

Life in Motion

YOUR HEPCO NEWSLETTER

Summer
2022

A STRONG SPRING AND MUCH OPTIMISM FOR THE FUTURE

Summer has finally arrived in the UK and throughout Europe with record temperatures to enjoy. It's been a very positive spring for the company with a continued strong order book. As we are all enjoying our summer breaks and weekends in the sun, we may be thinking about what the second half of the year will bring.

Whilst it would be naïve to overlook the increasing cost of living and the impact on our costs, both at home and for the materials we use for our products, we can be optimistic for the future, despite what may come our way. The drive for global automation to meet the challenges of a global labour shortage, and a drive for green technologies provide many new opportunities across our markets.

Brexit has continued to create challenges for the organisation, but the challenges are being managed effectively. Hepco Europe in Veghel is now up and running, and in time, further projects will increase the capabilities allowing us to offer some products into Europe with shorter lead times. This is a good example of how an obstacle can be turned into an opportunity.



Our Hepco Europe team.

Closer to home, we have seen the opening of further manufacturing space at our bearing facility in Braintree, and plans are underway to build additional manufacturing capacity on the new site which was purchased prior to the pandemic in Tiverton. We also see record levels of investment with ten new machines arriving in the next twelve weeks.



Sales teams at various exhibitions.

Following a break of nearly two years, exhibitions have now returned in their full glory. We have had an excellent start to the first half of the year with eleven shows in Europe and two shows in Korea.

New demo units are showcasing our products and we have had positive conversations with old and new customers, providing many valuable leads which will contribute to our sales over the next few months and into the future.

Innovation is key to our success and R&D continue to be busy bringing forward new developments to the market. The latest developments to GFX including Agile, Track Management System and Hi-Drive are developing into applications. The new Hygienic system is available for Beta customers, and a new exhibition unit will allow us to showcase this option to customers. Developments to our gantry product and our self-adjusting carriage are progressing, with launches being planned.

Thank you to everyone for your continued hard work. Enjoy the summer!

A TIME OF CHANGE

Barry Engstrom – Manufacturing Director

Firstly, can I say a BIG THANK YOU to everyone within manufacturing and across the Group, for making 2022 a successful one so far. In fact, coming through our busiest ever quarter in Q2. We have seen record levels of busyness and managed to deal with this in a positive manner, with the next three months equally as busy.

I hope you are enjoying this wonderful summer and sunshine. Whilst we soak up the warm temperatures and sunny evenings, it is worth noting that the UK is currently undergoing many changes, a new Government, continued challenges with Brexit and doing business in the EU, record temperatures, inflation highs, rising costs, employment challenges and a move towards electric cars. Clearly a time of change.

However, it is also worth noting that Hepco is going through its own programme of change. Change that is essential and change we expect will improve our ability to provide good service to our customers, better quality, improved delivery and shorter lead times.

We are currently working through a record level of investment as a Group and have many new machines arriving in the next six months, at the same time we are recruiting additional employees, both essential for us to grow the business and provide excellent customer service.

Lastly, we also expect to start delivering Veghel orders, produced and stocked in Veghel, in the next six months.



We will see the following investments arrive in the coming months: At Tiverton, a new surface grinder, a 5.2mtr long milling machine, New cutting machine, 3 axis milling machines both large and small, whilst introducing recent machine arrivals of turning lathe and 2x job shop machines. At BPC, 2x Turning lathes, 3x grinding machines, and automation.

In Veghel, we will see the first machines arriving in a cutting cell similar to the one in Tiverton. This will enable us to support European customers quicker from within the EU.

One thing in life that is constant is change, but within Hepco this change is for the better.

GRAHAM BRAMLEY RETIRES

Graham Bramley, Sales Director and Project Director retired in May, after 27 years at Hepco. Graham joined Hepco in 1995, as a Field Sales Engineer, quickly establishing himself as a very capable member of the team. He progressed to become the Northern Regional Sales Manager and then in 2011 became the UK Sales Manager. Graham galvanised the team, and the performance of the UK market made excellent progress under his leadership. In 2015, he was promoted again to the position of Sales Director, and took the Sales team through a period of positive change. Amongst many achievements, he instigated improvements in European operations, major changes in Korea, and was key to the development of our successful GFX business with partner, Beckhoff Automation.



Graham chose to change roles, and having mentored Alex Mend as his successor as Sales Director, Graham took up a role as Project Director from 2021. He has been responsible for developing the partnership and business with Beckhoff Automation and again this has been a great success. GFX has continued to grow at remarkable speed and has become one of Hepco's main products, and still has a huge amount of further potential. Peter Fanshawe said: "His many colleagues and friends within Hepco will join us in thanking Graham for his enormous contribution to the business, and for the positive experiences we have had together." We wish him all the best for his retirement.

LONG SERVICE AWARDS

We are very proud of our long serving employees. Congratulations to you all!

30 years

20 years



Jason Cox
General Manager
Tiverton



Paul Eick
Projects Team
Tiverton



Victoria Smith
Accounts Team
Tiverton



David Hole
Quality Team
Tiverton



Helen Rendall
Sales Team
Tiverton

10 years



Paula Harper
Accounts Team
Tiverton



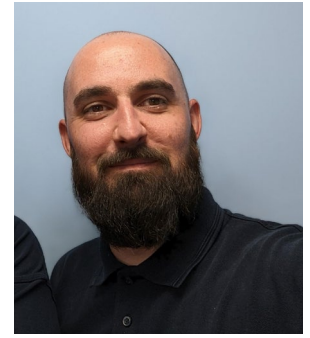
Ethan Pavey
Technical Sales Team
Tiverton



Howard Knight
Production Manager
BPC



John Bartlett
Grinding Team
BPC



John Ellison
Grinding Team
BPC

HEPCO RETIREMENTS

H Heidi O'Leary, Group IT Manager, retired at the end of March after 27 years at Hepco. Heidi joined Hepco on a work placement in 1994, soon after she joined full time, and worked her way up into management. She has been integral to the development of the IT team and infrastructure. Heidi is pictured right with the team on her last day.

Jürgen Wirth, Application Engineer, from Hepco Germany recently retired after 21 years. He visited the German office after his retirement and is pictured with the Hepco headquarters team who attended the German sales meeting in April.

Georges Le Guilly, Sales Engineer, with Hepco France retired at the end end of March after almost 31 years.

We wish Jürgen, Heidi and Georges a long and happy, well deserved, retirement.



WELCOME TO OUR NEW STARTERS

January to July 2022

A warm welcome to all of our new starters.

At **Tiverton HQ** we welcome Russell Yates & Barry Smalley – Cell Machinists (Prelim); Victor Lee – Cell Machinist (Assembly); Jakub Wojtowicz, Wojciech Wiss, Constantin Rusu, Marcin Choszcz – Cell Machinists (CNC); Harjap Singh – Cell Machinist (Ring Cell), Mariusz Koczara – Cell Machinist (Grinding), Christopher Harding – Planning Engineer (Production), John Butler – Procurement Officer, Joshua Kirby-Chambers – IT Desktop Support Analyst, Izaac Channing – Internal Applications Engineer (Tech Sales), Mia Pilton – Administration Assistant.



James Goodman
IT Manager



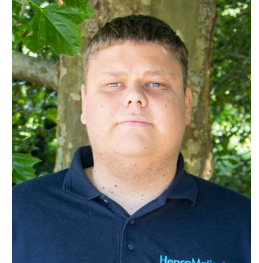
Ralph Manley
IT Developer



Beata Markunaite
Sales
Co-Ordinator



Daisy Ng
Sales
Co-Ordinator



Jakub Kulczycki
Logistics
Co-Ordinator



Thomas Reed
Logistics
Co-Ordinator



Adele Brettell
HR Admin



Paige Brettle
Maintenance
Engineer



Harvey Lawson
Cell Machinist,
Jobshop



Carl Spencer
Wrapper
(Inspection)

BPC are pleased to welcome:



Kane Powell
Cell Machinist
(Ring Cell)



William Lake
Cell Machinist
(CNC)



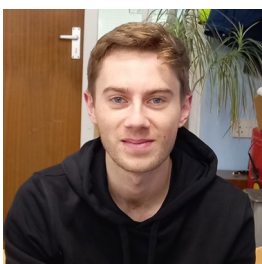
Lee Morgan-Thorne
Maintenance



Jada Olumbori
Production
Engineer



Glyn Hall
Electrical Maint.
Engineer



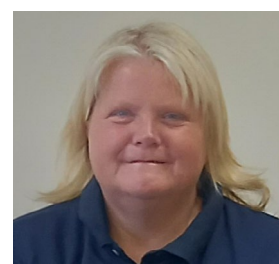
Jack Mitchell
Quality Engineer



Benjamin Obee
Industrial Engineer



Paula Ketley
Assembly Operator



Carol Caton
Assembly Operator

WELCOME TO OUR NEW STARTERS

Continued...

BPC



Eric Hatch
Assembly
Operator



Alin Cirstea
Grinding Machine
Assistant



Peter Trenfield
Warehouse
Operative

Ireland



John Kelly
Technical Sales
Engineer

Hepco France



Florent Montreil
Technical Sales
Engineer

Hepco Germany



Marcus Siebert
Technical Sales
Engineer



Kerstin Stahl
Sales Assistant

Hepco Korea



Jeong-Hyeok Han
Technical Sales
Engineer



Seung-Hun Lee
Design &
Application
Engineer

Hepco Europe



Thomasz Loza
Assembly and
Exhibitions Team

NEW ROLES AND RESPONSIBILITIES



Carl-Christian Baumgarten in Germany has been appointed as International Sales Manager for Europe.

He has been instrumental in developing the business relationship with Beckhoff over a number of years and his main responsibility will be to continue to grow this area across Europe.



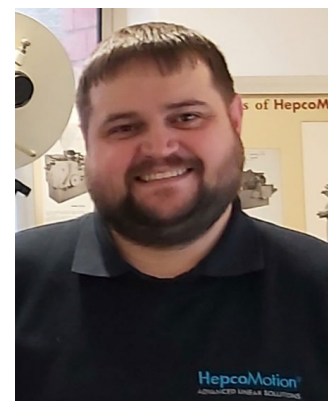
Stuart Hill, formerly Technical Sales Supervisor, has been promoted to the role of Technical Sales Manager.

Stuart has many years of experience at Hepco and will take responsibility for the running of the technical sales teams in the UK, France and Germany.



Jodie Hill, within Tech Sales, is our new Technical Sales Supervisor.

Jodie brings with him a vast amount of technical expertise to the role.



Andrew Chapple has taken on a new position as International Sales Engineer (North America and Europe), supporting Alec Dick in helping our distribution partners to grow their sales of Hepco products.

STRONG BUSINESS GROWTH IN FIRST HALF OF YEAR | Alex Mend – Sales Director

Order intake and turnover is growing and our order book is filled again with the highest ever levels.

We are also facing many challenges. COVID-19 still exists and it became clear that it will surface with new variants. Monkeypox stepped onto the stage – no-one is sure if this will create further limitation to our lives and business.

The Ukraine war was a shock for all of us, totally unexpected and with an unknown future outcome. A high inflation rate makes our lives much more expensive. Incredibly fast rising energy costs with purchasing and raw material costs also hitting our business. Supply chain issues burden our customers, suppliers as well as ourselves.

However, we should not allow ourselves to become too negative about it. We have made so many positive developments recently and further progress is planned to keep the business growing. From a sales perspective we had a very successful spring with a lot of busy exhibitions and customer events in all markets, which will provide future business. We renewed contacts, saw customers face to face for the first time after a long period, and collected many leads and new projects.



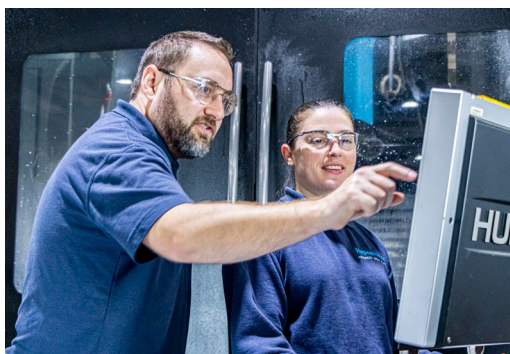
In the second half of the year we will continue with a number of exhibitions to push the business.

Many investments in machines and processes are in progress, with more planned – making the company fit for future demands.

Despite all obstacles we are looking for further good growth in the coming years. Business stays strong and we are working as hard as possible to sustain our growth.

Thank you all for ignoring all the burdens as much as possible and doing such a good job of keeping us on track!

HEPCO ACADEMY LAUNCH



In collaboration with Exeter College, Hepco has launched the Hepco Academy. As part of the new T-level qualifications, which are planned to replace the BTEC qualifications, students will undertake the course at Exeter College for academic study with an exclusive industry placement at HepcoMotion, learning key engineering skills, for a minimum of 45 days.

The T-Level course lasts up to two years, and upon completion the student will have a T-Level qualification equivalent to 3 A-Levels. This is the first collaboration of this type in the UK and all involved are positive that this will assist the group in recruiting the best young talent into the organisation.

REFER A FRIEND

Don't forget about the new referral scheme. You can earn from £250 (250€), if a friend you refer joins the Hepco team.

Take a look at all current positions at www.hepcojobs.com or on the newly created Intranet Employee Notice Board.



IN AND OUT OF THE OFFICE

REWILDING HEPACO

Hepco HQ is taking steps to keep its local environment clean and more nature friendly. Marketing have started a lunchtime litter picking volunteer group to clean up the areas around HepcoMotion. Get in touch with calum.hutcheon@hepcotion.com if you would like to join in.



Bee hotels have been set up across the site, they are a great way to help our solitary bees, by providing much-needed shelter for nesting - unlike bumblebees and honeybees who live in colonies. Wildflowers have been planted around the site to help local bees and enhance the biodiversity of the area.



TWYFORD SPARTANS YOUTH FOOTBALL TOURNAMENT

Having sponsored the first tournament and every one since, Hepco proudly sponsored the 30th anniversary year of the Twyford Spartans Youth Football Tournament. Featured is Hepco's Richard Frank with one of his Under 9s teams, who made it through to the quarter finals stage and the Under 7s team, assisted by Lynsey Frank, that also made it to the quarter finals.



SOCIAL AND CHARITY COMMITTEE

The newly formed Social and Charity Committee has been organising fun events for the staff in Tiverton. A range of events are being planned for the next few months, including a quiz night on 8th September at 5.30pm. Keep an eye on your email and office/factory noticeboards and the [Intranet Employee Notice Board](#). For suggestions and ideas for future events, or charities you would like supported, please email Social.Charity@hepcotion.com.

In June, as part of the UK's Platinum Jubilee national celebrations, a word search and a cake sale was held to raise money for The Prince's Trust who work to help vulnerable young people.



Congratulations to the winners of the Jubilee wordsearch competition. Gemma Haycock, Brendan Moolman, Fiona Mills and Paula Harper (L-R).

WELL DONE ADAM!

Congratulations to Adam Curtis, Production Engineering Manager, at BPC who was finally able to graduate from Cranfield University and obtained a Master's Degree in Operations Excellence, after passing in 2019. More recently he has been very busy raising over £1,000 for the UK Sepsis Trust, by organising a car treasure hunt. Adam is hoping to arrange one for BPC staff if there is enough interest. The Trust is instrumental in raising public awareness, educating health professionals and supporting those affected by sepsis.



IN AND OUT THE OFFICE

WEDDING CONGRATS



Bartosz Masternak of the Prelim Team married his beautiful bride Anna on 21 April in Pielgrzymowice, Poland.

Congratulations to you both!

HEPCO VS HEATHCOAT

On a beautiful day in June, Hepco and Heathcoat Fabrics once again took part in a cricket match. Heathcoat won the match, but fun was had by all.



DARTMOOR 30 MILE CHALLENGE

On Saturday 28th & Sunday 29th May, Maurice Porter undertook the Dartmoor 30 mile challenge with Exeter College Apprenticeships Team, in aid of DEC Ukraine.



Maurice said: "This was without doubt the toughest challenge I have ever faced in my lifetime. After the first day, I couldn't climb a flight of stairs, I was told by the group 'you don't have to do the event tomorrow' I said oh yes I do and I did it. We are all capable of great achievements if our mind-set is right, we are all capable of more than we believe is possible."



WELCOME TO THE WORLD

Dennis Csepregri and Hannah Ainsworth in June welcomed Evie Ann Csepregri (right) weighing 7lbs 6oz.



In February, Adam Hearn and his partner, Chloe welcomed baby Reuben.



Rob Calder and his partner, Tish, welcomed their baby daughter, Persephany (right), born in June.

FALKLANDS FAMILY CHALLENGE



Gary Lott in our Despatch Team in Tiverton took part in the Falklands Family Challenge – a ten mile walk from Instow to Chivenor on 19th June to mark the 40th anniversary of the end of the Falklands war.

The challenge was held in aid of The Veterans Charity, who provide support to the immediate needs of Veterans who find themselves battling hardship and distress.

NYSTAGMUS NETWORK

Sky-Elouise Hopkins, R&D Apprentice, completed a 20 mile cycle in June for Nystagmus Network raising money towards awareness and research. Nystagmus is a visual impairment, which causes involuntary eye movements.

