

19

ANNUAL REVIEW 2019

FIBRAX[®]

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FOREWORD



John O'Brien
*Managing Director,
 Fibrax Group of Companies*

Whilst Brexit was continually debated throughout 2019 and ultimately delayed, the Fibrax Group of Companies managed to successfully navigate its way through a year of political and economic uncertainty, resulting in a 12% growth in turnover.

Welcoming new talent to the business was one of our primary goals in 2019. We appointed Louisa Jones, a highly experienced and multi-lingual strategist, to bolster our automotive sales team. In a relatively short time, Louisa has forged mutually beneficial relationships with many of our automotive customers whilst developing new strategies to optimise our internal processes.

Throughout the year, our HR department worked tirelessly to attract the next generation of engineers by attending recruitment events and hosting work experience workshops. We also invested in our apprenticeship scheme, which has been very successful within our engineering division.

The continuous development of our people is essential to our ongoing success and we are fortunate to employ committed individuals who are keen to acquire and develop new skills. One of our Process Design Engineers, Mike Buckley, achieved the highly coveted Six Sigma Black Belt, whilst Sylwia Gorska was awarded the Nebosh General Certificate, which has helped her to advance in her role as our Environment and Health & Safety Practitioner.

We are very proud of the contributions our global team made to the success we enjoyed in 2019. The year ahead will bring its inevitable challenges but as we enter 2020, we do so with optimism. As well as continuing to deliver products of the highest quality to the automotive sector, we are seeking opportunities in new markets. We are grateful to those who have worked with us this year and look forward to supporting our customers throughout 2020 and beyond.

FOR THE ENVIRONMENT

Fibrax invests in Shini Rubber Granulator to reduce outgoing waste.

Photo:

Material Technologist, Jonathan Coupe with the Shini SG-50

This year we invested in the installation of a Shini SG-50 sound-proof granulator that processes rubber waste generated at our manufacturing facility in Wrexham, North Wales.

We continually seek to identify the ways in which we can reduce our impact on the environment. We implemented a closed-loop recycling strategy for thermoplastics some years ago, with scrap plastic waste being re-processed and put back into production. This £20,000 investment in a granulation system for thermoset elastomers is part of a wider programme that seeks to divert waste from landfill and third-party recyclers to alternative value-added streams.



The new granulating equipment will be used to produce high quality fine rubber granulate that is free from contaminants and suitable for use in the sports and leisure industries. Commenting on the investment, Material Technologist, Jonathan Coupe said:

“By installing the Shini SG-50 granulation system, we are able to process EPDM rubber waste effectively and create a quality material for manufacturers of safety play surfaces, 3G sports pitches and equestrian arenas. This investment will reduce our waste management costs and create products that will go directly back into the supply chain.

“As well as granulating our waste, we also manufacture products using raw materials made up of post-consumer waste. By combining these processes into our recycling strategy, we hope to significantly reduce our outgoing waste via third parties.”

Recently, Fibrax passed its latest ISO 14001 environmental audit. Reflecting on this success, Sylwia Gorska, Environment Health & Safety Practitioner at Fibrax said:

“We are delighted this investment into our waste management strategy enables us to reduce our impact on landfill and demonstrate our ability to meet the requirements of ISO 14001. Our aim is to implement a similar waste management scheme with silicone scrap so we can close the loop on the recycling of waste here at Fibrax.”



INVESTING IN THE FUTURE

Collaborating with a local college and supporting emerging engineering talent.

In 2019, we collaborated with Coleg Cambria to give four aspiring engineering students the opportunity to gain practical work experience at our facility in Wrexham, North Wales.

Earlier in the year, Fibrax was invited by Coleg Cambria to exhibit at a Meet the Employer event. Many promising engineering students attended the event in an effort to secure an apprenticeship with a local business.

Over 20 students expressed an interest in learning more about various positions at Fibrax. Having shared career and engineering advice with many on the day, we invited four students to attend a site visit.

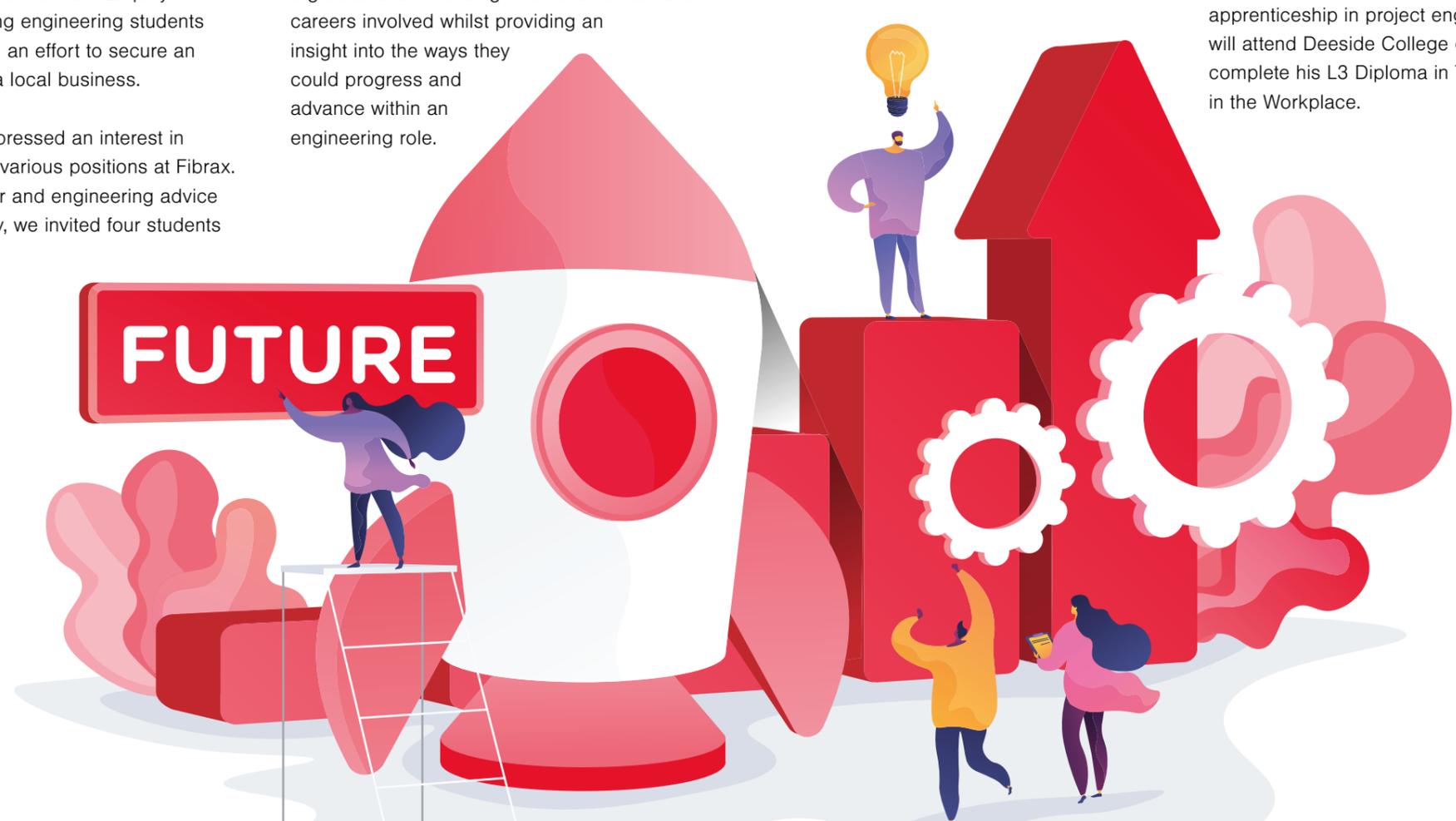
Everyone was so impressed by the students' attitudes that they were offered the opportunity of a week's work experience at our manufacturing facility.

The work experience week gave the students a greater understanding of what their intended careers involved whilst providing an insight into the ways they could progress and advance within an engineering role.

In August 2019, Engineering enthusiast, Alex Gelder, accepted a three-year apprenticeship at our manufacturing facility in Wrexham, North Wales.

Alex was studying towards a Level 3 Diploma in Enhanced Engineering at Deeside College when the opportunity to embark on his dream job arose. Alex was initially seeking work experience to extend his skills and knowledge of engineering within the automotive sector. He has always had a keen interest in product design and development, and throughout his formative years, he could often be found working on mechanical projects at home. His new role as an Apprentice Project Engineer will see him develop new skills in product design and project management, predominantly in the manufacture of vehicle components moulded from rubber, TPE or plastic.

Alex is working towards a three-year apprenticeship in project engineering and will attend Deeside College on day release to complete his L3 Diploma in Technical Support in the Workplace.



Photos:

Top and middle: Four students from Coleg Cambria joined us for a week's work experience.

Bottom: Glenn Griffiths, Technical Manager welcomes Alex Gelder as an apprentice at our Wrexham site.

OUT ON THE ROAD

Automechanika 2019

We enjoy meeting supply chain partners and industry experts at various events throughout the year.

In June this year, we exhibited at Automechanika at the NEC Birmingham, the UK's leading exhibition for the automotive aftermarket and vehicle production sector. With over 12,000 visitors in attendance, the exhibition gave us the opportunity to discuss new innovations with leading brands and learn more about how we can support the needs of new and existing customers.

Our plans for 2020 so far include exhibiting at the Global Automotive Components & Suppliers Expo in Stuttgart, Germany and Interplas in Birmingham. We are also looking forward to returning to the next Automechanika exhibition in 2021.

SHOWS WE ARE ATTENDING IN 2020:

Global Automotive Components & Suppliers Expo

Stuttgart, Germany
16 -18 June 2020

Interplas 2020

Birmingham, UK
29 September - 1 October 2020



OUR EMPLOYEES

Enhancing our service with continuous training and new appointments.

Michael Buckley, a Process Design Engineer at our Wrexham site, achieved the highly coveted **Lean Six Sigma Black Belt**.

Michael was awarded this prestigious status by designing and developing a bespoke production line that incorporates best lean principles. The production line will be used to assemble components used in the highly regulated automotive sector.

Sylwia Gorska, EHS Practitioner, has been awarded the **NEBOSH General Certificate in Occupational Health & Safety**.

In her role as Environment and Health & Safety Practitioner at our manufacturing facility in Wrexham, Sylwia is responsible for promoting good working practices that benefit company stakeholders and ensuring we comply with relevant legislation regarding all activities onsite.

Louisa Jones was appointed as a new **Key Account Manager**.

Louisa brings with her a wealth of commercial and operational expertise. Skilled in process optimisation, Louisa will predominantly manage automotive accounts with the aim of identifying mutually beneficial expansion opportunities leveraged through our global R&D and manufacturing facilities.



Photos:

Top: Jamie Rimmer (l) congratulating Mike Buckley

Middle: Sylwia Gorska (l) and Louisa Jones (r)

Bottom: Tony Barnett



Tony Barnett, was appointed as a **Business Development Manager** for the UK automotive sector.

Specialising in sales and account management, Tony brings with him a wealth of knowledge and experience that will help with the expansion of our product development division in an effort to enter new markets.



SUPPORTING OUR COMMUNITY

Charity fundraising

+ £635.57

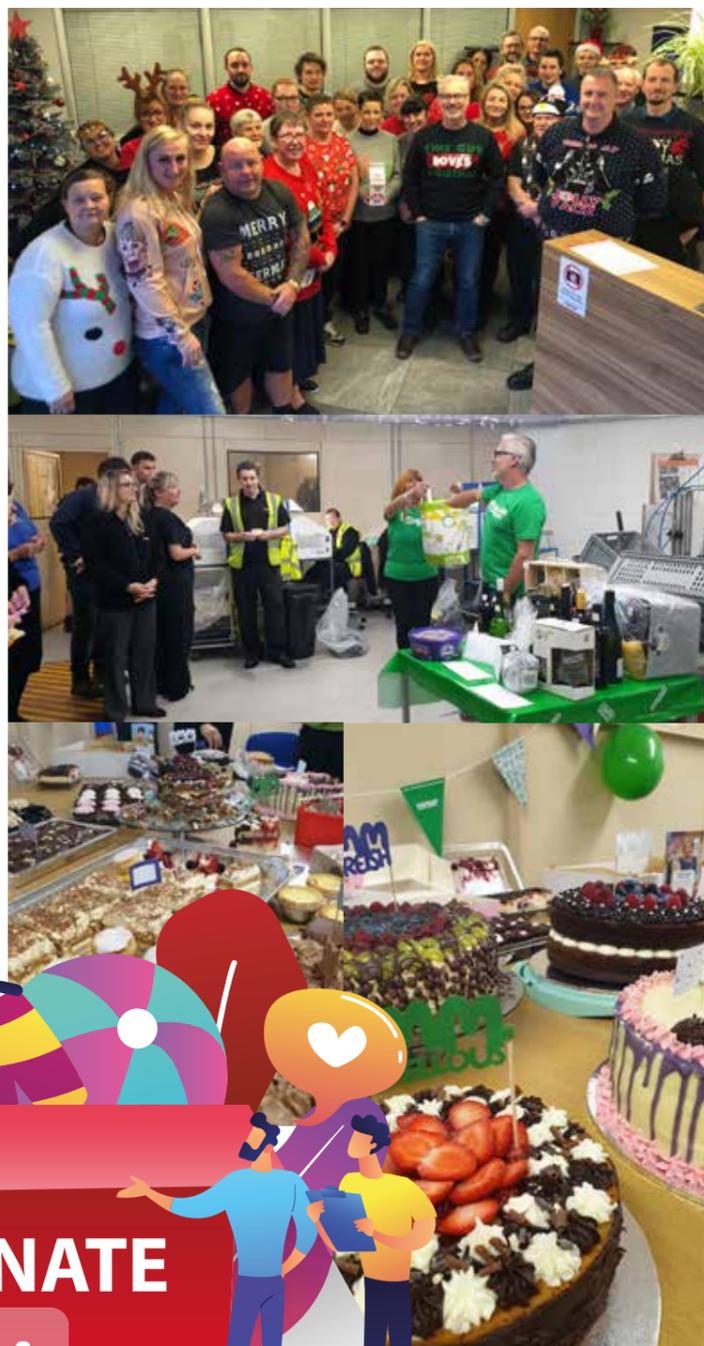
The World's Biggest Coffee Morning for Macmillan

+ £202

Christmas Jumper Day for Save The Children and Stars - local bereavement support for children

+ Sweets & toys

Stars - bereavement support for children



Everyone throughout our global manufacturing network is proud to develop and maintain strong relationships with our customers and supply chain. Here are some of the people helping to fulfil your exact needs.

Boubker Laafou
*General Manager,
Morocco Precision
Mouldings*

Jacek Gefrerer
*Plant Manager,
Fibrax Sanok*

Paul Davies
Production Manager

Neil Andrew
Group Quality Manager

Glenn Griffiths
Technical Manager

Jonathan Coupe
Material Technologist

Louisa Jones
Key Account Manager

Pete Katihrob
MP&L Manager

Lindsey George
HR

Kathryn Jenkinson
PR



JOHN O'BRIEN
Managing Director



ROBERT WINTERBOTTOM
Technical Sales Director



KEVIN RIMMER
Manufacturing Director

HERE TO SUPPORT YOU

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