

- On-Systems designs and manufactures custom power systems suitable for use in harsh environments, specialising in the aerospace and defence sectors.
- Noted as an innovative and inclusive employer, On-Systems has restructured its leadership team and implemented a new growth strategy that has seen YoY revenue increase by 30%+ in consecutive years.

**Letchworth Garden City, UK** – a pioneering provider of plug-and-play power solutions to demanding and hi-tech industries, On-Systems has undergone a remarkable journey of growth and innovation since its inception in 2011.

What started with just two engineers and an operations manager working from a managed office and limited production facilities has blossomed into a thriving enterprise that prioritises engineering development to optimise the performance, reliability, and efficiency of bespoke power solutions.

From its humble beginnings, the business has quickly evolved and adopted larger premises to consolidate operational functions with production, whilst remaining true to its core values of a customer-centric approach and a commitment to fostering a positive work environment.

The company's primary focus has shifted from delivering prototypes and small-batch products to series production, garnering the attention of a wide network of new clients. The business has been successful in agreeing on contracts with several tier 1 partners attracted by the opportunity to access bespoke power solutions certified to AS9100 from a leading UK provider. The result has been a more secure long-term order book, enabling further investment in resources to expand engineering capability and production capacity.

Throughout 2023, On-Systems has invested in its teams to enable it to meet the evolving needs of its customers now and in the future. The addition of senior engineers and Programme Managers from prestigious organisations such as Rolls Royce and Mercedes serves as testimony to the company's attractiveness. Notably, the company has also embraced a culture of innovation and employee well-being, becoming the 7th company in the UK to offer unlimited holidays to all staff and implementing creative measures to create a pleasant working environment, such as trialling a 4-day working week.

Furthermore, a company restructuring has created the roles of Director of Operations and Director of Business Excellence, safeguarding a continued focus on quality and customer service as the company grows. A new Head of Engineering has also been introduced to further develop engineering processes and understand capability gaps that may inhibit the delivery of the company's growth strategy. New graduate roles demonstrate a commitment to nurturing talent and fostering growth within the organisation.

In September the company announced a partnership with specialist electronic, electrical, and e-mechanical (EEE) distributor **Princeps** in the UK. Princeps' established reputation in sourcing and supplying fully traceable hard-to-find EEE parts allows On-Systems to concentrate on its product roadmap to service larger engineering development programmes.

Looking to the future, On-Systems anticipates a 60% growth in revenue for 2023 compared to the previous year, with an order book indicating further growth of at least 50% for 2024 fuelled by exciting new programmes. The company is also planning a move to a larger, greener facility in 2024, marking a continued commitment to sustainability and the beginning of its journey towards achieving net zero. The move to larger premises is anticipated to grow engineering and production capacity by as much as 300% within 5 years.

Mike Harvey, CEO of On-Systems, shares an insight into how the company has laid a solid foundation for its future growth:

*"I've always worked on the premise that business is built on relationships. Therefore, growth is representative of strong relationships; both in the customer and supplier domain, but importantly internally with my colleagues. Every day I'm proud to work with friends."*