



World leaders in materials engineering and manufacturing





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The Group possesses an unrivalled breadth of skills and competencies in the field of materials engineering and manufacturing, occupying a unique position as an independent, privately-owned business. It boasts an enviable reputation for excellence in customer service and manufacturing quality standards. The Group's focus on continuous improvement and investment in cutting-edge technology ensures that it is a leading player in all the markets in which it operates.

Our Story

- Diverse
- Multi-disciplinary
- Skilled
- Market leaders

The origins of Avon Group began in 1979 in Bristol, England with the formation of Avon Gasket Manufacturing by Alan Rushin. With extensive experience in manufacturing and a keen entrepreneurial spirit, Alan laid the foundations for the growth of the business - initially manufacturing a range of gaskets, seals, joints and washers. In 1997 the business was acquired by Alan's sons, James and Mark and continued to diversify and grow. By the turn of the new millennium, the business had embarked on an ambitious acquisition strategy and its growth rapidly accelerated, ultimately creating the multi-site, multi-disciplinary business it is today. Still under the same family ownership today, the business is led by Alan's son, Mark who is Group Managing Director and the sole shareholder.

Avon Group now has manufacturing sites around the UK, all of which operate as dynamic, autonomous businesses with distinct skills and capabilities, servicing the diverse needs of Avon Group customers in the UK, Europe and worldwide. The Group is one of the world's leading manufacturers of aerosol gaskets, one of the UK's market-leaders in the manufacture of automotive components and a market leader in the manufacture of a wide range of sealing, insulation, acoustic, filtration and protection products for industry.





Our People

- Innovative
- Committed
- Energetic
- Focused

Our people are pivotal to the success of our business and to the strength of the relationships we have with our customers. We value and nurture everyone who works for us whether they are employed in a factory, an office or in the field. With a workforce of over 600, we are continuously seeking new ways to reward, incentivise and motivate every individual. We work hard to cultivate an environment where ideas and innovation flourish at every level. We also have a 100% commitment to ensuring our workplace is safe; developing staff training, processes and procedures for Health and Safety that meet or exceed regulatory guidelines. This all contributes to a committed, energetic and enthusiastic workforce that is always focused on exceeding our customers' expectations.

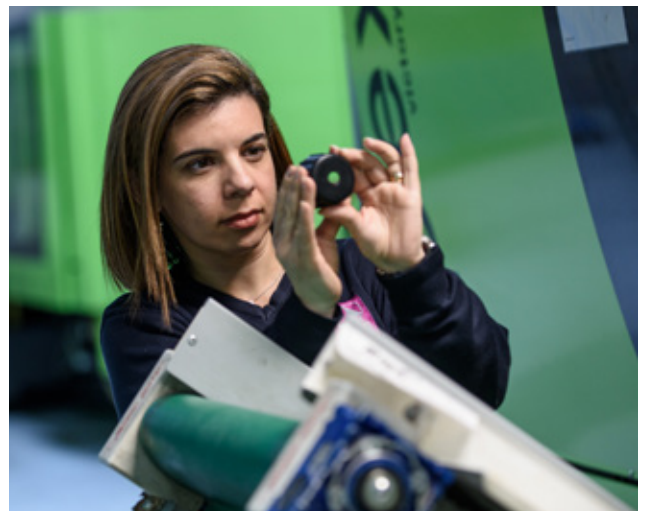




Our Skills

- Responsive
- Reliable
- Skilled
- Efficient

The breadth of expertise that exists within the Group is unrivalled. We are skilled at solving complex engineering and manufacturing problems; often coming-up with innovative, cost-effective and high performance solutions. Through the application of our creative, technical and management skills across all of our Group businesses, we're able to solve a range of complex customer issues in different markets, in the most efficient way. Each of our manufacturing centres has R&D and product testing facilities that ensure we're at the cutting edge of product design, development, testing and manufacture.





Our Technology

- Progressive
- Advanced
- Unrivalled
- Unique

Through a sustained programme of continual investment, Avon Group has achieved unrivalled technological capability. Using the most technically advanced software, hardware, tools and machinery, we're at the forefront of lean and efficient manufacturing. All Group manufacturing sites perform to the same high, industry accredited standards. We're able to maintain this position as a highly competitive, global manufacturer as a result of the strong financial backing of our secure, private shareholding and the unerring commitment of our management team and workforce to offer our customers the best quality and service.





Our Approach

- Proactive
- Structured
- Cost-effective
- Bespoke

We believe solving our customers' problems in an innovative, cost-effective and efficient way is at the heart of what we do. The unique combination of our people, technology, skills and experience has always formed the basis for strong, long-lasting relationships with our customers. Our successful partnerships with many of the world's leading manufacturing businesses are a testament to our commitment to understanding their needs, and being responsive and proactive to the challenges they face. The Group structure not only provides extensive scope and capacity across many disciplines but also the benefits of closer personal service more usually associated with much smaller businesses. Coupled with a Group-wide commitment to 'World Class' standards of quality, price and delivery, this provides customers with an assurance of service excellence throughout a project.





In whatever sector your business operates and whatever your requirements, Avon Group delivers an assurance of expertise, quality and service across the breadth of its diverse products and services range. Our reputation has been built upon achieving a clear understanding of customer requirements and building relationships that deliver true, value-added benefits. Our customers come to us with a myriad of issues to solve, in many different industries but we have developed particular expertise in the following market sectors.

Our Markets

Aerosols

Avon Group is one of the largest manufacturers of aerosol valve and stem gasket seals in the world. Our products are used in billions of household and industrial aerosols. Each and every one of these must be used safely in every-day use and it's our aim to ensure every valve and stem gasket seal we produce enables the pressurised container to be 100 % safe.

Automotive and Transport

Avon Group is the largest, independent, privately-owned business in the UK designing and manufacturing parts and components for the automotive and transportation sectors. Supplying OEMs and Tier 1 customers in the UK, Europe and worldwide, the scope of the Group's skills, experience and capability in these sectors is unrivalled. Its long-standing relationships with some of the world's largest manufacturers is a testament to the Group's focus on innovative materials engineering, world-class manufacturing standards and excellent customer service.

Industrial

Avon Group understands the complexity of many challenging engineering issues facing manufacturing businesses and leads the market in delivering, innovative, practical and cost-effective solutions to solve them. These may involve an insulation, sealing, protection, filtering or acoustic issue requiring different material combinations and manufacturing methods, but whatever the challenge, Avon Group can devise a solution that fulfils, or even exceeds, performance, quality and price objectives.

Specialist

The unique combination of Avon Group's customer centric approach, materials engineering skills and technologically advanced manufacturing capabilities creates opportunities to develop innovative product solutions that deliver additional customer benefits. These can be solutions that deliver cost savings, enhance product performance or solve issues that previously were considered intractable. It's this fusion of enthusiasm to solve a difficult challenge with the skills and resources to deliver a truly innovative result that sets Avon Group apart.

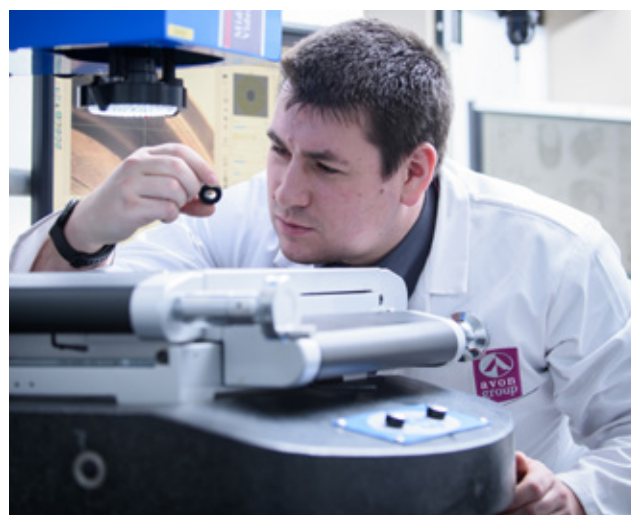


The skilled workforce has extensive experience of materials development and testing as well as access to on-site laboratory and manufacturing facilities that enable products to be trialled in a true manufacturing environment. Lean manufacturing processes and cutting-edge quality control systems ensure the manufacturing process delivers an unrivalled commitment to the quality and safety of the final product. The entire manufacturing process is accredited to IATF 16949, ISO 9001, ISO 14001 and ISO 45001.

Aerosols

Avon Group manufactures billions of stem seals and gaskets used in the assembly of aerosols and pressurised containers that dispense a huge range of household and industrial liquids and gases. Operating from an extensive production facility in the heart of Wales, UK and a technical, sales and distribution base in Illinois, USA, the Group has unrivalled expertise in the design, testing, manufacture and distribution of rubber and composite seals for aerosols and pump dispensers.

Every stem seal and gasket produced has to perform safely and efficiently, no matter what fluid or gas they are exposed to. Achieving a standard of 100% reliability in so many small rubber components is a technical and manufacturing challenge that is met on a daily basis. This is only achieved through the unique combination of exceptional technical skills, sector experience and world-class manufacturing capability.



Sophisticated materials development and testing

Comprehensive laboratory and materials testing facilities enable us to fine tune and test materials in a true manufacturing environment. We're able to develop materials that perform to demanding standards across a huge range of aerosol contents. We're skilled at engineering precise hardness and low friction characteristics to deliver optimal performance.

World class manufacturing capability

Our UK-based manufacturing capability encompasses tool making, rubber mixing, extrusion and cutting in a world-class manufacturing environment. Quality control is rigorously maintained with sophisticated vision checking and measurement technology which enables us to meet demanding international quality control standards.

Worldwide markets

From our UK base and our distribution hub in North America, we support the needs of customers from around the world who are seeking the reassurance of the safest aerosol sealing technology in the world. Working in close partnership with customers to develop and produce the best performing product is our primary aim.





Our UK-wide manufacturing operations have distinct skills and capability to design and manufacture components in an extensive range of different materials, enabling bespoke and innovative solutions to challenging engineering issues to be developed swiftly and efficiently. Products can be manufactured in plastic, rubber and synthetics to exacting specifications, often providing opportunities for customers to reduce cost, improve performance and increase value.

Automotive and Transport

Avon Group's expertise in this sector is focused around the design, development, testing and manufacture of a vast range of products that are used to solve engineering challenges faced by manufacturers in the automotive, aviation, industrial plant and marine sectors. These challenges often revolve around improving performance, streamlining production efficiency and reducing cost in the following areas;

The Group specialises in delivering solutions that are designed to deliver benefits in the following areas;

- Reduction of noise, vibration and heat - by utilising innovative materials and material combinations
- Protection against heat, contaminants or damage - by creating products in a huge range of shapes and material types
- Reduction in weight - by designing and manufacturing products in lighter weight materials
- Cosmetic enhancement - by developing products and materials that deliver enhanced user perception and value
- Speed and ease of assembly - by building-in added value features to components that reduce time and facilitate the assembly of the final product.



Innovative design and in-house tooling

Our combined extensive design capability and in-depth materials knowledge allows us to develop innovative solutions to solve almost every engineering challenge. We devise solutions that reduce noise, vibration and harshness in vehicles, provide effective heat protection, distribute air and fluids, and seal or protect components. We also develop Innovative materials to manufacture parts that are lighter, stronger, more efficient and cost less. Our In-house tooling design and manufacturing capability enables us to accurately translate design innovations to the manufacturing stages.

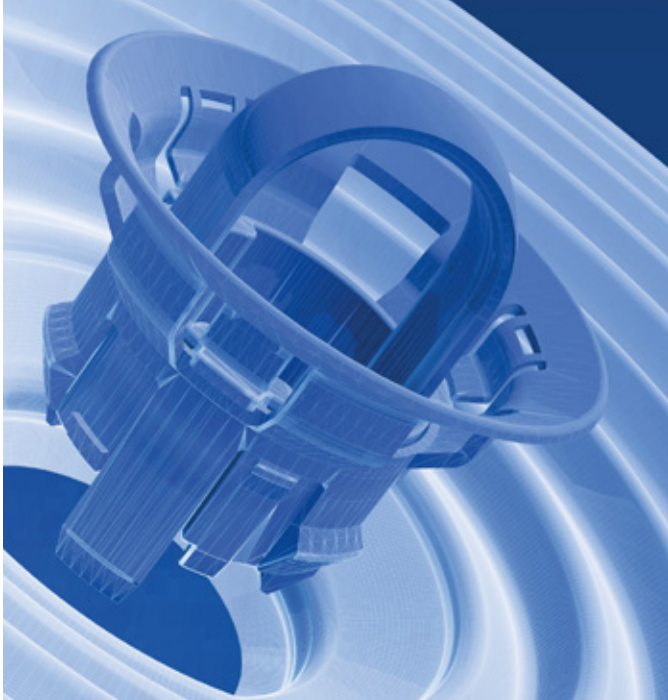
State of the art manufacturing capability

Extensive and continuous investment in the latest manufacturing plant and technology ensures the Group is at the leading edge of manufacturing capability and productivity. With extensive manufacturing and material converting capabilities, we are equipped to deploy numerous processes using a huge variety of materials; plastic, foam, rubber, non-wovens and foil can all be moulded, formed, bonded, cut or laminated to meet limitless applications. This is achieved in a world-class production environment that maximises production efficiencies and minimises environmental impacts.

Proven experience and consistent quality

Product quality and excellent customer service is part of our DNA. The Group's unique structure enables long lasting, mutually beneficial relationships to be developed with individual Group businesses each of whom possess a range of specialist skills and expertise. This means all the benefits of working with smaller, reactive teams but also the scale and capability of the larger Group. These relationships deliver innovative solutions and real added value. Product quality is assured through a rigorous adherence to Quality Management techniques and accreditation to industry standards including IATF 16949, ISO 9001, ISO 14001 and ISO 45001.





The scope of the Group's expertise is unique in the marketplace, with specialist skills spanning materials knowledge, product development and manufacturing.

Extensive manufacturing capabilities encompass rubber moulding and extrusion, plastic injection moulding, foam cutting, vacuum and thermo forming, lamination, bonding and die cutting, enabling products to be created in plastics, foam, rubber, synthetics and specialist materials to customer specific designs and tolerances.

Industrial

Manufacturing, engineering and industrial equipment businesses often face numerous technical challenges in achieving efficient product assembly and meeting improved performance characteristics whilst, at the same time, reducing cost. Avon Group provides solutions to meet these challenges by combining innovative applied-engineering skills, extensive materials know-how and world-class manufacturing capability.

This unique expertise focuses around providing solutions in just some of these situations;

- Bespoke parts and components in rubber, plastic, foam and composites
- Heat and liquid resistant parts and components
- Heat containment and insulation
- Sound and vibration reduction
- Sealing solutions for air and liquids
- Filtration of air, water, oils and chemicals
- Product aesthetic improvement and enhancement
- Product protection in manufacture and despatch.



Wide-ranging sector expertise

Understanding the diverse technical challenges facing industrial and manufacturing businesses is how the Group has developed long-standing relationship with customers in markets as diverse as transportation, power generation, white goods manufacture and medical equipment. Our experienced materials engineers can design solutions that out-perform, add value or reduce cost in the assembly and manufacture of finished products. Utilising in-depth materials knowledge, we're able to employ solutions that are not restricted to utilising a single material but combine substrates or develop new compounds to meet or exceed required performance criteria.

Unrivalled materials know-how

Embracing the engineering challenges posed by components that are required to perform in hugely diverse operating environments is something we routinely take on board. Whether it involves improving gaskets for air, liquid or gases, creating insulation for enhancing heat retention, designing acoustic dampening materials or moulding an improved rubber hose, we harness our expert materials knowledge and skilled engineering design to create solutions that really perform.



Conversion and manufacturing capability

Our capability to convert innovative engineering concepts into effective product solutions is extensive. With continual investment in cutting-edge technology and the latest manufacturing equipment, Avon Group deliver precision-made components to the highest quality at competitive pricing levels. Our own tool making capability is matched by our huge range of converting and manufacturing equipment including CNC water jetting, plastic injection and rubber moulding, vacuum forming and thermo forming. All manufacturing processes adhere to internationally recognised industry standards including IATF 16949, ISO 9001, ISO 14001 and ISO 45001.



Manufacturing capabilities include:

- Abrasive water cutting
- Automated band knife cutting
- CNC dry knife cutting
- CNC routing
- Compression and injection rubber moulding
- Die cutting
- Extruding
- Five axis water cutting
- Hard and soft rubber moulding
- Heat seal die cutting
- Kiss cutting
- Laminating
- Plastic injection moulding
- Punching
- Twin and single sheet thermo forming
- Ultrasonic welding
- Vacuum forming.



Specialist

Innovative thinking

Our breadth of experience working with a diverse range of businesses across many industry sectors helps us to think 'outside the box' and apply our knowledge and expertise to almost any manufacturing or product development challenge. Our keen focus on VA/VE processes coupled with world class manufacturing capability, enables us to push the limits of what's considered possible and create solutions that offer price, performance and added value benefits.

Research, development and testing

Constant development of technical know-how, development of specialist materials and investment in extensive testing, trialling and prototyping facilities all ensure we remain at the cutting edge of product development. We're skilled at assimilating the performance and environmental criteria for a huge range of product applications and we're able to engineer options that not only perform to demanding standards but often out-perform expectations in terms of function, value and cost.

Limitless possibilities

The extensive manufacturing capabilities of the Group, working with a very wide range of materials and processes, allows us to adopt a creative approach to problem solving that is not limited by the use of one material type. For example, metal products can often be replaced by plastic products that offer weight saving benefits. Rubber products can also be replaced by plastic and vice versa to offer greater durability and strength in different operating environments. We even develop our own material formulations to meet specific customer requirements. Specialist products can be designed by combining components manufactured in a variety of different materials and then assembled together – offering really limitless possibilities.





Our Locations



Avon Group comprises six UK-based manufacturing businesses, each operating as independent limited companies but collectively and collaboratively as members of the Group.

The Group has a sales, technical and distribution base in the USA.

The Group headquarters are in Bristol, UK.

Avon Group Manufacturing Ltd	Bristol
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Manufacturing facilities:	• Industrial products
Accreditations:	ISO 9001, ISO 14001



AER (Stafford) Ltd	West Midlands
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Manufacturing facilities:	• Automotive components
Accreditations:	IATF 16949, ISO 9001, ISO 14001, ISO 45001, JLRQ



Avon Engineered Rubber Ltd **South Wales**

Manufacturing facilities:

- Aerosol seals and gaskets
- Specialist rubber products

Accreditations: IATF 16949, ISO 9001, ISO 14001, ISO 45001



Avon Engineered Rubber Inc **Illinois, USA**



Avon TSA Ltd **South Wales**

Manufacturing facilities:

- Automotive components
- Industrial products
- Plastic moulding products
- Specialist components

Accreditations: IATF 16949, ISO 9001, ISO 14001



Foam Techniques Ltd **Northamptonshire**

Manufacturing facilities:

- Industrial foam products

Accreditations: ISO 9001, ISO14001



P&D Manufacturing Ltd **Wiltshire**

Manufacturing facilities:

- Plastic mould design and tool making
- Specialist plastic injection moulded products and assemblies
- Specialist automotive components

Accreditations: IATF 16949, ISO 9001, ISO 14001





www.avon-group.co.uk