

Manor Royal News



THE OFFICIAL MAGAZINE OF THE MANOR ROYAL BUSINESS DISTRICT



Featured in this issue:

- You voted YES - 5 more years of the Manor Royal BID
- Re-Energise Manor Royal
- New services from the Manor Royal BID
- International Women's Day
- News from Vulcan Ellis, Transvalair, Ballpoint and more

5 MORE YEARS

Chairman says

Every five years, every Business Improvement District across the country has to vote on whether their BID continues.

I am delighted that the Manor Royal BID ballot, which took place in February this year returned the biggest ever positive return, with a huge 88.8% voting "Yes" to continue the Manor Royal BID for another five years.

It is my firm belief that the Manor Royal BID has made a positive and tangible difference to the Business District and the way we work together to achieve the improvements have. The ballot and the result reflects the fact that businesses across the Business District agree.

I have been involved since the inception of the Manor Royal BID, ten years ago this year. Those of us who remember the sorry state the area was in back in 2013 with run down areas, empty sites and the lack of facilities are extremely proud of how Manor Royal looks and works today.

As Chair of the Manor Royal BID, I would like to thank our Directors and Management Group, both of which consist of representatives of local businesses large and small, for the incredible work they do. And of course huge thanks to the BID team, led by Steve Sawyer. Steve's tireless passion and determination to make Manor Royal a first class business district is what drives the Manor Royal BID.



Thank you.
Trevor Williams, Chairman

Inside track

Throughout February this year, businesses across the Business District voted on whether the Manor Royal BID will continue for another five years. I would like to thank everyone who took part in the ballot and the positive 'Yes' vote means that over £5million will be invested in our local area.

Over the last ten years, together we have transformed Manor Royal. New services, enhanced environment and improved infrastructure make Manor Royal one of the best places in the country to do business.

Companies large and small have made Manor Royal their home and your BID team are proud to support every single one of them.

From the BID's Free Jobs Board to the Manor Royal Maintenance Team, the Business Rangers to the regular events, low cost quality training to free employee wellbeing, the list goes on. But we aren't complacent. Far from it. There is still work to do, still a number of ways we need to improve and we need to continue to lobby, influence and work with those organisations who have a direct influence on the quality of the environment in which we work and trade.

Thank you for supporting us, we will continue supporting every business in Manor Royal.

Steve Sawyer, Executive Director



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YOU VOTED YES!

Businesses in Manor Royal have voted in favour of renewing the Manor Royal BID (Business Improvement District) for another five years.

The result of the postal vote that was administered by Crawley Borough Council's Electoral Services Team returned a 88.8% YES vote to keep the BID going, who collectively made up 93.4% of the rateable value of businesses voting.



With over 700 unique business premises and 600 businesses, the Manor Royal Business Improvement District is the largest "industrial" BID in the country and provides an opportunity for local firms to take a central role and be a leading influence in the area's success.

"The improvements and new services delivered by the Manor Royal BID over the past 10 years are numerous, wide ranging and important," commented Trevor Williams of Thales UK and Manor Royal BID chair. "I am delighted businesses have voted to keep the Manor Royal BID going. The new Business Plan provides an excellent vision for a better Manor Royal. Now we can get on with the job of delivering it."

"I am so grateful to all those businesses that took the time to vote so that the Manor Royal BID can continue," said Steve Sawyer, Executive Director of the Manor Royal BID. "Despite having an excellent track record of improving the area and successfully giving a voice to one of the most significant business parks in the UK, we never took the outcome of the ballot for granted. We respect the confidence businesses have shown in us and we will continue to work hard to repay them."

The Manor Royal BID will be in place for another five years and will invest £5million, of which 50% is expected to come from external sources.

Over the last ten years of the Manor Royal BID, a host of new infrastructure, services and environmental enhancements have been put in place. The award winning Crawter's Brook People's Park, improvements to key Gateway's 1 and 3 into the Business District, introduction of dedicated Maintenance and Security Teams, low priced Training for anyone working on Manor Royal, better broadband, new public outdoor spaces, Free Jobs Board for any company recruitment, a network of security cameras, free employee wellbeing, cheaper staff travel and much more.



The new term of the Manor Royal BID will begin in April and run until 31 March 2028.

Read the new Business Plan at

www.manorroyal.org/BID3



RE-ENERGISE MANOR ROYAL HAS LAUNCHED



Re-Energise Manor Royal is a new local energy community working on behalf of businesses to attract investment into Manor Royal and deliver new clean energy projects for the business district, such as roof-mounted solar panels and batteries to store clean electricity.

This is an innovative collaboration between the public and private sector that aims to increase the amount of clean energy generated, shared, and used by local businesses and to reduce energy costs and carbon emissions, helping them to take control of their energy supply and move towards net zero operation.

Creating a more sustainable Manor Royal is a key objective of the Manor Royal BID's new business plan for the next five years and the County Council has worked alongside the BID and Crawley Borough Council to support this aim through the local energy community.

Re-Energise Manor Royal is a Community Benefit Society that will raise capital through community share offers, including a 'pioneer' share offer that will launch before the summer to attract initial capital investment. While investors will receive a return on their investment, Re-Energise Manor Royal will operate on a not-for-profit basis by reinvesting the financial surplus it makes from selling energy and other services into new energy projects that benefit members and the wider community.

Re-Energise Manor Royal is already working to deliver its first project, a 71kW solar PV installation at P&H Motorcycles, and a pipeline of new solar PV projects to be delivered in the first year is under development. These projects will secure a long-term income for the community and enable it to provide other benefits for member businesses in the years ahead. These include:



Standing (left to right)

- Matt Brown - Brighton Energy Co-op • David Owers Brighton Energy Co-op • Ingrid Bennett - Energy Services Team, WSCC • Damian Tow Brighton Energy Co-op
- Steve Sawyer - Executive Director, Manor Royal BID • Cllr Deborah Urquhart, WSCC Deputy Leader and Cabinet Member for Environment & Climate Change
- Cllr Gurinder Jhans, Crawley BC Cabinet Member for Environmental Services and Sustainability • Tim Rose - Vice President - Global Facilities Management, Elekta
- Louise Skipton-Carter - Sustainability Manager, Crawley BC **Kneeling (left to right)** • Daire Casey - Energy Services Manager, WSCC
- Andrew Tolfts - Energy Services Team, WSCC

- Offering energy trading so that companies without renewable energy systems can be supplied by their neighbours. Combining, or 'aggregating', locally generated solar power to secure a higher price on the energy market.
- Investing in battery storage technology and offering 'grid services' to the wider electricity network (i.e. supplying electricity to the grid when it is needed) to generate additional revenue for the local energy community.
- Collectively buying energy services, such as maintenance contracts for energy systems, to deliver better value for money.
- Providing specialist advice and support to help businesses invest in renewable energy.

The founding directors of the new local energy community are Tim Rose (Vice President Global Facilities Management, Elekta), Paul Searle (Managing Director, P&H Motorcycles) and Steve Sawyer (Manor Royal BID Executive Director).

Steve Sawyer said: "By harnessing the spirit of partnership, we have been able to formulate a way of working that makes good economic and environmental sense. The launch of the Manor Royal energy community is the culmination of a lot of hard work by a group of talented local authority and business people. It hasn't been easy, but the effort will quite literally pay back many times, and in different ways. I thank everyone who has helped us to reach this point and put the Manor Royal Business District at the forefront of the net zero journey for business parks."

Cllr Deborah Urquhart, Deputy Leader and Cabinet Member for Environment and Climate Change, said: "The launch of the Re-Energise Manor Royal local energy community is part of our commitment to encourage a sustainable and prosperous economy - one of our key priorities, all of which are underpinned by a cross-cutting theme of climate change. This launch is an important step in empowering our businesses to take control of their energy supply and speed up their journey towards net zero operation, something the County Council is also working towards by 2030. By working together Manor Royal businesses will deliver larger, more cost-effective renewable energy projects than if they acted alone. Sharing and using the energy they generate will also offer them greater protection against external events such as volatile energy prices."

Cllr Gurinder Jhans, Cabinet Member for Environmental Services and Sustainability at Crawley Borough Council, said: "This is a really exciting project that will deliver and promote renewable energy projects across the business district. Working with partner organisations to support the green transformation of Crawley's economy is an objective in our new Corporate Plan and Re-Energise Manor Royal is a perfect example of how we can work together to make a real impact."

With the BID and Crawley Borough Council, the County Council has played a key role in establishing Re-Energise Manor Royal.

Through two EU initiatives, the Interreg 2 Seas-funded BISEPS and LECSea projects, the authority has drawn in more than £1 million in external funding and provided energy expertise to carry out feasibility studies and establish an operating model for the local energy community.

It has also been able to draw in funding from the Government's Heat Network Delivery Unit to explore the potential for a district-wide heat network, and £35,000 from the Coast to Capital Local Enterprise Partnership to create the community's first business plan.

The project partners have also secured £1 million through the Towns Fund to support the development of new renewable energy assets on Manor Royal. Find out more at www.manorroyal.org/energy

The LECSea project has received funding from the Interreg 2 Seas Programme 2014/20. This has been co-funded by the European Regional Development Fund under subsidy contract 2S08-015.

To get involved and find out more about ReEnergise Manor Royal visit

www.remr.org



MANOR ROYAL PROJECTS AND PARKS

NEW PUBLIC ART AT THE TERRACE IN MANOR ROYAL - 'SUN & CROWS'

Commissioned in lockdown by Manor Royal BID from local artist-blacksmiths Fire & Iron, the new sculpture features dramatic crows in flight around a rising golden sun.

Its themes are many and complex, but the overarching sense is one of energy and hope.

It is designed very specifically for its site, reflecting the area's rich human history, and forming a whole 'picture' when viewed against the ever-changing sky, framed by the seasonally bare or leafy branches of trees which have been planted in recent years at Manor Royal. The placename 'Crawley' means 'crows in a clearing in woodland', and the combination of trees and grassy open areas with this new artwork brings this ancient origin back into a modern setting.

The sculpture is made from four different metals and finished in various ways to achieve distinct textures and colours.

It is part of a rolling programme of thoughtful enhancements carried out by Manor Royal BID to ensure that the landscape is a pleasant and interesting place to work and visit.

Artist Lucy Quinnell of Fire & Iron said:

"There was something intangibly special about this project from the outset.

When we met with Steve Sawyer (Executive Director of Manor Royal BID), Steve immediately revealed himself as a man of great empathy and humour, and when I pointed out that "as it happens" the placename 'Crawley' means 'crows in a clearing in woodland', he was immediately open to my new notion that it might unexpectedly be crows who would quite literally inspire the bird forms within the sculpture.

I was relieved that the themes Steve briefed us with related in part to the SARS-CoV-2 pandemic. Our small craft business had been hugely impacted, as of course had major sophisticated business centres like Manor Royal BID and the huge international hub that is Gatwick Airport. Steve spoke compassionately about the impact on people.

Crows are enigmatic and clever. They are magnificent and feisty. They also have that glorious sense of shade about them - a dark side. They make me think of the ploughed chalk fields of the South Downs; of old, old Britain; of literature; of folksongs, myths and legends; of gorgeous old black and white wood engravings. In many ways, they are as far from a modern corporate setting as one could imagine, but in this instance they are so relevant and perfect. I am incredibly grateful to Steve Sawyer for his enthusiasm for the serendipitous shift from generic bird



form to characterful crow (he has been a dream client, allowing us to think flexibly and to be inventive, but also making things happen and ensuring we had all the logistical help we needed; the numerous challenges in bringing a seemingly simple physical structure in a public space to fruition are difficult to appreciate unless one lives them - it's easy to have good ideas but always much harder to implement them. This is a happy example of imaginative big business looking out for small business and keeping older trades and different ways of working alive and visible for the good of all).

It feels wonderful to finally put these birds in their 'clearing in woodland', with trees planted by Manor Royal BID and thriving around them. I hope people like them - whether they smile as they simply see birds flying up around a sun (as if someone has just clapped their hands at the edge of a field), or whether they see more than that and take time to make their own personal connections (people always find connections we hadn't made - public art involves and evolves...). My greatest wish is that someone stressed with workload or struggling with personal circumstances might just glance out of a window, or walk past, or sit with a sandwich close by, and feel a little restored by seeing the sculpture. We know that public art lifts people and places - it's been our job for many decades - and at a time when a great deal in built environments is breaking down and intricacy in anything new is so often sacrificed, hats off to Manor Royal BID for aiming so boldly for well-being and an environment rich in high quality, detail and meaning."

□ www.manorroyal.org/superhubs

NEW SUPERHUB FOR MANOR ROYAL



The Superhub concept was first presented in the Manor Royal Business Improvement District (BID) Project Pack (2017) that articulates the spatial vision for Manor Royal.

The bus shelter areas have been identified as areas for improvement. Positioned at highly visible kerb-side locations, the existing shelters are often of “average”, dated design and in some cases inadequate for the numbers of people expected to use them.

The Superhubs will improve the experience of getting on, getting off and waiting for a bus at some of

Manor Royal's highest footfall areas, thereby creating a better impression of the Business District as well as supporting existing and encouraging future bus use. By replacing standard shelters at selected key locations, the Superhubs will become an important public realm asset serving to enhance those places where high numbers of people spend time. More than just a bus shelter, the Superhubs will help create attractive and welcoming places that better serve the community who are therefore more likely to want to use them.

Manor Royal Central was chosen as the first Superhub and the shelter will be transformed from the current 3 bay standard shelter to an impressive 8 bay Superhub, offering a significant increase in capacity.

The Manor Royal BID has commissioned Karl Singporewala to create original works of public art at Manor Royal Central Superhub, part of the Manor Royal Arts and Heritage Trail.

Karl is an artist and architect, born in Crawley. In 2014 he was voted the 'People's Choice' HIX Art Award Winner and in 2007 was awarded by Channel 4's 4Talent as one of the UK's young creative heroes.

www.manorroyal.org/superhubs



MANOR ROYAL NEW MICRO-PARKS - WOOLBOROUGH LANE

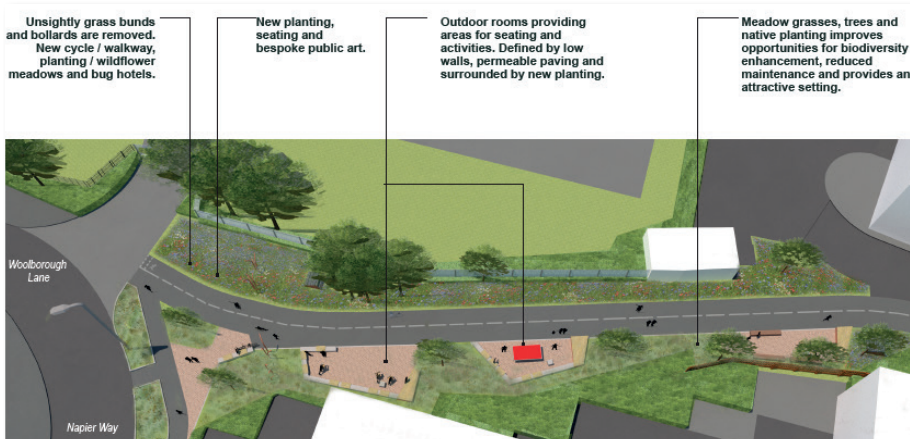
Woolborough Lane is an important corridor for both cycling and walking in to and out of Manor Royal. However, the current physical environment is not inviting and has little amenity value other than its connection between Woolborough Lane and Manor Royal.

The intent is to improve the physical environment through better surfacing, new areas of planting, furniture and enhancing the lighting. The idea is to create a series of spaces along the lane for the community to use and enjoy.

New incidental seating walls and grass banks help define the entrance into Woolborough Lane. These replace the unsightly grass bunds and bollards but also provide the same function.

Three new areas for seating, socialising and fun activities such as table tennis are created on the existing grass areas towards the southern end of the lane.

These are framed by a new corridor of planting that provide a buffer between the lane and the adjoining businesses. Native species will be



selected to help improve this potential ecological corridor. Bug hotels could be integrated into infrastructure along the lane where feasible.

The remainder of the lane is enhanced through resurfacing of the cycle / walk way and the integration of public art along the corridor. Plans are due to be submitted to the local planning authority later this year.

www.manorroyal.org/mystory

NEW MANOR ROYAL BID SERVICES



While Manor Royal does not suffer from high levels of reported crime, the lack of area-wide security has been a concern given the large number of businesses on Manor Royal and its proximity to Gatwick Airport.

The Manor Royal Business Rangers incorporates a business liaison role and the ability to tackle issues directly and, where required, escalate issues to local authorities and the police - to identify anti-social behaviour hot-spots (such as litter problems and dangerous parking) and maintenance and environmental issues that require action throughout the business district.

The Manor Royal BID is delighted to announce a new partner to run the Business Rangers service.

Blue Light Group in Crawley has extensive experience in all aspects of security and is providing a tailor made service for businesses across Manor Royal.

Business Rangers wear clearly branded BID clothing, enabling people to spot them in the business district if they have any concerns. This builds on the security service already provided by the Manor Royal BID, including CCTV and ANPR cameras, Shop Watch Radios and free access to Business Watch.

Sean Keelan, Director of The Blue Light Group said; "We are delighted to be working for the Manor Royal BID to provide a comprehensive service and support for all Manor Royal companies and visitors to the Business District"

www.manorroyal.org/rangers

FREE ONLINE SUPPORT FOR EMPLOYEE WELLBEING

We are delighted to launch an incredible NEW OFFER available to Manor Royal businesses to provide high quality wellbeing support, especially important at a time when the cost of living is adding an extra strain to people's mental health and wellbeing.

This fantastic offer has been subsidised through the BID, meaning that ALL Manor Royal people can have access to this service FREE of charge.

The offer includes:

- Wellbeing consultations for all employees
- Immediate, tailored support and insights
- An individual wellbeing audit for your business, identifying the ROI on your interventions and your people's ability to perform at their best
- Wellbeing Champion training - free for one employee of each member organisation
- Regular wellbeing webinars focussing on relationships, resilience, performance, sleep, and more

FREE Wellbeing Champion Training*

One free place per organisation* on the Cari Wellbeing



Champions course (worth £190 + VAT). The course encourages conversations about wellbeing and mental health in the workplace.

Wellbeing Consultation

Free for everyone on Manor Royal. The online consultation is designed to identify and improve your wellbeing. It is completely anonymous, and your data is protected.

Find full details on this free service on our wellbeing pages on the Manor Royal BID website

www.manorroyal.org/wellbeing

MANOR ROYAL BID - FREE E-LEARNING HUB

Manor Royal BID is delighted to be able to offer ALL companies located within the Manor Royal Business District access to this FREE online training through Access Learning Group.

Access Learning are a well-established provider of eLearning courses with a strength in designing market leading digital learning. Courses are developed using industry-leading learning design tools and techniques, ensuring content is engaging and delivers real results.

Access eLearning courses are designed to deliver the learning your employees need and provides hundreds of courses available under the following categories:

Workplace skills courses • Mental Health and Wellbeing courses • Cyber awareness training



Contact the BID office to gain access to the Manor Royal Access learning eLearning

☐ www.manorroyal.org/access

GET INVOLVED WITH OPEN DOORS 2023

Manor Royal BID is proud to Partner with the Coast to Capital Careers HUB to bring you...Open Doors 2023

It's essential that young people understand the opportunities all around them and Manor Royal is certainly full of opportunity!

Encounters with employers help young people to think about their pathway, make links between learning and everyday life and raise their aspirations for their future.

THE PROGRAMME

Open Doors 2023 is designed to nurture links between local schools and the diverse range of businesses that sit within Manor Royal.

The first stage of this will be a day of encounters on the 6th of July 2023. All we ask is that you open your doors to a small group of young people on this day. Employers who engage in the Open Doors programme will benefit from strengthened, lasting connections with their talent pipeline and a reinforced profile across the local community.

Your business will feature prominently in our student resources which will be explored in all participating schools. Open Doors employers will benefit from a pre-programme guide and pre-event webinar to ensure they are fully supported throughout the process.

OBJECTIVES

Young people who understand the opportunities all around them.

Teachers who can make links between learning and local industry.

A local business community with strong and lasting links to their talent pipeline.

GET INVOLVED

By opening your workplace to a group of young people, you will be giving them valuable insight into the world of work, your sector and the kind of skills you use every day.

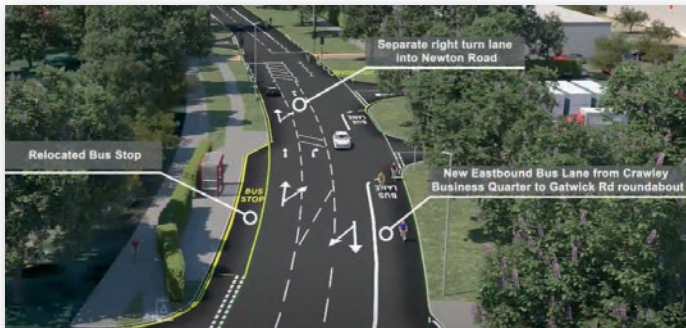
Open Doors sessions will include 15-20 students who have been handpicked due to their potential. You could provide a morning session, an afternoon session or both! The school staff who attend on the day will stay in touch after the event to build crucial lasting links. For your open doors session, you may wish to combine a short tour, an interactive demonstration, a challenge or myth-busting activity; the choice is yours! Sessions will typically last around 1.5 hrs.

Contact us with any questions or to express your interest!

☐ eppie.silverman@coast2capital.org.uk



INVESTMENT IN MANOR ROYAL - CRAWLEY GROWTH PROGRAMME



The Crawley Growth Programme is a £60m investment package of improvements across the town to support business investment and employment growth involving Coast to Capital Local Enterprise Partnership (LEP), West Sussex CC, Crawley BC and Manor Royal BID and others.

Over £3.5m will be directly invested in Manor Royal to improve key junctions, cycling and walking facilities, traffic signals, a new eastbound bus lane on Manor Royal, improve bus waiting areas and explore options for improving parking.

The work in Manor Royal is being delivered in a series of phases. The first phase of work has already been

completed, this includes the improvement of the operation of the junction and signals at County Oak Way and Martyrs Avenue, new Toucan crossings on London Road, Crompton Way and Manor Royal and associated public realm and walking and cycling upgrades.

The current phase involves widening the carriageway along Manor Royal between Crawley Business Quarter and Gatwick Road Roundabout to enable the introduction of a dedicated eastbound bus lane and transport corridor.

📄 www.manorroyal.org/cgp



MANOR ROYAL AND GATWICK AIRPORT



In liaison with Gatwick Airport Limited, the Manor Royal BID has created a new web page with all the information businesses need on planning, permissions, wildlife management, safeguarding and more.

Do you know that Manor Royal is within the aerodrome safeguarding zone for Gatwick Airport?

This means that certain developments will be referred to Gatwick Airport to check to see if there will be any impacts

on air safety. Developers are encouraged to contact the safeguarding team for advice before they submit a planning application. There are many factors that need to be taken into account when assessing new developments, such as:

Wildlife Management: Bird strike is the most common wildlife safety risk to aircraft. In Manor Royal gulls are a particular problem, with large numbers nesting, roosting and loafing on roofs. Some buildings have bird hazard management plans in force as a part of their planning permission and should be complied. Find out more on our dedicated webpage.

Other considerations include the height of any development and construction equipment within a certain distance of the airport (Obstacle Limitation Surfaces), impact of development on airport communication and navigation equipment, ensuring lighting is carefully designed to avoid glint and glare to pilots or Air Traffic Control, use of renewables, how the height & movement of cranes and construction equipment affects radar and Instrument Flight Procedures (IFPs).

Find fact sheets, links and full information at;

📄 www.manorroyal.org/gatwick

A look ahead to 2023-24 of the Manor Royal BID



How this year's levy will be spent

The following is an estimate of costs to support on-going services and the development and delivery of new projects. The budget aligns to the agreed vision and objectives to improve the Business District as set out in the Business Plan that businesses voted for.

INCOME	£	%
BID Levy	566,000	36%
Other income	985,262	64%
Total Income	1,551,262	
EXPENDITURE		
Project costs (by business plan priority)		
Objective 1: Promote & influence	41,380	3%
Objective 2: Trade & save	107,380	7%
Objective 3: Infrastructure & facilities	797,932	51%
Objective 4: Sustain and renew	281,380	18%
Objective 5: Manage & maintain	228,880	15%
Total project costs	1,456,952	94%
Central costs	69,700	4%
Accrual for renewal	5,000	0%
Levy collection fee	16,500	1%
Total expenditure	1,548,152	100%
Operating balance (anticipated)	3,110	
Fund carried forward from prior year	31,000	
Closing balance (anticipated)	34,110	

This will deliver

In the year ahead we plan to continue to deliver and, where possible, extend and improve those core services, events and activities provided by the BID, plus we will;

- Following the launch of the Local Energy Community (ReEnergise Manor Royal), fund the first solar installations for early adopters in support of renewable energy generation
- Carry out an audit of security camera coverage throughout Manor Royal, and invest in enhancements to improve coverage and a new redeployable CCTV camera
- Working with Crawley Borough and West Sussex County Councils, complete Phase 2 of the Crawley Growth Programme Manor Royal transport improvements
- Secure planning consent and begin construction on Woolborough Lane Linear Park, with support of the Towns Fund
- Secure planning consent and begin construction for Manor Royal Central Superhub bus stop and supporting Micropark area, with support of Crawley Growth Programme and Towns Fund
- Finalise designs for enhancing Crawter's Brook People's Park
- Scope delivery of the Manor Royal Sustainability Action Plan
- Establish the Manor Royal "Move it" scheme in support of sustainable travel and modal shift, supported by the Crawley Growth Programme
- Review grounds maintenance regime to increase biodiversity, including baseline assessments to demonstrate progress towards a greener, more sustainable place. of the Governments "Towns Fund"
- Represent the interests of Manor Royal on the Crawley Town Deal Board, including as part of the Innovation Centre Project Board and in support of the rollout of gigabit broadband

Read all about it

Download the BID Levy Leaflet at
www.manorroyal.org/bid-levy-leaflet/

See the 2023 events planned for Manor Royal at www.manorroyal.org/events

FLEET PARTS



Fleet Parts have over 46 years' experience in the Wholesale of components for the Bus, Rail and Truck & Trailer industry, and are also specialists in the supply & support of Diagnostic Equipment for the Automotive, Commercial & Industrial vehicle Industries.

Approximately 50% up to 70% of our component offering is our own in-house factory remanufactured parts comprising range of products today include Disc Brake Calipers, pneumatic braking & suspension components, as well as Clutch & more recently Adblue Pumps & related equipment. The company also has an engineering Division carrying out bespoke work, for the Rail, Plant, Industrial Testing & Food Industries. Since 2004 Fleet Parts have also been a Distributor for Texa Diagnostic Equipment & in recent years have added Bosch & Delphi Equipment

Fleet Parts Limited have been established in Raleigh Court, Crawley since 1996. The Crawley premises is a Distribution

Depot for the Warrington Head Office. The company was incorporated in Warrington in 1976 to remanufacture Truck, Trailer & Bus components. Environmentally friendly remanufacturing is still the Core of the business, but the range has been enhanced over the years to include new products.

The remaining 50% is made up of New Generic, O.E.M. Components and equipment from manufacturers such as Bertocco, Knorr-Bremse, Kongsberg, Neway, Wabco, Haldex, ArvinMeritor, MGM, Williams Controls, MEI, Plasser & Theurer, Norgren, Rexroth, Texa, Delphi and Bosch.

Fleet Parts supply Commercial Vehicle Motor Factors throughout the UK & Ireland as well as National Bus companies such as Arriva.

All diagnostic equipment can be demonstrated on-site at your convenience, to establish coverage of manufacturers and systems.

Contact Mark or Rebecca to arrange a FREE no obligation demonstration.

Fleet Parts have 2,228 square feet at our Manor Royal Distribution Depot, (see picture below right).

✉ Email: crawley@fleetparts.co.uk



FLEETPARTS

VULCAN ELLIS

Vulcan Ellis holds years of experience as a leading Main Contractor, dedicated to providing exceptional service to their valued clients in Crawley and throughout the South East of England.

At Vulcan Ellis, we believe in a highly collaborative approach that combines traditional values with innovative and modern management methods. Our proven and well-established processes, along with our high standards, have made us a familiar sight in Crawley. You may have already seen our hoardings around town, most recently converting the redundant Topshop store into a new thriving Tesco Express in the town centre. The project included the full strip out of Topshop, structural alterations including the removal of the lift and front staircase, new underground drainage cut in below the existing slab as well as the replacement of a new shopfront with sliding doors. Internally the fit out included the design and installation of both mechanical and electrical systems including a new fire alarm. The successful project showcases Vulcan Ellis' well rounded expertise in all aspects of construction.

Also within the town, we have recently delivered a first class new HQ for local aviation company, Network Aviation. The project included a new three storey extension, conversion of the roof space into a 'chill out' zone as well



as a new feature glazed atrium to the entrance. The works also included the full strip out of the existing building and a high spec fit out across the three floors, providing high quality office space.

But Vulcan Ellis is more than just a contractor that operates in Crawley. We believe in giving back to the community and are proud to be a Crawleybased company. So next time you see our hoarding, you know that the works are being completed by a company that truly cares about the community they serve. Choose Vulcan Ellis for your next project and experience exceptional service for yourself.

🌐 www.vulcanellis.co.uk

VULCANELLIS

Transvalair



The red shooting star that wraps itself around the front of our HGVs are a familiar sight around the Manor Royal Business District and along with our fleet of DUO delivery vans, Transvalair is proud to be a champion of hiring locally to support our community.

Founded in 1976, visitors who have been to Faraday Road and entered our immaculate depot recognise that Transvalair is a highly efficient well run business with great heritage.

Every successful business has great people and great people produce great outcomes, but we recognise that recruitment and retention is challenging for all businesses. Many have opted to look outside local areas for hires, but we have resisted this. We have instead revamped our entire recruitment and retention strategy. Re-thinking the whole experience and focussing on the community needs. This has created training opportunities and new experiences for our colleagues.

Hiring local for us means that we are providing secure full time jobs to local families who are connected to efficient commuter transport routes. The much improved Metro Bus service has really helped. Colleagues car share or bicycle into work and this is pure cost save in what are tough economic times for our community.

Our drivers, warehouse operatives,

porters and management team are all local. Our workforce spans the full generational divide and covers the eclectic diversity of our locality; consequently, it is inevitable that work experience is handed down and new tech skills are handed up; a truly organic outcome.

The cost of living crises is unsettling. Transvalair believe that staying true to our community is the right thing to do especially when our community needs us. So, next time you see one of our star spangled HGV lorries or DUO vans give us a toot because behind the wheels are OUR people.

Join Us

01293 618617

www.transvalair.com



Redesigning Recruitment at AAR

The British Chambers of Commerce (BCC) have been publishing reports consistently for 2 years on the struggles businesses are facing in the recruitment market, even suggesting that organisations reporting on the difficulties are now at the highest on record.

Post COVID and its impact on the Aviation industry, we have definitely felt these challenges too at AAR.

There are many reasons cited for these difficulties; from COVID to Brexit and the cost of living, meaning there's no 'easy fix' to rectify these issues. This has left us in an interesting position; how do we think outside the box to attract candidates?

When you say "Parts & Supply Chain" to the general public, the majority of people wouldn't understand what that entails or how their skills can transfer across, so we wanted to step away slightly from our usual

methods (agencies / job boards) and try something more personal and interactive to allow the opportunity for those conversations to occur.

This goal led us to arrange an 'Open Evening' at our facility in Crawley. The event took place on Wednesday 1st March whereby we opened our doors and allowed anyone looking for work or a career change to come and meet our team, look around our work environment and learn more about us and our opportunities in a relaxed, casual atmosphere.

We were positively surprised by the turnout and really appreciated all those that came out to meet us. It was a great opportunity for them to learn who we were, but also for our team to get a better idea of the transferable skills potential candidates had, which may have been missed by simply reviewing a CV.

We are still at the early stages of

redesigning the way we work, but the future is looking promising!

www.aarcorp.com



MAGGY'S - COST OF LIVING SUPPORT AND STOPPING FOOD WASTE



Overall the UK wastes £17 billion of food each year, £12.5 billion of which is lost to households. 8.4 million people live in households where there is insufficient food. 6% of people aged 15 and over are struggling to get enough to eat.

Maggy's Discounted Food in the Stanley Centre, Kelvin Way in Manor Royal, aims to reduce food waste and simply support the community with affordable food. They specialise in surplus, short date, and food that is near or past its Best Before date.

Do you know the difference between Best before date on a label and a Use by Date?

A use-by date on food is about safety. This is the most important date to remember. Foods can be eaten until

the use-by date but not after. You will see use-by dates on food that goes off quickly, such as meat products or ready-to-eat salads. You can freeze some use by-products before the date

The best before date, sometimes shown as BBE, is about quality and not safety. The food will be safe to eat after this date but may not be at its best. Best before dates appear on a wide range of foods including frozen foods, dried foods, tinned foods and soft drinks.

Maggy's Discounted Food aims to have over 2000 products including - Big Brands, Cupboard Fillers, Ex Supermarket & Department store products across a wide range of Food, Drinks, Household & Toiletries, Gifts plus much more.. all at huge discounts.

For regular customers typically to save around £60 - £70 on their monthly shop compared to high street prices. That's over a whopping £700 - £800 per year you could be saving.

📄 www.maggysdiscountedfood.co.uk

GETTING GRANT READY WITH JEREMY TAYLOR



1 Find the Right Grant

It is important to identify what you need the funding for before you start looking for a Scheme. Most Grants look to support specific capital investment that will drive growth & you will need a focus for the expenditure.

1. Is it relevant and; appropriate to your business and sector?
2. Do you qualify?
3. Does it align with your Vision, Mission and Business Plan?
4. Does your business and the Proposal align with the founder's aims?
5. Is the time frame achievable?

2 - Prepare

Make sure you focus on the process and the expected outputs

1. Read the guidelines - and read them again
2. Make a timeline and gain commitments from the team
3. Deconstruct the Application Form into a working document

4. Create your own checklist & marking sheet

3 - Get Started

1. Allocate roles based on expertise, knowledge, time, etc
2. Identify key messages that are relevant to the funding body
3. Are pictures, graphs and charts appropriate, relevant and or allowed? Only include them if they contribute to the application
4. Share your passion by telling a compelling and engaging story
5. Be specific about what you want to buy & why it is needed for the Proposal
6. Do your research into the market
7. Be aware of risks and the contingency plans you may need to make
8. Prove growth, savings and/ or efficiencies in terms of money & time

Above all, a good application will combine logic with passion and be supported by evidence

If you would like help in deciding what is right for you, talk to me about a Grant Readiness

Review to find the right fund for your business or organisation and growth plans.

jeremy.taylor@thecompanyconector.com

07831 148064

📄 www.linkedin.com/in/1jeremytaylor/

Intermedia – pallet storage

Looking for short or long-term pallet storage? At InterSend, our modern warehouse is the perfect temporary home for your products, with ample capacity to meet the demands of our customers and advanced integration systems to monitor your orders daily.

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Each delivery must be accompanied by the original delivery note, or, if made by third party carrier using their own consignment note, the supplier's name should be clearly shown. The delivery note / haulier's consignment note should contain the following:-

- Unique delivery note number on separate advice notes for each purchase order

- The address of InterSend
- A full description (and stock reference where available) of each item delivered
- The quantity and unit size of each item ordered and despatched
- The total number of units being delivered
- Total number of boxes or bundles being delivered
- The sender of the goods as well as the original Client

Our reliable, flexible, warehouse and distribution services are run by our highly experienced team, providing each customer with great communication and service. We enjoy what we do.....and our clients tell us they enjoy what we do too.

□ www.inter-go.co.uk/intersend



BALLPOINT – REDUCING YOUR COSTS



Interested in reducing your paper or shredding costs, we would love to talk to you.

We formed Ballpoint in 1991 seeing an opportunity to combine our experience in supplying businesses in the Southeast with any product they might need while offering great customer service. We moved to Manor Royal in 1999 and have been busy supplying our customers with quick and efficient deliveries and great products ever since.

Originally offering photocopying and printing services alongside a wide range of products from pens, paper,

furniture, tea & coffee, hygiene & cleaning materials we now also offer a shredding service. Over the years we have helped our customers source all sorts of products, from galvanised smoking shelters, ladders, TVs for receptions a clothes steamer and warehouse racking. If you need it, we can supply it.

In recent months the cost of paper has risen dramatically, mainly due to cost of energy, transportation and pulp. We've worked to keep costs down for our customers and attracted many new ones by being competitive on price and offering great service. Our paper products come from the dock to our warehouse in Manor Royal and onward to you. Our paper doesn't pass through distribution centres and courier hubs which reduces the environmental impact and keeps costs down. Our polite and helpful drivers will happily deliver to the room of your choice, they won't just leave your goods at the front door.

In an age where security is key, we offer a speedy efficient shredding service for secure destruction of your confidential documents, and this can be done on or off site to meet your requirements.

We would love to help more of our Manor Royal colleagues and will go the extra mile to find the products that are right for you.

□ manorroyal@ballpoint.co.uk - 01293 433330

› INTERNATIONAL WOMEN'S DAY



International
Women's Day

Imagine a gender equal world. A world free of bias, stereotypes, and discrimination. A world that's diverse, equitable, and inclusive. A world where difference is valued and celebrated.

On International Women's Day, we celebrate women's achievement. Raise awareness about discrimination. Take action to drive gender parity. IWD belongs to everyone, everywhere. Inclusion means all IWD action is valid.

To mark International Women's Day in March, we spoke to our Manor Royal BID directors

Martha Burnige - Interim Chief Executive Office, Gatwick School



How did you get into your current career/role?

I trained as a solicitor and specialised in advising schools and charities. Being a lawyer is a fantastic career as it gives you transferable skills which allow you to succeed in other fields. I was keen to have a more operational role so went to work for an education company that had been one of my clients. I am now interim CEO of Aurora Academies Trust which is a group of seven schools in the UK. I also have an international role through Pansophic Learning working with schools in Switzerland, Dubai and Uganda.

Have you faced any barriers in your career due to being a woman? If so, how did you overcome them?

Both the legal and education sectors offer many opportunities for women so I haven't faced any real barriers. I am conscious that this may be different for some, such as women of colour, who may continue to face

discrimination in the workplace. When starting out on a career some women may struggle with self confidence so I would say that it is important to make sure you are present in meetings and don't end up always being the one to pour the coffee.

Which successful woman do you admire the most?

I admire courageous women and those who stand up for their rights and those of others. There are many of these throughout history but I have always been interested in the civil rights movement in the US so Rosa Parks who was instrumental in the boycott of segregated buses stands out. I would also choose her because many children learn about her in school and they can really identify with her. My three year old twins even have a book about her!

On International Women's Day, what is the most important message you want to send out to young women thinking about their careers?

I would encourage them to think flexibly about their options and to think big. There are some incredible opportunities in lots of different sectors that you may not have considered. I would also encourage them to study hard whether at school or college, through an apprenticeship or through training at work. There are also lots of opportunities to study online and add strings to your bow.

Ann Horne - HR Manager, Harwoods Group



What did you dream of doing when you were little?

When I was 8 years old, my parents took me on holiday to Spain (I am going back a very long time now, when it was quite unusual to go abroad). I was fascinated by the cabin crew role and decided that when I grew up I must at least try to apply. I worked for a wonderful airline called British Caledonian from Gatwick, which was privately owned by a man named Adam Thompson a very unassuming gentleman that would sit at the back of the aircraft rather than 1st class whenever he travelled. I had a fabulous time and stayed in so many countries such as Hong Kong, South and North America - great memories and certainly the best of times.

What are you most proud of doing?

Harwoods did not have an established HR team before I joined and I am proud that over the last 3 years we have managed to build a strong and highly regarded team comprising Talent and Engagement, Recruitment and Health and Safety

Which successful woman do you admire the most?

This has to be my colleague Sue Hossack. I call her the "Duracell Bunny" - her energy is limitless, her enthusiasm for people is genuine and she strives to help people make the best of what they can be. She is a decent and warm individual and every organisation needs a "Sue"

What is the most important piece of advice you have been given?

It doesn't matter how your life starts its what you can achieve during it that's important - look back and regret nothing - even the things that hurt, teach you something. I grew up on the 20th floor of a council estate in inner London - my dad pushed me into a then Grammar School, which I really scraped into.. but he wanted the world for me and I tried my hardest to live up to that.

On International Women's Day, what is the most important message you want to send out to young women thinking about their careers?

The only thing stopping you from achieving what you want.....is you !

Yvonne Taylor FMRS, Managing Director, PPL Insights



What did you dream of doing growing up?

I wanted to be a political researcher/journalist working in TV. However, I didn't think my English skills were really good enough and I didn't have any contacts in the broadcast media world. In the end I pursued a career in market research where I am still working. I never really lost the passion for research I just moved into another direction and actually I am such a foodie now working in food & drink research is fantastic. Funnily enough my daughter now works in TV and so I have achieved both parts of my childhood dream albeit some of it vicariously.

Have you faced any barriers in your career due to being a woman? If so, how did you overcome them?

Well certainly starting a family meant that I chose to leave a job I loved, which was a shame, although I never really lost ties with Nestlé as they are still a top 5 client for us. Otherwise, market research is a great industry to work in and thrive as a woman. About 50% of the market researchers in the UK are women and in my company 75% of the board are women and 72% of the employees are women. I think I've been pretty lucky in the profession I have chosen and the opportunities I have had and I have certainly made the most of them..

What are you most proud of doing?

Personally, without a doubt, my two daughters who are now carving out their own professional careers. They are teaching me new things all of the time. Professionally speaking having the courage to buy PPL Insights. It was a huge decision and financially challenging but it's really paid off. I, with my fantastic team, have doubled the turnover of the business, we more than survived COVID and we're planning for more growth.

What is the most important piece of advice you have been given?

Trust your instincts. Don't be afraid to ask questions (even you think they might be a bit basic). Take a chance. Be positive.

On International Women's Day, what is the most important message you want to send out to young women thinking about their careers?

Pursue what you are interested in, work hard, do a good job and don't be afraid to be your own PR machine as long as its valid - hubris belongs to men (and they're welcome to it)!

INTERNATIONAL WOMEN'S DAY AT CGG



In honour of International Women's Day 2023, we ran a variety of both global and local events. One of our main UK-based events was a 'Round Table' discussion hosted by Maicon Fiuza (Talent Acquisition at CGG) and myself. We were joined by three fantastic senior leaders - Sharon Howe (VP Business,

High Performance Compute at CGG), Martha Burnige (Chief Executive Officer of Aurora Academies Trust) and Yvonne Taylor (Managing Director at PPL Insights Limited) who each shared their own experiences and insightful thoughts on the topic of International Women's Day and Gender Equality.

It was a privilege to be joined by such inspiring female leaders and discuss such an important subject - we've had

some really great feedback from those who attended the event.

We wish to extend our thanks again to Sharon, Martha and Yvonne for their involvement in the event, and also to Clare Silva for connecting us all through the Manor Royal BID Group.



International Women's Day

"Our gym is much more than fitness - it's mobility, it's nutrition, it's a community"



Route 1 Fitness has been a staple gym in Manor Royal for ten years now and has recently become the first female-owned gym within the business district. On a mission to make gyms a friendly, community space, Anna Banton and Dawn

McCurry took over the gym in October 2022 and have been progressively adding to their offering month by month. Their private gym, down County Oak Way, offers a range of classes, including group workouts and Hyrox training, with a massage studio onsite too.

Anna and Dawn are both qualified fitness coaches and certified nutritionists, and were members of Route 1 Fitness for many years before taking over ownership last year. Anna, a mum of two and Level 3 Personal Trainer said: "We loved the gym, and knowing it was up for sale, we couldn't say no. It's been an adventure but we are so thankful to all of our members for their enthusiasm and for standing by our ethos that life is for living, exercise should be fun, and nutrition is all about balance".

When speaking about their approach to fitness, Dawn commented: "We are very much all about living life to the fullest - I'd be lying if I said I don't enjoy the occasional pastry at the weekend, and no one should feel guilty about that! Everyone at our gym is hugely supportive of each other, and we see our community as friends more than 'members'. We hold a lot of social occasions, for example, a cheese and wine night over Christmas, with step-up boxes for a table and weight benches for seats. We're all about making the gym a friendly place, it doesn't need to be intimidating. We're here to make sure you don't just stick to the cross trainer for 10 minutes



and go home. Pick up those weights, get strong, enjoy food, have fun - build your confidence so you can feel good and look good".

Alongside Anna and Dawn, male coaches Ash Azzopardi and Neil Humphrey assist with semi-private coaching sessions, circuit training, and Hyrox events at the gym. Speaking about the team, Anna said: "It's really important everyone feels comfortable at the gym, which is why we have a team who specialise in all different areas. Dawn and I are both mums, Dawn's a qualified beauty and massage therapist, I'm a qualified nurse, so we've got a lot of strings to our bow! The guys are great too. Ash has a background in rugby coaching and runs our Hyrox workshops which are a huge hit. Neil has a background in CrossFit and is a keen Olympic lifter; he is also a certified coach".

These two new owners are off to a flying start, ensuring their personal touch flows throughout their offering, from online coaching to personal training. Route 1 Fitness is now offering 10% off membership options for all Manor Royal businesses. Just call the team on 07500 444292, quote your business name and MANORBID to claim! Offer ends 10 May 20

🔗 www.route1.fitness/our-gym



➤ DIGITAL SIGNS

The Manor Royal BID has digital advertising screens at key locations around the Business District to help businesses promote and to convey important messages to companies, visitors and employees, supported by the Crawley Growth Programme.

Usually the preserve of big brands with big budgets, the Manor Royal Digital Screens make getting noticed affordable.

Approximately 2 million vehicles pass through the area each month - that's 24 million vehicle movements every year, plus thousands of bus passengers, cyclists and those on foot.

Find out more at www.manorroyal.org/digitalsigns

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MANOR ROYAL
BUSINESS DISTRICT
DIGITAL SIGNS

➤ MANOR ROYAL BID KEY DATES 2023

6-A-SIDE FOOTBALL TOURNAMENT

Manor Royal BID invite you to enter a team in this friendly 6-a-side football tournament exclusively for Manor Royal businesses.

£40 charitable donation per team of up to 8 players

Wednesday 14th June 6pm - 9pm at K2 Crawley 3G Pitches

www.manorroyal.org/events

NETBALL CHARITY TOURNAMENT

Manor Royal BID invite you to enter a team in this friendly netball tournament organised in partnership with Everyone Active exclusively for Manor Royal businesses.

£40 per team, up to 9 players

Wednesday 6th September 6pm - 9pm at K2 Crawley

www.manorroyal.org/events

MANOR ROYAL BID CAREER FAIR

Thu, 27 April 2023, 10:00 - 14:00
Crawley Spectrum House Jobcentre

This is a free event for Manor Royal employers to exhibit their business, the diversity of careers and jobs available in Manor Royal.

The event is being delivered by Manor Royal BID working in partnership with the Crawley Job Centre, supported by LoveLocalJobs.com, Crawley College and Employ Crawley.

This is an excellent opportunity to exhibit your business, promote the opportunities available, to engage with active job seekers, fill live vacancies and encourage local people to find their future - with you - on Manor Royal.

MANOR ROYAL PEOPLE CONFERENCE - Thursday 28 September

An event for HR Managers with information and seminars

Manor Royal Matters Conference/AGM - Wednesday 8 November

Update on BID Projects, BID review, preview and elections

MANOR ROYAL BID CHRISTMAS EVENT - Wednesday 8 December

A festive social event for business leader in the Business District

MANOR ROYAL BID'S KNOW YOUR NEIGHBOUR

The highlight of the Manor Royal Business District event calendar!

Wed, 17 May 2023, 09:30 - 15:30 at The Hawth Crawley

Providing a real platform for local trade for the people and businesses operating on Manor Royal. The aim of the event, now in its 10th year, is to encourage local trade, helping local companies showcase themselves to each other and identify business development and supply chain opportunities.

From catering and cleaning, fitness and finance and stationery and signage, the

range of products and services on offer from Manor Royal companies is huge, we welcome you all to be part of it!

Exclusively for Manor Royal based businesses, you can either book to: Exhibit - please register ONE company delegate to book your business stand General Admission - please register ALL additional colleagues in attendance

The event will include optional seminars and networking sessions, with details released nearer the time. Early booking is advised, as stands are limited.

www.manorroyal.org/events



FOR DETAILS OF ALL OUR EVENTS, SEE THE EVENTS PAGES ON OUR WEBSITE: www.manorroyal.org/events



Stands are FREE but limited to 30 employers. Book now!

www.manorroyal.org/events

Be part of it!

KEEP IN TOUCH

Got something to share or promote?

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Manor Royal BID

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