

NEWSLETTER

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ISO 9001 AUDIT. TMS ACHIEVES FULL ISO 9001 AND ISO 14001 RECERTIFICATION WITH ZERO NON-CONFORMANCES

We're proud to announce that TMS has successfully passed its full recertification audit for both ISO 9001 (Quality Management) and ISO 14001 (Environmental Management), with no non-conformances identified. The comprehensive audit took place in September at our Grantham head office and marks a significant milestone in our continued commitment to excellence, quality, and environmental responsibility.

Auditors conducted a thorough review of our management systems and processes, engaging with a number of staff members throughout their visit. Their

findings were a strong endorsement of the professionalism, dedication, and attention to detail shown across the business. Achieving a clean audit, with zero non-conformances, is a rare and commendable outcome that reflects the hard work of all teams involved.

Maintaining these certifications is not just about compliance; it's a reflection of how we operate as a company. It demonstrates to our customers, partners, and stakeholders that TMS upholds the highest standards in both the quality of our services and the care we take to minimise our environmental impact. A big thank you to everyone who contributed to this success — your efforts continue to shape the strong, resilient, and forward-thinking organisation we are proud to be.



LINCOLN DEFENCE CLUSTER. FOCUS IN DEFENCE NETWORKING EVENT – SHOWCASING COLLABORATION AND GROWTH IN GREATER LINCOLNSHIRE. 21ST OCT 2025

Last night, I had the pleasure of attending the Focus in Defence Networking Event at the International Bomber Command Centre, organised by Team Lincolnshire and the Greater Lincolnshire Regional Defence and Security Cluster.

It was an excellent evening filled with valuable insights, meaningful discussions, and the opportunity to connect with both familiar and new faces across the defence and security community. Julian Free delivered an engaging introduction highlighting the fantastic opportunities emerging within the defence sector and how collaboration continues to drive innovation and capability growth.

Throughout the evening, conversations touched on key topics such as supply chain security, defence innovation, supportability solutions and the evolving needs of the sector. What stood out most was the sheer strength and

diversity of local businesses now joining the Lincolnshire Defence and Security Cluster, many discovering that their products, services and expertise have real potential to support defence and security in unexpected yet vital ways.

It's fantastic to see the Cluster continuing to grow and expand, bringing together industry, academia and government to strengthen the region's contribution to UK defence. The momentum behind this initiative is a true credit to all involved and a great example of what can be achieved through collaboration and shared ambition.



REMEMBRANCE

As we approach Remembrance Day, we take time to pause, reflect, and honour those who made the ultimate sacrifice in service to our country. It's a moment to remember the courage, resilience, and selflessness of all who have served, past and present, and to recognise the freedoms we enjoy because of them.

At TMS, we also acknowledge the dedication of our staff who actively support the Royal British Legion and the Poppy Appeal, helping to ensure that the legacy of those who served is never forgotten. Their efforts embody the spirit of remembrance and remind us why it remains so important to keep remembering, year after year.

LEST WE FORGET



PAUL PARR – MY REMEMBRANCE. HONOURING DEDICATION: PAUL PARR AND HIS CONTINUED SUPPORT FOR THE ROYAL BRITISH LEGION

Each year, our very own Paul Parr devotes his time and energy to supporting the Royal British Legion (RBL) and the Poppy Appeal, demonstrating an unwavering commitment to remembrance and those who have served. His dedication to this cause continues to inspire us all.

This year, Paul once again went above and beyond. He took a full week away from work to volunteer on local Poppy Appeal stalls, helping to raise vital funds and awareness within the community. His presence and enthusiasm not only contribute directly to the success of the appeal but also embody the spirit of remembrance and gratitude that this time of year represents.

On Remembrance Sunday, Paul proudly served as a Standard Bearer during the parade at the Gainsborough

standing with players, supporters and fellow volunteers in a moment of collective respect before kick-off.



Paul's continued service to the Royal British Legion and the wider Remembrance efforts is truly outstanding. His passion, humility, and dedication are a reflection of the values we hold close as a company — respect, service, and community.

Cenotaph, playing a central role in honouring those who made the ultimate sacrifice. His commitment doesn't end there, on Saturday afternoon, Paul also took part in the Act of Remembrance at the Gainsborough Trinity Football Ground,

We are immensely proud of Paul and deeply grateful for everything he does to support such a meaningful cause. His actions remind us of the importance of remembrance, not only in November but throughout the year.

SUPPORTING THE NEXT GENERATION: KEITH CLARK

Outside of work, Keith Clark dedicates his personal time as a Cadet Instructor with the Air Cadets, mentoring and guiding young people as they develop valuable life skills, discipline and confidence.

His commitment to helping shape the next generation through leadership, teamwork and community service is truly commendable.



On the 9th November, RAF Air Cadets from 1265 (Horncastle) Squadron, Air Training Corps under the command of our colleague Keith Clark (Flight Sergeant Clark (RAFAC)), joined the Servicemen and women, veterans, civic leaders and other youth organisations in paying their respects to the fallen.

The Parade marched through the market town to St Mary's Church where a traditional Church Service was held before reforming and making its way to the Horncastle Memorial Centre for the Act of Remembrance.

A further midday service was held at the town's Korean Veterans War Memorial.

TMS are proud to have Keith as part of the team and deeply appreciative of the time and energy he gives to support such an important organisation and its young members.

TMS STAFF – BIG SHOUT OUT

NEW STARTER BRETT WADE – WELCOME TO THE TEAM

We are thrilled to welcome Brett Wade to the team and the TMS family as our new Project Manager. With a strong background as a former military professional, Brett brings a wealth of experience and a unique perspective that will undoubtedly enhance our work. His deep understanding of the challenges and nuances of the defence sector will be invaluable as we continue to deliver top-tier solutions to our clients.

We are excited about the expertise and insights Brett will bring to the team, and we are confident that his skills will play a key role in helping us achieve new heights. We look forward to working with Brett and watching him thrive in this new role

Welcome to the Team Brett!



DECEMBER

TMS CHRISTMAS GATHERING – PAST AND PRESENT COME TOGETHER

To round off another fantastic year, our TMS team – past and present – came together in December for our latest *TMS Friday*, combined with our annual Christmas drinks.

It was great to see so many familiar faces, catch up with former colleagues and celebrate another successful year for TMS. The evening was filled with laughter, great conversation, and that unmistakable buzz of excitement as we head into the festive season.



As always, these gatherings are a reminder of the strong connections built over the years at TMS, friendships that last well beyond projects and job titles. Seeing everyone together again was the perfect way to wrap up 2025 and look ahead to the opportunities that the New Year will bring.

Here's to another year of teamwork, growth and continued success.

Merry Christmas from all of us at TMS!

IT'S THE MOST WONDERFUL TIME OF THE YEAR!

Even the Scrooges and Grinches can't stop the festive spirit from taking over (we see you trying).

From all of us at TMS, a huge THANK YOU to our clients, partners, and colleagues for your continued support in 2025. It's been an incredible year, and we couldn't have done it without you.

Wishing you all a safe, joyful festive season and an exciting 2026 filled with new opportunities and shared success.

Merry Christmas and Happy New Year from the whole TMS team!

TMS SAVES CHRISTMAS



CAPABILITY CORNER: TRAINING

Ability developed through effective knowledge transfer and coherent training.

At **TMS**, we design, develop and deliver **training and visual learning solutions** that ensure personnel have the skills, knowledge and confidence to operate, maintain and support technical equipment.

Our training specialists combine technical understanding with creative design, producing materials that are accurate, engaging and tailored to real-world application.

We support both **traditional classroom-based learning** and **digital, blended training environments**, ensuring flexibility across all delivery methods.

Our **Training & Visual Design Services** include:

- **Training Needs Analysis**
- **Training Course Design**
- **Instructor-Led Training**
- **Computer-Based Training**
- **Augmented Reality Training**
- **Virtual Reality Training**
- **Training Evaluation**
- **Training Course Delivery**

UK Defence Training is developed to align with the **Defence Systems Approach to Training (DSAT)** and industry best practice, ensuring that learning outcomes are Specific, Measurable, Achievable, Relevant and Time Bound (SMART):

Element 1 – Analysis

Element 2 – Design

Element 3 – Delivery

Element 4 – Assurance

UK Commercial Training is aligned to the proven **ADDIE process**, ensuring every training solution is structured, purposeful, and measurable:

A – Analyze: We identify your training needs, audience, and performance goals.

D – Design: We build the learning framework, outcomes, and structure.

D – Develop: We create interactive materials, eLearning modules, animations, and visual content.

I – Implement: We deliver your training through the most effective format — classroom, virtual, or blended learning.

E – Evaluate: We measure success, gather feedback, and refine for continuous improvement.

Our in-house **Visual Design and eLearning Team** transform complex information into visually engaging, easy-to-understand learning, combining creativity with instructional expertise.

Whether you need onboarding programmes, compliance training, or technical upskilling, TMS delivers training that is **informative, interactive, and impactful**.

Force multiplication through effective and efficient training.

Exhibiting at DPRTE 2025

26 - 27 MARCH | FARNBOROUGH INTERNATIONAL

UPCOMING EVENTS DPRTE



WHY TMS?

TMS is a leading service provider, we are a trusted partner to the defence sector. Our strength lies in our ability to integrate seamlessly with client teams, combining deep technical knowledge with an understanding of the unique pressures and expectations of defence programmes.

- We deliver **compliance and quality** at every stage.
- We bring **clarity and confidence** to complex projects.
- We understand the importance of **operational readiness** and design every service to contribute directly to mission success.

When you work with TMS, you gain a partner who is proactive, reliable and committed to excellence. Our people are driven by the same values that underpin defence itself: professionalism, integrity and a relentless focus on outcomes.

We Go Further, Together!

QUOTE OF THE QUARTER

"The battlefield rewards the trained and punishes the unprepared. Effective training turns uncertainty into confidence and complexity into control."



TO BE CONTINUED...