



FALCON FORUM – 17h November 2021

Present – Peter McAllister, Kevin Campbell, Mary Kemp, Donnie MacLennan, Mhairi Burt, Kerry Jackson, Wendy Rodgers, Ranald Wallace, and Heather Aird.

Business Update

We are doing ok, measuring our current performance against pre covid we are not as busy and have less people. In terms of hitting our target we were bang on target for September we missed our target in October as we were heavy with holidays which impacted us. In November we normally have a communication session which we have chosen to defer to the start of December as we don't want to stop us hitting November's target.

Our new products are doing very well, our healthcare products are a slow burn we are loaning them so that our customers can trial them, but all the feedback so far is really positive. The decision to open more direct accounts has landed us 153 new customers and we have signed an exclusive partnership deal with Apetito. The shortages of catering staff in care homes means they are taking out their 6 burners and replacing them with regen products.

ARP contract for the prisons is our 14 or 15th year of being awarded this, this helps us manage our cash, but next year it is going out to tender so we might not win it next year.

We are trying to secure materials lead times for materials e.g., castings are August next year, we are waiting on elements for fryers its frustrating for everyone but it's a unique part. Its not about capacity it's also about parts. Our finished goods are low, and we are under a lot of pressure as the majority of the stock is going straight out the door.

100 dominators are being built off site the reason for this is to help with overall capacity, this will give us a head start going into next year. Last month we had 100 dominators on the hit list. The reality is with this product the more we make the more we sell, having extra stock will ensure we are satisfying our customers. We can't put on overtime on a Sunday as the profit margins are very low. This is purely to help with capacity, and no one should be worried about this.

We had a fire 3 or 4 weeks ago that has cost us quite heavily through lost production and insurance, the net result is that our insurers have insisted that we upgrade our cameras throughout the facility. We have ordered a vaping shelter which should be delivered by the end of this week, it will be in place next week and then vaping will only be allowed in the shelter. The updated smoking policy will be issued next week, with the details of the vaping shelter.

Our employee Intranet launches 18th November, details of how to access the site will be issued to everyone.

Charging Points

There are several schemes including leasing an electric car through salary sacrifice that AFE are looking at different initiatives to reduce our carbon footprint. In the next 12 months there will be lots of changes, we will have more charging points and from 2030 it becomes illegal to buy a new petrol or diesel car.

Pension Contributions / Financial Advisor

The deadline for changing your pension contribution is Friday 26th November, anyone interested should contact Elizabeth for a form.

Can anyone interested in speaking to a financial advisor can they contact either Wendy or their Forum rep.

Christmas Lunch

Our Christmas lunch will be on Tuesday 21st December and will be similar to last year's format with sandwiches, mince pies and sausage rolls. There will also be a raffle.

Canteen Survey

If there is anyone still to complete a survey can, they contact HR.

Facilities

Front Entrance (beside clock in machines) – action taken to get this cleaned

Water in the canteen & taps running in the gents' toilets – Plumber was in on the 12th November we are waiting on a quote so that we can progress with the work.

Car Park – action to be taken to remove any nails

Carpets – Customer service, canteen, and hallway we are looking into getting them professionally cleaner.