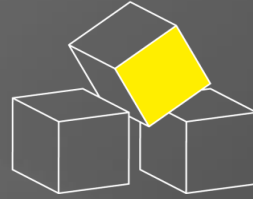


GROWTH LED INNOVATION DRIVEN EMPLOYEE COMPANY

GLIDE



Andy Davies

Chairman, GLIDE

Our Model of Employee Ownership

PRODUCTS



GRIPPLE



Let me tell you a story....

Sheffield floods 2007



Safety line - rescue



Sanctuary

Flood enters factory



The clear-up

-Teamwork

-Commitment

-In it together



High spirits

- Humour

- Resilience



It's about living a common set of values and behaviours

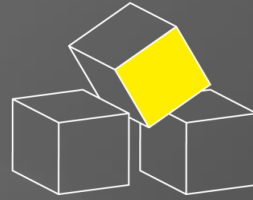
Ownership Objectives



- 10% growth p.a.
- 25% annual T/O from patented products under 5 years old
- 1 % Budgeted profit to charities
- Duty to invest income
- Support & promote EO
- No Bonuses

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Thank you

... together we shall innovate, grow and inspire ...

To finish .. some words from a letter ...