

FIBRAX®

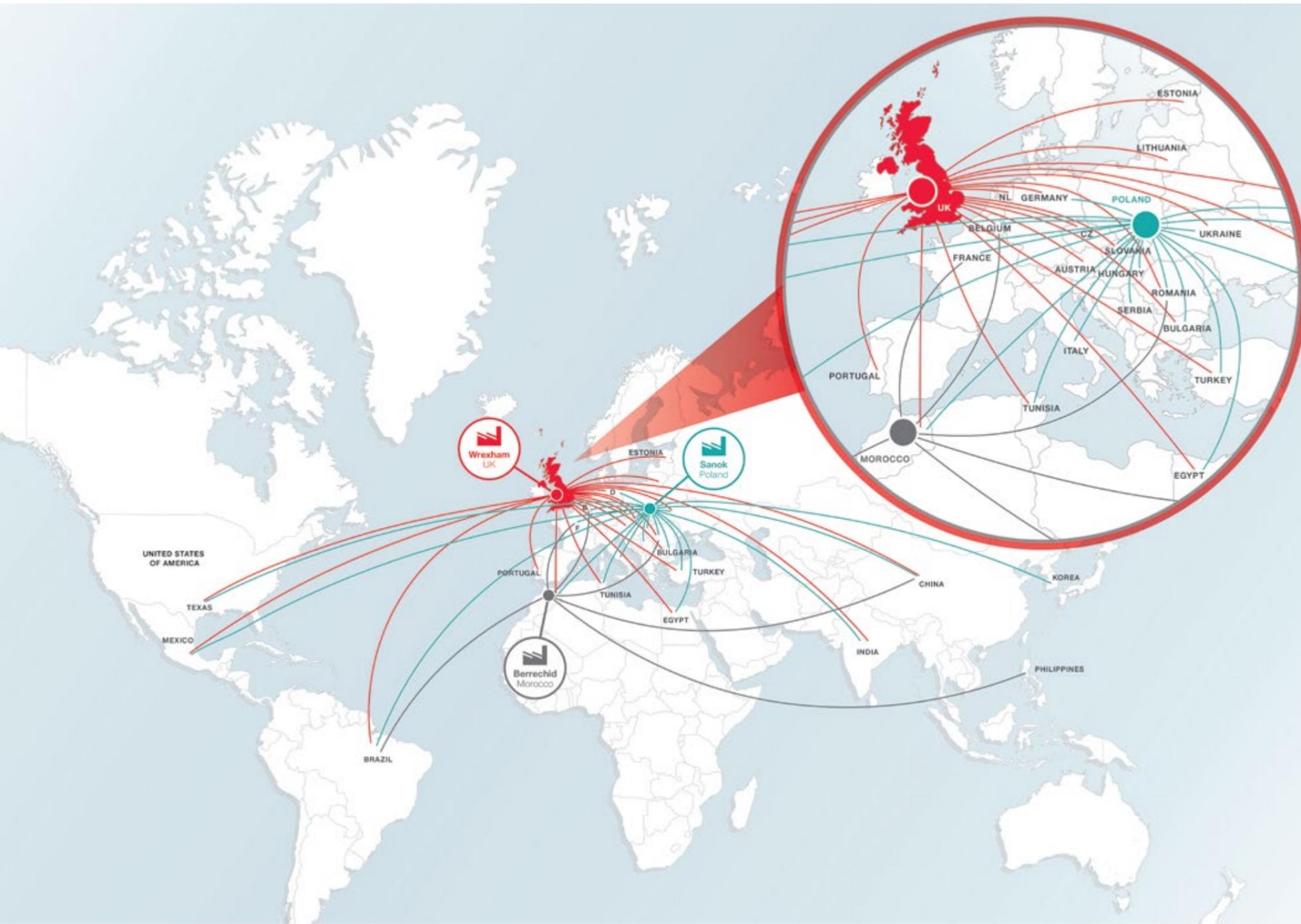
ANNUAL REPORT

**20
18**



**GLOBAL DEVELOPMENT
EXPANDING INTERNATIONALLY**

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IN NUMBERS 2018

2018 was a very eventful and exciting year for Fibrax! As well as exceeding our growth targets for the year, the most notable highlight was the opening of our injection moulding facility in Morocco. This investment will support the needs of our customers operating in this region and beyond. Growth in Morocco's automotive industry is set to continue and we look forward to playing an active role within its supply chain.

2019 looks set to be a busy year, as we continue to work towards an ambitious growth strategy. We look forward to supporting our existing client base whilst branching out into new markets and streamlining processes throughout the business.



436,000 PRODUCTION HOURS across all sites

More than twice the time it took to build the Great Pyramid of Giza.



295 TRAINING DAYS

That's roughly 21.3 trillion improved brain cells!



Roughly 18,600 CUPS OF COFFEE

We don't even want to think about how much chocolate we consumed...



7,568 DISPATCHES

Bringing our parts to you, no matter where you are.



5,446,449 ITEMS sold

And we've got every intention to top this in 2019.



OVER 12 LANGUAGES SPOKEN across the business

Our multilingual team makes life easier for our international customers.



3 NEW APPRENTICES

Investing in our future.



4 SIX SIGMA BLACK BELTS & 42 GREEN BELTS

Demonstrating our commitment to lean manufacturing and continual improvement.

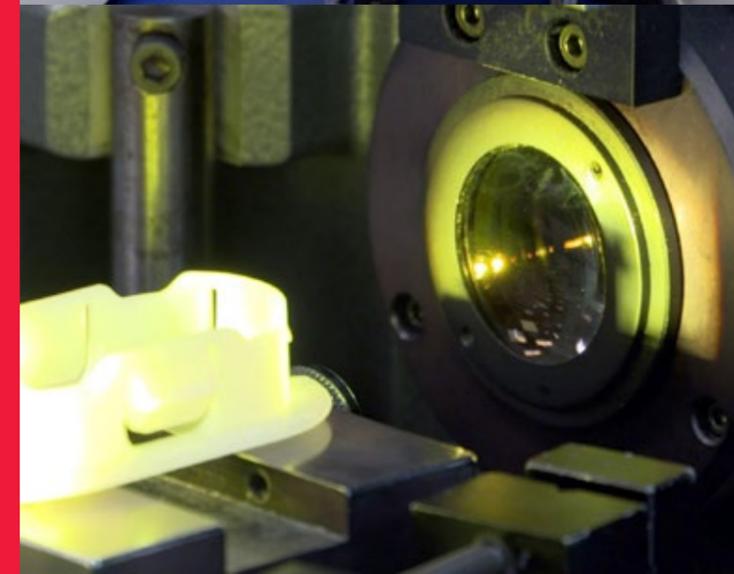


Photo top left

Technical Sales Director, Robert Winterbottom (far left) and John O'Brien, Managing Director (far right) with our team in Morocco



Photo bottom left

Our team in Morocco after passing both ISO9001 and ISO14001 audits



Photo right

L-R: Boubker Laafou, General Manager, Morocco Precision Moulding; John O'Brien, Managing Director, Fibrax Group of Companies; Jacek Gefrerer, General Manager, Fibrax Sanok in front of our Poland facility



GLOBAL EXPANSION

NEW MANUFACTURING FACILITY OPENS IN MOROCCO

In July 2018, we opened a new manufacturing facility in Berrichid, Morocco to support our existing client base and the growing automotive industry operating in the region.

This facility will enable us to effectively serve both local and international markets, exporting goods to Europe, China, Malaysia and the USA.

The new manufacturing plant will trade as Morocco Precision Moulding and form part of the Fibrax Group of Companies, which also has established operational facilities in Wrexham, UK and Sanok, Poland. Specialising in the design, development and manufacture of high performance custom rubber mouldings and plastic components, we support many of the most strictly regulated sectors worldwide. The demand for quality automotive components has significantly increased in North Africa and this investment will ensure the Fibrax Group is well placed to provide outstanding technical support and a responsive service delivery to companies operating in the region.

We have maintained an operational presence in Morocco since 2012 having worked collaboratively with a local supply chain partner. A recent surge in demand has enabled our company to invest in a fully controlled facility in the region with further rapid growth anticipated over the next five years. Morocco Precision Moulding will operate from a 3,250m² manufacturing plant, which currently employs 60 employees.

The site has been strategically selected, as there is scope to extend the facility and employ a larger workforce.

Commenting on this expansion, Robert Winterbottom, Technical Sales Director, said:

"The opening of Morocco Precision Moulding as part of the Fibrax Group of Companies signifies a very exciting time in our history and an important milestone in our continued growth and development. We have been very keen to expand our global presence and this site will enable us to proactively support the needs of our customers operating in this region. Growth in Morocco's automotive industry is set to continue and we look forward to playing an active role within its supply chain."

We currently employ over 330 employees across our three manufacturing facilities. As well as moulding thermoset and thermoplastic precision parts, we design and test complex prototypes.

INVESTING IN MANUFACTURING EXCELLENCE ENGEL VICTORY INCREASES UK CAPACITY

To strengthen our strategic growth strategy and increase our plastic moulding capacity at our manufacturing facility in Wrexham, North Wales, we have invested in two Engel Victory machines with tie-bar-less technology.

The modular Engel Victory is ideal for a wide range of technical plastic mouldings. With its tie-bar-less technology, the Victory provides more flexibility and greater efficiency than traditional injection moulding machines.

Here at Fibrax, we operate a range of injection moulding machine sizes, including 30 to 560 tonnes for rubber and 50 to 450 tonnes for plastic, enabling us to meet an extensive variety of needs. We also specialise in precision overmoulding of multi-part components and offer a multi-component assembly service for sub-assemblies and completed products.

Commenting on the decision to invest in two Engel Victory machines, Rob Winterbottom, Fibrax's Technical Sales Director, said:

"Engel is well known for developing machinery of the highest quality using the latest technologies. Their integrated systems have been designed to drive efficiencies without restricting mould functions or performance. By investing in the 50 and 120 tonne Engel Victory machines, we are able to extend our UK manufacturing capabilities, whilst harnessing greater control of smaller shot weight tools. The tie-bar-less technology complements our continual improvement strategy, as we are able to drive greater efficiencies in the future."

This investment is part of our sustainable growth strategy. 2018 saw the installation of a range advanced technical equipment aimed at streamlining manufacturing processes, implementing efficiencies and optimising performance.



DRIVING INNOVATION PROMOTING PRECISION THROUGH 3D TECHNOLOGIES

Manufacturing components for the automotive industry, including some of the UK's most iconic vehicle brands, requires an unwavering ability to consistently maintain the highest possible quality standards.



The Objet30 Prime enables us to operate more efficiently and increase the speed of production design and development.

As one of the UK's fastest-growing injection moulding companies, we understand the importance of supporting our customers by developing high performance components, from conception to completion.

We operate a highly skilled design division where a team of multi-lingual designers and engineers use the latest CAD and CAM software. The key to the success of many projects delivered in 2018 was the installation of an Objet30 Prime 3D Printer from Stratasys.

“

Commenting on the company's investment in 3D Technology, Glenn Griffiths, Technical Manager at Fibrax, said:

Investing in the Objet30 Prime has contributed greatly to our ability to operate efficiently without compromise. Not only has it helped to speed up product design and development but it has reduced the need for conventional prototype tooling for customers, particularly in the automotive sector. Additionally, it has assisted the development of production cells in the form of jigs and fixtures. This means we are able to support the needs of our customers using incredibly cost effective and time efficient methods.”

This intelligent printer uses Polyjet technologies and complements the SLA and FDM printing technologies already installed at our 3D Print Suite. This technology works in a similar way to inkjet document printing but instead of jetting drops of ink onto paper, the print head jets microscopic layers of liquid photopolymer onto a build tray where it instantly cools under UV light.

The Objet30 Prime offers a range of rigid materials, including flexible, transparent, bio-compatible, high temperature resistant and simulated polypropylene. This

considerably extends the scope of our prototyping capabilities and can also be used for short runs of technically-complex components.

At Fibrax, all research, design and development is backed by lean manufacturing facilities and stringent testing laboratories. As well as offering precision prototyping, we have set up testing facilities to satisfy the exact needs of our customers. This commitment to quality is demonstrated in our adherence to internationally recognised accreditations, including IATF 16949:2016 Automotive Quality Management, ISO9001:2015, ISO14001:2015 and a number of customer-specific standards.



SUPPORTING OUR COMMUNITY CHARITY FUNDRAISING

MACMILLAN COFFEE MORNING



Our staff and friends donated an incredible amount of cakes, raffle prizes and funds for this fantastic cause.

+ £740.54



NIGHTINGALE HOUSE HOSPICE



+ £213

raised in our Christmas Hamper Raffle!



+ £727

raised by Carole Parry, a Production Operator, by completing a daring zip wire challenge following her 70th birthday.

CANCER RESEARCH UK

In memory of close family members, John O'Brien, Managing Director of the Fibrax Group of Companies, completed a challenging 35-mile walk in the hills of North Wales to raise over £2150 for Cancer Research UK.

+ £2,150



SAVE THE CHILDREN UK

The bling came out for our 2018 Christmas Jumper Day! Lots of fun was had for a good cause.

+ £195



We also supported further charities through our cycling department:

WOMEN V CANCER CHALLENGE

We proudly sponsored and supported local cyclist, Linda Hampton-Jones, who took on an epic London to Paris Women V Cancer cycling challenge! Linda raised an incredible £3,475, which has been shared amongst a number of cancer charities.

LAP OF MY MIND

Lap of My Mind participants cycle a non-stop lap of the UK in support of charities Mind Over Mountain and Mind and Calm. For the event we donated a range of cycling goodies.



AUTOMECHANIKA 2018 OUT ON THE ROAD

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

In June 2018, 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.

We are very much looking forward to exhibiting again in 2019 and you can find us at Stand F80.

RECOGNITION & APPRECIATION CELEBRATING OUR TEAM

At Fibrax, we are committed to continually engaging with our employees so they can proactively help us improve our performance long-term. We provide regular training opportunities that upskill our workforce at all levels.

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Robert Winterbottom, Fibrax's Technical Sales Director, is optimistic about what these achievements mean for the individuals and the company. He said:

Having a further two members of our management team holding Lean Six Sigma Black Belts contributes considerably to the company's depth of knowledge and extensive capabilities. This achievement signals a bright future for both Jamie and Jonathan; we are exceptionally proud of the dedication they have shown over the last 12 months. In terms of the benefits for the company, increasing our skill set collectively strengthens our proposition and sets us apart as a forward thinking, dynamic organisation.”

In August 2018, two members of our team achieved the Lean Six Sigma Black Belt award. Six Sigma is a methodology that sets out to improve the overall performance of a company by increasing operational efficiencies through the encouragement of effective internal collaboration and removal of unnecessary processes and behaviours. Material Technologist, Jonathan Coupe and Jamie Rimmer, our Kaizen Manager, have both successfully achieved the coveted black belt status.

Jonathan and Jamie were trained and mentored by Lance Nicholls of Zenith Lean Ltd. Commenting on the managers' successes, Lance said:

“The project Jamie and Jonathan completed over 12 months was very comprehensive and contained so many Lean Six Sigma tools and techniques, I couldn't keep up at times! A great example of 'the students becoming the masters' and the savings are incredible! Well done both.”

By achieving their Lean Six Sigma Black Belts, Jonathan and Jamie will play a significant role in our growth strategy going forward. The depth of knowledge held by the team at Fibrax will deliver significant business benefits as we continue to expand our global operations.



Photo:

Technical Sales Director, Robert Winterbottom with Jonathan Coupe, Material Technologist (left) and Jamie Rimmer, Kaizen Manager (right)

In December 2018, we launched an Employee Survey, which aims to give us greater insight into the ways we can support our employees in the workplace.

We will be implementing a number of initiatives that will enable us to maintain an inclusive and collaborative culture throughout our global network.

HERE TO SUPPORT YOU
MEET YOUR CONTACTS

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.

JOHN O'BRIEN
Managing Director

John joined his family's business in 1992 as a plastics and rubber specialist. In 2004, he was appointed Managing Director of the Fibrax Group. John has actively promoted growth and innovation across all areas of the company in both the UK and new global territories. He is responsible for identifying new strategic opportunities and maximising international partnerships.



ROBERT WINTERBOTTOM
Technical Sales Director

Robert has worked in the rubber and plastics industry for over 25 years. He began his career as a mechanical engineer, specialising in tool design. Having amassed a wealth of technical expertise, he moved into sales, managing a global client base of internationally recognised brands. As Technical Sales Director, Robert oversees global sales and customer support activities across the Fibrax Group.



KEVIN RIMMER
Manufacturing Director

During his 30 years in the automotive industry, Kevin has acquired an impressive skill-set focused on continual improvement. He joined Fibrax in 2001 as a Quality Engineer. In 2009, he led the successful acquisition of the company's ISO9001:14001 standard and has since secured his Six Sigma Black Belt. After introducing several key improvement initiatives, Kevin was appointed Manufacturing Director in 2010.



BOUBKER LAFOU
General Manager,
Morocco Precision
Mouldings

JACEK GEFRERER
Plant Manager,
Fibrax Sanok

TONY BARNETT
Business Development
Manager

GLENN GRIFFITHS
Technical Manager

NEIL ANDREW
Group Quality Manager

PAUL DAVIES
Production Manager

JONATHAN COUPE
Material Technologist

PETE KATHROB
MP&L Manager

DAVID SAVAGE
Creative Solutions
Manager

LINDSEY GEORGE
HR

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