

STRONGER TOGETHER

**MPM**



## 2024 SUMMARY REPORT

...manufacturing excellence  
from enquiry to despatch

[#strongertogether](#)



## INTRODUCTION

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Welcome to the 2024 summary report for MPM. Following the challenges and recovery from 2023, we set out on 2024 “The Year Of Excellence” with a clear plan to build from solid foundations and continue to improve the quality of products, service and experience when dealing with MPM.

Some opportunities slipped the net early in the year, and we ended the year behind our ambitious turnover/sales target but continued to improve and invest for the future. However, we are now better positioned to continue improving the customer experience and the services/quality we offer. The report gets under the skin of the ups and downs, key investments, appointments, and where we are heading for 2025.

For every challenge comes an opportunity to learn, improve and become stronger, which remains constant throughout the team, ensuring a continuous improvement mentality and culture that will drive performance in 2025.

I'd like to thank the team for their continued efforts and desire to improve, and we remain stronger together.

**“The strength of the team is each member.  
The strength of each member is the team”.**

Good reading,

A handwritten signature in black ink, appearing to read 'Ben Wilson', written in a cursive style.

Ben Wilson





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**#strongertogether**

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# FINANCE REVIEW

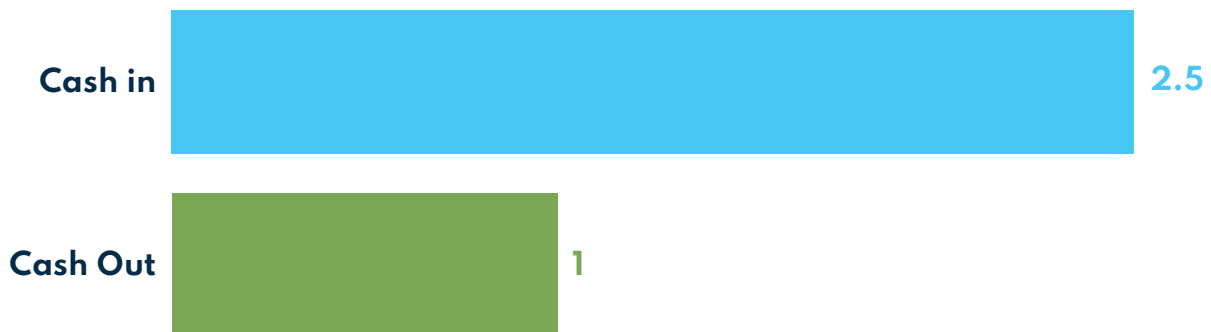
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Once more we find ourselves in a stronger financial position 12 months on, an encouraging result given our trading performance didn't quite meet our ambition for 2024. That said, when we have not quite reached our high bar in the past, the following year has benefitted! Turnover has not been lost, just deferred.

The bottom-line success in 2024 is evident in the improved power of our balance sheet which has increased for the 11th consecutive year. This sees our capital and reserves rise to over £2.7m, our cash position continues to improve, enhanced by a factor of 4.5 and at present for every £1 we have going out, we have £2.50 coming in.

- Six-figure sums were devoted to new assets. This included the provision of a new CNC machine, making us more efficient and allowing us to bring in-house what was once outsourced. In addition, the CNC machine generates a new service offering to our customers and with it new employment and a source of income for us.

## Cash Flow Ratio



This improvement in liquidity has allowed for the early settlement of a long-term loan and as opposed to breaking records as of 2022 or triumphing over tragedy in 2023, 2024 was a notable year of investment for the future:

- Key staff members were added to the management team, notably Peter Occardi, who brings a wealth of experience to the projects and production team.

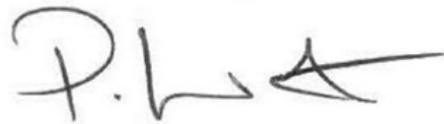
You can't manage what you don't measure

- Investment in our wider team continued and we are proud to be in our 3rd year as a Real Living Wage employer.
- A full year was committed to the Knowledge Transfer Partnership with Leeds Beckett University.
- Another fleet vehicle was converted from diesel to electric, resulting in 2/3rds of our fleet now meeting our net-zero targets.

All this means we have a sound footing from which to build, manoeuvre where necessary and ensure further success. Let's continue that in 2025...



Thank you.



Paul Wintersgill  
Director



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# Innovate

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# OUR VISION AND MISSION

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## Our Vision

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To be the No.1 team of choice for the manufacture and supply of composite/fibreglass tooling and products; enhancing supply chains around the world.

## Our Mission

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To be the most efficient manufacturing facility in our field through teamwork, innovation, and continuous development of the business, people and products; Creating opportunities for all stakeholders whilst

exceeding expectations, wherever and whenever possible in everything we do. To understand our customer development plans, being an integral part of their design, planning and supply chain.

Mission is action with intention

# INNOVATION

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## Alan Arrived: Driving Innovation with CNC Technology

Last year, as part of our commitment to continuous improvement, we welcomed our first CNC machine, affectionately named 'Alan' in honour of Alan Godden, our retired pattern shop leader. The team worked diligently to integrate this advanced technology into our operations, enhancing our pattern-making, machining, and kitting capabilities.

Alan brought a new level of precision to our production, enabling the creation of intricate patterns with exceptional accuracy and consistency, at higher speed compared to

traditional methods, it significantly reduced production timelines, minimised material waste, and aligned with our sustainability goals. From rapid prototyping to scalable production, Alan allowed us to deliver customised solutions, reducing lead times and improving speed to market.

Alan's addition marked a pivotal moment in our journey toward innovation, providing customers with even greater value and efficiency.



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## Quality

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# PRODUCTION OVERVIEW

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## Onboarding Complex Projects

2024 was a year of significant growth and learning for the production team. We successfully onboarded challenging new projects, including Aqua Tanks, Balmoral, Coleman Milne, SPI, Norse Sky, and Trojan Slate Trays. While some

projects, such as Wolseley, were relatively straightforward and smaller in project size, others like the slate trays pushed us to refine our processes and embrace problem-solving. Each project reinforced our commitment to delivering high-quality outputs, even when faced with steep learning curves.



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## Streamlining Workflows

To improve factory efficiency, we introduced a dedicated de-moulding team for morning operations. This change eliminated bottlenecks early in the day, ensuring smoother workflows across the shop floor. A Leader within the demould team also played a pivotal role in maintaining Right First Time (RFT) standards and ensuring mould integrity, which contributed to overall quality improvements.

## Role Evolution and Leadership Focus

Recognising the importance of strong leadership, we realigned roles within the team. James Marr transitioned into a more people-centric leadership position in Finishing, while Beka Haley took on responsibilities in despatch and final check duties to enhance product quality and gain further experience. These changes have created a balanced leadership approach that supports both operational efficiency and team well-being.

Efficiency is doing things right; effectiveness is doing the right things

### Investing in Safety and Quality Audits

Safety and quality were at the forefront of our operations in 2024. We implemented daily Health & Safety Audits alongside leader-led factory audits to ensure every area of production met rigorous standards. These audits have been instrumental in identifying and addressing potential issues proactively, reinforcing our commitment to providing a safe and efficient working environment.

Training remained a core focus, with significant progress made in expanding team capabilities. Ten team members completed Mental Health First Aid training, equipping them to provide support and foster a healthier workplace. Additionally, Sam Stacey, Pattern Shop Operator, was trained on WPL setups, enhancing our operational flexibility and responsiveness to customer needs.



### Adapting to New Work Schedules

After evaluating productivity under a four-day workweek, we made the strategic decision to

shift back to a five-day schedule. This adjustment addressed inefficiencies caused by longer shifts, resulting in improved output, reduced overtime, and better overall team performance throughout the full day.

### Key Investments and Innovations

2024 saw notable investments in improving the production environment. The installation of a new extraction system in the pattern shop significantly enhanced Health & Safety standards, while the introduction of Briggsey - a cleaner and safer alternative to traditional brushes - marked another step forward in maintaining a modern and safe workplace.

Although the “Year of Excellence” faced its share of challenges, we ended the year strong with a renewed commitment to excellence in Q3 and Q4. Improved tracking of data and problem-solving processes helped mitigate any internal quality issues, especially in tooling, while a designated area for mould maintenance and preparation streamlined our operations further.

### Looking Ahead

With a settled and cohesive team, 2024 laid the groundwork for greater achievements. The production team’s adaptability, commitment to quality, and willingness to embrace change have positioned us to achieve even more in the coming year.

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# Reliable

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# MEASURING SUCCESS, BUILDING THE FUTURE

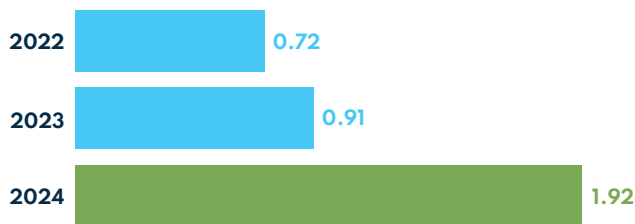
## Building on Success: 2025 and Beyond

As we step into 2025, we remain committed to delivering “Manufacturing excellence from enquiry to despatch.” Our focus will continue to be on nurturing our talent, improving inter-team coordination, and advancing our processes to deliver maximum value for our customers and partners.

## Unlocking New Opportunities with CNC Integration

In 2025, we will build upon the momentum created by our CNC equipment investment. By further integrating these digital manufacturing techniques, we are not only streamlining operations but also enhancing our capacity to deliver more complex and bespoke solutions for our customers. The ability to bring more capabilities in-house, such as foam and wood kits manufacture, will significantly improve our lead times, product quality, and overall service offering.

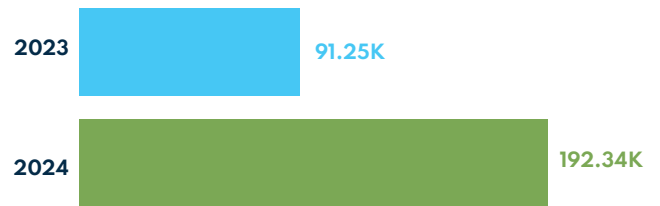
### Production Output (in Millions)



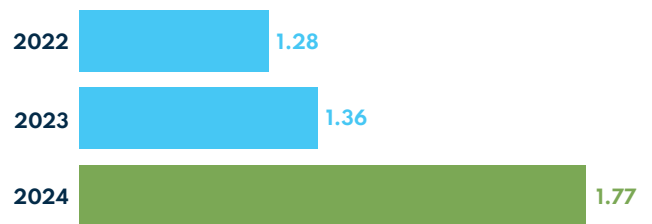
## Right First Time



## 2024 Highest Growth Process: RTM (in Thousands)



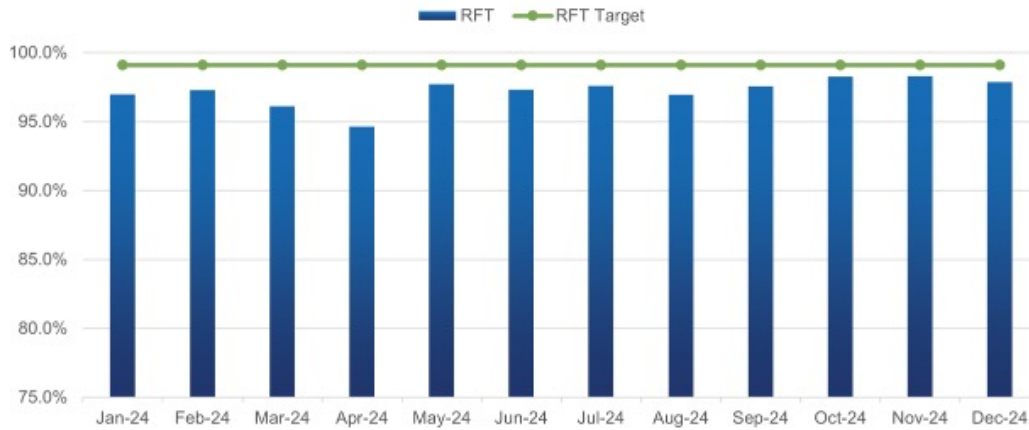
## Our Highest Turnover Area was Hand Lay (In Millions)



What gets measured gets improved

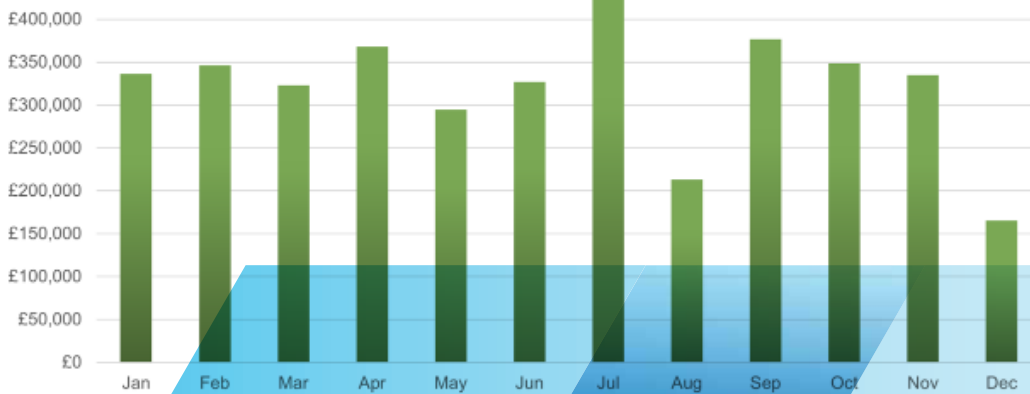
### RFT Month

Right First Time 2024



This year, we will continue refining our processes and pushing the boundaries of what we can achieve, ensuring that our customers continue to receive exceptional quality and service. We look forward to the opportunities ahead, confident that with the expertise and commitment of our team, 2025 will be a year of sustained growth, success, and an expanded client base.

Production Output 2024



**Dylan Wilson**  
Director



**Jonny Haley**  
Production Leader

## Team

# MARKETING AND DIGITAL DEVELOPMENTS

## A New Case Study Booklet: Showcasing Our Success Stories

In 2024, we began working on a new Case Study Booklet designed to highlight some of our key customers, successful projects, and valuable partnerships. This booklet will serve as a key marketing asset, set to be launched at the start of 2025. By showcasing the tangible results and positive impacts of our work, we aim to further solidify MPM's position as a trusted partner in the GRP industry. The booklet will allow us to share real-world examples of how MPM delivers value to our customers and partners, and it will be an important tool for attracting new business in the future.

## MPM Customer Journey Video: Bringing MPM's Story to Life

In 2024, we released a new MPM Business Video to better showcase the company's operations, people, and commitment to excellence. The video takes viewers through the customer journey, from the initial consultation to the final delivery, highlighting the value we bring to the many industries we serve. Featuring behind-the-scenes glimpses of our team at work, the video emphasises our customer-first approach and our dedication to processes, systems and people. By offering a closer look at our team, site, and standards, the video strengthens our customer relationships and provides a new perspective and important visibility to our network and future partners.



Watch the video here



Progress is impossible without change

## Customer Portal: Enhancing Customers' Experience

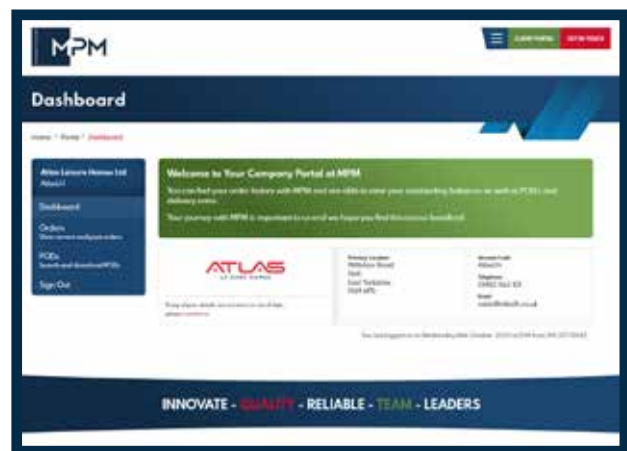
We were excited to introduce our Customer Portal in 2024, giving customers seamless, 24/7 access to essential order details. Unlike many in the composites industry, where such digital tools of this kind are rare, MPM took the initiative to provide a free streamlined, self-service platform that enhances visibility and efficiency for our customers to better manage their supply chain with real-time data.

### The portal provides a single destination to:

- View all order details – including scheduled, fulfilled, and outstanding statuses
- Search and download PODs instantly
- Access delivery notes with key details such as dates, item values, and quantities
- Gain full visibility on order values, helping customers manage their supply chain more effectively

While we're always happy to speak with our customers directly, the portal provides an additional, convenient way to access essential information anytime, eliminating potential slower

back-and-forth communication. The portal has streamlined order tracking, saving customers time and improving their overall experience. As of the end of 2024, 50% of our active customers were set up and regularly using the portal, benefiting from its ease of access and real-time data.



Looking ahead to 2025, we plan to continue enhancing the portal's features to further meet the needs of our growing customer base. In an industry where digital order management is uncommon, this innovation continues to set MPM apart, delivering added value and a more connected, customer-focused experience.

# Leaders

## SALES OVERVIEW

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### 2024: A Year of Subsea, EVs, and Battery Storage at Glastonbury

2024 will be remembered not only for a change in Government but also as a challenging year for UK manufacturing, with market uncertainty leading to cautious customer spending. Despite this, long-term opportunities grew, driven by infrastructure, EV/battery, and solar market enquiries.



### Exciting Projects in 2024

#### Q1: Powering Glastonbury with Renewable Energy

In partnership with MSP, MPM delivered 17 patterns and moulds for high-density systems encased in FR-rated GRP. Installed at Glastonbury's Worthy Farm, these systems, topped with solar arrays, powered the Arcadia Dragonfly Stage for over a week without fossil fuels. This groundbreaking design is now being rolled out across the energy market, promising a major impact on solar power energy shifting.



Quality is not an end product, but an endless process

### Q2: Subsea Excellence

Balmoral Comtec launched the development of a substantial offshore subsea component, using vacuum-bagged infusion to create a 45mm-thick part. MPM delivered on time and to specification, with successful mechanical testing conducted in Ireland. Building on this success, two additional projects are planned for early 2025.

### Q3: Electric Hearse Production

MPM stepped in to rescue production of electric hearse conversion kits for Coleman Milne. Led by Tim King, the team improved the production process, refining material specifications, curing methods, and CNC-cut foam cores. This ensured rapid delivery of high-quality parts, maintaining Coleman Milne's operations seamlessly.

### Q4: Supporting Campervan Innovation

MPM collaborated with Jerba to design and develop a new camper roof for the Ford/VW platform, replacing the retired T6. Leveraging Ford CAD tools, Tim King and Peter Occardi produced a bespoke design, helping Jerba reinforce their position as a top European campervan conversion specialist.

### Looking Ahead to 2025

With enhanced marketing and sales processes, MPM is poised to convert long-term leads into strategic partnerships. Although the 2024 target was missed, robust plans are in place to meet or exceed the ambitious 2025 target of £5 million. Several high-value, high-volume projects are already lined up, setting the stage for a successful year ahead.

2024 demonstrated MPM's resilience and adaptability, as well as its capacity to deliver innovative solutions across diverse markets. The lessons learned will drive us forward into a prosperous 2025.



**Tim King**  
Business  
Development Leader

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# Innovate

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## OUR VALUES

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### INNOVATE

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- Audacious in the pursuit of progress
- Grow and help customers, suppliers and the team grow with us
- Do more with less
- Embrace and drive change

### QUALITY

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- Deliver 'WOW' to our customers, suppliers and team through quality, service and partnerships
- Persistent in our pursuit of ultimate performance

### RELIABLE

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- Build trust with honest and open communication
- Build a friendly and supportive team spirit
- Pursue growth and learning (including qualifications) as part of our succession planning

### TEAM

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- Treat people how THEY would like to be treated
- Allow others to be different to ourselves and have the courage to do things differently
- Make it fun
- Recognise that we are all important and unique in our own way

### LEADERS

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- Be adventurous, creative and open-minded
- Not accepting second best of ourselves or others
- Work to our best abilities; with determination and pride
- Humility

You cannot produce a perfect part/job,  
in an imperfect environment

“ We prefer to work with family-run businesses because decisions are made quicker, they are passionate about their business and are dedicated to mutual growth. We also have the policy to work with local companies to safeguard the environment. ”

David Mosley,  
Managing Director - Trojan Plastics



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Quality

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## TEAM REVIEW 2024 WINNERS

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### **MOST HELPFUL –**

#### **Sam Stacey**

Sam consistently helps across departments and has an unmatched work ethic. Always willing to go the extra mile, she plays a vital role in supporting the team's success.

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### **FUNNIEST TEAM MEMBER –**

#### **Kris Spivey**

Kris keeps the team entertained with his humour, providing laughter and lightheartedness. His jokes, though nonsensical, brighten the atmosphere and keep morale high.

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### **BEST WORK ETHIC –**

#### **Danny Broadbent**

Danny's commitment ensures products are delivered on time, in full, and right the first time. Always available and dependable, he plays a crucial role in meeting customer expectations.

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### **INNOVATION - Nick Robinson**

Nick introduced a new idea to the table for a process improvement with sound and logical reasoning behind that idea. The idea went on to be trialled and resulted in reducing the process time by more than 20%.

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### **HAPPIEST TEAM MEMBER –**

#### **Daz Whiteley**

Daz brings positivity to every situation, supporting the team with a smile and contributing valuable ideas at Health & Safety meetings. His enthusiasm lifts everyone around him.



### **TEAM - Harry Scruton**

Harry is known for his helpfulness, and positive attitude and is well-liked by the team. He's always willing to support others, contributing to a collaborative and team-orientated environment.



If everyone is moving forward together,  
then success takes care of itself

**LEADER - Danny Broadbent**

Danny leads by example, ensuring excellent attendance and supporting the team's goals. His leadership has driven improvements in his team's performance and output.



**MOST IMPROVED - Harry Scruton**

Harry has shown strong growth: minimal lateness, zero sick days, and exceptional progress in production skills. His focus has resulted in minimal scrap and rework in 2024.



**RELIABLE - Daz Hobson**

Since joining MPM in 2016, Daz has consistently demonstrated reliability. His impeccable attendance and dependable performance set the standard for the team.



**OUTSTANDING ACHIEVEMENT AWARD - Nick Robinson**

Nick excelled in supporting the onboarding of a new project and customer, working closely with technical sales and taking on a new challenge to the team at MPM. His personal leadership and 15 years at MPM show he is as dedicated and committed to team success as ever.



**QUALITY - Harry Clark**

Harry led a challenging tooling project and became an expert on Marbocote release agents. Concentrating on his own performance and his dedication to quality has significantly improved his work performance.



**Reliable**

## THE NEXT GENERATION, TEAM AND EVENTS

### Nurturing Talent and Building Skills for the Future

The skills gap in the UK manufacturing sector remains a significant challenge, but it also presents an opportunity for companies to take proactive steps. At MPM, we are proud to play a role in addressing this issue through continued engagement with schools, colleges, and young people. In 2024, we participated in several initiatives aimed at inspiring the next generation, including exhibiting at school fairs and events such as Ilkley Grammar School, Roundhay School, and UTC College. These activities are part of our commitment to showcasing manufacturing as a dynamic and rewarding career choice.



We've also focused on cultivating leadership and management capabilities within our team by collaborating with forward-thinking organisations



### Apprentices

Our apprenticeship programme has achieved noteworthy milestones this year. One apprentice completed their Level 3 qualification, and another is nearing the final stages of the Level 3 Improvement Technician Programme. This structured programme equips apprentices with critical skills such as adhering to organisational and statutory requirements, project management, and driving continuous improvement initiatives. These achievements underscore the importance of investing in talent development to secure a robust future for both MPM and the manufacturing sector.

As a business, we are always on the lookout for talented and passionate individuals to join our team. Whether you're a school leaver, an apprentice, or a skilled professional looking for a new challenge, MPM offers a supportive environment where you can grow and thrive. If you're ready to make your mark in manufacturing, we'd love to hear from you. Together, we can shape the future of the industry.

You build people, and people build the business

### **MPM Team in Ilkley Football Tournament**

In May, MPM joined the Ilkley Town FC Corporate Football Tournament, showcasing our teamwork and competitive spirit. With three wins, one draw, and a single loss during the group stage, we came tantalisingly close to advancing to the semi-finals. Although we didn't make it to bracket play this time, the tournament highlighted the camaraderie and determination of our team. Events like these reinforce the strong bonds within our team and provide an opportunity to connect outside the workplace. As always, we're proud of our collaborative spirit and are already looking forward to next year's tournament, where we'll aim to go one better!

### **MPM Crowned Two Times Consecutive Champions at the Dragonboat Festival**

On July 21st, the MPM team, guided by in-house Dragonboat expert John, competed in Bradford's Dragonboat Festival at Roberts Park.

After two training sessions, the 17-member crew showcased their teamwork and determination, securing wins in the first two rounds and earning a spot in the final.

Fuelled by a motivating team talk from Ben, the team outpaced competitors in the 200-metre final to claim victory. This triumph highlights the power of united efforts, a value MPM celebrates both on and off the water.



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### **MPM Conquers the Yorkshire Three Peaks for Sue Ryder**

A few team members completed the Yorkshire Three Peaks Challenge in just over nine hours, raising an incredible £2,420 for Sue Ryder Manorlands Hospice! Sue Ryder provides vital support to individuals facing the end of life or coping with grief, ensuring compassionate care when it's needed most. Exceeding our original £500 fundraising goal highlights the generosity of our supporters and the commitment of our

team, networks and partners. We're proud to contribute to such an important cause and thank everyone who helped make this achievement possible!



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## **Team**

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## CONTINUOUS IMPROVEMENT AND INVESTMENT

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### Updating Internal Branding

Ensuring our new mezzanine areas look as good as the rest of the factory floor, we've recently had some more graphic panels installed. In keeping with the rest of the factory, we're delighted with how they look! The team worked with Keane Creative to ensure that our internal signage is kept up to date and reflects MPM's care for consistency in what we do and who we do it with.

### Welcoming Peter Occardi to MPM

We welcomed our newest team member, Peter Occardi, Principal Engineer. Joining MPM in December 2024, he will support and build on our capabilities within the design, technical sales and product development side of the business. Bringing a wealth of knowledge in both product engineering and composites, Peter said "I've always been driven by adding value to a customer's needs and delivering a desirable product. I aim to bring my knowledge of concurrent engineering and achieving customer outcomes for the team, acting as a conduit between the customers and manufacturer to make the customer's dreams a reality".



**Peter Occardi**  
Principal Engineer

### New Production Systems and Setups

This year, MPM continued its commitment to continuous improvement and investment by implementing several key enhancements across our facilities. In the pattern shop, we installed a new extraction system, significantly improving health and safety standards. We also introduced the Briggsy cleaner unit, creating a cleaner and safer working environment by reducing the need for manual brushing. Outside, our yard storage was upgraded to streamline operations and ensure better organisation. Additionally, we invested in new bunding on our shop floor, reducing inefficiencies and enhancing productivity while improving the quality of life for our team. These investments demonstrate our focus on fostering a safer, more efficient, and supportive workplace environment. noteworthy milestones this year.

You build people, and people build the business

# THE FANTASTIC TEAM THAT MAKES IT ALL HAPPEN



**Ben Wilson**  
Director



**Dylan Wilson**  
Director



**Paul Wintersgill**  
Director



**Paul Williams**  
HR & ISO Advisor



**John Dobbin**  
Key Account Leader



**Jonny Haley**  
Production Leader



**Nick Robinson**  
Team Leader -  
RTM



**Lorna Wilson**  
Financial Controller



**Tim King**  
Business Development  
Leader



**Beka Haley**  
Team Leader -  
Shipping & Control



**Danny Broadbent**  
Team Leader -  
Production



**Kaylie Mitchell**  
Team Leader -  
Pattern Shop



**Nathan Bradd**  
Team Leader -  
Chopper



**Nathan Chew**  
Production Operator



**James Marr**  
Team Leader -  
Finishing



**Jade Haley**  
Purchasing  
Adminstrator



**Peter Occardi**  
Principal Engineer



**Ceejay Green**  
Strategic Marketing  
and Growth Leader  
(MKTP)



**Chris Payne**  
Longest Serving  
Team Member



**Mark Walton**  
Despatch



**Harry Scruton**  
Chop Spray



**Kris Spivey**  
Hand Lay



**Louis Spivey**  
Hand Lay



**Kieran Galvin**  
Hand Lay



**William Grogan**  
RTM



**Luke Cox**  
Finishing



**Chris Kendall**  
Finishing



**Martin Mitchell**  
Trimmer



**Jake Menzies**  
Hand Lay



**Callum Evans**  
Finishing



**Andrzej Mosur**  
Chop Spray



**Darren Whiteley**  
Production Support



**Lewis Blythe**  
Finishing



**Joshua Scott**  
Finishing



**Kyle Barron**  
Chop Spray



**William Thomson**  
Pattern Shop



**Jamie Sutton**  
Chop Spray



**Mike Skitt**  
Hand Lay



**Lisa Konstantatou**  
Cleaner



**Gaz Fletcher**  
Chop Sray



**Richard Wilson**  
Trimmer



**Ross Sykes**  
Production



**Jake Clarke**  
Hand Lay



**Sam Stacey**  
Pattern Shop



**Daz Hobson**  
Production Support



**Harry Clarke**  
Finishing



**Simon Dennison**  
Trimmer

## Team

[www.mpmgroup.co.uk](http://www.mpmgroup.co.uk)



Anchor Works  
Swinnow Lane  
Bramley  
Leeds LS13 4TY  
United Kingdom

Tel: +44 (0) 113 236 0396  
Email: [info@mpmgroup.co.uk](mailto:info@mpmgroup.co.uk)



Certificate Number 11304-QMS-001

