

A spotlight on the vibrant north west chemicals sector

Elements

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Awards Edition
Winners
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FACE-TO-FACE



IN-COMPANY

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The Institution of Chemical Engineers (IChemE) is a market leader in process industry training. We offer a wide range of courses to help you develop core chemical engineering and process safety skills as you progress your career.

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- Scale-up of chemical processes



Sustainable process engineering

- Introduction to sustainable process engineering
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- Sustainability measurement
- Material resource management

www.icheme.org/training



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Membership

Would your company benefit from joining an organisation that supports and promotes the chemistry-using sector in the Northwest? Do you want to understand more, and contribute to, the industry issues within the region?

If you are a manufacturer, chemical user or offer products and services to the sector, why not join us today?

<https://www.cia.org.uk/chemicalsnorthwest/Membership/Benefits-Costs/>

2025 rates. (from 1st April 2025)

Micro corporate membership	(1 - 10 employees)	£500.81 + VAT
Standard corporate membership	(11-100 employees)	£ 871.07 + VAT
Large corporate membership	(100+ employees)	£1108.53+ VAT

Our membership year runs from 1 April to 31 March. A pro-rata basis usually applies to joining at other times in the year and we'd be happy to discuss on application.

Welcome

Dear Reader,

We are delighted to bring the Spring edition of Elements to you... and it is a bumper edition.

We lead into the magazine with a fantastic feature of our Awards evening on the 20th March in Liverpool. Congratulations go to our Award winners, special thanks go to our Sponsors and everyone who took time to enter into the Awards. We were delighted with the number and standard of entries and it is a real credit to the industry to hear the fantastic work which is being delivered. Details of the Awards can be found on pages 8 - 14.

We hosted our second Sustainability interest group on the 13th February. The event was facilitated by CNW member **Roger Wareing from Wareing Consulting**. Roger gave insightful presentations to a fully booked room of attendees, covering the context for Business Sustainability/What does good look like? and a Look ahead to what is coming down the track in 2025. The next event will be on the 14th May and details are on the website.

Our March breakfast event, held on the 6th March in Daresbury hosted a wealth of interesting speakers. Our first presenter, **Melanie Geer presented CPI – Sustainable Materials Sector**. Melanie talked about CPI and how they might be able to help you or your company. With a special focus on Sustainable Materials and Chemicals.

Fiona Exley – Operations Manager from Enterprise Cheshire & Warrington addressed the audience to talk about Skills Bootcamps within the sector. Skills Bootcamps are funded, flexible courses of up to 16 weeks, designed to meet the needs of local employers in Cheshire & Warrington plus access for other Counties through Fiona's contacts.

John Copping from px Engineering gave a company introduction. Px's unique EP&C offering combines expertise gained in Operations & Maintenance with a vast portfolio of experience in full life cycle project development gained across multiple areas.

Our final presenter, **Jon Menzies from Bonham & Brook** gave an insightful presentation on how the team can help Chemical Manufacturers, and their Supply Chain, save ~30% of their energy costs through UK Government backed tax exemptions on the many tariffs, taxes and charges levied by the Government on Manufacturers' Energy Bills.

We have an event in the pipeline in conjunction with John F Hunt Regeneration scheduled for the 1st May. PFAS Contamination on Industrial Sites: Understanding Liability, Maintaining Compliance and Creating Opportunity. Legacy PFAS contamination poses significant challenges for operational chemical plants and those undergoing decommissioning or shutdown, with potential long-term environmental

liabilities and barriers to future site redevelopment. The event aims to provide a clear understanding of how to address PFAS risks and ensure compliance during ongoing operations, site disposal, site closure or future redevelopment. **Further details of this event and our future events can be found on the website - <https://www.cia.org.uk/chemicalsnorthwest/events/cnw-events>**

We are now on countdown to attending CHEMUK 2025 on the 21st & 22nd May at the NEC in Birmingham and we look forward to catching up with members and colleagues at this fantastic event. A write up about CHEMUK can be found on pages 16 & 17.

As always, please keep your good news stories, case studies and thought leadership articles coming in to be featured in Elements.

Alex Abraitis - Member Services and Events Manager

About us...

Chemicals Northwest is an established business network owned by the Chemical Industries Association.

With around 130 members we actively promote this important regional sector and our objective is to

help membership to grow through;

- facilitating networking events, common interest groups and interactive workshops, all aimed at covering topical industry issues.
- supporting projects and programmes that identify and enhance business performance and generally support continuous improvement across the sector.
- promoting science and engineering based skills, helping to address the region's future needs.
- improving the image of the industry overall, including generating a positive reputation, through communicating achievements and success.
- contributing to the industry's strategic voice and the national growth agenda aligned to the work of the Chemical Industries Association.
- connecting the community of chemistry-using businesses and the vital supply chains here in the Northwest.

Here are the main features and benefits of membership...

- Annual Awards Dinner
- Breakfast Networking events
- Partner Events
- Common Interest Groups
- Quarterly Elements Magazine
- Website promotion and profiles
- Monthly E-bulletin & ad hoc bulletins with latest sector information
- LinkedIn Groups

Find out more here - <https://www.cia.org.uk/chemicalsnorthwest/membership>

Barking up the right tree – another first in phosphorus removal for United Utilities

United Utilities has become the first water company in the UK to adopt an innovative plant-based method of phosphorus removal.

Excess phosphorus remains the most common cause of water quality failure in England and Wales, with ever-tightening regulatory targets driving investment in 2025-30. UK water companies currently spend in the region of £39 million a year on metal-based chemicals to remove phosphorus, with demand and prices rising.

Chemical processes pose a particular challenge for small, rural sites, which have higher relative investment needs for phosphorus removal and limitations in terms of site footprint, transport logistics and community impact.

Earlier this year the North West water company was the lead partner in a nationwide project to put alternative methods of phosphorus removal to the test. Backed by Ofwat's Water Breakthrough Challenge, researchers examined three alternative phosphorus removal methods – electrocoagulation, natural coagulation and reactive media. A range of different technologies from various providers were explored in lab tests and onsite trials.

Now, following a successful six-month on-site trial in a test lane at their Woolton WwTW in Merseyside, United Utilities is introducing a method which uses a natural coagulant created from tree bark at some of its small rural wastewater treatment facilities across the North West.

United Utilities' Principal Engineer (Innovation), Callum Grundy, explained the importance of the project saying: "We are exploring a range of different technologies and methods that enhance phosphorus removal and reduce reliance on chemical dosing. This trial has delivered fantastic outcomes, and we are incredibly excited that we are now introducing solutions based on natural coagulants more widely across our region."

"The extensive research means we now understand the capacity for phosphorus removal, the ideal site characteristics and how best to implement them."

Callum Grundy added: "Innovative approaches such as this support the water sector's drive to embed more sustainable treatment processes. They help us increase resilience, deliver financial and carbon savings and help maintain compliance, which will ultimately mean a cleaner environment."

"Following the trial, United Utilities is working closely with provider Veolia Water Technologies to fast-track the introduction of the product."

Brian Jones from Veolia Water Technologies said: "Our Hydrex range of plant-based products are already used in the food and beverage industry to provide water clarification."

"The trial has demonstrated that introducing a Hydrex plant-based coagulant has proved to be very effective in settling out suspended solids and colloidal matter from wastewater and this has resulted in significant reductions of excess iron and phosphorus in the final effluent."

The adoption of this method comes hot on the heels of United Utilities' adoption of the FujiClean CRX system. Earlier this year the company became the first in Europe to adopt the system which is particularly suited for sites that have previously used septic tanks.

For further information please contact the United Utilities press office at externalaffairs@uuplc.co.uk or call 0345 072 0822 or visit www.unitedutilities.com





Safe | Smart | Sustainable

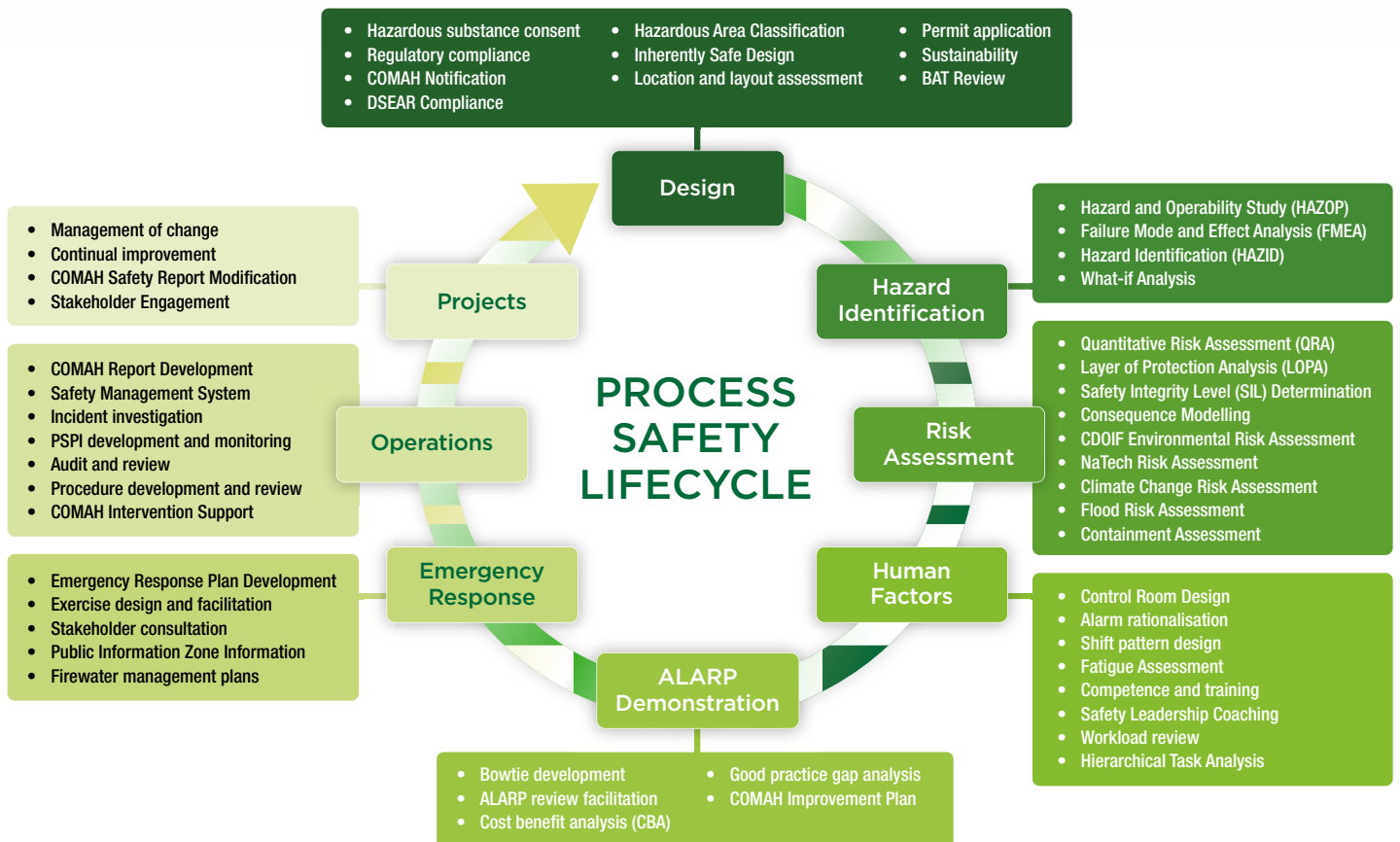
RAS Limited is a well-established, specialist risk consultancy working with an extensive portfolio of large corporate clients which manage complex industrial sites and businesses.

Our team of expert consultants have experience in a wide range of sectors - from pharmaceutical to energy, aviation and specialist chemical sectors.

We are a Chester-based company with a national and international client list. We work differently because of our great team of specialists. Our multi-disciplinary approach to solving challenges enables us to stand out from the crowd. We are passionate about supporting industry to be safer, smarter and more sustainable.

People are the centre of everything we do. We do not believe in off-the-shelf solutions. We partner with our clients to find the best solution for their particular challenges and businesses.

PRODUCTS AND SERVICES



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Partnering for Success

The benefits of good working partnerships have long been recognised as foundational for business success, for all parties. Of course, such collaborative working evolves as organisations grow and change but ultimately the basis of a good partnership is trust, earned over time through honesty, commitment and value.

RAS Limited has been advising and supporting Manchester Airport Storage and Hydrant Company (MASHCo) through the Airport's £1.3 billion Transformation Programme over the last decade. Now in its final phase and due to be completed this year, this significant project has required a keen focus on new operational infrastructure, processes and team capabilities to support the huge growth in passenger numbers and freight moving through the airport.

The Transformation has meant an 80% increase in fuel storage capacity and major extensions to the fuel hydrant system to ensure a more efficient, resilient, and safe fuel supply. The transition also required more complex compliance with the Control of Major Accident Hazard (COMAH) regulations, as the increase in inventories put the Lower Tier site into Upper Tier status. RAS has played a critical role in guiding MASHCo through these regulatory changes.

All these changes have required the growing operations teams to adjust how they work, adapting to new procedures, processes and greater numbers of people. Major milestones for the MASHCo projects include management of change support, hazard study facilitation, quantitative safety risk assessment, environmental risk assessment, development and training in new emergency response plans, as well as various human factors projects such as new control room design, new shift pattern development in addition to alarm management rationalisation. All this has been designed to ensure industry leading operational and process safety performance and

improved resilience, health and wellbeing of the workforce.

Despite the complexity of this transformation, airport operations have continued uninterrupted, thanks to meticulous planning and risk management. The project's success underscores the importance of collaboration in achieving process safety excellence. From increasing fuel storage to constructing new hydrant lines, every enhancement has been designed to support Manchester Airport's future growth while maintaining the highest standards of safety and environmental management.

The long-standing partnership between RAS and MASHCo also contributes to regional economic growth. As a long-established Northwest SME, RAS's expertise and long-term investment in local talent have driven substantial economic impact. The airport itself generates £2.4 billion for the local economy, supporting businesses and industries across the region, with RAS playing a crucial role in its supply chain success.

This major UK project success shows how trust-based partnerships can drive operational excellence. Their ability to align seamlessly with partner goals, adapt to evolving challenges, and implement effective solutions are the building blocks for success. The achievements of this collaboration highlight the importance of transparency, reliability, and innovation in achieving long-term industry advancements.

About RAS Limited

RAS Limited is a Chester-based process and technical safety consultancy with 30 years of experience across sectors including pharmaceuticals, energy, aviation, and chemicals. With a team of expert consultants, RAS is a trusted partner for managing complex risk in industrial operations and delivering long-term value. **If you would like to get in touch, please email us [here](mailto:info@ras.ltd.uk) or go to our website: <https://ras.ltd.uk>**

By Jordan Smith – Principal Consultant, RAS Limited



Photo: iStock.com/Teamjackson

Chemicals Northwest 2025 Awards

What a fantastic evening!

On the 20th March, the team at Chemicals Northwest welcomed over 330 guests to the Titanic Hotel in Liverpool. Feedback we received for the Awards and the venue was excellent and we were delighted with the general “buzz” from the industry and the good news stories that came out from the evening.

The team at Chemicals Northwest and the Awards judges were delighted with the standard of the Award entries for the 2025 Awards. We also had a record number of Award submissions and it was a real credit to the dynamic industry we work in. It is an honour to celebrate excellence in our vital industry and we wish to thank everyone who submitted an award entry. The Chemicals Northwest Awards celebrate the entire supply chain, their commitment to the chemical industry is critical and is greatly valued. This year we launched a new award for the evening, Equality, Diversity and Inclusion which was very well subscribed to.

A special thanks goes to our Award sponsors. Without you, this Awards process and ceremony would not have been possible. The sponsors and Award judges made planning this evening an absolute pleasure. Further details about the sponsors can be found at the end of this feature.

Announcing the Winners



Winner - TÜV Rheinland Industrial Services

Sponsored by the Indaver Solvents

TÜV Rheinland co-ordinated a four-year transformation programme to ensure reliability and cost effectiveness of production sites in Hungary, Slovakia and Croatia. The Project was lead from TÜV's Centre of Excellence

in the North of England. The project assessed the integrity of ageing plant and introduced best practise across all sites. Challenges included language, prescriptive regulations and supply issues due to regional conflict. The TÜV entry described benefits and ROI and it was clear to the judges that TÜV knew their role and delivered beyond it. The project delivered transformational change and exhibited clear leadership.



Winner - Libra Speciality Chemicals Ltd

Sponsored by PM Group

Libra is an independently owned manufacturing company based in Manchester. They produce in excess of 20,000 tonnes of betaine annually and quickly became the largest producer in the UK. Recent investments include the introduction of a green membrane which allows the production of low salt betaine and A.I. and machine learning equipment to maximise efficiencies and recipe optimisation. An Xpert Factory Platform was installed during 2023 to further drive efficiencies and optimise manufacturing performance. Increasing productivity during a challenging year is impressive and a credit to all at Libra.



Winner - Corrosion Resistant Products Ltd

Sponsored by Rio Tinto

Health and Safety is a priority at Corrosion Resistant Products Ltd (CRP). The CNW Judges congratulate the company on achieving the ISO45001 safe supplier award this year. CRP recognized that culture change would need to go beyond certification. The company observed a reduction in accidents, skills development courses were rolled out and site wide questionnaires and assessments brought long-term benefits and a change in mindset from all staff. Lost time accidents reached 0, which is what we all aspire to. Well done CRP.



Winner - DSV Air & Sea Limited

Sponsored by INEOS Inovyn

DSV Air & Sea Limited delivered a comprehensive sustainability transformation program in 2024. The judging panel welcomed a broad and diverse initiative that was both measurable and inclusive. The project delivered circular economy solutions to a critical office refurbishment project. Product was diverted from landfill and up-cycled for use elsewhere in the community. Improved energy efficient solutions improved staff positivity about the workplace as did the introduction of standing desks!! Focus groups continue to advise on next steps to ensure wellbeing remains front and centre of company policy.



Winner - Adepto Technical Recruitment

Sponsored by Orbia Fluor & Energy Materials (Koura)

To tackle inefficiencies within a client management processes, Adepto transformed hiring and operational practices for temporary labour across EMEA and UK. The project delivered cost savings, enhanced compliance and introduced operational efficiencies. Challenges tackled included visibility, compliance and budgeting. The Client called Adepto support a “game-changer” and the auditor recognised the processes were fully compliant with HMRC requirements. The process is being rolled out to benefit other clients. Well done to the Team at Adepto!



Winner - Libra Speciality Chemicals Ltd

Sponsored by Arthian

Libra continue to expand internationally and their drive to discover new export markets was applauded by the judges. Exports sales of 12,088MT of betaine in 2024 was the highest ever by the company. There is more in the pipeline. Utilising Innovate UK funding Libra launched a two-year project with the #1 global household and personal care company which will lead to even greater export sales. Libra's export volume is 90% compared to the industry norm of 70% and Libra now successfully export to 42 countries. Keep flying the flag Libra!



Winner - James Robinson Speciality Ingredients

Sponsored by Business of Science Ltd

James Robinson Speciality Ingredients (JRSI) are a small research-lead business that design and manufacture high specification, high value, specialist organic materials. JRSI's experienced research team have adopted AI to improve research methodology, enabling a faster and more innovative approach to material design. JRSI collaborated with Manchester University using computational chemistry in the analysis of data. This has seen a reduction in the development time of new dyes. AI spots new trends and has helped to develop a model providing fade times for a given chemical structure, saving time and money.



Winner - Abigail Simmons Corrosion Resistant Products Ltd

Sponsored by SRG

Abigail is an Engineering Design Apprentice at Corrosion Resistance Products (CRP). In her 18 months at CRP Abigail has shown technical proficiency linked to strong business acumen. Her continuous pursuit of personal growth and adaptability was instantly recognised by the judges. Abigail has successfully completed a machining course while also developing knowledge in logistics, finance and Health & Safety. While in logistics, Abigail identified inefficient practises, introducing change that has led to a reduction in waste and improved inventory management. Abigail has balanced demands of a Level 6 Apprenticeship, a Bachelor's Degree and training at the Advanced Manufacturing Research Centre. Thank you Abigail and thank you CRP for investing in Apprentices.



Winner - Studley Engineering

Sponsored by SLR

An apprenticeship programme is central to Studley's CSR efforts. Studley have averaged 6 apprentice opportunities every year since the program was launched in 1986 and recently appointed their first female apprentice. The company continue to collaborate with local schools to promote skilled trades. 90% of apprentices stay with Studley after training and 30% of the current management team actually started as apprentices. Studley prioritise local supplier partnerships to generate and keep wealth locally and Knowsley Council have recognised Studley's track record in workforce development, and now, so do the CNW judges.



Winner - SRG

Sponsored by Chemical Industries Association (CIA)

To tackle the shortage of talent in the industry SRG developed Recruit, Train, Deploy. RTD provides an innovative and sustainable solution to a problem faced across many STEM industries. Adopting a three-phased approach it starts by recognising specific skills shortages. SRG then source high-potential candidates from an extensive STEM talent pool before those candidates undergo tailored training through industry specific apprentice programs. An Apprenticeship Manager ensures seamless communication between candidates, training providers and clients. The end to end approach delivers skilled professionals to clients ready to deliver innovation and productivity.



Winner - RAS Limited & Manchester Airport Storage and Hydrant Company (MASHCo)

Sponsored by Studley Engineering

RAS have collaborated with Manchester Airport Storage and Hydrant Company (MASHCo) on an airport transformation project over the last 10 years. The expansion of terminals led to an 80% increase in fuel storage capacity resulting in the site becoming a top-tier COMAH facility. RAS and MASHCo delivered milestone achievements including Management of Change, a hazard study facilitation, quantitative safety risk assessment, environmental risk assessment, training in emergency response plus many more human factors. RAS achieved process safety performance and the entire project was delivered while the airport remained operational. A brilliant North West project delivered collaboratively.



Winner - RS Clare and Co Ltd

Sponsored by Hibiscus Plc

The Judges welcomed a year long series of events launched by the RS Clare with a genuine all-staff approach. Multicultural recognition reflected diversity of culture within the team and in the community. RS Clare and Co adopt diverse hiring practice, resulting in anonymised independent scoring ahead of job interviews to reduce bias and improve consistency and reliability. RS Clare have supported Ukrainian families to live in the UK by providing employment opportunities and flexible work arrangements. RS Clare run Mental Health and Wellness programmes and insist on paying the Living Wage for all employees including contractors. Recent initiatives have been reviewed to ensure involvement and inclusivity. RS Clare were established in 1748 and have been trading for 277 years... I think we can all say, well done RS Clare, keep up the good work!

With thanks to our award sponsors



Arthian – Sponsor of the International Trade Award 2025

Arthian Ltd delivers integrated consultancy services to the chemical sector in the Northwest and across the UK, with expertise spanning:

Engineering
Energy
Environmental
Safety
and Surveying

We help manage risk and enable clients to make strategic, informed decisions. Our collaborative approach ensures seamless solutions for this critical and complex industry.

For further information visit -
<https://www.arthian.com/>



AXIOM – Sponsor of the Awards Dinner drinks reception 2025

AXIOM is an award-winning, multi-disciplinary engineering consultancy delivering pragmatic, value-adding asset management solutions. With recognised integrity management capabilities, our people are uniquely positioned to deliver Process Safety, Mechanical and Materials Engineering in addition to Inspection offerings to our valued partners across the entire asset life cycle.

For further information visit -
<https://www.axiom-ltd.com/>



Business of Science Conference Ltd – Sponsor of the Innovation Award 2025

The conference sees business leaders, industrialists, academics, and policymakers explore the latest opportunities and challenges in the business of science. We bring industry professionals together with students of all ages to help nurture scientific and innovative ideas that could become the products and services of tomorrow. 2025 will see a packed agenda

of future viewpoints, panel discussions, and breakout sessions will explore how Skills, AI, climate solutions, infrastructure, and life science advancements will impact the business of science. The day culminates with an awards ceremony celebrating ambitious students who aspire to be our scientific leaders of tomorrow in the business of science.

For further information visit -
<https://www.businessofscience.co.uk/>



CHEMUK 2025 – Headline partner of the Chemicals Northwest 2025 Awards

CHEMUK has become the UK's largest B2B event supporting the chemicals, process engineering, and formulated product industries. The CHEMUK 2025 'Group of Events' Expo will return this 21st & 22nd May at the NEC in Birmingham, hosting over 500 exhibitors and 100 expert speaker sessions over two packed days.

The expo is divided into five focused show 'zones' reflecting the full supply chain:

- Chemical Laboratory Show Zone
- Process & Chemical Engineering Show Zone
- Chemical Supply Show Zone
- Chemical Management Show Zone
- New for 2025 - Formulated Product Manufacturer Show Zone

For further information and to book your FREE ticket, visit - <https://www.chemicalukexpo.com/>



The Chemical Industries Association (CIA) – Sponsor of the Supplier to the Chemical Industry Award 2025

The Chemical Industries Association (CIA) is the UK's leading trade association dedicated to representing and advising chemical and pharmaceutical companies across the United Kingdom, both nationally and internationally. Established as a membership organisation, the CIA is funded by subscription. With over 200 members our core membership includes a number of major multinationals, a growing number of SMEs and associate members. From providing

expert advice to facilitating networking between members, sharing good practice and reporting on policy developments the CIA stands ready to support our members to ensure the chemical industry continues to drive growth and innovation in the UK. Our representation includes lobbying legislators, policy-makers and stakeholders on the issues that affect our member companies the most.

Visit our [what we do page](#) to find out more.



Hibiscus Plc

Hibiscus Plc – Sponsor of the Equality, Diversity and Inclusion Award 2025

Hibiscus is one of the UK's leading manufacturers of chemical labels and compliance software. For over 40 years they have specialised in providing high-quality labelling solutions for the chemical and hazardous goods industries and are renowned for their experience and knowledge of industry legislation, and for the durability and performance of their products.

For further information visit - <https://hibiscus-plc.co.uk/>



Indaver Solvents Ltd – Sponsor of the Engineering Company of the Year Award 2025

Indaver Solvents, offers high-end solvent recycling solutions and supports its customers with lab analyses, pilot scale trials and commercial scale recycling. Indaver Solvents can manufacture and market fine chemicals for its customers. At its site in Middlewich, Cheshire, Indaver operates a solvent recycling facility; accepting hazardous and non-hazardous (waste) solvents.

For further information visit -

<https://indaver.com/services/solvent-recycling/indaver-solvent-management-uk>

INEOS Inovyn

INEOS Inovyn – Sponsor of the Sustainability Award 2025

A premier chemical company, INEOS Inovyn is at the heart of Europe's chemical industry. Our products find use in almost every aspect of modern society, keeping people housed, healthy and connected. INEOS Inovyn is Europe's leading producer of vinyls and in the top

three worldwide. With an annual turnover of €4.5 billion, INEOS Inovyn has circa 4,200 employees at 15 chemical manufacturing, sales and marketing sites in 8 countries across Europe.

For further information visit -

<https://www.ineos.com/businesses/inovyn/>

MannTek

Manntek – Sponsor of the 2025 Awards dinner brochures

Manntek are the leading producer of safety dry disconnect and safety breakaway couplings. We provide a comprehensive range of specialist dry quick release couplings to suit 99% of known chemical applications. We offer bespoke solutions with a size range of 1/2" to 10" nb. Dry Disconnect Couplings are made to NATO standard Stanag 3756. Manntek have a history of innovation and since our start 1995 we have worked hard to achieve Global Market Leader in our business.

For further information visit -

<https://www.manntek.se/> or chris.franks@manntek.se



Fluor & Energy Materials

Orbia Fluor & Energy Materials (Koura) – Sponsor of the Operational Excellence Award 2025

Orbia Fluor & Energy Materials (Koura) is a global leader in the development, manufacture and supply of fluoroproducts that play a fundamental role in enhancing everyday lives. They are found in a vast range of applications, including construction, batteries, refrigerants, medical devices and active pharmaceutical ingredients.

For further information visit -

<https://www.kouraglobal.com/>



PM Group – Sponsor of the Manufacturing Company of the Year 2025

PM Group is an employee owned, international project delivery company operating across Europe, the USA and Asia. We have a 50+ year track record in project management, process design, process safety, facility design and construction management for leading multinational companies.

For further information visit -

<https://www.pmggroup-global.com>

RioTinto

Rio Tinto – Sponsor of the Health & Safety Award 2025

Rio Tinto is a leading global mining and processing company with operations in 35 countries and 60,000+ employees around the world. We're finding better ways™ to provide the materials the world needs, including aluminium for cars, copper for renewable energy technologies, iron ore for the steel in our cities and lithium for electric vehicles.

For further information visit -
<https://www.riotinto.com>

SLR

SLR - Sponsor of the Corporate Social Responsibility Award 2025

SLR's purpose is Making Sustainability Happen. We achieve this by having a team of expert advisors and technicians, who partner with our clients to tackle some of the world's most complex sustainability challenges, by utilising our collaborative and entrepreneurial 'One Team' culture.

For further information visit -
<https://www.slrconsulting.com/eur/>

SRG

SRG – Sponsor of the Young Talent in the Chemical Industry Award 2025

SRG are industry leaders in Science, Engineering and Clinical Recruitment. We empower individuals and businesses to power the future of STEM. With true specialist knowledge, we support a full spectrum of technical roles and talent solutions across the whole product life cycle, from R&D, through analysis, manufacturing, and engineering to market access.

For further information visit -
<https://www.srgtalent.com/>

STUDLEY

Delivering Industrial Engineering Success

Mechanical | Electrical | Scaffolding



Studley – Sponsor of the Partnership Award 2025

Studley is a family-run business based in Knowsley, specialising in mechanical, electrical, and scaffolding services for UK process industries. With over 40 years' experience, our skilled team plays a crucial role in engineering a better tomorrow, delivering innovative projects that reflect our dedication to safety and excellence in the industry.

For further information visit -
<https://studleyltd.com/>



CNW Sustainability Interest Group

Former industrial chemist now Business Sustainability/ESG consultant Dr Roger Wareing PIEMA, reports on the CNW Sustainability Interest Group's latest event.

Our industry faces a unique set of sustainability challenges which we have to resolve if the UK as a whole is to successfully pivot to a low carbon and more sustainable economic model. However, we also need to do this in challenging times when multiple drivers are putting our competitiveness under severe pressure. These two things are not mutually exclusive of course. Sustainability considerations will increasingly shape chemical demand alongside traditional cost and quality/performance dimensions. And by drawing on our core strengths in innovation and responsiveness, we could capture huge value opportunities through "green" chemistry and processes. But we also know that there are significant barriers to overcome in getting there!

To help CNW members successfully navigate this emotive, complex, and often confusing space, we recently launched the CNW Sustainability Interest Group to better harness the existing skills and passion in the industry. Not just another talking shop, we have refined three clear goals which resonate with members' needs and where we can be genuinely additive. This also aligns with, and feeds into Chemicals Northwest's overarching mission to improve the sustainability, competitiveness, and image of our industry.

Group Objectives



Sustainability Interest Group

The CNW Sustainability Interest Group is focused on advancing business sustainability within the chemical industry and its value chain and is open to all CNW members.

KNOWLEDGE

Regulatory developments, new frameworks and guidance, examples of best or improved practices, advice relating to specific topics and/or experiences

ENGAGEMENT

Advancing sustainability within members' organisations and their value chains. Broadening engagement by welcoming new members to the group

DELIVERY

Working on shared problems, overcoming common barriers and forging new collaborations which match individual challenges with innovative solutions

I was delighted to facilitate our second event at Daresbury on the 13th February where we welcomed a full room including existing and new group members. Following a brief review of the output from the first event, we looked beyond the pessimism that haunts the climate and wider sustainability agenda by taking a more optimistic tone and considering "what good looks like" in this space.

The first session concluded with an overview of how – like in any chemical reaction - multiple ingredients must combine specifically and efficiently to generate the target product – in this case an effective organisational response to sustainability (ESG) challenges to ensure that your business remains both relevant and competitive.

We started the second session with some quick polling to identify priorities for the year ahead and perceived barriers to progress. This was highly revealing, and we intend to extend it across the wider membership soon to get a more complete,

decision-useful picture. Please take part as it will take less than 5 minutes and your views are important!

In the final "horizon-scanning" presentation, we explored some relevant policy and other developments that are "coming down the track", considering where we expect tangible impacts to arise and how these might affect our responses. This is an area that we will be continuing in future events as an important element of knowledge building.

We finished with a lively workshop lunch with two breakout groups considering next actions in two priority areas: better understanding of the influence of sustainability on changing customer needs and benchmarking our responses to sustainability against those of our competitors.



I want to thank again all of the attendees for their positive engagement and thoughtful contributions during what was a well-received event. We even remembered the group photo this time!

We are already inviting ideas and member case studies for future events and hope that other members will read this and join us.

Contact Alex alex.abraitis@chemicalsnorthwest.org.uk or

Roger to register your interest in the group and future events.

Dr Roger Wareing PIEMA

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roger@wareingconsulting.co.uk



21st & 22nd May 2025 The NEC, Birmingham, UK

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Chemicals Northwest out in Force at CHEMUK 2025

The CHEMUK 2025 'Group of Events' Expo will return this 21st & 22nd May at the NEC in Birmingham, hosting over 500 exhibitors and 100 expert speaker sessions over two packed days.

CHEMUK has become the UK's largest B2B event supporting the chemicals, process engineering, and formulated product industries.

Chemicals Northwest members will, once again be well represented at CHEMUK with the following already confirmed to exhibit: 2M Services, AM Technology, Camida, CDR Pumps, CICA, CIEC, CIRS, Croda, Handley James, Henry Royce Institute, Hibiscus Plc, Indaver, IChemE, Knoell, Lankem, Libra Speciality Chemicals, Perry Process Equipment, Scott Pallets, Studley Engineering, and WSP.

Bringing the supply chain together

The expo is divided into five focused show 'zones' reflecting the full supply chain:

- Chemical Laboratory Show Zone
- Process & Chemical Engineering Show Zone
- Chemical Supply Show Zone
- Chemical Management Show Zone
- New for 2025 - Formulated Product Manufacturer Show Zone

Over 150 new exhibitors confirmed

CHEMUK 2025 will welcome a record number of new exhibitors this May, including CRODA, Sulzer Pumps Wastewater, Zwick, Merck, Arxada, EasyXAFS, GMM Pfaudler, KROHNE, and WOMAG Weighing, plus many others. See the website for the full listing.

CHEMUK 2025 Speaker Programme

The CHEMUK speaker programme is an unmissable opportunity to hear from the heads of industry and academia as they discuss the challenges, opportunities, and innovation affecting the UK's chemicals industries landscape in 2025.

The programme brings together over 100 expert sessions across five stages, providing the latest intelligence on critical issues such as regulation, sustainability, innovation, downstream supply chain trends, and lots more.

Provisionally slated contributors for CHEMUK 2025 include the UK Government, IChemE, Royal Society of Chemistry, Innovate UK, Henry Royce Institute, Chemical Business Association, Chemical Industries Association, BASF, plus many more.

The full speaker programme will be released in March 2025. Please see the website for full details.

Formulated Product Manufacturer Show joins CHEMUK 2025

Joining the event this year will be the 'The Formulated Product Manufacturer Show'. This dedicated show zone will focus on the downstream chemical user sectors, connecting product brand owners and retailers with specialist ingredient, contract manufacturing, logistics, packing, and fulfilment partners.

Confirmed exhibitors for the new show zone include the likes of Thomas Swan,

Kerax, Cod Beck Blenders, Univar Solutions – Beauty & Care, Briar Chemicals, Wyepak, Surfachem, and Safapac, plus many others.

Alliance of Chemical Association (ACA) Leaders Panel

In an industry 'first,' the heads of several of the ACA members will come together for an ACA Summit panel discussion to address the common challenges and changes affecting the UK's chemical industries.

The Alliance of Chemical Associations (ACA) consists of trade associations representing companies operating in many sectors of the chemical industry supply chain.

Between them, the ACA member trade associations represent some 1,400 companies, the majority of which are SMEs.

'The Big Education Debate' at CHEMUK

This feature session, running on Thursday 22nd May, will invite senior panel leaders from across academia and industry to discuss the UK's educational framework and commitment to supporting its science skills and science base requirements. This critical debate comes in response to the recent pressures facing higher education chemistry departments across the UK.

Innovation Ecosystem at CHEMUK 2025

CHEMUK 2025 will present several of the UK's primary innovation support organisations, giving startups and spinouts the opportunity to receive the support they need to continue their development journey towards full-scale commercialisation.

Participating partners include the Henry Royce Institute, Innovate UK Business Connect, Aston University, RSC Changemakers, Materials Innovation Factory, and the Biorenewables Development Centre.

Waste2Race: The sewage-powered car on track to make history

Visitors this year will be able to see the hydrogen-powered Le Mans Prototype class 3 car, fuelled by sewage in a project entitled Waste2Race.

The engineering team behind the project from the University of Warwick will be at the show to meet with visitors and explain the technology creating green hydrogen from wastewater, powering the groundbreaking vehicle.

UK Government at CHEMUK

Attendees will be invited to a full UK Government programme at CHEMUK. HSE and DEFRA will be providing industry briefings on Wednesday 21st May.

The UK Export Academy team will be exhibiting at the show, ready to meet with visitors that are looking to develop international trade opportunities.

The academy team will also be running a one-hour panel session on Thursday 22nd May, outlining the international trade landscape.

DATES FOR THE DIARY

CHEMUK 2025 takes place on Wed 21st & Thu 22nd May 2025

Venue: NEC - National Exhibition Centre, Birmingham, B40 1NT

Opening Times:

Day 1: 9.30am – 5.00pm
Day 2: 9.30am – 4.00pm

Register for your FREE entry badge at:

www.chemicalukexpo.com



Maximising Value and Managing Risk: Redeveloping and Reutilising Complex Industrial Sites

The chemical industry is at the heart of global supply chains, requiring production sites to evolve with changing market dynamics, regulatory frameworks, corporate responsibilities, sustainability goals, and broader macroeconomic shifts such as decarbonisation and the growing demand for hydrogen production.

These changes often necessitate significant modifications to existing facilities, whether to accommodate new low-carbon production methods, integrate alternative feedstocks, or repurpose infrastructure for emerging industrial applications. This evolution frequently involves repurposing, modifying, or redeveloping sites — each scenario presenting technical, regulatory, and commercial challenges.

Unlocking Redevelopment and Reutilisation Potential

Chemical production sites are often located in strategic areas with extensive infrastructure. While this provides redevelopment opportunities, many facilities also hold potential for continued industrial use, albeit with modifications to support new production processes. However, significant alterations to an existing production site — such as dismantling redundant plant or introducing new process lines — often trigger planning requirements, which in turn necessitate environmental permitting and remediation.

Failure to address these challenges early in the project lifecycle can lead to substantial cost overruns, programme delays, and regulatory hurdles that jeopardise investment viability. The key to unlocking value lies in early engagement with specialists who can assess risks and tailor solutions to site-specific challenges, ensuring that redevelopment or reutilisation remains financially feasible while complying with evolving regulatory standards.

Environmental Permitting and Compliance: Navigating the Regulatory Landscape

Regulatory approval is the linchpin of any successful transition, whether a site is shifting from industrial use to residential or commercial redevelopment or being modified for alternative industrial purposes. Permit surrender and new operational permits require a clear demonstration that site conditions meet statutory requirements — a process that can be time-consuming and complex without the right expertise.

Sites undergoing significant redevelopment, including those being reconfigured for new industrial activities such as hydrogen generation or advanced manufacturing, will still need to meet pre-permit conditions along with any planning and pre-commencement conditions. Engaging regulatory bodies at an early stage fosters collaboration, ensuring



that these conditions do not create a costly hurdle to future development.

A well-structured strategy for planning and permit surrender should include:

- Comprehensive environmental assessments to establish baseline conditions and inform remediation strategies.
- Early and proactive regulatory engagement to facilitate permit approvals and avoid bureaucratic delays.
- Clear demonstration of environmental betterment to align with ESG objectives and market expectations.

Decommissioning, Dismantling, and Repurposing: Reducing Risk, Maximising Value

The transition from one industrial use to another, or to redevelopment, begins with safe and efficient decommissioning. This phase not only addresses immediate hazards but also determines how much value can be extracted from redundant infrastructure and materials. Additionally, materials should be tracked throughout the process to provide an evidential trail, demonstrating compliance and ensuring accountability in resource reuse and waste minimisation.

Careful planning and execution of draining down, dismantling, and demolition can unlock financial returns through the recovery of assets, resale of equipment, and reuse of materials. A well-managed approach to material recovery minimises waste, reduces disposal costs, and supports sustainability goals by reducing the reliance on virgin resources.

Key considerations include:

- Strategic asset recovery to extract maximum value from existing site infrastructure.
- Minimising waste disposal by identifying materials suitable for reuse or resale.
- Careful de-planting, including removal of chemical product, to maximise the potential for reuse and careful disassembly of plant so it can be repurposed for alternative production processes.

- Ensuring regulatory compliance throughout decommissioning to avoid unnecessary delays or liabilities.

Managing In-Ground Risk

Unforeseen subsurface risks - such as contamination and complex ground conditions - can drive significant cost and programme overruns, making robust site investigations essential. Large industrial sites often contain subsurface obstructions and voids, which can be expensive to break out and re-engineer. However, if the ground is investigated with due process, and the risk assessment approved by the regulator, cost-effective solutions for the treatment and reuse of material deemed 'Suitable for Use' can be achieved. Early engagement with specialists is key to managing these risks, avoiding unexpected costs, and ensuring regulatory compliance.

Rather than treating contamination as a sunk cost, a well-planned strategy can turn it into an opportunity for environmental and commercial betterment, with a clear focus on Land Quality. By employing targeted in-ground treatments and on-site material processing, off-site disposal costs are reduced which also aligns with sustainability objectives.

Effective risk management strategies should include:

- Advanced site investigations to gain a clear understanding of contamination and structural challenges.
- Early regulator engagement to establish pragmatic remediation targets and permitting requirements.
- Innovative treatment solutions that reduce reliance on costly excavation and disposal, and targets contaminants of concern (such as PFAS).



Remediation Targets and Environmental Betterment: Achieving a Balanced Approach

With increasing emphasis on ESG compliance, the chemical industry faces growing pressure to adopt sustainable remediation strategies. However, achieving environmental betterment does not necessarily mean applying the most stringent clean-up standards - it means achieving the best possible outcome while maintaining project viability.

A pragmatic approach balances regulatory compliance with economic reality, ensuring that development land or production infrastructure is remediated to a standard that supports its intended future use, without imposing disproportionate financial and environmental burdens.

A well-structured remediation plan should:

- Clearly define risk-based targets that align with regulatory requirements and end-use objectives.
- Minimise unnecessary excavation and disposal through innovative in-situ treatments.
- Demonstrate sustainability benefits in reducing carbon footprints and enhancing biodiversity where feasible.
- Incorporate sustainable remediation principles aligned with SuRF UK guidance to support best practices in sustainable remediation.

Strategic and Technical Expertise: Partnering for Success

John F Hunt Regeneration has a proven track record of delivering practical, commercially viable solutions for complex industrial sites. By integrating technical expertise with strategic insight, we help clients navigate regulatory landscapes, de-risk projects, and maximise value from industrial land and infrastructure. Our approach ensures that clients benefit from:

- Robust risk management to prevent unexpected liabilities and financial exposure.
- Bespoke remediation and ground engineering strategies tailored to each site's unique challenges.
- A collaborative, outcome-driven approach that aligns with commercial, regulatory, and environmental priorities.

Key Takeaways for Decision Makers

- Early engagement with experienced contractors and consultants is critical in de-risking projects, optimising costs, and securing timely regulatory approvals.
- Dismantling and demolition should be viewed as value-generating activities, with opportunities for asset recovery, material reuse, and production repurposing.
- Proactive regulatory engagement accelerates approval processes, reducing uncertainty and facilitating smoother project delivery.
- Pragmatic remediation strategies ensure environmental compliance without imposing unnecessary financial burdens—but good engagement with regulators is critical.

For further information visit
- <https://www.johnfhuntregeneration.co.uk/>



Poison Centre Notifications: What you need to know

As part of the ongoing effort to enhance safety and provide key information in the event of a chemical emergency, the European Union has introduced new requirements for the Poison Centre notification (PCN) under the Classification, Labelling and Packaging (CLP) Regulation and the Globally Harmonized System (GHS) framework. These changes are essential to ensure that relevant authorities can quickly access vital information in case of poisoning or hazardous exposure.

What's New?

As of **1st January 2025**, all businesses manufacturing or importing hazardous mixtures into the European Union are required to submit a PCN for certain hazardous products. The notification must include detailed data about the chemical mixture's composition, toxicological profiles, and appropriate emergency measures to assist poison control centres.

Key Requirements:

1. Who Needs to Comply?

- Manufacturers and importers of hazardous mixtures within the EU are subject to these requirements.
- Non-EU companies can carry out voluntary submissions of hazardous mixtures as a measure to supply the full composition data to the authorities while maintaining confidentiality.
- Companies that **rebrand** or **relabel** hazardous mixtures are considered duty holder and must make relevant PCN submissions to the market countries or provide necessary information to their supplier to be included in the original PCN submission.
- Companies must notify the relevant authorities in each EU Member State where their products are marketed.

2. What Needs to be Submitted?

- Detailed information on the chemical composition of mixtures.
- Hazardous properties and the potential effects on human health and the environment; and-
- Specific product identifiers, such as the product's name, labelling, and unique identifiers (e.g., Unique Formula Identifier (UFI) code).

3. New Notification Process:

- Notifications should be submitted via the **European Chemicals Agency (ECHA) Poison Centre Notification Portal**.
- The submission must be done **prior to placing the product on the market**.
- The new format for notification is harmonized and follows the structure defined by the latest GHS/CLP revisions.

4. Deadlines:

- For substances already on the market, the notification deadline was set for **1st January 2025** for the first wave of affected chemicals.
- For new products or imports, the notification must be done **before market entry**.

5. Impact on Labelling:

- Once a notification is completed, the product's packaging must reflect the required information, including the UFI code and emergency response details.
- Affected products will need to update their labels to comply with these new requirements.

Why is This Important?

These changes align the EU with international safety standards, particularly the GHS, and streamline emergency response protocols across Member States. By submitting the PCNs, you are helping ensure swift medical assistance in the event of chemical exposure and maintaining regulatory compliance across multiple jurisdictions.

How Can We Assist You?

At CIRS, we understand that ensuring compliance with these new regulations may seem overwhelming. We offer services to guide you through the notification process, help you prepare the necessary documentation, and manage submissions to ECHA's portal.

If you have any questions or would like assistance with understanding how these requirements apply to your products, please don't hesitate to get in touch with us and we would be happy to offer all Chemical Northwest members a free one-hour consultation. Visit <https://www.cirs-group.com/en> for further information or contact Adam Hembrecht.

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Bitrez are delighted to have been invited to join the Centre for High Carbon Capture Cropping - CHCx3

Paul has been invited to assist with the development of sustainable products for use with new sustainable reinforcements in bio-composite parts.

Paul said, "We are delighted to have been invited to join the multi-partner project working towards Carbon Net Zero farming through diversifying cropping options. We often work on the development of polymers derived from sustainable materials, systems that can be recycled, and used in composite parts for harvesting green energy or using it efficiently. However, this is our first involvement with the farming community and direct crop sources."

The Centre for High Carbon Capture Cropping is a four-year, multi-partner project, led by National Institute of Agricultural Botany's [NIAB] Dr Lydia Smith. The research aims to help UK farmers and growers target Net Zero and build farming resilience through diversifying their arable and forage cropping. It will enable new revenue sources through a carbon marketplace, and support enhanced value chains for industries such as textiles and construction.

Bitrez will be looking at new ways to take the oil extracted from the Hemp and utilise it to generate matrix systems that will be employed with Hemp fibre reinforcement to create composite parts. The Bitrez Research team will work on the modification and functionalisation of the Hemp oil to enhance both the processing and the processed properties.

The Hemp oil comprises of a variety of unsaturated C18 Fatty acids, and the Bitrez team will evaluate a variety of modification methods to establish the best options to allow incorporating of this feedstock into the systems.

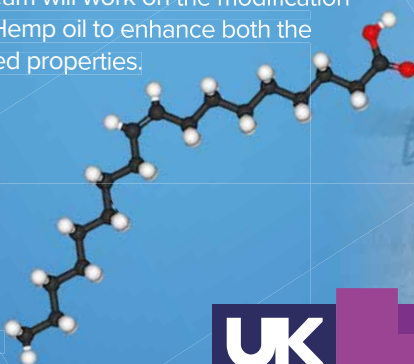
The CHCx3 project has a series of objectives that include the evaluation of food, forage, and industrial cropping options

with potential to enhance atmospheric carbon capture, and sequestration in the soil and crop-based products. The crop strains will be selected to help optimise production of renewable biomaterials for fibre, textile, and the construction industry. This in turn will establish a UK knowledge hub providing resources to support effective uptake and utilisation of crops with high carbon capture potential. Work will be undertaken to quantify carbon removals, consistent with emerging standards for measurement, monitoring, reporting and verification. Additionally, the project aims to develop carbon insetting/offsetting platforms, achieving revenue generation for farmers and supporting corporate sustainability.

The Consortium group met in April 2024 at FarmED in the Cotswolds to discuss the project development.

This project is funded by Defra under the Farming Futures R&D Fund: Climate Smart Farming. It forms part of Defra's Farming Innovation Programme, delivered in partnership with Innovate UK.

Further details can be found here <https://www.carboncapturecropping.com/>



Innovate UK



CENTRE FOR HIGH CARBON CAPTURE CROPPING



CSR in global manufacture

The importance of CSR for manufacturing companies.

Corporate Social Responsibility (CSR) is no longer an optional exercise for manufacturing companies; it is a critical element of sustainable business growth, and the importance is driven more and more by customers and their expectations for a greener future. By actively engaging in CSR, manufacturers can create a cycle where doing good for society feeds back into doing well in business.

RS Clare is a globally recognised manufacturer of advanced lubricants, supplying high-performance greases and application equipment to the oil and gas, rail, marine, industrial and thermoplastics markets. The manufacturer has consistently placed responsibility and sustainability at the forefront of its operations and demonstrates a long-term commitment to CSR. Over its 275+ years, the company has intertwined ethical practices, community engagement and sustainability into the foundation of its business.

Supporting local communities

Global manufacturing companies have a unique opportunity and responsibility to give back to the communities they operate in. The support leads to stronger local partnerships, greater employee satisfaction and a foundation for long-term, sustainable success.

Deeply embedded in Liverpool's community, RS Clare has always understood the importance of giving back. Whether through financial contributions or direct support to local charitable causes, RS Clare enriches the lives of those around it. Its involvement in initiatives, such as, 'Dream High' showcases this commitment. The 'Dream High' program empowers entrepreneurs, some of whom have built thriving businesses, e.g. "Tails in the City", located on RS Clare's premises. However, RS Clare's dedication extends beyond local initiatives; at the core of its business strategy is a commitment to sustainability.

Sustainability focus

It is essential for our environment and our future that manufacturing companies invest in reducing their carbon footprint, for example, by optimising energy use, switching to renewable energy sources or minimising waste. Inspired by the UN's Sustainable Development Goals (SDGs), RS Clare focuses on areas where it can make a significant difference. It actively works toward creating sustainable cities and communities by integrating environmentally responsible practices. Resource efficiency and waste reduction are central to RS Clare's operations, aligning with the SDG goal of responsible consumption and production. Investments in renewable energy technology, such as solar panels, rainwater harvesting and ground-source heat pumps, underline RS Clare's focus on reducing its carbon footprint. RS Clare also addresses the critical issue of protecting marine ecosystems, taking steps to lower its environmental

footprint to safeguard life below water, developing several Environmentally Acceptable Lubricants (EAL's), with multiple Ecolabel certifications.

Environmental Innovation

Partnerships with initiatives like Ecologi take this even further by supporting international carbon reduction projects and enabling the planting of thousands of trees. These efforts earned RS Clare the prestigious Silver Medal Certification from EcoVadis, positioning it among the top 25% of sustainable businesses worldwide.

Ethical Business Practices

Following ethical practices – such as providing safe workplaces, fair wages and non-discriminatory policies - are another important consideration for any international manufacturer and form a crucial aspect of CSR. This approach also contributes to building a stronger, more motivated workforce, which can boost productivity and operational efficiency.

Ethical business practices are another pillar of RS Clare's operations. The company demonstrates its commitment to fair treatment by its Living Wage Certification, ensuring all employees, as well as contracted workers, earn above the living wage.

Apprenticeship programs, vocational training and collaborations with Schools and Universities demonstrate the emphasis on workforce development and investment in the next generation.

A greener and sustainable future

By investing in people, preserving the planet and leading by example, RS Clare is not only a manufacturer, it is an ambassador of sustainable progress. Through its dedication to improving the world around it, RS Clare has become a model for what modern businesses should strive to be.

For further information visit - <https://www.rsclare.com/>



2M Group of Companies Commitment to Sustainability in the Chemical Industry

At the 2M Group of Companies, sustainability is embedded in our core values, shaping our innovation, operations, and partnerships.

As a leader in chemical distribution, specialty materials, and sustainable packaging technologies, we are dedicated to reducing environmental impact while also empowering our clients to adopt greener practices.

Innovating for a Sustainable Future

Our commitment to sustainability is driven by continuous innovation. 2M Sustainable Packaging Technologies, a division of the 2M Group of Companies, is leading the way in bio-based packaging solutions, offering viable alternatives to traditional plastics. Through cutting-edge material science, we enable businesses to transition to sustainable packaging without compromising quality or performance.

By leveraging our expertise, we are working on the development of a portfolio of biomaterial technologies that integrate seamlessly into existing packaging systems. These solutions include:

- **Plastic-free barrier coatings** that provide excellent resistance to grease, oxygen, and moisture, eliminating the need for single-use plastic linings.
- **Bio-polymer solutions** that serve as sustainable substitutes for fossil-derived polymers.
- **Bio-based adhesives and solvents** suitable for major packaging print processes.

Recognised Excellence in Bio-based Solutions

Our efforts have gained significant industry recognition. The 2M Group of Companies recently won First Place at the Biodegradable Industries Association (BBIA) Awards in partnership with Xampla, a UK-based materials innovation company. This accolade acknowledges our work on Morro™ Coating, a plastic-free and biodegradable coating made from plant protein, designed to combat persistent pollution challenges in packaging.

Beyond product innovation, we are committed to industry collaboration. As active members of the BBIA, we align with industry leaders to advance the adoption of sustainable materials on a global scale.

Advancing Market Adoption

The 2M Group of Companies' innovative packaging solutions are gaining traction in key sectors, particularly food and personal care, where demand for sustainable materials is growing. Our collaboration with FlexSea and WMG at the University of Warwick, supported by an Innovate UK SMART Grant, has resulted in the development of a novel seaweed-derived biopolymer. This material offers a truly home-compostable alternative to conventional plastics, positioning it as a game-changer for sustainable packaging. To ensure scalability, we are supplying food packaging manufacturers like Huhtamaki and Transcend with Morro™ coating. These commercial partnerships will help facilitate the widespread adoption of recyclable and compostable packaging, removing thousands of Tonnes of non-recyclable plastic from circulation.

Measurable Impact: Carbon Footprint Reduction

A sustainable future requires more than innovation; it demands measurable action. The 2M Group of Companies is dedicated to reducing its carbon footprint across all operational levels. We have implemented key initiatives that demonstrate our commitment to environmental responsibility:

- **Transition to Renewable Energy:** Five of our UK sites have switched to renewable energy sources, reducing emissions by 200 tonnes annually - equivalent to planting 10,000 trees per year.
- **Alternative Fuel Trials:** In partnership with Suttons Tankers, we have trialed Hydrotreated Vegetable Oil (HVO) as a sustainable alternative to diesel. This resulted in an 80% reduction in carbon emissions, with 3.8 tonnes saved in the trial phase alone.
- **Waste-to-Energy Solutions:** Our Stowlin distribution site now operates a high-efficiency steam boiler powered by waste-derived wood pellets, eliminating diesel oil usage and cutting emissions by over 40 tonnes annually.

Commitment Beyond Business: STEM Outreach and Industry Leadership

Sustainability extends beyond product development and operational efficiency - it involves shaping the future workforce and driving industry-wide change. As part of our corporate and social responsibility efforts, we reached over 2,500 students last year through our STEM (Science, Technology, Engineering, Maths) outreach and promotion programmes. By engaging with the next generation, we inspire future leaders to prioritise sustainability in science, engineering, and business.

A Vision for the Future

Our sustainability journey is not just about innovation—it's about industry transformation. By integrating sustainable practices into our products, operations, and partnerships, we are creating a ripple effect that benefits not only our clients but also the broader community and the planet.

In recognition of our sustainability efforts, the 2M Group of Companies has been awarded EcoVadis Silver certification, placing us in the top 10% of chemical companies worldwide for environmental impact, ethical business practices, and sustainable supply chain management.

As we continue to pioneer sustainable chemical and packaging solutions, our mission remains clear: to lead the industry toward a greener, more responsible future. Through collaboration, innovation, and measurable impact, the 2M Group of Companies is setting new benchmarks in sustainability

- ensuring that our business success aligns with the well-being of the environment for generations to come.

For further details visit - <https://www.2m-holdings.com/>



John Hogg Technical Solutions Limited is excited to announce the acquisition of Avocet Dye and Chemical Company Limited ('Avocet').

Speciality chemical manufacturer John Hogg Technical Solutions Limited is excited to announce the acquisition of Avocet Dye and Chemical Company Limited ('Avocet'), a market leading manufacturer of textile flame retardants, dyes and high-performance auxiliaries.

This acquisition marks a significant milestone in John Hogg's growth strategy, enhancing its product portfolio and expanding its market reach within the Speciality Dye and Chemical business segment. The addition of Avocet's dye and flame-retardant technology, including the renowned CETAFLAM® brand, enables John Hogg to offer a more comprehensive range of colour solutions across various industries, while continuing to deliver exceptional customer service

"We are thrilled to welcome Avocet into the John Hogg family" said Philip Double, CEO of John Hogg Technical Solutions. "This acquisition aligns with our commitment to growth and investment in both our product range and our market reach. Avocet's innovative products and fantastic team will complement our existing capabilities and help drive our Speciality Dyes and Chemicals business unit forwards to a brighter future."

Michael Lever, Technical Manager of Avocet said, "We are delighted to have signed a deal with John Hogg Technical

Solutions that ensures the future of Avocet will remain as strong as ever. On behalf of the family, this transition to new ownership builds on the legacy of which we are so proud and opens up new opportunities to grow and expand the business."

Avocet has a long-standing reputation for excellence in the textiles industry, with a strong focus on sustainability, high performance products and world class customer service. The combined strengths of both companies will create new opportunities for growth and innovation, benefiting customers and stakeholders alike.

Working together, both companies will ensure a smooth transition and continued delivery of high-quality products and services to all our global customers.

For further details visit - <https://www.johnhogg.co.uk/>



Expanding Horizons: px Engineering's Move to the Northwest

The Northwest of England has long been a hub of innovation, collaboration, and industrial growth. It's in this competitive landscape that px Group, a leading name in operations, engineering, and consultancy services, is taking a bold step forward by establishing a new office in Adlington, Chorley. This move signals not just expansion, but a commitment to delivering their unique brand of excellence to an even broader audience.

A New Chapter for px

As an established leader in operations and project delivery, px Group have built a reputation for being more than just a service provider.

As part of the wider px Group, px Engineering have their origins in operating complex energy and industrial facilities and bring a different approach to project delivery. Their recent move into Adlington is part of a broader strategy to serve the industrial clusters of the Northwest, ensuring their innovative solutions are readily available to clients in the region.

What Makes px Engineering Different?

The chemical and industrial sectors are no strangers to the challenges of finding partners who can deliver on time, on budget, and with a genuine understanding of operational realities. px Engineering rises to this challenge by offering a unique blend of capabilities...

End-to-End Expertise: px Engineering doesn't just design and deliver projects—they ensure projects seamlessly transition into operations, maximizing value from day one.

Operational Insight: As part of px Group, their solutions are informed by years of experience operating large-scale industrial assets.

Tailored Collaboration: Their commitment to understanding each client's specific needs fosters solutions that go beyond "off-the-shelf" approaches.

This focus on integration, insight, and partnership has positioned px Engineering as a key ally for businesses seeking to navigate the complexities of modern industrial projects.

Embracing New Opportunities

Establishing a presence in a new region requires more than just an office space—it demands building trust, fostering relationships, and integrating into the local business ecosystem. px Group sees this not as a hurdle but as an opportunity.

MD of px Engineering, Mike Forgie states: "px Group's arrival in the Northwest is a signal to the chemical and industrial community that we are ready to make a difference. By bringing our proven capabilities closer to this vibrant industrial hub, px Engineering invites businesses to explore new ways to achieve operational excellence and project success."

For further details please visit - <https://www.pxlimited.com/services/engineering-projectsand-consultancy/>

The Versatility of Phosphate Esters: Unlocking Performance and Functionality in Modern Applications

The demand for innovative and high-performing chemical ingredients continues to rise across multiple industries, placing increasing pressure on formulators and manufacturers to find versatile solutions that meet evolving market needs. Among the most adaptable and multifunctional ingredients available today are phosphate esters. These compounds are known for their broad application range, delivering a balance of performance and efficiency that few other ingredients can match.

Libra Speciality Chemicals' Libraphos range of phosphate esters has become a key choice for those seeking reliable, high-quality solutions in sectors such as personal care, industrial cleaning, and metal treatment. These products offer a unique combination of properties that make them invaluable to product formulators aiming to enhance the effectiveness and performance of their formulations.

Functional Versatility Across Industries

Phosphate esters are recognised for their impressive multifunctionality. Their ability to act as emulsifiers, wetting agents, corrosion inhibitors, and antistatic agents makes them indispensable across various formulations. Whether in cleaning products or metal treatment solutions, their adaptability means they can be utilised to solve a range of formulation challenges. This flexibility is particularly relevant for contract manufacturers who work with diverse customers, each with unique requirements.

In personal care, for example, phosphate esters can enhance the mildness of formulations while providing emulsification and conditioning benefits. In cleaning applications, they help improve surface wetting and boost detergent performance. For those in industrial or metal treatment sectors, phosphate esters contribute significantly to corrosion protection, ensuring longevity and reliability of treated materials.

Exceptional Stability and Compatibility

A crucial advantage of phosphate esters is their excellent stability across a wide pH range. This makes them highly suitable for formulations that require durability and consistency in both acidic and alkaline conditions. Additionally, they are compatible with a wide variety of other ingredients, allowing for seamless incorporation into complex formulations without compromising performance.

This compatibility and stability are vital for contract manufacturers who need ingredients that work reliably across different formulations without requiring frequent reformulation or adjustment. Choosing ingredients like Libraphos products reduces complexity while enhancing overall formulation robustness.

Customisable Properties for Tailored Solutions

Libra Speciality Chemicals' Libraphos range is carefully designed to meet the specific needs of diverse applications. From anionic surfactants to more specialised phosphate ester variants, the range offers an array of choices to meet formulation requirements. The ability to tailor product properties, such as hydrophilicity and emulsification strength, allows formulators to fine-tune their formulations for optimal performance.

This customisability also enables manufacturers to meet the growing demand for more sustainable and eco-friendly products. With the increasing focus on reducing environmental impact, the Libraphos range offers several options that can help formulators create greener solutions without sacrificing effectiveness.

Supporting Innovation and Sustainability

As industries continue to innovate and adopt more sustainable practices, the importance of selecting the right raw materials has never been greater. Ingredients that offer both performance and sustainability are becoming a priority for formulators. Libra Speciality Chemicals is committed to supporting this transition by providing high-quality phosphate esters that help customers meet these demands.

The company's focus on sustainability aligns with broader industry trends, ensuring its product offerings remain relevant in an ever-changing market. By incorporating phosphate esters that combine performance with environmental responsibility, manufacturers and formulators can remain competitive while addressing consumer and regulatory expectations for greener products.

Proven Quality and Consistency

In any formulation, consistency and reliability are key to success. Libra Speciality Chemicals is dedicated to maintaining the highest standards of quality in its products. The Libraphos range is manufactured to stringent quality controls, ensuring that each batch meets exact specifications and provides consistent performance across applications.

For contract manufacturers, having confidence in the quality and consistency of raw materials is essential. It simplifies production processes, reduces variability, and enhances the final product's reliability—ultimately boosting customer satisfaction and trust.

Partnering for Success

Phosphate esters such as those in the Libraphos range offer tremendous potential for formulators and manufacturers. Their multifunctionality, stability, and compatibility make them essential ingredients in a wide range of applications. By choosing high-quality phosphate esters, manufacturers can unlock new opportunities for innovation, efficiency, and sustainability in their formulations.

With a wealth of experience and a strong commitment to supporting its partners, Libra Speciality Chemicals provides not just products but also the expertise and reliability required to succeed in today's demanding markets. Whether you're developing personal care products, industrial cleaners, or metal treatment solutions, the Libraphos range offers the tools needed to create high-performance, future-ready formulations.

For further details please visit - <https://librachem.co.uk/>

Patenting research outputs – changing guidance for AI-implemented inventions

As we continue our series on considerations for researchers interested in patenting their research outputs, WP Thompson looks at how the guidance for obtaining a patent for an Artificial Intelligence (AI) invention at the UK Intellectual Property Office (UK-IPO) is being impacted by landmark decisions by the UK courts.

In the Autumn 2023 edition of Elements magazine, we commented on the patentability of AI-implemented inventions before the UK-IPO and European Patent Office (EPO). Briefly, an AI program is considered potentially patentable if applied to a particular technological field and linked to a specific technical purpose, or if designed with a technical consideration of the internal functioning of a computer system or network in mind. However, since then, two major decisions by UK courts regarding the same patent application have re-shaped – and then re-shaped again – UK guidelines regarding the patentability of AI-implemented inventions, with a third and final decision on the same application on the horizon.

The application

Emotional Perception AI Ltd applied for a patent for their system, which uses an Artificial Neural Network (ANN) to recommend music to a user based on measurable properties (e.g., loudness) and text-based descriptors associated with training data files. The UK-IPO's Hearing Officer alleged that the system was a computer program having a non-technical benefit of making a subjectively better recommendation, for example, of a song that the user is likely to enjoy. Computer programs are excluded from patentability in the UK unless they make a technical contribution, and so the Hearing Officer rejected the patent application.

Decision 1: The High Court

Emotional Perception challenged the UK-IPO's decision before the High Court. As part of its decision, the High Court overruled the UK-IPO on the grounds that the weights used in the ANN's decision making were determined by "learning", rather than being specified by a programmer, and so the ANN was not a computer program and could not be excluded as one. Soon after, the UK-IPO updated its Guidelines for AI inventions to say that ANN patents cannot be excluded as computer programs. The removal of this exclusion from the

path of AI-based inventions suggested that the UK might lean towards a pro-AI patent application culture.

Decision 2: The Court of Appeal

The UK-IPO appealed the High Court's decision to the Court of Appeal, which overturned the first instance court's decision. Specifically, the Court of Appeal held that an ANN is a computer (i.e., a machine for processing information) and that the weights and biases of the ANN are a computer program that run on that computer. As such, whether the ANN is implemented as hardware or software, the weights and biases can be excluded from patentability in the same way as any other computer program. As a result, the UK-IPO updated its Guidelines for AI inventions again, this time to explicitly state that ANN-implemented inventions should be treated like any other computer-implemented inventions, putting ANNs in exactly the same position as any other computer program.

Decision 3: The Supreme Court

Emotional Perception has now appealed to the Supreme Court, which has granted permission to hear the case, probably later in 2025. The ramifications of the Supreme Court's decision could be far-reaching. If ANNs are considered non-technical, they will remain subject to the same restrictions as computer programs in that they will need to have a technical application, or else have an effect on the operations of the specific computer on which they are run.

However, ANNs can be used to generate information that might not itself have a technical effect, but which might affect or drive a technical application later in a pipeline. As such, there is a risk that a decision against Emotional Perception could deter inventors from seeking patent protection for AI-based inventions at a time when the UK government is hoping to make the UK a driving force in AI development. One of the fundamental principles of patent development is that a patent encourages others to develop and innovate where competitors have protected a corner of the market. If there is no protection available for ANNs, what effect will this have on innovation in the sector in the UK? Time will tell, and we await the Supreme Court's ruling with interest.

To find out more from WP Thompson, including how IP could benefit your work, please visit <https://www.wpt.co.uk> or contact us at london@wpt.co.uk

Smart Phone Materials

Very often we find claims on the internet that are either dubious or downright unbelievable, for example some sources claim that up to 70 of the known chemical elements are used in the manufacture of smart phones. Bearing in mind that 44 of the 118 listed elements (Hydrogen to Oganesson) are either radioactive, a gas or unstable, this means that just about every element we could use – is used!

*... So, let's see how many
Google can account for ...*

Obviously, phones contain plastic, some of which will be PVC and possibly also a fluoro-polymer, so this gives us Hydrogen, Carbon, Oxygen, Chlorine and Fluorine. Often polymers contain fire retarding agents which can be bromine-based compounds. This gives us our first 6 elements.

Aluminium, Zinc, Magnesium alloys are commonly used for the casing, and with posh phones using titanium. There is also stainless so adding Iron, Chromium, Nickel, Molybdenum, Manganese, Silicon, Carbon, Sulphur and Phosphorus to the list. Now 19 elements and counting.

Electrical conductivity is important, so there will be Copper and Silver (the most conductive element) and where it is critical, a microscopic dab of gold is used. In fact, there may be more gold per ton of mobile phones than there is in a ton of gold ore. Platinum, palladium and rhodium are also used to coat electrical contacts, and zirconia is in the signal amplifier. 26 elements and counting

Lead free solders still contain traces of Pb and also Tin, Antimony and Bismuth, making 30 so far.

Batteries contain numerous elements including Lithium, Cobalt, Cadmium, Vanadium, Thulium and with Beryllium contacts. So now 36 elements, and by the way I hope you are all appreciating the Breaking Bad themed text!?

High spec. phone magnets (within the speaker) contain Neodymium and Boron plus traces of rare earth elements such as Praseodymium, Dysprosium, Germanium, Terbium and even Samarium. Yttrium and Scandium also find their way into electrical circuitry, as does Tantalum which forms the anode of a capacitor. Another 10, taking us to 46.

Together with other elements LEDs contain Gallium Arsenide, Ytterbium and other Nitrides, and Tungsten is used as a heat sink and to provide mass for vibrating devices. 51 and counting.

The touch screen is coated with Indium Tin Oxide and, twelve elements are used in the screen to generate vibrant colours – including Gadolinium, Europium, Lanthanum and Cerium. LCDs contain Iodine, Holmium and up to 2g of Mercury. Now 55.

The 'Gorilla Glass' is chemically strengthened by replacing some of the Sodium atoms with Potassium, and glass already contains Calcium. Finally, analysis of scrap phones has revealed Niobium and Tellurium, giving a grand total of 60 elements.

REEs (rare earth elements) have for decades been added to steels and other alloys after it was found that tiny amounts of such 'fairy dust' improved certain mechanical properties. Following the advent of mobile phones, and more recently electric car technology, our demand for REEs has become ever more insatiable, and we are having to become ever more inventive about finding sources of such materials.

The toxic wasteland, pictured here, is a disused copper mine on the top of Parys Mountain on the island of Anglesey. Let's hope we don't make the entire planet look like this in our relentless search for these rare earth elements!

*... to make one smart
phone requires between
12 and 44 tonnes of mined
rock and 13 tonnes of water.*

*For further details visit -
<https://www.axiom-ltd.com/>*



Insights from Early-career Professionals on Bridging the Skills Gap

The CIA's ChemTalent Annual Survey, which gathers insights from early-career professionals across the chemical industry, has highlighted the importance of providing young people with first-hand experience as early as possible and the crucial role this can play in bridging the skills gap.

Tackling the Skills Gap

ChemTalent is a network of early-career professionals working in chemical and pharmaceutical businesses across the UK. As the future of our industry, the ChemTalent Annual Survey aims to understand the views of the network, gaining insight into major challenges along with suggestions to address these. The skills gap was identified as the most significant issue our industry is facing; 80% of respondents are concerned about the technical and transferrable skills gap between the experienced workforce and those at the beginning of their career. This can be broken down into:

1. A shortage of people joining the industry, compounded by the retirement of experienced professionals.
2. A disparity between the education of students leaving school, college or university and the skillset required for roles in the chemicals sector.

As an early careerist, I recognise that bridging the skills gap is essential for the chemical industry to secure its position as a leader in sustainability, innovation and workforce development. My experience engaging with peers highlights three key recommendations:

A Unified and Targeted Approach to Outreach

Collaboration between companies is required to market the chemical industry. At Secondary School age, over 50% of survey respondents were unaware of career opportunities within the chemical industry. By working together to present the chemical industry as a solution provider, demonstrating the fundamental role it plays in progressing the sustainability agenda and promoting the variety of career pathways available, we can engage and attract more young people.

We must also target our approach to ensure STEM and Outreach initiatives deliver maximum impact. Providing pupils with experience in a company is a great way to achieve this – something I have seen firsthand during visits facilitated by the Centre for Industry Education Collaboration. Hosting a class of pupils may not be viable for all locations, so offering teacher visits is a valuable alternative. Teachers have fed back on the benefits of site visits, enabling them to make connections between the curriculum and its application within industry.

Offering Varied Routes into the Chemical Industry

More opportunities for students to acquire industry experience are required across all levels of education. I first experienced the chemicals sector during university, through a summer internship and industrial placement year – both of which significantly

contributed to my decision to pursue a career in industry. Beyond attracting people to join our sector, apprenticeships and placements provide students with a practical application of their studies, enabling them to expand their skillset and build up a strong foundation for future roles. However, over 60% of survey respondents feel there is not enough support for young people looking to gain experience in the chemical industry.

Apprenticeships spanning several years are not always a feasible offering for companies, so shorter placements (12 months or less) can be a valuable alternative – with universities reporting that more opportunities are needed to satisfy student demand. Such placements are more common in other countries – while working in the Netherlands I observed a large offering at both college and university level, with students studying business, marketing and finance as well as STEM acquiring experience within chemical companies. We should also consider what more can be done to provide pupils with industry-relevant skills before they leave school. Perhaps this would stem from reforms to the UK education system to focus more on the practical side of learning, better equipping students with skills to support a career in the STEM sector.

Providing an Inclusive Environment to Develop

Once people join the chemical industry, supporting them to develop their talent is crucial. A lack of development and career progression opportunities were identified as key reasons that survey respondents have considered leaving roles in the chemical industry. Issues around culture and Equality, Diversity & Inclusion (EDI) were also identified as push factors, demonstrating the importance of companies fostering an inclusive work environment, where everyone has the opportunity to fulfil their potential. A greater focus on ED&I is integral to improving talent retention across our sector, especially for under-represented groups. By factoring ED&I into planning and decision-making, companies can take steps to reduce the 'leaky pipeline' of diverse talent from our industry.

The full survey report will be launched in April available to all. If you'd like to get the latest update on our report join our distribution list by emailing tamayod@cia.org.uk.

Lucy Jones - ESG Reporting Specialist,
Croda International Plc | ChemTalent Representative



Interested in Joining ChemTalent?

ChemTalent is a network of people working in chemical and pharmaceutical businesses in the UK who are either at the start of their careers or keen to broaden their skills and voice their opinions on behalf of the UK chemical industry. We are always looking for enthusiastic professionals in the early stages of their careers to join the ChemTalent Committee. Apply Now to become a ChemTalent Representative, please complete this short [application form](#)

(T&C apply. Open to CIA Members only)

Recruitment – is it a career for extroverts?

(Is it a career for someone you know?)

I saw a Recruitment Manager recently posting about his 'new' strategy to recruit consultants for his own team. No longer looking for what the market broadly considers to be the 'typical recruiter' with a highly extrovert sales profile. But accepting that some recruiters are more suited to be delivery focused behind the scenes, rather being client-facing in sales, others operate as '360 degree' consultants.

I totally agree that there is a place for different characters in recruitment and 'the non-cloned' team. One that uses the teams' varied skills in the best way to deliver for their clients. 'Cloned' teams unfortunately still do exist in companies and sales teams, not only in recruitment. From RMG's experience we know extroverts and introverts, and people in between can all succeed in recruitment.

Diversity is a hot topic generally, and for many years many recruitment firms have chosen to organise their teams into client facing 'hunter' or 'farmer' relationship building sales driven people and into 'account management delivery' teams.

Personally, I believe being an 'all-rounder' consultant is the most effective way to relate to your clients (and candidates) – ultimately one and the same over time. It allows you to manage the end-end search process and build true relationships and real understanding of your clients' needs and aims. Ultimately to recruit people to their business who do impact their strategic growth goals. Besides being a very fulfilling and enjoyable way to work.

Recruitment companies (like any other business) always need to grow and build their teams too; to recruit and retain their own people and this is through continual training and development of their staff (at all levels of experience). The market is constantly changing and has been over the last 30 years too, but saying that, the fundamentals of recruitment have not changed. These fundamental skills include:

- An ability to listen!
- Tenacity and hard work
- Honesty, ethics, confidentiality, straightforwardness
- Emotional intelligence, life-skills to understand people and cultures
- Pragmatism, not having 'the wool pulled over your eyes'
- Understanding and ability to spot connections and match candidates to client needs!
- Ability to work autonomously and as a team player
- Communication, presentation and networking
- Attention to detail, time management and organisation
- Commerciality, selling, developing win-win relationships with people

- Research/IT skills
- Negotiation, persuasion, setting realistic expectations
- Flexibility and willingness to change
- Accessibility
- Ability to 'pick yourself up and go again' as you are dealing with people's decisions
- Literacy and numeracy
- Financial understanding, forecasting
- Planning, strategic direction, business management (entrepreneurial company leadership if you choose)
- Team leadership if you choose, coaching, mentoring, training

- Positivity, energy and speed, focus and direction
- Low procrastination – just do it
- Education, technical capacity to understand complex needs
- Passion about your work and life
- Confidence to advise and talk with third parties as a professional equal
- Keep many plates spinning, managing multiple stakeholders demands
- Problem solving and ability to see the bigger picture

- Project management and delivery to conclusion
- Being creative and open minded to continually improve and learn
- Sense of humour and patience!

Recruitment is now seen very much as a 'valid' professional career for graduates and non-graduates alike. No longer a career that people have 'fallen into' by fortunate chance in the past.

If you know anyone considering recruitment and is interested to find out more, I recommend they approach 2-3 different recruiting firms, research their websites, visit and talk to their consultants for open chats to get a feel for what recruitment is like, and what their company culture is like too.

At RMG we are open to talk with you for one. We know no two recruitment firms are the same and that each successful consultancy has its own unique style and place in the market and that we do all operate in different ways.

Culture fit is key to your success, so take time choosing who you work for, a company that accepts your natural personality and shares your values. Recruitment can offer a very rewarding, flexible and varied career, and is suitable for extroverts and introverts. It offers a very interesting perspective of the market in which you operate and being able to contribute to its growth.



Anita Caldwell,
Principal Consultant-Chemicals
For further details visit - www.rmg-uk.com

Keeping Company Values Alive Across a Nationwide Team

In industries like ours where teams are often dispersed across sites and projects, it can be a challenge to make sure company values continue to resonate and stay meaningful. As a multidisciplinary UK-wide contractor, we've seen first-hand how working on company values becoming part of everyday can help build stronger connections across the workforce.



We realised that while operational excellence drives our industry, a meaningful set of values is what truly connects people. It isn't only about business outcomes; it's about creating a culture where employees feel seen, valued, and invested in each other's success.

We've been working to bring our values to life in ways that resonate with our team, and we're keen to share what we've learned so far.

Letting the Workforce Lead: How We Defined Values That Actually Matter

Our process began with a diverse steering group drawn from all disciplines within our company, as we wanted the voices shaping our values to reflect the whole team. With the support of an experienced company culture consultant, we explored what matters most to us - not management ideals, but principles that genuinely resonate with our workforce.

The result was five core values that are authentic and are representative of our team.

Why Values Matter

Culture initiatives have gained traction across many sectors, including the process industry but there is still a way to go. Engage for Success UK's [Employee Engagement Survey](#) indicates that engagement levels have stagnated, with various factors influencing employee motivation and commitment. This highlights the need for a more proactive approach to employee engagement, including within our industry.

Strong company values can play a part in bridging this gap. Studies show that organisations with clearly defined and well-communicated values report higher employee engagement, lower staff turnover, and better safety

outcomes - critical in our high-stakes environments. Moreover, fostering a culture of peer recognition, as we've done, boosts morale and creates a sense of belonging

that can be challenging in physically dispersed teams.

The Power of Peer Recognition

A pivotal aspect of our values rollout was empowering our team to recognise these behaviours in one another. Traditionally, recognition can flow downward only - from management to employees. But research shows that peer recognition can be even more impactful.

The nominations we've received have highlighted behaviours that truly matter to the team - *supporting each other, fostering morale, prioritising safety, stepping in to help, and going the extra mile*. By inviting the whole team to connect our values to everyday actions, the range of what's been celebrated has grown far beyond what could have been achieved if nominations were limited to just a few people.

Our nomination process has already delivered tangible benefits. Feedback from safety talks, inductions, and even client interactions increasingly echoes our values. This mutual recognition reinforces the behaviours we aspire to and helps embed them across all layers of our organisation.

The Benefits Beyond Business

We're already seeing how this shift can create stronger cross-team relationships. By making recognition a natural part of our culture, we're building an environment where people feel more engaged, motivated, and invested in each other's success.

Where Next? Keeping Values Meaningful for the Long Run

We're proud to be on a journey with company culture and encourage those yet to consider the potential of a values-driven culture to start the conversation. Our greatest learning was realising what was already there, waiting to be highlighted and given a shared language for recognition and progress. The first step can be as simple as asking your team what truly matters to them!

For more on Studley and our journey, visit studleyltd.com

Building Partnerships, Driving Innovation: Camida's Role in the Chemical Supply Chain

Introduction - The chemical industry is facing unprecedented challenges in sourcing reliable and sustainable raw materials. To better understand how companies are navigating these complexities, we sat down with Gary Whyte, Commercial Manager UK Operations at Camida—a leading supplier of specialty chemicals. In this conversation, we discuss Camida's role in the supply chain, its approach to innovation, and the partnerships that drive its success.

1. Can you start by introducing Camida and explain your role within chemical sourcing and supply?

A: Of course. Camida is a specialist in sourcing and supplying raw materials to the Life Sciences, Ingredients, and Industrial sectors globally. Our sourcing team consists of technical sourcing experts answering over 3,000 enquiries annually. We have over 35 years of experience so we have built a huge knowledge base that successfully allows us to help our customers solve various procurement challenges.

We also work closely with various Principal Partners, these include; Allnex, Ascensus Specialties, Arxada, BASF, Btsa, BioSpectra, Chemours, Daikin, Dorf Ketal, Fromatech, Pennakem, Lasenor, Solvay, Spectrum and Shin Etsu. These long-lasting partnerships allow us to ensure quality, reliability, and innovation in every solution we provide.

2. What sets your company apart from others?

A: What truly sets us apart is our customer-focused approach. Camida don't have a typical product list. Which usually comes as a surprise to new customers. Instead, we listen to our customer needs.

We go beyond just providing materials—we build long-term relationships with our customers to understand their unique challenges. This enables us to deliver tailor-made solutions that are not just efficient but also sustainable.

3. The chemical industry sector has seen significant supply chain disruptions recently. What are the biggest challenges in raw material sourcing, and how is Camida addressing them?

A: The challenges are multifaceted—from fluctuating prices and regulatory requirements to logistical bottlenecks and sustainability concerns. At Camida, we tackle these head-on by leveraging our global sourcing expertise, robust supplier relationships, and a proactive problem-solving mindset.

4. Your company emphasises a customer-driven approach. What does that look like in practice?

A: For us, being customer-driven means putting the needs of our customers at the centre of everything we do.

Our clients come to think of us not simply as suppliers, but partners, people they can trust to come at every challenge with fresh thinking and new ideas. Our approach is rooted

in trust and collaboration, which has earned us recognition, such as the Pharma Supplier of the Year award in 2024.

5. Innovation is essential in today's fast-moving industry. How is Camida staying ahead of the curve?

A: Innovation is a cornerstone of our operations. We are continually investing in technology to improve our efficiency and enhance the customer experience. For instance, our customers have access to a 24/7 online portal offering access to essential documents in relation to their orders. Additionally, our commitment to sustainability drives us to collaborate with partners who share our vision for more responsible supply chains.

6. Sustainability is a hot topic across industries. How is Camida contributing to a more sustainable future?

A: Sustainability is embedded in everything we do. We've established key policies, including our ESG strategy, Sustainable Procurement Policy, and Code of Conduct, to guide our operations. Last year, we achieved a Silver EcoVadis rating with the help of our Green Team, led by Lisa Spillane, and our sustainability partner, Pragmatica. This year, we're aiming for Gold. We also prioritise working with suppliers who share our commitment to reducing environmental impact and promoting ethical practices throughout the supply chain.

7. Collaboration seems to be a recurring theme in your operations. How do your Principal Partners play a role in Camida's success?

A: Collaboration is at the heart of our business model. Our Principal Partners are integral to our ability to deliver top-tier products and services. For instance, BioSpectra's GMP, pharmaceutical-grade ingredients help us serve the Life Sciences sector with unmatched quality and compliance. Similarly, our long-standing relationship with Allnex enables us to provide advanced coating resins to the Industrial sector. These partnerships are built on shared goals of reliability, innovation, and customer satisfaction.

8. Finally, what's next for Camida as you look toward the future?

A: The future is exciting for us. We're focused on expanding our global reach, strengthening our sustainability initiatives, and enhancing our proactive sales strategies. Our ultimate goal is to remain a trusted partner that evolves with the industry while staying true to our values of integrity, quality, and customer-centric service.

For further details visit -
<https://camida.com/>



Supporting UK Chemical Manufacturers

The Chemicals industry is navigating a landscape filled with complexities. As companies look to stay ahead in a rapidly evolving market, the need for specialist support has become critical.

“Our active membership in Chemicals Northwest reflects our commitment to the regional chemicals industry. Being a member allows us to stay at the cutting edge of industry trends and innovations. We continue to evolve and respond to the changing needs of the industry. Our dedication to solving complex problems and fostering collaboration remains at the core of everything we do,” said Mark Ballard, UK Director of Field Sales, PM Group.

PM Group is dedicated to supporting the industry through our expertise and experience. For over 25 years, we have partnered with chemical manufacturers to deliver capital projects. Our office in the Northwest plays a key role in the engineering and delivery of these manufacturing facilities. PM Group is supported by a UK network in Birmingham and Edinburgh and able to draw on an international resource pool of 3,750+. Experts include industry leaders with the essential local knowledge to deliver projects in the Northwest.

“As project delivery specialists, our focus is on enabling chemical manufacturers to concentrate on their day-to-day operations. Our teams take on the management of their capital project delivery requirements. Together, we create the facilities they need,” continued Mark.



The challenges we have helped clients solve include:

- Upgrading and futureproofing existing operational facilities to ensure they remain competitive and efficient
- Introducing new products and processes to stay ahead in a rapidly evolving market
- Maximising production through capacity expansions and introducing efficiencies into existing processes

- Enhancing manufacturing processes by utilising the latest technologies to improve productivity and quality
- Ensuring regulatory and legislative compliance in high-hazard environments, maintaining safety and operational integrity
- Factoring sustainability requirements into the design process, helping clients achieve net zero targets

To effectively address our clients' diverse needs, we offer a wide range of services including:

- **Full Project Lifecycle Delivery.** We provide full EPCMC project delivery, from initial feasibility design through to handover. Our constructability expertise capture key delivery elements early in the design process. This helps inform construction logistics planning to keep operations running smoothly.
- **Specialised Consulting.** Our Project delivery includes services such as process safety, sustainability, and smart manufacturing. We also provide these as standalone consultancies, to support specific client project requirements.
- **Project Portfolios.** In addition to standalone facility requirements, we deliver wider capital project programmes in line with annual capital spend. We introduce efficiencies to these programmes, with proven approaches to project portfolio delivery.
- **Flexible Delivery.** Some clients need specific technical expertise rather than a full project delivery model. We can provide skilled experts to strengthen client teams. They offer the specialised skills and knowledge needed to meet their requirements.

Find out more at www.pmgroup-global.com

PTFE/PFA Lined Pipes Processing Technologies

Fluoropolymers are renowned for their exceptional chemical resistance, high-temperature stability, and versatility, making them indispensable in the chemical industries especially when handling corrosive substances. However, the performance and longevity of fluoropolymer-based materials in lined pipe work is significantly influenced by the processing techniques employed. This article explores key manufacturing processes for PTFE and PFA lined pipes and fittings.

Key Processing Techniques

Paste Extrusion

Paste extrusion involves taking a fine powder PTFE; called this because of the small grain size and the narrow standard distribution of this grain size. This is chilled and a processing aid lubricant is added. It is warmed to allow the lubricant to fully wet the material, pressed into a billet, and extruded through an orifice to provide a circular section. The piece is finally loaded into an oven and sintered.

The advantages of this method are that it produces the smoothest surface finish, whilst having the highest permeation resistance and best mechanical performance. Its main disadvantage is that the fine powder PTFE used is one of the more expensive types of PTFE.

Isostatic Moulding

This method uses coarser granular PTFE powders that are compressed into a mould using hydraulic pressure. After forming, the product is sintered in an oven.

This process is less expensive than paste extrusion and is suitable for creating complex shapes. However, the surface finishes this process creates is coarser and its random molecular orientation increases permeation. Because of these disadvantages is less suitable for applications requiring high cleanliness or conveying permeant chemical like halogens.

Ram Extrusion

Ram extrusion involves compacting pre-sintered granular PTFE powder into a vertical die, followed by sintering. This technique is rarely used today due to its inefficiency and the risk of defects like layering and poor compaction. High permeability and slow process.

Tape Winding

In this method, thin unsintered PTFE tape is wound over a mandrel multiple times to build up the thickness of PTFE and then sintered. Although versatile, tape winding is now largely obsolete due to issues like delamination and poor surface finish. This process may have low tooling costs but prone to structural weaknesses.

PFA: Transfer Moulded

PFA lined components are manufactured by assembling tooling to the steelwork and heating the assembly in an oven to 370°C. The voids within the tooling are filled with molten PFA, once the PFA cools and solidifies, the tooling is removed and the resultant linings offer the smoothest surface finish and superior permeation resistance compared to PTFE.

Complex geometries

For more complex geometries the preferred processes are either PFA or Isostatically moulded PTFE. PFA has the most advantages on Isostatic as we have mentioned but is more expensive material.

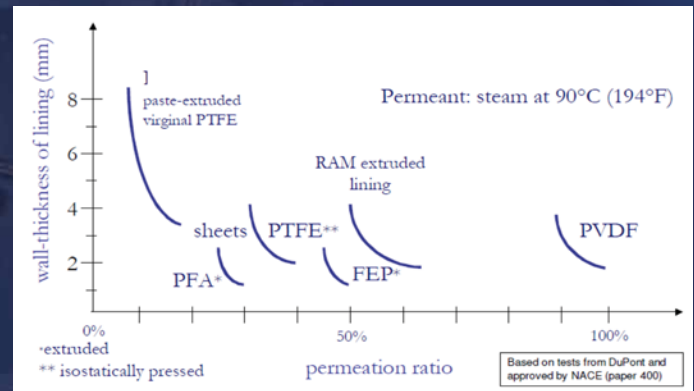
Isostatic Vs PFA Transfer moulding

The key considerations when comparing lining processes for complex geometries are as follows:

Performance in conveying corrosive substances: Both Iso PTFE and PFA have high chemical resistance

Permeation Resistance: PFA exhibits lower permeation rates than granular PTFE, making it the material of choice for applications involving highly permeating corrosive substances. Standards such as the DIN 53380 permeation test validate the superior performance of PFA-lined components.

Surface Finish: PFA's smooth surface inhibits any opportunity for contaminants to get trapped in, ensures minimal wettability



and maintains purity. This outperforms isostatically moulded PTFE, which often has a coarse, uneven finish.

Dimensional Accuracy: Transfer moulding provides greater dimensional accuracy compared to isostatic moulding. Cast steel housings further enhance precision and robustness, ensuring tight fits and optimal vacuum performance.

Vacuum Performance: Support derived from the metal housing relies on the proximity of the liner to the housing. Isostatically moulded components tend to have large gaps behind the liner, which occurs as part of the manufacturing process.

Conclusion

The choice of processing technique for PTFE/PFA lined pipes should be guided by the specific requirements of the application. Paste extrusion is the best option for high-performance PTFE components, while transfer moulding offers unparalleled advantages for PFA-lined products. By understanding the strengths and limitations of each process, industries can achieve optimal performance in handling corrosive substances and ensure they are buying a product that is built to last.

For further details visit - <https://www.crp.co.uk/>

Design with one clear mission: the best hose couplings in the world

Do you handle dangerous chemicals in your production process? MannTek has couplings that make all handling of hazardous materials quick, safe and environmentally friendly. And our mission is clear: to design the very best couplings in the world.

With the new generation of the Dry Disconnect Coupling – Design 2.0 – we present major improvements to both flow performance and user experience.

Designing pipework, hoses, valves and tanks for aggressive, explosive or otherwise dangerous media is always challenging. And it's especially challenging to design the parts that human hands touch. With MannTek's products, you can safely and efficiently handle chemicals, giving you the following benefits:

- Avoid the mess – no spillage of hazardous substances.
- Work safely around chemicals.
- Save time and money by reducing handling of chemical waste.
- No cross-contamination.

With more than one million couplings delivered over 25 years, we at MannTek decided to set a new standard for DDC couplings. The original design is known for its highly competitive performance and is well-regarded worldwide. So, how do we take the products to the next level?

User tests led the way forward

While staying true to our strong heritage of performance, safety, user experience and service-friendliness, Design 2.0 is based on user tests where real applications and usage were studied in detail. From the results, we have achieved several significant improvements.

- Up to a 45% improvement in flow capacity means shorter loading time and reduced energy consumption.
- Up to a 55% reduction in connection force (together with improved material properties) means reduced component wear and an increase in coupling durability.
- State-of-the-art ergonomics with the reduced connection force and optimized handle design, offers outstanding handling resulting in minimal physical stress on the operator.
- MannTek's easy-to-service design unchanged.

Ergonomic studies and conclusions

Operators and end-users were studied in real applications and usage. Ergonomic field studies show that the connection process consists of three steps: lifting/handling the hose line, aligning the DDC for connection and connecting the DDC by rotating 105 degrees. Results of studies were of course implemented in the new design:

- "Diamond shaped" handle grip optimized for comfort and force.
- Convenient "push surface" for increase of applied torque, when needed.
- Minimized shank footprint diameter.

What our customers say

"The operators are very happy with the new handles. They are much better than the old ones. They wish to replace all old couplings with the new Design 2.0."

– Karin Lagerstedt, Senior Manager Engineering at Fuchs Lubricants Västerhaninge

"We are very happy with the new couplings. They are incredibly easy and convenient to connect/disconnect."

– Rolf Thåström, Operator at Flogas LPG depot Stenungsund

"The drivers are really appreciating the new couplings. One driver told us to replace all the other couplings at once."

– Jan Lindén, Site Manager at St1 fuel depot Gothenburg

Just the beginning

What does the future hold? At MannTek, we're constantly working to develop our products to be the best it can be for the people who matter most: our customers.

Please contact UK and Ireland Business Development Manager Chris Franks for more information or an introduction to MannTek's coupling technology.

Chris.franks@manntek.se

07985 202886

For further information visit - www.manntek.se

Summit Dynamic Solutions, Bulk Material Handling Solutions for the Chemical Industry

In the chemical industry, bulk material handling systems are essential for ensuring the safe, efficient, and precise movement, storage, and control of raw materials and finished products. These systems handle a wide range of substances, including powders, granules, pellets, and liquids, helping to streamline processes, reduce labour costs, and mitigate risks associated with hazardous materials.

Bulk materials in the chemical industry include substances such as lime, sulphur, soda ash, and plastic granules, which are typically processed, transported, and stored in loose, large quantities. These materials often exhibit fluid-like behaviour when moved, allowing for easy flow through conveyors, hoppers, and other equipment. Efficient handling of these materials is vital to maintaining safety, product quality, and operational efficiency.

Bulk material handling in the chemical industry encompasses the entire process of storing, transferring, and managing raw materials and chemicals in bulk form. Professionally designed handling systems can mitigate contamination, ensure safety, and improve efficiency. Whether dealing with corrosive powders or hazardous chemicals, specialised equipment is required to manage the complexities of the process and to protect both workers and the environment.

Summit Dynamic Solutions is equipped to support customers in the chemical sector, offering tailored solutions to address the unique challenges of material and bulk handling, ensuring safe and efficient operations.

Dynamic Solutions for the Chemical Industry

Storage Systems - Bulk storage systems—such as silos, hoppers, and storage tanks—are essential for maintaining materials under controlled conditions. These systems must be designed to preserve product integrity, prevent contamination, and extend the shelf life of sensitive materials. Specialised coatings or materials may be required to ensure corrosion resistance, depending on the chemical properties of the stored substance.

Conveying Equipment - Transporting bulk chemicals require robust and precise conveying systems. Pneumatic conveyors, screw conveyors, and belt conveyors are commonly used to move materials across the facility. For chemicals prone to degradation or reaction with the environment, enclosed conveyor systems are preferred to minimise exposure and protect worker safety.

Loading and Unloading Equipment - Handling chemicals often involve complex loading and unloading operations. Equipment such as bulk bags and FIBC bulk bag stations can be integrated into conveying systems for seamless material transfer. These systems are designed to minimise dust and spillage, critical for maintaining a safe and contamination-free environment in chemical processing plants.

Summit Dynamic Solutions effectively addresses the challenges of bulk material handling in the chemical industry through tailored solutions that enhance efficiency, safety, and durability.

Summit customises handling systems to accommodate the specific flow properties of various bulk chemicals, ensuring smooth movement while minimising clogging, even with poor-flowing materials.



To combat dust generation, Summit integrates dust-free discharge systems and dust suppression technologies, reducing airborne particles and enhancing workplace safety. Proper ventilation and dust collection systems are also included to comply with regulatory standards.

Safety is a priority, with Summit's systems designed to prevent leaks, spills, and contamination. Equipment is easy to clean and maintain, ensuring compliance with stringent industry safety standards, particularly in pharmaceuticals.

Summit uses corrosion-resistant materials to enhance equipment durability against the abrasive and reactive nature of chemicals. Their systems are designed for easy maintenance, and ongoing support is provided to minimise downtime and extend equipment lifespan.

Efficient bulk material handling systems are crucial in the chemical industry to minimise risks, maintain product quality, and ensure operational efficiency. These systems reduce human exposure to hazardous chemicals, automate the transfer and storage of materials, and help uphold safety standards. Additionally, advanced handling systems improve productivity and reduce costs, making them an essential component of any chemical manufacturing process.

Summit Dynamic Solutions specialises in providing tailored bulk material handling systems that address the unique challenges of managing hazardous materials in the chemical sector. With their innovative solutions in place, companies can achieve safe, efficient, and compliant operations while protecting both workers and the environment.

For further details visit -
www.summitdynamicsolutions.co.uk

Neales Waste Management

Neales Waste Management, a family-owned enterprise with over three decades of expertise, offers specialized hazardous waste services in the North West region. As a key player in the waste management sector, we operate an extensive network of facilities, delivering comprehensive waste solutions to various clients and industries.

Our services extend beyond hazardous waste handling; we own and operate a fleet of transport vehicles, landfill sites, skip hire services, treatment centres, recycling centres, and Materials Recovery Facilities (MRF). With a commitment to growth and excellence, we are actively seeking to expand our business through strategic acquisitions of other waste entities, aiming to

enhance our capabilities and reach within the industry.

This approach not only strengthens our market position but also reinforces our dedication to environmental sustainability and responsible waste management.

We're ready to assist in all your waste needs.



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px Engineering - Engineering, Projects & Consultancy

An Owner's Eye Approach

At px Engineering, we provide engineering consultancy services including delivery of projects through the entire project lifecycle, from initiation and planning, through Concept, FEED, Detailed Design, Procurement, Construction and Commissioning. We add real value with specialist industrial engineering skills and knowledge – expertise fine-tuned to address the needs of today's site owners.

Unlike other EPC companies, our business roots lie in operations and maintenance (O&M), our unique insight and perspective comes from the combination of over 30 years' experience of successfully delivering O&M services. This provides us with a deep understanding of the long-term implications of our design decisions ensuring that our engineering designs are not only technically sound but also practical and efficient.

Our unique offering combines expertise in multiple sectors including renewables, oil and gas, chemicals,

energy, industrial infrastructure with cutting-edge bulk material handling solutions and hydrogen technology expertise.

With offices in the North West, Teesside and the Humber, we combine our project execution capabilities with our knowledge and skills as owner and operator of Upper Tier COMAH facilities to support all phases of a project lifecycle.

As owner of Saltend Chemicals Park and an operator of a number of high hazard customer assets for many years, we have the knowledge to ensure new assets are designed and constructed to ensure the minimum 'total lifecycle cost' of the operation as well as providing right size delivery solutions. Using lessons learnt and proven operational experience we incorporate enhancements into the design and build stages to support the ongoing availability and return on investment of the asset.



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Scott Pallets

Your Trusted Partner in Pallet Solutions

Scott Pallets is a leading provider of high-quality pallet manufacturing, repair, and recycling services, catering to a whole different range of industries. With a strong reputation for reliability, efficiency, and customer satisfaction, Scott Pallets has established itself as a go-to partner for businesses in need of pallet solutions.

Key Services:

1. Manufactured Pallets: From whisky to construction, and packaging to chemicals, our new pallets are used by businesses in every industrial sector in the UK, to safely and sustainably transport their goods throughout their global supply chains.

We have a strategic national network of well-invested manufacturing facilities that bring together operational excellence, high-quality products, and outstanding customer service. Our operations are underpinned by our forward-thinking supply chain partnerships that ensure unparalleled security of supply for our customers.

2. Reconditioned Pallets: Reconditioned, used or second-hand pallets are a vital part of the mix for many pallet users, and are critical to our offering of a complete, sustainable pallet solution.

We are the UK's most trusted, consistent buyer and seller of used pallets, and therefore always have a comprehensive range of pallet specifications in stock and for sale.

3. Pallet Recovery and Recycling: Our customers set ambitious sustainability and environmental targets. Together we work to the principles set out in the waste management hierarchy, to optimise the recovery, repair and reuse of timber pallets and packaging, to avoid generating waste to landfill.

By combining expertise, sustainable practices, and a customer-centric approach, Scott Pallets continues to be a reliable choice for businesses seeking comprehensive pallet solutions.

Together, we deliver more.



Scott
Pallets

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The Procurement Team

Our people have over 70 years' experience in the procurement, commercial & industry specific experience gained during long careers at senior levels in the Chemical, Life Sciences, Pharmaceutical & Manufacturing industries.

This experience, coupled with feedback from our clients highlighted that **Direct** spend categories were normally well covered. However, they did not have the internal resources, or the time to focus on **Indirect** spend categories.

This represents a fantastic opportunity for companies to drive great savings on their **Indirect** spend categories.

We started The Procurement Team to fill this gap and help clients save money and become more profitable, focusing on their **indirect spend such as IT, Facilities, MRO, Consumables, Transport, Utilities etc.**

Our Approach Is Unique

We work with organisations in the Chemical, Pharmaceutical, Life

Sciences & Manufacturing industries and leverage their combined indirect supplier spend to drive extra savings for all our clients by creating economies of scale.

The Procurement Team supplement your Procurement Team, not replace it, and work with them to get the best results for your company.

Our team realise that increased buying power translates into savings across the board and inherent value beyond cost, such as improved service levels and vendor reduction.

We Only Get Paid If We Save Your Company Money

Find out more here –
THE PROCUREMENT TEAM helping clients save money and become more profitable.

Together Everyone Achieves More

If you'd like to find out more, it starts with a conversation, so contact John Clark



THE
PROCUREMENT
TEAM

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Valworx Ltd - Valve Maintenance, Repair & Supply

Control, Safety and Isolation Valves Including Actuation & Instrumentation.

Based within a 4,000 sq/ft workshop and office facility in Warrington, Cheshire, Valworx Ltd has been formed to support industry with their valve related issues, using new state of the art testing equipment.

A forward thinking company, and with a collective 80 years' experience in the valve industry, we have seen many occasions where valves have been involved in the disruption of plant production, proving to be time consuming and very costly.

Crudely maintained valves, incorrect or inferior materials, or the wrong valve selection, are the main reasons behind valves being unstable for what are generally severe processes, and as we journey towards net zero, we need to cut down on waste and emissions NOW.

We have seen the pain when continually failing valves have caused Engineering headaches, and process downtime, so we are on hand to offer the following services.

Single Valve Overhauls to Full Outage Support.

Certified for the Repair, Refurbishment & Testing of Safety Valves.

Outage Planning.

Asset Management (Corrective & Preventative Maintenance).

Valve Specification, Selection & Supply.

We will react when you need us. We will listen to your plant issues. We will work with you, to find the right solution by offering valve maintenance & repair, valve supply and consultancy solutions.

Call our Business Development Manager, Selwyn Jones to discuss your requirements, and our capabilities in more detail.



It's all under control

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TRAINING



Scale-up of Chemical Processes

Explore the main challenges and risks in chemical process scale-up and how to avoid common issues.

www.icheme.org/scale-up



Chemical Engineering for Scientists and Other Engineers

Learn about the core concepts in chemical engineering and its approach to problem-solving.

www.icheme.org/chemical-engineering

Supplying to the Chemical Industry

Knowing your local supply chains is important, and suppliers of expertise, solutions and great products are right here in the northwest. CNW members have a strong association with and many years of experience supplying to the chemical industry. The companies listed in this directory cover a wide range of products and services. They have established customers in the sector, with proven track records. Many will be well known, long-standing firms and there will also be new and innovative businesses that you may not have heard about. Effective supply partnerships, delivering success for all! For more details, the websites for the listed companies and organisations can be found at:

<https://www.cia.org.uk/chemicalsnorthwest/Membership/Our-Members/>

Chemicals Distribution, logistics & chemical handling

2M Holdings Ltd

Chemical distribution and related services of sample management, storage and blending. Provision of AdBlue, Samsol products, packed chlorine and TRIKLONE & PERKLONE chlorinated solvents. Markets served include: automotive, precision cleaning, coating, oilfield & refineries, flavours, fragrances, surfactants for personal care, household and industrial cleaning and pharmaceuticals.

Actikem Ltd

An ISO9001 certified business, specialising in a range of chemical processes and manufacturing services, including mixing, storage and re-packaging. We provide toll and custom manufacturing services for SMEs as well as blue-chip organisations, and supply customers with on-tap production facilities, offering them potential cost-savings and greater flexibility.

Camida

Established in 1988, is a customer-focused supplier of specialised chemical products. We provide global sourcing solutions across industries, meeting strict international standards. Our expert sourcing team handles over 3,000 annual enquiries, ensuring seamless procurement. Camida simplifies your supply chain, acting as your trusted partner in sourcing and supply.

F2 Chemicals Ltd

As a specialist in the handling of fluorine gas, F2 Chemicals Ltd offers a variety of organofluorine products all manufactured at our Preston plant. Our primary product is a range of high specification perfluorocarbons, such as octafluoropropane and perfluorodecalin, under the Flutec tradename, used in applications including medical, tracers, plasma-cleaning, cooling and cosmetics.

Hibiscus

Hibiscus is one of the UK's leading manufacturers of chemical labels and hazard communication compliance software. For over 40 years they have specialised in providing high-quality labelling solutions for the chemical and hazardous goods industries and are renowned for their knowledge of industry legislation and for the durability and excellent performance of their products.

Hosokawa Micron Ltd

Integrated powder processing technologies including: size reduction, air classification, mixing, drying, containment equipment such as gloveboxes and downflow booths. Contract processing services for 1kg to multi-tonne lots. Remote monitoring solutions that include: condition monitoring, analytics for improving product quality and energy efficiency and on-line diagnostics for predictive maintenance and improved plant availability.

Indaver Solvents Ltd

Part of the international environmental group Indaver. Indaver Solvents offers comprehensive in-house and end-to-end solutions for industrial (non) hazardous solvent waste and recycling requirements. They support with lab analysis, pilot scale trials, and recycling at commercial scale. With their Cheshire-based solvent recovery installations, combined with bespoke fine chemicals manufacturing, they

provide continuous, sustainable and high-quality recovery solutions to the Chemical and Pharmaceutical industry. Find out more here - Solvent recycling - Indaver

Keyser & Mackay

Keyser & Mackay is a market oriented agent and distributor of chemical raw materials and industrial equipment, acting as an intermediary between customers and suppliers. Keyser and Mackay NV has their headquarters in Amsterdam, Holland and has been active since 1894. With over 125 years' experience, the company's success today is down to reaping the benefits of all those generations of staff that have been or still are working for it. Today, the group has offices in the Netherlands, Belgium, France, Switzerland, Germany, Poland and Spain, and has started another chapter with the recent entry into the UK market.

Klüber

Global manufacturer of over 2500 speciality lubricants for virtually every industry, Klüber Lubrication high-performance speciality lubricants and effective lubrication management programs enable customers to achieve their operational efficiency goals, increase reliability, and lower the total cost of ownership across assets.

Scott Pallets

An established timber pallet and packaging solutions business that delivers a wide range of goods and services to industrial, and manufacturing markets across the UK. We supply new manufactured pallets and packaging, reconditioned pallets and recover pallets across our strategic UK site network.

Education, training & skills

Catalyst Science Discovery Centre

An independent charitable trust playing a pivotal role in promoting science across the Northwest. Catalyst works in conjunction with industry partners to excite young people about all STEM subjects and careers available within the science sector. Companies can also sponsor a local school to visit and attend industry days.

Centre for Industry Education Collaboration

CIEC supports companies in making credible and sustainable links with primary schools, in order to inspire the next generation of scientists and engineers. We train STEM professionals to improve their communication skills, and develop industry-focused activities for use directly by teachers or by ambassadors visiting schools.

Chemistry with Cabbage

We work with students of all ages, demonstrating through practical experiments, the relevance of chemistry in solving problems. Research shows that children make career choices very early on, so capturing their imagination early is important. Chemical companies are welcome to support our hands-on work in primary schools.

IChemE

The leading professional qualifying body for chemical, biochemical and process engineers.

National STEM Learning Centre

We aim to improve lives through STEM education. We do this by delivering teacher CPD (continuing professional development) in STEM subjects, bring STEM role models into schools as part of the STEM Ambassadors Programme, provide careers support and opportunities for young people through [Destination STEM](#) and deliver bespoke, long-term support for groups of schools in collaboration with companies. [Find out more.](#)

Engineering products & services

AM Technology

AM Technology are experts in continuous manufacturing solutions for the chemical and pharmaceutical industries with their patented Coflore flow reactor technology suitable for a wide range of chemical processes, including multiphasic reactions with slurries, from grams to kilotons.

Beamex

Beamex helps its customers to find a better way to calibrate, according to the most demanding requirements of process instrumentation. Beamex offers a comprehensive range of products and services – from portable calibrators to workstations, calibration accessories, calibration software, industry-specific solutions and professional services.

CDR Pumps UK

A leading independent Pump manufacturer. Since opening our doors 60 years ago, we have gone from strength to strength bringing you a company that has the product, service and knowledge to support the chemical, nuclear and pharmaceutical industries on a global scale. And small enough to give you the individual care and attention you need yet big enough to support multi-site, multi-national blue-chip chemical companies. Our global manufacturing facility in Milan is strategically located to support our customers across the world.

CRP

A leading provider of Fluoropolymer PTFE/PFA lined piping and associated equipment. Supplying everything necessary to construct fully integrated piping systems, whilst also offering ongoing support and education from their experts. Their products withstand the most challenging environments, ensuring safety and reliability in even the most demanding applications.

Dron & Dickson

Dron & Dickson are recognised market leaders in the supply and maintenance of hazardous area electrical equipment. Our Engineering Services and Wholesale divisions offer bespoke solutions incorporating the very latest industry standard and safety legislation.

continued overleaf

Know your supply chains

Engineering products & services

Laker Vent Engineering Ltd

Supply, fabrication and installation of process and utility piping systems. Project management, detailing, procurement, on and off-site fabrication and installation of pipework and coded welding. Associated steelwork supporting and mechanical installation of plant and equipment. Testing and Handover. Pipework and steelwork is fabricated to specific customer-needs and conforms to all appropriate ISO, BS EN and ASME standards and specifications.

Langfields

Langfields are specialist fabricators of process plant equipment for the Hydrogen, Waste to Energy, Pharmaceutical, Petrochemical, Chemical, Nuclear and other process industries.

Lokring UK

Lokring UK offer technical engineering support and sales for Lokring technology across the UK. The Lokring "Cold Weld" pipe and tube joint reduces the need for hot work, NDT inspection and reduces on site resources. Code compliant with ASME B31. Lokring is a Safer, Faster, Lower Cost replacement for site welding and flanged fabrication.

Manntek AB

Supply of safety dry disconnect and safety breakaway couplings. Comprehensive range of specialist dry quick release couplings to suit 99% of known chemical applications. Bespoke solutions with a size range of ¾" to 8" nb. Dry disconnect couplings are made to NATO standard Stanag 3756.

METTLER TOLEDO

Mettler Toledo manufacture & service weighing, analytical and inspection equipment used throughout the product cycle from Research & Development, through Scale-Up & Production to Quality Control, Storage & Despatch. We work with our customers to understand and achieve their business goals, including key areas of safety, quality, productivity and sustainability.

O'Hare Engineering Design Ltd

Innovative, Detailed, Working Solutions. O'Hare Engineering Design Ltd. are providers of 3D laser scanning, mechanical and pipe design solutions. With over 18 years' experience, we know that accuracy is fundamentally the most important element in every engineering design project, so our client focused approach uses the latest technology to provide an effective solution that is sure to hit the brief, every time.

Perry Process Equipment Ltd

Buying and selling of high quality used processing plant and equipment. Savings of up to 70% on the cost of process equipment, full mechanical and electrical refurbishment and equipment immediately available form stock. Centrifuges, dryers, evaporators, filters, heat exchangers, mills, mixers, reactors, separators, tanks.

ProDecon®

Providing industrial service solutions to the Oil&Gas, Chemical, Power, Pharmaceutical and Industrial sectors. Specialising in hazardous hydrocarbon and chemical environments. ProDecon® has a unique range of technical expertise, that enables us to support customers with restoring process performance and providing maintenance risk management through bespoke industrial cleaning solutions.

Studley Engineering Ltd

A multi-disciplined mechanical and electrical engineering contractor, providing a

comprehensive service to the process industries in disciplines including: steelwork, welding, maintenance, site services, pipework, tanks and vessels. Over time we have gained an enviable reputation as a reliable, responsive, motivated contractor that delivers safe, high quality, cost effective work.

Summit Dynamic Solutions

Specializes in creating optimised custom material handling and processing systems tailored to meet the unique needs of various industries. Our innovative solutions enhance efficiency and productivity, ensuring seamless operations for diverse materials. We are committed to delivering excellence through advanced technology and expert engineering, driving success for our clients.

Valvworx Ltd

Valve breakdowns are commonplace, and high on the list of painful problems for Chemical Plant Operators. At Valvworx Ltd, we can support you with valve maintenance & repair solutions, and offer advice, specification and supply of new valves, ensuring suitability for the process they are intended for, and lasting longer in service.

Yokogawa

Yokogawa is a leading provider of field instrumentation, safety systems, industrial automation and digital transformation solutions. IIOT, OT Cybersecurity and Alarm Management are specific areas of focus for Yokogawa's Advanced Solutions team with a number of major projects currently being delivered across Europe.

Engineering project management & energy

Arthian

Combining three decades of high-hazard industry expertise with technical excellence to support every project phase, from feasibility and planning to design and construction. Our planning, environmental, engineering, and safety consultants deliver insights and innovative, sustainable solutions, empowering clients to make strategic, long-term decisions.

Atlas Copco Rental UK

Provides temporary cost and energy efficient solutions for long- or short-term demands, planned maintenance or unexpected emergencies. Our engineers design the most suitable temporary installation, utilising our fleet of state-of-the-art equipment which includes 100% oil-free Class 0 and oil-injected compressed air at medium or high pressure, generators for power, and nitrogen. Quality of service, environmental care and personnel safety are guaranteed by our triple ISO certification.

AXIOM

A multi-award-winning, asset management solutions provider, supporting the chemical, pharmaceutical, oil & gas, bulk storage, power, renewables and related industries. With integration of their Materials, Mechanical, Inspection, Process Engineering and Process Safety Services, Axiom are uniquely positioned to identify and mitigate key through-life risks across the entire asset life cycle.

Graham Hart (Process Technology) Ltd

Graham Hart Process Technology Ltd is a global leader in the design and manufacture of high integrity heat transfer and specialist pressure equipment. Their knowledge, reputation and expertise makes them the first choice for many companies desiring guaranteed mechanical and process design solutions, for their individual heat exchanger and pressure vessel needs. Providing innovative, bespoke solutions to a variety of sectors for over 50 years, they have a skilled, agile and talented team that has achieved a 100% On Time In Full delivery record for their clients since 2016.

John F Hunt Regeneration Ltd

John F Hunt Regeneration are a trusted partner for brownfield demolition, remediation, water treatment and enabling services. As part of the John F Hunt Group, we have the scale and financial stability to provide a complete works package no matter the size of the scheme.

PM Group

PM Group is an employee owned, international project delivery company operating across Europe, the USA and Asia. We have a 50+ year track record in project management, process design, process safety, facility design and construction management for leading multinational companies.

px Engineering

Deliver expert engineering, project delivery, and consultancy services across the energy, chemicals, oil and gas, and renewables industries. As part of px Group, we combine project execution capabilities with our knowledge and skills as owner and operator of Upper Tier COMAH facilities to support all phases of a project lifecycle from concept through to FEED, detail engineering design, procurement, construction, commissioning, and handover.

Engineering, IT & process consultants

Gexcon UK Ltd

Safety and risk management and advanced dispersion, explosion and fire modelling. Unique expertise and shared knowledge on how to prevent explosion accidents. Carrying out accident investigations and dedicated facilities for physical testing. Ventilation and dispersion modelling also available. Hazardous area classification and quantitative and qualitative risk analysis and assessment.

OpenPSM

OpenPSM® is a cloud-based software solution, developed to help businesses manufacturing or handling hazardous chemicals meet the requirements of modern risk-based process safety legislation. Providing a unique framework allowing you to log and assess every aspect of your company's process safety management programme, OpenPSM® necessarily supports engagement from shopfloor to boardroom, allowing everyone with an active part to play in process safety to have relevant information to hand.

Siemens Digital Factory & Process Industries and Drives

Siemens Digital Industries (DI) is a global leader in automation and digitalisation, dedicated to driving the digital transformation of the manufacturing and process industries. Their comprehensive Digital Enterprise portfolio offers an end-to-end suite of products, solutions, and services designed to integrate and digitalise the entire value chain. This portfolio is tailored to meet the specific needs of the Chemical Industry, enhancing productivity, flexibility and efficiency. By leveraging cutting-edge technologies and close collaboration with customers, Siemens DI helps businesses achieve greater innovation and competitiveness.

Environment, health & safety risk management

Ambipar

The global leader in environmental solutions, operating across six continents. It offers a comprehensive range of services, including emergency response to industrial accidents, hazardous spills, natural disasters, environmental management, waste disposal, sustainable recovery, and specialised training and consultancy. Ambipar supports governments, corporations, and infrastructure networks, ensuring regulatory compliance, risk mitigation, and long-term environmental stewardship worldwide.

BakerRisk Europe Ltd

Dedicated to help predict, prevent and mitigate hazards and explosions, fires and toxic releases. Specialising in process safety and risk management, we help clients understand their risks and offer cost-effective risk management solutions. Success is delivered through proven knowledge and experience, innovative research and unique engineering capabilities.

Chemical and Industrial Consultants Association

An association of independent consultants with extensive experience, many having worked in the chemical industry, across various fields. Provision of technical and business advice on almost every aspect of chemical manufacture, development, marketing and management.

International Fire Protection

Specialises in providing fire safety solutions for high-hazard industries, including COMAH sites, power generation, and hydrocarbon processing facilities. Our expertise includes ATEX and SIL-rated Fire & Gas detection systems, as well as advanced fire detection and protection systems tailored to meet the specific safety needs of these critical sectors.

Neales Waste Management

A family-owned enterprise with over three decades of expertise, offers specialized hazardous waste services in the North West region. As a key player in the waste management sector, we operate an extensive network of facilities, delivering comprehensive waste solutions to various clients and industries.

RAS Ltd

Expertise that covers the full range of risk assessment and management services across; safety risk, business risk and environmental risk. Carry out Quantitative risk Assessments and Predictive & consequence modelling, through 'softer' risks affecting an organisation's reputation.

SLR Consulting

A unique blend of leadership, management, consulting, engineering and training services is offered to the chemicals industry. A forerunner in sustainable process safety management combined with proven business improvement capabilities enables delivery of practical solutions to promote safety and efficiency in design, operation and maintenance of complex hazardous facilities.

Wareing Consulting

Roger Wareing is a business sustainability/ ESG consultant and former industrial chemist. Roger helps you navigate what ESG challenges mean for your company's future, shaping your response to growing regulatory obligations and rising expectations, and supporting delivery and reporting to drive value creation and resilience alongside wider positive outcomes.

Facilities, finance and other business services

Department for Business & Trade

Operational support for British exports as well as facilitating inward and outward investment activity. Support is given to first-time exporters or established exporters requiring more help with accessing more difficult markets or putting strategic alliances in place. Access to expert advice, trade services, training and events.

Pen Underwriting incorporating OAMPS

Specialist Insurance services to high hazard manufacturing and haulage industries. Motor fleets, property, liability and transit policies. We help clients minimise risk through proactive risk management and a range of training and response services to assist companies in planning for and dealing with incidents and emergencies.

Sci-Tech Daresbury

We are a national science and innovation campus, and enterprise zone providing a range of office, laboratory and workshop accommodation for technology companies (from a desk to large laboratory and office units). Companies have access to a range of facilities covering material analysis, virtual design & simulation, and rapid prototyping.

STFC Innovations Technology Access Centre

A unique, fully equipped space for innovation, research and development. Providing flexible access to laboratory space, "hot labs" and scientific equipment. Ideally suited to start-up companies, smaller and medium size enterprises and R&D team from established companies.

The Henry Royce Institute

The national institute for advanced materials research. Royce was established to ensure that the UK remains at the forefront of materials research and exploitation through collaborations with industry and academia, and by providing access for the UK materials community to state-of-the-art equipment and facilities. Royce's mission is to support and grow world-recognised excellence in UK materials research, accelerating commercial exploitation and delivering positive economic and societal impact for the UK.

The Procurement Team

Helping clients save money and become more profitable, focusing on their indirect spend such as IT, MRO, Consumables, Transport, Utilities etc. We work with organisations in the Chemical, Pharmaceutical and Life Sciences industries and leverage their combined indirect supplier spend to drive extra savings for all our clients by creating economies of scale. Our team realise that increased buying power translates into savings across the board and inherent value beyond cost, such as improved service levels and vendor reduction.

Laboratory products testing and services

Kemea Ltd

Offering expert formulation services, from concept to creation. With 25+ years of formulation experience, we'll guide you through the development process, focusing on your project needs. We also offer packaging, labelling, and delivery, both in the UK and internationally. Partner with Kemea Ltd to bring your product vision to life.

Scymaris Ltd

We offer high quality and cost-effective ecotoxicology, environmental fate, and chemistry services to the global agrochemical, pharmaceutical, industrial chemicals & animal health industries. Our state-of-the-art laboratory is equipped with controlled temperature rooms, freshwater and seawater testing facilities and is accredited to work according to GLP and most Global regulatory requirements.

Total Lab Supplies (TLS)

Your trusted partner for laboratory equipment, chemicals, and supplies. With years of industry expertise, we offer a diverse range of high-quality products and expert support tailored to the needs of researchers, scientists, and professionals across various industries.

Legal & patents

Appleyard Lees LLP

Patent and trademark attorneys. Aim to obtain the best possible patent protection for clients. Experience of product clearance against competitor patents and in due diligence for mergers and acquisitions. Advice on licensing issues and collaboration agreements relating to IP.

Bawden and Associates

A legal firm providing professional services across all IP matters. Drafting and prosecution of patent applications, handling opposition and appeals in the EPO and in litigation in UK and international courts. Business led and strategic approach to generate assets of real commercial value.

Mathys & Squire LLP

Mathys & Squire LLP is a full-service intellectual property law firm with industry-leading expertise in patents, trade marks, design protection and IP litigation and including a dedicated chemistry team of highly experienced attorneys holding higher degrees and research or industrial experience who are passionate about innovation in the chemical field.

Squire Patton Boggs (UK) LLP

Global legal company providing legal, regulatory and advocacy assistance to the chemical and performance material industries. Expertise that emphasises areas that mean the most to industry such as environmental, mergers and acquisitions, commercial finance, construction, litigation, IP, public policy and international expansion.

WP Thompson

Intellectual property attorneys providing high quality advice to start-ups, SMEs or FTSE 100 companies. Team of experienced IP attorneys specializing in chemistry and life sciences, with first degrees and PhDs in these fields. Securing the most appropriate, cost effective and commercially valuable protection for your intellectual investment and innovation.

REACH and chemicals services

CIRS

CIRS Group was established in 2007 and is a leading product safety and regulatory consulting firm. It utilizes its technical expertise, resources, and international network to provide comprehensive compliance services including chemical notifications and registrations, global GHS compliance, laboratory testing, R&D, and data services across multiple industries globally.

continued overleaf

Know your supply chains

REACH and chemicals services

Dr Knoell Consult Ltd

An independent service provider for the chemical and related industries. Globally the Knoell group has over 450 employees covering all aspects of regulatory compliance for industrial chemicals, agrochemicals and biocides: e.g., strategic planning, dossier preparation, exposure assessment, SDS preparation, and from REACH to K-REACH!

GlobalMSDS

A complete safety data sheet/literature and regulatory service for your entire product communications in any language, style and format required. Hazmix is a new 'pay as you go' web-browser product that is setting a new standard in SDS authoring. A Solutions service that also provides technical advice.

Intertek Regulatory Services

Health, environmental and regulatory services for implementation of chemicals management. Worldwide registration of chemicals, food contact compliance and notification, global chemicals compliance, design/optimisation of toxicological and eco-toxicological studies, hazardous substance management, EU cosmetic and biocidal products compliance, classification & labelling, SDS consulting.

WSP in the UK

Recognising that chemical companies face a wide range of regulatory challenges, WSP's centre of excellence can assist companies with chemical compliance and safety obligations. The team's role is to facilitate a company's route to compliance in areas such as chemical registration (including EU and UK-REACH), supply chain management, GHS/CLP and DGSA, amongst other safety related services.

Yordas Group

Yordas Group is a leading provider of scientific, environmental, human health and global regulatory consulting services. They offer chemical regulatory support, expert scientific services and support on chemicals management and product stewardship, global hazard communication, hazard and risk assessment, analytical and (eco)tox testing.

Recruitment

Adepto Technical Recruitment

A specialist engineering, manufacturing and scientific recruitment consultancy that focuses upon the provision of permanent staff and contract resource to the Chemicals industry. Established in 2015, Adepto has quickly become the partner of choice for many blue-chip and SME manufacturers, engineering companies and consultancies due to our deep knowledge of the industry, credibility and professionalism.

Handley James Chemical

Handley James Chemical specialises in mid to senior level appointments within the Chemical space. With over 30 years combined search experience, we focus on providing the best talent in the chemical industry. We work closely with you, our clients to understand your business, your culture and exactly what you are looking for from a recruitment partner. Our time mapped and data driven process allows us to find the best talent available rather than whomever happens to be on the market right now, because of this we are the partner of choice for some of the largest chemical businesses in the world."

Page Executive

The executive recruitment division of PageGroup – provides a range of search, selection and talent management solutions. We focus on Board- and Director-level assignments, both on a permanent and interim basis, and have a strong track record of successfully partnering with the Chemicals sector.

RMG

RMG is an award-winning headhunting consultancy with a difference - we make it our business to search and understand who's who in the Chemicals and STEM sectors and have the know-how to find talented people who will deliver lasting impact and add financial value to your organisation.

SRG

SRG are industry leaders in Science, Engineering and Clinical Recruitment. We empower individuals and businesses to power the future of STEM. With true specialist knowledge, we support a full spectrum of technical roles and talent solutions across the whole product life cycle, from R&D, through analysis, manufacturing, and engineering to market access.

Science Solutions Recruitment

Is a specialist science & technical recruiter with specific expert teams to service niche fields, including speciality chemicals, drug discovery, polymers, materials, cosmetics, personal care, household products, pharmaceuticals, biotechnology & medical devices.

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