

Watts Group News

Spring 2016



A message from the Chairman

The Watts Group was founded about the same time as the Great Britain first left Bristol Harbour – it transformed communication with America to a mere five days. Our Group is now about to connect fibre optic communication which means we could send the contents of a whole library in seconds! Times change, technology changes, but our values as a Group are why we are still here 150 years later. We value people – all people, whether that be our staff (past or present), our customers, our suppliers and our communities.

The Group also values evolution and innovation, this is illustrated by the latest member of our management team, Anthony Cooper, who is a master of developing and launching advanced materials for various markets, and is leading change in our Urethane business.

As always I appreciate the effort each one of you is putting into making our Group a success and urge you to carry on valuing our people, whoever they are, and constantly challenging ourselves to think differently in how we can serve each other and customers.

John Thurston, Chairman, Watts Group

Welcome to Anthony Cooper Newly appointed CEO of Watts Urethane

1. When did you join Urethane, what attracted you to the role?

I joined in January. Before this, I worked for Versarien Plc. I was attracted to the opportunity to take a business and release its true potential. Having backing from a supportive parent group who want to invest in the business, coupled with an enthusiastic and capable team within Urethane made it a rare and exciting opportunity!

2. What do you see as the biggest challenge facing the company?

Challenges come in many forms, strong competition, rising raw material or labour costs, or customers wanting price reductions and shorter lead times. However, the biggest challenge is to get focus into the business. We need to put more emphasis on excelling at a smaller number of things.

3. And the biggest opportunity?

We have some exciting opportunities ahead of us ranging from our powered access wheel refurbishment service to our

floor squeegee product lines and the expansion of our street furniture range.

4. What do you enjoy doing outside of work?

I love water sports...surfing, water skiing, sailing, swimming and pretty much anything to do with water (I probably should have joined the navy). I also like to play the piano and guitar when I can't get out on the water.

5. What makes a good leader?

Having a clear vision of where you want to go and the ability to communicate this well to your team. It's no use having a vision if you can't make everyone else understand and see what it is. Equally there is no point brilliantly communicating to your team that you'd like them to go round and round in circles.

6. What is the best advice you've ever been given?

Make sure you understand the difference between tasks that are urgent and tasks that are important.



Watts inside

If you have any ideas you would like to have considered for the next newsletter then please email details to dianeprice@watts-group.co.uk

- 100% record for Watts workshops
- Watts' Ethan Coombes joins South Wales Scorpions
- DAF Trucks apprenticeships top 100
- Urethane to make submarine tiles
- New product – the G60 Squeegee
- Plysolene has the X-Factor
- Ross is new Plysolene warehouse operator
- Plysolene's eye-catching display

Watts workshops score 100% again

Congratulations to the Service Teams at Watts Truck & Van Swansea, Cardiff and Newport for following up last year's top performances with another 100% in January. They had 47 first-time MOT passes out of 47 tests taken.



Watts Truck & Van scores 100% again!

Isuzu Fury rescues Santa's sleigh

Watts Truck & Van's Isuzu Demonstrators towed some important loads last year, but their December assignment topped the lot. Rescued in Rhiwbina after his reindeers had done a runner, Santa's sleigh slid through North Cardiff for his community visits courtesy of our Isuzu D-Max Fury in the festive colours.



Watts was happy to give Santa a helping hand

Watts' very own Ethan Coombes selected for Scorpions rugby league

Watts Truck & Van Cardiff's Ethan Coombes has been presented with his South Wales Scorpions jersey at an official ceremony in Caerphilly at South Wales Scorpions Rugby League Club. The Coaching Staff congratulated the team on their achievements so far, but warned of a hard day at the office in Halifax on the weekend! Well done Ethan – we are all very proud.

Photo courtesy of Pitch Hero



Ethan Coombes in action

DAF Trucks apprenticeships in top 100

Watts Truck & Van is proud to play a part in helping the DAF Trucks Network to be named in the UK Top 100 Employers of Apprenticeships. This is the fourth time in five years they have made the list. This achievement recognises the commitment and support of DAF dealers as well as the work of Skillnet and City of Bristol College to deliver the highest standard of education to our apprentices.



Watts helps to deliver high standards in apprenticeships

New 4-year contract for Ben

Great news for Watts Truck & Van's Isuzu Brand Ambassador, Ben Flower from Penallta, who has just signed a new contract with Wigan Warriors. Head Coach Shaun Wane said, "We believe Ben is one

of the best front-row forwards in Super League with his best years in front of him, and we're delighted that these will be here at Wigan."



Brand ambassador Ben Flower

Watts makes the military grade

Watts Urethane has just secured an order to supply a large quantity of acoustic tiles to a German submarine company. These tiles are used to shield the acoustic signature of submarines, and to enhance their stealth capabilities.

The contract continues Watts Urethane's fine record in manufacturing military grade PU into some of the most demanding environments in the world.

They are also currently in the process of tendering for the supply of PU slabs to form steps. The slabs are to be installed in the MODs Aberdeen proving ground for military vehicles.



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Access programme reaches new heights

Watts Urethane is pleased to announce a major deal with one of the world's largest access equipment hire companies, to provide refurbished Urethane wheels for their fleet.

The refurbishment programme has seen steady growth in the UK during 2015, but this deal represents a landmark achievement and will see the programme eventually rolled-out into the customer's subsidiary companies throughout Europe.

Squeegee

New Product – the G60 Squeegee

The R&D team at Watts Urethane have developed a new squeegee – the G60 – designed exclusively for solar and photovoltaic applications.

The new blade is an exciting addition to the existing product line and promises to offer a quality alternative into a market place dominated by a single major player. The primary market is China and sample orders have already been received.



A brand new squeegee has been launched

Plysolene has the X-Factor!

X-Factor winners, Little Mix have released their own brand of make-up available in all Boots stores.

The display is focused around a black HIPS tray and surrounded by LED lights and backed by an acrylic covered product display.

This display was provided by Dimension Developments using Plyform Black Gloss High Impact Polystyrene sheet, proudly supplied by Plysolene.



Plysolene products mingling with the stars

Ross Drayton joins Plysolene as Warehouse Operator

Ross Drayton has joined Plysolene as Warehouse Operator. He comes from a background as a Buyer from the Baking Industry so this is a very different role for him but he is really enjoying it.

He spends his free time avidly following Crystal Palace having been a season ticket holder for years and enjoys swimming and cooking, although not so much now he has kids, where his cooking skills aren't tested much further than fish fingers, chips and peas!

Keep your eyes peeled for GOSH new eye range

Plysolene recently supplied Plyform High Impact Polystyrene sheet to Leicester based Point of Sale manufacturer, Elite Displays for the new GOSH eye make-up range.

The eye catching display is sure to be a hit with shoppers looking to get their hands on some of the newest mascara, eye liner and eye shadow on the market, so be on the lookout the next time you are in Superdrug!



A moment in history

As our Chairman John Thurston mentioned in his message (see front cover), the Watts Group has a long history of innovation and ingenuity. Watts was founded just a short while after another local innovation – the ss Great Britain – dubbed at the time as the 'Greatest experiment since the creation.'

No one had ever designed so vast a ship, nor had the vision to build it of iron. Brunel fitted her with a 1000hp steam engine, the most powerful yet used at sea. Perhaps most daring of all, Brunel rejected using conventional paddle wheels to drive his ship, instead using a screw propeller. This was the newest invention in maritime technology. By seeing how to combine these key innovations, Brunel created a ship that changed history.



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