THE MAGAZINE WITH INSIGHT
BUSINESSFOCUS

CULINA IPS
AN END-TO-END SOLUTION

ips

IPS IS PART OF ONE OF THE LARGEST LOGISTICS PROVIDERS IN THE COUNTRY, YET STILL BRINGS AN ENTREPRENEURIAL MINDSET TO SUPPORTING ITS CLIENTS AND PARTNERS.

An End-to-End Solution

PROJECT MANAGED BY: LUKE JOHNSON

The Culina Group is the largest logistics provider to the FMCG market in the UK, built up over the years through a long series of strategic acquisitions. It is now a nationwide network of logistics to support the essential transport of ambient, fresh and chilled goods. This is achieved through companies such as Stobart's, Great Bear Distribution, Culina Logistics, Fowler Welch, alongside speciality service offerings such as The Pallet Network, and the largest contract packer in the UK, IPS.

>>
[Opposite Page]
Andrew Dawson, CEO of Culina IPS.

"What we do is provide the end-to-end solution with regards to receiving products, packing them within the supply chain, storing and distributing them for some of the largest brands across the whole of the UK," says Andrew Dawson, the CEO of Culina IPS.

With a turnover of more than £120m, IPS is more than a subsidiary of the Culina Group, at 30 years old, it is also the largest copacker in the UK. Dawson himself has been in the business for more than 20 years, following its progress from an owner-managed firm with a turnover of £4 million to its status as part of the Culina Group today

"We are copackers first and foremost," Dawson says. "We are market leaders in the co-fill, co-pack and co-manufacturing sectors with a heavy emphasis on the food industry. That is because we are the best copackers in the UK, with the best standards in health and safety, quality, performance, and sustainability."

When we talk with Dawson, IPS is implementing a five year strategy to bring the company to new heights. The company has 150 customers and is growing exponentially, with more than 250 packing lines and 3,000 staff.

"The whole core of our business is about being agile, innovative and protecting the brands that we pack," Dawson tells us. "I can guarantee that you have something in your kitchen cupboard that has been packed by IPS. You just don't know it."

EXTENDING THE SUPPLY CHAIN

IPS goes beyond being a contractor or even a partner to its clients, becoming a natural extension of the manufacturers' own supply chain. IPS sites can be embedded seamlessly into customer operations or set up at IPS's own shared-use facilities.

"We have packing elements within Warren, across Great Bear and throughout Culina Logistics, in fact, we even flow wrap some of the yoghurts>>

CULINA IPS

JKM technologies
Innovation Delivered. Partnership Empowered.

Empowering Industry Leaders with Secure, Bespoke Cloud Solutions

Our Solutions:

- Bespoke software development and integration.
- Secure, cloud-based platforms tailored to your needs.
- Private cloud hosting and managed services.
- Real-time product traceability & operational visibility.
- End-to-end support: from concept to deployment & beyond.

JKM Technologies Ltd, City Tower, Piccadilly Plaza, Manchester, M1 4BT, UK
www.jkmtechnologies.com | E: info@jkmtechnologies.co.uk | T: +44 (0)1298 815877

Empowering Logistics & Manufacturing with Secure, Bespoke Cloud Solutions

JKM Technologies delivers bespoke, robust, cloud-based platforms trusted by industry leaders. As AWS hosting experts and Microsoft Partners, we ensure efficiency, transparency, and growth for your business.

Vision

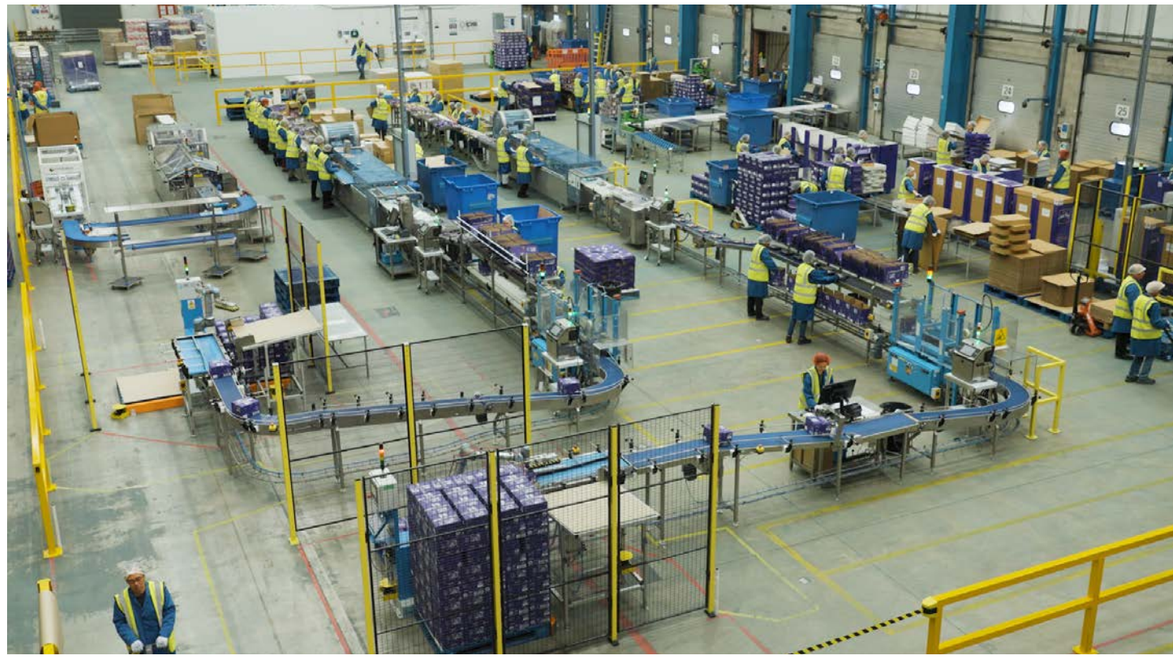
"JKM have enabled us to achieve real-time product traceability and seamless operations."

Discover on the next page how we help businesses like **IPS Culina** achieve class-leading solutions.

Sectors served:
Warehouse, Manufacturing & Logistics, Banking, Pharmaceutical, Kiosks, Public & Private Sectors (Global)

Discover how JKM can future-proof your operations

Book a 30-minute consult by visiting:
jkmtechnologies.com
or call +44 (0)1298 815877



that might be sitting in your fridge at home today," Dawson says. "Our service offers our customers a point of difference, but beyond that, we function as superglue that enables the larger Culina Group as a whole to develop its end-to-end supply chain solutions and keep its own contracts locked in for the long-term."

IPS has achieved its size and status because it is able to compete on two fronts simultaneously. Its competition includes the UK's specialist copackers, and their skills and capabilities, but it also includes more generalist logistics providers.

"THE WHOLE CORE OF OUR BUSINESS IS ABOUT BEING AGILE, INNOVATIVE AND PROTECTING THE BRANDS THAT WE PACK. **I CAN GUARANTEE THAT YOU HAVE SOMETHING IN YOUR KITCHEN CUPBOARD THAT HAS BEEN PACKED BY IPS.** YOU JUST DON'T KNOW IT."

"What we have done is provide Culina with the expertise, scale and commitment to invest that no other copacker has seen in our industry," Dawson informs us. "We don't just offer flow wrapping, bagging, or cartoning. We are leading the market with lean and ››

EMPOWERING CULINA IPS WITH VISION:
A PARTNERSHIP BUILT ON INNOVATION AND TRUST

ips + JKM technologies = Vision

In today's fast-paced supply chain sector, technology is no longer a support function—it's the backbone of operational excellence. Culina IPS, the UK's leading co-packer, recognised the need for a smarter, more connected approach to managing suppliers and clients. Their concept, Vision, was brought to life by JKM Technologies, resulting in a bespoke platform that elevates IPS's operations and sets a new standard for the industry.

MEETING THE CHALLENGE
IPS operates in a demanding environment, serving a vast network of suppliers and clients. Off-the-shelf solutions couldn't deliver the security, configurability, or real-time visibility required. IPS needed a system that would securely connect stakeholders, streamline workflows, and provide instant access to critical data—all while being intuitive for users.

The Vision Platform
JKM Technologies developed Vision as a cloud-based platform tailored to IPS's unique needs. Security was paramount, with advanced encryption and role-based access controls ensuring data integrity. Vision's flexible architecture allows IPS to adapt workflows and integrations as their business evolves, keeping the platform relevant and responsive.

A standout feature is real-time transparency. IPS's team can instantly access up-to-date information on inventory, production, and supplier performance, enabling quick, informed decisions. This visibility has transformed operational agility, reduced bottlenecks, and enhanced responsiveness.

Vision also drives performance and traceability. By streamlining processes and providing detailed tracking, the platform supports IPS in delivering efficiency and accountability—qualities that are increasingly demanded by clients and regulators alike.

TANGIBLE IMPACT
Since implementing Vision, IPS has integrated seamlessly with suppliers and clients, reducing manual intervention and improve data accuracy. Operational transparency has increased, giving stakeholders greater confidence in IPS's processes. The platform's scalability supports IPS's growth ambitions without compromising performance, helping maintain their position as the UK's leading co-packer.

This success is a testament to the power of collaboration. By working closely with IPS, JKM Technologies has delivered a solution that not only meets today's challenges but also anticipates future opportunities.

JKM Technologies: Your Innovation Partner
Vision is just one example of JKM's expertise. We specialise in custom software development, secure AWS hosting, private cloud environments for rigorous testing, and advanced Microsoft integrations. Our approach is always tailored—technology should enable your success, not dictate it.

LOOKING AHEAD
The partnership between JKM Technologies and Culina IPS is built on trust, innovation, and a shared vision for excellence. As IPS continues to grow, JKM remains committed to supporting that journey with secure, scalable, and future-ready technology.

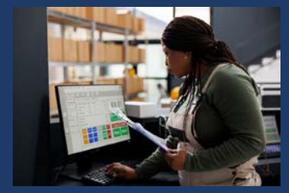
Our work with IPS demonstrates what's possible when businesses embrace digital transformation strategically. By combining deep industry knowledge with cutting-edge technology, JKM Technologies empowers organisations to achieve more—today and in the future.

Book a 30-minute consult:
jkmtechnologies.com
or call +44 (0)1298 815877

concept recruitment | group

Compliant, ethical recruitment for a safer, stronger workforce.

- Proven track record
- On-site temp staffing solutions
- Customised service
- Dedicated to building long-term partnerships
- Build trust and transparency
- In-house PAYE payroll only
- Proactive approach
- Industry knowledge
- Commitment to client satisfaction
- Valuable partner to business across the UK



business@conceptrecruitment.com
www.conceptrecruitment.com
+44 (0)1924 979955

MAKE MORE
WITH OUR 100% BRITISH
GLUTEN FREE OATS

At Glebe Farm Foods, we grow, manufacture and pack a quality, versatile and great-tasting range - available in formats and sizes to suit any business.

Product	Available sizes	Uses
Oat Drink	900 litre Pallecon	Chocolate, ice-cream, canned drinks, base for flavoured drinks
Conventional or Organic Jumbo Oats	25kg or 800kg	Overnight oats, muesli, granola, biscuit toppings and breads
Conventional Medium Oats #26	20kg	Porridge, muesli, granola, crumbles, tray bakes, flapjacks, energy balls and bars that need a consistent bind
Conventional or Organic Porridge Oats #24	5kg, 20kg and (600kg Conventional only)	Porridge, overnight oats, muesli, granola, biscuits, toppings and breads
Conventional or Organic Quick Oats SC50	20kg	Quick porridge, porridge pots or sachets, bulking out
Conventional Oat Flour Grade 3	20kg	Carrier for drinks, shakes, pasta and other fine flour applications that need to cook quicker
Conventional Oat Flour Grade 13	25kg and (800kg Conventional only)	Breads, pastry, pancakes, cakes and brownies
Oat Granola	20kg	Breakfast products, crumbles and dessert or yogurt toppings

GLEBE FARM

LET'S TALK OATS! EMAIL BEN.WILSON@GLEBEFARMFOODS.CO.UK OR CALL 07484 014 986

CONCEPT RECRUITMENT GROUP

Now in our 20th year, Concept Recruitment Group is a trusted, values-driven recruitment partner delivering compliant, ethical workforce solutions at scale.

As an Employee Ownership Trust, we combine long-term financial stability with a fully engaged workforce, ensuring that every team member is invested in client success and operational excellence.

Led by Managing Director Duncan Heywood, FCCA, and Operations Director Tracy Stanway, who brings 27 years' experience across diverse recruitment sectors, the business is governed with strong oversight and strategic focus. This leadership ensures we consistently deliver high-quality outcomes while upholding our core values of integrity, compliance, and worker welfare.

We understand that every client faces unique workforce challenges. Our solutions are tailored to meet specific operational needs, providing reliable delivery, measurable value, and effective risk mitigation.

For over 15 years, we have proudly partnered with IPS, supporting their nationwide operations through on-site managed services that enhance internal capacity and strengthen organisational performance. Our dedicated teams, deployed both on-site and across our branch network, ensure flexible and scalable workforce solutions across multiple sectors.

Compliance and ethical practice are central to everything we do. Supported by bespoke technology and rigorous controls, we operate to the highest industry standards and maintain a 100% compliance record with the REC. As a responsible Employment Business, we work proactively with clients to prevent modern slavery, forced labour, and exploitation — protecting both people and brand reputation.

Concept Recruitment Group delivers compliant, ethical recruitment solutions that build safer, stronger, and more resilient workforces.

www.conceptrecruitment.com

GLEBE FARM FOODS

Manufacturers need ingredients they can trust - ones that taste great, work reliably, and offer credible traceability and provenance. That's exactly what we focus on at Glebe Farm Foods. Everything starts on our family farm in Cambridgeshire, where we grow and process 100% gluten free British oats and work with a network of local farmers within a 70-mile radius. This means we can trace every batch of oats back to the field where it was grown, giving you consistency, confidence, and the reassurance of supporting UK farming.

Those British oats are then crafted into high quality, great tasting ingredients designed to shine in your production, delivering a naturally sweet, nutty, and rich flavour that elevates any drink or dish. Whether you're developing new plant-based drinks, baking at scale, enhancing ready meals, or seeking clean, simple ingredients, our products provide the flavour, texture, and reliability that your recipes demand.

We also understand that no two manufacturers work the same way. That's why we offer flexible pack sizes that make life easier. Our oat variations slot smoothly into different processes, giving you the freedom to use our ingredients across a wide range of end products.

More and more, consumers are seeking food made with local ingredients and transparent farming practices, in fact, 56% of UK consumers proactively look for British food over imported alternatives[3]. By choosing Glebe Farm Foods, you can meet that demand while delivering the taste and quality your customers expect.

To learn more about our bulk range, contact: ben.wilson@glebefarmfoods.co.uk or visit **glebefarmfoods.co.uk**

**[3]ADHB Qual Research Oct 2024*

flexible automation. We have been using tools ranging from robotic palletisers to robotic pick-and-place."

At the same time, IPS has the backing of the Culina Group's investment arm, a powerful tool as a privately owned Group with a £2.2 billion turnover. Yet while that backing obviously opens doors for IPS, at its heart, it retains the values of traditional entrepreneurship it always has.

As Dawson explains, "We have made a commitment to make investments that match our level of capability. That is probably our biggest point of difference with the competition."

LONG-TERM RECRUITMENT

But as well as growth, IPS has also seen challenges. Two to three years ago, the entire logistics and supply chain industry was hit by a significant labour shortage. >>

“WE CREATE A SENSE OF BELONGING, PROMOTING THE RIGHT ATTITUDE, AND SECURING PEOPLE FOR THE **LONG TERM.** WE HAVE MANY EMPLOYEES WHO HAVE STAYED WITH US FOR A LONG TIME.

“The industry found it difficult to get people through the door, especially considering pay is generally at the lower end of the scale, with people jumping between jobs more on a gig basis,” Dawson tells us.

The solution Culina IPS developed is to move away from gig employment and instead develop workers on a more consistent basis.

“We have set upon a people strategy that uses development to help soft-lock individuals in,” Dawson explains. “We create a sense of belonging, promoting the right attitude, and securing people for the long term. We have many employees who have stayed with us for a long time. We use agency labour but establish long-term partnerships and a ››

PFM PACKAGING MACHINERY LTD

FUTURE-READY PACKAGING, PROVEN PARTNERSHIPS: PFM & IPS AT THE FOREFRONT

Established in 1987, PFM UK is a crucial arm of the globally respected PFM Group, bringing cutting-edge flexible-packaging machinery to the British and Irish markets. As a wholly owned subsidiary, PFM UK provides both sales and full after-sales support, with highly trained technicians and a comprehensive spare-parts inventory to ensure maximum uptime for its customers.

A key example of PFM’s commitment to long-term cooperation is its partnership with IPS, which began in 2011. Over more than a decade, the two companies have worked closely to enhance production efficiency and implement reliable, future-ready packaging solutions. This enduring relationship reflects PFM’s belief that strong, service-driven partnerships are essential to delivering real value in today’s manufacturing environment.

The PFM Group boasts a heritage dating back to 1964, founded in Torrebelvicino, Italy, and now operating across multiple continents. Its expertise spans the design, engineering, and manufacture of high-performance machinery for flexible packaging, from horizontal flow-wrappers and vertical form-fill-seal (VFFS) systems to multihead weighers and complete automated packaging lines.

PFM’s horizontal flow-wrappers offer rapid format changes, automatic bag-length adjustment, precise sealing, and hygienic construction. Its VFFS machines support high-speed packaging for a wide range of food and non-food products, while its multihead weighers deliver exceptional accuracy and speed through advanced mechanical, electronic, and software technology.

Beyond individual machines, PFM integrates complete packaging lines tailored to customer needs, helping manufacturers optimise productivity, preserve product quality, and reduce waste. With this broad portfolio and a proven commitment to partnership, the PFM Group remains a trusted provider for brands seeking innovative, future-proof packaging solutions.

STAFFLINE

POWERING UK INDUSTRY THROUGH SCALE, AGILITY AND TRUSTED PARTNERSHIPS

As the UK’s largest recruitment solutions partner, Staffline plays a critical role in keeping UK industry moving. Every week, the business connects more than 33,500 people with Good Work across the country - giving organisations the flexibility, resilience, and capability they need in an increasingly demanding landscape.

What sets Staffline apart is its ability to combine national scale with local agility. With nearly four decades of experience and insights from more than 1,000 clients - including many of the UK’s best-known brands - the company delivers high-volume, adaptable workforce solutions shaped around the specific needs of each site and operation. From seasonal peaks to complex logistics environments, Staffline designs recruitment solutions that ensure businesses have the right resource, exactly when they need it.

Compliance remains central to its offer. As a trusted PLC, Staffline provides clients with industry-leading governance and ethical standards that protect brands, safeguard workers and ensure full compliance across every stage of recruitment. This dependable approach has earned the business long-standing partnerships across sectors where scrutiny and operational risk continue to rise.

Innovation is another major driver of value. Staffline’s technology platforms give clients real-time workforce visibility, enhanced planning capability and the data needed to make more informed operational decisions. From transparent reporting to streamlined onboarding, these tools help reduce cost, increase efficiency and unlock continuous improvement.

In a market where workforce demands are evolving at pace, Staffline continues to deliver the scale, expertise and partnerships that help UK businesses stay competitive and ready for what’s next.

www.staffline.co.uk

pfm packaging machinery united kingdom

The Complete Package

Our Service

- **Dedicated After Sales Team:** industry leading service and spare parts support
- **In House Training Facility:** bespoke training for your team on our premises or yours
- **Privately Owned Family Business:** flexible solutions to meet your needs
- **Complete customer satisfaction guaranteed**

Our Range

- Horizontal flowrappers
- Vertical form fill seal bag makers
- Horizontal form fill seal pouch machinery
- Multihead weighers
- Complete packaging lines

PFM Packaging Machinery Ltd, PFM House, 2 Pilgrim Way, Stanningley, LEEDS LS28 6LU

T: +44 (0)113 2393401 E: sales@pfmuk.com W: www.pfmuk.com

The Workforce Partner
Behind the UK’s Leading Brands

Staffline delivers the large-scale, high-compliance workforce solutions that keep UK industry moving.

Trusted by leading brands, we combine nationwide reach with agile, site-specific support and technology-enabled delivery to give businesses the people, insight and resilience they need to stay competitive.

Speak to our Experts

newbusiness@staffline.co.uk

www.staffline.co.uk

Staffline

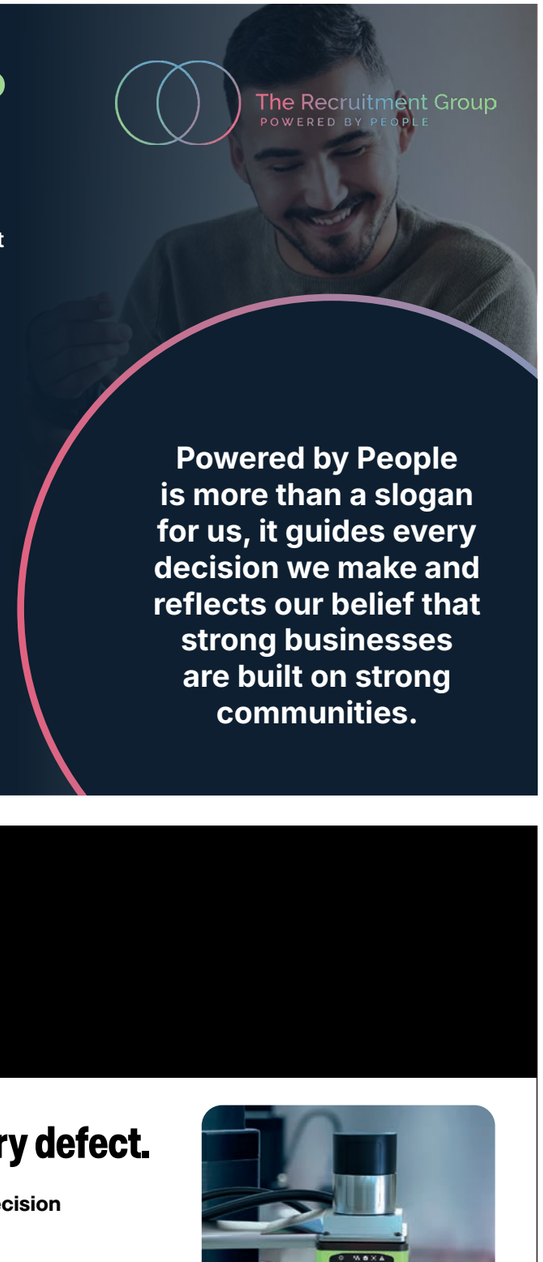
strong regional presence. It has meant we have avoided problems others in our sector have faced, and maintained our customer service at the highest levels."

Dawson understands IPS's recruitment processes better than most, having personally recruited many of the firm's staff across its 31 separate packing sites, and most of all, he understands the importance of a sense of belonging in that process. Culina makes a huge investment in training, with much of that training being carried out online as well as being offered on-the-job.

"It sounds like a cliché, but it feels like a family here," says Dawson. "It is through that mindset that we try to encourage in our people, that has led us all to be the best copacker in the UK. Our employees feel like they have made a significant contribution to our growth journey. We all take a level of pride in the operational excellence we deliver for our customers." >>

BUSINESSFOCUSMAGAZINE.COM

The Recruitment Group
Powered by people.



The Recruitment Group is a nationwide recruitment partner that puts people at the heart of everything we do. We support businesses across industrial, commercial, logistics and professional sectors, offering flexible and reliable hiring solutions that help teams grow with confidence.

Our approach is simple, we focus on relationships, transparency and genuine care for clients and candidates. With dedicated local branches and specialist teams, we work closely with organisations to understand their needs and connect them with the right talent.

Powered by People is more than a slogan for us, it guides every decision we make and reflects our belief that strong businesses are built on strong communities.

+44 (0)1332 318711
enquiries@therecruitment-group.co.uk
www.therecruitment-group.co.uk

See Everything.
Miss Nothing.

Zebra Fixed Industrial Scanners & Machine Vision Solutions

Capture every angle. Detect every defect.

From barcode scanning to visual inspection, get precision and performance from a single proven provider.

- **End-to-end automation** and real-time quality control
- **Seamless traceability** and total visibility from production to distribution
- **Backed by Zebra's trusted heritage** and global support network

www.zebra.com/machinevision
Scan the QR code to learn more.

ZEBRA

The Zebra wordmark and logo are trademarks of Zebra Technologies Corp., registered in many jurisdictions worldwide. All other trademarks are the property of their respective owners. ©2025 Zebra Technologies Corp. and/or its affiliates. 10/09/2025.

THE RECRUITMENT GROUP

The Recruitment Group is proud to work in partnership with IPS, supporting teams across the Culina Group with flexible, reliable and fully compliant workforce solutions. Our collaboration is founded on shared values, driven, accountable, genuine, caring and credible, all focused on delivering quality and consistency every time.

Across the UK, we support employers who want more than CVs arriving in their inbox. They want a partner who understands their operation, responds at pace and provides people who stay, perform and add real value. This is where we excel. As a business powered by people, we look for sparks that make your business thrive in every placement we make.

Our specialist teams cover industrial, logistics, commercial, catering, driving, engineering and professional hires, offering a complete service that eases the pressure on internal teams. From high volume temporary labour to niche permanent placements, our branches act as true extensions of our clients businesses, building strong pipelines, improving retention and reducing downtime.

We also provide onsite support and full managed service models for customers who need hands on expertise. This includes our work with IPS and our experience supporting blue collar businesses where consistency, quick response and operational control are vital.

With eight branches and over 100 years of combined experience, we are large enough to deliver at scale yet close enough to stay personal. If you want a recruitment partner who listens, delivers and makes your life easier, we would love to talk.

www.therecruitment-group.co.uk

ZEBRA

Zebra provides the foundation for intelligent operations with an award-winning portfolio of connected frontline, asset visibility and automation solutions. Organizations globally across retail, manufacturing, transportation, logistics, healthcare, and other industries rely on us to deliver outcomes today while driving innovation for what's next. Together with our partners, we create new ways of working that improve productivity and empower organizations to be better every day.

This mission is brought to life not in boardrooms, but on the very front lines of the global economy. From the warehouse associate scanning a package to a nurse verifying patient medication, Zebra's array of rugged mobile computers, advanced barcode scanners, and RFID technologies are the critical link between physical assets and digital intelligence. They are the unsung heroes in the pursuit of modern efficiency, providing the real-time data that allows businesses to track assets, manage inventory, and optimize workflows with unparalleled precision.

The path of innovation requires a clear and strategic focus. This means not only providing best-in-class hardware but also delivering powerful software and analytics to turn data into actionable insights. Through platforms like Zebra Workcloud, the company empowers organizations to unlock new levels of performance and visibility. This unwavering commitment to a comprehensive solution is why, even amidst market shifts, Zebra Technologies continues to be a pivotal player, dedicated to empowering the frontline workers who drive the global supply chain forward. Learn more at zebra.com

PROMAN

SOLUTIONS-DRIVEN RECRUITMENT

> Temporary & Permanent Recruitment
> Master Vendor, MSP & RPO Solutions
> High-volume, scalable hiring for manufacturing, supply chain & logistics businesses

10th largest recruitment agency in the world

Discover our full capability at **proman-uk.com**
and transform your talent strategy

CULINA IPS

PACKING IN MORE THAN PACKING

That pride is justified by Culina IPS's position as the strongest name in the market, particularly in the food sector. For Dawson, however, this is still only a place to build from.

"We would like to open new doors through acquisitions, joint ventures or vertical integration as we move into new markets," says Dawson "We have started to build retailer partnerships while setting very clear targets of 25% revenue growth over the next five years. We have already achieved what we have with zero debts."

Dawson's own grit and passion for the business are clear as he talks about Culina IPS's future. ››

"WE CAN REDUCE THE SUPPLY CHAIN RISK FOR OUR CUSTOMERS, & WE ARE STILL IMPROVING THROUGH FLEXIBILITY AUTOMATION, DIVERSIFICATION, & STRIVING FOR EXCELLENCE."

As he explains, “We want to be seen not just as a co-packer or co-manufacturer. Our value proposition is not just bagging and cartoning. It is in delivering agile, scalable service excellence with seamless integration across the Culina Group, with an unrivalled equipment base and packing capabilities. We can reduce the supply chain risk for our customers, and we are still improving through flexibility automation, diversification, and striving for excellence.”

culina group
ips

INTEGRATED PACKING SERVICES.

THE UK’S LARGEST CO-PACKER.

Leading UK brands trust IPS for co-packing excellence. Flexible, innovative and powered by the Culina Group’s extensive UK supply network, we deliver fully connected, scalable solutions tailored to your needs.

Discover a smarter approach to co-packing with IPS

ipscontractpacking.co.uk

CULINA IPS

WWW.IPSCONTRACTPACKING.CO.UK

PRODUCED BY:

CE MEDIA GROUP

WHERE INSIGHT MATTERS