



# WHAT OUR CLIENTS SAY

**Cranswick plc** is a FTSE 250 company and leading food supplier to the UK consumer market through a variety of retailers' private labels and own-brand products. Their 14 separate sites have a total workforce of 7,000 of which 3,000 are agency workers.

The management of Cranswick has to deal with the usual daily challenges expected at such a large company. However, as Miranda Walker, Head of HR, says: "As we are spread across so many divisions, and as we continue to grow through acquisition of companies with different practices and procedures, we face testing strategic challenges too."

One of Miranda's first priorities when she took up her role was to bring consistency to the large HR function across the group. "For example, not all divisions had legal expenses insurance in place," says Miranda, "and I wanted to get a grip of the way we procured legal support, settlement agreements and the costs of uninsured tribunals."

Ellis Whittam was already supporting two divisions, and the MD's of those divisions were enthusiastic about EW's service. Miranda comments: "After productive discussions with



EW, we were happy to confirm them as the supplier of choice to the entire group."

As Cranswick continues to grow, EW's team of legally qualified advisers support the organisation with both the routine HR matters and more complex legal challenges.

Miranda adds: "Although we already have a comprehensive in-house HR resource, the support from EW is invaluable. The varying levels of experience amongst the HR teams across the divisions determines how they make use of EW.

*"Ellis Whittam makes a significant contribution to ensuring that we achieve our corporate responsibilities."*

*Miranda Walker,  
Head of HR*

Sometimes we need support with complex legal matters; other divisions need more hand holding with day to day issues. EW provide a flexible service and always rise to the challenge."

Concluding, Miranda says: "Ellis Whittam makes a significant contribution to ensuring that we achieve our corporate responsibilities."



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