



The  
manufacturers'  
organisation

# FUTURE MANUFACTURING awards

2016

The National Winners

# WELCOME TO THE EEF FUTURE MANUFACTURING AWARDS 2016

## CELEBRATING THE VERY BEST OF BRITISH MANUFACTURING TALENT

**Congratulations to all of the winners. After another fantastic pool of entries received this year, I am continuously fascinated by the talent and determination of UK Manufacturing and the case studies that follow are a testament to that.**

The Awards present us with an opportunity to celebrate and recognise the UK's most successful manufacturing stories and in particular reward those companies that have overcome real obstacles to succeed within both domestic and international markets.

We are now heading into our ninth year of the Awards and your stories of business growth, environmental efficiency, innovation, investment in people and skills are truly inspiring.

For the UK to continue to compete both domestically and internationally, a constant stream of fresh young talent entering the manufacturing sector is absolutely key. I would therefore like to take this opportunity to say thank you to all the students and apprentices that have entered and wish them well in their future careers.

As always I would also like to say a special thank you to our loyal partners, chairs and judges who have devoted many hours to selecting the winning entries. The Awards would simply not happen without their involvement and support.

The biggest thanks goes to everyone that entered the awards. Your stories make these awards possible, so please watch this space for the 2017 Awards programme. If you are doing great things in your field we want to hear from you!



*Kathy Riley*

**Kathy Riley**  
National Partnerships Director  
EEF

# A MESSAGE FROM OUR JUDGING PANEL

The standard of this year's entries is exceptional and as always it is a real honour to be involved in the judging process of the EEF Awards. It is truly inspiring to see how the UK's most talented and brightest manufacturing stars continue to succeed and prosper even in the face of certain adversities.

We would like to take this opportunity to congratulate all those who entered this year's awards and in particular those who have made it through to the national finals. This year the judging process was harder than ever given the calibre of the finalists and every single entrant should be proud of their own individual achievement.

A special thank you as always goes to the judges who are listed below; without their expertise and commitment tonight's awards would simply not be the success that they are today.

And to all our finalists and those who were ultimately successful in winning a national award – **congratulations!**



**Prof. Steve Evans**  
University of Cambridge



**Dr Palie Smart**  
Cranfield University

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## AWARDS JUDGES

### Apprentice Category Judges

|                 |  |
|-----------------|--|
| Matt Dale       | Martin-Baker                             |
| Melissa Garratt | MBDA                                     |
| Sandy Jack      |  |
| Bill McGawley   | TDR Training                             |
| Bob Millington  | National Forum of<br>Engineering Centres |
|                 | Chair of apprentice judges               |
| Ed Moss         | National Forum of<br>Engineering Centres |
| Jill Mustard    | Hepcomotion                              |
|                 | FSG Tool and Die                         |
| Maurice Porter  | BEMA                                     |
| Ian Slaughter   | Leonardo Company                         |
| Richard Walker  |  |
| Philip West     |  |

### Business Category Judges

|                    |                                       |
|--------------------|---------------------------------------|
| Suhail Aslam       | Teesside Manufacturing<br>Centre      |
|                    | Zetex Semiconductors                  |
| Dave Benstead      | Chas. A. Blatchford & Sons            |
| Stephen Blatchford | Warren Services                       |
| Richard Bridgman   | Department for<br>International Trade |
| Bob Collier        | The Toro Company                      |
|                    | Rolls-Royce                           |
| Raghu Das          | Entropy Engineering                   |
| Andrew Davies      | HVM Catapult                          |
| Peter Duncan       | University of Cambridge               |
| Dick Elsy          | Nestlé UK                             |
| Prof. Steve Evans  |                                       |
| Andy Griffiths     |                                       |

|                             |                          |
|-----------------------------|--------------------------|
| Clayton Harding             | MöllerTech               |
| Tony Hickson                | Mettler Toledo Safeline  |
| Andrea Hough                | AT Engine Controls       |
| Stuart Johnston             | Howden Insurance Brokers |
| Prof Mark Jolly             | Cranfield University     |
| Dr Howard Lightfoot         | Cranfield University     |
| Henriette Lyttle-Breukelaar | HVM Catapult             |
| Liam McDonagh               | CMR Consultants          |
| Dr Patrick McLaughlin       | Cranfield University     |
| Tom McMurtrie               | Hymid Multi-Shot         |
| Caroline Milton             | Menzies                  |
| Edward Naylor               | Naylor Industries        |
| Brian Pigott                | Marco Cable Management   |
| Simon Randall               | Stadco                   |
| Tom Ridgman                 | University of Cambridge  |
| Simon Roberts               | Jonathan Lee Recruitment |
| Peter Slack                 | Handicare                |
| Dr Palie Smart              | Cranfield University     |
| Bob Taylor                  | Carl Zeiss               |
| Anna Traylor                | Consultant               |

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The  
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# FUTURE MANUFACTURING awards 2016

## APPRENTICE AWARDS

*in partnership with Siemens*

### **Intermediate & Advanced Apprentice - First Year Award**

National Winner: Emily James, Ishida Europe

National Runner-up: Emily Ansell, Marshall Aerospace and Defence Group

### **Intermediate & Advanced Apprentice - Final Year Award**

National Winner: Euan Beaden, SMR Automotive Mirrors UK Limited

National Runner-up: Nicole Chamberlain, Nestlé UK

### **Higher Level Apprentice - First Year Award**

National Winner: Ryan Anderson, Siemens Digital Factory, Process Industries and Drives

National Runner-up: Darren Stawarz, Knorr-Bremse Rail Services

### **Higher Level Apprentice - Final Year Award**

National Winner: Malgorzata Barzowska, Airbus Operations Ltd

National Runner-up: Jordan Brophy, Mettler Toledo Safeline Ltd

### **Business Apprentice - First Year Award**

National Winner: Tim Wilson, MBDA Systems

National Runner-up: Helen Wood, MBDA UK

### **Business Apprentice - Final Year Award**

National Winner: Matthew Thorpe, Bentley Motors Ltd

National Runner-up: Arabella Flegg, Knorr-Bremse Rail Services

**SIEMENS**

*Ingenuity for life*

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## BUSINESS GROWTH AWARD

National Winner: Advanced Insulation Limited

National Runner-up: Origin

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## DEVELOPING PEOPLE AWARD

*in partnership with Jonathan Lee Recruitment*

National Winner: Superior Seals Ltd  
Joint National Runner-up: FSG Tool & Die Ltd  
Joint National Runner-up: Jaguar Land Rover

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## ENVIRONMENTAL ACHIEVEMENT AWARD

*in partnership with CMR Consultants*

National Winner: IR Newport Ltd  
National Runner-up: Mettler Toledo Safeline Ltd

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## EXPORT AWARD

National Winner: Advanced Insulation Limited  
National Runner-up: Acorn Stairlifts

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## HEALTH AND SAFETY AWARD

*in partnership with Howden*

National Winner: Bard Pharmaceuticals Ltd  
National Runner-up: Ideal Boilers Ltd

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## INNOVATION AWARD

*in partnership with HVM Catapult*

National Winner: HydroGarden Wholesale Supplies Ltd  
National Runner-up: Third Dimension

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## LEADERSHIP AWARD

National Winner: Peter Digby, Xtrac Limited

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## PARTNERSHIPS AWARD

*in partnership with Rolls-Royce*

National Winner: Syngenta Huddersfield  
National Runner-up: Cambridge LaunchPad, originated by Marshall of Cambridge

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## WINNER OF WINNERS AWARD

National Winner: Advanced Insulation Limited

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Region Partner: **MENZIES**  
BRIGHTER THINKING

Supported by:



The Telegraph

# Emily James, Ishida Europe

National Winner, Intermediate & Advanced First Year Apprentice Award



(l-r) Charlotte Horobin, EEF; Jonathan Lee, Jonathan Lee Recruitment; Emily James, Ishida Europe; David Wheeler, Siemens.

**Emily shows a professional, mature, committed approach, setting high standards in everything she does, demonstrated in a natural way. She is a real role model for apprentices and an ambassador for her company.**

Inspired by her work experience with an aeronautical engineering company, during her time at sixth form, Emily was fascinated by the problem solving challenges faced by engineers. As well as a keen mind for engineering, Emily has also demonstrated solid academic achievements. She plans to continue her high level of academic success to achieve even higher BTEC grades and then to apply the solid foundation of theoretical knowledge to her work, developing into a fully-fledged engineer.

Emily is also perceptive and sees her role as an apprentice as a great opportunity to improve communication within the business. Transferring around departments, she is able to attempt to form connections and relationships between people who don't usually interact. She believes

that creating a communication standard will act as a success catalyst, aiding productivity and development.

Keen to broaden her experience within the organisation, Emily pushes to become involved in projects that will expand her role. She is proud to be working with one of the business' predominant fabrication suppliers, to establish and maintain quality standards from a finishing perspective.

## Judges' comments

“ First impressions set the tone for a very high quality presentation. Emily demonstrated extremely high levels of motivation and enthusiasm, which was underpinned by a clear passion. The judges were impressed with the clear and high standards that she has set for herself, leaving no doubt in their minds who should win this award. ”

In partnership with: **SIEMENS**  
Ingenuity for life

# Euan Beaden, SMR Automotive Mirrors UK Limited

National Winner, Intermediate & Advanced Final Year Apprentice Award



(l-r) Caroline Milton, Menzies; Euan Beaden, SMR Automotive Mirrors UK Limited; Jim Davison, EEF.

## Nature of business:

Design, development and manufacture of exterior mirror systems for the automotive market

## Site location:

Portchester, Hampshire

## Number of employees:

774

**Euan has become an excellent team member and earned the respect of his manager and work colleagues, to the extent that he is no longer viewed as an apprentice, but a fellow tool maker.**

“Every problem presents a challenge and every challenge can be solved.” This is the motto that underpins Euan’s passion for engineering, learned from his dad as they fixed motorcycles together in their garden workshop. Whilst still at school, Euan secured a work experience placement with his father, a mechanical engineering tutor at HMS Sultan in Gosport, and machined a fully functioning Stirling heat engine.

Euan completed all BTEC Level 3 units with the highest possible grade, Distinction. He has also completed the first year of a Mechanical HNC and plans to study at degree level.

During his time as an apprentice Euan is proud to have been involved in an important task where seventeen mould tools were shipped to Spain,

saving the company the cost of hiring expensive Spanish contractors. In addition, he has been trusted to lead the manufacture and logistics of a Metalizing Mask Tool, been given the responsibility of becoming the department First Aider and represented his department as a ‘Can-do Champion’.

## Judges’ comments

“A well rounded engineer with great potential, demonstrating to the panel a wide range of abilities, Euan has laid the foundations for an exciting career. Demonstrating that only the best would do, the judges have no doubt that Euan will more than accomplish the high goals that he has set for himself.”

In partnership with: **SIEMENS**  
Ingenuity for life

# Ryan Anderson, Siemens Digital Factory

National Winner, Higher Level First Year Apprentice Award



(l-r) Steve Warren, EEF; Ryan Anderson, Siemens Digital Factory, Process Industries and Drives; David Wheeler, Siemens.

## Nature of business:

Automation equipment manufacturer, customer service and support, covering industries such as automotive, food & beverage, utilities, oil & gas

## Site location:

Manchester

## Number of employees:

500+

**Ryan's enthusiasm for apprenticeship is clearly demonstrated by his commitment to promoting their benefits to others. He has a willingness to raise the profile of engineering as a career and especially the value of becoming an apprentice.**

It was clear to Ryan, early on, that an apprenticeship was a brilliant way to get into a good company, save himself from student loans and enter his chosen industry much sooner. Of great appeal was the ability to back up academic studies with on-the-job experience and training.

As someone that enjoys a challenge, Ryan aimed for a higher apprenticeship that would result in more technical job roles and more challenging academic studies. Ryan's longer term interests lie with the design of new hybrid technologies where he feels he will be able to put his own ideas into practice. He feels he will be able to make a real difference and ultimately contribute towards

turning hybrid vehicles into a true replacement for existing vehicles.

A real team player and people person, Ryan has participated in a number of challenges including an enterprise challenge to design a liquid food product which his team won. They also entered the Greenpower challenge where the team built a kart that they funded with sponsorship, raced at Aintree and finally modified to upgrade performance.

## Judges' comments

“ Ryan is a very passionate apprentice with extremely clear short, medium and long term goals and knows exactly how he will achieve them, impressing the judges with both his humour and drive to succeed inside and outside the workplace. With a vision that there is “no point in setting your sights low,” the judges have no doubt there is great success for Ryan in the future. ”

In partnership with: **SIEMENS**  
Ingenuity for life

# Malgorzata Barzowska, Airbus Operations Ltd

National Winner, Higher Level Final Year Apprentice Award



(l-r) Malgorzata Barzowska, Airbus; Jim Davison, EEF.

## Nature of business:

Aircraft manufacturer producing the Airbus family of passenger aircraft, a corporate jet, the Beluga Super Transport and a military transport

## Site location:

Bristol

## Number of employees:

10,000+

**Malgorzata is a highly driven person and has worked tirelessly towards achieving her goal of a career in engineering. She is a superb example of what can be achieved given the right mind-set and determination to succeed.**

Having completed her A-levels, Malgorzata moved to the UK aged 19, speaking little English. Whilst undertaking a wide variety of jobs, she studied for an Open University degree in Mathematics. During this time she was offered a recruitment administrator position at Airbus. Inspired by the engineers she saw, she shifted her studies towards engineering and took the opportunity to become an Airbus apprentice.

Malgorzata is interested in Fracture Mechanics principles, and will begin a post graduate diploma course which will count towards her Master's Degree in Engineering. As an apprentice, her main objective is to perform to the highest standard throughout her work placements, eventually hoping to become a part of the human feat of aerospace engineering.

Confident in a management role, Malgorzata is currently proud to be acting as a Project Manager on the Eco-Flyer project. Her initial findings, on a test campaign that she led, have enabled one of the experts to file for a patent.

Malgorzata is an inspirational ambassador for apprenticeships and strives to mentor others by continued involvement in a wide variety of STEM and school liaison activities.

## Judges' comments

“ Possessing all the right attributes that will make an excellent ambassador for apprenticeships, engineering and manufacturing, Malgorzata impressed the judges with her in-depth understanding of the business and her very clear sights and vision on both where she would like the future to take her, and what is not for her. Malgorzata is an extremely passionate and ambitious individual whose company should consider themselves lucky to have found such an inspirational apprentice.”

In partnership with: **SIEMENS**  
Ingenuity for life

# Tim Wilson, MBDA Systems

National Winner, Business Apprentice First Year Award



(l-r) Caroline Milton, Menzies; Tim Wilson, MBDA; Jim Davison, EEF.

**Nature of business:**  
Manufacturer of missile systems to meet the operational requirements of the three armed forces

**Site location:**  
Stevenage

**Number of employees:**  
3,047

**Not convinced that university was right for him, Tim looked for options that would allow him to combine both university and work. Accepting the MBDA apprenticeship, Tim enthusiastically embraced an industry that he was keen to learn about.**

Tim's first placement as a business apprentice was in procurement where he quickly learned that components for many of the business' larger sub-systems were purchased from different companies, demonstrating to him the need for people with a business background in an engineering company.

During his first three months as an apprentice Tim was tasked with independently completing a Manufacturing Licence Update for Boeing, communicating with procurement executives on a subject that he previously knew little about. This task was combined with moving to the Storm Shadow project, a challenge that required him to develop time management and multi-tasking skills.

Tim is very keen to learn and his aim for the next three years is to gain as much knowledge and exposure as possible through his placements, exceeding expectations and leaving a lasting impression. Tim is currently working in the Managing Director's office, a unique placement that few apprentices get to experience.

Outside of work Tim prefers to be active and his greatest achievement was obtaining his Gold Duke of Edinburgh Award. He is involved in charity and volunteers one evening a week at a local special needs youth club.

## Judges' comments

“Tim is a very focused individual with a clear vision of what he wants to achieve. Clearly trusted with important tasks and responsibilities, he has proven his dedication to the company by giving 100% while keeping a balanced life outside of his apprenticeship.”

In partnership with: **SIEMENS**  
Ingenuity for life

# Matthew Thorpe, Bentley Motors Ltd

National Winner, Business Apprenticeship Final Year Award



(l-r) Steve Warren, EEF; Matthew Thorpe, Bentley Motors Ltd; David Wheeler, Siemens.

**Nature of business:**  
Manufacturer of luxury motorcars

**Site location:**  
Crewe

**Number of employees:**  
4,000

**Matthew is a mature, highly respected asset to Bentley Motors, who has already become a key team member. His input is fundamental to business strategy and revenue growth targets.**

Having always been mad about cars, there was no doubt that a career in the motor industry was exactly what Matthew wanted to achieve. Bentley Motors was the ideal opportunity and Matthew progressed through the selection process to win the only placement, from a field of circa 150 applicants.

Planning to complete an apprenticeship in HR management, Matthew soon found that certain factors which had inspired him to apply to Bentley were not captured in his job requirements. Whilst giving the opportunity he had been handed the dedication it required, he wisely conducted appropriate research into other business functions and presented a proposal to the HR Development Officer as to why the skills he possessed could be better utilised in a Sales and Marketing placement.

Matthew's decision to turn a situation, where he felt his career was heading in the wrong direction, into a new opportunity shows his determination and willingness to make his apprenticeship a success for both himself and the company. His commitment in the workplace coupled with a desire to progress academically, studying a full time degree on top of full time work commitments, shows his drive to achieve his career aspirations.

## Judges' comments

“ Matthew impressed the judges with his confidence and charisma. Gaining company trust and immense responsibility from early on in his apprenticeship, he has proved that he has dedication well above what is expected of him and that is evident in his passion for the brand. Matthew is a very driven individual who makes an exemplary ambassador for the industry! ”

In partnership with: **SIEMENS**  
Ingenuity for life

# Advanced Insulation Limited

National Winner, Business Growth Award



Advanced Insulation team.

## Nature of business:

The design, development, manufacture and supply of unique insulation and fire protection systems for the oil and gas industry, offering certified and approved solutions for topside and subsea

## Site location:

Gloucester

## Number of employees:

255

**In the last three years Advanced Insulation has almost tripled its turnover and significantly increased gross profit, boosting growth in the UK and overseas. The business has expanded facilities and sales teams worldwide.**

Advanced Insulation seized the opportunity to follow an ambitious growth strategy following a management buy-out in 2007/08. No longer constrained by a large parent company, Advanced Insulation was free to pursue growth objectives that would enable them to satisfy investors' expectations regarding a substantial ROI.

A plan comprising of four key elements was devised, which included: investment in research and development, geographical expansion, investment in people and facilities, and a focused key account strategy to promote maximum repeat business. The operation of a flat management structure, plus regular meetings, ensured that all staff were kept informed of objectives, and the progress attained.

The introduction of eight new products, increased spend on R&D, the acquisition of new businesses, expansion into new territories, investment in new facilities, tripling of staff levels, a firm belief in training, and a significant order backlog, with work scheduled through to 2019, are all positive examples of achievement.

As the company's success grows, Advanced Insulation's reputation as a "go to" company for solutions to difficult problems using composites is leading to new business opportunities.

## Judges' comments

“An entrepreneurial approach and a clear, targeted strategy, Advanced Insulation produced exceptional growth. A very fruitful story, with a confident flexible approach, leveraging local and workforce knowledge and culture and a customer focus Advanced Insulation gained real market penetration in international markets which ensured their success.”

# Superior Seals Ltd

National Winner, Developing People Award



**Nature of business:**  
Manufacturer of precision o-rings and special mouldings

**Site location:**  
Wimborne, Dorset

**Number of employees:**  
191

(l-r) Neil Cayley, Jonathan Lee Recruitment; Katie Bodman, Superior Seals; Liam Stratten, Superior Seals; David Woakes, Jonathan Lee Recruitment.

**Since 2012 Superior Seals found themselves with a need to develop people as there were clear signs that the increasing skills shortages in both engineering and material science was about to pose a significant challenge for the growing business. With only one apprentice and no succession plan in place a decision was taken to set up the Superior Academy, in less than 12 months.**

Driven by Managing Director Tim Brown, and working closely with local schools and colleges, Superior Seals' aim was to get students of all ages interested in engineering.

Once the in-house training academy and engineering workshop was complete, a programme of activity was introduced. The programme was initially for in-house training, with further programmes to attract future talent from the local community and satisfy succession planning requirements scheduled throughout 2016.

Superior Seals is proud to have implemented all of its planned training activity on time during 2016, including the introduction of a Leadership and Management programme for the internal management team. Future plans are in place for a STEM facility, incorporating a Material Science training workshop, to sit alongside the engineering workshop.

## Judges' comments

“This company demonstrated their success and accomplishments with a clear strategy and solid examples. A great success story of a visionary leader, with passion and enthusiasm for developing people impressed the judges with their commitment to their people and expanding that into the community. A truly transformational journey.”

In partnership with:  JONATHAN LEE  
RECRUITMENT

# IR Newport Ltd

National Winner, Environmental Achievement Award



(l-r) Alan Lambie, IR Newport; Andrew Cade, IR Newport; Liam McDonagh, CMR Consultants.

**Nature of business:**  
Manufacturing and testing of solid state, silicon based semiconductor power rectification devices within a cleanroom environment

**Site location:**  
Newport, South Wales

**Number of employees:**  
493

**The complexity of the semiconductors manufactured by IR Newport has the potential to significantly impact the environment. As a result IR Newport's environmental policy is an essential element of their overall business strategy.**

Environmental opportunities are reviewed annually at IR Newport and typically targets are set with respect to energy saving, water savings and waste minimisation, reuse or recycling.

Over the last few years IR Newport has been looking internally at how to best promote and implement their long term goals of progressing onsite environmental awareness. This has been in terms of both environmental performance and manufacturing excellence, believing strongly that the two are mutually beneficial and intrinsically linked. Over the past three years 12 significant environmental projects have been undertaken, these projects have been chosen as they represented the ability to affect the largest changes in the following areas: environmental impacts, cost saving opportunities, manufacturing

and facility infrastructure improvements and areas with technological advancements that could be utilised.

The investment in the projects has had a substantial impact on the site's business model, with a typical payback on investment of less than two years. Moreover, there has been a great improvement in the reliability and robustness of the facility infrastructure and services. Efforts to reduce energy consumption, water consumption and waste has exceeded planned targets, with all remaining targets being successfully met.

## Judges' comments

*“ IR Newport is passionate about what they do. The judges were particularly impressed by their tenacity – they do not do easy! They presented quantifiable results highlighting good use of collaboration within the business. They are engaging, enthusiastic and innovative, presenting a logical and technical approach to business. ”*

In partnership with: 

# Bard Pharmaceuticals Ltd

National Winner, Health and Safety Award



(l-r) Richard Storey, Howden; Nick Bridge, Bard Pharmaceuticals; Angeliqe Korny, Bard Pharmaceuticals; Jim Davison, EEF.

**Nature of business:**  
Pharmaceutical manufacture, packaging and supply. Prolonged release pain management pharmaceuticals

**Site location:**  
Cambridge

**Number of employees:**  
427

## Keen to embrace innovation in their continued quest to keep employees safe, Bard Pharmaceuticals selected an innovative technology that has been adapted from the world of elite sports.

With specific business challenges focused around musculoskeletal issues, the Health & Safety team's strategy was to challenge preconceived ideas and utilise new technologies to manage business risks. Having investigated the opportunities presented by the emerging class of wearable technology, it has been possible to study the musculoskeletal demands of jobs and tasks.

The ability to gather data and review video footage has enabled the team to gain new insights into how an employee's muscles are working, and to more accurately prioritise the highest risk ergonomic and manual handling concerns.

Discussions with a cross section of employees were used to disseminate the key findings and begin solutions planning. The study of multi-media content, of sensor data and video footage,

coupled with an action listing, has provided a clear direction for interventions. This great content has helped to engage employees and ultimately provided engaging material to include in training.

On target, the ongoing programme aims to achieve, in assessed areas, a 20% reduction in Occupational Health referrals for musculoskeletal issues by 2018 and to deliver bespoke, physio focused, refresher and new starter training to 100% of employees and management by January 2017.

### Judges' comments

“Bard Pharmaceuticals has overcome standard issues in health and safety in a truly innovative way, involving the entire workforce, the employee engagement has been phenomenal in what might traditionally be seen as a 'boring' issue. Working with undeniable passion in their field, this project has created a springboard for even further growth and results.”

In partnership with: **howden**

# HydroGarden Wholesale Supplies Ltd

National Winner, Innovation Award



HydroGarden Wholesale Supplies Ltd team.

**Nature of business:**  
Manufacturer, distributor and innovator of hydroponic equipment, including the vertical farming system VydroFarm

**Site location:**  
Coventry

**Number of employees:**  
76

**Recognising that a rapidly growing population will continue to increase pressure on world food supplies, HydroGarden has drawn on its 20 years of expertise to create a viable hydroponic vertical farming solution for commercial food production.**

VydroFarm offers a sustainable local solution for growing quality fresh vegetables on an industrial scale, that is affordable, carbon neutral and addresses the lack of growing space in urban areas.

In addition, VydroFarm reduces the amount of time it takes to grow each crop by up to 50%, using less water, and can be monitored and controlled remotely via smart phone, tablet or PC. LED lights ensure optimum lighting conditions for crop growth and the system can be pre-programmed for specific crops, removing the need for horticultural expertise on site.

After presenting a prototype, HydroGarden collaborated with The University of Nottingham and other smaller partnerships to validate the technology. Findings confirmed the operational

and safety procedures of the first prototype, even when operated by non-specialist growers. Further tests confirmed the efficiency of the technology for the majority of leafy greens of commercial interest.

HydroGarden will now embark on the next phase of R&D to develop the system on a commercial basis and partner with academic and like-minded organisations, to identify, develop and discuss new technologies which can help to create a food secure future.

## Judges' comments

“The judges felt this was a very interesting and informative description of developments, key features and benefits clearly articulated with a strong ethical mission, to go carbon neutral and engage in education. The look towards sustainability, both organic and synthetic, and the carbon neutral agenda has huge potential and the judges felt they have seen a glimpse into the future.”

In partnership with: **CATAPULT**  
High Value Manufacturing

# Peter Digby, Xtrac Limited

National Winner, Leadership Award



(l-r) Caroline Milton, Menzies; Peter Digby, Xtrac; Jim Davison, EEF.

## Nature of business:

Designer and manufacturer of transmission systems supporting a wide client base covering top level motorsport, transportation, defence and marine

## Site location:

Thatcham, Berkshire

## Number of employees:

300

**In October 2016 Peter Digby celebrated 30 years of working at Xtrac where he has helped it grow from four employees to 300, with 2015/16 being a record year for sales.**

Knowing that the employees of the business were its most valuable asset Peter stipulated that they should own 49% of the company. He has been quoted as saying, "The formation of this Employee Benefit Trust (EBT) was the best decision of my working life."

Xtrac transmissions, under Peter's leadership have helped win countless World Championships with a host of different manufacturers all around the world. Xtrac is proud of its close links with local schools, colleges and the rest of the community and Peter, having started work as an apprentice with British Airways, initiated apprenticeships at Xtrac. Each year the business recruits 4-5 apprentices and four graduates who are trained to become technicians and engineers.

Spearheading two impressive MBOs and rapid growth in exports (now exceeding 77% of turnover in 2015), Peter is a past Chairman of the Motorsport Industry Association and is a Fellow of the Institute of Directors having won the IoD Director of the Year in 2013 and the CBI supplied UK Entrepreneur of the Year Awards in 2014.

## Judges' comments

“ Showing a passion and unbridled enthusiasm in his business which has led to extraordinary growth over the years. Peter's leadership is demonstrated in his involvement in all aspects of the business and support of the people within. Winning this award because of his absolute commitment to what he does; being a truly inspirational leader to look to. ”

# Syngenta Huddersfield

National Winner, Partnerships Award



(l-r) Dave Fisher, Rolls-Royce; Nigel Wright, Syngenta Huddersfield; Andrew Tuscher, EEF.

**Nature of business:**  
Manufacture of high value active ingredients for crop protection products

**Site location:**  
Huddersfield

**Number of employees:**  
2,000

**With potential staff turnover of more than 40% by 2025, Syngenta developed a strategy to build a sustainable workforce that would be equipped with the skills and knowledge required for future operations.**

The issues that faced Syngenta were not unique. To secure their future they needed to devise a strategy to attract high calibre applicants for apprenticeships, change perceptions of the sector, find a collaborative training partnership and establish a well-equipped Centre of Excellence in order to deliver apprenticeships.

In 2012 Syngenta shared their challenges with Kirklees College and they became their selected training partner. Kirklees College was an ideal choice as they were enthusiastic, committed and had a strategy to align their delivery with local needs. Central to the partnership was the need to build a state-of-the-art manufacturing facility for the delivery of training programmes and, through the partnership, the concept of a process manufacturing centre evolved. The centre is now

flourishing with 70 sector companies on board and a massive donation of plant equipment, expertise and goodwill.

Syngenta and Kirklees College regularly stand side by side at events in order to attract the best people into the sector. By talking to thousands of young people, parents, careers staff and engaging with schools and colleges, Syngenta is able to support the community and help young people into employment.

## Judges' comments

“ Syngenta has a very passionate and structured approach that sees its duty to help shape the local community and benefit the company. A strong social impact agenda is indicative of an excellent understanding of the business challenges and a strategy to bring about change to improve relationships with the ‘educators’. They showed humble awareness of their vulnerabilities and are addressing them carefully. ”

In partnership with:  Rolls-Royce

# Advanced Insulation Limited

National Winner, Export Award & Winner of Winners



Advanced Insulation team.

## Nature of business:

The design, development, manufacture and supply of unique insulation and fire protection systems for the oil and gas industry, offering certified and approved solutions for topside and subsea applications

## Site location:

Gloucester

## Number of employees:

255

**As a global leader in the engineering, manufacture and application of unique insulation and fire protection systems for the oil and gas industry, Advanced Insulation recognises that their market requires an international approach to sales and operations.**

With their attention on worldwide expansion Advanced Insulation has seen turnover almost triple from 2013 to 2015. The company has grown to become a single source provider of subsea insulation and topside passive fire protection to the offshore oil and gas industry.

Advanced Insulation's ambitious export growth has focused on the development, expansion and launch of new products, and the establishing of new product lines, for high margin niche markets. They have opened additional support offices and manufacturing facilities to increase representation in key overseas market areas.

With a vision "to be the first choice provider of technically advanced fire protection, insulation and marine products which improve safety and efficiency for our customers throughout the world",

emphasis has been placed on exporting materials within the upstream oil and gas sector, offering engineering solutions to customers for a number of key projects with an aim to provide "better products for challenging situations" worldwide.

Winners of a Queen's Award for International Trade 2016, Advanced Insulation were also positioned 30th in the 2016 Sunday Times HSBC International Track 20, Britain's mid-market private companies with fastest growing international sales.

## Judges' comments

**“***The judges felt Advanced Insulation presented a well-developed export strategy which includes the key elements of people, R&D and investment in new markets. The company were clearly focused on innovation, application and specific product development. The company has grown as a result of business acquisition at a time when conditions were challenging for the sector. Their strategy gives them a sound foundation for future growth.***”**

*“UK manufacturers achieve greatness, yet rarely step into the limelight. Our awards celebrate the outstanding achievements of our diverse manufacturing sector and the talented young apprentices who are shaping the future.”*

Terry Scuoler, CEO, EEF

EEF is dedicated to the future of manufacturing. Everything we do is designed to help manufacturing businesses evolve, innovate and compete in a fast changing world.

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