

My 2024 New Year resolution for E&O was monumental as Judith and I had been working on it since June '23! A massive decision for both the company and also myself going forward. Modern, progressive, and totally in tune with my vision of growth, prosperity and also longevity of our well respected Brand. Lots of exciting opportunities for us all to share, my dream team. Thank you for all your kind words, it is appreciated and respected, E&O's "Employee Ownership Trust" is now fully operational. Virginia Lucey - May 2024.



28th March 2024 E&O Laboratories Ltd Transitions to an "Employee Ownership Trust"

A milestone in E&O's history, pushing boundaries, leading our industry sector and future proofing further development of our awesome One-Team. This monumental transition will open new doors for closer

cooperation with suppliers and customers.

Demonstrating a modern business operating culture with transparent accounting practices and

encouraging enhanced career progression whilst guaranteeing the company's longevity. 62.5% of E&O shares now belong to this "Employee Ownership Trust", so you can all start to enjoy the feeling of ownership, greater responsibility in building part of your destiny and the success of all your hard work will be rewarded. How we structure, manage and communicate will all be confirmed over this next financial year. This is just the start of a completely new and monumental chapter in E&O's history, you will all have valuable input, so let's enjoy the journey in this very exciting new era! Congratulations to our three new Trustee Directors: Dr Douglas Cameron, Alan Kelly and Ann Turner.



SCOTTISH GRAND NATIONAL Saturday 20th April 20-24

There were lots of different betting techniques used by the racegoers on the day, from some being strategic and studying the race card, to others picking a number and sticking by it. In the end it was down to luck, not strategy. Number 6 was Ann's lucky number which got her 2 winners, however it was Clare who definitely cleared the most cash with 3 winners including the Grand National, covering the costs of Douglas who bet the most losers on the day. The most special moment was when we were at the winning post for the grand national cheering on our horses with the sun shining down on us. We all put a tenner in a kitty, and names were drawn from a hat to pick a horse in each race in the hope that we would all win big. However we weren't very lucky as we only selected 1 winner out of 8 races, but each of us got our money back, so there were no real losers. In the end, it was a great day out with everyone enjoying themselves on the first day of summer of 2024.



QC/QA:

A very busy first quarter for the Quality Control department. Big changes to the diluent test method allow us to flag any sterility issues quickly and more accurately. Working with Paul to source the right filtration equipment, then full validation of the new test method including training of all QC staff was carried out during Jan/Feb. Kirsty has been working alongside DCM and Technical to implement productivity enhancements on how we mill, blend, weigh and test our KM batches. Some other new trials have been carried out and are still ongoing.



Pre-incubation placement

Changes to the Horse Serum filtration method – all relevant departments came together to brainstorm. Ambient Pharma Storage validation trials with Hot and Cold Simulations are still ongoing.

QC are now responsible for all "Raw Material" batch testing, with a new schedule in place so this can be controlled and reconciled. QC have also taken over Shelf-life testing and the publishing of reports. Megan has been working through the DCM list first. Once this is completed and all the KM reports organised, the team will move on to the huge Poured Plate and Bottled Media Shelf Life project.



New filtration for diluent testing

Training and business knowledge: Kirsty has been going into different departments including DCM and Supplements to widen both her and their knowledge around product use and process manufacture. Ola has been assisting with raw material testing and Agnes is spreading her knowledge of the Clean-room areas and Blood Department. Loads of time has been spent supporting Owen in marketing too, arranging samples for photography to create new media assets for use on our website, new product flyers and social media.

ONE - FANTASTIC - TEAM!

AUDITS: Preparation for a very important UKHSA customer audit started in mid January with all departments working together. This tender was awarded back in January 2021, but due to Covid restrictions the audit process was on hold and latterly postponed. On 29th January we hosted a team of 6 UKHSA auditors covering both WF and BH facilities, a successful day resulted with zero nonconformances.

BSI's marathon 5 day April audit was successfully completed with only 8 minor nonconformances raised and actions are now all closed. The two auditors were very impressed with how BH & WF sites were presented, clean, tidy and organised and noted the improvement in PPE procedures. They also enjoyed speaking with staff and felt that everyone they spoke to understood the processes and could clearly describe the tasks they observed. Well done to everyone, this was the longest audit schedule we have ever experienced! Our Southern Hub is next with a 2 day scheduled first audit in late June. Mark is well prepared and will be supported by the management team throughout.

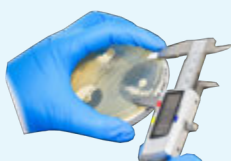
THE TEAM: Lots of changes for the QA staff during first quarter. Rebecca Hughes has been promoted to the Trainee Supervisor position and helped lead the BSI recertification audit. "Both Rebecca and Laura did a fantastic job leading the operational side of the audit which was very much appreciated by myself" said Clare Cameron, "Despite the challenges over the last few months, they have formed a great team with not only themselves but also with other departments, working together to create opportunities to make improvements. Sheila has also been very busy in HSE helping to support all departments and even had an unexpected HSE audit by the H&S executive, as always Sheila took it her stride and smashed it".

Technical/R&D:

Technical R&D: Mueller Hinton trials are well underway following previous work around different sourced peptones. With successful bench trials now complete, DCM have scaled up the blending and comparison work is being carried out against competitor brands. Once this work is complete, customer validation will follow with two important clinical accounts in the south of England.

Lots going on with Chromogenics, enhancement of the Primary range including MRSA, UTI and Listeria.

MicrAlert - A new surface pathogen detection kit for the food industry, bringing together tests to identify Listeria, Salmonella and Coliforms with a neutraliser reagent and a sterile swab.



Measuring antibiotic disc bacterial zone sizes

Another diagnostic testing reagent has also been finished for the food industry - SIM Medium for the detection and enumeration of Clostridium spp. This medium is offered as a dehydrated powder and as a ready-to-use reagent.

A new kit for the clinical sector has also been finished - Faecal Transport Solution with a swab. This product has been successful launched. The team are working hard on several other projects, which will be ready for the busy autumn exhibition season, as well as assisting with the Epicor ERP implementation.



Recording results for future reference



Dentistry in action

A new concrete surface with upgraded drainage has made a huge improvement to the busy front yard. Outside feeding for the sheep both at the front and back offers less wastage and extra space for donor animals to forage. With such a wet winter, two groups of sheep were housed to rest and safeguard the pasture for spring cultivation.



Concrete yard with drainage

- Preparing for Horses to go out to grass
- 107 cubic metres of concrete
- Upgrade of old byre
- 7 new horse stables
- Garden up-grade with sand stone slabbing



North entrance finished

Howard has been working hard all winter renovating the old byre into smart new horse boxes for extra livery yard clients. This project started with pointing up all the original stone walls, sorting the gutters, repairing some pan tiles and opening up several bricked up windows and blocked doors. Carefully chosen period ironmongery was attached after Howard's made-to-measure and stained doors were hung. This new area looks amazing and will offer another 7 high quality stables to increase the farm revenue.



Howard's made to measure doors looking smart!



Low maintenance gardening!

With just the wall to finish on the house front garden, we now have a stunning courtyard for E&O staff and visitors to park in. I would thoroughly recommend Mark Sinclair (MST Madeleine's husband) and his team for any groundwork. What an excellent job they have done during very challenging weather, both around the farm house and the huge concrete yard. Historically, this area was impossible to keep clean, had poor drainage, and is always a busy area for machinery and donor animal traffic.

It has been torture on the farm this spring, wet and cold for the entire first quarter! Despite these horrendous conditions, our donor animals all look healthy and are really looking forward to going out to grass on the 21st May. Fingers crossed we get a kind warm summer with plenty of grass for forage production. Being a good month behind on normal seasonal cultivation, there is now extra pressure on Alex & the contractors we use for grass preparation and rotational fodder production.....South Mains is heading for an extra busy summer period!



Original 2017

Upgraded
Inside
& Out



Finished 2024

HR: news

Lots of recruitment activity over this last quarter. Still ongoing before the holiday season kicks in. Exciting times as the E&O family commitment grows....congratulations to Lucy McAlpine, who becomes a first-time mum, leaving us to begin her Maternity Leave in June, Megan Reynolds has also announced she's expecting her first child at the end of October and Jamie Kersse is due to become a first-time father in September.



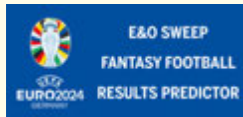
*South Mains BBQ
1st June 2024
Great weather
Delicious food
Fantastic turnout
Big thanks to
ALL INVOLVED!*

June 2024 horse
release video

<https://vimeo.com/952375629>



Events:



On now



Kicks off in August



Details coming soon



Saturday 31st August 2024

Sales & Marketing:

Medlab Middle East exhibition in Dubai (5th - 8th February) - Douglas and Campbell attended with customer appointments and an off-site visit to a distributor in Ras Al Khaimah, an hour north east from the exhibition halls. Some excellent sales leads have now been followed up with confirmed first orders placed for DCM powders and supplements.

ECCMID 2024 (27th April - 30th April) in Barcelona Spain - Clinical Diagnostic conference and trade exhibition. Douglas & Campbell attended and met with numerous customers/distributors, suppliers and trade exhibitors at this busy fair. Despite being a popular holiday sunny destination, it was raining and cold for the full duration! Sourcing competitive swabs to suit our kit manufacture was the main focus, very positive meetings with several suppliers. Validation and technical file creation is currently ongoing.

Campbell Young will be retiring at the end of June after 18years of loyal service. Campbell joined E&O back in 2005 as a customer service assistant. He then progressed into procurement for a while before taking over the management of the warehouse/despatch department. His passion was always sales, so in 2011 when the Northern Sales Account Manager position became available, Campbell snapped it up.....he excelled in sales and always enjoyed the part-time extra role of export/distributor support whilst attending exhibitions in Europe and the Middle East. With a more comprehensive and growing DCM/Supplement product range now in full production, opportunities for export sales increased. In 2018 Campbell moved over to his full time export sales role and since then has increased E&O brand awareness from 22 to 41 countries worldwide, with hopes for a possible 5 forthcoming additional territories in the pipeline. Campbell is very well recognised and respected in our market sector. He will be missed by us all and we hope he has a long and healthy retirement enjoying his golf, gardening and charity work.



Douglas Cameron & Campbell Young
attending Medlab exhibition Dubai 2024