

**Celotex**  
**Monthly Report – May 2015**

**Section 1: Health, Safety & Environment (POB)**

	TF1	TF2	TF3	Near Miss / TF4	Occ. Health	Environment
Month	0	0	38.8		0	0
12 month rolling	0	0	40.3		0	0

**1.1 Health & Safety**

- TF1 and TF2 have dropped to zero on 12 month rolling as a full calendar year has now passed since last accident
- A number of near misses with FLT's particularly in the warehouse
- Contractor control situation improving with new role being created and additional training, resource and meetings proving beneficial
- 10 people IOSH trained

**1.2 Environment**

- No significant issues in the month

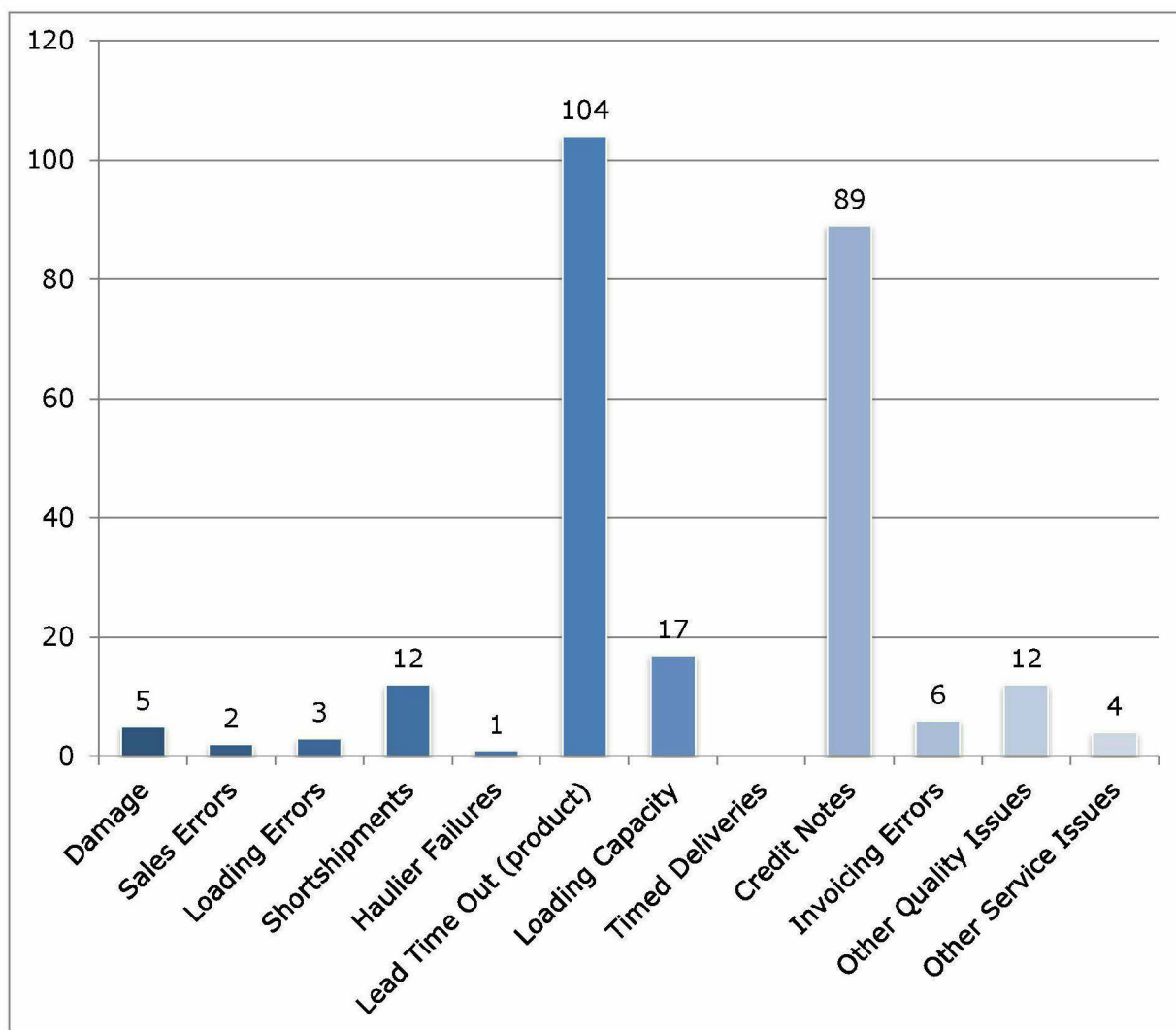
**1.3 Key Actions for Coming Month**

- ISO 14001 audit taking place on 23<sup>rd</sup> June
- Ongoing training re contractor control and permit to work
- Continue to monitor and invigorate SMAT and SUSA progress

**Celotex**  
**Monthly Report – May 2015**

**Section 2: Customer Service Performance (LG)**

**2.1 CSI**



**Comment on key trends:**

- Product availability has improved this month but could be down to the drop in sales
- Short Shipments again saw an improvement, down from 46 to 12 although we have struggled to supply our GD5000 boards due to the quality issues we are seeing with the baseboard which has seen us short shipping – Meeting arranged with PE & JH
- Some areas of [REDACTED] have switched off and is affecting our volumes – They will potentially try and achieve their quarterly rebate which could see an increase in their sales
- 

**2.2 Key Actions for Coming Month**

- Sales Conference planning
- Attending WCM Customer Service Pillar training at Runcorn with Ian Parker
- Forecasting meeting planned
- Project co-ordinator role to commence working with RJ on SCA's
- 6 weeks training plan commences for Helen in the CTC
- Stock Accuracy project has been kicked off and will be ongoing
- Packaging trials to continue for XR4120 & XR4150 although the feedback on the GA4100 has been extremely positive
- Nikki Lester, Richard Gifford & Richard Wales are attending Customer Loyalty programme being run by BG at the end of June.

# Celotex Monthly Report – May 2015

## Section 3: Financial Update (LC)

### 3.1 Financial Performance

#### 3.1 Financial Performance – May 2015

	Mth Act.	Mth. Bud.	% Bud.	PY	%PY	YTD Act.	YTD Bud.	% Bud.	PY	% PY
Mth SALES	7,829	7,744	101%	8,003	98%	42,197	39,326	107%	40,540	104%
Mth OP	1,098	516	213%	653	168%	5,298	2,725	235%	2,590	205%

May was a very short month (only 19 working days), despite which we posted another good operating profit of £1.1 M which was double the budgeted level. Year to date sales are 7% over budget but profits are well over double the budget and 2014 levels.

The RF2 (latest full year forecast) has been submitted to Saint-Gobain committing an operating income of £11.4 M for the full year against the budget of £9.7 M and previous forecast (RF1) of £10.5 M.

The budgeted results were exceeded by a mixture of various positive and negative factors as detailed below:

### 3.2 Volumes, Mix and Sales Pricing

- **Volumes:**
  - Volumes in May were 3.3% (0.3%) above budget and + 9.9% (6.9%) YTD (at full year 50.4 M level Paris budget and internal 52 M budget respectively).
  - Compared to 2104, volumes were + 0.9% for May and +7.5% YTD.
- **Prices/Sales figure:**
  - The average selling price was declared at £■■■■ which is 2.1% below budget. We continue to accrue rebates against the current versions of the ■■■■ and ■■■■ deals (whilst paying at the 2014 deal levels). On 3<sup>rd</sup> June a full correction was made to transfer ■■■■ onto the new 2015 rebate deal backdated to January resulting in a much reduced payment with the new deal being more weighted towards annual as opposed to monthly rebates.
  - The provision in respect of the ■■■■ quality issues was maintained as at the end of April with agreements in place to re-imburse up to £222k.

### 3.3 Costs, Margin, Fixed Costs

- **Freight costs** were 8.3% below the budgeted cost level in the month due to both reduced fuel costs and better negotiations on hauliers than had been included in the budget.
- **FX** – the budgeted rates for 2015 are Euro at 1.30 and USD at 1.64. With the impact on the financial accounts being a mixture of hedged rates and revaluation of month end supplier balances, the overall impact in May results was a gain of £■■■ (Gain of £■■■ on Euro and loss of £■■■ on USD). Cumulatively there is an overall gain of £■■■ (£■■■ gain on Euro and £■■■ loss on USD).
- **On-line rejects** were adverse to plan by - £■■■ in May (YTD -£■■■), (compares to an average of -£■■■ per month for the last quarter of 2014).
- **Later rejects** were adverse to plan by - £■■■ (YTD - £■■■), (compares to an average of - £■■■ per month for the last quarter of 2014).
- **Material usage** was adverse in the month by - £■■■ (YTD -£■■■). The total compares to an average of - £■■■ per month for the last quarter of 2014.
- **PPV** was again a very strong positive variance gain in May with MDI in particular showing good reductions against previous months and budget levels. In the month of May there was a total + £■■■, the main elements of which were: MDI + £■■■ Polyol + £■■■

## Celotex Monthly Report – May 2015

- **Central overheads** were slightly below budget at £■■■■ (budget £■■■■), representing 5.7% of sales (full year budget is 5.2%). A number of departments were slightly above budget for the month, with HR being £■■■■ above due to a high incidence of recruitment fees.

### 3.4 Cash flow and balance sheet

- **Inventory** levels increased from £■■■■ at the end of April to £■■■■ at the end of May.
- **Debtors** were well controlled with most customer queries being resolved in a timely manner. ■■■■ continue to pay a day late as agreed. ■■■■ and ■■■■ continue to be monitored closely.
- **Cash flow** for May was - £■■■■ due to the payment of ■■■■ quarterly rebates of £■■■■. YTD cash flow was at £■■■■ which is a good way towards the full year budgeted cash flow of £■■■■.
- **ROI** at the end of May was strong at ■■■■%.
- **Capital expenditure** YTD stands at £■■■■ against the full year budget of £■■■■.

### 3.6 Internal Control Issues

- The long awaited grade from the SG audit carried out in February was declared as a C grade which is a good result being judged against SG required controls after only 2.5 years in the Group. Grades per area as follows:

○ Integration process	B
○ General Management	C
○ Sales	B
○ Inventory management	D
○ Purchasing	C
○ EHS	C
○ HR	C
○ Financing and Treasury	A
○ Accounting and fixed assets	C
○ Controlling	A

An action plan was agreed and we must ensure that we make progress against the key areas of weakness.

- The SG annual compliance questionnaire is due to be submitted in June.
- KPMG completed their final audit covering 2014 and were very complementary about the audit with no major issues being raised. The statutory accounts will be signed in the next few days.



# Celotex

## Monthly Report – May 2015

### **Section 4: Sales Review (CN)**

#### **4.1 Market Conditions / Sales Review**

- May has been a difficult month reflected by the fact that we have not achieved budget, on value, for the first time this year. Volume is still slightly up for the month, but has still been negatively impacted on by [REDACTED] switching purchases, and the fact the [REDACTED] deal is yet to be properly communicated to their branches.
- [REDACTED] Unfortunately this is leading to distributors also dropping their rates as opposed to actually taking the opportunity to make more margin.
- VAP is now back up to above March levels of 13.6%. However this is relative as our overall volume is lower for the month. However, we are seeing an increase month on month on RS5000 and our PSM's will start to produce more specifications which should continue the upward trend.
- Both the north & south are down at 99.9% and 96.7% respectively. However this is due to [REDACTED] and [REDACTED] having a poor month as discussed above.
- Quality has been less of an issue in May; however some customers still talk about issues they are encountering. It is important that we now start to demonstrate actual numbers to customers, as an example [REDACTED] % of complaints on product quality is 1.07%. Clearly this is a powerful message and one that shows the issue is grounded in perception more than actual facts

#### **4.2 Distributor / Merchant Update**

- [REDACTED] and [REDACTED] have had a bad month, which has had a negative impact on May overall.
- SIG have slipped further away at 84% of last year. [REDACTED]
- [REDACTED] continues to perform well. [REDACTED] are 12% up, whilst [REDACTED] continue to outperform the market and the group at 25% up. At 16% up [REDACTED] have also started to show real signs of growth above the market. [REDACTED]
- [REDACTED]
- [REDACTED] has now been agreed after some final negotiations. The new terms will be available to [REDACTED] and [REDACTED] from June, but we will have [REDACTED] stocking branches in [REDACTED] from 1<sup>st</sup> July. This will produce £[REDACTED] for the remainder of the year – as laid out in the S1 rebate agreement.
- [REDACTED] continue to produce excellent results. Nikki Andre is currently driving the deal and working much more closely with their marketing and procurement teams. Nikki has also secured orders from their [REDACTED] branch, who had been stocking [REDACTED]

#### **4.2 New Customer Acquisition Progress**

- [REDACTED] has now been agreed, and trading will start in June. Stock will be allocated to the [REDACTED] branches on the 1<sup>st</sup> July
- Nikki Andre and I will be meeting with [REDACTED] to discuss a trading agreement at the end of June.
- Initial meeting with [REDACTED] through Jo Maloney has gone well; we will be submitting a potential agreement in June. This account is worth circa £[REDACTED] per annum.
- BW and PR met [REDACTED] to assess any potential. They currently spend £[REDACTED] per annum on PIR, with [REDACTED] as their primary supplier. They would like to deal direct with us, with a potential opportunity of £[REDACTED]

#### **4.3 Competitor Activity / Pricing**

- The [REDACTED] pricing policy appears to be very erratic. They continue to target [REDACTED] whilst actively taking business away from them for [REDACTED] through [REDACTED]
- [REDACTED] are keen to take back share they have lost from [REDACTED] but continue to price below those levels with [REDACTED]
- [REDACTED] have targeted [REDACTED] with more competitive rates than we have previously seen, and [REDACTED] have also targeted [REDACTED] with some improved terms. [REDACTED] have grown their purchases with [REDACTED] by 28%, whilst they are also the primary supplier of [REDACTED]

**Celotex**  
**Monthly Report – May 2015**

**| 4.4 VAP update**

- VAP has increased this month to 13.6% with our key customers all above 13%. [REDACTED] continue to perform well at above 15%.
- RS continues to perform well month and month, and as specifications increase as will turnover through our key customers on that product.
- We have an opportunity in June to take BG's share on PL through [REDACTED]. This will be confirmed the second week in June, but will have a significant impact
- Nikki Andre is working hard to address the level of VAP purchases through [REDACTED]. We will be introducing a promotional campaign on PL in the first instance.

**4.5 SPRINT Update**

- Bill Woodham is in Paris on 11<sup>th</sup> June to move the project forward.

**4.6 Key Actions for Coming Month**

- Address [REDACTED] volume
- Address [REDACTED] volume
- Salesforce implementation
- Implement multi divisional forecasting process
- Manage the [REDACTED] roll out

# Celotex

## Monthly Report – May 2015

### **Section 5: Marketing / Technical Review (PE – 5.1,5.2,5.3,5.5, 5.6 / RW – 5.4,5.6)**

#### **5.1 Progress by key segments – Housing / Architects / Main Contractors**

- Housing research completed with housebuilder strategy and action plan now to be formulated by project team
- Architect phenolic study also completed. Debrief required and then action list to be drawn up
- Housing opportunities within new products and systems continue with Web Dynamics, room in roof via Keepmoat
- Positive meetings including marketing input with Wates and Keepmoat
- CIH Housing 2015 exhibition 23-25<sup>th</sup> in Manchester

#### **5.2 Differentiation Progress**

- Thermal bridging models published and launched 8<sup>th</sup> June. Communication to both regional sales teams plus CTC and customer service
- NPD pipeline extending to include opportunities with roofing upgrade including room in roof and TLX
- U-value calculations per month now consistently above 40,000 for 2015 with projects created now above 6,000 per month
- Digital marketing activity being presented via Webex to Digital Marketing event in UK
- Submitted entries for RS5000 and Insulating Britain into the SG Marketing Awards 2015

#### **5.3 Envelope to Application Progress**

- NHBC meeting on 19<sup>th</sup> May. Still a lot of work to be carried out to get NHBC to accept RS5000 into their build designs. Confirmation of a brick outer system due to be confirmed by 8<sup>th</sup> June.
- Thermal bridging models launched specifically for partial fill and steel frame systems with timber frame and full-fill to follow shortly/at launch
- Additional in-house testing being carried out on full-fill solution given some movement in the wall when using 100mm Hennecke solution. 97mm from Hipchen with double glass and also increased density
- Project opportunities increasing within flat roofing. 5000m2 project via [REDACTED] now in for pricing
- Flooring specific focus now underway with soffit liner and general flooring approach now Ernest has joined

#### **5.4 Future Proofing Actions**

- NHBC – likely more resource and testing required to broaden and maximise the opportunities available from this application. Possible that NHBC stance could spread into non-residential sign off
- BBA – new processes for contracts in place which require clarification
- CSR – agree meeting with Neo agency to take this forward – likely July

### **BIM**

Attended meeting with Cadline who will be supplying Saint-Gobain BIM software. Some issues with licenses as an agreement is yet to be signed between Paris and Cadline. Celotex will be getting a suite of software packages that will eventually enable us to take in customer BIM models and work with them to directly insert Celotex BIM objects in the projects. A chance to differentiate our BIM service beyond the current situation where we are quite passive as we offer BIM models to customers and have no input into their use or knowledge of the projects in which they will be used. Training required for a nominated person in the CTC on BIM and the software packages so we can start to increase our understanding and develop the BIM capability accordingly.

### **Advocacy**

#### **SG Advocacy Webex**

- **Sustainable Habitat** – Sustainable Habitat Strategy is now ready for communicating to the businesses and the first advocacy plan has been drafted in support of the strategy.
- **Energy Efficiency** - Some issues were raised regarding the appointment of Amber Rudd, particularly the direction she intends to take regarding energy efficiency. It is believed that Amber is looking to move away from a fabric first **approach in favour of** renewables. It was also highlighted that we are approaching an ECO hiatus.
- **Monitoring of policy, regulation and relevant news** - Daniel Harris of SG is now taking the lead on this and a weekly call has been set up with Brian Andreas, the Advocacy Team and the communications team to discuss issues identified and take the necessary actions. Information will be sent on to the relevant people and all will be entered into the tracker and/or My Saint-Gobain.

# Celotex

## Monthly Report – May 2015

### **Sustainability**

#### **Waste**

Meeting at Celotex with James Cable a Production Engineer from Sita, who are the waste company who run the Great Blakenham energy from Waste (EfW) plant and others around the country including links with Cemex sites that may be able to use PIR waste to fire their processes.

James saw the plant and took a sample of the briquette waste away. We are drawing up the options available for both dust plant waste and board offcuts. Many issues to be overcome including getting the correct permits to handle waste from site or consumers (this would be where waste was recovered from our customers such as housebuilders or contractors) and understanding size and consistency requirements of EfW or Cemex sites. Work in progress but perhaps not the dead end that it first appeared when we got the initial 'no' from Gt Blakenham.

#### **BG Sustainability meeting**

RW met with Shane Torrens to look at the BG Plasterboard Recycling Scheme and also with Heidi Barnard to understand the BG Sustainability roadmap. Very useful information as we look to develop options for Celotex

### **Robust Argumentations**

#### **Fire**

Celotex meeting with NHBC was quite heated (every pun intended) with Dave White of NHBC being very vocal and in our view unprofessional in the manner in which he dealt with the points discussed. On the positive side, the NHBC will look at the desk top study work that we have carried out with Exova to see if they accept the findings. It is possible that they may allow a brick outer to be used with RS5000. The NHBC's issue is that in their view our fire test was not sufficiently representative of a typical Rainscreen system. At some point we will have to consider another test to broaden the scope of RS5000. Until that time we will continue to maximise the potential of RS5000 in non-NHBC jobs and the occasional NHBC job where the specific design of the building (due to balconies acting as fire breaks for example) allows RS5000 to be included.

#### **Moisture**

Nothing to report

#### **Air tightness**

Nothing to report

### **5.5 NPD Update**

- RS5000 – Best sales month since launch with £188k gross sales. Sales since launch now over £1m
- GD5000 – Switch to 12.5mm completed though [REDACTED] sales not yet back to the level of pre-complaint. Production issues and lead times as a subsequent of this need to be discussed.
- IW4000/5000 – Way below budget and primarily only from two customers. Given resource and opportunities for funded market in other applications we may wish to look at our relevance for this.
- Full-Fill
  - Product sign off to be completed once further chiller tests completed on alternative variants
- Soffit liner – Business case written and SPINN documentation completed. Project team formed and two material suppliers met with to discuss supply (BG & Euroform). Trials due May. Target launch August
- New ideas
  - Celotex and Multi-Foil combined system
  - Room in Roof for ECO
  - Lambda 20 opportunities. 6 month ageing test likely to be required if we use Solstice route. Another opportunity via DuPont may offer opportunity to move quicker.
- SPINN
  - Steering group and relevant projects to be assessed and agreed
  - New process for innovation projects to be developed



## Celotex Monthly Report – May 2015

### 5.6 VAP sales

- April gross sales at 14.73% and 25mm volume at 10.69%
- YTD gross sales at 14.43% and 25mm volume at 10.35%

#### • VAPs Performance (May) – Volume 25mm

Product	Performance vs Budget	Performance vs Last Year
FR5000	119%	132%
CG5000	101%	92%
PL4000	157%	140%
SW3000	0%	0%
GD5000	245%	174%
GS5000	271%	2754%
RS5000	131%	-
IW5000/IW4000	36%	59%

#### • VAPs Performance (Year To Date) – Volume 25mm

Product	Performance vs Budget	Performance vs Last Year
FR5000	126%	118%
CG5000	114%	115%
PL4000	168%	130%
SW3000	47%	20%
GD5000	233%	354%
GS5000	158%	368%
RS5000	84%	-
IW5000/IW4000	37%	33%

### 5.7 Key Actions for Coming Month

- Presentation on 'The 5 Steps to Maximise Thermal Comfort in Housing' to be given at the CIH event
- Meet other CB/- Chairmen at BSI meeting and present proposal for scope and purpose of CB/30 group where RW has now been appointed as Chairman
- Meet with BRE to scope out work required to get EPD's for Celotex products
- Meeting with ACE to discuss relevance to Celotex and impact of ACE on key policy areas
- Meeting with Habitat Team and Laurence Llewelyn Bowen to finalise spec for the Barn conversion using Celotex and other SG products
- Attend Zero Carbon Hub meeting on Overheating on behalf of BRUFMA
- Sales conference planning
- Recruitment for Product Manager & Technical Marketing Manager
- Kick off soffit liner and floor projects
- Project plan for TLX opportunity
- Finalise launch plans and testing for full-fill cavity
- NHBC response on RS5000

# **Celotex**

## **Monthly Report – May 2015**

### **Section 6: Operational Excellence (POB)**

#### **6.1 Operational Performance**

- Online rejects £■■■■ adverse in the month
- Material usage £■■■■ adverse
- Later rejects £■■■■ in the month

#### Drivers

- Quality issues with delaminating IC facer. Investigation complete trial rolls being monitored
- Edge profile issues
  - PB 4015 being run in isolation
  - Fat end of FB product range
- Repeated DA trip outs on Hipchen causing increased number of line stops. New valves on order after discussion with manufacturer to eliminate this
- Wavy glass from Superior and inability to put in on the fly due to HS reasons. Urgent solution being investigated

#### Engineering

- Manager recruited to join in July
- Bridge spares ordered
- Auto tension modifications made on conveyor so PL transfers can resume
- Metering roll project in progress
- Nature of Pemacs ie planned:unplanned significantly improving
- MTBF and MTTR moving in the right direction on both lines

#### **6.2 Capex & Major Projects Update**

- Final set of bulk tanks ordered for delivery in September
- Pentane pipe work mods Capex imminent
- Completion of QC testing room in progress for mid May completion
- New thermal machine ordered
- Preliminary work on Hipchen roof started. Communication to be drafted and issued asap
- Several other infrastructure projects not closed out yet DJM to give update
- Dust plant capex a priority as it affects whole plant and WCM progress

#### **6.3 WCM Update**

- Separate detailed report to be issue to MAG this week
- Visit made by Jim Sisson , main issue remains dust around site compromising sustainability at step 3 in particular for AM

#### **6.4 Key Actions for Coming Month – Reliability**

- Metering roll project
- Valve replacement on DA system on Hipchen
- Progression of FI projects and AM/PM

#### **6.4 Key Actions for Coming Month – General**

- Finalise Operator Grading programme
- Best Practice visits throughout month to BG on WCM
- Stock take
- Resolve all issues around veracity of CL20

# Celotex

## Monthly Report – May 2015

### Section 7: Supply Chain (SA)

#### **7.1 Warehouse / Logistics Performance**

- Transport cost: █████ p/m<sup>2</sup>
- Volume dispatched : █████ Mm<sup>2</sup> (-3.5% vs April for same number of days)
- OTIF: 99.17% Excellent month (incl. loading error, short shipment, sales error, haulier failures)
- Hauliers failures: 3 orders (0.12%)
- Loading errors: 3 (0.14% of orders) Very good performance
- Number of trucks dispatched is still below capacity (76 trucks average vs 82 trucks available). One day as low as 62 i.e. 20 trucks short.

#### **7.2 Stock Accuracy / Availability**

- Project started

#### **7.3 Purchasing Activity**

- MDI: € █████ /t (-11.4% vs RF2 (█████ €/t)).
- Polyols: € █████ /t, (-6.7% vs RF2 █████ €/t).
- Facers: \$ █████ /m<sup>2</sup>, (+2.0% vs April, due to mix and variation on the spot prices following LME movement)
- Glass: \$ █████ /m<sup>2</sup>, (+1.8% vs Dec due to price increase of 2% from Jan)
- Purchasing saving (as per Finance calculation): N/A this month

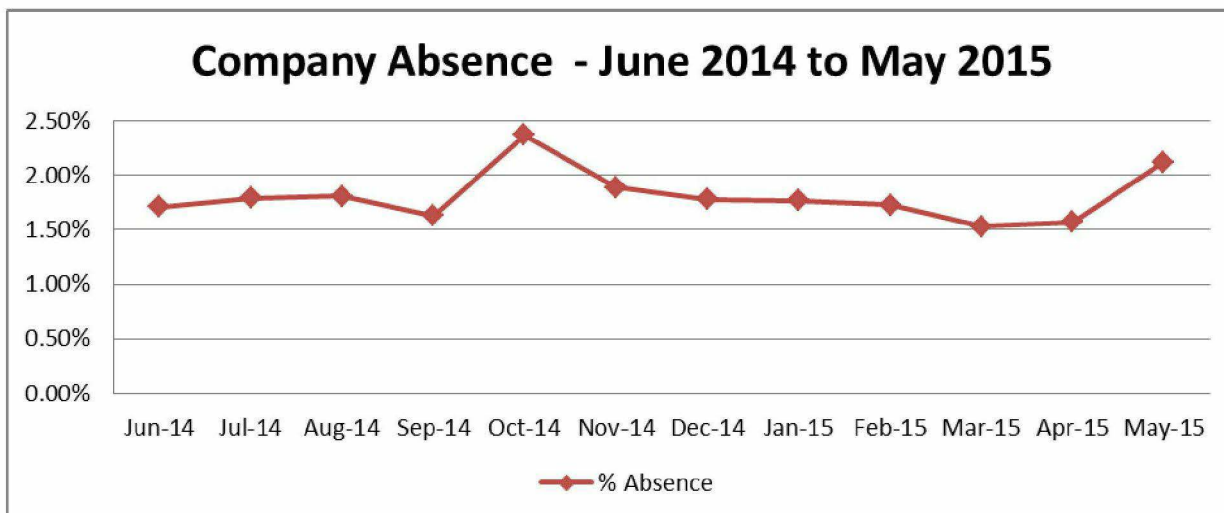
#### **7.4 Key Actions for Coming Month**

- Purchasing:
  - New buyer and Purchasing administrator now in place
  - MDI sourcing implementation: Bayer: HV samples should be with us in the next few weeks. Huntsman: following their visit, we are now waiting for their proposal.
  - 100 day plan to be presented by the buyers
  - Support on the new plant CAPEX from Central Procurement team to be determined
  - Q3 negotiations for MDI, polyols and pentane: expecting a rise on all raw materials, especially polyols, MDI market is still long
  - Visit by Alphabond adhesives to investigate adhesive as alternative to packaging
  - Meeting with Hydro to follow-up on recent issues
- Transport / Warehousing
  - Loading software: we now have some doubts about the ability of the developer to come with a robust solution. Alternative identified in Switzerland through Placo France
  - Investigate decrease of stand trailers with Magnus to be transferred to Bacton and Harlequin
  - New DC layout finalised: Implementation once markings have been sourced (lines and signs).
  - Edge printing being investigated to reduce loading errors. Great improvement for trial on Hennecke
  - Loading times are now being recorded. Waiting times for live loads recorded too but not for the fleet unfortunately. Need to implement a new system.
  - Ambitious operation improvement plan presented to IT for feedback on feasibility: seems technically feasible but question around Oracle/SAP implementation
  - Stock accuracy project started for finished goods and raw materials. Focus first on raw materials.

## Celotex Monthly Report – May 2015

### **Section 8: People (AP)**

#### **8.1 Absence Reporting**



Absence rate has increased to 2.12%.

#### **8.2 Training Update**

- ILM Level 5 Certificate in Leadership & Management – 1:1 sessions being held June/July to coach Leadership Group registered with requirements of each assignment. Undertake the Certificate and sessions being arranged to move this forward.
- 2:1 Presentation coaching session with Margaret Burnside from ERAS will be set up over August & September to give support for final Leadership Group presentations at September Leadership Group meeting.
- Silent Edge Sales Transformation Training – planning taking place early June with training commencing late July.
- Introduction to ILM qualification for Managers - session to be arranged for 8 June to outline differences between Level 3 First Line Management and Level 5 accreditation.
- IOSH Managing Safely programme – first programme with Acer Safety completed successfully. 2<sup>nd</sup> programme being planned for late June/early July.
- Specification Workshop for CTC/Marketing – proposal and dates under review.
- June Leadership Group Meeting to focus on handling performance matters – consultants being appointed.

#### **8.3 Headcount Review – incl. Vacancy / Recruitment Update**

- Total staff as at 31.5.15 was 218 with FTE at 215.16.
- Staff Turnover rate stands at 8% for the rolling year which is just above standard.

##### **New Staff**

- Technical Services Officer – Helen Moss transferred 1.6.15
- Goods In Operator – Marc Webb transferred 1.6.15
- Interim Product Manager – Ernest Boateng joined on 1.6.15 on 4 month contract.
- Production Planner – Michelle Warren to join 15.6.15
- Night Shift Team Leader - Richard Lees joins 22.6.15
- Manufacturing Engineer – Daniel Moore to join 6.7.15
- Engineering Manager – Scott Bridges to join 27.7.15

## Celotex Monthly Report – May 2015

### **Contractors**

- 2 Maintenance Engineer Contractors – [REDACTED] & David Warner starting during June
- Contract Transport Manager – Patrick Egan to join 6.7.15

### **Vacancies**

- Product Manager – offer made
- Technical Marketing Manager – recommenced recruitment process
- Junior Product Manager [Graduate] – Graduate Assessment Centre to take place on 25 June at Celotex in conjunction with Bright Futures
- ASM Yorkshire – interviews underway
- Graduate Sales Roles x2 – under review
- Management Accountant – 2<sup>nd</sup> interviews underway
- Financial Accountant – interviews underway
- Finishing End Cell Leader – offer declined
- Front End Cell Leader – interviews underway
- 2 x Process Engineers – 2<sup>nd</sup> interviews underway
- Apprentice Engineer – advert on National Apprenticeship website

### **8.4 Key Actions for Coming Month**

- Agree Specification Sales Training – Marketing/CTC
- Launch People Development Pillar
- Job Description Update project phase 1
- People Review preparation
- Operator Grading Structure for implementation Q1 2016



Celotex  
Monthly Report – May 2015