



FALCON FORUM – 7th March 2024

Present – Peter McAllister, Bruce McAdam, Mary Kemp, Heather Aird, Wendy Rodgers, Mhari Burt

Apologies – Ranauld Wallace, Steve Stenhouse

Business Update

We are doing ok, the market itself is quiet our bread-and-butter market is not there but our Healthcare pipeline is good. We finished our half year at the end of February still a bit behind where we should be, but February was a strong month. We have had some quality issues that has cost us the Whitbread account, but I am down there next week to try and win that back. There have been quality issues with Apetito, but this is mostly software issues and there have been stock issues with M & B, we didn't have stock of the fryers they wanted. They are doing a roll out and replacement on their 240 sites before the end of the financial year.

We have an important visit next week from Mark Flannigan the executive chef for the king, they are planning on getting rid of the gas solid tops and replace them with induction ranges across the estate.

So, in summary we haven't hit our target for half one, there are no bread-and-butter orders, but we have opportunities. Our half two reforecast says we will miss our target so we will need to work really hard.

Ali have bought us the new laser we are the only business out of 114 to get Capex, the old laser wasn't energy efficient.

Wage Talks

Our wage talks are much simpler now that the pension has been taken out of the mandate. The mandate is now 5.8% this bit will be challenging because everybody in the Ali group hasn't made their target, it will be harder to come up with something. The pension piece will be picked up again once the wage negotiations have been concluded.

People

Steven Grahamslaw has now started in supply chain as the supply chain manager.

Chris Clark– our new operations director will start on the 6th May.

Grant Mathieson has been promoted to warehouse supervisor.

Employee survey

Since the last forum meeting, we have made some changes and commitments as a result of our employee survey and our communication sessions.

- Tools audit we completed by Martin and Ross, everyone should have the tools to do their job.
- We enhanced maternity and paternity pay.
- We explored a four-day week which we have decided to delay and revisit in the summer.
- Death in service benefit is aligned to an employee's retirement age.
- Hot food twice per month – Friday 8th March is Pie week.

Upcoming

- We are reintroducing the newsletter which will be issued every quarter to improve communications, March edition will follow shortly.
- Joined the young person's guarantee the aim of this is to work with local high schools to support young people with mentoring, work experience, career events etc.

Charity Events

- Easter Egg Donations to Aberlour Childrens Charity

Other business

- Potholes – Stevie is getting quotes for repairs now that bad weather is more unlikely, we will look to get these fixed as soon as possible.
- Door entry system – We will look to get a solution for this.
- Long service, charity payment and allowances can we look to move them with inflation – Wendy to look into.
- A radio vote.
- Do we have to have a shut down – New Ops Director will make that decision
- Disabled parking spaces – Stevie will arrange for 1 space at the front and 2 at the back.
- Access to Aga pension statements – Wendy to look into this.
- Vending machine – put the contract out to tender.
- A sign for gents inside the factory
- Electric Car Scheme not open to everyone – Depending on the value of car and salary sacrifice amount being used through pension the car scheme should be available to the majority of people.
- Banders for the warehouse and nutsert gun
- X Lift when it is getting replaced – there is a 20-week lead time so September / October time
- Are the toilets getting done up? – We have had quotes to do this the cost is substantial
- Need more parking for cycle bikes – additional shelter – Steven looking at options to buy another shelter.