

Ceed Industry Awards 2026

5 March 2026



in association with



THE SKILLS SUPPLY CHAIN PARTNERS



CEED 2025 IN REVIEW

NEW AND
RETURNING
MEMBERS



38

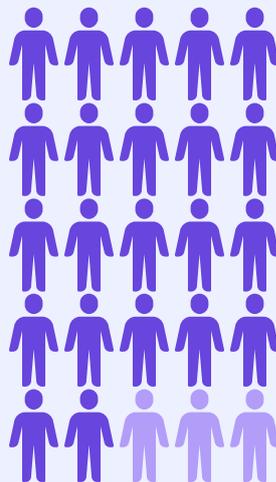
594

ORGANISATIONS



96 EVENTS

15 Growth500
sessions



1396

ATTENDEES

More than 1000 professionals inspired, informed, and connected, building capability and community across sectors.

Congratulations to all nominees, finalists and winners!

CeeD is a community using the power of Peer-to-Peer knowledge sharing to improve operational efficiency, effectiveness and ultimately profit. By pooling our collective expertise, resources, knowledge and experience to solve specific operational challenges and improve general operational performance we can help make a difference and an impact.

With our extensive programme of events and workshops, the ongoing delivery of our people development programmes (Growth500, Executive Leadership, Net Zero, Cyber Security and Mentoring Mix-up), in a phrase – CeeD is Scotland's Crowd Learning network for manufacturing engineering and technology businesses!

You should be part of the CeeD community if you believe ...

- that smart and innovative problem-solving will help your business prosper
- that you can learn from the experience and know-how of other companies in the development of your people
- that investing time in relationships could help your business to succeed
- you'd like to tap into a unique network of your peer group who want to help your business succeed, not sell to you.

If you want to know more – contact the CeeD Team

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Welcome Address from Joe Pacitti, Managing Director, CeeD



Welcome to the **7th Annual CeeD Industry Awards 2026!** Tonight, we celebrate excellence across Scotland's manufacturing, engineering, and technology sectors while fostering collaboration and innovation. This event is more than an awards ceremony—it is a platform

for networking, knowledge sharing, and sparking ideas that drive growth.

As I reflect back, I continue to be reminded of the power of our community of practice, where the continued enthusiasm to help each other with an approach to knowledge sharing that is both generous and willing given. Often the failures in connecting the good work that goes on or not adopting the knowledge share as a more system wide approach makes it hard to see real traction. I can say that this year we have demonstrated this approach to being even more joined up.

For example, with significant focus and activity in AI being very much to the fore. We have embraced our own activity in this space as clearly our sectors are well placed in fact, I might say ideally placed to make the most productive use of this growth in data rich technology, building on our long history of machine learning and continuous improvement.

However, we have not tackled this activity in isolation. With support from our membership of the Cyber Scotland Partnership we have ensured that the race for productivity through digital and cloud-based tech also considers the challenges of doing this with serious consideration around cyber security and resilience.

Our commitment to NetZero, circular economy, and skills development remains strong, as does our belief in the power of peer-to-peer learning.

The partnership we have with Elevator delivering the ambitions of the Manufacturing Innovation Centre for Moray (MICM) demonstrates partner delivery in this initiative We approach this with our CeeD core thinking of “the smartest person in the room is the room”, so this community of knowledge share is key to the success of this centre , but also everything we do in CeeD.

I was struck by a comment from experienced policy makers in Scottish Government at a meeting at the end of 2025 saying “CeeD’s superpower is that ability to convene the key players and have this translate into knowledge exchange” – I will take that recognition of a Super Power!

Meeting the challenges of skills and talent remain at the heart of the conversations we have day in day out – again a competitive theme for many as they chase that precious labour and talent pool – but I am always heartened by how much our companies continue to share. Tonight, we continue these important conversations, celebrating with peers and making new connections.

The night helps to cement this by showcasing those quality submissions for the wide themes and disciplines we embrace across our sector(s).

So, in closing I want to say congratulations to all shortlisted finalists, and heartfelt thanks to our sponsors for their unwavering support. Enjoy the evening—celebrate, connect, and let us continue building a vibrant future together... see you at the after party.

Joe Pacitti

Welcome Address from Dave Pearson, Star Refrigeration & Chairman of CeeD



Welcome to the CeeD Industry Awards, and thank you for joining us to celebrate the people, organisations and collaborations that continue to strengthen Scotland's industrial capability.!

Over the past year, the world has certainly not become easier – but it has become clearer. Ambition on its own is no longer enough, and market conditions are becoming tougher. Energy prices in particular are set to rise, and the lack of a coherent industrial energy strategy continues to place pressure on the core of our economy. What now matters more than ever is delivery: the ability to turn ideas into outcomes, plans into performance, and intent into lasting value. That is as true for productivity and skills as it is for innovation, sustainability and energy.

One of the most important shifts we are seeing is a growing recognition that many of today's challenges cannot be solved through traditional, well-defined supply-chain procurement alone. Those models are designed for certainty and optimisation. The reality we face is more dynamic, requiring learning, adaptation and shared problem-solving. Increasingly, it is partnerships – collaborative, trust-based relationships focused on outcomes rather than transactions – that are enabling real progress: light-touch, but powerful.

The same shift is happening in how leading businesses think about Net Zero. It should no longer be viewed as a cost, or a 'nice to have'. For many organisations, it is becoming a fundamental requirement for protecting margins, managing risk, securing investment and remaining competitive. Done well, Net Zero is not a drag on the bottom line, but a driver of resilience, efficiency and long-term performance.

That perspective aligns closely with CeeD's purpose. We exist to support organisations in improving how they operate, how they lead, and how they learn from one another. The awards this evening recognise not just success, but the methods, behaviours and collaborations that make that success repeatable.

My thanks go to our sponsors, judges, partners and the CeeD team for making tonight possible – and to all our finalists and nominees for the standards you set. I hope you enjoy the evening, make new connections, and take inspiration from what Scottish industry can achieve when it focuses on capability, collaboration and delivery.

CeeD's role is to create the place for partnerships, learning and shared capability that allow Scottish industry not just to adapt, but to lead. The responsibility for making that work rests with all of us – by choosing to be proactive collaborators.

Thank you, Dave

Scott Wilson



Scott Wilson is one of the country's best known voices having spent over 30 years in radio and still appears regularly on TV & radio adverts worldwide.

He's also in high demand as a sports presenter and event host and is best known in football circles as "the Voice of Hearts FC" where he spent 20 years as stadium announcer. He still works with the Club as host of their award winning hospitality suites and regularly hosts live events for many other blue chip clients

In his spare time he's a keen bagpiper, golfer and runner and is also a qualified whisky enthusiast and blogger.

Awards Schedule

7.30pm	Welcome by your host, Scott Wilson, Videojet
7.35pm	Joe Pacitti, MD of CeeD
7.45pm	Karen Stewart, Managing Director, Nine Twenty Engineering & Manufacturing
7.50pm	First course served
8:20pm	First 6 awards
8.50pm	Main course served
9:20pm	Richard Lochhead, MSP, Minister for Business, Trade and Innovation, Scottish Government
9.25pm	Next 6 awards
9:50pm	Dessert course served
10.05pm	Final 6 awards
10:35pm	Grand Charity Raffle
10:55pm	Final words from CeeD Chairman, Dave Pearson



Scan the QR code to see the full menu, seating plan and additional information we think you may be interested in.

Operational Excellence

Sponsored by: **JWF**

FINALISTS:

Celtic Renewables Limited – Celtic Renewables embedded lean, strategy deployment and employee led innovation to boost fermentation success, throughput and cost efficiency, building a high performance culture that supports sustainable growth.

Diageo – Shieldhall – Shieldhall achieved record performance through digital investment, standardised work and lean optimisation, improving safety, quality, agility and cost efficiency while increasing throughput.

Interflon Scotland Ltd – Interflon strengthened governance, reduced key person dependency and shifted to value based technical solutions, improving reliability and trust while growing revenue from £479k to £1.061m (2021–2025).

Leonardo UK Ltd – Leonardo invested £10.5m to modernise its Edinburgh radar facility, enabling advanced manufacturing capability and supporting delivery of next generation radar systems for global markets.

Scottish Leather Group – Scottish Leather Group revitalised continuous improvement by moving from push to pull production and using lean tools to cut WIP, reduce wasted time and improve OTIF through strong shop floor engagement.

SSEN Transmission – SSEN Transmission is advancing Operational Excellence with rapid AED rollout, a root cause task force and improved team meeting standards, strengthening safety, decision making and organisational resilience.

Star Refrigeration Ltd – Star Refrigeration applies a lean framework with SMART goals, 6S, KPIs and standardisation to enhance reliability, quality and on time delivery while driving continuous improvement and sustainable growth.

Thermo Fisher Scientific – Thermo Fisher's Smart Operations programme delivered a 25.5% OEE rise, £2.5m productivity gains and 42% fewer defects through lean, digital checks and daily improvement routines.



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Instrumentation



Commissioning
& Calibration



Data

Best Practice Sharing

Sponsored by: **Bridgeall**

FINALISTS:

Bacardi – Introduced a new cask quality control system across Scotch whisky maturation sites, creating internal checks that improved quality and identified supplier nonconformances. The process is now adopted globally, aligning all suppliers to a unified Bacardi maturation standard.

Chivas Brothers – Delivered a threeyear Operational Excellence transformation, sharing best practices across industry partners. Improvements such as centrelining, changeover optimisation and tiered daily management increased OEE by 20 points and engagement by 10. Now recognised as a benchmark site for consultant showcase visits.

Forth Ports Limited – Driving toward net zero (2032/2042), Forth Ports works with suppliers to enhance efficiency, cut emissions and embed circularity. By requiring clear carbonreduction plans and futurefocused collaboration, the company strengthens supplychain resilience and environmental performance.

Net-Defence – Enhanced UK cyber resilience through nationwide knowledgesharing events, partnerships and thought leadership. With widely read educational content and community outreach, the organisation helps businesses understand and manage cyber risk, contributing to a safer, more informed digital environment.

Scottish Leather Group Operations – Advanced manufacturing excellence by sharing best practices through hosted CeeD and SMAS events and factory tours. Continued investment in technology and process innovation boosts productivity while supporting peer learning and fostering collaborative industry improvement.



We help manufacturing and engineering businesses, transform their productivity and effectiveness with Microsoft technology:

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Why Bridgeall:

- ☑ **95% customer recommendation rating**
- ☑ **Strong manufacturing experience**
- ☑ **Local Scottish IT partner**
- ☑ **Multiple Microsoft Solutions Partner**

Technology.
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Growth⁵⁰⁰



A blueprint for accelerated business improvement

Growth500 is a unique business management and people development programme available to CeeD members.

The programme focuses on the 'how' and delivers practical information needed to develop and deliver growth plans. As with all CeeD content, the sessions are delivered by a number of experts in the fields - from industry to academia.

Whether your an SME looking to grow your company, or rising talent ready for the next stage of your career, this programme will teach you valuable business skills for you to put to use.

Business Model Planning Canvas

Your business model describes how your company creates, delivers and captures value.

"Growth500 became a much looked forward to monthly event where I was able to engage with speakers and experts in their field to further grow and inform every aspect of my business."

"Gives you ideas to bring back to the office."

Innovation

Innovation has a critical role to play in your business - but how do we go about it? How do we transform our organisational thinking and culture?

Operational Excellence

Discover the concept of operational excellence within organisations - or how to be the best you can, or need to be.

Leadership

Better understand various approaches to business leadership and develop your own leadership skills.

Cyber Security

We will look at the essentials in becoming more secure and protecting your business' online presence as well as how to identify threats and potential attacks.

"I found the course highly engaging."

"It's very refreshing to be in a training programme which actually sparks healthy debate and to challenge the status quo in relation to how and why we do things."

Finance

In this session we'll look cash flow statements, trade creditors, balance sheets and Profit & Loss Statements.

Marketing

Understand marketing as a strategic business function, demonstrate how to set clear objectives and show how those objectives connect marketing into your business plan.

Employment Law

Gain essential insights into workplace rights and responsibilities. Learn key legal updates and practical advice to help you navigate complex employment issues confidently.



/ceed-scotland



enquiries@ceed-scotland.com



www.ceed-scotland.com

Knowledge Exchange

Sponsored by: **Ailsa Reliability**

FINALISTS:

Digital Dairy Chain – A £21m UKRI programme accelerating innovation across the South & West Scotland and Cumbria dairy sector by enhancing digital connectivity, research, product development and skills to build a future ready supply chain.

Edinburgh Napier University – tac_tiles – tac_tiles delivers an inclusive, recyclable tactile navigation system for visually impaired users, developed through global partnerships and real world testing to advance accessible design.

Inspectahire – With the University of Strathclyde, Inspectahire created the first non invasive ultrasonic device for measuring whisky in sealed casks, providing a safe, accurate, digital alternative to manual methods.

John G Russell (Transport) Ltd – KTP – A KTP with Glasgow Caledonian University produced an AI enabled digital twin that optimises fleet movements in real time, cutting empty running and emissions while creating a commercially viable low carbon transport tool.

Net Defence – Net Defence collaborated with Chronicle Law and For Legal to upskill the legal sector on cyber risk through CPD accredited content reaching 1,500+ professionals, turning technical threats into practical compliance guidance.

University of Glasgow – Soapworks KTP – This Outstanding graded KTP transformed Soapworks with new scientific capability, a patent pending rheology technology and a new division, opening global opportunities in rheometry.

Volvo Construction Equipment – Volvo CE Motherwell strengthens STEM talent pipelines through school and university partnerships, supporting departments, hosting events and offering hands on experiences to promote diversity, skills and community impact.



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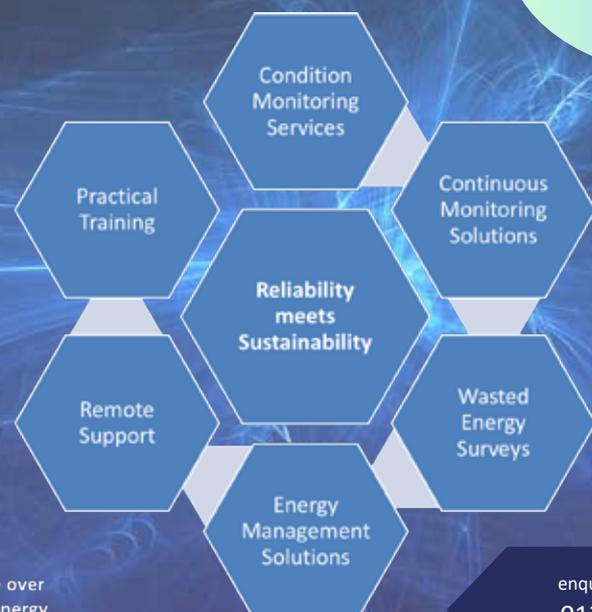
Reduced client failures by up to 80%



Detected savings in excess of 2000T of CO2



Helped generate over 40GW of green energy



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The manufacturing Innovation Centre is delivered in a strong partnership with Elevator & CeeD.



MANUFACTURING INNOVATION CENTRE MORAY

By merging the expertise of CeeD and Elevator, we will guarantee a high-quality delivery that leaves a lasting impact on the manufacturing community in Moray, as well as the broader Highland region and Scotland.

MICM will provide diagnostics, advice, information, signposting, access to funding, and brokerage services to manufacturing companies across the area. Its primary focus will be on stimulating innovation and growth in product and process development, with a strong emphasis on transitioning to low carbon practices.

There will be space in the building for business start-up incubation and space for existing business to undertake innovation projects, as well as demonstration facilities showcasing advanced technology and equipment.

Want to know more or you have technology and capability to share?

d.nicholson@ceed-scotland.com

Enterprise Park, Forres

Innovation

Sponsored by: **The National Robotarium**

FINALISTS:

Entropy Ltd – electrifies methane cracking to produce clean hydrogen with solid carbon capture, eliminating CO₂ emissions and enabling decentralised, low cost, materials generating decarbonisation.

Glasgow Kelvin College (CLIC Partnership) – The CLIC programme unites six colleges to provide accessible innovation and digital adoption support for SMEs, boosting productivity and positioning colleges as engines of inclusive regional growth.

John G Russell (Transport) Ltd – John G Russell created an AI driven logistics digital twin that unifies road, rail and warehouse data to automate optimisation, enhance visibility and cut emissions by reducing empty running.

Novosound Ltd – Novosound developed the first cuffless thin film ultrasound blood pressure platform, enabling accurate, continuous monitoring for wearables and transforming early detection and hypertension management.

Scott & Fyfe – Scott & Fyfe drives innovation through advanced composites, rapid prototyping and design led development, delivering high performance sustainable materials and exporting 94% of its globally certified products.

SSEN Transmission – SSEN Transmission deployed autonomous HVDC inspection robots and real time analytics to monitor converter stations, improving reliability, reducing outage risk and strengthening resilience on the path to Net Zero.

THE NATIONAL ROBOTARIUM

PEOPLE CENTRED :: INTELLIGENCE DRIVEN

We are **The National Robotarium**, the UK's centre for Robotics and Artificial Intelligence.

From our home at Heriot-Watt University in Edinburgh, we are shaping the future of UK robotics, developing new and innovative solutions to global challenges, and inspiring the next generation of roboticists.

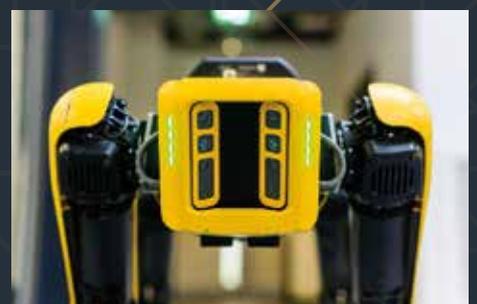
Our state-of-the-art facility boasts high-spec laboratories, flexible collaboration spaces, and cutting-edge equipment for the advancement of robotic, automated and smart technologies.

The National Robotarium is a Data-Driven Innovation hub, funded in partnership with The University of Edinburgh as part of the £1.5bn Edinburgh and South-East Scotland City Region Deal.



FIND OUT MORE: [THENATIONALROBOTARIUM.COM](https://thenationalrobotarium.com)

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 in [The National Robotarium](https://www.linkedin.com/company/the-national-robotarium) [The National Robotarium](https://www.youtube.com/channel/UC...)



Internationalisation

Sponsored by: **Johnston Carmichael**

FINALISTS:

Astrak – Astrak has expanded from a European leader into a global operation across North America, Australia and New Zealand. A Scotland-based centre of excellence underpins consistent processes, resilient supply chains and high customer satisfaction, navigating complex customs and tariffs to deliver trusted parts worldwide.

Autonomous IoT – Autonomous IoT is advancing smart, sustainable cities by integrating renewable technology with IoT infrastructure. Through a strategic partnership in South Korea, the company has scaled internationally, reduced emissions, improved urban efficiency and positioned itself as a trusted global collaborator driving future-ready city innovation.

John White & Son (Weighing Machines) Ltd – JWS is reshaping its export strategy by building an international supply chain and adopting emerging technologies. Amid post-Covid CAPEX pressures and regulatory challenges like ATEX, the company is proactively adapting to ensure global growth beyond traditional OEM-led opportunities.

SSEN Transmission – National HVDC Centre – The National HVDC Centre provides world-leading simulation and risk-reduction services for GB's HVDC systems, supporting interconnectors, offshore wind and the unique multi-terminal DC network linking Shetland to the grid. It also advances global innovation through tools, patents, project support and active R&D engagement.



Experts in Engineering & Manufacturing

We work with over 450 Engineering & Manufacturing businesses across Scotland, helping them innovate, grow, and stay competitive. With clear, focused advice from R&D and tax to funding and structuring, our specialists support you through today's challenges and tomorrow's opportunities.



Jim Lockhart
Business Advisory Partner
Glasgow Office
E: jim.lockhart@jcca.co.uk



Resilience

Sponsored by: **Booth Welsh**

FINALISTS:

Land Energy – Land Energy has begun a transformational journey grounded in clear vision, measurable steps and full alignment of people and processes. Through gap analysis and targeted improvement initiatives, the organisation is already realising significant benefits, marking the early stages of a structured, long-term change programme.

Lead2Leap Ltd – Lead2Leap has embedded operational excellence by uniting mindset, skills development and leadership into a scalable learning framework. Through academies, automation and continuous improvement, the organisation has become leaner, more resilient and more impactful – delivering transformation locally and internationally while improving both performance and lives.

Zoe Chouliara Psychology – Zoe Chouliara Psychology scaled impact – not headcount – during one of Scotland's most pressured mental-health periods, supporting nearly 4,000 people with rapid access to senior expertise. By removing layers, staying agile and listening to community need, the clinic redefined boutique mental-health care as ethical, responsive and outcomes-driven.

BOOTH WELSH
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The CeeD Annual Industry Awards

As an employee-owned business, Booth Welsh believes resilience is built through people. By combining collaboration and innovation, we deliver sustainable engineering solutions.

Booth Welsh is proud to sponsor:

THE RESILIENCE AWARD

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FeME believes that engineering should represent the society it serves.

As a network advancing inclusive, sustainable engineering focused climate change and biodiversity loss, we are proud to support the Data for Change Award.

'FeME has expanded my understanding of engineering's role by showing that it's not just about technical solutions, but also about collaboration with communities, policymakers, and other disciplines.'

FeME Climate Challenge 2025 Participant

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of EDINBURGH



Net Zero Heroes

Sponsored by: **Star Refrigeration**

FINALISTS:

Celtic Renewables – Celtic Renewables converts food, drink and agricultural waste into bio based chemicals that replace fossil fuels, cutting carbon footprints and enabling circular, low carbon products across everyday industries.

Dumfries & Galloway College – Net Zero Skills Centre – The Net Zero Skills Centre builds regional low carbon capability by embedding sustainability across teaching and industry support, helping organisations measure and reduce emissions while strengthening economic resilience.

John G Russell (Transport) Ltd – Russell reduces logistics emissions through zero emission HGV investment and an AI driven digital twin that optimises fleet allocation, cuts empty running and enables accurate carbon tracking across operations.

Makar – MAKAR's Prototype Affordable Home uses Scottish timber and natural materials to deliver ultra low carbon, low cost housing with rapid assembly, demonstrating scalable solutions to climate, affordability and fuel poverty challenges.

SSEN Transmission – SSEN Transmission is reducing SF₆ leakage—the network's most potent greenhouse gas—while improving reliability and supporting local skills, delivering measurable emissions reductions in line with Net Zero goals.

Circulus – Circulus recovers critical raw materials from electronic waste through low energy, non toxic processes, diverting hazardous materials from landfill and strengthening circular, domestic supply chains for the green transition.



Achieving Net Zero...



aiming for



REAL



In business to secure a better future



**Your Partner
In Advanced
Manufacturing**

Circular Economy

Sponsored by: **Circulus**

FINALISTS:

Renewable Parts – A circular recovery programme that refurbishes and requalifies windturbine thyristors previously treated as endoflife. The project reduces waste, cuts carbon, avoids new manufacturing, and strengthens supplychain resilience by proving circularity is viable for complex, safetycritical electronic components.

Seed2Plate Highland Ltd – Developed biodegradable Circular Regenerative Growing Technology (CRGT) from food waste, providing moisture retention, slowrelease nutrition, and soil enrichment without microplastics. Early trials improved plant health and reduced watering needs. Now exploring rainwater integration to achieve a fully circular, scalable growing solution for communities and growers.

The Edinburgh Remakery Ltd – A social enterprise reducing ewaste and boosting digital inclusion through repair, refurbishment, reuse, and device redistribution. Diverted 47 tonnes of electronics from landfill, repaired 77%, and recycled the rest. Donation boxes, repair cafés and device gifting bring unused tech back into circulation, delivering strong social and environmental impact.



Managing your resources for a better tomorrow.

Circulus is dedicated to a circular future through **reuse, refurbishment, recycling and smarter systems** for electronic and electrical equipment.



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THE SKILLS SUPPLY CHAIN PARTNERS



Designing Skills for the Future of Work

Businesses are facing rapid change as technology, industry demands, and workforce expectations continue to evolve. The Skills Supply Chain Partners supports organisations in identifying capability gaps and building workforce solutions that prepare them for what's next.

By focusing on skills rather than job roles, we help businesses strengthen workforce capability and support long-term success.

The Skills Supply Chain Partners help organisations:

- Understand workforce capability needs
- Identify skills gaps and development opportunities
 - Strengthen talent pipelines
- Support workforce growth and transformation

Stronger workforce capability
Improved access to skills and talent
Increased organisational resilience
Support for workforce development initiatives

Proud Sponsors of the Ceed Awards

The Skills Supply Chain Partners are proud to sponsor the Ceed Awards and celebrate achievements in education, employability, and skills development.

Recognising excellence across learning and workforce development helps strengthen industries and create future opportunities for individuals and organisations alike.



THE SKILLS SUPPLY CHAIN PARTNERS



Remanufacturing

Sponsored by: **Partners&**

FINALISTS:

Howden – Howden demonstrates how high-pressure cold spray enables low-heat, high-integrity restoration of worn components. By avoiding distortion and reducing reliance on energy-intensive processes, the technology extends asset life, cuts cost and lead time, and supports circular-economy goals – delivering reliable, repeatable repairs that meet demanding engineering standards.

NMIS – ReMake Programme – NMIS is driving circular-economy adoption through its internationally recognised ReMake programme, combining applied research, digital tools and cultural transformation. The Skills workstream provides CPD, reskilling and practical demonstrators that equip businesses to extend product lifecycles, cut waste and progress toward net-zero – positioning Glasgow as a leader in sustainable manufacturing.

Renewable Parts – Renewable Parts remanufactures complex, safety-critical wind-turbine components including yaw systems, brake calipers and power electronics. By restoring parts to as-new condition with full traceability and in-house testing, they cut carbon, reduce lead times and strengthen supply-chain resilience – placing remanufacturing at the core of a sustainable renewables sector.

Circulus – Circulus extends product life and reduces carbon emissions by remanufacturing electronic components at module level rather than replacing full units. Delivered through specialist facilities, skilled technicians and strong QA, this approach lowers material extraction and delivers significantly greater climate benefits than replacement or recycling alone.



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Data for Change

Sponsored by: **FeMe network**

FINALISTS:

BASEflow Malawi – Gloria Musopole strengthens groundwater monitoring in southern Malawi by improving data collection, validation and community-to-government data sharing. Through citizen-science pilots, mobile tools and community training, she enhances data quality and supports climate-resilient water management – showing exceptional leadership in a resource-limited, climate-vulnerable setting.

Edinburgh Napier University – Developed a VR-based kidney dialysis training tool that cuts in-person training from eight weeks to one. It reduces travel, emissions and waste, improves patient confidence, supports remote communities and contributes to NHS Net Zero 2030 by offering scalable, sustainable home-dialysis training.

JWF Process Solutions Ltd – JWF integrates advanced measurement technologies with analytics to deliver outcome-focused insights. Real-time data enables predictive maintenance, improves efficiency, reduces emissions and helps clients meet sustainability goals across CO₂, water, steam, gas and oxygen. The approach aligns with digitalisation and climate-action megatrends.

OnGen – OnGen Expert uses machine learning and GIS analysis to assess energy profiles and recommend optimal renewable solutions. By combining usage, weather and planning-constraint data, it helps organisations cut costs, maximise on-site energy and achieve carbon-reduction targets with confidence.

Sajid Mehmood Lakhan – Created a comprehensive, low-resource methodology for industrial water-energy-climate measurement, using seven linked frameworks and Excel-based tools. Verified results across 150+ facilities show significant water, energy and emissions savings. Training protocols ensure scalable, audit-ready climate data infrastructure anywhere.



Failure Modes
of Engineering

Failure Modes of Engineering
is proud to support the
Data for Change Award.

We believe that engineering
should represent the
society it serves.

A network advancing inclusive,
sustainable engineering that
responds to climate change and
biodiversity loss, while recognising
their disproportionate impacts on
underrepresented communities.



Get involved.

Be part of the change.

[FeMe.ac.uk](https://feme.ac.uk)

FeME

Coming Soon

Borderlands

DEEP TECH ACCELERATOR HUB



Big Innovation Is Coming To The South of Scotland

Develop, test and scale ideas without leaving the region.

Deep Tech On Your Doorstep

AI, robotics, advanced design and rapid prototyping for local businesses and entrepreneurs.

Driving Sustainable Growth

Powering inclusive innovation from Scotland's Natural Capital Innovation Zone.

Our goal is to make innovation accessible, inclusive, and relevant, regardless of sector, size, or location.

Find out more



In Partnership With

South of Scotland Enterprise (S0SE)
The National Robotarium
Edinburgh Napier University
Scotland's Rural College (SRUC)
The Glasgow School of Art
BE-ST

Marketing

Sponsored by: **Business Gateway**

FINALISTS:

Astrak – Astrak’s marketing team has elevated global brand visibility through bold creative, digital-first campaigns and data-led targeting. In a traditionally distressed-purchase market, they’ve built trust, boosted engagement and delivered measurable growth in leads and sales – proving marketing can drive strategic B2B expansion.

Celtic Renewables – Celtic Renewables’ marketing repositioned the company as a commercial chemical manufacturer through a full rebrand, films, PR and digital storytelling. The strategy strengthened credibility, showcased circular-economy impact, improved stakeholder confidence and supported business growth.

James Ramsay – A strategic rebrand strengthened differentiation in a competitive market, aligned with a move to new premises. Through a bold, integrated rollout across digital, physical and live channels, the campaign increased visibility, strengthened engagement and boosted revenue, bids and recruitment while honouring the company’s heritage.

KubeNet – KubeNet’s marketing focuses on clear, educational content rather than hard selling. Through webinars, digital content, events and community partnerships, a single-person team – backed by strong internal support – grew the customer base from 400 to over 700 and strengthened brand trust across the sector.

Lochlie Construction Ltd – Lochlie’s marketing is built on leadership visibility, credibility and long-term relationships. Through knowledge sharing, client events and refreshed digital channels, they communicate who they are as a partner. This approach supported sustained growth from £6m to £10.5m and underpins their ambition as Scotland’s Contractor of Choice.

Makar – MAKAR delivered a high-impact marketing campaign around an innovative affordable-home prototype, using behind-the-scenes content, live events and supplier collaboration. With minimal budget, the campaign generated 15+ media features, reached hundreds of thousands and expanded enquiries while influencing national housing conversations.

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We are delighted to sponsor the Ceed Industry Awards 2026, and we extend our congratulations to all finalists and winners.

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Industry
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attendees companies

Knowledge
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6

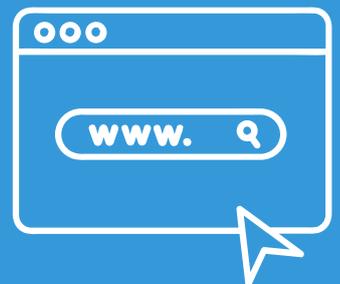
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Cyber Resilience

Sponsored by: **Cyber Scotland**

FINALISTS:

Astrak – Astrak strengthened global cyber resilience through ISO 27001 certification, enhanced security frameworks, phishing simulations, dark web monitoring and AI governance policies. These measures improved workforce awareness, reduced risk, and created a secure, responsible digital environment that sets a strong benchmark for cyber-security practice.

KubeNet – KubeNet improved cyber resilience with 24/7 SOC monitoring, usecure training, LogicMonitor deployment and an enhanced security stack. Alongside internal improvements, it contributes nationally through the Cyber Incident Response Cadre, supporting organisations under attack and sharing expertise, proving SMEs can meaningfully bolster Scotland's cyber resilience.

Net-Defence – Net-Defence strengthens UK cyber resilience through consultancy, defence solutions and proactive education, achieving 25% revenue and client growth. Supporting organisations of all sizes, it introduced Business Resilience as a Service (BRaaS), enabling accessible, cost-effective cyber protection and raising security standards nationwide.

University of Glasgow – Professor Pezaros leads pioneering whole-systems cyber-resilience research for Critical National Infrastructure, combining academic innovation with industry partnerships. His team delivers tools, training and guidance that influence policy, enhance organisational resilience and create practical impact across defence, energy and telecom sectors in the UK and beyond.



CyberScotland

Working together to improve Scotland's cyber resilience

The CyberScotland Partnership is a collaborative leadership approach to focus efforts on improving cyber resilience across Scotland.

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Skills Development

Sponsored by: **Skills Development Scotland**

FINALISTS:

Aggreko – Aggreko has built over 30 years of apprentice development, using apprenticeships to grow talent, strengthen operations and develop leadership capability—creating a resilient, future ready workforce.

LifeScan – LifeScan Inverness produces 3 billion diabetes test strips annually and depends on highly skilled local talent to sustain quality, innovation and 24/7 advanced manufacturing for 20 million global users.

Rearo Laminates Ltd – Rearo builds strong talent pipelines through integrated apprenticeships, leadership development and operational excellence training, supporting inclusion and boosting capability across a workforce where apprentices make up over 20%.

SP Energy Networks – SPEN develops an inclusive, skilled workforce through high completion apprenticeships, graduate pathways and lifelong learning, while partnerships like SmartSTEMs expand outreach and strengthen talent for the clean energy transition.

SSEN Transmission – SSEN Transmission transformed asset management capability through coordinated skills development, moving from worst to best in global benchmarking and delivering measurable improvements in performance and stakeholder confidence.

Storm Aviation Ltd – Storm Aviation and Avensa Training deliver blended, industry regulated aviation training that combines technical instruction with coached practice and mentoring, accelerating competence and building a robust talent pipeline for critical roles.



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Women in Engineering/Manufacturing

Sponsored by: **Volvo**

FINALISTS:

- The Ada Scotland Festival
- Sarah Badesha, Chivas Brothers
- Laura Halliday, Arthian
- Encarni Medina-Lopez, The University of Edinburgh
- Patricia Munoz-escalona, Glasgow Caledonia University
- Shannon O'Neill, Vital Energi Utilities
- Victoria Phillips, Aggreko
- Christy Ritchie, Albacom
- Jan Roberston, Diageo
- Annette Welch, Here's The Plan

V O L V O



BUILDING A MORE INCLUSIVE INDUSTRY

The future of our industry will be shaped by diverse teams who can see challenges from every angle.

At Volvo Group, increasing gender balance is crucial as we work towards our ambition of 35% women among all employees and leaders by 2030.

This is supported by initiatives that build a stronger pipeline of female talent – from early careers and technical roles to senior leadership. By creating inclusive workplaces where everyone can contribute and grow, we unlock better ideas, decisions and outcomes for our customers and communities.

Equality, Diversity & Inclusion

Sponsored by: **Renewable Parts**

FINALISTS:

Ada Scotland Festival (University of Glasgow) – Ada Scotland advances gender equity in tech by convening schools, universities and industry to deliver inclusive role-model access, hands-on experiences, and practical support across Scotland. Targeted programmes, rural inclusion measures and industry roundtables build a diverse pipeline, shift retention culture, and expand opportunities for girls, women and non-binary people.

Diageo – Shieldhall – Shieldhall embeds inclusion through female apprenticeship pathways, mentoring (Spirited Women), STEM outreach and visible leadership representation. Structured rotations, confidence-building programmes and data-tracked engagement have grown belonging and performance, creating role models who advance into technical and leadership posts – demonstrating how equitable development drives culture change and operational results.

Aggreko – Aggreko promotes women in engineering via storytelling campaigns, mentorship, ERGs, bias training and flexible work – backed by leadership advocacy and measurable goals. Female leaders deliver major programmes, modelling progression and impact. The approach tackles visibility, pipeline and inclusion challenges while strengthening innovation and retention across global engineering teams.

Chivas Brothers – Chivas Brothers is reshaping gender balance in engineering by promoting women into key leadership roles, creating inclusive pathways through graduate recruitment, and championing representation at every level. Female engineers now lead major capital projects and act as visible role models, strengthening inclusion, challenging bias, and building a diverse future talent pipeline.

Engineering a circular future for wind



At Renewable Parts, remanufacture is not a repair strategy, it's a performance strategy.



www.renewable-parts.com

Proud to be shortlisted for Remanufacture and Circular Economy at the CEED Awards.

Young Person of the Year

Sponsored by: **Nine Twenty Engineering & Manufacturing**

FINALISTS:

Individual

Stuart Casey, KubeNet
 Harry Jackson, Ailsa Reliability Solutions
 Avinesh Krishnan, Aggreko
 Lauren Lawson, Leidos Europe
 Sean McManus, Celtic Renewables
 Catriona McPheat, The University of Glasgow
 Parker Nelson, Forge and Equip
 Robert Paxton, Chivas Brothers
 Ciara Pollock, Atkins Ralis
 Gary Roberts, Diageo
 Hollie Sawers, Astrak

Organisation

Leonardo

Jude Munro
 Rory Thompson
 Rebecca Young

Plexus

Alex Gibson
 Callum Watson
 Isla Weir
 Esmee Wragg

SP Energy Networks

Aimee Dickson
 Robyn McKenzie
 Esha Pandey
 Maria Valverde

Volvo Construction Equipment

Katie Ellis
 Ross Mitchell



Young Person of the Year Award

Your go-to recruitment and people experts in Manufacturing & Engineering, partnering with businesses to build and sustain future talent pipelines.

www.weareninetwenty.com

Engaging Talent

This award is in memory of Euan Thomson who sadly died in a cycling accident in 2022 on the way to work at Star Refrigeration. Euan had deep links with Booth Welsh, so it is fitting that this collaboration in his name is led by CeeD for it is collaboration and teamwork that underpinned Euan's life. He was noted as a standout contributor in an early CeeD Growth500 cohort. This award is for undergraduates who in the last year have undertaken an individual or group project with mentorship from an industry partner.

Meet the entrants of 2026

FINALISTS:

Olivia Brown – Star Refrigeration – Olivia led the development of a company-wide sustainability strategy aligned to the UN SDGs, embedding employee engagement, e-learning and operational improvements. Her work strengthened data integrity, delivered measurable progress through EcoVadis and waste-reduction initiatives, and created a scalable model for organisational sustainability leadership – all achieved alongside her undergraduate studies.

Cameron Fordyce – Nami Surgical & University of Glasgow – Cameron developed a novel, low-cost Digital Image Correlation system for ultrasonic surgical devices, integrating mechanical, electrical and manufacturing expertise. His validated platform enhances Nami Surgical's design capability, while his multidisciplinary engagement, communication strength and external collaboration with NPL demonstrate exceptional ambition, problem-solving and engineering maturity.

Wiktor Skrzypowski – Renewable Parts Ltd – Wiktor improved workshop efficiency by strengthening cycle-time data integrity, introducing new timing systems and challenging assumptions on process reliability. His analysis identified bottlenecks, informed SMART targets and supported operational decision-making. Strong stakeholder engagement – from executives to shop-floor teams – has advanced Renewable Parts' circular-economy and continuous-improvement goals.

Callum Devlin, Kai Diaz-Smith, David Docherty – Emergency One – The student team designed a universal, ergonomic SCBA stowage system for Emergency One, solving safety, usability and manufacturability challenges in fireappliance equipment. Through deep user engagement, DFMA-focused design and fullscale prototyping, they delivered a robust, innovative solution that exceeded client expectations and demonstrated exceptional realworld engineering capability.

Chairman's Award

Sponsored by: **University of the West of Scotland**

This Award reflects the contribution a business makes across the Ceed community.

The winner will be announced on the night.

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SmartSTEMs exist to inspire the next generation about STEM by facilitating low cost and high efficacy engagement through our collaborative framework approach.

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- Nine Twenty Engineering & Manufacturing
- Partners&
- Renewable Parts
- Skills Development Scotland
- Star Refrigeration
- The National Robotarium
- University of the West of Scotland
- Volvo

Trophy Designers

Our fabulous award trophies were designed & produced by CA Models, a member of PROTOTAL.

Dessert Course

The delicious desserts this evening were provided by Equi's Ice Cream and Ochil Fudge.

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- Highlands and Islands Enterprise
- Ian McKenna
- Interflon Scotland
- James Ramsay
- John G Russell (Transport)
- John White and Son
- KubeNet
- Land Energy
- Leonardo
- LifeScan
- Lochlie Construction
- Net Defence
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- PSA Event Production
- Rearo Laminates
- Scott & Fyfe
- Scottish Enterprise
- Scottish Leather Group
- South of Scotland Enterprise
- SP Energy Networks
- Scotland's Rural College (SRUC)
- Scottish and Southern Electricity Networks
- Storm Aviation
- The Edinburgh Remakery
- Thermo Fisher
- University of Edinburgh
- University of Glasgow
- University of Strathclyde
- Vital Energi Utilities
- Woodward
- ZC Psychology

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**If you want to know more –
contact a member of the Ceed Team**

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