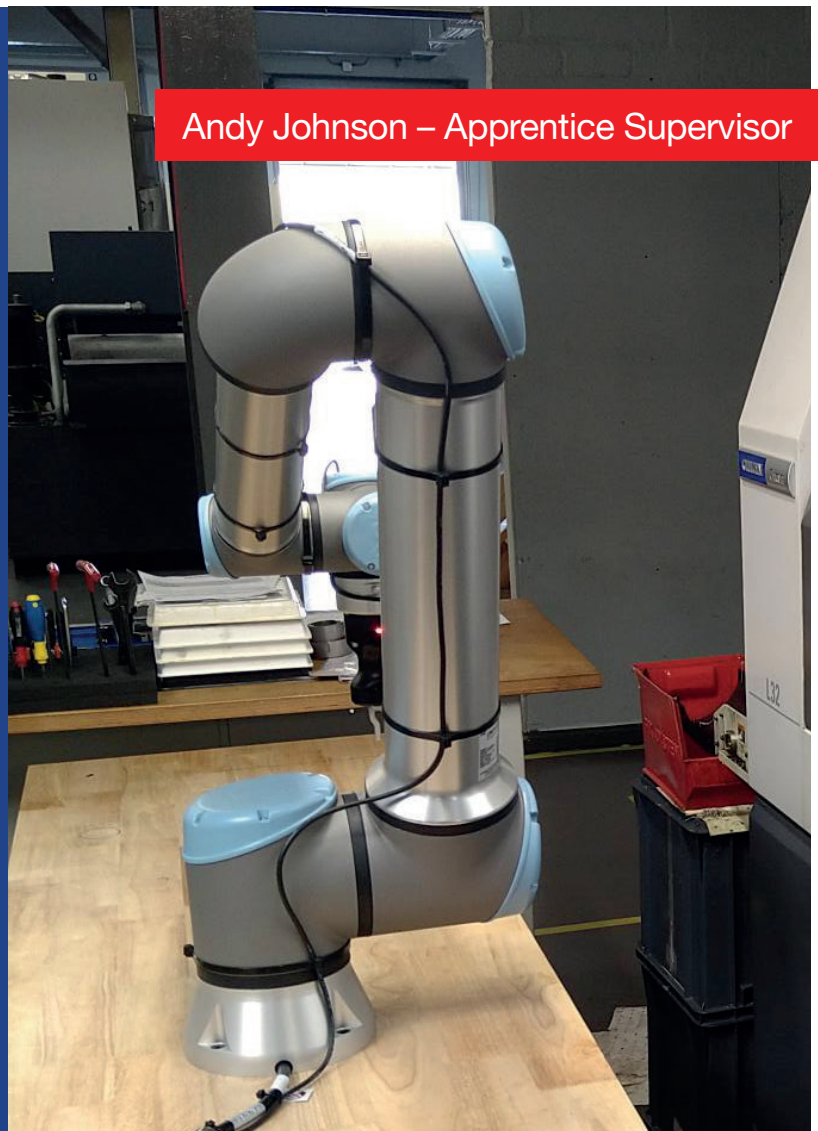
Cobot Update

Following our recent purchase of a UR10e Collaborative Robot, we have been busy getting to know our latest recruit fondly known as F.G.P.3.0.

Following on from our offsite training, we are finding the Cobot very user friendly and we have soon got to grips with simple pick and place applications.

With use of our 3D printer we've been able to design and make different accessories, allowing the Cobot to pick up several types of components.

In the last few weeks we have carried out a number of successful shop floor trials. We have great confidence that in the coming months we will have our first collaborative Robot joining our workforce and contributing to our productivity.



THE "ONE STOP SHOP" FGP GROUP SOLUTION V SUPPLY CHAIN SIMPLIFICATION

Ian Rowe - Commercial Director



When supply chains work properly, we rarely hear about them.

However, when supply chains hit a problem and cannot deliver, unfortunately that is all that they will be remembered for.

This is widespread in the UK at the moment as businesses continue to recover and Customers are requesting products and services well within the standard lead time. This can then be further exacerbated with additional issues such as the national driver shortages and increased Brexit type red tape leading to further delivery delays and product shortages.

Whilst there may be valid reasons for all of the above, the Customers really just want the problem solved as quickly as possible.

The Customer base is now starting to realise that Complexity destroys Efficiency here, hence they have started driving Simplification within their current Supply Chain modelling. The standard performance requisites around Delivery & Product Quality

will never change, but some are fast realising that the overall value that a Supplier can bring needs to be considered within their Supplier selection rationale. With one Customer recently declaring that product costing is now weighted at only 20% within the overall Supplier selection decision.

During COVID many Customers have experienced severe challenges with the complexities in their current Supply Chain. Initially with demand softening overnight and trying to turn the Supply Chain inputs off, to today with the need to ramp up and accelerate the Supply Chain to perform within lead times.

The traditional Customer Supply Chain Management with numerous Purchase Orders & Detail Parts that generally incur lengthy and unagile lead times, the performance management and auditing of several Suppliers, excessive transporting and stores logistics etc. These traditions really don't compliment any agility within the Supply Chain.

Simplification in our Customer base simply translates to Suppliers that:

- Will collaborate and take total ownership and execution of Customer Orders.

- Will support Concept & Design through Innovation, Design for Manufacture and Supply as high up the BOM as possible.
- Will implement replenishment Systems that share risk and reduce stores logistics.
- Will be prepared to incorporate new processes and capabilities to support the Customer.
- Have the agility to change course and respond to any special or unforeseen events.
- Have a Customer Focused Culture & Mindset to deliver consistent performance & continuous improvements.
- Drive and take ownership of its Sustainability responsibilities and improvements.

**The FGP Group
is that Supplier!**

**Simplistically the
Supply Chain should
really be just 3 Steps:**

Buy, Make, Deliver

改善 Kaizen

AWARDS THIS QUARTER:



Will Harding

Silver



Rob Skulimowski

Bronze



Ben Farmer

Bronze



Graham Nott

Bronze



Ed Mee

Bronze



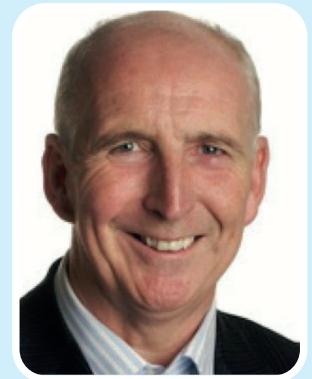
Simon Griffin

Bronze



IN MEMORY OF:

Sandy Dunn



It was with the greatest sadness that we heard that Alexander 'Sandy' Dunn, a non-executive director of FGP Group, had died very suddenly of cancer on 20th September 2021, aged 68.

Sandy enjoyed a very successful career in the insurance business after which he became an investor in Cyrus Investment Management, our previous owners. When Cyrus collapsed Sandy stepped up to manage the consequences and he played a vital role in stabilising the situation to prevent any damage to our companies. He then became a director of the Group, representing the investors' interests, and he was a regular visitor to Yeovil and Weymouth, travelling over from his home in Romsey, near Winchester.

Sandy had a tremendous business brain and brought his skills to bear in setting FGP up for growth. He did so with charm and persuasion, always nurturing the rest of us and keeping us up to the mark. He has been key to setting our strategy for the next few years, and played a big part in steering us through the challenges posed by the pandemic.

Sandy was an avid golfer and a strong family man with two sons and four grandchildren. Having grown up in Scotland as a semi-professional footballer he was a Glasgow Rangers fan but eventually shifted his allegiance to The Saints in Southampton where he was a regular attender.

We owe a debt to Sandy for the wisdom he has brought to the Boardroom in the past 3 years. Without his enthusiasm and support the company would certainly not have such a bright future. We have sent our condolences to his wife, Lesley, and his family on behalf of all in FGP, we will miss him.

QUIZ NIGHT FUN

To raise money for The Dorset & Somerset Air Ambulance

Following an accident in September 2020, FGP Lufton's Tim Weeks was knocked off his bicycle on the back lanes near to his home. He was airlifted by the Dorset & Somerset Air Ambulance to Southmead Hospital Bristol where he had emergency surgery on multiple parts of his leg and

hand, as well as being diagnosed with a bleed on the brain. He has since made an amazing recovery, all thanks to the fast transportation and care by the DSAA.

Tim's wife and son organised a quiz night at the local leisure centre to raise funds for the Air Ambulance, which was a huge success and raised £800 on the night.

This was made possible by the generosity of many local businesses including FGP, donating prizes for the raffle and adding to the online donations. The total now stands at well over £1400!



Many thanks to all that donated to this brilliant cause.

Tim and his wife Mel were invited out the airfield to meet some of the crew who treated him last year, where they were able to thank them and present the cheque.

CURRENT VACANCIES

- **Customer Account Manager (Special Processes)** / RSC
- **Production Scheduler** / FGP Systems
- **Methods Engineer** / FGP Systems
- **Grinder** / FGP Systems and FGP Lufton
- **Inspector** / FGP Systems and FGP Lufton
- **Machinist (Turner)** / FGP Lufton
- **Treatments Operator** / RSC
- **Treatments Cell Lead** / RSC

ADDITIONS TO THE TEAM

- **Charles Smith**, Apprentice. FGP Systems
- **Abdulghani Asker**, Apprentice. FGP Systems
- **Andrew Stanley**, Machinist. FGP Systems
- **Nikki Hall**, Machinist. FGP Systems
- **Iain Turner**, Setter Operator (Nightshift). FGP Systems
- **Sam Short**, Setter Operator (Nightshift). FGP Systems
- **Simon Arthur**, Quality Engineer. FGP Systems
- **Andrew King**, Bench Fitter. FGP Lufton
- **Ashley Ellis**, Machinist. FGP Lufton
- **Emma Dark**, Administration Assistant. RSC
- **Kevin Boyland**, Business Manager. RSC

WELL DONE

Tracey Reynolds
for completing the London
Marathon and fundraising
£2826 for Dorset Mind



Congratulations

Richard Corvinus & partner
on the arrival of their baby girl

Morgan Coon & partner
on the arrival of their baby girl

Good Luck

Ed Mee in his new role
as Apprentice Master



1. Favourite 90's TV Show?

Friends

2. First Job?

Fitting model for 915 kids wear
(I was paid in clothes!)

**3. Something you say you'll do,
but never do?**

Go skydiving!

4. Tea or coffee?

Neither... hot chocolate

**5. What is the best fancy dress
costume you've worn?**

I handmade a Christmas Tree
onesie for a competition in a club in
town. My costume came first place!

6. Summer or Winter?

Summer

**7. If you could be an animal,
what would it be and why?**

An elephant, because they are
strong and loyal



Harmony Martin
Group HR Advisor

AIRLANDER 10



The need to reduce carbon emissions in all aspects of life is well documented. This is no different within the FGP group and we have a strategic road map laid out to target reduction over the coming years.

Air travel accounts for around 2.4% of global CO2 emissions and the aerospace industry is constantly developing new technologies to reduce this figure with a target of zero emission aviation in the future.

One of our latest projects is an exciting step towards decarbonizing air travel through the use electric propulsion. We are pleased to be working closely with our customer **Collins Aerospace** to develop and produce a key part of the electric motor used on the Airlander 10 aircraft.

The Airlander 10 will use Collins' 500 kilowatt electric motor to transport up to 100 passengers at speeds of up to 80 mph (130 km/h). The plan is to implement the fully electric version, with four motors, producing zero emissions by 2030.

The housing itself is half a meter in diameter and required some complex machining processes to be implemented to achieve the required results, both right first time and to the build delivery target. All processes were carried out within group which included the machining, heat treatment, surface treatments and assembly.

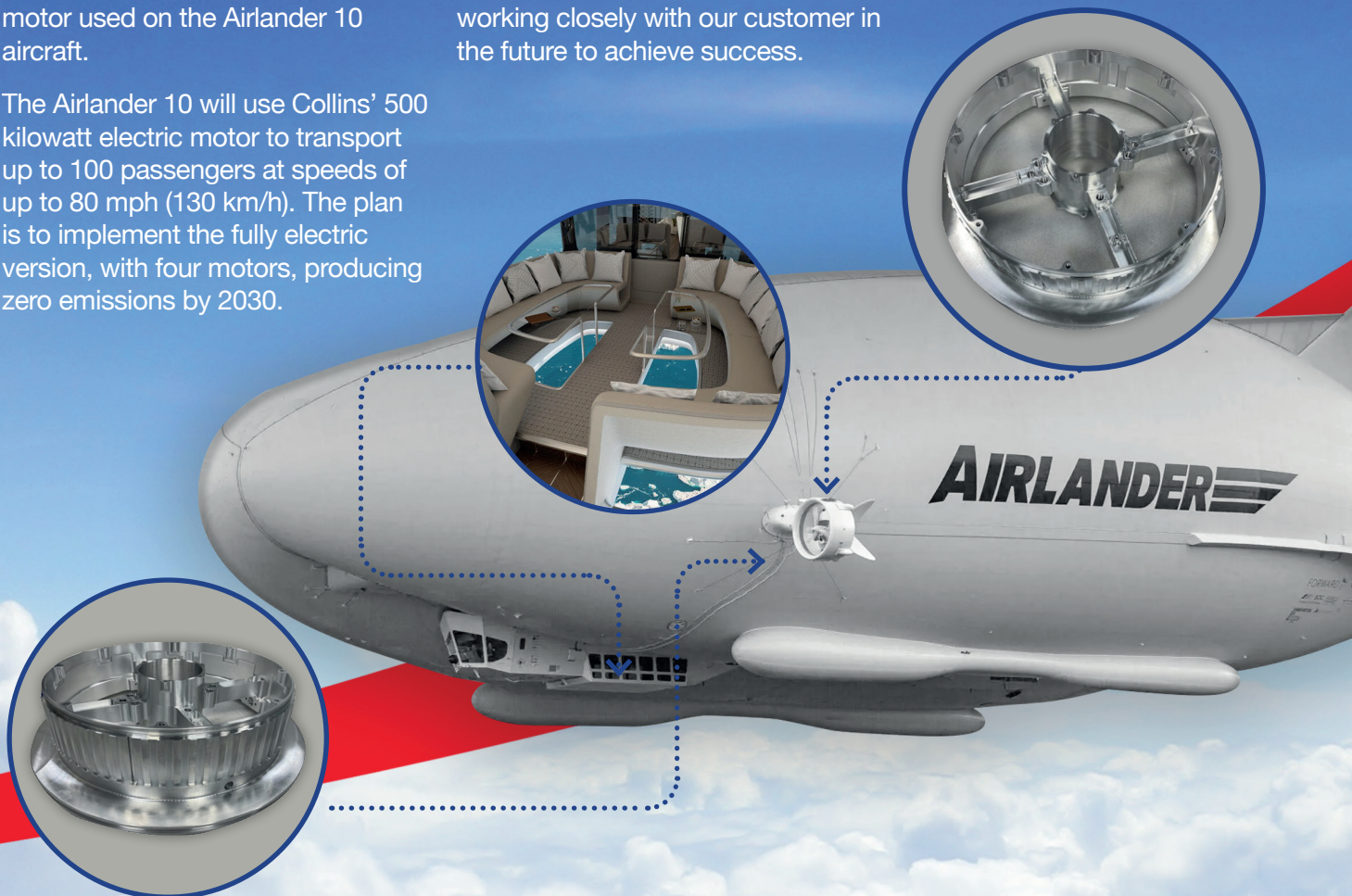
We are honoured to have been selected as the supplier of choice for this project and look forward to working closely with our customer in the future to achieve success.



100
PASSENGERS



80
MPH



THE Connector



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