

Demonstrating our company values.

With our focus on excellence, we ensure our Group's culture is consistent with the aim of long-term growth and stability.

Our Values...



Integrity

Striving to make the right decisions for all of our stakeholders and our planet.



Honesty

We honour our commitments and aim to deliver them in a dedicated and respectful manner.



Longevity

We have a long history and we genuinely care about our people, their professional development and work-life balance. Our employees are our most important assets.

Retirement of Peter Mason



After studying electrical engineering at Aberdeen University, in 1976 Peter qualified as a chartered accountant with Price Waterhouse. He spent time with Planet Group and TI Group before joining FW Thorpe Plc in 1987 as Finance Director. Peter became Joint Chief Executive in July 2000; in June 2010 he stepped back to a non-executive role, finally retiring from the Board in January 2024.

Mike Allcock, Chairman, comments: *"As a young engineer at our old factory in Kings Norton, Birmingham, I clearly recall Peter's arrival. Apart from his obvious accounting skills, Peter immediately had an impact improving our systemisation, especially with the introduction of our first mainframe computer system – something very impressive for the era and mind-blowing for incumbent staff.*

Over the years, Peter was usually the last person out of the door in the evening. Before leaving, Peter often used to walk down to my office to deliver a cup of coffee from the vending machine, and in return I would show him the latest Thorlux product development ideas. Peter's positive reception of these ideas and clear enthusiasm spurred me on to continue the next morning. Although he is a skilled finance man, I think his true passion is engineering!

On behalf of the Group and its shareholders, I would like to wish Peter a long and happy retirement. We thank him for his many years of service and dedication, during which time FW Thorpe has grown significantly, with Peter professionally underpinning its foundations to make it the strong and stable Group we are today."

Our colleagues...

Our employees are fundamental to our success; they design, develop, manufacture and sell our products, as well as provide the excellent customer service we deliver. In return, we invest in them with development and training, and we have a wellbeing policy. We also have an apprentice scheme, and we train and promote management from within the Group.

Thorlux apprenticeship awards



Celebrating the 40th work anniversary of Mike Allcock



Mike Allcock began his career with FW Thorpe Plc in 1984 as an apprentice at Thorlux Lighting. In less than 30 years, Mike had risen to become Joint Group CEO, and, a few years later, Chairman. This career progression is testament both to Mike's exceptional talent and dedication and to how it was recognised and rewarded within the Group.

During his time as an apprentice in the Thorlux technical department, Mike first demonstrated his outstanding technical acumen, creative thinking and work ethic. These early contributions paved the way for a series of rapid promotions:

- In 1998, Mike was appointed Technical Director of Thorlux. His flair for innovation led to the development of the first Smart controls within the business, which have since evolved into the cutting-edge SmartScan system, now a market-leading intelligent lighting solution.
- By 2001, Mike's vision and technical expertise earned him the role of Group Technical Director.
- In 2003, Mike ascended to the position of Managing Director of Thorlux. His ability to introduce novel products has been a cornerstone of Thorlux's enduring success and industry leadership.
- In 2010, Mike was appointed Joint Group CEO, further expanding his influence and leadership across FW Thorpe.
- Finally, in 2017, Mike was appointed Chairman of FW Thorpe Plc. Under his stewardship, the Company continues to thrive, maintaining its reputation for technological excellence and market leadership in the lighting industry.

Mike's strategic direction and commitment to innovation have played a crucial role in FW Thorpe's growth and success. Importantly, Mike has also mentored numerous individuals, encouraging the next generation to follow in his footsteps. Mike's dedication to nurturing talent and fostering a culture of innovation has left a profound impact within the Group and its employees.