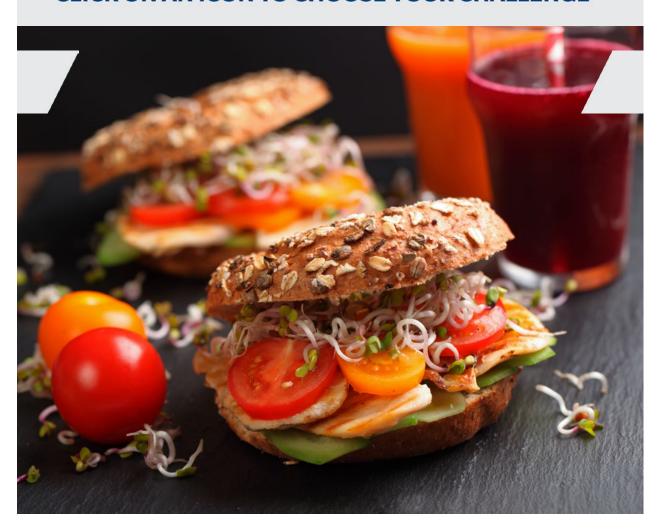


## STAGNATE AND DIE OR CHANGE AND THRIVE?

The food and beverage industry needs to constantly evolve. Macro forces driving this change include downward margin pressure from Brexit uncertainties, commodity prices, and supermarket buying tactics. The need for agility and efficiency is driving manufacturers to change to survive.

Looking ahead we provide predictions and potential solutions for many of the key challenges in the food and beverage space this year.

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#### **EMPLOYMENT CHALLENGES**

Brexit is creating significant employment uncertainty. Attracting and retaining employees is one of the highest profile challenges facing the sector. Also the increasing adoption of robotics to reduce labour costs has created the need for several new categories of jobs.

# SOLUTION Employee Value Propositions HIGH EMPLOYEE ENGAGEMENT AND RETENTION

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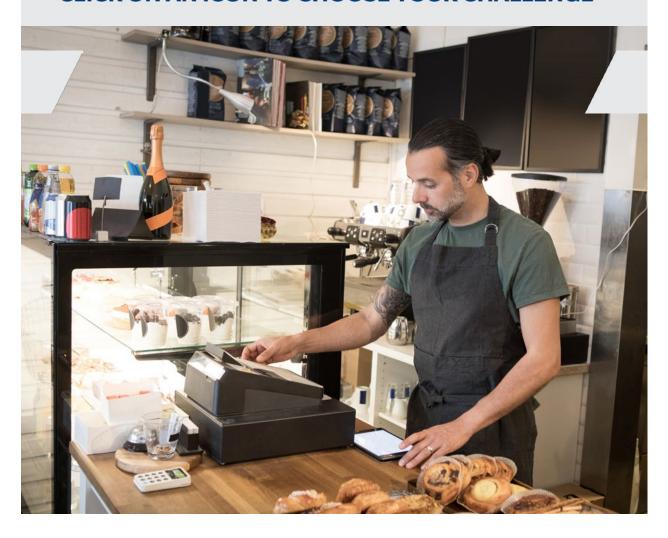


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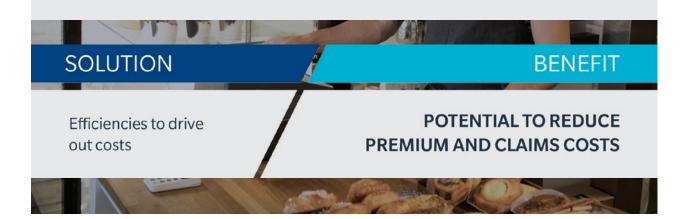
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Multiple headwinds are generating margin pressure. Food and beverage manufacturers have to ensure they are receiving value from all suppliers and service providers.



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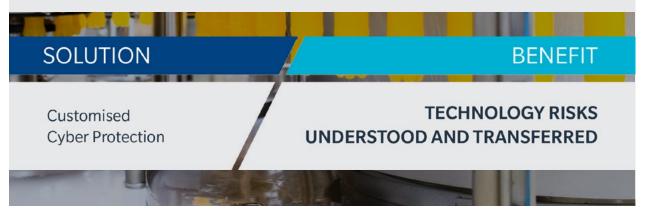
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Automation and robotics are expected to be adopted in many processing plants to improve operational efficiencies, for example, to increase throughput and enhance quality, while improving real-time traceability and safety. Frequent changes in consumer preferences will drive demand for more flexible manufacturing with the constant need to change from one package or product to another.



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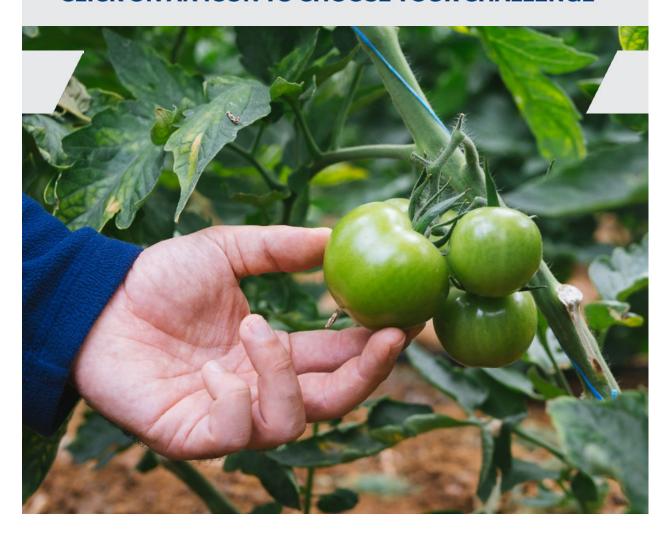


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Food and beverage manufacturer's margins are being squeezed; higher input costs, the healthy food debate and new entrants into the market are creating a difficult trading environment. The need to ease pressure on margins has increasingly led to an uptick in merger and acquisition activity to create scale and focus on niche products.



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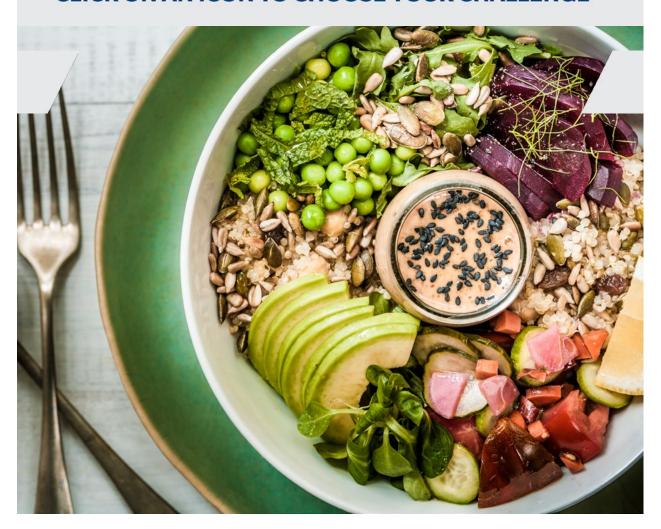


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Food and beverage manufacturers will need to be increasingly agile to align with the personal and nutritional preferences of today's consumer. A rising interest in health benefits and increased regulatory restrictions has led to consumers looking for more natural alternatives while the demand for convenience has led to higher quality "on the go" products.



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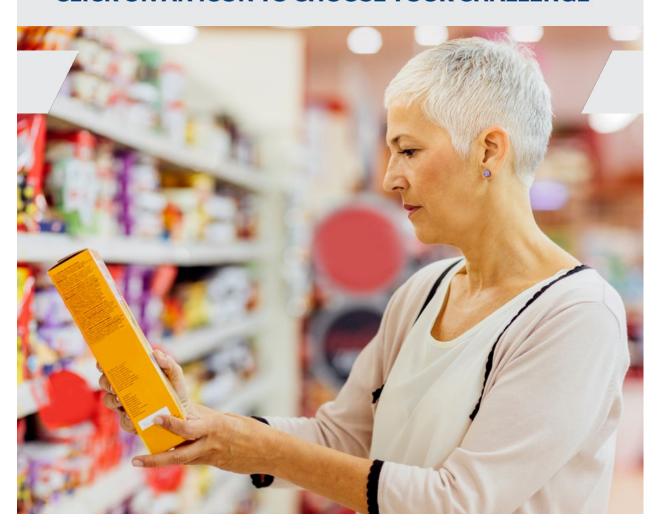


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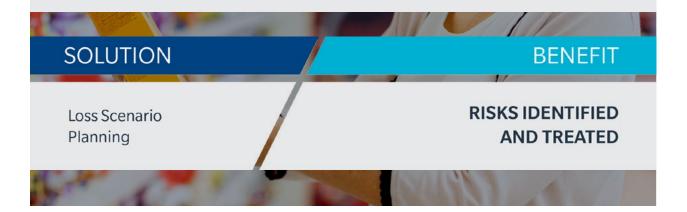
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In the battle to satisfy consumer choice, manufacturers now source extensively across complex supply chains. Traceability and the enforcement of stringent food safety regulations are becoming more critical in eradicating food-borne illness outbreaks and mitigating recalls.



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