

# Connect Cubis

An internal communication for everyone at Cubis

Hello Everyone,

As we enter the final run to the close of 2019, I wanted to welcome you to this new newsletter and give you a brief update on a few key areas across our business.

This has been another year of growth for Cubis Systems, especially in our home UK and Irish markets which are more than 10% up from last year driven by our telecoms markets. As a business and an overall platform we have a lot to be proud of as we move into 2020. In our export markets we have achieved some important new contracts, notably with SNCF in France, but there is still further scope to do better and develop our export sales. We have planned for the challenge that may lie ahead with Brexit and are mindful of this in the coming months. Overall it is a positive position that our sales (and margin) remain slightly ahead of budget and ahead of where we were last year.

You'll be aware of Project Atlas, where we are replacing our old business IT systems with a new, modern and flexible alternative called Epicor. This should assist a lot of you in your daily roles, as it eliminates some of our time-consuming repetitive tasks and will give us more accurate up to date information. For the majority of 2019 we have had a hard-working team preparing for our 'go-live' date and I am looking forward to seeing the benefits it will bring to Cubis in January when we officially 'go-live'.



Earlier this year we celebrated a significant health and safety milestone in Roscommon: 10 years without a lost time accident. A 10-year period without a lost time accident is something that does not happen often in manufacturing and I am proud of the fact that the safety of my colleagues is the number one priority in our business. I would love to see milestones like these across our sites, but we can only be safe if we all work together to highlight and eliminate hazards. I would ask for help from each one of you in making safety observations wherever and whenever you see anything unsafe. As always safety is our No.1 priority, please make it yours.



Thank you for reading this short update on our progress but more importantly thank you for your hard work and commitment to make Cubis the great business that it is.



Michael Wightman  
Managing Director

## Number of Days Since Last Lost Time Accident (LTA) live at 27.11.19



## Introducing John Hunter



John Hunter, Chief Operations Officer

life of both our raw materials and finished goods, it was a constant pressure that you always only have just a few days to use the materials. Any disruption or a significant breakdown can mean a huge write off, so what working with the food industry has taught me is the importance of manufacturing discipline.

### Are there any projects or changes you are excited about?

I am delighted to be coming on board as we are rolling out Project Atlas, I have worked with ERP systems in my previous roles and they offer significant benefits, it is a huge project and great to be on board during the project implementation stage. The new system Epicor is going to

“ I have really enjoyed hearing new ideas and peoples thoughts for improvement ”

### What are your first thoughts after your initial time in Cubis?

My initial thoughts when I was introduced to Cubis was that we have a great product range that offer a simple solution to our customers. Since I have joined I have heard first-hand the positive things that our customers have to say about our products.

However, what stands out from my initial time most has been the openness I have received from everyone, I have met across all our sites. I like to listen and ask questions and I have found each person to be a great support as I learn the Cubis language.

### What have you enjoyed most?

I am a Mechanical and Manufacturing Engineer, so I have really enjoyed seeing all the different manufacturing processes we operate within our group, we have such a range of materials and manufacturing processes, and I am interested in each one.

Also meeting the people, seeing their passion and hearing that they know our products and company inside out. I have really enjoyed hearing new ideas and peoples thoughts for improvement.

### What are the differences from where you have worked previously?

My last role was for the Kerry Group, the food industry has different challenges, the main difference is the long shelf



## Cubis, a Family Affair

Across each of our sites we have heard stories of relatives, different generations of the same families and even married couples working together. We decided to look into it and we found that Cubis really is a family affair! Across our business we have -

- 8 sets of fathers and sons
- 7 sets of brothers
- 3 married couples
- 1 mother and son
- 1 set of identical twins



Leo, Matthew & Brian Rice



Linda & Kyle McConville



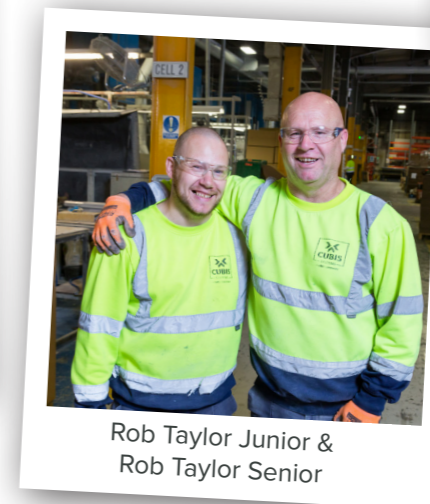
Adam & Matthew Williamson



Kevin & Kieron Rogers



Robert & Cormac Murray



Rob Taylor Junior & Rob Taylor Senior

To bring more talent into our business and strengthen our strong family culture, we have currently have a £250 bonus available. This is a great opportunity for you to encourage your family and friends to join our business and help shape the future success of Cubis.

Our 'Recommend a friend to Cubis' program allows a current employee to earn a £250 tax free bonus (or Euro equivalent in Roscommon) for each person you recommend who is successfully hired and completes 12 weeks in the role for shop floor employees or 26 weeks in the role for all other office based employees.

£250 for you,  
£250 for your friend\*

\*Recommend a friend or relative to Cubis Systems and you'll both receive a £250 bonus (or equivalent Euro) each when they've completed 12 weeks in their new role



## Samaritans Coffee Morning



To raise awareness for World Mental Health day, we made our morning coffee count, with coffee mornings at each of our seven sites across the UK and Ireland.

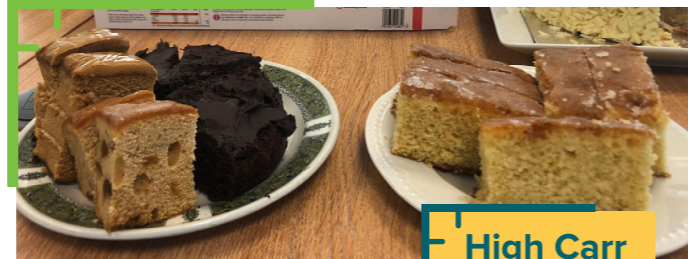
Our staff baked (and bought) a variety of cakes, cookies and savoury treats, we had everything from oat cakes in Stoke, to cornflake cake in Lurgan with proceeds going to our charity partner the Samaritans. Everyone enjoyed getting together and eating some not so healthy treats whilst raising money for the Samaritans.

Thank you to everyone who organised the coffee mornings and to all those who donated.

**We know how important it is to maintain a healthy working lifestyle and mental health starts where we live, learn and work. It is also a good opportunity to remind you all the benefits that are available through HealthShield. You will find overleaf information on how to access our employee assistance programme which offers 24/7 support and up to 8 counselling sessions for free.**



Liverpool



High Carr



Lurgan



Biddulph



Roscommon



Fenton



NAL

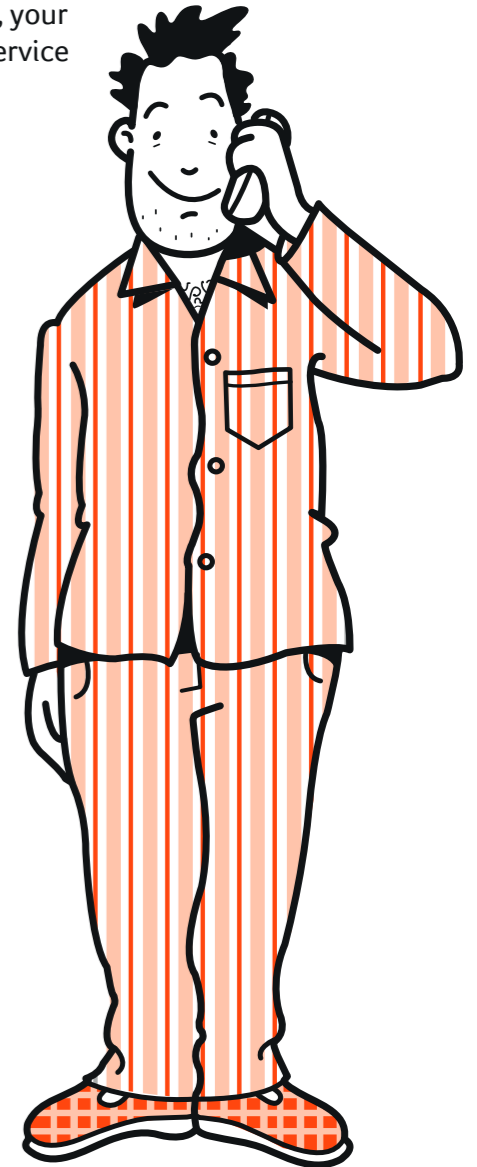


This service is provided by Health Assured

## A full employee assistance programme (EAP) that is there for you 24/7

We believe that the best way to support you is by supporting your family as well. That's why the EAP service from Health Shield is available to you, your partner and your dependants\* with access to a professional telephone service 24 hours a day, seven days a week through Health Assured.

There for you in times of need, Health Assured have qualified, experienced counsellors on hand to support you and focus on guiding you through stressful situations when you need it most. They help you to balance the pressures of work, home and your personal life when things become hectic and there are over 1,000 counsellors available nationwide should face-to-face counselling be of benefit to you\*\*.



### What's available?

- Emotional support
- Telephone counselling
- Practical information
- Up to eight face-to-face counselling sessions including cognitive behavioural therapy
- In addition to counselling support and advice, we also offer a virtual library of wellbeing information. These informative articles and self-help guides provide a range of health and advisory issues as well as instant guidance and support to aid with the improvement of your physical and mental health

### What can I get help with?

You can get help and advice and support on a range of subjects including:

- Debt
- Housing
- Consumer issues
- Adoption
- Family related matters
- Work related problems
- Domestic abuse
- Stress
- Medical information

**Call 0800 028 1963 and quote your company name**

\*Dependants must be in full time education, aged 18 - 24 and living in the same household. \*\*Eight face-to-face counselling sessions are available in any 12-month period starting from the first session (if recommended by the telephone counsellor). The face-to-face counselling can be provided only to you. It is not available to your family. This service is provided by Health Assured.

Health Shield Friendly Society Ltd. As part of our on-going quality control programme, calls may be monitored or recorded. Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority.

EAPMEMBERSPOSTER/JANUARY2019



## We have new **Cubis** Football Champions!

The most popular sporting event in the Cubis' calendar took place last month, with the highly contested annual football tournament taking place. Teams from across our Cubis and NAL sites came together to battle it out for the 2019 title.

The event held at Goals football grounds in Liverpool welcomed seven teams of highly trained athletes from Biddulph Moor, Fenton, High Carr, Liverpool, Lurgan, Roscommon along with a team from NAL who joined us for the second year. The teams had extensive preparations with intense training sessions, strict meal plans and alcohol bans.

The reigning Champions Biddulph Moor were put out, leaving the cup firmly up for grabs. High Carr and Lurgan made their way to the much-anticipated final, where High Carr prevailed over the Lurgan team. The tournament was followed up with dinner where the Cubis Cup was presented to the victorious High Carr squad.

Each of the teams who participated thoroughly enjoyed the tournament, not only competing, but building new relationships with colleagues from across the sites.

Thank you to our HR team for organising the event and to everyone who took part.



## The **Cubis** Golf Society



The Cubis Golf Society finished their season with an outing at the world famous Belfry Golf Club. Over the summer members had been competing in the 'Race to The Belfry' league, with the top 4 players earning the right to follow in the steps of Seve, Tiger and Faldo on The Belfry fairways. A memorable day was had, with some great golf that would have graced any Ryder Cup being played by the team.

## **Owen** pays the penalty



Marketing Graduate Owen McKeown plays top tier Gaelic football, representing both his club and county. His club side Lamh Dhearg recently made the headlines and history for the arduous path they took in their county championship. In their semi final game against rivals Portglenone the sides ended level, so four days later they had a replay; which after 60 minutes of normal time again it was deadlocked, they played an additional 30 minutes of extra time, and the sides remained evenly matched. Situations like these do not arise often in Gaelic football, so after an impasse, the county board reached for the rule book and found out that they had to do penalty free kicks, following two rounds the sides remained at a stalemate and at 10.30pm the County Chairman waved the match off. The sides had to meet for a third time, where Owen's team eventually won.

In the end, Owen's Lamh Dhearg side had to play seven games to get to their county final, with three games in ten days. Despite Owen scoring three points in their final match, his team lost by a single point after extra time was played. When we asked Owen about it, he commented "we love a replay".



## **Dynamic** **Dynamos**

Cubis were delighted to support the JN Dynamo's, an under 7 football team from Skelmersdale in Lancashire with a full new football kit. The Dynamos have been competing in the Skelmersdale JFL since September, and have won each of their games. One of the little dynamos is George Boden, his Mum Leigh works as Internal Sales Co-ordinator at our Liverpool site.



# Innovation the Key to Success for our **Technical** Team!



**Julia McDaid**

Director of Technical & Product Development, Cubis Systems

**Finalist**

Outstanding Innovation Award

Congratulations to our Technical Director Julia McDaid, for being named in the Irish News as a finalist in the Outstanding Innovation category at the 2019 Women in Business Awards. The awards celebrate the hard work and achievements of some of Northern Ireland's most successful female leaders.

This is a well-deserved recognition for the perspective and innovation that Julia and her team bring to Cubis and our customers.

## **Cubis** in the Headlines



You may have seen Cubis in the News this month, where we were delighted to announce that we have signed a strategic supplier agreement with CityFibre, a leading UK provider of wholesale full fibre infrastructure. The contract will see Cubis supply our range of lightweight, composite access chambers and covers to CityFibre as they roll out a £2.5 billion fibre communications network to 26 'Gigabit Cities' across the UK. Securing this scale of contract is testament to the work of our colleagues and the quality of products that are produced across Cubis.

To support this contract win and a continued rise in demand for our products, we have also announced 20 new jobs, the roles, some of which have already been filled will be across management, engineering, manufacturing, sales, marketing and HR.

## **A Distinctive Approach**



**Albert Anim, Manufacturing**

Congratulations to Albert Anim on achieving a distinction in his Masters in Production Engineering and Operations Management from Coventry University. Albert's achievement is all the more impressive as English is his third language, he was awarded his Bachelor's degree in Industrial Engineering from Universita di Trento in Italy.

Currently on the Cubis Graduate Programme, Albert is working across Liverpool, High Carr and Biddulph Moor on a number of projects for operations and manufacturing, and the staff in Liverpool are working hard to teach him his fourth language – Scouse.

If you have any stories that you would like to share with us please contact our Communications Manager, **Una Quinn** [uquinn@cubis-systems.co.uk](mailto:uquinn@cubis-systems.co.uk)