HOW TO PREPARE FOR THE NATIONAL INSURANCE CONTRIBUTION INCREASE

In April 2025, employers will face a 1.2% hike in National Insurance Contributions (NIC), bringing the rate to 15% on earnings above £5,000.

Issue 05

The bi-monthly mini mag for GreenTech innovators

02/2025

GREEN MACHINE

BEYOND THE HYPE

Critical perspectives on green technology, addressing its limitations, unintended consequences, and the need for a more holistic approach.

ACCESS TO FINANCE

Accessing the right financial solutions can play a pivotal role in driving growth and ensuring stability.

CESPA LAUNCH SET TO FUEL THE UK'S CLEAN ENERGY SYSTEMS CAPABILITY

UK manufacturing's ability to accelerate the development of clean energy systems has been given a welcome boost.

Dear Innovators,

Welcome back to Green Machine for its first edition of 2025, where we explore the intersection of sustainability, technology, and the choices that shape our future.

As the world grapples with the urgency of climate change, green technology has emerged as both a beacon of hope and a subject of intense debate. Whilst innovations in areas such as renewable energy, electric vehicles, and carbon capture hold promise, they also bring challenges that demand deeper scrutiny.

In this issue, we go beyond the surface of green technology, challenging the assumption that technological advancements alone can resolve environmental crises. We examine the unintended consequences, corporate greenwashing, and the need for systemic reforms that extend beyond quick-fix solutions.

There's an argument that meaningful progress requires more than just new technologies - it calls for shifts in economic models, policy regulations, and individual behaviours. We explore how consumerism, government action, and education must align to create lasting environmental impact.

As you read these articles, we invite you to reflect on the balance between optimism and realism in the pursuit of sustainability. Green technology is part of the solution, but true progress lies in integrating it with broader systemic change.

Thank you for joining us in this critical conversation.

Warm regards,

Richard Spears
Editor

GREEN MACHINE

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Meet Canda the Red Panda at
https://pp-plus.org/canda-the-red-panda/

Beyond the hype

Green technology has emerged as a dominant force in global sustainability efforts, offering innovative solutions to mitigate climate change and reduce environmental impact.

Green technology has emerged as a dominant force in global sustainability efforts, offering innovative solutions to mitigate climate change and reduce environmental impact.

From solar panels and electric vehicles to carbon capture and green hydrogen, technological advancements have been at the forefront of discussions on a cleaner future. However, despite the optimism surrounding these innovations, some experts and thought leaders caution against an overreliance on technology alone.

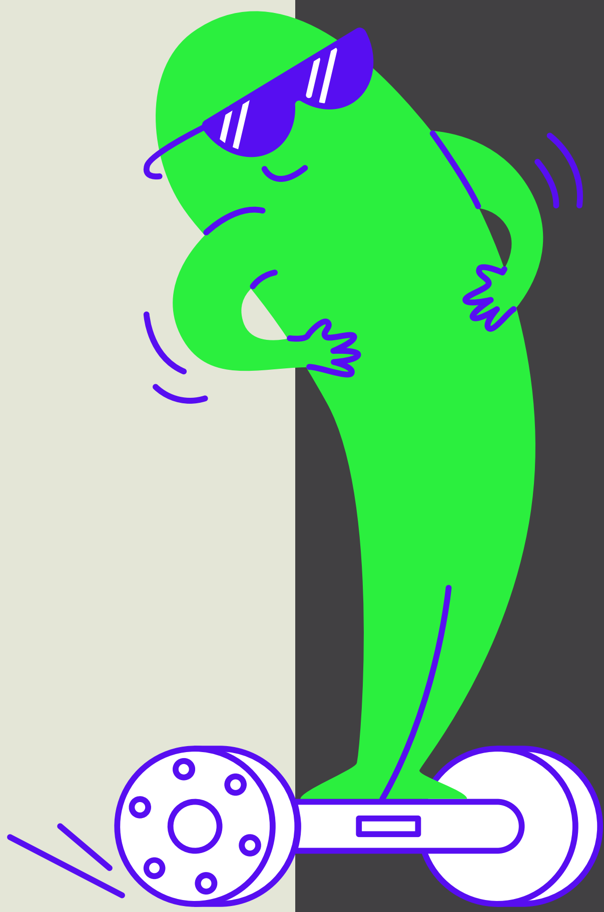
They argue that yes, green tech is essential, but it should complement, not replace, systemic changes in policy, industry, and lifestyle. We need to give the critical perspectives on green technology our time, address its limitations, unintended consequences, and the obvious need for a more holistic approach to sustainability.

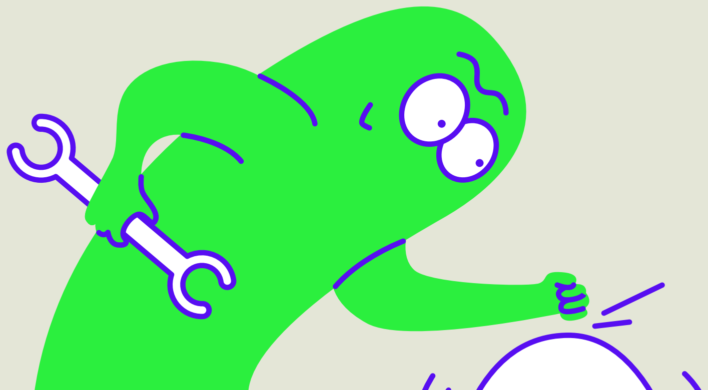
The overreliance on technological solutions

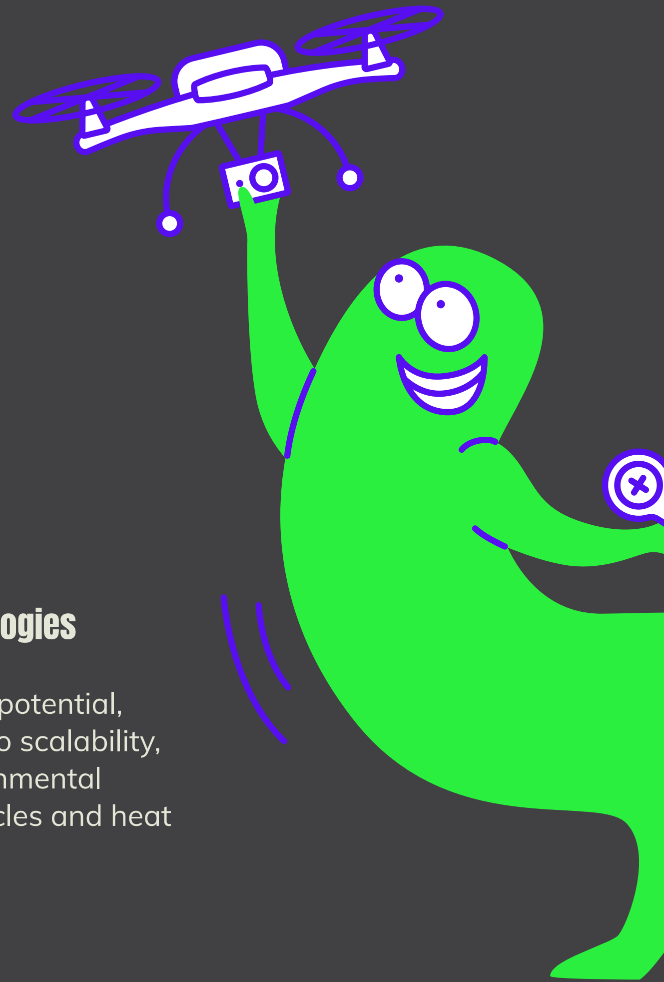
The prevailing narrative around green technology often positions it as the ultimate fix for climate change. Governments, corporations, and even individuals tend to see advancements such as electric cars, solar panels, and wind farms as silver bullets that will single-handedly solve environmental crises. However, this approach can be problematic.

The rebound effect

One major concern is the “rebound effect,” where efficiency gains from new technology lead to increased consumption rather than overall reductions in resource use. For example, as energy-efficient appliances become more widespread, consumers might use them more frequently, ultimately negating the energy savings. Similarly, the expansion of electric vehicles (EVs) could lead to greater energy consumption if the electricity used to charge them still comes from fossil fuel sources.







Technological utopianism

Another issue is the belief that future technological breakthroughs will inevitably solve today’s environmental problems. This type of technological utopianism can delay urgent policy changes and behavioural shifts needed to address climate change. Instead of reducing consumption and implementing stricter regulations on industries, some policymakers rely on the hope that emerging technologies like carbon capture or geoengineering will eventually provide a perfect solution.

The challenges of specific green technologies

Whilst green technologies have immense potential, many face significant challenges related to scalability, economic viability, and unintended environmental impacts. Two key examples - electric vehicles and heat pumps - illustrate these concerns.

Electric vehicles: are they truly green?

EVs are widely promoted as a sustainable alternative to gasoline-powered cars, but their environmental impact is more complex than often presented. The production of EV batteries requires significant amounts of lithium, cobalt, and nickel, minerals that are often mined under environmentally damaging and ethically questionable conditions. Additionally, whilst EVs produce no tailpipe emissions, their overall carbon footprint depends heavily on how the electricity used to charge them is generated. In countries where coal still dominates the energy mix, the benefits of EVs over internal combustion engine vehicles are diminished.

Furthermore, the push for widespread EV adoption raises concerns about infrastructure and energy demand. If millions of people switch to electric cars, can existing power grids handle the surge in electricity consumption? Will mining operations be able to keep up with the demand for battery materials without causing severe ecological destruction? These questions highlight the need for a more nuanced approach that includes investments in public transportation and urban planning, rather than relying solely on EVs as a green solution.

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Heat pumps and the backlash against green policies

Heat pumps have been promoted as an energy-efficient alternative to gas boilers, but their adoption has faced resistance in some regions. Critics argue that heat pumps are expensive to install, less effective in colder climates, and may not be suitable for all types of housing. In some cases, governments have pushed for heat pump adoption without considering the socioeconomic implications, leading to backlash from homeowners who cannot afford the transition or find it impractical for their needs.
This issue underscores a broader concern: the imposition of green technologies without adequate consideration of local contexts and consumer realities. Policymakers must ensure that sustainability initiatives are equitable and feasible for all sectors of society, rather than simply mandating technological adoption without addressing potential drawbacks.

Greenwashing and the illusion of sustainability

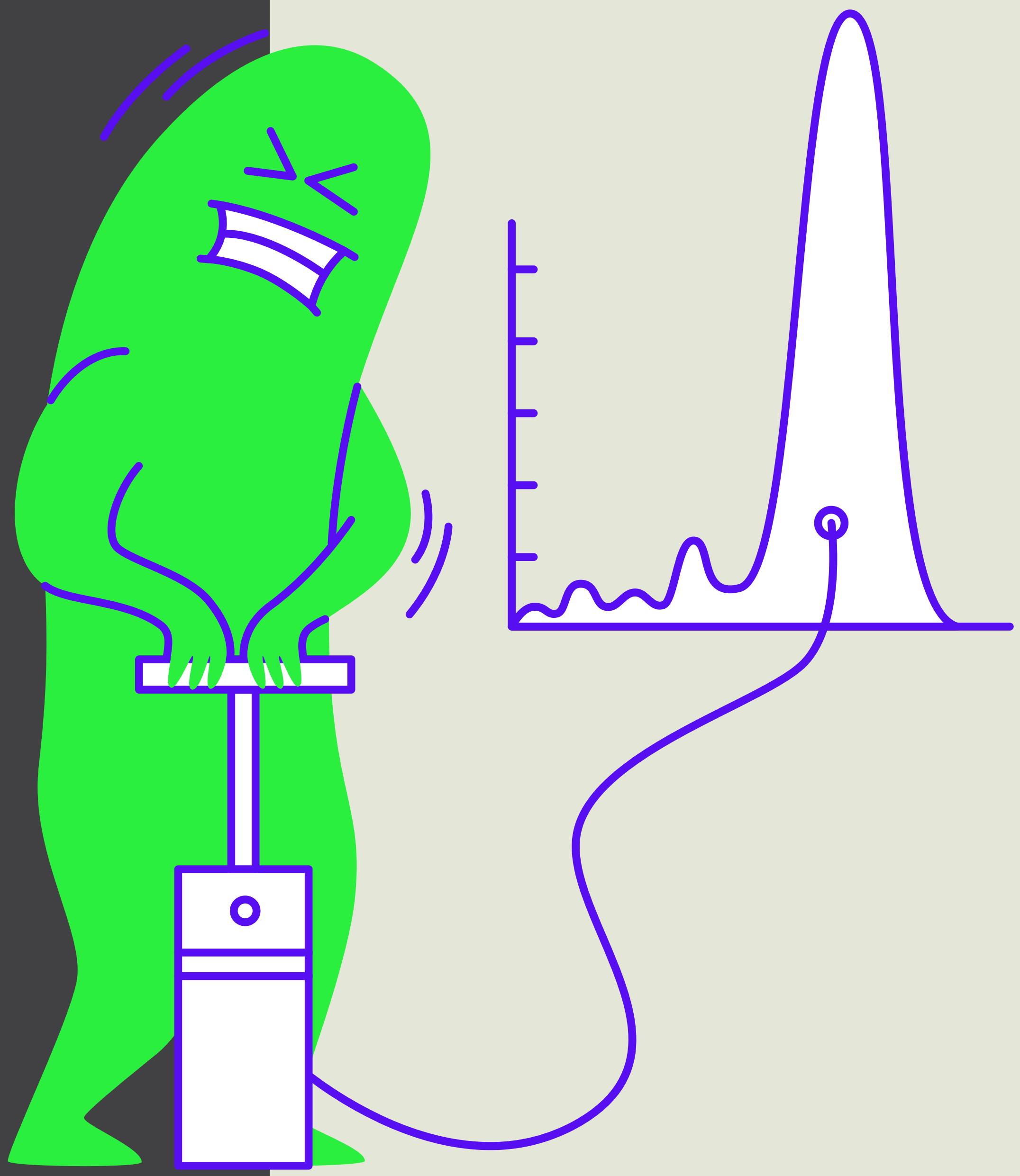
Another critical perspective on green technology is the rise of corporate greenwashing - when companies exaggerate or misrepresent their sustainability efforts to appear more environmentally friendly than they actually are.

Superficial solutions vs. real change

Many corporations market themselves as “green” by investing in renewable energy projects or developing eco-friendly products whilst continuing unsustainable business practices. For example, a fashion brand may launch a “sustainable” clothing line made from recycled materials but still rely on exploitative labour practices and excessive production volumes that contribute to environmental harm. Similarly, major oil companies have promoted carbon offset programs while continuing to expand fossil fuel extraction.

Carbon offsetting: a band-aid approach?

Carbon offsetting, a practice where companies compensate for their emissions by investing in environmental projects such as tree planting, has come under scrutiny. Critics argue that offsets allow businesses to maintain high emissions rather than actively reducing them. Additionally, some offset projects fail to deliver their promised benefits, either due to poor management or because the carbon savings are difficult to verify.



The need for systemic and behavioural changes

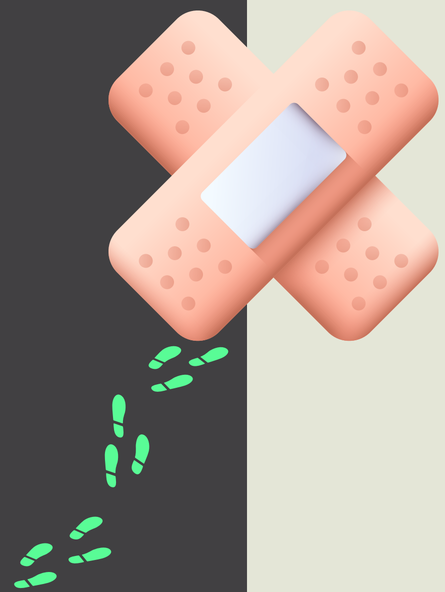
Green technology is an important part of the solution, but real sustainability requires systemic changes in economic models, regulatory frameworks, and individual behaviours.

Degrowth and the question of consumption

Some environmentalists argue that true sustainability cannot be achieved without addressing overconsumption. The global economy is based on continuous growth, which inherently leads to greater resource extraction and waste production. The concept of degrowth - reducing overall consumption and prioritising well-being over economic expansion - offers an alternative perspective that challenges the notion that green technology alone can create a sustainable future.

Policy and regulation: meaningful change

Strong policies and regulations are necessary to ensure that green technologies are implemented effectively and equitably. Governments must impose stricter environmental standards, invest in renewable energy infrastructure, and support sustainable urban planning. Without regulatory frameworks that encourage responsible production and consumption, green technology may only offer incremental improvements rather than the transformative change needed to combat climate change.



Balancing optimism with realism

Green technology offers promising solutions to environmental challenges, but it is not a panacea. Overreliance on technological fixes can lead to complacency, delaying necessary policy and behavioural changes. Moreover, the adoption of green tech must be accompanied by systemic reforms that address issues such as overconsumption, corporate accountability, and socioeconomic inequalities.

The path to sustainability requires a balanced approach - one that embraces innovation and recognises the limitations and unintended consequences of technology. By integrating green tech with regulatory measures, public awareness campaigns, and shifts in societal values, we can move toward a truly sustainable future rather than simply placing blind faith in technological advancements ■

How to Prepare for the National Insurance Contribution Increase

Richard Lupson-Darnell

Richard is a Chartered Tax Advisor with over 30 years' experience of advising SMEs and their owners on all aspects of their tax affairs. He specialises in the structural matters businesses face at all stages of their lifecycle, from start up to exit, including raising finance under the SEIS and EIS schemes, and incentivising employees through share ownership. His professional passion is pursuing the balance between minimising taxes and helping clients sleep at night.

Samantha Gallagher

Samantha is a seasoned HR specialist with over 25 years of experience across industries such as retail, manufacturing, and professional services. Known for her pragmatic and empathetic approach, Samantha excels at helping SMEs navigate people challenges, from resolving workplace issues to building robust HR strategies that drive growth and employee engagement. Passionate about empowering businesses, she believes that strong HR foundations are the key to success in an ever-changing landscape.

In April 2025, employers will face a 1.2% hike in National Insurance Contributions (NIC), bringing the rate to 15% on earnings above £5,000.

To understand the impact of this change on finances and people, and explore potential strategies for business owners, we spoke with Richard Lupson-Darnell, Corporate Tax Manager, and Samantha Gallagher, Chief Operations Officer at MPA.

MPA acquires EFM

In June of 2023, PP Plus network partner MPA announced the acquisition of EFM Financial Management Limited as well as Outsource-FD Limited, both trading as EFM.

"I am delighted to add the EFM companies to our group here at MPA. EFM and MPA complement each other perfectly, giving a more comprehensive package of services for SMEs from start-up through scale-up and on to eventual exit."

Mike Price, Director
MPA

MPA comprises a diverse team of technical experts, tax specialists, and industry-leading accountants, dedicated to fostering innovation in the UK economy since its establishment in 2004.

EFM is an experienced team of Finance Professionals who provide 'pay as you go' financial management services to businesses that want the benefits of experienced finance professionals, but without paying a full-time salary or needing a full-time resource.

Q: What is the immediate reaction you're seeing from business owners to the upcoming NIC increase?

A: Samantha
There has been a significant shift around recruitment, with a sharp decline reported, which further harms the UK economy. Businesses are being extremely cautious about increasing their people costs, and those that were planning to recruit are reviewing their plans and seeking alternative solutions. Beyond recruitment, many employers are looking for ways to retain their current workforce without incurring additional costs. This often involves revisiting employee engagement strategies to maintain morale during a time when financial constraints could otherwise lead to reduced employee satisfaction.

A: Richard
There's a sense of awareness—business owners are running the numbers and understand the financial impact. One client I spoke with earlier this week calculated that the increase would cost them £24,000 annually, commenting, "That's half an analyst." Everyone knows what this additional cost equates to in practical terms.

Q: With those numbers in mind, what options do businesses have?

A: Richard
It's primarily a recruitment issue. Employers must decide whether to absorb the cost, hold off on giving pay raises, or delay hiring the people they desperately need. The increase applies to both existing employees and new hires, so businesses will have to find the extra money somewhere or absorb the costs.

A: Samantha
To build on Richard's valid point, it could be worth exploring employee benefits, particularly salary sacrifice. Salary sacrifice is when employees exchange part of their salary for certain benefits, reducing their salary and associated NI costs. For example, offering things like enhanced pension contributions and cycle-to-work schemes.

Additionally, businesses should look at internal mobility and training opportunities to upskill their existing workforce. By doing so, they can fill critical skill gaps internally rather than incurring the higher costs of external recruitment.

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Q Are there any short-term actions businesses can take to mitigate this change before April?

A: Richard
One option is to pay bonuses earlier. If bonuses accrued for April, May, or June are paid before April 5, 2025, businesses could save 1.2% on the bonus amount. Beyond that, the options are limited because NIC is tied to payroll and runs through the PAYE system.

Another possibility for directors who are also shareholders, is to restructure their compensation—paying themselves a lower salary and taking more income as dividends. This approach can be more tax-efficient, though the savings depend on variables like the company's corporation tax rate and the director's total income.

A: Samantha
Engaging employees with transparent communication about the challenges posed by the NIC increase and how the business plans to address them can help maintain trust.

Collaboration during tough financial times often leads to innovative ideas from employees themselves, whether that's about improving efficiency or uncovering hidden cost-saving opportunities.

Q Can you explain the potential savings of paying through dividends versus salary?

A: Richard
It depends on the income level and the corporation tax rate. For instance, directors often pay themselves up to their personal allowance (£12,570) or the NIC threshold (£9,100, soon to be £5,000), with the rest taken as dividends. Dividends remain slightly more efficient, but the gap has narrowed in recent years. Each scenario requires a tailored calculation to determine the most efficient approach.

Q Are businesses considering other cost adjustments, such as raising prices or cutting budgets, to offset the NIC increase?

A: Samantha
Yes, many businesses are turning to operational efficiencies and focusing on getting more from their existing workforce. This includes investing in technology or workflow tools that reduce manual effort and improve productivity. However, it's crucial not to overlook the human side of these changes. Employers must ensure that operational shifts like restructuring or budget cuts, don't alienate staff or create undue pressure.

Retention strategies are also key. High turnover can significantly increase costs, so a positive culture, even amidst financial challenges, will go a long way. A motivated, engaged workforce is often more willing to collaborate on cost-saving measures and is more productive overall.

A: Richard
Yes, but these decisions are complex. Cutting budgets in areas like sales and marketing might offer short-term savings but could hinder long-term growth. Some businesses are exploring outsourcing as an alternative to hiring. Outsourcing roles to sole traders, who aren't subject to the NIC increase, can provide flexibility and cost efficiency. However, even this option might carry indirect cost increases if those contractors adjust their rates. Also, businesses need to make sure they do not fall fowl of IR35 rules when using sole traders.

Q How does outsourcing affect tax calculations?

A: Richard
Outsourcing is treated as an allowable business expense, reducing taxable profits just like a salary would. The main difference lies in the flexibility it offers—you're only paying for what you need. However, if the contractor is also affected by the NIC hike, those costs might still find their way back to the business.

Q What about the increase to the minimum wage and other related changes?

A: Richard
One positive change is the increase in the Employment Allowance, which will double from £5,000 to £10,000. This provides significant relief for smaller businesses with lower wage bills, helping offset some of the added NIC burden.

CONTINUED

Q What's your advice for businesses preparing for these changes?

A: Samantha
Preparation starts with a strong focus on people. Businesses should actively engage their teams in understanding the financial landscape. Open communication builds trust and prevents employees from feeling left in the dark.

Employers should also emphasise development and well-being. Providing opportunities for employees to grow their skills or enhance their roles can increase satisfaction and loyalty, reducing the need for expensive recruitment. Furthermore, maintaining well-being programs can help mitigate employees' stress as businesses tighten budgets.

Finally, flexibility is key. Employers should consider offering flexible work arrangements, which are increasingly valued by employees and can reduce operational costs in areas like office space and commuting allowances.

A: Richard
The key is good management accounts. Businesses need to run the numbers and create cash flow forecasts for the next one to two years to identify potential cash squeezes. We can help with this by providing accurate accounting data and modelling different scenarios.

It's also a good time for directors to reassess how they pay themselves, balancing salary and dividends in light of the upcoming changes. With the new rules starting in April, January through March offers a crucial window to plan and make adjustments.

Managing the impact

The NIC increase presents challenges for businesses, but with careful planning and strategic adjustments, it's possible to manage the impact. Whether it's restructuring compensation, rethinking budgets, or exploring outsourcing options, businesses should take a proactive approach to adapt to the changes ahead ■

Access to finance: Unlocking Growth for Manufacturing Businesses

At Navigate Commercial Finance, manufacturing is the sector we support the most. We understand that manufacturers have unique funding requirements, there's no "one-size-fits-all" approach here!

Accessing the right financial solutions can play a pivotal role in driving growth and ensuring stability. Unfortunately, there are times where the incumbent bank can't support your requirements due to a restricted credit appetite, but that should not be the end. On the contrary, there is a plethora of specialist lenders who offer flexible funding solutions that could support you, so we've highlighted a few of the most common here.

Invoice finance

Invoice finance enables manufacturers to unlock cash tied up in outstanding invoices, in some cases, we've arranged prepayments of up to 95%. For example, if you were to upload a £100k invoice, you could receive £95k almost instantly. Once your customer pays, the remaining 5% is released and the lender takes their fee. This solution supports working capital and smooths cash flow, making it ideal where customers are slowing paying. Invoice finance can also be used for funding growth, pay suppliers quicker to improve margins, headroom, acquisitions or share purchases.

Asset finance

If a manufacturer is planning capex, they don't need to utilise cash reserves. Asset finance allows manufacturers to leverage machinery, equipment, or vehicles to secure funding over a 12–60 month period. It's also possible to refinance assets with little or no finance remaining therefore unlocking cash to support working capital, growth, acquisitions, share purchases or a seasonal quiet period.

Cashflow loans

Cashflow loans provide manufacturers with a capital injection that can be repaid over 6 months to 72 months, depending on the lender and business needs. This option is useful for purchasing supplies in bulk, fulfilling large orders, making acquisitions, buy out shareholders or navigate (pun intended) seasonal slowdowns—ensuring your business has the working capital to operate smoothly.

Revolving Credit Facilities (RCFs)

An RCF provides manufacturers with flexible access to funds, allowing them to borrow, repay, and borrow again as needed—similar to an overdraft. You pay interest on the amount borrowed for the period borrowed. Suitable for businesses with fluctuating cash flow, an opportune or last-minute order, ongoing projects or simply to provide a headroom facility allowing you to sleep easier at night.

Trade finance

Trade finance is for manufacturers who receive short or no supplier credit terms. The lender steps into the transaction to pay suppliers directly - you repay the lender over an agreed period, up to 90+ days. This ensures that you keep production running smoothly, even when facing tight cash flow.

Property finance

Property finance helps manufacturers looking to purchase or refinance commercial properties like factories or warehouses. Since property finance is secured against the property itself, it often comes with more favourable interest rates compared to unsecured options—making it an attractive solution for businesses wanting to invest in property or release equity to fund acquisitions, growth or just general day to day working capital ■

Contact Navigate Commercial Finance

At Navigate Commercial Finance, we recognise the significant role the manufacturing sector plays in driving economic and social growth, that's why we are proud partners of PP Plus. We're eager to help even more manufacturers in 2025 and beyond, so if you want to discuss your strategic plans and funding requirements, don't hesitate to contact Adam Cooksley on +44(0)7852 505 607 or at adam@navigatecf.com.

https://www.navigatecf.com/

Hydrogen vessel Glacier Energy design and manufacture hydrogen storage and distribution pressure vessels.

CESPA launch set to fuel the UK's clean energy systems capability

UK manufacturing's ability to accelerate the development of clean energy systems has been given a welcome boost.

The Clean Energy Systems Partner Alliance (CESPA) has been formed to boost onshoring manufacturing with six experts in their respective fields coming together to deliver a single source solution for innovators and developers of clean technology.

PP Control & Automation has been joined by Danfoss, Emerson, Glacier Energy, Phoenix Contact and Voltserve, who will combine cutting-edge technologies and engineering prowess with sustainable solutions and proven production techniques.

The members bring every discipline needed to optimise and build systems – electrical, civil and structural design, renewable energy software and automation, connection technology and electronics solutions and climate, drives and power solution products.

They also have access to world class machine build and control systems and energy assets and infrastructure solutions.

"The UK renewable energy market is worth £23billion and is expected to double in value to £46bn by 2034, so you can see the opportunity is huge if we can get the approach right," explained Richard Spears, Marketing Manager at PP Control & Automation and one of the driving forces behind the initiative.

"Demand is being driven by high living standards, strict environmental regulations and a shift towards low carbon fuels and, with CESPA, we want to ensure as much of this work is captured and delivered by UK companies."

He continued: "We're looking at technology involved in clean energy, hydrogen capture, power-to-x, geothermal application and batteries, but that's just the start. There's lots of capability domestically, but nowhere you can go to in order to access all of it under one roof – until now.

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Drives

Danfoss introduced the world to AC drives back in 1968, and continue to lead the charge.

"All the members have complementary skills and a clear desire to collaborate to create this single source solution, with a view to creating a cluster of clean systems excellence for the UK."

Richard Spears, PP Control & Automation

Website launch

CESPA officially launched with cespa.org.uk now live and a series of joint events/exhibition appearances planned, followed by thought leadership presentations and factory tours.

Danfoss

Driven by the potential of an electrified society and delivering an extensive range of products and solutions across three key business segments; climate solutions, drives, and power solutions. Its sustainable innovations increase energy efficiency, enhance machine productivity, reduce emissions, and enable electrification.

Emerson

A global technology, software and engineering powerhouse driving innovation that makes the world more sustainable. From wind and solar, hydrogen and carbon capture, to standalone energy storage and hybrid systems, it provides renewable energy software and automation solutions to optimise renewable portfolio operations.

Glacier Energy

Providers of specialised products, services, and engineered solutions for both renewable and conventional energy sectors. Leveraging over 150 years of expertise, and supporting the transition to clean energy with innovative solutions and optimising existing assets for enhanced performance.

Phoenix Contact

Innovative products and solutions provider for all aspects of connection technology, electronics, and automation. Specialist applications include battery storage systems, power generation, DC power grids, transmission and distribution, solar and wind power, and power-to-X solutions.

PP Control & Automation

Strategic partner for module or assembly based, part or full machine build outsourcing, with engineering and production capabilities in electrical control & automation, electronics assembly, pneumatics, hydraulics and fluid, mechanical design and assembly, vacuum chambers and gas management systems, and cable harnesses.

Voltserve

ICP and EPC designers to the electrical utility industry with electrical, civil, and structural design capability up to extra high voltage. It has extensive experience in various sectors, including BESS, PV farms, and wind farms, with solutions for grid connections ensuring 'buildable' projects through technical expertise and construction auditing.

Farrukh Quraishi, International Business Development Manager at Phoenix Contact, picked up the story: "We have a passion for delivering solutions to help make a better world for everyone...today, tomorrow and for years to come.

"CESPA allows us and like-minded companies to work together and share ideas on how we can offer a UK-based single source solution for rolling out clean energy projects faster, fault free and within budget."

Colin Fletcher, Head of Design at Voltserve, added his support: "This is an exciting venture to be part of and we hope that CESPA will grow to be seen both nationally and internationally as a viable delivery route for clean energy projects within the UK.

"There are lots of large critical projects that should be awarded to domestic companies first, creating wealth in the economy as we aim to help the country achieve its Net Zero goals."

CESPA is continuing to explore new collaborations and is urging other technology specialists and manufacturers with complementary capabilities to get involved in the alliance. There is also a strong desire to recruit sector champions and collaborate with training providers for clean energy skills development ■

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Partner profile

GROVEDESIGN

Great ideas to great products

Multi-discipline industrial design agency helping product development and production objectives.

Grove Design operates as a thriving industrial product design firm located in Herefordshire.

Founded by Austin Owens, the company has successfully aided its clients in accomplishing their product development and production goals, within a diverse clientele, ranging from Industrial, Automotive, and Agricultural sectors to Waste Recycling Plants.

Grove's comprehensive service encompasses all aspects of project management, including initial concept development, virtual design prototyping, CAE simulation, testing, and full-scale pre-production models. This holistic approach will empower businesses to streamline their journey from concept to production, thereby optimising time and cost efficiency whilst bolstering their competitive edge.

The team comprises of highly skilled and seasoned design engineers and product designers, proficient in the latest 3D CAD tools such as SolidWorks®, and CAE software.

Grove has an excellent track record working with start-ups and innovators, to turn design concepts into commercial, practical products.

RIGHT

Grove Design worked with Inventor-e to support prototyping and explore ways where it could make the inventory management point of use systems robust whilst keeping the costs competitive.

ABOVE

Austin Owens, founder of Grove Design and the brains behind the Manufacturing Assembly Network Design & Make Challenge, the largest independent STEM event in the UK promoting engineering to the next generation of talent.

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https://www.grovedesign.co.uk

Network founder

Control & Automation

Complete manufacturing solutions

PP Control & Automation (PP C&A) is an award-winning strategic outsourcing partner to some of the world's most successful machine builders and OEMs.

Module or assembly based, part or full machine build outsourcing with PP C&A is a trouble-free process that lets machine builders and OEMs concentrate on core competencies and deliver their growth potential.

https://www.ppcanda.com/

https://pp-plus.org/

A-Z

PP Plus is designed to help create a more sustainable and environmentally friendly future by supporting the growth of technological innovations in the UK.

PP Plus offers three pillars of support that give access to hundreds of capabilities, services and methods to help you rise through seed investment, to the flourishing market debut of your groundbreaking green technology.

BRANDAUER
The micron-precise metal stamped component & progression press tooling experts, founded in 1862.
brandauer.co.uk

C·ALPS
C-ALPS is a Coventry University research centre for E-Mobilty and Clean Growth acceleration.
coventry.ac.uk

cetix
Expert in process control design and industrial automation, offering turnkey solutions for diverse sectors.
cetix.co.uk

cleveland scott york
The premier intellectual property firm in Europe, helping innovators to safeguard critical assets.
csy-ip.com

cucumberpr
Refining great stories for media consumption, and leveraging its network to maximise coverage.
cucumberpr.co.uk

GROVEDESIGN
Multi-discipline industrial design agency helping product development and production objectives.
grovedesign.co.uk

InControl
InControl integrates automation, maximising productivity, to help you command your systems.
incontrol.co.uk

Jaltek
Over 35 years in contract electronics manufacturing, product development, and design support.
jaltek.com

man
A manufacturing collective leveraging expertise across several disciplines to help launch new products.
man-group.co.uk

mpa
Tax specialists, and industry-leading accountants, dedicated to fostering innovation in the UK.
mpa.co.uk

NAVIGATE COMMERCIAL FINANCE
Experts in securing commercial finance solutions through a network of pragmatic specialist lenders.
navigatecf.com

OGLE
Ogle excels with 70 years' experience in model making and prototypes, using advanced technologies.
oglemodels.com

Product Approvals
Product Approvals is your partner for product certification, legislative compliance, and market entry.
productapprovals.co.uk

PROTOLABS
The fastest manufacturing service in the world for Injection Moulded, CNC and 3D Printed parts.
protolabs.com

S2F
Full service marketing agency for market research, strategy development, planning and campaign execution.
s2fmarketing.co.uk

SCALING UP
A global network of expert certified coaches, sharing a proven methodology for scaling up.
scalingup.co.uk

SHARING IN GROWTH
SiG specialists drive growth, transforming manufacturing, supply chains, people and processes.
sig-uk.org

SILVERSTONE TECHNOLOGY CLUSTER
A not-for-profit network driving advanced engineering with promotion, support & thought leadership.
silverstonetechnologycluster.com

UNIVERSAL ROBOTS
Innovative robotics firm with 1,000+ employees shaping a world of human-robot collaboration.
universal-robots.com/

WANTED
Empowering leaders by clarifying brand, fostering investor confidence, and uniting business functions.
wantedstudio.co.uk

WMG
Department at University of Warwick, leveraging collaboration to drive future-shaping innovation.
warwick.ac.uk/fac/sci/wmg/

Contact the editor

For information, collaborations, opportunities to feature or offer feedback, contact Richard Spears.

richard.spears@ppcanda.com

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Let your innovation take root!

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