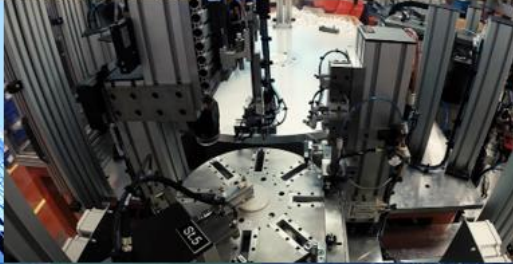


G GRIPPLE[®]



Welcome to Gripple's World

- Innovative manufacturing since 1989 -



OUR STORY



APPLICATIONS

Building Services



Viticulture, Orchards & Fencing



Civil Construction



Landscaping & Nurseries



Seismic & Force Protection



MAKING LIFE EASIER



Time Savings



Cost Savings



Health & Safety



Reduced Carbon Footprint



Aesthetics



Innovation



Customer Care

PHILOSOPHY

What makes Gripple special?



25% New Product Turnover



10-15% Growth



The 'Gripple Spirit'

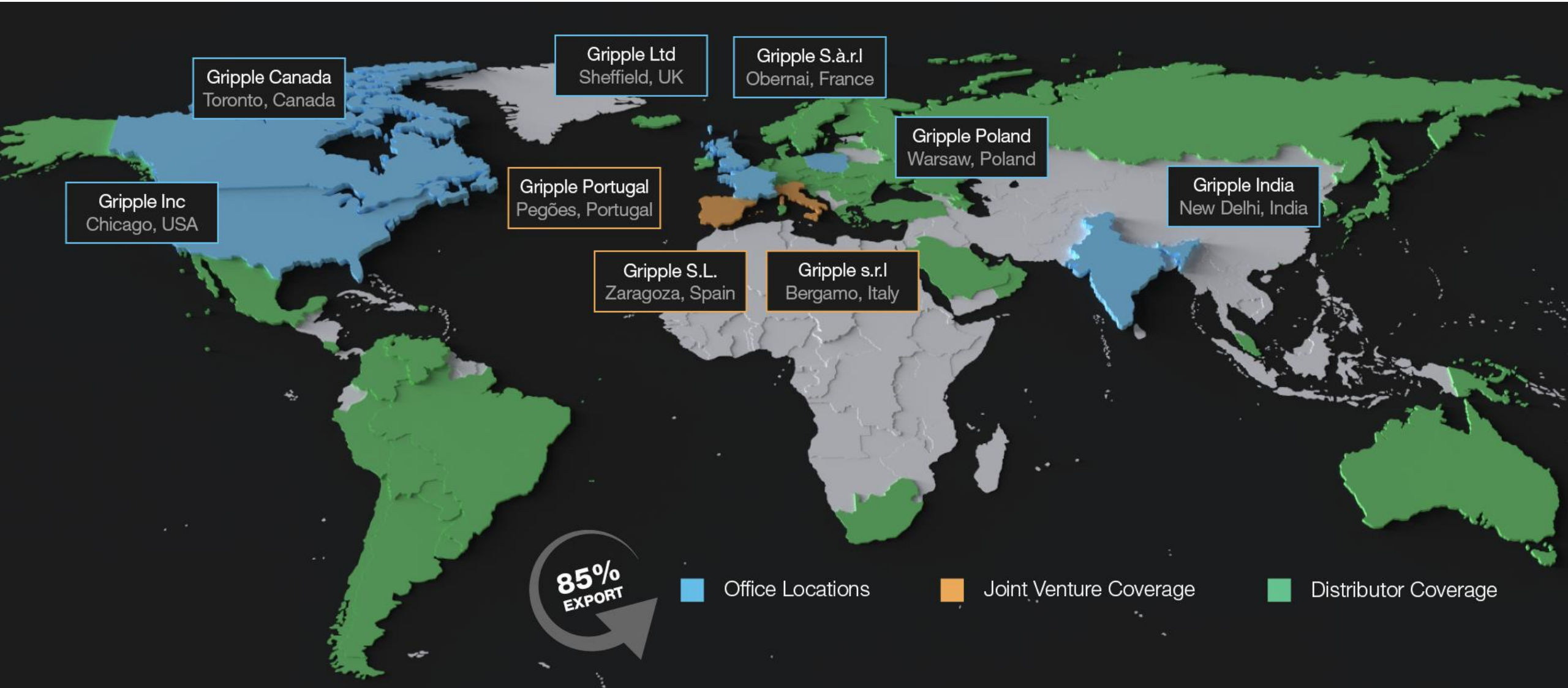


100% Employee Owned



1% pre-tax profit to charity

LOCATIONS & PARTNERS



OUR UNIQUE SITES

The Old West
Gun Works
Sheffield, UK (HQ)



Grippple Europe
Obernai, FR



Riverside Works
Sheffield, UK



Grippple Americas
Chicago, USA



Hawke Street
Sheffield, UK



People & Culture – an innovative approach

- Leaders responsible not HR
- Coach, develop & support
- Values & behaviours led
- Keep rules to a minimum
- Common sense
- Do the right thing
- Challenge the process
- The Gripple Spirit





The Gripple Spirit



Challenge
and
Passion



Teamwork
and
Leadership



Trust
&
Care



Innovation

- **Gripple person**
- **Values and culture**
- **Performance and expectations**
- **Innovative**
- **Talent development**

Culture of developing talent

- Dedicated facility
- All board positions to come from within
- Project, community and experience based
- Open to all employees
- Agile & flexible workforce
- Global opportunities



The Formation of GLIDE



- Direct ownership model
- Private company limited by guarantee
- All shareholders are members
- 4 million shares donated; value today of £26m
- By 2021, majority of shares are owned by GLIDE



GLIDE's Objectives

