

BLUEPRINT

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Castle Management Team beside BSI auditors in centre...The final piece of the puzzle.

Revision C Success

At the beginning of this year Castle set itself the target to achieve AS:9100 Rev C 6 months in advance of the July 1st 2012 deadline setting itself apart as a progressive and proactive early adopter of the new standard. After months of preparation and work, Castle completed its transition and was approved to AS:9100 Rev C with 6 months and 23 days to spare.

During this transition phase the Company has taken significant steps forward not least with its QMS which was completely re-written and brought to the new standard in just three months. Other major improvements can be seen in the communication of KPI's,

"A lot of work has gone into this; and it shows... The integration in the system is phenomenal... Nothing but praise."

– Ron Carson, Client Manager, BSI Auditor

maintenance effectiveness, supply chain management, cross functional awareness and many other facets of the business.

The real success of achieving this standard however will be in its legacy to Castle. The QMS is not an end itself but rather an enabler to helping the Company achieve Quality and Delivery at a Competitive cost to its customers.

It is the paradigm shift which has taken place that will drive that

success. The AS:9100 standard and its achievement is no longer seen as a Quality Department function but rather that of every department. This ownership coupled with the QMS being a living document which will be constantly questioned, updated, referred to and conformance audited against, will ensure the long term success of our efforts.

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AS 9100 QUALITY

WINNER
THE Manufacturer
OF THE YEAR AWARDS 2010
– MANUFACTURER OF THE YEAR
– SME MANUFACTURER OF THE YEAR

Hearing Protection

In compliance with H&S, hearing protection is now mandatory for all personnel and visitors at all times whilst on the shopfloor.

The decision came after the results of an investigation into noise levels across the facility.

To maintain our environmental commitments, all Castle employees should use re-useable hearing defenders or ear plugs whilst disposable ear plugs have been made available to visitors.

Shower Facilities

Castle is pleased to announce a brand new shower facility for its employees.

The new shower-room located by the Toolroom has two showers and a changing area, and is available to all male employees at the end of their shifts.

Ensure to bring your own toiletries.

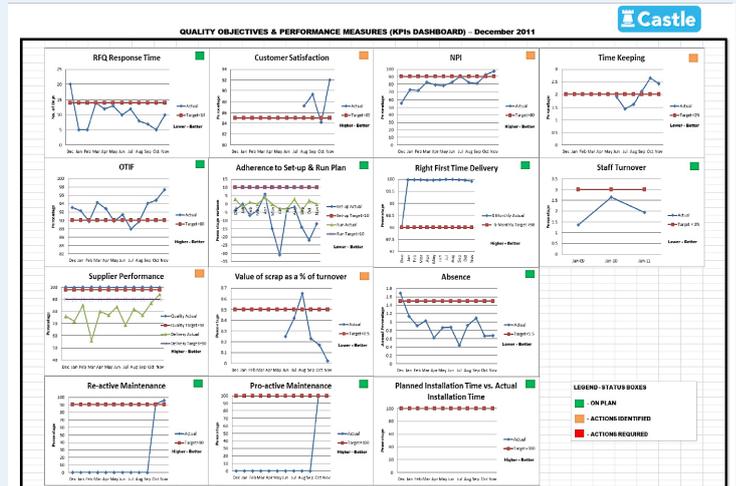
Rev C Success Cont

To put the scale of Castle's achievement into perspective it helps to see the facts and figures.

As of August earlier this year only 41 companies in the UK had achieved the standard and there are currently 940 european aerospace companies going for Rev C with BSI alone.

The Company finished the audit with 2 minors, 2 recommendations and no majors; a sterling result despite our everpresent desire to pass these types of audits with a clean sheet. BSI auditor Clive Hainon remarked "In summary; I wish we could bring in other companies to show them what can be achieved"

With so many companies yet to go for the standard and so few approved auditors to assess them before the deadline, it is exceptionally likely that a small proportion of our competition will not achieve the standard in time. The consequence for these companies and indeed those



Castle's KPI Dashboard Focusing The Business

who cut it fine could be severe as concerned customers jump ship.

It is in this situation that prepared companies like ourselves will benefit but could be challenged by a sector wide, summer NPI tsunami as customers attempt to reposition themselves in new safe havens.

Equally, having achieved the standard ourselves, we still

face a challenge in ensuring our supply chain are compliant; as the old saying goes "your only as strong as your weakest link". Overall there is much to be proud about and even relieved, as we can enter the Christmas break in full knowledge that as always - we are well ahead of the curve.

Well done Castle. Have a merry Christmas and a happy new year.

A New Newsletter Generation

Welcome everyone to our brand new newsletter format. Whilst the old format had served us well, the time had come, as with so many other things this year, to make a step change improvement.

As well as the new layouts, the newsletter now has its own brand name – the "BLUEPRINT". It's not quite as synonymous with journalistic excellence as, The Guardian or The FT

but it makes sense for us. The Blueprint can be read on multiple levels – the blue newsletter or as reference to drawings that we work with every day.

The layout will focus primary and secondary stories to the

centre surrounded by smaller news snippets and information.

The publication will be released on the same schedule... a little bit late 4 times a year.

**"Many thanks to our design company, The Big Partnership, for delivering a high quality template."
– Yan L Tiefenbrun, Company Director.**



Blue Sky Thinking Applied To The Possibilities of a Customer/Supplier Relationship

Company Training

Over the next few months a series of training courses will take place to formalise several secondary skills.

This will include Forklift & Cherry Picker training for 8 personnel, First Aid Training for 4 personnel and manual handling for all employees.

Flying with A&MLDS

As part of the A&MLDS programme, Castle has accepted a request for a 6 month customer placement. The A&MLDS (the assembly & manufacturing leadership development scheme) is a programme run by our customer Rolls-Royce, to develop their top high flying young talent. The programme similar to Graduate schemes involves a two year series of six month

“This is the first time our Customer has asked a supplier to engage in this programme”
– Yan L Tiefenbrun, Company Director.

placements designed to provide a broad fast-tracked experience.

This is the first time our customer has asked a supplier to engage in this programme and also the first time Castle has engaged in such a programme. The agreement

signals a new level of partnership and sharing and is undoubtedly a positive step forward for both Companies and indeed the development of key talent for the next generation of leadership.

Secretary of State Visit

On the 15th of December this year, it was planned for Castle to host a visit for the Secretary of State of Scotland, Mr Moore, as part of his engagement with Scottish industry.

The purpose of the visit and his wider engagement was to help government understand the challenges facing industry in the current economic climate.

We hope to reschedule the visit to take place at a later date.

Announcement

Castle Precision's brand new website will launch January 2012.

The long awaited site will replace the existing resource after 5 years of service and hundreds of thousands of hits.

UKTI OMIS Mission

Between the 23rd and 26th of January 2012, UK Trade & Investment (UKTI) is organising an Overseas Market Introductory Service (OMIS) Mission to help British companies reach potential customers in foreign markets.

The next Mission is heading to the USA and offering the opportunity to meet Boeing Commercial Aircraft and Honeywell Aerospace.



Castle is vying to be one of the few company's to be selected to take part and maximise this unique opportunity.

More information to follow 2012.

BLUEPRINT

Supplier Groups Journey

This year marked the second year of involvement in the Rolls-Royce's Supplier Groups Programme and it would seem this year we hit the ground running. For those who have joined the Company recently and have yet to be introduced; SG is Rolls-Royce's supplier development programme. The initiative splits the Global Supply Chain into three segments; Europe, North America and Asia, and invites the best suppliers in these regions (62 Total) to engage with RR and other companies in the supply chain to share and develop best practice.



Castle's Presentation Room Above in Leicester Laid Out In The CASTLE Acronym.



Left: Head of Programme Mike Orris receiving a novelty cheque from William Ballingall.
Right: Castle thanked at Conference Hall



After an initial investigation, the supplier and customer identify an issue in the business and agree workstreams to tackle these issues over the course of the year. Our workstreams

this year were "supply" and "set/run time reduction".

The Supply Workstream was identified as the forward loading and showed significant growth for

certain lines. The workstream would therefore seek to ensure the right MRP and launch systems were in place to handle the growth in material ordering and planning requirements.

The second workstream, Set/Run Time Reduction was also identified from growth. After a lead time analysis, it was identified that a reduction in variance... Cont below.

Testimonials

"Many Thanks for the efforts supporting a record laser output in June...Big Thanks for the support to ATP. August production achieved 22 Lasers and 22 full repairs. Please pass to the extended team."

John Davidson
Supply Chain Manager
(Mechanical Cell)
Selex Galileo

We hope to raise a lot of money for this very worthy cause.

Thank you again."

Audrey Neilson
Material Specialist
Supply Chain, Torness Power Station
EDF Energy

"Many, many thanks for your generous donation for our raffle which I received today. I have added your donations to our prize list along with Castle Precision Eng as a sponsor.

The Journey Continues



to set and run times back to plan would allow us to free up enough additional capacity from our existing assets that we would not have to invest in new ones.

Both workstreams have been very successful and as a result, Castle was nominated and then shortlisted to be one of eight companies in the global supply chain to present at the annual Best Practice Forum. The forum held on the 30th of November invited 80 suppliers

from the GSC and over 200 Rolls-Royce delegates. Having presented, we can now only wait for the announcement of Rolls-Royce's Supplier of the Year Awards.

Having completed another year with our Supplier Development Leaders the time has come again to say farewell. On behalf of Castle we wish our 2011 SDL's Sarah Kieme & Sam Maggs all the best.



If you can't bring Mohammed to the mountain...then you bring the mountain to Mohammed

We're Virtually There

As part of creating a brand presence to crack the export market, Castle has been updating all of its sales mediums over the last two years. Recent updates have seen a brand new brochure, new exhibition stands, the current

development of the upcoming website and now the Castle corporate overview video.

The corporate overview video as well as doing what it says on the tin features our virtual tour innovation,

taking customers through our front door from the comfort of their Californian office chair.

To check out the new video please go to your Company News folders.

MOTY 2010 Signing Off

After a rollercoaster year, Castle has now officially been signed off as the current Manufacturer of the Year. At the recent annual awards dinner, the coveted prize was awarded to Cosworth, a name synonymous with high performance automotive.



achievements our Managing Director Marcus Tiefenbrun was invited to judge the IT category at this year's awards with the award itself going to Fairfax Meadow.

Earlier this year Castle held a best practice showcase to highlight to 22 delegates across industry as to what it took and meant to be the MOTY. In recognition of our

Mr Tiefenbrun was not offered

the opportunity to present the IT award itself as the organisers may have recognised his reluctance to hand over "the precious" having finally got hold of it. Mr Tiefenbrun has made it clear on no uncertain terms that "the precious" (IT award) would one day be ours... cue Lord of the Rings.

On behalf of Castle, congratulations to the proud winners this year and we look forward to competing again in the future.

Winter's Back...Back Again

It seems all too soon every year that the night draws in and winter takes hold.

Memories of last years snowpocalypse or snowmageddon as it was known lie fresh in the mind of those in business who struggled to continue operations and suffered losses, and nor those over-excited news providers who got an easy story and a chance to spread panic!

Despite the best efforts of many in Castle last winter, our operations and output suffered as a consequence of the difficult conditions.

The cost to the Company is equally as difficult with each lost production day representing between fifty and seventy thousand pounds in lost sales.

In an effort to remain fully operational, Castle has made extensive preparations. These include:

The provisions of salt, grit, snowshovels and additional food supplies. A hotline for car sharing has been set up of which details will be rolled out soon and delivery of quadzilla for snow clearing duties both in and outside the premises.

If you have any questions about our winter preparations, please see Facilities Manager Bobby Sutherland.