

KIRKLEES TOP 100 COMPANIES 2024/25

DISCOVER AMAZING COMPANIES...

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**CAREERS
EDITION**

IN PARTNERSHIP WITH





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- Build your confidence
- Learn new skills

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Welcome to The Kirklees Top 100

CAREERS EDITION 2024/2025

The Kirklees Top 100 Careers Edition shines a spotlight on some of the fantastic businesses located in the heart of West Yorkshire. These businesses help our area flourish, demonstrating a passion for their industry and for developing their workforce and a commitment to their local communities, which should be celebrated. They show resilience in times of uncertainty and represent our district on a regional, national and international stage.

Kirklees is home to a wide range of businesses, covering a myriad of industrial sectors, offering excellent job opportunities and career pathways. Some offer Apprenticeships, graduate internships and work placement opportunities. Many small and medium-sized enterprises are featured in the Top 100, alongside larger businesses and household brand names. So, whether your interests lie in the creative sector, health, manufacturing, textiles, pharmaceuticals, digital or retail, Kirklees has a lot to offer.

As well as a thriving business community, we are fortunate to be home to three top performing post-16 Colleges, an award-winning University and excellent independent training providers, as well as a network of careers advisors passionate about helping young people find the right career path. Together, these institutions are helping to create skilled and knowledgeable individuals who will be the foundation of our future workforce.

Located in the heart of the UK, Kirklees sits at centre of the Leeds, Manchester and Sheffield City Region triangle, perfectly connected to the North of England's strategic road and rail networks, airports and seaports.

The £11bn Transpennine Rail Upgrade (TRU) project is transforming connectivity for Kirklees businesses as well as creating unparalleled career opportunities across the construction and built environment sectors. Our regeneration programmes in

Huddersfield, Dewsbury and across our network of local centres are reinventing our town centres as vibrant places to live, work and play.

With major projects like TRU, the new National Health Innovation Campus, Our Cultural Heart and the revitalisation of Dewsbury Arcade all underway and many exciting business growth opportunities, there has never been a better time to develop your career here in Kirklees. So, whether you are just starting out, or looking to progress your career, start the search for your next role right here on your doorstep.

Read on to learn more about the companies in this year's list, plus the other significant organisations across our local area, and the value they bring. You will also hear from businesses within the Top 100 as they discuss the importance of investing in their people, the success stories which lie within their workforces, and give insight into career pathways within their industries.

Kirklees is going places... and so can you!

Bob Cryan
Professor Bob Cryan CBE DL
CMgr CCMi FEng
Vice-Chancellor and Chief Executive
University of Huddersfield

Sue Cooke
Sue Cooke
Chief Executive
3M Buckley Innovation Centre

Carole Pattison
Cllr Carole Pattison
Leader, Kirklees Council

M. G. Green
Martin Green
Chief Executive
C+K Careers Ltd

Please note: inclusion in the Kirklees Top 100 is based on objective criteria using accounts published in the FAME database prior to July 2024 and does not imply endorsement from the partner organisations.

SHAPING THE FUTURE WORKFORCE: HOW C+K CAREERS SUPPORTS EMPLOYERS AND YOUNG PEOPLE

C+K Careers is a dedicated organisation that bridges the gap between local employers and the next generation of talent. Through its Employer Engagement services, C+K offers a range of innovative programmes and events designed to help employers showcase their industries, attract young talent, and build a skilled workforce. Here's an in-depth look at what they provide and how your business can benefit from partnering with them.

Building Strong Relationships

At the heart of C+K's success is their commitment to fostering meaningful partnerships with employers. The Employer Engagement Team works closely with businesses across Calderdale and Kirklees to understand their needs and bring real-world industry insights to young people. By collaborating with local companies, they help nurture and shape the workforce of the future.

Here are some of the key services:

Free Recruitment Service

Employers can benefit from C+K's free recruitment service. Vacancies are advertised on the MyDirections website and promoted through social media and a network of careers advisers in schools and colleges across the region. To list a vacancy, email recruitline@ckcareers.org.uk

Events

C+K organises large-scale events, including Apprenticeship Events and Year 11 Get Inspired Events. Hosted at venues like The John Smith's Stadium in Huddersfield, The Shay Stadium in Halifax, and local town halls, these events attract thousands of young people and their parents. By exhibiting, employers can:

- Connect with students making critical career decisions.
- Promote apprenticeship opportunities and inspire future talent.
- Fulfill Corporate Social Responsibility (CSR) goals by supporting local youth.
- Engage with parents and carers—key influencers in career choices.

To join as an exhibitor, email events@ckcareers.org.uk to be added to the invitation mailing list.



World of Work Platform

The innovative World of Work virtual experience platform provides students with a glimpse into various industries and roles. Featuring employer profiles and virtual work experience modules, it offers young people insights into career possibilities. Employers interested in being featured can contact C+K to create a profile that highlights their business and opportunities.

Presentations and Employer Visits

C+K help set up employer site visits, talks and presentations. Enabling our wider team of advisers and professionals understand and pass on key industry insight and updates. Recent collaborations include a visit to the Transpennine Route Upgrade project, offering insight into apprenticeship opportunities and recruitment practices.

Employer Newsletters

Stay informed and share your updates through the quarterly C+K Careers Employer

“
The innovative World of Work virtual experience platform provides students with a glimpse into various industries and roles.”

Newsletter. To subscribe or contribute, email marketing@ckcareers.org.uk

Supporting Schools and Colleges

C+K maintains regular communication with schools and colleges, sharing the latest vacancies, events, and industry updates. They provide promotional materials to help schools encourage attendance at careers events and offer guidance on how employers can connect directly with students.

C+K also deliver in-school programmes like NEXUS, which allows Year 10 and 11 students to undertake extended work experience while studying a reduced curriculum focused on core GCSE subjects.

Supporting Young Adults

Beyond their work with schools, C+K supports young adults through initiatives like the Youth Hub programme. Delivered in collaboration with the Department for Work and Pensions (DWP), this programme helps Universal Credit claimants aged 16-24 overcome barriers to employment. The team organises sessions in Huddersfield, where young people can meet training providers, employers, and receive employability support.

Partner with C+K Careers

Whether you're looking to recruit young talent, promote your industry, or inspire the next generation, C+K provides tailored support to meet your needs.

To learn more about their services, visit <https://www.ckcareers.co.uk/services-for-businesses-and-employers> or contact the Employer Engagement Team today.

BUILDING A SUSTAINABLE FUTURE IN CONSTRUCTION

BAM is a leading civil engineering and construction company, working with both the public and private sectors they deliver projects across the country. In Huddersfield alone BAM is currently delivering a number of projects. The Daphne Steele Building as part of Huddersfield Universities National Health Innovation Campus has recently been completed, whilst work is also being delivered at Huddersfield station for the Transpennine Route Upgrade (TRU) and 'Our Cultural Heart' for Kirklees Council.

Our Cultural Heart is one of the projects within the wider Huddersfield Blueprint. BAM are currently implementing phase one of five of Our Cultural Heart, which will see the Queensgate Market building, with Grade II listed features, transformed into a vibrant destination, including a food hall and square for cultural events.

The benefit to local people won't just be when each phase completes. Working in collaboration Kirklees Council and BAM have created social value plans which will

bring positive change for local people and businesses throughout the construction process.

Social value and what does it mean

Social value, also known as social sustainability or corporate social responsibility, is about organisations taking responsibility to improve the communities in which they work to leave a positive legacy for years to come. This involves focussing on the wellbeing and prospects of local people as well as their workforce. Essentially, it's all about 'doing the right thing'!

Social value plans for Our Cultural Heart

Kirklees Council and BAM have ambitious plans to deliver needs-focused social value in Kirklees to address key challenges in the area. Social value initiatives on this project include supporting pre-apprenticeship programmes, procuring sub-contractors, materials and labour as local as possible, inspiring the next generation on careers in the built environment and providing employment opportunities for those with barriers into employment.

Managing social value to deliver a real impact

Managing social value on the project is Clare Gill. Clare is partnering with local schools, colleges and C+K Careers to offer site visits, work experience placements and careers workshops to young people. BAM have also partnered with Project Search to facilitate a supported internship on the project for a neurodiverse person, offering them first hand onsite work experience.

Local charities are also supported through volunteering and pro-bono work to improve their facilities for local people, namely Almondbury Scouts and Yorkshire Children's Charity. All of BAM's sub-contractors working on the project also play a part in the delivery of social value work offering a plethora of opportunities for maximum impact.



Below, we speak with Clare about her role, her thoughts on working in a male dominated workplace and any advice she has for others considering a career in construction...

Tell us about your role and the types of jobs the industry has to offer...

I love my role at BAM and I love working in the built environment. I prefer using 'built environment' as sometimes I think the term 'construction industry' has limiting connotations to the job roles it has to offer. The 'built environment' is often viewed in its wider context of not just construction roles but also roles like environmental experts, law and marketing.

I'm so fortunate in my role that we get to positively impact individuals' lives too. Making a positive change to a person's life is what social value is all about; improving facilities for a local charity to enhance the lives of SEND children,

helping a neurodiverse person gain work experience to increase their confidence, giving someone a much needed second chance to turn their life around following a conviction.

We work really hard to layer in social value to as many aspects of the project as possible including procuring responsibly. On 'Our Cultural Heart' we're targeting 70% of our expenditure to be within 30 miles so investment is being driven back into local communities, providing more job and training opportunities.

How is it working in a male dominated industry?

It's great and the gender landscape is changing for the better year on year. We're much more diverse than we were 20 years ago but I'd still like to see further

“
Like any job it has its challenges, but being a female in a male dominated environment isn't one of them.”

improvements on equality as the next generation enter the world of work - there's definitely more work to be done! I didn't intend to work in construction, even when I was at university. That said, 15 years on, I can't imagine any other job I'd be better suited to now. I get to be creative, work with a variety of people and travel around the North of England enhancing communities. Like any job it has its challenges, but being a female in a male dominated environment isn't one of them.

What advice would you give someone looking to enter the world of construction?

I'd say explore it. It's an exciting sector to work in and there are so many jobs out there, many of which you've probably never even heard of, but you might have the skillset for. The industry is evolving all the time with new technologies especially with our endeavours towards net zero. But my main bit of advice is to go back to basics to gain knowledge and experience by talking to people - utilise careers advisors, call companies and ask questions, go to careers events.

The majority of jobs that Gen Z and Gen Alpha will go into, don't even exist yet anyway, so continue to do what you enjoy and keep your options open.

THE TOP TEN

1. UK GREETINGS LIMITED

UK Greetings Ltd is a market leader in the Greeting Card Industry being one of the largest direct to retail greeting card publishers in the UK, with a rich history and a significant presence in the market. UK Greetings designs, produces, and distributes a wide range of greeting cards, gift wrap, and related products, catering to all occasions and demographics and has a strong presence in major retail chains, independent card shops, and supermarkets across the UK, while exporting to various international markets.

The roots of UK Greetings can be traced back to 1926 when it was founded as Rust Craft, a small family business. Over the decades, UK Greetings has undergone several transformations and acquisitions. In 1980, it became part of American Greetings, one of the world's largest greeting card companies. This association has greatly influenced its growth and market position.

UK Greetings prides itself on its innovative approach to card design. Employing a large team of in-house designers and collaborating with independent artists to create unique and appealing designs, while consistently investing in new printing technologies and finishes to enhance the quality and appeal of its products and

“UK Greetings recognises its environmental and social responsibility and in recent years, has placed increased emphasis on sustainability across its entire business, implementing various initiatives to reduce its environmental impact.

enabling it to adapt to more sustainable and environmental approaches to manufacturing.

UK Greetings recognises its environmental and social responsibility and in recent years, has placed increased emphasis on sustainability across its entire business, implementing various initiatives to reduce its environmental impact, including:

- Using FSC-certified paper sources
- Reducing plastic usage in packaging
- Implementing recycling programmes in production facilities
- Developing eco-friendly product lines

The company invest in people and is proud to be known for fostering a creative and innovative work environment, employing hundreds of people across various departments, including design, marketing, sales, and production.



UK Greetings Ltd stands as a testament to the enduring appeal of greeting cards in an increasingly digital world. Through a combination of tradition, innovation, and adaptability, the company continues to play a significant role in helping people express their sentiments and celebrate special moments. As the greeting card industry evolves, UK Greetings remains at the forefront, shaping the future of personal communication and celebration.



2. OXALIS LOGISTICS UK LIMITED



“Oxalis Logistics has recently been re-accredited with Earned Recognition Scheme Status by the Driver and Vehicle Standards Agency (DVSA) as a top 2% Elite Operator, demonstrating the highest level of compliance after a comprehensive audit.

In February 2024 The Hoyer group sold part of its portfolio. Now under new ownership and following a major rebranding Hoyer Gas and Petroleum Logistics Limited is now known as Oxalis Logistics UK Limited. The wider Oxalis group is a market leader in the transportation and distribution of bulk fuels and gases in the UK, Germany, Ireland and the Czech Republic, it has over 1,900 trucks and tanks and employs over 2,700 people.

Oxalis delivers logistics solutions for every kind of bulk petroleum-based product and provides intermodal and road solutions for gases. Its team of logistics specialists provide jet A1 fuelling. The company is also a logistics partner to organisations developing solutions to reduce harmful emissions.

Seen as industry leaders when it comes to safety, the business has developed its own state-of-the-art, in-house driver training courses which far exceeds any legal requirements and regulations. The training results in a reduction of safety incidents on the roads and reduced CO₂ emissions through improved fuel economy. Oxalis

Logistics has recently been re-accredited with Earned Recognition Scheme Status by the Driver and Vehicle Standards Agency (DVSA) as a top 2% Elite Operator, demonstrating the highest level of compliance after a comprehensive audit.

Recognising the need to work towards a more sustainable future Oxalis is committed to reducing CO₂ emissions and its fleet consists of the most up-to-date

generations for low environmental impacts. Oxalis Logistics UK has recently joined the Renewable Transport Fuel Association, as part of its focus on transporting biofuels and biogases. It is driving change towards a more sustainable future by helping others to embrace renewable energies. The company is ready and able to transport green gases like H₂, bio-CNG, bio-CO₂, bio-LPG and biofuels.



3. THORNTON & ROSS LIMITED

STADA Thornton & Ross follows a purpose of "Caring for people's health as a trusted partner". The company is focused on a three-pillar strategy consisting of consumer healthcare products, generics, and specialty pharmaceuticals and supports Britain's wellbeing in multiple settings, including consumer healthcare, hospital, primary care, pharmacy, and homecare.

One of the UK's fastest-growing, leading producers of consumer healthcare products, STADA Thornton & Ross owns trusted brands such as Covonia, Savlon, Hedrin, Nizoral and Cetraben as well as the leading household cleaning brand Zoflora, which is bought by more than two million households.

In addition, the Natures Aid brand sees a dedicated team of natural health experts provide customers with the very best vitamins and natural supplements.

With proven generics and specialty medicines, the company also supports a sustainable and cost-efficient NHS, widening patient access to effective treatments. The portfolio ranges across therapeutic areas including dermatology, respiratory, oncology, ophthalmology, kidney disease, bone health, neurology, anticoagulants, antibiotics, diabetes, and anti-anxiety.

The business has been caring for customers and patients since 1922, and with state-of-the-art manufacturing sites in West Yorkshire and Lancashire, is determined to continue caring for people's health for generations to come. The Linthwaite manufacturing site is a STADA global centre of excellence for creams production. Around a mile away, the Slaithwaite Commercial HQ provides a next-generation working environment for brand experts, marketers, finance, HR and IT teams.

STADA provides exciting, fulfilling and rewarding careers in a company that values an entrepreneurial spirit combined with agility and collaborative behaviours, and is proud to have been accredited with Top Employer status in the UK.

“Thornton & Ross has been caring for customers and patients since 1922.



4. MABEY HIRE LIMITED

Mabey Hire is a temporary works specialist and can help clients at any stage of their project.

Mabey can deliver an end-to-end service, from initial concept design to virtual reality rehearsals, through to installation and removal, all by its own in-house teams. The company is headquartered in Dewsbury and has another 17 depots throughout the UK.

Its wide range of temporary works equipment for hire includes;

- Trench boxes or excavation bracing systems for groundworks
- Propping and jacking to support and lift a structure
- Formwork and falsework to create large and small concrete structures
- Temporary ground protection for pedestrian or vehicle access
- Temporary bridges to cross a trench or a major roadway, on foot or in a HGV
- Industry-leading range of environmental and structural monitoring solutions to give you highly accurate real-time data.

Over the past 60 years, Mabey has been honing its engineering experience to create the broadest range of temporary works equipment in the UK, all to enable it to design the right solution for any temporary



works challenge. From getting to site using its temporary bridges and access, to ground shoring or formwork and expert structural support. Mabey can also monitor structures and construction environments before, during and after the build. The company has thousands of clients across the civil infrastructure, buildings and utilities sectors.

Mabey pride itself on its creative engineering, so if they have not encountered the problem before, it will find a solution to bring the project to life. This approach enables it to deliver over 4,000 designed schemes each year of every type and size.

The company is passionate about encouraging the next generation of engineers and has developed its own STEM Education Programme. With engineering expertise at the heart of it, the company feels it has a responsibility to secure the future of the engineering profession, and its business, by encouraging the next generation of engineers. This 16-week programme for school children aged 10-13 has fun at its core. It was piloted in 2017 and had fantastic feedback from school children and teachers alike. At the end of the pilot programme 95% of the children who took part said they would now consider a career in engineering.

“Over the past 60 years, Mabey has been honing their engineering experience to create the broadest range of temporary works equipment in the UK.



5. DR. REDDY'S LABORATORIES (EU) LIMITED

Dr. Reddy's is a multinational pharmaceutical company guided by its purpose to accelerate access to affordable and innovative medicines. It has over 24,000 employees worldwide and millions of patients have access to Dr Reddy's products in over 66 countries.

Since Dr. Reddy's established themselves in the UK it has supported the UK's healthcare system with its affordable prescription and over-the-counter medicines portfolio. The company's presence in the UK includes its Active Pharmaceutical Ingredient (API) manufacturing site in Mirfield which is part of Dr. Reddy's global network of API and formulation manufacturing sites. The Mirfield team specialises in producing complex APIs in accordance with the quality standards of the UK Medicines and Healthcare products Regulatory Agency and international regulatory authorities.

The company has an industry-leading portfolio of generic APIs and a proven track record in drug product development.

Dr. Reddy's thrives on the deep technical strengths established over the last 30+ years in developing and manufacturing complex APIs such as steroids, peptides, complex long-chain molecules, and highly potent APIs.

The API business is a key pillar of Dr. Reddy's pharmaceutical operations. Starting from its journey as a bulk drug manufacturer in 1984, it has grown to be a leading developer, manufacturer and supplier of APIs globally.

“**Dr. Reddy's supports the UK healthcare system with its affordable prescription and over-the-counter medicines portfolio.**”

Dr. Reddy's won the API Supplier of the Year Award at the Global Generics and Biosimilars Awards for three consecutive years in a row in 2019, 2020 and 2021. It plans to grow the API business by launching new products through backward integration into core molecules, and by boosting its business in key locations.



6. ALFRED BAGNALL AND SONS LIMITED



Trading as Bagnalls the business is a professional painting and decorating contractor. It is committed to meeting the requirements of its customers from a wide range of sectors, from heritage properties and commercial premises to utilities and rail. Bagnalls holds numerous accreditations

to demonstrate its commitment to; health & safety, the environment, quality, being a fair employer and continuously improving and innovating.

Founded in 1875 the company's first project was to paint a bridge in Charlestown, Shipley for £258. Railways were also a

“**named Top UK Family Business Apprentice Employer in 2023**”

key market sector which saw Bagnalls working nationally for many of the leading rail companies of the time, including the Midland Railway and the North Eastern Railway. This 5th generation family business is steeped in history, so much so that in 2021 the history was chronicled in a book Nothing Ventured, Nothing Won, the story of Alfred Bagnall and Sons Ltd. Next year the business will celebrate its 150th Anniversary.

The business has won a multitude of awards over the years and was recently named Top UK Family Business Apprentice Employer in 2023 with director, Stephen Bagnall named in the Top 100 Family Business influencers in the same year by Family Business United (FBU).

7. AFLEX HOSE LIMITED

Aflex Hose is part of the Watson-Marlow Fluid Technology Solutions (WMFTS), a wholly-owned subsidiary of Spirax-Sarco Engineering plc which is a FTSE 100 listed company.

Aflex Hose innovates, develops, manufactures and assembles the widest and most technically advanced range of PTFE-lined flexible hose products. Its products are used globally by food and drink manufacturers and throughout the automotive and pharmaceutical industries.

The company has operated for over 40 years. In 2020 Aflex Hose opened its brand-new manufacturing site. The new facility consolidated Aflex's original 5 Kirklees sites into one purpose-built site, with the intention of boosting productivity, being able to offer new products and creating new long-term employment opportunities.

Its patented design of the PTFE liner used in its hoses allows the liner to expand around the outside and compress around

the inside of a bend. This helps to retain a smooth circular bore throughout the hose, without distortion. This is one of the reasons its customers have standardised on the company's hose products in their manufacturing processes.



8. MAC'S TRANSPORT (NORTHERN) LIMITED

Mac's Truck Sales is the UK's leading family-run commercial vehicle dealer and truck body-builder, offering vehicle sales, rental, and recently finance. The company is renowned for producing some of the UK's finest trucks that are built to last, work hard, and make light work of hard work for its customer's application.

Over 5 decades of operations, the business has come to perfect just about every type of rigid truck in the market, including Beavertails, Crane Trucks, Curtainsiders, Tippers, Hook & Skiploaders, Removal Vehicles, and Tractor Units, for sectors such as Construction, Haulage, Transport, Power Generation, Telecomms, Retail, and even Film & TV!

Despite growing exponentially over the years, the firm has stayed true to its roots and Huddersfield has always remained as the firm's HQ and production facility, employing, investing in, and developing nearly 100 highly skilled local people from across the district. Acting as a one-stop-shop, everything from initial design, right up to the vehicle delivery is completed



in-house, with 15 (soon to be 21) work bays, paint booths, Laser-cutting, shot-blasting, and valeting all working seamlessly together to create customers' bespoke vehicles.

The large production capacity allows Mac's to keep an immense stock of over 500 ready-to-go trucks and Chassis from manufacturers including DAF, Volvo, Mercedes-Benz, Scania, and MAN, this means customers can purchase a new vehicle in a matter of weeks not months.

Family values remain at the core of the business, and it has recently partnered with local charity, The Welcome Centre, to focus its fundraising efforts, which for 2024 have included Tough Mudders, Marathons, Quiz nights, and even dress-down days to raise funds for the important cause.



TIED AT 9TH PLACE

9. COGRI GROUP LIMITED

The CoGri Group is a Consortium of Floor Solution Specialists with over 34 years of global experience in the design, construction, testing, surveying and upgrading of industrial concrete floors. It provides a full range of services for industrial, commercial / warehouse, and automated flooring requirements.



The CoGri Group are members on the Board of Governors for the UK's Association of Concrete Industrial Flooring Contractors (ACIFC) and formed part of the working party for the latest edition of the Concrete Society's Technical Report 34, a guide to design and construction of concrete industrial ground floors. The Group has also given advice to working

parties of UK, European and ISO standards on matters of floor surface regularity.

The CoGri Group of companies provides industry-leading warehouse flooring solutions supported by advanced, innovative engineering systems and processes. The group's UK based services comprise of four operating companies, **Concrete Grinding Ltd** which specialises in upgrading concrete floors in warehouses and distribution centres, **Face Consultants Ltd** which is an independent floor testing organisation using the latest digital measuring equipment to survey and test warehouse floors to meet flatness specifications, **CG Flooring Systems Ltd** which is a leader in concrete floor repairs and refurbishments in commercial and industrial environments and **CoGri Engineering Ltd** which designs and manufactures specialist floor testing equipment.

9. CROSSROADS GROUP LIMITED

Crossroads Group, consisting of Crossroads Truck and Bus Ltd and sister company Hartshorne Motor Services is the biggest independent Volvo dealer in Europe.

Crossroads Truck and Bus Ltd, was one of the first companies in the country to be appointed as an independent Volvo Distributor for Yorkshire. The head office is in Birstall and the company operates out of nine locations across Yorkshire and Lincolnshire and employs over 300 people. It provides a total transport solution for

the industry, from new trucks to used trucks, and parts and servicing for trucks, buses and trailers.

The Birstall depot offers the following services; truck servicing and maintenance, bus servicing and maintenance, MOT preparation and on site testing, trailer service and maintenance, tail lift service, tyre service, air con service, wheel alignment, Ad blue service, 2 years and 6 years tacho calibrations, windscreen repairs, brake roller testing and full factory parts and warranty backup.

The company has recently completed a 163-mile bike cycle challenge riding from Gretna Green to its Birstall depot, raising an amazing amount of money for Leeds Children's Charity at Lineham Farm.

“**Crossroads Group provides a total transport solution for the industry.**”



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UK GREETINGS - WHY INVESTING IN OUR PEOPLE IS VITAL

“Through various apprenticeships, on the job training, leadership programmes, mentoring and succession planning we strive to ensure everyone has the required knowledge and skills to achieve their goals

UK Greetings is the UK's leading direct-to-retail publisher and manufacturer of celebration essentials, offering a wide range of greetings cards, gift wrap, and party supplies. As the celebrations' destination, we serve major supermarkets, high street retailers, and independent stores across the UK and internationally, as well as digital online marketplaces. Our mission is to create happiness, laughter, and love every single day through our carefully curated collection of celebratory products.

As one of Kirklees' largest employers, our Dewsbury headquarters is home to an exceptional team of talented individuals across diverse disciplines. Our people include creative designers, customer-

focused account managers, insight and marketing teams, dedicated customer care and merchandising specialists, and skilled manufacturing experts. In addition, our specialised teams in finance, data analytics, strategic planning, human resources, and other vital business functions all contribute to our continued success.

In 2022, we proudly returned our manufacturing operations to Dewsbury, where we now produce 160 million cards annually. This strategic move not only advances our sustainability goals but also creates valuable employment opportunities for skilled tradespeople in printing and production across the region. Through our comprehensive apprenticeship programmes, we're actively training the next generation of industry professionals while driving innovation and creativity in manufacturing. Our strong partnerships with local educational institutions – including schools, colleges, and the University of Huddersfield – enable us to identify and nurture talented individuals across all business functions.

UK Greetings regularly works with schools, colleges and universities providing careers advice and work experience through long standing partnerships and regular events.

We are delighted to have achieved number one in the Kirklees Top 100 this year. The purpose of the Kirklees Top 100 awards aligns so well with our vision and values, celebrating our people, finding and nurturing future talent, promoting career opportunities and working with our local community supporting charities. We are proud to be part of the wider Kirklees community whilst supporting our hometown of Dewsbury.

Investing in our people is vital and we are committed to giving all our colleagues the opportunity to thrive, learn and grow with ongoing development. Through various apprenticeships, on the job training, leadership programmes, mentoring and succession planning we strive to ensure everyone has the required knowledge and skills to achieve their goals, in addition to having opportunities to gain professional qualifications.

We've implemented a range of changes to our recruitment process, including rewriting our job descriptions to eliminate jargon and remove unnecessary qualification requirements. We also introduced Valuing Diversity training for all our leaders and recruitment teams.

In 2024, we specifically focused on neurodiversity, supporting a project with the University of Huddersfield to help create guidance for employers on supporting neurodiversity at work. As a Disability Confident employer, we are fully committed to this pledge. Additionally, we collaborate with REAL Employment to help individuals

with learning disabilities gain valuable work experience.

All colleagues have the opportunity to join our formal Mentoring Scheme, and we hold regular internal networking events to allow colleagues to make connections across the organisation.

We encourage our people to be active in the community we live in, to care for people and the planet. We have regular fundraising activities and volunteering time and look to give to charities and community organisations in Kirklees and further afield.

Sustainability is important to us at UK Greetings, and we support conservation work by partnering with the World Land Trust and Carbon Balanced Paper. We've funded the preservation of nearly 1700 acres of threatened rainforests around the world through our commitment to offset our entire annual paper consumption on single greetings cards.

Our commitment to inclusion has led to the establishment of a Diversity Council alongside dedicated Diversity Groups – internal networks that bring together colleagues with shared identities, experiences, and interests. These collaborative spaces provide vital peer support while raising awareness of diverse perspectives and leading meaningful advocacy efforts to foster a more inclusive workplace culture.

We provide colleague benefits such as flexible and hybrid working, onsite parking, colleague shops, retailer discounts, Mental Health First Aiders, and health plans including an Employee Assistance Programme.



Kathryn Jones, Strategic Account Director says:

“Having worked at UK Greetings for almost ten years now. I've progressed through various roles, gaining valuable experience and industry knowledge.

Today, UK Greetings is offering an even wider variety of development routes than ever, and my team and I can plan together to choose what works for them. I am very proud that UK Greetings promotes awareness of concerns that people might be experiencing including inclusion, mental health, neurodiversity, and menopause.

I really enjoy studying, and when I was given the opportunity to study for an MBA, I was keen to take on the challenge. This was a significant step up in terms of the course and study requirements, but I really enjoyed working for my MBA, and

I feel that this is exactly what is needed at this stage of my career.

The opportunity to study has been vital to me as I develop, but so has informal coaching and mentoring. I have been given the opportunity to work on lots of projects, outside of my role which gives me additional skills.

I feel like I make a difference at UK Greetings, and so does my team. UK Greetings is good at saying thank you and good at offering feedback, it always feels genuine. The biggest thing I have learnt from working at UK Greetings is to have confidence in myself, I have achieved more here than I ever felt possible.”

Visit www.ukgreetings.co.uk/careers and search our current vacancies.

in UKGreetings

ig /ukgreetings /peopleatukgreetings

“The biggest thing I have learnt from working at UK Greetings is to have confidence in myself, I have achieved more here than I ever felt possible.



Ceri Stirland, CEO - International



Left to right: Boofle, Camden Signature and Collage ranges

MAJOR EMPLOYERS

Major companies who contribute a great deal to our business community and offer rewarding careers for local people.

CUMMINS TURBO TECHNOLOGIES

Cummins employs just over 1,000 people at its base on St Andrews Road, Huddersfield, where it manufactures medium to heavy-duty diesel engine turbos.

hence the name Holset which combines their surnames. The business began manufacturing turbochargers in the town in 1958 before it was bought by Cummins in 1973.

The story began in March 1952 as Holset Engineering Co Ltd founded by business partners Brian Holmes and Paul Croset -



Around 40% of the world's lorries are powered by a Holset-branded turbocharger including major names such as Volvo, Scania, DAF, MAN and Ford. Cummins also designs and manufactures turbochargers for buses, trains and ships along with investing in future technologies to make it a greener and more sustainable world in which we live and work in, protecting our planet for future generations.

The company is very community minded and provides volunteers for schemes such as a project to set up a Huddersfield Riverside Nature Park alongside the River Colne near to Huddersfield town centre.

ADARE SEC

Adare SEC helps businesses to communicate with customers as effectively as possible using everything from print to emails and text messages. The company also helps businesses to communicate with people who are vulnerable or have special needs such as sight loss.

Adare SEC was established in 2006 at Clayton West with its roots traced back to the former Waddington Business Forms that was based on the same site. It produces hundreds of millions of important customer communications every year ranging from PINS for credit cards and bank statements to welcome packs for new customers joining businesses ranging from banks to insurance companies.

INCORA (FORMERLY WESCO)

Aircraft consist of tens of thousands of parts but if something needs replacing where do you get it from? Well, Incora! - formed when two major aircraft parts companies Wesco Aircraft and Pattonair joined together in 2020 - have consolidated their Clayton West and Cleckheaton sites into a new one at Mirfield where they employ around 180 people.

It's a global company which stocks well over half-a-million components from more than 6,000 different suppliers

including engines, airframes, landing gear, electronics, bearings, sensors, chemicals and tools. The company has thousands of customers and its huge number of suppliers means customers only need to go to one place for parts rather than trying to source them from individual businesses. Wesco was founded in the USA in 1953 and expanded into Europe in 1988. Pattonair was founded in Weybridge, UK, in 1970.

Major customers include Boeing, Airbus, Rolls Royce, Pratt and Whitney, General Electric and GKN Aerospace.



MARS

Everyone knows about the famous Mars chocolate bars - but that's just a fraction of what this global company does. Mars is also a major manufacturer of pet foods and treats with a factory on Oakwell Way in Birstall where it solely focuses on treats for cats and dogs, such as dental sticks and chews.

Mars is a huge employer for the Kirklees area with well over 1,000 people working in Birstall round the clock on the production lines. The big brand dog and cat food names Mars produces include Whiskas, Pedigree, Iams, Sheba, Schmackos and Cesar. The confectionary brands also include Snickers, Twix, Galaxy and Maltesers along with Orbit chewing gum. Foods include Dolmio pasta sauces and Ben's Original rice.

Mars was founded in 1911 when Frank Mars made the first sweets in the kitchen at his home in Washington, USA. It now employs 130,000 people at 454 sites in 80 countries.

LV=

LV=, specialising in insurance and finance, has had a call centre spread over two floors at the Folly Hall Mills complex in Huddersfield since 2010 and now employs around 380 people.

Formerly known as Liverpool Victoria with a history stretching back to 1843 when 'penny policies' were what the company was most commonly associated with - life insurance at its simplest. The insurance side now also includes home, car, travel and pet. In Huddersfield it specialises in motor insurance and Britannia Rescue vehicle breakdown cover.

As a mutual company it's owned by its policy holders, and has 1.25 million members. It works with a range of financial advisers and through them sells LV= products including life insurance, income protection, investments and retirement income solutions such as equity release and fixed term annuities.

LV= employs around 4,000 people nationwide and has more than 6.5 million customers.

KOBER LTD

In 2007 Forza Foods began supplying Asda with cooked meats from its first factory in Cleckheaton. In 2011, having outgrown this site, it opened a bigger cooked meats factory 12 miles away in Normanton and this became Forza's new home with the site in Cleckheaton turned into a bacon and gammon factory and became Kober.

Now Forza and Kober have grown into a best-in-class manufacturing operation, supplying Asda with products from ham slices to salami and from pizza toppings to party food. Asda-owned International Procurement and Logistics (IPL) bought Forza and Kober in 2016. IPL Chief Executive Nick Scrase said at the time: "Our one defining strategy that drives our business model is to simplify supply chains by cutting out the middle-man and then passing these cost savings onto Asda customers."

Forza and Kober employ almost 400 people in Cleckheaton and around 1,700 in West Yorkshire but is looking to expand its workforce due to ever-increasing demand for its products. They have recently launched a new joint website at www.forzakober.com

SYNGENTA

Syngenta is a world leading agriscience company and has been a major employer in Huddersfield, at its manufacturing premises on Leeds Road, for more than 100 years.

The site makes important crop protection products that help growers meet an ever increasing demand for food, feed and fuel. Economic research has shown that Syngenta operations contribute a staggering £140m GVA to the Kirklees economy each year, underpinning 1,000 skilled jobs. 75% of its workforce are



residents in Kirklees and the company is greatly involved in the local community, supporting more than 40 local community groups and charities in the last 12 months.

Syngenta Community and External Relations Manager, Carl Sykes said: "We continue to grow our site activities, investing in our apprenticeship programme, providing employment opportunities for local people and remain committed to keeping professional and skilled manufacturing jobs in Kirklees for many years to come."

FOX'S BURTON'S COMPANIES UK

Fox's Burton's Companies UK or FBC UK was formed when a Ferrero Related Company acquired two truly amazing biscuit manufacturer's Fox's and Burton's with heritage dating back to 1853 and 1895 respectively.

The merger of Fox's and Burton's as FBC UK has created the second largest branded biscuit baker in Britain. FBC UK make biscuits in several bakeries in England, Scotland and Wales and the company's Batley bakery can be traced back to 1853 when Michael Spedding baked his first

batch of brandy snaps and sold them to shops, traders and shows from his bakery. When his son-in-law, Fred Ellis Fox, took over in 1897 he renamed it F E Fox & Co.

The Batley factory now bakes billions of biscuits a year that are munched worldwide. FBC UK produces some of the UK's most iconic brands such as Maryland cookies, Fox's Fabulous Cookies, Jammie Dodgers, Fox's Fabulous Selection, Fox's Chocolate, Paterson's shortbread, Rocky, Party Rings, Wagon Wheels, Crunch Creams and Thomas Fudge (just to name a few!)

JOHN COTTON GROUP

John Cotton Group is the UK's leading manufacturer of pillows, duvets, toppers, mattress protectors and mattress components utilising the latest fibre technologies.

This Mirfield-based family company was set up in 1916 and now has a 1,500-strong workforce across the globe of which circa 1,000 employees are located in the UK. The Group has a number of manufacturing and warehousing operations in the UK as well as production facilities in Poland, Bulgaria and Australia. John Cotton Group owns a

series of leading bedding brands including Slumberdown and Snuggledown brands in the UK, Dunlopillo in Central Europe and Tontine in Australia.

The company is led by its Chair, Mark Cotton, who has recently taken on this role from his father, John Cotton. The business' sustainability credentials are impressive, diverting an estimated 1.5 billion plastic bottles from landfill to recycle them in its products. Its EarthKind brand is the first bedding product to be certified as Zero Waste to Landfill.

Table with 15 columns: Final Rank, Company Name, Accounts Date, Employees (No., Rank), Turnover Year Y (Y E000s, Rank), Increase in Turnover (Y-1 E000s, % Increase, Rank), Profit Before Tax (E000s, Rank), Shareholder Funds (E000s, Rank), Total Rank. Rows 1-50.

Table with 15 columns: Final Rank, Company Name, Accounts Date, Employees (No., Rank), Turnover Year Y (Y E000s, Rank), Increase in Turnover (Y-1 E000s, % Increase, Rank), Profit Before Tax (E000s, Rank), Shareholder Funds (E000s, Rank), Total Rank. Rows 51-100.

MAJOR EMPLOYERS

UNIVERSITY OF HUDDERSFIELD

The University of Huddersfield received a prestigious Gold rating in the 2023 Teaching Excellence Framework (TEF), the only university in Yorkshire, Humber and the North West to achieve this across all areas.

With nearly 20,000 students, the University excels in fields like Applied Science, Business, Engineering and Arts. It houses world-leading research groups and has invested over £230m in state-of-the-art facilities since 2008.

As a major regional employer, contributing £300m annually to the economy, the University also has a growing reputation as a leader in the field of enterprise, holding three Queens Awards for enterprise and international trade.

KIRKLEES COLLEGE

Kirklees College have over 18,000 students on full-time and part-time courses and apprenticeships.



It provides seven bespoke centres across Kirklees, from two main centres in Dewsbury and Huddersfield, and dedicated centres for Animal Care, Engineering, Process Manufacturing and Higher Education. Its aim is to provide inspirational teaching and ensuring the curriculum is developed with employers to ensure the students can progress once the courses have been completed. Each year Kirklees College trains over 1,000 apprenticeships in over 30 occupational areas and is one of the leading apprenticeship providers in the UK.

KIRKLEES COUNCIL

Kirklees Council is a metropolitan single tier authority, the 13th biggest local authority in the UK in terms of population. It has an elected Leader, Cllr Carole Pattison, and Cabinet structure. Kirklees has a population of circa. 433,000. With the two major centres of Huddersfield and Dewsbury it also encompasses the smaller towns of Batley, Birstall, Cleckheaton,

Denby Dale, Heckmondwike, Holmfirth, Kirkburton, Marsden, Meltham, Mirfield and Slaithwaite.

Within the Council there are four directorates, Public Health & Corporate Resources, Adults & Health, Children & Families, and Place. Within these directorates are many teams providing vital services to local residents and businesses.

CALDERDALE AND HUDDERSFIELD NHS FOUNDATION TRUST

The Trust employs over 6,500 staff to deliver care from its two main hospitals: Huddersfield Royal Infirmary and Calderdale Royal Hospital, as well as in community sites, health centres and in patients' homes. It is also incredibly proud to have almost 150 volunteers within the Trust.

Foundation trusts are public leaders in improving quality in health services. They are part of the NHS - yet decisions about what they do and how they do it are driven by independent boards. Boards listen to their Council of Governors and respond to the needs of their members - patients, staff and the local community.

MID YORKSHIRE TEACHING NHS TRUST

In 2023/24, the Mid-Yorkshire Hospitals NHS trust secured its ambition for teaching status meaning it is now officially the Mid Yorkshire Teaching NHS Trust.

The teaching status is in partnership with the University of Leeds and enables the Trust to enhance its education and training capacity, grow research capability and

provide a platform to enable the delivery of new advances in healthcare, innovative discoveries, techniques and medications.

The Trust employs over 10,000 members of staff to deliver compassionate, expert care for over half a million people every year, in their homes, in the community and across its three hospital sites at Pontefract, Dewsbury and Pinderfields.

KIRKLEES ACTIVE LEISURE

Kirklees Active Leisure (KAL) is a charitable trust made up of a board of 12 trustees. KAL provides fitness and leisure centres across Kirklees. The charity's new strategic direction has a focus of health and wellbeing with an aim to provide high quality services to all of its customers.

Since KAL was created in 2002 more than £60m has been reinvested into local leisure centres by Kirklees Council and KAL. KAL employs approximately 650 people.



INTRODUCING HSL'S FIRST FEMALE HEAD OF MANUFACTURING



Charlotte pictured at the Corporate Liveryman Admission Ceremony to The Furniture Makers' Company.

Charlotte started work for HSL at the age of 17 as a trainee sewing machinist and has worked her way up through the factory with the support of the HSL family. Back in 2004, after spending 12 months studying for her A levels at Greenhead College, she decided that she wanted to get out into the world of work. During her school years, she had always had an interest in design and textiles and after seeing an advertisement in her local library, she applied for the position of trainee sewing machinist at HSL. Although she had no experience in using a sewing machine, she was keen to learn new skills and was offered the position.

Over the next few years Charlotte learned all aspects of cutting and sewing, as well as a deeper knowledge of furniture production. She thrived in the family friendly environment at HSL, learning how to work as part of a wider team achieving daily and weekly goals. In 2006 she took her first steps into management when she was appointed as Team Leader in the cutting and sewing department. This led to further promotions until in 2019, she was thrilled to become the first female Head of Manufacturing. This role sees her responsible for leading and managing all manufacturing operations within the organisation. This includes overseeing the day-to-day production, managing the teams, implementing best practice and maintaining the highest standards of quality and safety along with cost control & budget management.

Charlotte has established herself as a strong and passionate leader with the ability to drive her teams forward in their own career paths. She is passionate and driven about people and development,

strongly believing in giving people opportunities to develop and progress. HSL has been delighted to support her career growth by offering additional learning opportunities, multiple training sessions & courses to support her career path. More recently HSL's Manufacturing Director has mentored her to further develop & progress her skills.

With her extensive experience within HSL, she has been at the forefront of many changes over the years in terms of technological advances. In 2016, HSL started a journey to modernise and improve their production facility by embracing modern technology to deliver improvements in quality and efficiencies.



Charlotte pictured with the Manufacturing Team following filming for BBC's Inside the Factory.

With their newly formed design and development team, HSL moved from traditional manufacturing techniques to a fully digitised production process. These modern technologies have delivered significant cost savings by reducing waste and improving production efficiencies facilitating a fast-flowing production model as well as providing a big step change in the quality of HSL's finished products. Between 2016 and 2023, HSL went from producing 35% of their own products to 95% and their headcount has increased from 95 at the end of 2016 to 175 in 2024.

Under Charlotte's stewardship, HSL have gone from strength to strength achieving some of the highest accolades in the industry including the Queen's Award for Innovation, the British Furniture Manufacturers Excellence in Education Award, the prestigious Manufacturers Guild Mark and more recently achieving the Manufacturing Excellence Award with

“**She is passionate to inspire the next generation of furniture makers and to highlight that British manufacturing can provide viable and long-standing careers.**”

the Yorkshire and Humber Family Business Awards. HSL has also been recognised as an outstanding company to work for in 2024 with Best Companies.

Charlotte is a huge champion and supporter of building relationships within the local community. She strongly believes that successful businesses like HSL have a vital part to play in improving outcomes for the communities in which they serve. She has completed various projects with local schools from giving career talks to attending careers events and has supported schemes that support marginalised groups of the communities into work. She has also worked in collaboration with a group of students from a local school to design a chair which took the project from start to finish through HSL's manufacturing facility and the chairs were presented back to the school, which she found great fun. She is passionate to inspire the next generation of furniture makers and to highlight that British manufacturing can provide viable and long-standing careers.

Charlotte's advice to anyone considering an apprenticeship is to research the benefits of their chosen apprenticeship. People do not often realise the lifelong skills and qualifications on offer. Apprenticeships offer a wide range of knowledge and skills, so it is likely there will be something on offer to suit every individual. Doing an apprenticeship can pave the way for your future career by offering practical experience and relevant training whilst allowing you to engage and build connections with other employees at various levels within a business. Great people are the foundation of any business. You can achieve anything in life with the right attitude and a good work ethic.



KIRKLEES TOP 100 – THE LIST

KIRKLEES TOP 100 – THE LIST

1



UK Greetings is a prominent publisher of greeting cards, gift dressings, and social expression products in Dewsbury. It creates products for various occasions, from big events to everyday moments, and is one of the largest direct-to-retail publishers in the UK.

2



Oxalis Logistics UK Limited specialises in the transportation and distribution of bulk fuels and gases. It provides logistics solutions across the UK, Germany, Ireland, and the Czech Republic, with a fleet of over 1,900 trucks and tank trailers.

3



Thornton & Ross Limited part of the STADA group, a global pharmaceutical company, is one of the UK's fastest growing, leading producers of pharmaceutical products. It manufactures a range of well-known brands, including Covonia, Hedrin, Cetraben and Zoflora.

11



Flexitallic UK Ltd is a leading manufacturer of innovative and effective static sealing solutions. It specialises in producing high-quality industrial gaskets and sealing products for various industries. Its headquarters and manufacturing base are located in Cleckheaton.

12



Founded in 1929, Isaac Timmins Limited is better known as Myers Group. Group companies include Readymix Huddersfield, Johnsons Wellfield, Myers Building Supplies and Myers Skip Hire.

13



Continental Wine & Food Limited is a wine and alcoholic drinks wholesaler, producer, bottler, and distributor. CWF offers a wide range of products, including still and sparkling wines, fortified wines, British wines, and speciality mixer drinks.

4



Mabey Hire Limited is a leading specialist in temporary works solutions based in Dewsbury. The company provides engineered solutions for civil engineering, building, and utilities projects. It offers a wide range of services, including the design, supply, installation, and monitoring of temporary works.

5



Dr. Reddy's Laboratories (EU) Limited is a subsidiary of Dr. Reddy's Laboratories, a global pharmaceutical company. The EU branch is based in Mirfield. The company specialises in the manufacture of basic pharmaceutical products.

14



John Horsfall & Sons (Greetland) Limited specialises in the production of high-quality textile products for the aviation industry. It offers a range of items including blankets, cushions, pillows, flight pyjamas, duvets, mattress pads, table linen, and other airline service textiles.

15



High Seat Holdings Limited has a history of providing high-quality furniture, particularly through its brand HSL Chairs, which specialises in posture-supportive furniture designed to enhance comfort and wellbeing.

6



Alfred Bagnall and Sons Limited specialises in commercial and industrial painting and decorating projects across the UK. It offers a wide range of services, including painting, decorating, and maintenance for various sectors such as education, healthcare, and infrastructure.

7



Aflex Hose Limited design and manufacture PTFE-lined flexible hoses. The company has over 50 years of experience in producing high-quality hose products. It offers a wide range of hoses for various applications, including pharmaceutical, chemical, automotive, and food processing industries.

16



Chemfix Products Limited is a specialist manufacturer and exporter based in Dewsbury. It focuses on producing chemical anchoring, building adhesives, and wood repair products for the professional market.

17



Camira Group is a global organisation made up of a diverse range of specialist manufacturing businesses including Holmfirth Dyers, the textile dyeing and finishing experts within the group, and Camira Yarns, woollen spun yarn specialists.

8



Mac's Transport (Northern) Limited operates under the brand name Mac's Trucks. Part of Mac's USP is that it is a one stop shop for its customers, dealing with the entire buying, building and aftersales care in house - as such, its primary business activity is the production and manufacture of HGV vehicles.

9



CoGri Group Limited is a global leader in industrial and warehouse flooring solutions. Established in 1989, the company has over 34 years of experience in the design, construction, testing, surveying, and upgrading of industrial concrete floors.

9



Crossroads Group Limited is the parent company of Crossroads Truck & Bus Limited. It is a Volvo Truck and Bus specialist. The company offers Truck and Bus sales, parts advice and maintenance.

18



PPG Architectural Coatings UK Limited is a subsidiary of PPG Industries, a global leader in paints, coatings, and specialty materials. The company offers products under well-known brands such as Johnstone's and Leyland.

19



Stork Beta Limited is the parent company of Mamas & Papas. Mamas & Papas is a nursery brand and manufacturer, based in Huddersfield. The company specialises in a wide range of baby products, including prams, pushchairs, baby furniture, clothing, and maternity wear.

20



AY & Y. Patel is a family run business based in Mirfield at its redeveloped Service Station on Huddersfield Road. It is an independent forecourt operator with several sites throughout West Yorkshire.

KIRKLEES TOP 100 – THE LIST

KIRKLEES TOP 100 – THE LIST

21



Ramsdens Solicitors is a full-service law firm, with a history spanning over 150 years. The firm is consistently recognised by leading independent legal guides like The Legal 500. It offers a comprehensive range of legal services for both individuals and businesses.

22



J.T. Ellis & Company Limited is a well-established, family-owned business based in Huddersfield. Founded in 1891, the company has a long history of manufacturing high-quality furniture. It specialises in designing, manufacturing, and supplying kitchen, bedroom, and bathroom furniture.

23



Hartford Holdings Group Limited is the parent company of Trojan Baths. Trojan Baths are based at three sites within Huddersfield and has become one of the largest manufacturers of acrylic baths in Europe.

31



Thomas Broadbent & Sons Limited, commonly known as Broadbent, is an engineering company based in Huddersfield. Founded in 1864, the company specialises in the design, manufacture, and supply of industrial centrifuges and associated process control equipment.

32



Polyseam Limited is a construction materials manufacturer, specialising in high-performance passive fire protection products, adhesives, sealants, and fillers. Polyseam serves a global market, providing private label products for many well-known brands.

33



Jemmtec Limited, trading as Magma Group, is a leading manufacturer and supplier of refractory, ceramic, and catalyst materials. It specialises in high-performance precision-made refractories and thermal ceramics, serving a wide range of industries globally.

24



Holmefield Group Limited is the parent company of Highgrove Beds Limited. Highgrove Beds produce approximately 5,000 beds a week from its state-of-the-art manufacturing plant in Liversedge.

24



Based in Cleckheaton, MRC Global (UK) Limited is a distributor of pipes, valves, fittings (PVF), and other infrastructure products and services. It caters to various sectors, including gas utilities, downstream, industrial, energy transition, upstream production, and midstream pipeline sectors.

34



FMG Support (FIM) Ltd is part of FMG, a provider of end-to-end incident management and specialist vehicle recovery services. It provides 24-hour vehicle and driver support to a variety of clients, including Blue Chip companies, leasing providers, motor insurers, Highways England, and several police forces.

35



Focus International Limited, trading as Focus Brands the company designs, sources, distributes and promotes sports fashion and lifestyle brands. It specialises in clothing, footwear and accessories, building and nurturing leading consumer brands in both the UK and around the world.

26



Fintel Plc aims to simplify the retail financial services sector by connecting product providers, intermediaries and consumers through technology, expertise and insight. Fintel Plc has two leading brands SimplyBiz and Defaqto.

27



Caterers Choice is a family-owned business that has operated for over 30 years. It imports canned and ambient foods and supplies its foodservice, wholesale, manufacturing and retail customers, with own, customer and supplier branded goods.

36



Ferno (UK) Limited designs, manufactures, distributes, markets and sells products to the emergency services, funeral & mortuary, industrial, aviation, and military sectors. It specialises in patient transportation and rescue solutions.

37



Owens-Corning Veil U.K. Ltd. is based in Liversedge. The company specialises in the manufacture of glass fibres, which are used in various applications including insulation, roofing, and composites.

28



Cutwel Limited is a leading supplier of engineering cutting tools in the UK and Ireland. Established in 1996, the company has grown significantly and now offers over 25,000 products. The company operates from its headquarters in Cleckheaton.

28



Status International (UK) Limited is an independent supplier of lighting and electrical accessories. The company has been trading for over 30 years and is headquartered in Birkenshaw. It offers a wide range of products, including light bulbs, cords, plugs, flashlights, and alarms for smoke, gas, and carbon monoxide.

30



Trading as The Brookfield Group and primarily known for its operations in the retail forecourt sector, the company manages a variety of roadside services across the north of England and has ambitious plans to expand its portfolio throughout the UK.

38



Speed Petroleum (UK) Limited operate petrol stations with convenience stores including Subway outlets and valeting. The company operates a portfolio of sites in the North.

39



Lawton Capital Limited is a parent company to Lawton Yarns Limited. Lawton Yarns produces high-quality woollen yarns, primarily for the carpet industry.

40



Brook Crompton is a provider of energy efficient electric motors. The company is focused on the development of products that improve energy efficiency, offer lower cost of ownership throughout their life-cycle and reduce environmental impact.

KIRKLEES TOP 100 – THE LIST

KIRKLEES TOP 100 – THE LIST

41

Z. Hinchliffe & Sons

Harold Hinchliffe Limited is the parent company of Z.Hinchliffe and Sons Limited based in Denby Dale. It has been a spinner of quality yarn for over 200 years.

42



Calderdale and Huddersfield Solutions Ltd are a wholly owned subsidiary of Calderdale and Huddersfield NHS Foundation Trust. It delivers a comprehensive, estates, facilities, medical engineering & devices training and procurement service to properties owned by the Trust.

43

EASTWOOD GROUP (HUDDERSFIELD) LIMITED

Eastwood Group (Huddersfield Limited) is the parent company to Eastwood Financial Group Limited which includes various subsidiaries offering a variety of services including insurance, risk management and financial planning.

51



Hargreaves Group (GB) Limited is the parent company of Newlay Concrete Limited, which manufactures lightweight and dense aggregate blocks, foundation and breeze blocks, 'paint-grade' blocks, flooring products and coursings.

51



Paxman Coolers Limited has been pioneering scalp cooling technology to help prevent chemotherapy-induced alopecia worldwide for over 20 years.

53



David Brown Santasalo UK Limited, trading as DB Santasalo, designs, engineers and manufactures mechanical power transmission solutions, making it one of the world's leading industrial gear specialists.

44



ZF CV Distribution UK Limited is part of a global group, ZF Friedrichshafen AG. ZF is a global technology company supplying advanced mobility products and systems for passenger cars, commercial vehicles and industrial technology.

45



The Hennessy Partnership focuses on supporting individuals with complex care needs, including those with dementia, learning disabilities, autism, and other conditions.

54



Specialist Glass Products (SGP) is a family run business and is one of the UK's leading suppliers of curved, flat and bespoke structural glass products. Its portfolio includes installations at well-known locations such as The Shard, The Gherkin, King's Cross Station, and Wembley Stadium.

55



National Floorcoverings produces a wide variety of products from fibre bonded carpets for the education market, tufted carpet and tiles for the commercial sector to specialised indoor and outdoor sports surfaces. It has expertise in all aspects of flooring.

46



Cristobal Consulting Ltd is the parent company of 247 Home Furnishings Ltd, trading as 247 Blinds. The business is an online retailer offering high-quality custom-made blinds.

47



Videcon Holdings Limited is the parent company of Videcon Ltd, a leading trade-only distributor of CCTV, fire, intruder and access control products to the UK security market.

56



Future Forwarding Company is a full-service logistics provider offering key services such as freight forwarding, customs brokerage, ecommerce services, domestic transportation, compliance and consulting and information technology.

57



W.T. Johnson & Sons is a textile dyeing and finishing company. It creates high quality finishes on an ever-increasing range of fabrics, from the finest gentlemen's worsted suiting to specialised safety clothing and upholstery.

48



Reliance RG Limited is the parent of Reliance Precision Limited, a precision manufacturing company. Reliance Precision specialises in engineering solutions across a diverse range of technologies, including gears and geared systems, clean and high vacuum assemblies, and opto-mechanical assemblies.

49



PC Specialist Limited specialises in custom-built PCs, laptops, and servers. Its product range includes high-performance systems tailored for enthusiasts, gamers, and professionals.

50



Major Recruitment Limited is a multi-sector recruitment agency based in Huddersfield. The company specialises in providing bespoke recruitment solutions, and has divisions dedicated to specific sectors such as industrial, commercial, healthcare, and technical recruitment.

58



United Anodisers offer a wide range of anodising treatments in the wide dimensional range. Over the years the company has diversified into markets such as Automotive, Engineering and Decorative, in addition to being the largest supplier of coloured architectural finishes in Europe.

59



Founded in 2003, VP Med Group supply and accelerate the adoption of innovative, patient-focused medical technologies and techniques. It also designs educational programmes to support its products and empower healthcare professionals.

60



Brisant Secure is committed to providing the very best protection for British homes, offering a range of innovative solutions including locks, smart home products, door furniture and accessories that are always secured by design and convenient for the modern UK market.

KIRKLEES TOP 100 – THE LIST

KIRKLEES TOP 100 – THE LIST

61



Arrow Commercial Holdings Limited, trading as Arrow Self Drive is Yorkshire's largest independent vehicle hire company. Its fleet of hire vehicles consists of vans, trucks, minibuses and cars.

62



Orean is a UK and USA based private-label cosmetic formulator and manufacturer. Its an expert in premium skincare and haircare products, and provides formulation, manufacturing and packaging services to its clients.

63



Ian Firth Holdings Limited, trading as Ian Firth Hardware has been supplying the house builder with quality doors, hardware and associated products for over 30 years.

70



Tandem 1987 Limited is the parent company of Principal Global Limited. Principal Global supports clients with brand strategy, experience, design and implementation. Headquartered in Huddersfield, with offices and clients all over the world.

72



Arrow provides a wide range of industrial doors in Yorkshire, catering to various commercial and industrial needs. Its selection includes automatic doors, industrial roller shutter doors, and other solutions for businesses.

73



Based in Heckmondwike Flair Furniture manufactures and supplies all types of beds for all types of bedrooms from bunk beds to TV beds as well as mattresses and other furniture.

64



Wooltex designs and manufactures high-quality textile fabrics with a strong focus on wool. The company manufactures fabrics used in office seating, public buildings and concert halls with most of its sales being exported globally.

65



Hystat Holdings Limited is the parent company of Hystat Systems Limited which designs, manufactures and maintains hydraulic cylinders, accumulators, rotary actuators and rotary distributors.

74



Pennine Industrial Holdings is the parent company of Pennine Industrial Equipment Limited. Pennine Industrial is a family run business that specialises in manufacturing high-quality conveyor chains and sprockets, particularly for the glass industry. It also manufactures a wide range of engineered plastic components.

75

CLARKE MEATS LIMITED

Established in 1995, Clarke Meats supplies poultry, meat and game to farm shops, retail butchers and catering butchers.

65



Newsmith Stainless Holdings Limited is the parent company of Newsmith Stainless Limited, a family-owned business, manufacturing an extensive and versatile range of industrial washing machines, drying, automated handling, conveying and auxiliary equipment.

67



Phoenix Textiles Limited is a family-owned business based in Huddersfield. Phoenix manufactures and imports ethically sourced textiles in the home textiles industry. Some of its product range includes rugs, bath mats and pet mats.

76



Allsop Holdings Limited is the parent company of B.Allsop Limited trading as Allsops. Allsops is a precision sheet metal engineering company based in Honley.

77



Richard Allan Engineering offers an end-to-end service, including design, fabrication, machining, installation and maintenance of custom storage tanks, silos, pressure vessels, water and wastewater treatment solutions.

68



For nearly 40 years, Westex has supplied and manufactured high-quality flooring solutions to both commercial and residential marketplaces. Its floorings are widely used around the world in the hospitality sector, in the homes of royalty, stately homes, prestigious retail outlets and on the sets of blockbuster movies.

68



Interior Goods Direct has traded since 2003, exclusively online. From its facility in Grange Moor it manufactures and supplies all kinds of window dressings from curtain poles to custom blinds.

70



Bower Roebuck is a leading textile manufacturer renowned for producing some of the most luxurious English fabrics and designs. It supplies wool, natural blends and sustainable tailoring fabric to luxury customers and brands globally.

78



Forteq (UK) Limited is the UK arm of a global business. Forteq specialises in the manufacture of plastic solutions, including metal to plastic conversion, tooling and injection moulding, and gears and transmission systems.

79



Tog 24 is a family run business initially producing footwear, then branching into sports bags and football kits in the 70's before finally landing on waterproofs and fleeces. As the brand grew in popularity skiwear and casual clothing were added.

80



Patrick Construction Group Limited is the parent company of Termrim Construction Limited. Termrim Construction Limited is an award-winning, privately owned main contractor specialising in new build developments in the housing and care sectors up to £25m in value.

KIRKLEES TOP 100 – THE LIST

KIRKLEES TOP 100 – THE LIST

81



NL Commercials Holdings Limited, trading as NL Commercials is a family-owned vehicle rental company that has been supplying vehicle hire solutions for over 38 years. It offers short and long-term lease options. They have a choice of cars, vans and trucks.

82



Thomas Owen Care offer specialist nursing and residential care with two care homes currently in the portfolio and a third under construction in Dewsbury.

83

CALDER GROUP (DEWSBURY) LIMITED

Calder group (Dewsbury) Limited is the parent company to several textile focussed businesses in Kirklees including Calderdale Carpets Limited, Calder Textiles Limited, Calder Dyeing Limited, Calder Carpets limited, Anchor Carpets Limited and Calder Properties Limited.

91



Oakwood Kitchens work with clients on a full project management basis from concept design to completed installation. It also offers their products on a supply-only basis.

91



Quebec Holdings is the parent company of One Holding North Limited. The principal activities of the group are manufacturing mattresses and divans bases, complimenting this with the sale of imported furniture.

91



Salamander Haskell Holdings Limited is the parent company of Salamander Fabrications Limited. Salamander Fabrications is a sheet metal fabrication company specialising in laser cutting, CNC machining, welding, fabrication and powder coating and finishing.

84



Craigs Motorcycles, based in Dewsbury, is a family-run motorcycle dealership, now firmly established as the UK's largest off-road showroom. Craig has over forty years of experience in motorcycle retail and a wealth of experience competing in Motorcross Trials and Enduro.

85



Angloco Limited is an established and reputable manufacturer of firefighting and rescue vehicles. With a broad range of core activities including design and manufacture, distribution, and after-sales service.

94



Locala Community Partnerships provides NHS community services to over 400,000 people in Kirklees. It offers a wide range of healthcare services.

95



Dura Beds make over 4,500 mattresses and 2,500 divan beds per week. As well as serving the UK market it also exports to Spain, Portugal and Denmark.

86



Continental Sports manufactures trampolines for rebound therapy, gymnastics training and competitive trampolining, as well as supplying some of the best trampoline and adventure parks in the world.

87



Medicare Chemists is a family-run business running seven chemists located in the Huddersfield area: Bradley, Salendine Nook, Marsh, Lockwood, Honley and two in Holmfirth.

96



T2100 Group consists of two companies; ProVu Communications, which specialises in the field of cloud communications and Alliot Technologies, that is a specialist distributor in the field of the Internet of Things.

97



Green & Brown Ltd offers a comprehensive range of interior furnishings, handmade to measure in the UK. This includes vertical blinds, roller blinds and wooden blinds, as well as its luxurious hand-sewn Roman blinds and curtains.

88



Kirklees Stadium Development Limited (KSDL) was established in 1992 and is responsible for managing the John Smith's Stadium, which is home to both Huddersfield Town AFC and Huddersfield Giants.

89



Automint Limited is an importer and distributor of air springs and air suspension components, supplying commercial vehicle motor factories in Great Britain.

90



Southern Wind Group are headquartered in Huddersfield, and operates the Fazenda chain of restaurants in England, offering authentic South American cuisine.

98



Standard Wool UK (Holdings) Limited is the parent of Standard Wool UK Limited. For over 200 years, Standard Wool has been sourcing, cleaning, processing, and selling wool.

99



TMD Friction UK Limited is the UK arm of a global company. TMD Friction designs exceptional brake products for the world's biggest automotive brands, motorsport and industrial applications.

100



Stafford Mills Limited is the parent company of Pacific Lifestyle. Pacific has designed and imported a breadth of home furniture, lighting and home accents for over 50 years.

COMMITTED TO ATTRACTING AND RETAINING EARLY CAREERS TALENT

STADA Thornton & Ross offers a dynamic and supportive environment, where early careers talent can develop their skills and advance their careers.

With a Purpose of "Caring for People's Health as a Trusted Partner," STADA Thornton & Ross supports Britain's wellbeing across various settings, including consumer healthcare, hospitals, primary care, pharmacies, and homecare.

They're one of the UK's fastest-growing and leading producers of consumer healthcare products, with a portfolio that includes trusted brands such as Covonia, Savlon, Hedrin, Nizoral, and CetraBen, as well as the popular household cleaning

“Our dedication to nurturing talent makes STADA Thornton & Ross an ideal place for individuals from the local community to learn, work, grow, and thrive.”

brand Zoflora. Each year they serve more than two million households, right from the heart of the Colne Valley in Huddersfield.

Their Rx generics and speciality portfolio covers a wide range of therapeutic areas, including dermatology, respiratory, oncology, and more. This broad range of offerings not only supports patient health but also provides diverse career opportunities for early talent interested in these fields.

The STADA Thornton & Ross Linthwaite site is a global centre of excellence for product development and production, while their Slaithwaite HQ offers a next-generation working environment for various sales, marketing and business support teams.



Madison O'Reilly joined STADA Thornton & Ross as an apprentice in 2023



Matt Robinson, Culture & People Business Partner says:

“STADA Thornton & Ross is an excellent choice for those looking to make a meaningful impact in the healthcare industry - we're committed to attracting and retaining early careers talent! In 2021 we launched our Early Careers strategy and developed our Student Placement programme - students join us for a year to gain industry experience, and through the programme, we provide additional learning opportunities to ensure they understand and gain exposure to all areas of our organisation. I'm really pleased to see many of our past student placements have returned to be employed by us following their graduation from university.

In 2023 we launched our Graduate scheme, where our graduates gain experience by rotating around different business functions, giving them a broad understanding of the pharmaceutical industry and readying them to progress their careers.

Since the launch of our Early Careers Strategy, we've also recruited more apprentices year on year. This year we're recruiting 18 apprentice positions from level 3 to degree level apprenticeships across a range of functions and disciplines.

In 2024 we launched our Young Professionals Network to provide employees opportunities to learn, develop and build their network and profile within the business.

Our dedication to nurturing talent makes STADA Thornton & Ross an ideal place for individuals to learn, work, grow, and thrive. In 2023, 2024 and 2025 we have achieved Top Employers accreditation, which demonstrates our commitment to providing exciting, fulfilling and rewarding careers for our 700+ employees.”

The Kirklees Top 100 2024/25

HOW THE LIST WAS COMPILED

Background

As in all previous editions of this listing, the Kirklees Top 100 was compiled this year using as its source the FAME BVD database which contains a variety of information on more than 11 million companies in the UK and Ireland. The information includes financial data, information on directors, and company structure including shareholders, subsidiaries and branches, and industry descriptions and SIC codes; much of the data derives from accounts and documents filed at Companies House (in the UK). The FAME BVD database is the only source used to derive the metrics in the listing.

Strict parameters were used to derive the set of companies from which the Top 100 were ultimately drawn. In terms of geographical location, we selected from the FAME BVD database all active companies with a registered office address within the Kirklees region defined as having a postcode in Kirklees (as per the NUTS 3 level region definition). The relevant data was downloaded on July 1st, 2024; any data available in the FAME BVD database after this date was not included in this edition of the Top 100 list. To ensure a Kirklees focus, any company whose website presents as its only contact an address outside of Kirklees was removed even though their registered office was recorded in FAME as in Kirklees. This affected only a very small number of companies.

Methodology

The Kirklees Top 100 ranking is derived from the following indicators: staff head count (i.e. number of employees); turnover; growth in turnover between the latest and previous years accounts; profit before tax; and shareholders' funds. Each of these

indicators is ranked (best- to lowest-performing), and then these rankings are summed. The final position is determined by ranking the sum of ranks. Thus, each of the five metrics carries equal weight in determining the final ranking. This is the same methodological approach as in our previous four editions.

The period over which the ranking applies is determined by the latest information held in FAME BVD and filed by each company in the Kirklees list. Where we identified subsidiaries and sister companies, we applied a consistent approach to ensure that the highest or largest company (in terms of revenue) in the hierarchy was retained, so long (of course) as the registered office was in the defined Kirklees area. Companies deemed to be charities or in the education sector (all levels), or with turnover less than £1000 or with non-numeric data were removed from the data set. No businesses were offered the option of being included (or not).

Economic context

Companies continue to face external challenges. While the restrictions of the Covid-19 pandemic are a thing of the past, the lingering impact of the pandemic, as well as Brexit, continue to challenge businesses.

More recently there are new challenges: the wars in Ukraine and the Middle East, the ongoing impacts on supply chains and commodities, and inflationary pressures which have led to interest rates at a 15-year high as at the data download date. In terms of this list, it should be remembered that each company's data is a specific snapshot (indicated by the date in the "Latest Account Date" column) and so the extent of the impact of precise external factors on businesses in this list varies by company.

Kirklees Context

As always, the Kirklees Top 100 showcases the variety of businesses thriving in our area, and as expected, the type of businesses doing well varies with the changing economic environment.

This year, five of our Top 10 companies are in the manufacturing sector (with a couple of those in the medicinal and botanical area). Alongside these manufacturing companies we have businesses working in transportation and construction. The variety of sectors broadens as we go down the list and Kirklees continues to have a vibrant and diverse business economy from a wide range of sectors.

Limitations

This list does not claim to indicate each business's economic importance to the Kirklees geographical area.

It is based on five specific metrics which are deemed to be indicators of success. All metrics contribute equally to the final ranking. The list is a means of showcasing and celebrating business activity in the Kirklees region. Unfortunately, not all companies' complete set of data are included in FAME BVD, and so businesses which might expect to be in the list are not for that reason. Kirklees also hosts important businesses which do not have a registered primary address in the region, yet their contributions to the Kirklees region may well be substantial. These businesses, along with major public sector organisations, are showcased separately in this publication and are not in any ranked order.



Emeritus Professor Jill Johnes, Huddersfield Business School

CHOOSING THE RIGHT PATH... IS THE PATH THAT'S RIGHT FOR YOU

“There will be times when you feel like giving up and doing something “easier,” but remember, nothing in life comes without effort



Below we hear from Jazmeer Jackson, a qualified Solicitor with nearly 10 years of experience in the legal field. Having qualified in 2021, Jazmeer is now employed by Thompsons Solicitors, and specialises in employment law. Jazmeer talks us through her past experiences, both in education and in work, the obstacles faced, and lessons learnt along the way, and gives an insight into who inspires her to succeed.

Firstly, can you tell us about your educational pathway?

I attended Moor End High School before moving on to Huddersfield New College. I then pursued my undergraduate degree at Nottingham Trent Law School. I later completed my part-time postgraduate degree, achieving a Master's at the University of Law in Manchester, including a Pass in my Legal Practise Course.

Unlike many Solicitors, I did not follow the traditional 'training contract' route. Instead, I self-funded my qualification through CILEX, which provided a more hands-on learning experience through coursework and portfolios of my work. This path meant that I worked full-time while studying from the ages of 22 to 27. Whilst it was difficult at the time, it was a route that was more accessible for me given how difficult it was to obtain a training contract.

What does your employment journey to date look like?

From the age of 14, I worked in retail and was eager to get into the legal field as soon as I could.



Jazmeer as a guest speaker at HTFC Empowerment & Inclusion Conference

I started my legal career as a claims advisor and in 2016, I moved to Manchester and gained further experience in various law firms, both small and national. During this time, I worked in a range of legal areas including road traffic injuries, housing disrepair, personal injury, and employment law.

After having my son in 2022, I sought a better work-life balance. I joined the Team at Thompsons Solicitors, where I've now been for 2.5 years. Since then, I've worked on some fantastic cases, including a recent tribunal win for a client who was unfairly dismissed. Working for a law firm committed to social justice alongside almost all of the major Trade Unions is particularly fulfilling, and the opportunity to help their members who've been treated unfairly is what truly makes the job rewarding.

Who or what inspires you to be successful?

My parents were my source of inspiration. I was fortunate to grow up with parents who worked tirelessly in their respective jobs to provide for our family. I am also surrounded by many successful women—whether they're friends, family, or colleagues—who motivate me every day.

I've also had the privilege of watching my fiancé undergo significant change, from leaving the armed forces to becoming a mature student and starting his own business. His grit and determination have been a continual source of inspiration to me over the years. I'm incredibly lucky that, together, we'll be those parents who work hard for our son, and hopefully, be the kind of inspiration he looks up to as he grows

Have you faced any obstacles along the way, and if so, how did you have overcome these?

Becoming a solicitor was not easy at all, especially considering the historical norm that the profession was predominantly for white, upper-class males. As a mixed-race female from a working-class background,

I faced significant challenges. It also didn't help that I had never met a solicitor until I went to university!

Throughout my career, I encountered many setbacks, but my goal remained unchanged. Becoming a solicitor was the only path I ever envisioned for myself, and I was determined to make it happen. To overcome these obstacles, I knew I had to put in extra effort—working late, going the extra mile, and positioning myself as the 'go-to' person for management. This ensured I was given opportunities that would aid my progression in the long run.

I also had to make sacrifices in the short term to achieve my long-term goals. This meant stepping outside of my comfort zone, reaching out to other solicitors, and building relationships from scratch.

What lessons have you learnt from your experiences?

The main lesson I've learned is that "hard work pays off." It's often hard to see in the midst of challenges, but progress does come. Over the years, I've been fortunate to take part in some fantastic initiatives that have contributed to both my personal and professional development.

These include programmes like the Reverse Mentoring with the Judiciary, giving career talks and conducting mock interviews at my old high school, serving on the advisory board for Equality, Diversity and Inclusion (EDI) at Huddersfield Town FC, and actively supporting my employer's EDI initiatives.

I've always told myself that once I'm qualified, I would give back—and that remains my goal. I want to be the person I didn't have growing up, someone who offers support, guidance, and help to others.

On a personal level, I'm committed to continuing to climb the career ladder and, ultimately, to become a Judge by the time I'm 40—or even before!

What advice would you give your 16-year-old self?

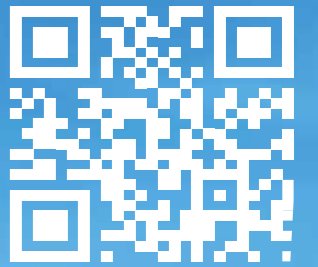
There will be times when you feel like giving up and doing something "easier," but remember, nothing in life comes without effort. When you finally reach your goal, you'll look back and be thankful for the challenges that shaped your journey. You are enough. You don't have to change who you are to get where you want to be. It might seem like it's taking forever, but trust me, you will get there.

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