



# Crafting our future together

Unlocking the exciting opportunity that Employee Ownership creates

LangleyDesign  
[langleydesign.co.uk](http://langleydesign.co.uk)



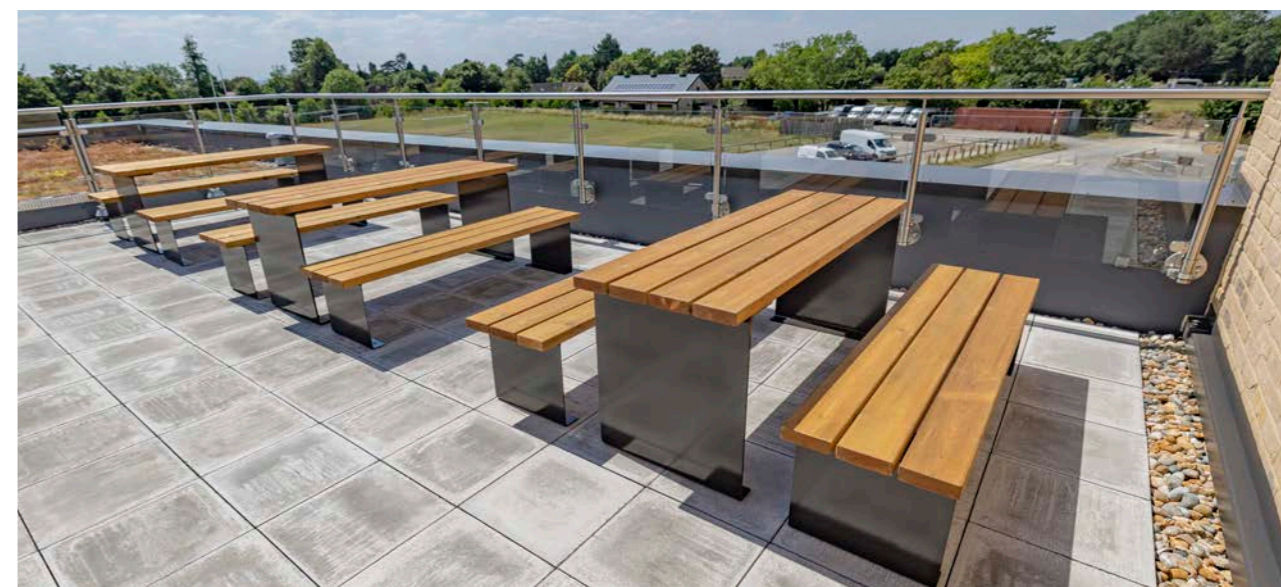


# Crafting our future together

We are a leading street furniture manufacturer working within the construction sector for nearly 30 years. From the very start, the founders and employees had a vision to make great quality street furniture, backed by a tailor-made service for customers.

- Well-designed products
- Trusted partners
- Service excellence

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## We care about giving our customers the best experience

Putting customers first has always been part of our culture. Our desire to create and build a great company, with fantastic products and a strong customer focus has enabled Langley Design to achieve steady growth. We recognise that the true measure of success comes from how satisfied our customers are. Our employees have a deep understanding of sector and customer needs and go to extra lengths to provide a tailored approach which we know our customers value. This has been the key to success for Langley Design.

- **Experts in street furniture design**
- **Nearly 30 years experience working within the built environment**
- **Dedicated to helping our customers achieve their goals**



“We have worked with the construction sector for nearly 30 years crafting tailor made street furniture for many fantastic projects”, says Alex Evans, Sales and Marketing Director. “During this time we have built strong relationships with many leading Contractors and Architects. We offer well-designed products and great service which our customers value. We appreciate that the sector is facing challenging times and we will continue to innovate and find ways to deliver the best products to meet cost, quality, environmental and performance objectives.”

– Alex Evans, Sales & Marketing Director





# Employee Owned an easy decision

**When the founders were considering succession planning, Employee Ownership became the natural choice.**

Langley Design employees have been instrumental in the success and growth of the company. The founders wanted to ensure that the customer focused culture of the company was preserved. A high proportion of our staff have been there from the start and have built great expertise, market insight, product knowledge and provide an excellent service to our customers. All of our staff have a great sense of belonging and everyone's contribution is recognised and valued. Our team can make a real difference to the success of the business and are best placed to drive the business forward.



**The founders are confident in the strategic direction of the business and have retained a significant minority interest.**

“This business has gone from strength to strength, working collaboratively in service of our customers. Employee Ownership is fair and equitable for the employees and protects the culture we have built. The team are motivated, incentivised and empowered to take this business to the next level and flourish in the new era.”

– Nigel & Sheira Brookes, Langley Design Founders





## Employee ownership has many benefits and it is great to see successful companies thriving under this structure.

Employee ownership has many benefits and it is great to see successful companies thriving under this structure, such as John Lewis, Go Ape, Lush Cosmetics and Richer Sounds. It is also encouraging to hear that many Architecture Practices and other businesses who are operating in the construction, engineering & manufacturing sectors have gone down a similar route and seeing great results. The common objective was their desire to retain the integrity of the business and continue to offer great products and services. The same held true for Langley Design.

We are also delighted to have joined the Employee Ownership Association (EOA), where we can share and learn from other members and we are privileged to be amongst such great company.



**“We congratulate Langley Design on its evolution to employee ownership, which will safeguard the company’s culture and values. Businesses that give employees a larger say create a common purpose, which leaves them in a better position to adapt and evolve to deliver great business impacts.”**

**- James de le Vingne, Chief Executive of the Employee Ownership Association (EOA)**



# Board of Trustees help navigate the change

60% of the shares have been transferred to an Employee Ownership Trust (EOT) without needing new borrowing. A Board of Trustees has been established to manage the stake on behalf of the employees.

Alongside Nigel Brookes, who will remain a Trustee on the Board, three new Trustees have been appointed who bring a wealth of experience and knowledge.

Ian Hiscock has been appointed Chair of Trustees. Ian has held senior leadership roles in the John Lewis Partnership and has deep expertise in Employee Ownership governance, culture and participation and knows how to get the best from the Employee Ownership model.

Nick Martin joins as an Independent Trustee. Nick has held Director level positions in multi-million pound corporate organisations such as Rank Hovis McDougall and has led business change and restructuring. Nick has also consulted for Langley Design and other SMEs at critical points in strategy development.

Harry Noël has been selected for the Employee Representative Trustee. Harry has worked for Langley Design for nearly 10 years developing well rounded expertise in products, sales and IT/Digital infrastructure. Harry spent the previous 10 years in McDonald's Franchises and was responsible for the day-to-day business operations so has developed great skill in enabling fast paced business decisions.



Ian Hiscock



Nick Martin



Harry Noël



# Paving the way forward



Langley Design has a resilient business model and a strong balance sheet, both of which are key in ensuring that the company remains healthy, stable and competitive for the long term.

Simon Halliday joins the Langley Board of Directors as Non-Executive Chairman and will work alongside the Senior Leadership Team to help the company achieve its ambitions. Simon has extensive experience in crafting strategies and enabling growth, having held senior leadership positions in a FTSE 250 manufacturing corporation and working with a diverse range of SMEs as a Strategy Consultant. Nigel will also remain on the Board of Directors to enable a smooth transition and drive continuity.



Simon Halliday



“The move to employee ownership is an exciting new chapter. We have strong ambitions and great talent working for this organisation. With the support and guidance from the Trustees and the new Board of Directors, we have a real opportunity to excel and I know this business can continue to deliver.”

– Liam Shaw, Managing Director



The employee ownership comes at an exciting time for Langley Design as the new brand identity is launched alongside a new website with an improved customer experience. The staff have embraced the change and are very excited for the future they can create.

“Employee ownership has many benefits and it is great to see successful companies thriving under this structure. It’s exciting times for us. We all have a strong work ethic and commitment to making this business successful and I look forward to what the future holds for us all.”

– Sarah Stiles, Sales Executive





# LangleyDesign



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