



• High-reliability connectors • PCB hardware

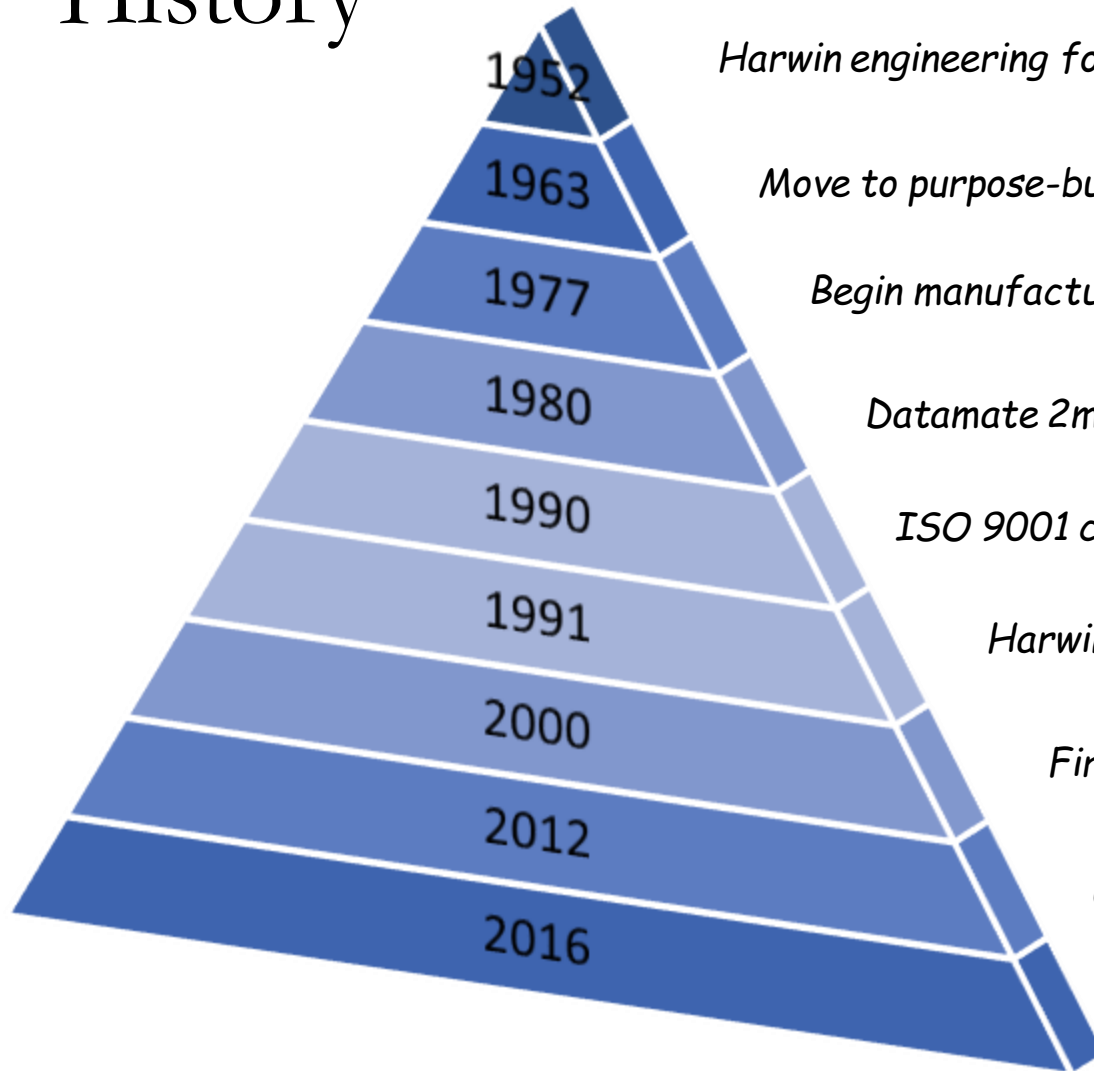
Iveta Volarikova EPO3

Basic information

- Public limited company
- Founder – Patrick de Laszlo
- Manufactures and sells electrical and electronic interconnects solutions for product designers and OEMs in the UK and internationally
- Subsidiary – New Albany (IN), Salem (New Hampshire), Munich (Germany), Taiwan, Singapore



History



Harwin engineering founded in London

Move to purpose-built factory in Portsmouth

Begin manufacturing IC sockets

Datamate 2mm pitch high-reliability connector launched

ISO 9001 certification awarded; Harwin PTE Ltd opens in Asia

Harwin Inc opens first office in USA

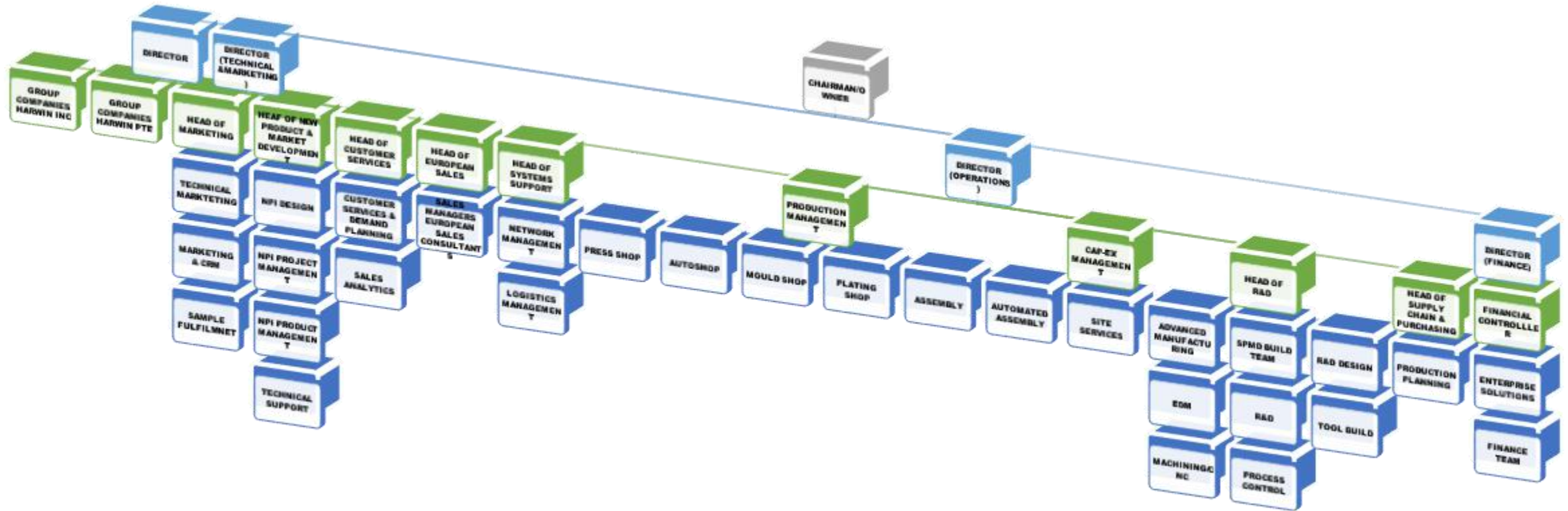
First EMC Shielding product added to the range

Gecko high-reliability connector launched

Expansion of Portsmouth factory including the Advanced Manufacturing Research Centre



Organizational structure



Marketing

Aims

- ❖ Profit
- ❖ Customer satisfaction
- ❖ Quality
- ❖ Reusable (They recycle)
- ❖ Speed to market
- ❖ Get new customers
- ❖ Join in campaigns or new projects



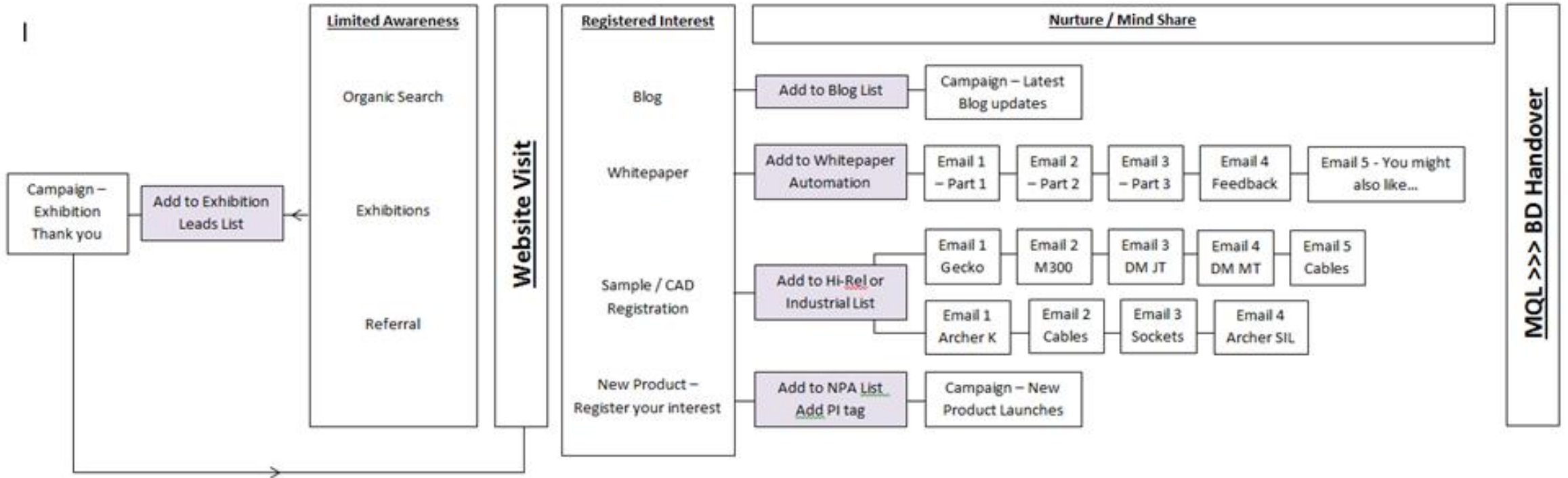
Mission: "To be a leader in the design and manufacture of the electrical connectors"

Marketing strategy

- They help customers to realize competitive advantage by solving demanding connectivity challenges through innovation, advanced technologies, service and inspiration.
- They support the new launch product strategy that promote it to the right audience at the right time and through relevant marketing channels:
 - Website
 - Social media – Twitter, Facebook, LinkedIn, YouTube
 - Direct mail
 - Exhibitions



Campaign – Exhibition Thank you



Their competitors



Finance

	2018	2017
Turnover	£ 29,358,000	£ 23,164,000
Cost of sales	£ 14,627,000	£ 11,140,000
Gross profit	£ 14,731,000	£ 12,024,000
Distribution costs	£ 3,899,000	£ 3,470,000
Administrative expenses	£ 4,693,000	£ 3,934,000
Other operating income	£ 6,000	£ 6,000
Operation profit	£ 6,145,000	£ 4,626,000
Interest receivable and similar income	£ 5,000	£ 7,000
Interest payable and similar expenses	£ 123,000	£ 129,000
Profit before taxation	£ 6,027,000	£ 4,504,000
Tax on profit	£ 1,051,000	£ 628,000
Profit for the financial year	£ 4,976,000	£ 3,876,000

Finance

	2018	2017
Profit for the financial year	£ 4,976,000	£ 3,876,000
Foreign currency movement on consolidation	£ (148,000)	£ 225,000
Revaluation Transfers	£ (83,000)	—
Other comprehensive income for the year, net of income tax	£ (231,000)	—
Total comprehensive income for the year	£ 4,745,000	£ 4,101,000

Employees and directors

	2018	2017
Wages and salaries	£ 5,145,000	£ 4,546,000
Social security costs	£ 479,000	£ 420,000
Other pension costs	£ 253,000	£ 295,000
Total	£ 5,877,000	£ 5,261,000

The average of employees	2018	2017
Production	95	90
Distribution	26	25
Administration	34	33
Total	155	148

Cash Flow

	2018	2017
Cash generated from operations	£ 6,540,000	£ 4,207,000
Interest paid	(£ 28,000)	(£ 42,000)
Interest element of hire purchase payments paid	(£ 95,000)	(£ 87,000)
Tax paid	(£ 730,000)	(£ 421,000)
Net cash from operating activities	£ 5,687,000	£ 3,657,000
Purchase of tangible fixed assets	(£ 4,085,000)	(£ 1,307,000)
Sale of tangible fixed assets	£ 132,000	£ 83,000
Interest received	£ 5,000	£ 7,000
Net cash from investing activities	(£ 3,948,000)	(£ 1,217,000)
Loan repayments in year	£ 268,000	(£ 277,000)
Group loan movements in year	£ 500,000	(£ 500,000)
New HP contracts in year	£ 2,343,000	£ 915,000
Capital repayments in year	(£ 1,135,000)	(£ 1,489,000)
Net cash from financing activities	£ 440,000	(£ 1,351,000)
Increase in cash and cash equivalents	£ 2,179,000	£ 1,089,000
Cash and cash equivalents at beginning of year	£ 4,740,000	£ 3,651,000
Cash and cash equivalents at end of year	£ 6,919,000	£ 4,740,000

Fixed assets

- Freehold land and buildings are shown at valuation. In accordance with Section 17 of FRS 102, these assets will be subjected to a full valuation every five years and interim valuations the third year after every full valuation. Other fixed assets are stated at historical cost.

Depreciation rates:

- Freehold buildings – 4% of cost
- Plant, equipment and tooling
- Short life – 25% of cost
- Other – between 10% and 20% of cost
- Computer equipment and software – 25% of cost
- Motor vehicles – 25% of cost
- Freehold land and assets under construction are not depreciated
- They have adopted the policy of not capitalizing any individual asset under the value of £1000.



Balance

Assets	2018	2017	Liabilities	2018	2017
Fixed assets			Capital and Reserves		
Tangible assets	£ 12,607,000	£ 9,836,000	Called up share capital	£ 213,000	£ 213,000
Investments	£ 555,000	£ 555,000	Share premium	£ 1,522,000	£ 1,522,000
Stocks	£ 4,416,000	£ 3,629,000	Revaluation reserve	£ 417,000	£ 500,000
Debtors	£ 3,863,000	£ 4,029,000	Retained earnings	£ 17,781,000	£ 12,990,000
Cash at bank and in hand	£ 5,868,000	£ 3,699,000			
Creditors (within one year)	£ 4,309,000	£ 3,613,000			
Net current assets	£ 9,838,000	£ 7,744,000			
Total assets less current liabilities	£ 23,000,000	£ 18,135,000			
Creditors (more than one year)	(£ 2,373,000)	(£ 2,281,000)			
Provisions for liabilities	(£ 694,000)	(£ 629,000)			
Net assets	£ 19,933,000	£ 16,004,000	Shareholder's funds	£ 19,933,000	£ 15,225,000

Customers/Subscribers

- Sells mainly through the network of distributors ensuring a truly global customer base.
- Gifts for customers to order.
- They focus on companies that work in industrial aviation, fire and safety, motorsport and transport, energy, defense and security, space, instrumentation, consumer electronics.

❖ 99% on-time delivery

❖ 100% privately owned family business

❖ 90%+ exported

❖ 10% workforce as apprentices



Sponsorships/Partnerships

UK

- ❖ *Warwick University Satellite Project – "WUSat"*
- ❖ *Surrey Space Centre – Space Debris project*

CANADA

- ❖ *Space Concordia*

GERMANY

- ❖ *Ecurie Aix*

USA

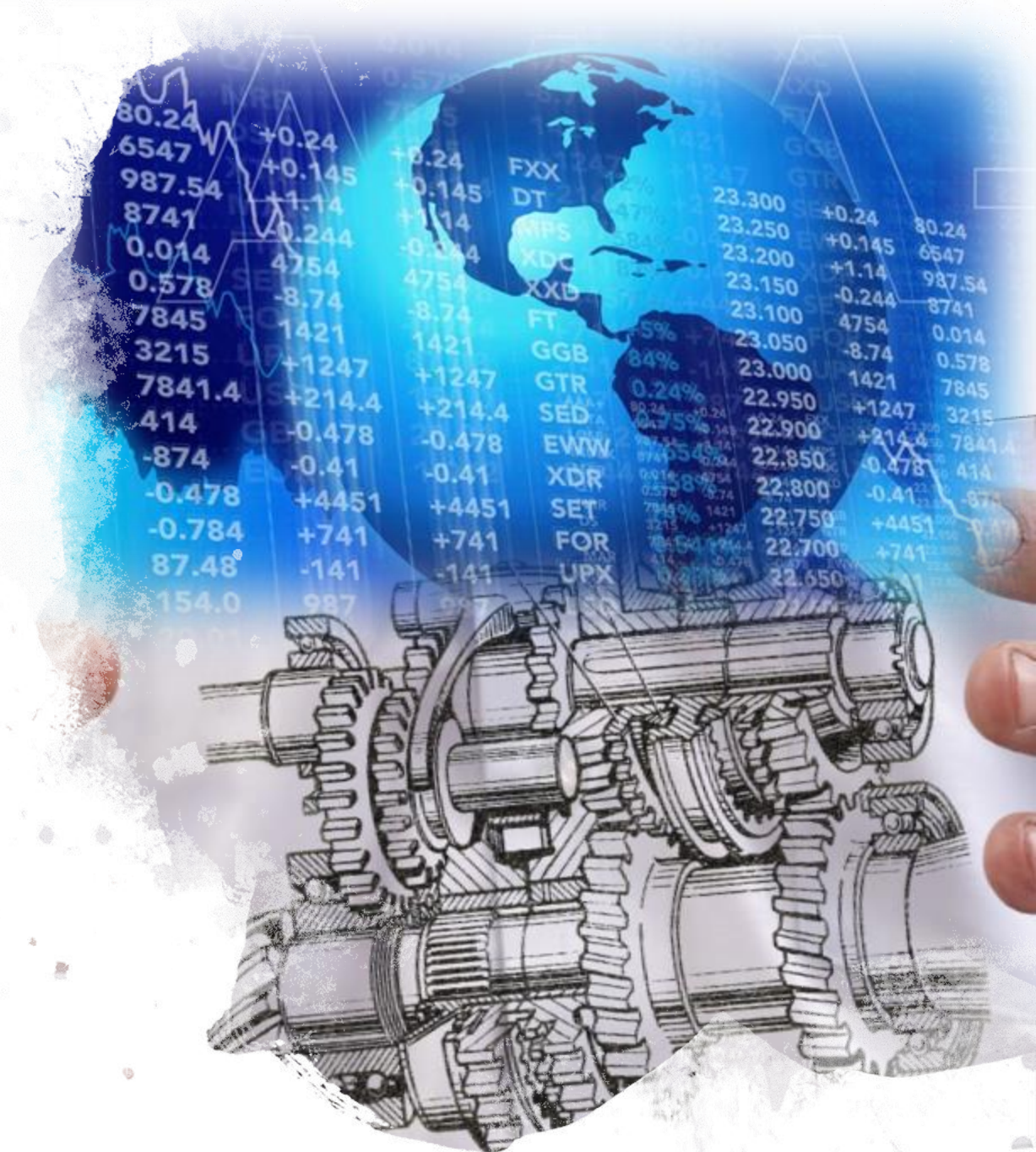
- ❖ *Purdue Electric Racing*
- ❖ *UWashington Formula Motorsports*
- ❖ *Stanford Student Space Initiative (SSI)*

- ❖ *Many more*



Advantages of Harwin

- CAD downloads online
- Free samples
- Live chat technical support
- Global stock availability
- Cable assembly service



Recent Awards

- TTI Supplier Excellence Awards 2009, 2011
- EEF Future Manufacturing Awards – Outstanding Export 2011
- W3 Awards – The Best Manufacturing Website 2012, 2016
- E-legacy Awards – Contribution to Sustainability 2012
- Education Business Partnership Awards – Amazing People Offering Apprenticeships 2012
- Apprenticeships Awards – Medium Apprentice Employer of the Year 2012
- Elektra Awards 2013, 2014
- EE Times/EDN Ace Awards 2014
- ECN Impact Awards 2014, 2015
- South Coast Business Awards – Best International Performance by South Coast Company 2016



My internship

- Customer address validations
- Writing business report about how business could use WhatsApp and WeChat and how Harwin could implement some of the features into their business.
- Company financial review project



My opinion

- This company is doing well like in earning money or customer satisfaction.
- Their advantage is their reliability and speed to process the order.
- I don't have any complaints or disadvantages to Harwin.
- I've enjoyed the time I was at work and in the team there.



Sources

- www.harwin.com
- Information from my supervisor
- My opinion

